



THE GRAND COUNCIL OF  
**SIGMA PI**  
FRATERNITY ★ INTERNATIONAL

# THE NEXT STEPS

A plan for immediate implementation by the 2016 – 2018 Grand Council

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*a Quest for Excellence* <sup>ΣΠ</sup>

# The Next Steps

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# The Executive Office

Our goal is for the Executive Office to provide great training to our undergraduates and exceptional service to our alumni in a cost effective and efficient operation at our headquarters

- In addition to directing a manageable number of chapters, each staff member becomes a cross-trained, multifunctional consultant with secondary responsibilities
- Explore feasibility of basing all of the staff out of headquarters and compensating them competitively

# Grand Council Policy & Conduct

The Grand Council establishes the strategic vision and goals of Sigma Pi Fraternity. A strong Grand Council Code of Conduct will keep the Council focused on strategic issues and priorities.

- Serving on the Grand Council is not a day-to-day management situation
- Meetings and conference calls will follow a written agenda and will be concise; meeting minutes will be available in a timely fashion
- Time is valuable; recognize that a good Council member is busy with their own personal and professional priorities



# Policy Governance

Policy Governance (the process by which the Grand Council sets policies for the Executive Office to follow) has worked with varying degrees of success, but an assessment of this structure's implementation and future feasibility is necessary.

- Re-evaluate policy governance while continuing in a hybrid format for the next biennium
- A hybrid form will give the Grand Council more control in the areas of most concern including financial oversight
- Constant re-evaluation of policy ends and means will better serve the changing dynamics of Sigma Pi Fraternity



# Alumni Volunteers

Many volunteers are often underutilized and disconnected from the Executive Office. Staff may feel volunteers are not aware of current affairs and might hinder more than help. Ideally, volunteers serve as a bridge between the Executive Office and each chapter.

- The Executive Office will educate and inform volunteers on current trends that impact Greek organizations
- Volunteers will be provided an opportunity to engage in group discussion and two-way feedback with staff
- Productive volunteers that seek more ways to contribute to the Grand Chapter will be afforded those opportunities

# NIC Membership

Sigma Pi Fraternity received questionable value under the previous version of the NIC. Under NIC 2.0 we are asked to pay more, but are promised much more in return.

- Test and evaluate the value of NIC 2.0's new, improved benefits for a period of one biennium
- Work to shape and influence NIC 2.0's direction
- Explore how we can leverage NIC 2.0's services – including public relations and campus advocacy – on campuses with antagonistic student affairs offices



# Sigma Pi Educational Foundation

To advance the Fraternity's current and future outcomes, the Grand Council must intentionally work to empower the Sigma Pi Educational Foundation. There should be no tension or friction between the Foundation and the Council as each should work in service to the greater goals of Sigma Pi.

- Annually, each Grand Council member will donate or generate a minimum of \$5,000 for the Foundation
- Unify the goals of the Grand Chapter and the Foundation
- Eliminate the Grand Council's two Foundation board seats





# Smart Expansion

Our expansion efforts should achieve several goals. These include expanding the footprint of Sigma Pi Fraternity, making efficient use of scarce financial resources, and developing new chapters that will thrive on their campuses.

- Identify campuses with favorable Greek communities
- Utilize existing alumni volunteer networks to identify opportunities for successful expansion
- Connect with local alumni who will volunteer time, talent, and treasure to expansion efforts



# Chapter Growth & Retention

In addition to smart growth, the fraternity must prioritize growing the membership in all active chapters. Success in this area requires the active engagement of chapter alumni.

- Provide immediate and effective recruitment training to struggling chapters
- Assist all chapters in growing their membership
- Demand that chapter educational programs be conducive to growth and retention by continuing to eliminate hazing



# Independent Chapters

In rare circumstances, the goals of our host institutions may deviate from those of Sigma Pi Fraternity. When this occurs, the Grand Council must support a policy of declaring independence from these host institutions.

- Always defend the health and good name of our brothers
- Develop a program for independent chapters to succeed
- Promote the desirable exclusivity of independent chapters

# Liability Insurance

Liability insurance is one of Sigma Pi Fraternity's largest – and growing – costs.

- Adequate insurance is needed to protect our members and our assets
- Costs must be kept under control to maintain a reasonable fee to our undergraduates
- The best way to keep costs under control is to maintain a safe chapter environment that controls losses
- Evaluate situations in which host institutions want to be added to any chapter's liability insurance for any reason



# Sigma Pi University

Sigma Pi University should train chapters on operational and programming excellence while providing undergraduates with skills that will be valuable in – and out – of college

- Reboot SPU to include developing community service and ACE Project programs, maximizing resources for chapter programming, and proven recruitment strategies
- Speakers should be the best of the best in the fraternity
- Individuals who attend realize the benefit of membership
- Embrace the spirit of the Renaissance Man by embracing chivalry and developing character

# Advocates for Sigma Pi

As the elected leaders of Sigma Pi Fraternity, the Grand Council must provide strong, vocal support for our chapters in quick and public ways. Our undergraduates are facing an increasing number of campus-based and external threats. Grand Council members should be prepared to be on the front line defending our brothers and our Fraternity.

- Learn from undergraduates about their campuses
- Assess the goals of our chapters' host institutions
- Vigorously, but reasonably, defend the Fraternity
- Include advocacy in our communication strategy

# Expanding Alumni Clubs

The number of alumni clubs has not significantly grown in several years. Research conducted in 2003, 2010, 2011, and 2014 shows that our alumni have emotional connections to their local chapters and seek more ways to be connected.

- Help each chapter start their own alumni club
- Encourage the clubs to connect with chapter alumni
- Attempt regional clubs when a local chapter is *not* present

# Senior-to-Alumni Transition

Graduation is not a time to cut bonds with the chapter and venture off into the world, leaving Sigma Pi Fraternity behind. Graduates should understand that “Sigma Pi is for life.”

- Develop a program for and promote member outreach to Alumni Advisory Boards and Alumni Clubs
- Provide senior-specific opportunities for mentoring and activities geared toward post-graduation life
- Embed “Sigma Pi is for life” in educational programs





# Reorganize National Committees

National committees should be comprised of alumni and undergraduates, where appropriate, who work to achieve the strategic direction of the Grand Council. Sigma Pi needs diverse men who want to work on these committees.

- Each committee will be well-defined with clear roles, expectations, and deliverables
- Committee members will be appointed based on their experience, skill, and willingness to roll up their sleeves
- Committees will be monitored and progress is expected

# Robust Communication Strategy

The Grand Council and Executive Office must ensure two-way communications. The Foundation needs a larger presence in our publications and the great work of alumni, undergraduates, and their chapters must be better promoted

- Strategy include online town halls, social media, webinars, in-person focus groups, and surveys
- More stories should be promoted about alumni living the Creed beyond graduation, excelling in their careers, and making a difference
- Our undergraduates should be promoted in their local media markets for doing good work in their neighborhood, on their campuses, and for the larger community

# Eliminate Wasteful Programs

The staff should focus their time and energy on implementing the core vision and strategy of the Grand Council.

- Programs and strategies will be holistic, with a suspension of new online programs like “Sigma Pi Connect” that are not connected to an overall strategy
- Third party programs like OmegaFi should not be forced on chapters

# Correct GPA Standards

As the last order of business at the 2014 Convocation, an exhausted Grand Chapter approved a series of amendments to the Fraternity's GPA requirements. Such matters should never be rushed through without proper review.

- Eliminate the connection to the NIC's GPA standards
- Develop a set of Sigma Pi-specific GPA requirements
- Gradually improve the minimum GPA required to join the Fraternity, hold office, and maintain active membership

# Grand Chapter Business

In today's high speed world, conducting Grand Chapter business every two years is too long an interval for a new generation of leaders.

- Explore feasibility to conduct low-impact Grand Chapter business at the Mid-Year Leadership Conference, Sigma Pi University, and/or via an online forum