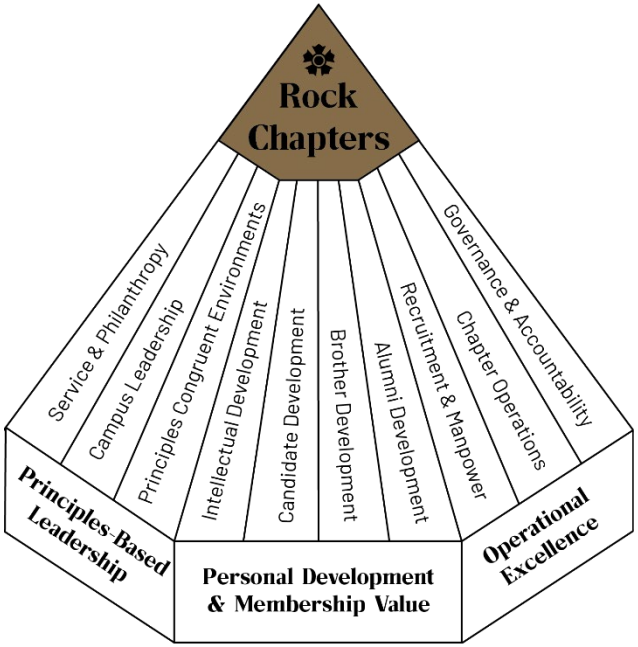
Pursuit of Excellence Program Evaluation Guidelines



The program includes three standards with a total of ten subcategories in which chapters are assessed annually in their development towards excellence.

Principles-Based Leadership

Service and Philanthropy

Campus Leadership

Principles Congruent Environments

Personal Development and Membership Value

Intellectual Development

Candidate Development

Brother Development

Alumni Development

Operational Excellence

Recruitment and Manpower

Chapter Operations

Governance and Accountability

A Note on the Evaluation Guidelines

The Evaluation Guidelines provide an objective standard of assessment for all chapters by defining benchmark criteria for each achievement level from Poor to Excellence. The guidelines contained within this document show the levels from Acceptable to Excellence along the assessment continuum. While all chapters should direct their efforts towards, and strive for achievement in, the Excellence range across all subcategories, a level of Acceptable must be attained in each for chapters to remain in good standing with the General Fraternity.

Chapters receiving an achievement level below Acceptable in a subcategory must submit an improvement plan in that area to the General Fraternity. This improvement plan should be shared with the Chapter Advisor, Division Commander, and Campus Fraternity/Sorority Advisor. Chapters receiving an achievement level below Acceptable in five or more subcategories may be placed in the **PEP Chapter Support Program**.

General Fraternity staff use the Evaluation Guidelines to determine chapter ratings in each subcategory as part of annual assessments. The guidelines create consistency across evaluations and ensure a focus on evaluating chapters individually to the standard rather than trying to rank chapters in relation to one another. The information from the evaluation is communicated back to chapters, key alumni, and campus advisors. Leadership consultants use these ratings and feedback in planning upcoming consultations for optimal effectiveness in addressing chapter needs. In this review by the General Fraternity staff, each chapter receives an achievement level on a seven-point scale that ranges from Poor to Excellence. Chapters also receive an explanation for that rating and suggestions for improvement. This feedback is important for the program to achieve its purpose of driving our chapters toward constant improvement. The full rating scale for the program is below.



Updates to the Evaluation Guidelines – Effective August 2022

The High Council updated the Fraternity's strategic plan in the summer of 2021 with a new goal to, "evaluate and re-calibrate the Pursuit of Excellence Program to continually improve chapter performance across the Fraternity." As colleges and universities have come back to normal operating conditions the High Council reviewed the evaluation guidelines to reset expectations and raise the bar for chapter performance. Criteria from both pre-pandemic and pandemic operations were reviewed, modified, extended to lower performance levels, or removed considering the future the Fraternity expects chapters to help create as we emerge from the pandemic. In this way, the Pursuit of Excellence Program has taken the best, most relevant criteria from pre-pandemic, retaining criteria modified during the pandemic to continue to spur chapter innovation, and bringing in additional criteria from similar campus-based or other national fraternity programs to keep Sigma Nu chapters striving for the optimal fraternity experience. Finally, the High Council's review was conducted to ensure the evaluation guidelines:

- Appropriately reflect the Fraternity's strategic plan, policies, and programs.
- Provide clear distinctions between each performance level.
- Continue to promote improvement of chapter operations relative to achieving increasing levels of excellence.

The High Council reviewed pre-pandemic and pandemic era criteria, as well as suggestions from General Fraternity staff to institute best practices for chapters as an expectation (i.e., Acceptable criterion) and/or at higher positive performance levels. The resulting updates to the evaluation guidelines include:

- Removing criteria that are no longer relevant due to changes in Fraternity policy, practice, and programs.
- Retaining or modifying criteria that were amended during the pandemic and have promoted innovation and improved efficiency and effectiveness in chapter operations.
- Adding new criteria to promote continuous improvement by chapters, to ensure clear distinctions between each performance level, and to institute Fraternity or fraternal community best practices.

More information on the process used to update the evaluation guidelines in 2014, during the pandemic, and in 2022 is available here.

Service and Philanthropy

Future leaders are transformative throughout the communities they interface with. Service to others, through the donation of time, talent, and treasure, is a core mechanism for creating leaders as engaged citizens in their local community.

Acceptable	Good	Very Good	Excellence
Chapter conducts three (3) or more service activities with participation from most members.	Chapter conducts four (4) or more service activities with participation from most members.	Chapter volunteered to provide direct community service at least 5 or more times annually.	Chapter volunteered to provide direct community service at least 6 or more times annually.
Each member completes at least three (3) hours of community service each semester.	Each member completes at least four (4) hours of community service each semester.	Each member completes five (5) hours of community service each semester.	Each member completes six (6) hours of community service each semester.
Chapter incorporated education about the cause being supported into at least one fundraising event (e.g., brochures about the cause, or a speaker on the issue.).	Chapter incorporated education about the cause being supported into at least one fundraising event (e.g., brochures about the cause, or a speaker on the issue.).	Chapter incorporated education about the cause being supported into at least one fundraising event (e.g., brochures about the cause, or a speaker on the issue.).	Chapter incorporated education about the cause being supported into at least one fundraising event (e.g., brochures about the cause, or a speaker on the issue.).
Chapter incorporated the principles of Sigma Nu into all service and philanthropy events.	Chapter incorporated the principles of Sigma Nu into all service and philanthropy events.	Chapter incorporated the principles of Sigma Nu into all service and philanthropy events.	Chapter incorporated the principles of Sigma Nu into all service and philanthropy events.
	Chapter follows up at least one event with a reflection or discussion with members on the impact of their fundraising or service. This should help members understand the impact of their service and philanthropic activities as it relates to the principles and purpose of the Fraternity.	Chapter incorporated periodic reflection after service and philanthropic activities to help members process the experience. This should help members better understand the impact of their service and philanthropic activities as it relates to the principles and purpose of the Fraternity.	Chapter incorporated periodic reflection after service and philanthropic activities to help members process the experience. This should help members better understand the impact of their service and philanthropic activities as it relates to the principles and purpose of the Fraternity.
	Chapter co-sponsors a community service or philanthropy project with another campus student organization.	Chapter co-sponsors a community service or philanthropy project with another campus student organization.	Chapter co-sponsors two or more community service or philanthropy projects with another campus student organization.
		Members are involved in individual service in addition to chapter projects.	Members are involved in individual service in addition to chapter projects.
		Chapter has an established relationship with a local non-profit organization, engaging with the organization(s) at least annually.	Chapter has an established relationship with a local non-profit organization, engaging with the organization(s) once or more per semester/quarter.
		Chapter has advocated for their non-profit partners to help create awareness about the issues these partners address. This should help others in the community understand the importance of supporting these causes.	Chapter has advocated for their non-profit partners to help create awareness about the issues these partners address. This should help others in the community understand the importance of supporting these causes.
		Chapter encourages others to support local non-profits, including those it selects for its own community service and philanthropic projects.	Chapter encourages others to support local non-profits, including those it selects for its own community service and philanthropic projects.

Campus Leadership

Members of the Fraternity enhance their host institution by becoming engaged as leaders in campus and interfraternal activities and organizations. Through their leadership, members advance the purpose of both the Fraternity and their institution. This is recognized as a contribution to the greater good.

Acceptable	Good	Very Good	Excellence
Chapter participates in campus sponsored activities and leadership development programs at least once a semester, if such programs are offered.	Chapter participates in campus sponsored activities and leadership development programs at least once a semester, if such programs are offered.	Chapter has demonstrated a high level of involvement in campus sponsored activities and leadership development programs, if such programs are offered.	Chapter has demonstrated a high level of involvement in campus sponsored activities and leadership development programs, if such programs are offered.
At least 60% of chapter members are involved in other student organizations.	At least 70% of chapter members are involved in other student organizations.	At least 80% of chapter members are involved in other student organizations.	At least 80% of chapter members are involved in other student organizations.
Chapter meets all IFC requirements.	Chapter meets all IFC requirements.	Chapter meets or exceeds all IFC and host institution expectations.	Chapter meets or exceeds all IFC and host institution expectations.
Chapter meets with fraternity/sorority advisor once per semester.	Chapter meets with the fraternity/sorority advisor at least once per semester and has developed a positive relationship with campus fraternity/sorority advisor.	Chapter meets with the fraternity/sorority advisor at least once per semester and has established a positive relationship with campus fraternity/sorority advisor and other campus administrators who serve as a resource.	Chapter meets with the fraternity/sorority advisor at least once per semester and has established a positive relationship with campus fraternity/sorority advisor and other campus administrators who serve as a resource.
Chapter has actively assisted members in becoming involved in other organizations or campus programs.	Chapter has actively assisted members in becoming involved in other organizations or campus programs.	Chapter has actively assisted members in becoming involved in other organizations or campus programs and requires members to be involved in at least one campus or community organization.	Chapter has actively assisted members in becoming involved in other organizations or campus programs and requires members to be involved in at least one campus or community organization.
		Chapter sends representatives to campus-wide IFC-sponsored leadership development programs, if such programs exist.	Chapter sends representatives to campus-wide IFC-sponsored leadership development programs, if such programs exist.
		More than 5% of chapter members have leadership roles in other student organizations or campus programs.	More than 10% of chapter members have leadership roles in other student organizations or campus programs.
			Chapter hosts at least one campus-wide event or program.
			Chapter has received recognition for their involvement on campus or has received recognition through campus or interfraternal awards programs, if such recognitions/awards exist.
			Chapter has been a leading voice in issues facing the Fraternity/Sorority community.

Principles Congruent Environments

The physical and social environments created by the Fraternity foster positive growth and development and the establishment of lifelong friendships. This includes the promotion of a safe and healthy lifestyle. The chapter will foster a brotherhood that respects the dignity of people while embracing the free exchange of ideas.

Acceptable	Good	Very Good	Excellence
Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc. or the *Risk Reduction Policy*, *or* college/university policy in the last year.	Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc. or the *Risk Reduction Policy*, or college/university policy in the last year.	Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc. or the *Risk Reduction Policy*, or college/university policy in the last year.	Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc. or the *Risk Reduction Policy*, or college/university policy in the last year.
Chapter creates a safe and healthy social environment.	Chapter creates a safe and healthy social environment.	Chapter creates a safe and healthy social environment.	Chapter creates a safe and healthy social environment.
Chapter Candidates complete the Risk Reduction session from LEAD Phase I.	Chapter Candidates complete the Risk Reduction session from LEAD Phase I.	Chapter Candidates complete the Risk Reduction session from LEAD Phase I.	Chapter Candidates complete the Risk Reduction session from LEAD Phase I.
	Chapter conducts one session from the Risk Reduction or Personal Development module of All-Chapter LEAD each semester/quarter (at least twice per year).	Chapter conducts one session from the Risk Reduction or Personal Development module of All-Chapter LEAD each semester/quarter (at least twice per year).	Chapter conducts one session from the Risk Reduction or Personal Development module of All-Chapter LEAD each semester/quarter (at least twice per year).
		Chapter conducts at least one mental health/wellness educational program each year.	Chapter conducts two or more mental health/wellness educational programs each year.
		Chapter attends one program related to wellness or diversity sponsored by another campus organization.	Chapter sponsors one program related to wellness or diversity with another student organization on campus.
		Chapter attends an anti-hazing, sexual assault, or drug abuse educational workshop/speaker each year.	Chapter sponsors an anti-hazing, sexual assault, or drug abuse educational workshop/speaker each year.

Intellectual Development

Chapter will positively impact intellectual development by promoting the importance of academics and by supporting its members through activities which develop the intellect and support critical thinking.

Acceptable	Good	Very Good	Excellence
Chapter earned a GPA above both all-male and all-fraternity averages, or chapter GPA was above a 3.0 for the most recent fall term.	Chapter earned a GPA above both all-male and all-fraternity averages for the previous two semesters.	Chapter earned a GPA above both all-male and all-fraternity averages for the previous two semesters.	Chapter earned a GPA above both all-male and all-fraternity averages for the previous two semesters.
Chapter sets a minimum GPA for candidates, initiates to remain in good standing, and officers.	Chapter sets a minimum GPA for candidates, initiates to remain in good standing, and officers.	Chapter sets a minimum GPA for candidates, initiates to remain in good standing, and officers as part of a written scholarship plan for its membership.	Chapter sets a minimum GPA for candidates, initiates to remain in good standing, and officers as part of a written scholarship plan for its membership.
Scholarship Committee and/or advisor provide individual support for members who are struggling academically (at minimum, those not meeting chapter minimum standards).	Scholarship Committee and/or advisor provide individual support for members who are struggling academically (at minimum, those not meeting chapter minimum standards).	Scholarship Committee and/or advisor provide individual support for members who are struggling academically, including an expectation that those members use campus academic resources.	Scholarship Committee and/or advisor provide individual support for members who are struggling academically, including an expectation that those members use campus academic resources.
Chapter has a written scholarship plan with defined goals.	Chapter has a written scholarship plan with defined goals.	Chapter has a written scholarship plan with defined goals that are well articulated and easy to measure.	Chapter has a written scholarship plan with defined goals that are well articulated and easy to measure.
Chapter provides incentives OR recognition for academic success.	Chapter provides incentives OR recognition for academic success.	Chapter provides incentives and recognition for academic success.	Chapter provides incentives and recognition as components of its written scholarship plan.
Chapter helps members connect with campus services for academic success.	Chapter helps members connect with campus services for academic success.	Chapter connects members with campus academic resources, including introducing new members to these resources.	Chapter connects members with campus academic resources, including introducing new members to these resources.
	Chapter hosts a speaker each year on academic success skills (e.g., time management, note taking, navigating library resources, and study skills).	Chapter hosts a speaker each year on academic success skills (e.g., time management, note taking, navigating library resources, and study skills).	Chapter hosts a speaker each year on academic success skills (e.g., time management, note taking, navigating library resources, and study skills).
		Chapter members pursue admittance to honors programs and academic groups (such as Order of Omega, Omicron Delta Kappa and other Honoraries), if such programs exist.	Chapter members pursue admittance to honors programs and academic groups (such as Order of Omega, Omicron Delta Kappa and other Honoraries), if such programs exist.
		Chapter encourages members to participate in intellectually stimulating activities (i.e., lectures, study abroad, campus programs, faculty presentations and/or undergraduate research).	Chapter encourages members to participate in intellectually stimulating activities (i.e., lectures, study abroad, campus programs, faculty presentations and/or undergraduate research).
		Chapter has a faculty advisor who assists with scholarship and works with the chapter's Scholarship Chairman.	Chapter has a faculty advisor who assists with scholarship and works with the chapter's Scholarship Chairman.
			Chapter ranked among the top third of chapters in GPA among IFC fraternities at least once in the previous year.

Candidate Development

Through a variety of learning and mentoring experiences, candidates are prepared to be initiated members of the Fraternity with a commitment to the principles and purpose of Sigma Nu.

Acceptable	Good	Very Good	Excellence
Chapter utilizes LEAD Phase I and may incorporate some guest facilitators.	Chapter utilizes LEAD Phase I, using one or more guest facilitators.	Chapter utilizes LEAD Phase I, using multiple guest facilitators.	Chapter completes all LEAD Phase I sessions, using multiple guest facilitators.
Chapter initiates at least 70% of candidates (excluding those de-pledged for disciplinary reasons).	Chapter initiates at least 80% of candidates (excluding those de-pledged for disciplinary reasons).	Chapter initiates at least 85% of candidates (excluding those de-pledged for disciplinary reasons).	Chapter initiates at least 90% of candidates (excluding those de-pledged for disciplinary reasons).
Chapter articulates to all members and candidates that Sigma Nu is an anti-hazing organization, and all members understand the definition of hazing as described by The Law of Sigma Nu Fraternity, Inc., and the *Risk Reduction Policy*.	Chapter articulates to all members and candidates that Sigma Nu is an anti-hazing organization, and all members understand the definition of hazing as described by The Law of Sigma Nu Fraternity, Inc., and the *Risk Reduction Policy*.	Chapter articulates to all members and candidates that Sigma Nu is an anti-hazing organization, and all members understand the definition of hazing as described by The Law of Sigma Nu Fraternity, Inc., and the *Risk Reduction Policy*.	Chapter articulates to all members and candidates that Sigma Nu is an anti-hazing organization, and all members understand the definition of hazing as described by The Law of Sigma Nu Fraternity, Inc., and the *Risk Reduction Policy*.
Candidates complete a service project OR individually complete two (2) or more hours of service (in-person or virtual volunteerism).	Candidates complete a community service activity as part of the Candidate Education Program. Experience includes follow up discussion to help candidates understand the importance of these activities to the community and to the Fraternity.	Candidates complete a community service activity as part of the Candidate Education Program. Experience includes follow up discussion to help candidates understand the importance of these activities to the community and to the Fraternity.	Candidates complete a community service activity as part of the Candidate Education Program. Experience includes follow up discussion to help candidates understand the importance of these activities to the community and to the Fraternity.
Chapter has clearly defined expected outcomes for their Candidate Education Program, described as part of a written candidate program.	Chapter has clearly defined expected outcomes for their Candidate Education Program, described as part of a written candidate program that also includes a schedule of activities.	Chapter has clearly defined expected outcomes for their Candidate Education Program, described as part of a written candidate program that also includes a schedule of activities and overview of requirements for initiation.	Chapter has clearly defined expected outcomes for their Candidate Education Program, described as part of a written candidate program that also includes a schedule of activities and overview of requirements for initiation.
Chapter has measures in place to appropriately address any member violation of the Fraternity's anti-hazing policy, including expectation of candidate reporting of mistreatment to appropriate chapter officers/advisors.	Chapter has measures in place to appropriately address any member violation of the Fraternity's anti-hazing policy, including expectation of candidate reporting of mistreatment to appropriate chapter officers/advisors.	Chapter has measures in place to appropriately address any member violation of the Fraternity's anti-hazing policy, including expectation of candidate reporting of mistreatment to appropriate chapter officers/advisors.	Chapter has measures in place to appropriately address any member violation of the Fraternity's anti-hazing policy, including expectation of candidate reporting of mistreatment to appropriate chapter officers/advisors.
Chapter reinforces the messages communicated through Principles-Based Growth with members serving as role models of the mission & principles of Sigma Nu.	Chapter reinforces the messages communicated through Principles-Based Growth with members serving as role models of the mission and principles of Sigma Nu.	Chapter reinforces the messages communicated through Principles-Based Growth with members serving as role models of the mission and principles of Sigma Nu.	Chapter reinforces the messages communicated through Principles-Based Growth with members serving as role models of the mission and principles of Sigma Nu.
	At least 90% of candidates complete Tightrope prior to initiation.	At least 90% of candidates complete Tightrope prior to initiation.	Candidate completion of Tightrope prior to initiation is a requirement for initiation (i.e., 100% of candidates complete prior to initiation).
	Candidates attend campus-based programs for new members, if such programs exist.	Candidates attend campus-based programs for new members, if such programs exist.	Candidates attend all required campus-based programs sponsored for new members, if such programs exist.
		Chapter has clear expectations for what Candidates can expect of the chapter and initiated members.	Chapter has clear expectations for what Candidates can expect of the chapter and initiated members.
		Chapter invites alumni to attend Candidate and Initiation Ceremonies.	Chapter invites alumni to attend Candidate and Initiation Ceremonies.
		Chapter participates in National Hazing Prevention Week.	Chapter participates in National Hazing Prevention Week.
			Chapter can articulate the impact of LEAD on their Candidate Education Program and Candidates.
			Chapter utilizes the Candidate Class Retreat from LEAD Phase I.

Brother Development			
The chapter prepares brothers to be effective in leadership roles within Sigma Nu and other organizations and experiences. In addition, initiated members are prepared to be successful alumni.			
Acceptable	**Good**	**Very Good**	**Excellence**
Chapter utilizes two or more phases of LEAD with guest facilitators.	Chapter utilizes three or more phases of LEAD with guest facilitators.	Chapter utilizes four or more phases of LEAD with guest facilitators.	Chapter utilizes all phases of LEAD with guest facilitators.
Chapter members attend campus or interfraternal leadership development programs (i.e., UIFI, IMPACT, LeaderShape, and officer training programs), if such programs are available.	Chapter members attend campus or interfraternal leadership development programs (i.e., UIFI, IMPACT, LeaderShape, and officer training programs), if such programs are available.	Chapter members attend campus or interfraternal leadership development programs (i.e., UIFI, IMPACT, LeaderShape, and officer training programs), if such programs are available.	Chapter members attend campus or interfraternal leadership development programs (i.e., UIFI, IMPACT, LeaderShape, and officer training programs), if such programs are available.
Chapter has multiple officers attend the Sigma Nu Institute (virtual or in-person event).	Chapter has multiple officers attend the Sigma Nu Institute (virtual or in-person event).	Chapter has multiple officers attend the Sigma Nu Institute (virtual or in-person event).	Chapter has multiple officers attend the Sigma Nu Institute (virtual or in-person event).
Chapter attends College of Chapters and Grand Chapter.	Chapter attends College of Chapters and Grand Chapter.	Chapter attends College of Chapters and Grand Chapter.	Chapter attends College of Chapters and Grand Chapter.
The position of LEAD Chairman is an elected, major office.	The position of LEAD Chairman is an elected, major office.	The position of LEAD Chairman is an elected, major office.	The position of LEAD Chairman is an elected, major office.
Chapter has compiled a list of possible guest facilitators and their contact information.	Chapter has compiled a list of possible guest facilitators and their contact information.	Chapter has compiled a list of possible guest facilitators and their contact information.	Chapter has compiled a list of possible guest facilitators and their contact information.
Chapter sponsors an Officer Transition session as part of its transition plan each semester.	Chapter sponsors an Officer Transition session as part of its transition plan each semester.	Chapter sponsors an Officer Transition session as part of its transition plan each semester.	Chapter sponsors an Officer Transition session as part of its transition plan each semester.
	Chapter demonstrates a commitment to the LEAD Program through the establishment of a LEAD Committee that includes the LEAD Chairman, Marshal, and at least two other brothers in the chapter.	Chapter demonstrates a commitment to the LEAD Program through the establishment of a LEAD Committee that includes the LEAD Chairman, Marshal, an advisor, and at least two other brothers in the chapter.	Chapter demonstrates a commitment to the LEAD Program through the establishment of a LEAD Committee that includes the LEAD Chairman, Marshal, an advisor, and at least two other brothers in the chapter.
	Chapter Alumni facilitate one (1) LEAD session or other leadership skill training workshop each year.	Chapter Alumni facilitate two-three (2-3) LEAD sessions or other leadership skill training workshops each year.	Chapter Alumni facilitate four (4) or more LEAD sessions or other leadership skill training workshops each year.
		Chapter conducts a brotherhood retreat on an annual basis.	Chapter conducts a brotherhood retreat on an annual basis.
			Chapter can articulate the impact of their LEAD programming.

Alumni Development

Sigma Nu shall identify and engage alumni and volunteers to support the success of the chapter, develop and perpetuate fraternal leadership, and increase the value of lifelong membership.

Acceptable	Good	Very Good	Excellence
Chapter has an active Alumni Advisory Board or Chapter Advisor.	Chapter has an active Alumni Advisory Board (i.e., multiple advisors).	Chapter has an active Alumni Advisory Board of four or more advisors.	Chapter has an active Alumni Advisory Board of four or more advisors.
Chapter communicates regularly with Alumni Advisory Board or Advisor.	Chapter communicates regularly with advisors, and advisors attend chapter meetings at least once per academic term (quarter/semester).	Chapter communicates regularly with advisors, and advisors attend chapter meetings and ritual ceremonies, at least once per academic term (quarter/semester).	Chapter advisors are regularly involved in mentoring officers and assisting with chapter goal setting and planning.
Chapter provides at least an annual update to alumni through either a traditional newsletter or email format.	Chapter provides at least an annual update to alumni through either a traditional newsletter or email format.	Chapter produces and distributes alumni newsletters each academic year, at least twice each academic year, in paper OR electronic formats.	Chapter produces and distributes alumni newsletters each academic year, at least three times per year each academic year, in paper OR electronic formats.
Chapter uses one or more virtual platforms (e.g., social media, email, website) to communicate with general alumni on the activities of the chapter.	Chapter uses two or more virtual platforms (e.g., social media, email, website) to communicate with general alumni on the activities of the chapter.	Chapter uses three or more virtual platforms (e.g., social media, email, website) to communicate with general alumni on the activities of the chapter.	Chapter uses four or more virtual platforms (e.g., social media, email, website) to communicate with general alumni on the activities of the chapter.
Chapter submits news to the General Fraternity (i.e., "Tell Us Your News") at least once per year.	Chapter submits news to the General Fraternity (i.e., "Tell Us Your News") at least twice per year.	Chapter submits news to the General Fraternity (i.e., "Tell Us Your News") at least three times per year.	Chapter submits news to the General Fraternity (i.e., "Tell Us Your News") at least four times per year.
Chapter sponsors one alumni event each academic year.	Chapter sponsors one alumni event each academic year.	Chapter sponsors two alumni events each academic year.	Chapter sponsors two alumni events each academic year.
		Chapter conducts the Affirmation of Knighthood ceremony for graduating initiates at least once per year.	Chapter conducts the Affirmation of Knighthood ceremony for graduating initiates at least once per year.
			Chapter works with Alumni Advisory Board, House Corporation, and/or Alumni Chapter to create an ongoing alumni recognition program.

Recruitment and Manpower

The manpower of a chapter must be sufficient to maintain all successful chapter operations in a manner which provides a positive fraternal experience. Further, Sigma Nu will strive for growth through an innovative, principles-based growth program that engages new members who are committed to the founding principles of the Fraternity.

Acceptable	Good	Very Good	Excellence
Chapter meets or exceeds the average manpower size for the college/university.	Chapter meets or exceeds the average manpower size for the college/university.	Chapter meets or exceeds the average manpower size for the college/university.	Chapter meets or exceeds the average manpower size for the college/university.
Chapter has exhibited healthy growth in the previous year OR chapter maintains a healthy manpower for its campus environment.	Chapter has exhibited healthy growth in the previous year OR chapter maintains a healthy manpower for its campus environment.	Chapter has exhibited healthy growth in the previous year OR chapter maintains a healthy manpower for its campus environment.	Chapter has exhibited healthy growth in the previous year OR chapter maintains a healthy manpower for its campus environment.
Chapter's recruitment efforts are focused on Sigma Nu's Principles-Based Growth program and show some emphasis on the principles and purpose of the Fraternity.	Chapter's recruitment efforts are focused on Sigma Nu's Principles-Based Growth program, with particular emphasis on the principles and purpose of the Fraternity.	Chapter's recruitment efforts are focused on Sigma Nu's Principles-Based Growth program, with particular emphasis on the principles and purpose of the Fraternity.	Chapter's recruitment efforts are focused on Sigma Nu's Principles-Based Growth program, with particular emphasis on the principles and purpose of the Fraternity.
Chapter has a written, year-round, recruitment plan.	Chapter has a written, year-round, recruitment plan.	Chapter has a written, year-round, recruitment plan which places emphasis on the development of positive relationships on an individual level.	Chapter has a written, year-round, recruitment plan which places emphasis on the development of positive relationships on an individual level and has a recruitment goal and plan in place to reach or maintain a specific total manpower size.
Chapter can articulate what type of member they target to achieve their stated purpose as an organization.	Chapter can articulate what type of member they target to achieve their stated purpose as an organization.	Chapter can articulate what type of member they target to achieve their stated purpose as an organization and evidence use of those criteria in recruiting new members.	Chapter can articulate what type of member they target to achieve their stated purpose as an organization and evidence use of those criteria in recruiting new members.
Chapter uses a Master Prospect List to track interest and fit to identified new member characteristics (e.g., GPA, prior leadership experience).	Chapter uses a Master Prospect List to track interest and fit to identified new member characteristics (e.g., GPA, prior leadership experience).	Chapter uses a Master Prospect List to track interest and fit to identified new member characteristics (e.g., GPA, prior leadership experience).	Chapter uses a Master Prospect List to track interest and fit to identified new member characteristics (e.g., GPA, prior leadership experience).
Chapter financial information is advertised to potential new members during the recruitment process. This information should include the candidate and initiation fees, semester/quarter dues, and housing fees (if applicable).	Chapter financial information is advertised to potential new members during the recruitment process. This information should include the candidate and initiation fees, semester/quarter dues, and housing fees (if applicable).	Chapter financial information is advertised to potential new members during the recruitment process. This information should include the candidate and initiation fees, semester/quarter dues, and housing fees (if applicable).	Chapter financial information is advertised to potential new members during the recruitment process. This information should include the candidate and initiation fees, semester/quarter dues, and housing fees (if applicable).
Chapter conducts a recruitment skills workshop with all members at least annually.	Chapter conducts a recruitment skills workshop with all members at least annually.	Chapter conducts a recruitment skills workshop with all members prior to each formal recruitment period.	Chapter conducts a recruitment skills workshop with all members prior to each formal recruitment period.
	Chapter established and leveraged a process for alumni referrals and/or campus and community resources (e.g., parents, high schools, honorary or principles-based organizations, admissions office) which includes acknowledgement and follow-up on all referrals.	Chapter established and leveraged a process for alumni referrals and/or campus and community resources (e.g., parents, high schools, honorary or principles-based organizations, admissions office) which includes acknowledgement and follow-up on all referrals.	Chapter established and leveraged a process for alumni referrals and/or campus and community resources (e.g., parents, high schools, honorary or principles-based organizations, admissions office) which includes acknowledgement and follow-up on all referrals.
		Alumni are invited to attend a chapter recruitment event.	Alumni are invited to attend a chapter recruitment event.
		Chapter has created and demonstrated use of a system for identifying and recruiting legacies.	Chapter has created and demonstrated use of a system for identifying and recruiting legacies.

Chapter Operations

Sigma Nu will ensure the necessary structures, systems, and resources are in place in support of the Fraternity.
This includes fiduciary responsibility, organized administration, and effective planning to best achieve the aims of Sigma Nu.

Acceptable	Good	Very Good	Excellence
Chapter operates on an annual budget that is developed by the finance committee, approved by the chapter, and includes a revenue over expense margin sufficient to cover operating expenses and collection costs.	Chapter operates on an annual budget that is developed by the finance committee, approved by the chapter, and includes a revenue over expense margin sufficient to cover operating expenses and collection costs.	Chapter operates on an annual budget that is developed by the finance committee, approved by the chapter, and includes a revenue over expense margin sufficient to cover operating expenses and collection costs.	Chapter operates on an annual budget that is developed by the finance committee, approved by the chapter, and includes a revenue over expense margin sufficient to cover operating expenses and collection costs.
Chapter has no past due balance with the General Fraternity.	Chapter has no past due balance with the General Fraternity, College or University, or any other entity.	Chapter has had no past due balance with the General Fraternity, College or University, or any other entity.	Chapter has had no past due balance with the General Fraternity, College or University, or any other entity.
Chapter has no more than 10% of accounts receivable in excess of 30 days after accounting for payment plans and initiates suspended for financial delinquency.	Chapter has no accounts receivable in excess of 30 days and for candidates and initiates who are in arrears, the chapter utilizes the 30/60/90 policy as per The Law of Sigma Nu Fraternity, Inc.	Chapter has no accounts receivable in excess of 30 days and for candidates and initiates who are in arrears, the chapter utilizes the 30/60/90 policy as per The Law of Sigma Nu Fraternity, Inc.	Chapter has no accounts receivable in excess of 30 days and for candidates and initiates who are in arrears, the chapter utilizes the 30/60/90 policy as per The Law of Sigma Nu Fraternity, Inc.
Chapter keeps all financial records electronically.	Chapter keeps all financial records electronically.	Chapter keeps all financial records electronically.	Chapter keeps all financial records electronically.
Chapter files the applicable Form 990 for the preceding fiscal year on time.	Chapter files the applicable Form 990 for the preceding fiscal year on time.	Chapter files the applicable Form 990 for the preceding fiscal year on time.	Chapter files the applicable Form 990 for the preceding fiscal year on time.
Chapter utilizes two signature checks, and the approved signatories are the Commander and Recorder.	Chapter utilizes two signature checks, and the approved signatories are the Commander and Recorder.	Chapter utilizes two signature checks, and the approved signatories are the Commander and Recorder.	Chapter utilizes two signature checks, and the approved signatories are the Commander and Recorder.
Chapter utilizes *The Ritual* for each chapter meeting as well as proper induction and initiation ceremonies.	Chapter utilizes *The Ritual* for each chapter meeting as well as proper induction and initiation ceremonies, as well as holds educational sessions for new candidates and initiates on the meaning and performance of *The Ritual* at least annually.	Chapter utilizes *The Ritual* for each chapter meeting as well as proper induction and initiation ceremonies, as well as holds educational sessions for new candidates and initiates on the meaning and performance of *The Ritual* at least once per academic term (semester/quarter).	Chapter utilizes *The Ritual* for each chapter meeting as well as proper induction and initiation ceremonies, as well as holds educational sessions for new candidates and initiates on the meaning and performance of *The Ritual* at least once per academic term (semester/quarter).
Chapter utilizes an outside financial service to collect dues AND/OR collects at least 75% of annual billings.	Chapter utilizes an outside financial service to collect dues AND/OR collects at least 80% of annual billings.	Chapter utilizes an outside financial service to collect dues AND/OR collects at least 90% of annual billings.	Chapter utilizes an outside financial service to collect dues AND/OR collects at least 95% of annual billings.
	Chapter members are involved in creating a chapter budget which expends financial resources in a manner which supports the mission of the Fraternity.	Chapter members are involved in creating a chapter budget which expends financial resources in a manner which supports the mission of the Fraternity.	Chapter members are involved in creating a chapter budget which expends financial resources in a manner which supports the mission of the Fraternity.
	Chapter maintains a savings account.	Chapter maintains a savings account to which it contributes at least annually.	Chapter maintains a savings account to which it contributes at least twice a year.
			Chapter has a written process for reporting candidates, initiates, officers, and other updates to its Members Area roster, including ensuring alignment with the monthly General Fraternity billing statement. Additionally, the chapter has no late reporting fees or appeals within the last year.

Governance and Accountability

Effective governance structures and measures of accountability must be in place within the Fraternity. These measures should complement the principles of the Fraternity while maintaining integrity to the purpose of the organization.

Acceptable	Good	Very Good	Excellence
Chapter utilizes the Trial Code Procedure of The Law of Sigma Nu Fraternity, Inc. when necessary to discipline chapter members.	Chapter utilizes the Trial Code Procedure of The Law of Sigma Nu Fraternity, Inc. when necessary to discipline chapter members.	Chapter utilizes the Trial Code Procedure of The Law of Sigma Nu Fraternity, Inc. when necessary to discipline chapter members, reviewing the complaint and trial process with brothers at least once a year.	Chapter utilizes the Trial Code Procedure of The Law of Sigma Nu Fraternity, Inc. when necessary to discipline chapter members, reviewing the complaint and trial process with brothers at least once a year.
Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc., or the *Risk Reduction Policy* in the last year.	Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc., or the *Risk Reduction Policy* in the last year.	Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc., or the *Risk Reduction Policy* in the last year.	Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc., or the *Risk Reduction Policy* in the last year.
Chapter has not violated college/university policy in the last year.	Chapter has not violated college/university policy in the last year.	Chapter has not violated college/university policy in the last year.	Chapter has not violated college/university policy in the last year.
Chapter bylaws are reviewed by a committee and distributed to the chapter at least annually.	Chapter bylaws are reviewed by a committee and distributed to the chapter at least annually.	Chapter bylaws are reviewed by a committee and distributed to the chapter at least annually, including a meeting to review the bylaws with candidates.	Chapter bylaws are reviewed by a committee and distributed to the chapter at least annually, including a meeting to review the bylaws with candidates.
Chapter operates under a written strategic plan with measurable goals and objectives that are reviewed annually by the chapter.	Chapter operates under a written strategic plan with measurable goals and objectives that are reviewed annually by the chapter.	Chapter operates under a written strategic plan with measurable goals and objectives that are reviewed by the chapter each academic term (semester/quarter).	Chapter operates under a written strategic plan with measurable goals and objectives that are reviewed by the chapter each academic term (semester/quarter).
Chapter has a written Crisis Management plan and members are educated on the plan at least annually.	Chapter has a written Crisis Management plan and members are educated on the plan at least annually.	Chapter has a written Crisis Management plan and members are educated on the plan each academic term (semester/quarter).	Chapter has a written Crisis Management plan and members are educated on the plan each academic term (semester/quarter).
Chapter operates on the committee system - with at least 25% of brothers serving on a committee - and the committees meet at least monthly to discuss business.	Chapter operates on the committee system - with at least 50% of brothers serving on a committee - and the committees meet at least monthly to discuss business.	Chapter operates on the committee system - with at least 75% of brothers serving on a committee - and the committees meet at least monthly to discuss business.	Chapter operates on the committee system - with at least 90% of brothers serving on a committee - and the committees meet at least monthly to discuss business.
Chapter has an accountability and discipline system in its bylaws (e.g., honor/judicial board, standard punishments for misbehavior).	Chapter has an accountability and discipline system in its bylaws (e.g., honor/judicial board, standard punishments for misbehavior) and can demonstrate use of same in the past year.	Chapter has an accountability and discipline system in its bylaws (e.g., honor/judicial board, standard punishments for misbehavior), educates members on the system, and can demonstrate use of same in the past year.	Chapter has an accountability and discipline system in its bylaws (e.g., honor/judicial board, standard punishments for misbehavior), educates members on the system, and can demonstrate use of same in the past year.
		Chapter has conducted one or more of the following sessions from Module B of All-Chapter LEAD - Session 2: Delegation; Session 3: Effective Meetings; Session 5: Officer Transition; Session 7: Accountability.	Chapter has conducted one or more of the following sessions from Module B of All-Chapter LEAD - Session 2: Delegation; Session 3: Effective Meetings; Session 5: Officer Transition; Session 7: Accountability.