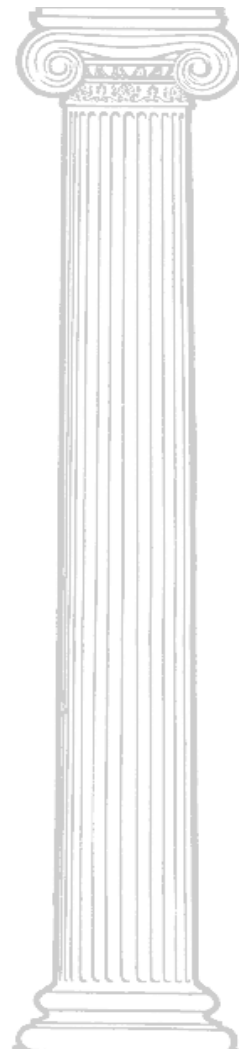
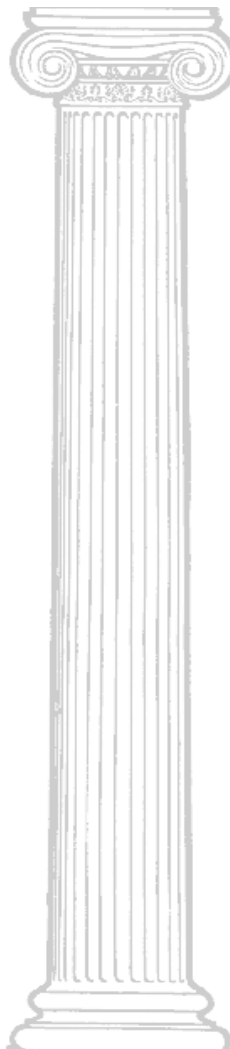
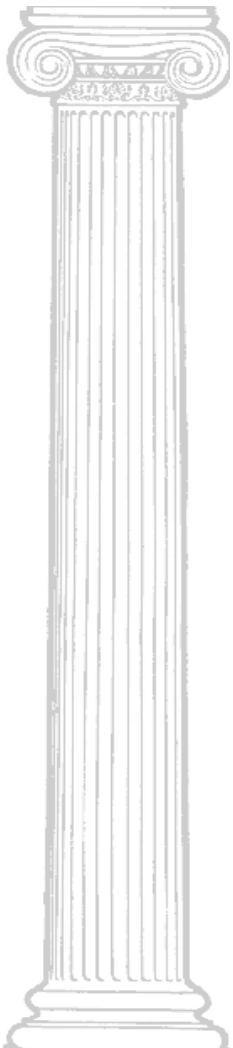


Drexel University
Fraternity & Sorority Life

**NEW MEMBER
EDUCATION/INTAKE
GUIDE**

Updated 8/1/2010



The purpose of this guide is to provide samples and ideas for new member education/intake based on information provided by fraternity and sorority chapters at Drexel University and broad-scale research. It will discuss areas such as: New Member Educator/Intake Coordinator responsibilities, expectations, the planning process, the Greek FIRE program, and other programming ideas.

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FRATERNITY & SORORITY LIFE EXPECTATIONS ADMINISTRATIVE NEEDS

- By stated date in the fall and prior to winter/spring new member education/intake (if applicable): Submission of New Member Program, including New Member Education/Intake Cover Sheet (available online and in the resource section of this guide)
- Before extending invitations/bids: Submission of the name and ID number of each potential new member for which the organization would like to extend an invitation to join, in order to verify the student has achieved the organization's minimum academic standards
- Within 48 hours of new member/candidates signing bid/beginning new member education/intake:
 - Stapled together for each student and in alphabetical order:
 - NM Forms – typed or in pen only – must be signed (available online and in the resource section of this guide)
 - Anti-Hazing Forms – typed or in pen only – must be signed (available online and in the resource section of this guide)
 - Attached to the front of above forms with a paper clip:
 - Roster of all new members including ID numbers and email addresses, must accompany above forms or be emailed to greeklife@drexel.edu
- Following initiation: a list of all new members who have been initiated and reported as such to the national fraternity/sorority (if applicable)
- Twice each term, sent to president: Roster Updates, noting any new members...
 - Who have left the organization during new member education (DP) and a detailed reason
 - Who have been removed by the chapter prior to initiation (RP) and a detailed reason

FRATERNITY & SORORITY LIFE EXPECTATIONS PROGRAM EXPECTATIONS

Based on the Standards presented by the North-American Interfraternity Council, New Member/Intake programs are expected to adhere to the following:

- All new members must have a high school or college GPA above a 2.3 and all members must maintain at least a 2.25 after initiation
- The associate/pledge/new member program will last no longer than twelve weeks, and it is encouraged that programs last less than twelve weeks
- All pledge/associate/new member programs will be alcohol free

At a minimum, submitted new member education/ intake plans should include:

- New Member Program Cover Sheet
- Statement of purpose, including mission and goals of the program
- New member education/intake calendar, including dates, time and locations for all new member events
- Detailed description of all new member/intake activities
- List of the expectations of new members/candidates (what they must achieve/complete before initiation)
- Listed expectations of New Member Educator, active members, and alumni regarding new member education programs, including but not limited to attendance and conduct
- Detailed listing of planned new member interaction with other chapters and/or groups
- Detailed description of Big Brother/Big Sister/mentor program, including but not limited to how they are selected, expectations of them, and the process of revealing Big Brothers/Big Sisters/mentors
- National headquarters provided new member education/intake information (if applicable)
- Anti-hazing statement and planned education for organization related to hazing
- Explanation of organization's hazing reporting protocol

FRATERNITY & SORORITY LIFE EXPECTATIONS PROGRAM LEARNING OUTCOMES

Following chapter new member education/intake, new members of the fraternity and sorority community should...

- Be able to articulate their organizations' stated values as well as their own personal values
- Be able to explain the meaning of their organizations' creed
- Be able to discuss their local chapter/national organization and history on a deeper level than just memorized facts
- Be able to discuss the general history of Greek-letter organizations
- Be able to list the full names of all other organizations in the Drexel fraternity and sorority community (not just nicknames)
- Identify as a member of the Drexel Greek community as a whole and their chapter, beyond just their new member class
- Have engaged in meaningful service opportunities and be able to iterate the value of their service/philanthropy experiences
- Be able to describe the difference between community service and philanthropy
- Be able to provide a general description of chapter officer positions and the way their chapter runs business (meetings, elections, etc)
- Be able to articulate the purpose of the three Greek councils and the basics of how they run
- Be able to provide a general description of risk management according to university and organization policies
- Be able to show an understanding of their organization, campus and state hazing policies/laws
- Have developed appropriate relationships with other new members as well as initiated members of their chapter
- Have developed the time management and study skills to be academically successful

A successful new member education program should...

- Encourage individual development and success
- Assist first-year new members in their transition to college life and all new members to the Greek community
- Build respect for the individual
- Stimulate intellectual growth
- Promote understanding of the organization, including the history, mission, purpose, and values, and fraternity & sorority life
- Promote social responsibility and a healthy lifestyle
- Promote friendship and interpersonal skills
- Promote chapter unity and sense of community within the larger Drexel fraternity & sorority community
- Promote diversity and the exchange of ideas
- Promote involvement in community service and all-Greek/all-campus programming

Remember: The goal of any new member education program should be to make good chapter members, not good new members.

SAMPLE NEW MEMBER EDUCATOR/INTAKE COORDINATOR JOB DESCRIPTIONS

Responsibilities of the New Member Educator

Delta Chi Fraternity

- Reread all membership education materials as soon as possible after election or appointment.
- Hold a chapter retreat, or at an already scheduled retreat, take sufficient time to update the associate member program. “What the group helps create, the group will support.”
- Select members to serve on your committee
- Order associate member pins, *Cornerstones*, and pick up any other materials necessary for your program well in advance
- Write up a schedule for all events during the education program
- Compile, type and have all materials required during the program ready to hand out as men affiliate
- Familiarize yourself with the (anti)-hazing policies of The Delta Chi Fraternity, your host institution and state law
- Brief all your committee members on their responsibilities, and follow up on their performances
- Remind the Chapter members of their responsibilities
- Urge the Chapter members to set proper examples
- Be prepared for each associate member meeting with an agenda
- Announce in advance any changes in the schedule or program
- Communicate frequently with the Chapter or Executive Committee on the progress of the associate member class
- Send a letter and a copy of the Associate Member Program to the parents of the associate members

Responsibilities of the New Member Educator

The New Member Educator/ Intake Coordinator should:

- Help define the specifics of the New Member Education/ Intake Program
- Help define how each new member will pursue the completion of the New Member Education/ Intake Program
- Help the active and alumni members understand the chapter’s approved New Member Education/ Intake Program
- Uphold the values of your organization
- Be a role model
- Uphold University, National Organization, and PA state rules and regulations
- Develop good members
- Promote friendship and sisterhood/ brotherhood within your chapter and the larger Greek community

DEVELOPING NEW MEMBER EDUCATION/ INTAKE GOALS

Sample Goals of a Constructive New Member/ Intake Program #1

- To encourage individual leadership development
 - All new members who join during the year will become CEO certified
 - Each new member will actively participate in at least one fraternity/sorority committee
- To promote adjustment to college life
 - All freshmen and transfer new members will identify as a member of the Drexel community
 - All new members will continue at Drexel into the next year
- To build respect for the individual
 - All new members will attend at least one diversity program with his/her big
 - All new members will complete a reflection journal during their new member period
- To stimulate intellectual growth
 - Each new member class will achieve a term GPA above the all-men's and all-fraternity average
 - No new member will receive below a 2.5 term GPA
- To promote an understanding of the fraternity or sorority
 - All new members will be able to discuss the founding of our organization and its values
- To promote social graces
 - All new members will be able to attend and behave appropriately at one or more formal social gathering
- To provide an environment for the free exchange of ideas between all members
 - All new members will be able to share their ideas and feedback about the new member program following its completion
- To promote friendship
 - New members will identify as a part of the large chapter and not just their new member class
 - All initiated members will have developed a personal relationship with the majority of the new member class during their new member period
- To retain new members by creating a connection to the organization and its members
 - The chapter will achieve 100% initiation in the winter/spring; and 85% or above in the fall

Sample Goals of a Constructive New Member/ Intake Program #2

- To assist in the orientation and assimilation of new members/candidates in the chapter
- To build chapter unity
- To develop good members who will be able to contribute to the success of the chapter after initiation and even during new member education
- To promote friendship and good sisterhood/ brotherhood

- To encourage individual development
- To stimulate intellectual growth
- To promote an environment for the free exchange of ideas between all members
- To instruct new members/ candidates in tradition, songs, history, and national structure of their organization
- To facilitate an understanding of chapter operations as well as the chapter's role in the Greek community
- To encourage new members/ candidates to become involved in the Greater Greek Community
- To promote social graces
- To develop a lifelong relationship
- To develop a well-rounded and diverse chapter with opportunities to excel in athletics, academics, service, and social skills

Goals of successful new member education program should not be...

- To “mold” pledges
- To make them “ready”
- To “earn” brotherhood/sisterhood
- To have janitors or servants
- To have telephone receptionists
- To build better pledges
- To weed out members

New Member Education/Intake Goal Worksheet**Goal #1:** _____

Action Plan

- _____
- _____
- _____
- _____

Due Date: _____

Goal #2: _____

Action Plan

- _____
- _____
- _____
- _____

Due Date: _____

Goal #3: _____

Action Plan

- _____
- _____
- _____
- _____

Due Date: _____

What support do you need from your executive board/chapter/alumni/FSL Office to achieve these goals?

1. _____
2. _____
3. _____

NEW MEMBER EDUCATOR/INTAKE COORDINATOR TIPS

The position of new member educator/intake coordinator is crucial for the success of a chapter or colony. It is your charge to educate the new members not only on organizations songs and history but also the values the fraternity/sorority holds fast to. Below are tips that can help ensure the success of your new member education/intake program.

- 1) The basis of all new member education should be the values of the organization.
- 2) Review and understand the ritual. Since the basis of the program should be the ritual, the new member educator should have a good understanding of it. Read over the ritual and think on how the values and principles of the organization are being transmitted to the new members. Further before each ceremony review the entire ceremony, especially your speaking parts.
- 3) The new member education/intake program should be absent of all forms of hazing; mental, physical, and emotional. Hazing is not only against the law but it contradicts your ritual and founding principles.
- 4) There is a difference between making something difficult for the sake of being difficult or making something challenging for a purpose. Being challenging can provide good learning opportunities. Be challenging but stay within the framework of the ritual.
- 5) Be the ultimate role model. The brother/sister that the new members will look to the most is you. If your behavior is proper and you are a model citizen they will recognize this, however if you are acting out of line and representing the fraternity/sorority in a poor way they will see this as well. Remember their minds are easily molded and what they see as a new member is how they will most likely act as a member. In simpler words, 'Live the Ritual'... everyday.
- 6) Have fun. The new member education period is a time to build strong relationships with the new members. They would not desire membership if they are not having fun. The new member education program can seem lengthy and tedious for the them. Keep them upbeat about the program and becoming a brother/sister. Have fun social activities and brotherhood/sisterhood events.
- 7) Remember that while new members do not yet wear the Badge of the organization they do bear the name. They too are a representation of the Fraternity/Sorority and the chapter. They should understand this point. Further they deserve the same respect that members hold for each other. It is vital that the new members feel like a part of the chapter even if they are not yet initiated.
- 8) Include them in discussions that affect the direction of the chapter. They will be the next generation to carry its banner. Their input should be considered in the decision making process, even if they are given no formal voting power.
- 9) Utilize your resources. There are many people on campus who are there to help fraternities/sororities better themselves such as the FSL staff, faculty/staff advisors, and other professionals. Use the person when you have questions or concerns. They have good ideas and examples of how to better the education process.
- 10) Include the chapter in the new member education process, keeping in mind that there will be people who want to deviate from the program. Have a few at new member meetings, set up events with different classes, etc. This will allow brothers/sisters to be involved and connect with them.
- 11) Ask brothers/sisters and new members for feedback. They are a good resource that is often untapped. Further by asking for feedback it can help improve your chapter while also including them in the process.
- 12) Chapter and New Member Class Mentality or Chapter vs. New Member Class Mentality. The chapter and new members should bond together. It is more important to create strong chapter unity rather than new member class unity. Often classes only act as a class, creating four smaller groups within a larger group. By increasing chapter unity the chapter will have more fun, increase productivity, and develop stronger relationships.

POLICIES, REQUIREMENTS, AND EXPECTATIONS: HAZING

Drexel Hazing Policy & Definition – Student Handbook

Hazing activities in any form are prohibited. The University supports and will strictly enforce the Commonwealth of Pennsylvania's anti-hazing law, Act 175 of 1986. This law defines hazing as "any action or situation which recklessly or intentionally endangers the mental or physical health of a student or willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in any organization operating under the sanction of or recognized as an organization by an institution of higher education. The term shall include but not be limited to any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug, or other substance, or other forced physical activity which could adversely affect the physical health and safety of the individual and shall include any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual, or any willful destruction or removal of public or private property. For the purposes of this definition, any activity as described in this definition upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be 'forced' activity, the willingness of an individual to participate in such activity notwithstanding."

In addition, the University adheres to the Fraternity Executives Association's definition of hazing: "...any action taken or situation created, intentionally, whether on or off University or fraternity/sorority premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities and situations include paddling in any form, creation of excessive fatigue, physical and psychological shock... or any other such activities, wearing publicly apparel which is conspicuous and not normally in good taste, engaging in public stunts and buffoonery, morally degrading or humiliating games and activities, late work sessions which interfere with scholastic activities, and any other activities which are not consistent with fraternal law, ritual, or policy or regulations and policies of the educational institution."

Individuals and/or organizations as a whole found in violation of this policy will be subject to disciplinary action.

Link to full Student Handbook: <http://www.drexel.edu/studentlife/studenthandbook/Handbook.html>

Pennsylvania State Hazing Policy & Definition

[P.S.] § 5352. Definitions

The following words and phrases when used in this act shall have the meanings given to them in this section unless the context clearly indicates otherwise:

"HAZING" Any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for

continued membership in, any organization operating under the sanction of or recognized as an organization by an institution of higher education. The term shall include, but not be limited to, any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual, and shall include any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual, or any willful destruction or removal of public or private property. For purposes of this definition, any activity as described in this definition upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be "forced" activity, the willingness of an individual to participate in such activity notwithstanding.

"INSTITUTION OF HIGHER EDUCATION" or "INSTITUTION" Any public or private institution within this Commonwealth authorized to grant an associate degree or higher academic degree.

[P.S.] § 5353. Hazing prohibited

Any person who causes or participates in hazing commits a misdemeanor of the third degree.

[P.S.] § 5354. Enforcement by institution

(A) ANTI-HAZING POLICY.-- Each institution shall adopt a written anti-hazing policy and, pursuant to that policy, shall adopt rules prohibiting students or other persons associated with any organization operating under the sanction of or recognized as an organization by the institution from engaging in any activity which can be described as **hazing**.

(B) ENFORCEMENT AND PENALTIES.--

(1) Each institution shall provide a program for the enforcement of such rules and shall adopt appropriate penalties for violations of such rules to be administered by the person or agency at the institution responsible for the sanctioning or recognition of such organizations.

(2) Such penalties may include the imposition of fines, the withholding of diplomas or transcripts pending compliance with the rules or pending payment of fines and the imposition of probation, suspension or dismissal.

(3) In the case of an organization which authorizes **hazing** in blatant disregard of such rules, penalties may also include rescission of permission for that organization to operate on campus property or to otherwise operate under the sanction or recognition of the institution.

(4) All penalties imposed under the authority of this section shall be in addition to any penalty imposed for violation of section 3 or any of the criminal laws of this State or for violation of any other institutional rule to which the violator may be subject.

(5) Rules adopted pursuant hereto shall apply to acts conducted on or off campus whenever such acts are deemed to constitute hazing.

Reporting Hazing

If you are a witness to any hazing activities on or off campus, it is your duty as a member of the Drexel Greek community to report that incident to the appropriate University staff member.

If there is an immediate concern for the life or safety of a new or initiated member, please contact Public Safety at 215-895-2222 or call 911.

If the incident does not threaten life or safety, please contact the Office of Fraternity & Sorority Life at 215-571-3575/greeklife@drexel.edu or Student Conduct & Community Standards at 215-895-6074/sccs@drexel.edu

Defining Hazing Activity

The following items describe aspects of pledge education. Respond to each item according to the way you would most likely describe hazing by checking the appropriate column.

| # | Question/Statement | Yes | No | Maybe |
|----|--|-----|----|-------|
| 1 | Does hazing take place in your chapter? | | | |
| 2 | Do you think hazing takes place at Drexel University? | | | |
| 3 | Pledge clean-ups (dishes after meals). | | | |
| 4 | Pledges awakened and kidnapped. | | | |
| 5 | Deception designed to convince the pledge he/she will not be initiated. | | | |
| 6 | Pushing or shoving pledges during movement to various events. | | | |
| 7 | Pledges awakened during the night, quizzed and/or harassed. | | | |
| 8 | Quests, treasure hunt or scavenger hunt. | | | |
| 9 | Late work sessions which interfere with scholastic activities. | | | |
| 10 | Physical and psychological shocks. | | | |
| 11 | Public stunts. | | | |
| 12 | Pledges given shots of alcohol, and then told they don't have to drink it if they don't want to. | | | |
| 13 | Pledges engaged in drinking games with actives. | | | |
| 14 | Pledges used for humiliating games. | | | |
| 15 | Calisthenics, sit-ups and push-ups. | | | |
| 16 | Keeping information concerning joining from the pledges. | | | |
| 17 | Running stairs while reciting material. | | | |
| 18 | Running for the sake of creating "unity". | | | |
| 19 | Yelling and screaming at pledges during line-ups. | | | |
| 20 | Telling a pledge he/she has failed by snuffing out candles in front of him/her. | | | |
| 21 | Brothers/sisters intentionally mess the house or room for pledges to clean. | | | |
| 22 | Pledges booed and hissed or demeaned when they make a mistake in recitation in front of the chapter. | | | |
| 23 | Calling pledges "scum" or other names. | | | |
| 24 | Forcing pledges to wear embarrassing or uncomfortable garments. | | | |
| 25 | Less than six hours of sleep each night during "Hell Week". | | | |
| 26 | Paddle swats. | | | |
| 27 | Forcing pledges to carry pledge books, march, dress in uniform. | | | |

Common red flags of the new member education/intake process

*If the written program contains any of these items, it cannot be certified as 100% positive.
Please place an X next to each "red flag" item the chapter includes in the new member program*

- ___ Line-ups
- ___ Alcohol or drugs during new member programs
- ___ Physical abuse or calisthenics
- ___ Servitude in the form of:
 - Cleaning sessions involving only new member class members
 - Designated driver programs manned entirely by the new member class
 - Kitchen or dish duty that is done completely by the new member class
 - Phone duty manned entirely by the new member class
- ___ Interview processes that require a service or questioning for a signature
- ___ "Projects" that take an inordinate amount of time and lack purpose
- ___ Scavenger hunts, kidnapping activities or mandatory road trips
- ___ Unnecessary requirements or rules such as:
 - New members must always be together
 - Mandatory residence at an active member or chapter's house during initiation week
 - Carrying unusual items for no apparent reason (condoms, matchbooks etc.)
 - Unnecessary duties such as wake-up calls, flag raising, errands
 - Standing up when a brother/sister enters a room
 - Recitation of a quote or phrase upon demand
 - Entering or exiting the chapter house through specific doors
 - Specific and unnecessary ways to greet brothers/sisters
- ___ The use of derogatory terms for members of the new member class
- ___ Derogatory nicknames or pledge names for each new member
- ___ Activities requiring conspicuous or inappropriate dress (cross-dressing, wigs, etc.)
- ___ Contrived situations that belittle/demean or are dishonest
- ___ Activities requiring sleep deprivation or encouraging unusual hours that jeopardize the academic performance or normal functioning of a new member class member
- ___ Activities in your written program listed in name only that do not contain the description and/or purpose of the activity
- ___ **Total number of "red flag" activities**

Additional indicators of concern that are not considered hazing activities, but may signify a problem:

- ___ Initiation rate below 85% of the total new members (an indicator of concerns, not hazing)
- ___ New member class GPA significantly below the all-new member and/or all-Greek averages
- ___ Activities occur that are not documented in the written new member program
- ___ The chapter house is only clean when there are new members
- ___ The chapter performs additional "rituals" that are not included in the ritual book
- ___ New members are not aware of their initiation date
- ___ New members are not aware of the schedule of events during new member education

POLICIES, REQUIREMENTS, AND EXPECTATIONS: BIG BROTHER/SISTER PROGRAM EXPECTATIONS

Big Brother/Sister Program – Example #1

The big brother/sister is a very important part of the membership orientation program. Regardless of what name your chapter uses for these members, the goals of the program are the same. The relationship between a big brother/sister and a little brother/sister often lasts much longer than the initiation/new member period. It becomes meaningful to them during both undergraduate and graduate years. The big brother/sister should not only see that his little is initiated, but that he/she also enjoys a strong collegiate experience and receives his degree.

Selection Process

The selection process for big brothers should not be hasty or random. The big brother/sister program and its full intent should be reviewed during the first week of the program. After a full understanding and a conscious decision, the big brother/sister selection should take place. Each new member will list his/her first three preferences for a big brother/sister. The New Member Educator and his/her committee will match the members with new members using proper judgment. Prior to the big brother/sister announcement, all members selected should be asked if they are willing to participate.

Responsibilities of the Big Brothers/Sisters

- Monitor academic performance and report progress to scholarship chairman
- Assist in the Little Brother/Sister's social adjustment
- Establish a relationship with the parents of the new member through letters and telephone calls
- Act as a sounding board when needed and report the new member's progress towards initiation to the chapter's New Member Educator
- Ensure Little Brother understands and fulfills requirements for initiation (GPA, campus involvement, involvement within chapter, etc.)
- Attend and participate in all activities that require Big Brother Attendance
- Give introduction and explanation of chapter history and traditions
- Hold weekly meetings with the Little Brother

Responsibilities of the Little Brothers

- Meet with his Big Brother at least once a week
- Not select a best friend, but an ideal person to emulate
- Demand continual involvement from his Big Brother
- Discuss any difficulties or problems with his Big Brother
- Use his Big Brother as a link for fraternal, academic, and social information
- Expect his Big Brother to perform the responsibilities listed above

Selection Criteria for Big Brothers

Members being considered as a Big Brother should meet the following criteria:

- Be in good standing with the chapter
- Be at or above the all-men's GPA

- Serve as a positive role model for his Little Brother
- Have similar fraternal and personal interests
- Have the time necessary to spend with Little Brother and attend related activities and meetings
- Responsible and dependable
- Possess the ability to motivate and inspire
- Maintain a positive, outgoing attitude toward the school and chapter
- Ability to counsel and advise Little Brother

Big Brother/Sister Program – Example #2

The duties of the Big Brother include:

- Attending all of the new member education sessions with his/her Little Brother/Sister
- Being aware of the Little Brother's academic progress and ensuring that he is maintaining at least the minimum academic requirements set by the chapter
- Assisting the new member in meeting the other members of the chapter
- Acting as a true brother/sister, friend, and mentor through the years
- Helping provide meaningful new member programs and activities to help the new member learn about the history and colony operations of the Fraternity/Sorority
- Giving his little Brother the benefit of support and experience so that he may obtain a high level of scholarship, maturity, and awareness which, when united with genuine love and concern for his fellow man, will make him a well-rounded individual and true brother/sister
- Writing a welcome letter to his Little Brother's parents
- Teaching leadership and responsibility by example
- Agreeing to be the new member's Big Brother for **LIFE**

POLICIES, REQUIREMENTS, AND EXPECTATIONS: SAMPLE NEW MEMBER EXPECTATIONS

Example #1

1. Achieve a minimum GPA of 2.5.
2. Submit scholarship reports to the new member educator each week.
3. Participate in all study hours.
4. Complete 15 hours of community service (non-philanthropy hours) during new member period.
5. Attend all ceremonies.
6. Keep a ritual journal.
7. Pass all organization history tests.
8. Attend all song practices.
9. Participate in three activities on campus. If a leadership position is held, only two activities are required.
10. Successfully complete new member testimonial.
11. Submit three prospective member names to chapter recruitment chairmen.
12. Attend all recruitment functions.
13. Write a letter to next year's new member class.
14. Write a letter to an alumnus of the chapter.
15. Adhere to all risk management and alcohol policies.
16. Pay all chapter dues in a timely manner.

Example #2

Scholarship

- Each New member is required to get a 2.5 GPA with 12-credit hrs. in order to get initiated
- Each new member will be required to attend 2 – 3 study tables per week. (Each new member class will determine session times and dates.)
- Each new member must meet with each professor/instructor at least twice during the new member quarter
- Attend all classes

Weekly New Member Meeting/Symbols & History

- Each new member is required to attend weekly new member meetings
- Each new member will be required to learn the history and symbols of the organization
 - A 75% is necessary to pass the examinations
 - If an individual fails to achieve this percentage, he will be required to take a retake examination before the next week's examination
 - There is a limit of three retake examinations.

Financial Obligation

- All fraternity bills must be paid, including the initiation fee, to the satisfaction of the chapter treasurer before any new member is initiated.

Drugs & Alcohol

- The chapter house is 100% drug free – consumption of these items on chapter grounds will result in immediate removal of the new member

Community Service

- Each new member is required to participate in 7 hrs. of community service during their new member quarter.
- The new member class must plan a philanthropy event.

Recruitment

- Each new member is required to give the rush chairmen three names for recruitment

Example #3

As stated previously, expectations upon you are greater than that of a regular college student. For this, we have defined the minimum expectations for you below. These expectations are for both initiated and new members.

1. **Be involved.** You will not learn if you do not attempt. Each new member is required to attend all new member meetings and activities. The majority of work done in our chapter is done by showing up. Not only should you be active in the fraternity, but you are also expected to be active in other campus organizations.
2. **Be studious.** A new member must attain at least a 2.75 GPA to be initiated. Initiated members must maintain at least a 2.75 to hold an office, 2.5 to remain in good standing with the chapter.
3. **Be an example.** You represent our fraternity/sorority as a whole. Your actions can bring fame or shame upon the chapter. Always act in ways becoming of a member of our organization.
4. **Be interested.** Many new things will be put upon you during the new member process. Learning our history and songs, helping the community, and most important, helping those you will call brother/sister throughout your lifelong membership.
5. **Be vocal.** Your opinions and concerns are ours. Each member should have his/her own opinions on the functions and proceedings of the chapter. Great chapters spurn from great ideas.
6. **Be assertive.** In your pursuits in life you will find that taking charge of situations are much better than waiting for them to happen.
7. **Be honest with yourself and others.** Nothing wrong can come from the truth. As the golden rule says, "Do unto others as you would have done to you".
8. **Be proud.** You are now part of a continuing history of members who strive for excellence. Follow in the path that has been paved for you and learn from it.
9. **Be accepting.** You are part of an organization made up of unique individual membership. Try to learn about those around you. Respect their ideas and identities even if they are different from your own.

These expectations are not unattainable. They merely involve living to the best of your abilities.

Example #4**Goals and Obligations:**

1. Get to know your fellow new members and the active members of our chapter, as well as other members of the Greek community.
2. Learn and appreciate the history, heritage, and traditions of our chapter and inter/national organization
3. Develop a sense of pride for our chapter and demonstrate your desire to enter our organization through your conduct and actions
4. Take part in the workings of the chapter
5. Interact with other sorority and fraternity members in order to improve the Greek community on the whole
6. Get involved on campus in order to familiarize oneself with University and Fraternity & Sorority Life professionals

Individual Requirements to Initiate:

1. Be present at the new member retreat and new member roundtables
2. Attend all new member class meetings
3. Be present all events throughout the week prior to initiation, unless in class
4. Meet all financial obligations and responsibilities to the chapter
5. Obtain at least a 2.75 grade point average, according to grade checks
6. Actively participate on at least one chapter committee and be present at all committee meetings
7. Obey all chapter policies, including by-laws, code, and risk management policy
8. Obtain the minimum number of points to be initiated

New Member Class Requirements to Initiate:

1. Complete one philanthropy project as a new member class
2. Complete one fundraising project as a new member class
3. Host one alcohol-free social event with another organization
4. Host two brotherhood/sisterhood events: one strictly with the new member class and one with the entire chapter.

Individual Requirements and Goals of a New Member:

1. To wear your new member pin at all appropriate times. The new member pin should be worn whenever you are in pin attire. Pin attire consists minimally of khaki pants, a collared shirt, and dress shoes. No hats, sandals or shorts. Meeting attire is button-down shirt, new member pin, and a tie.
2. To acquire appropriate clothing for initiation and other formal events
3. To attend all academic classes
4. To actively participate in the new member program and maintain a positive attitude

Final Comments:

- o Academics are your #1 priority. If you have concerns about a meeting or event interfering with school work, please discuss with the new member educator.
- o **No Drugs – If you are found to be using illegal drugs or abusing prescription medication, you will immediately removed from the new member class.** Any serious violation of the student code of conduct or state law (i.e. drinking and driving, etc.) will also result in removal from the new member class. This standard will also be enforced with all initiated members
- o We are a **non-hazing** organization. If there is ever any time you feel you are being hazed, no matter how small it might seem, you must talk to the new member educator or president immediately. This has not been a problem with our chapter, and we are confident it won't happen, but if it does, don't be afraid to speak up. The chapter leadership will not let it continue.
- o Please avoid cliques. Get to know all the members of your class and the organization

Example #5

In an effort to lessen the disparity between fraternity ideals and individual behavior and to personalize these ideals in the daily undergraduate experience, the following have been established.

- I will know and understand the ideals expressed in my fraternity/sorority ritual and will strive to incorporate them in my daily life.
- I will strive for academic achievement and practice academic integrity.
- I will respect the dignity of all persons; therefore, I will not physically, psychologically, or sexually abuse or haze another human being.
- I will protect the health and safety of all human beings.
- I will respect my property and the property of others; therefore, I will neither abuse nor tolerate the abuse of property.
- I will meet my financial obligations.
- I will neither use nor support the use of illegal drugs; I will neither misuse nor support the misuse of alcohol.
- I acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do all in my power to see that the chapter property is properly cleaned and maintained.
- I will challenge my brothers/sisters to abide by these obligations and will confront those who violate them.
- In the spirit of our four founding principles, we must never be content with the basic expectations, but must always strive to follow the ideals of the Fraternity/Sorority. To establish and maintain the highest order of human relationships, I hereby promise to uphold the fraternal values of my organization.

POLICIES, REQUIREMENTS, AND EXPECTATIONS: SAMPLE NEW MEMBER HONOR CODE

In my association with XYZ Fraternity/Sorority, I, _____, will in all my endeavors, strive to respect the Chapter of _____ and the men/women who are its members;

I will seek to be urbane in deportment, courteous in expression and steadfast in friendship;

I will strive to further the moral, social, and intellectual development of its members through association and brotherhood/sisterhood;

I will recognize and promote [insert organization values here];

In pursuit of these goals, I will fulfill to the best of my ability the duties and responsibilities with which I am charged.

I, new member, do hereby honor to abide by this code.

Signed _____ Date _____

As a New Member of the Chapter of _____ of XYZ Fraternity/Sorority, I realize that by signing above, I agree to abide by the New Member code. I realize that any violations of this code are a serious matter and will be dealt with by the New Member Educator and/or the judicial board of the Chapter of _____.

*Adapted from the Beta Theta Pi chapter at the University of Nebraska

POLICIES, REQUIREMENTS, AND EXPECTATIONS: NEW MEMBER CLASS OFFICER RESPONSIBILITIES

New Member President

- To call and preside over special and weekly new member meetings.
- To act as a liaison between the chapter and new member class.
- To coordinate the actions of the new member class officers.
- To see that the new member class project is completed before the end of the 1st semester.
- To report to the member educator on new member class productivity

New Member Treasurer

- To prepare the new member class financial budget in conjunction with the Chapter Treasurer.
- To assist the Chapter Treasurer in the collection of new member fees and duties.

New Member Secretary

- To record the minutes of regular and special new member class meetings and entering them in the official minute book of the chapter secretary.
- To be responsible for posting and maintaining a new member class calendar of events.
- To keep an active role of attendance.
- To keep record of Philanthropy hours of new members

New Member Scholarship Chairman

- To know the academic standing of all new members and to seek assistance for those new members who are having difficulties.
- To assist the new member class in preparing for lore tests.
- To coordinate mandatory weekly study hours.

New Member Social Chairman

- To schedule and organize all new member class social activities – all activities will be substance free.
- To assist the Chapter Social Chair in the setup and clean-up of house social events.
- To enforce the General Fraternity Management Policies and campus regulations during new member class social events.

PLANNING: GETTING STARTED

Creating a Meaningful New Member Program

Reflect on the following questions in regards to your chapter new member education/intake

What do you hope to accomplish during your new member program?

How do the activities that occur during the new member education program affect the long-term success of a chapter?

What broad topics should be included in a new member program?

Evaluating Your New Member Program: New Member Program Audit

Please rate your current new member program as honestly as possible. *Please complete on your own then compare responses of the entire organization.*

| | Poor | | | | Excellent |
|---|------|---|---|---|-----------|
| New members know the history of our organization | 1 | 2 | 3 | 4 | 5 |
| Our new member's GPAs improve as a result of the new member period | 1 | 2 | 3 | 4 | 5 |
| Our new members informally hang out with the membership | 1 | 2 | 3 | 4 | 5 |
| Our membership seeks out opportunities to get to know the new members | 1 | 2 | 3 | 4 | 5 |
| We have an effective big brother/sister and/or mentor program | 1 | 2 | 3 | 4 | 5 |
| Big brothers/sisters understand the responsibility of being a mentor | 1 | 2 | 3 | 4 | 5 |
| Our new member program demonstrates PRIDE in the organization | 1 | 2 | 3 | 4 | 5 |
| Our new member program demonstrates the value of BROTHERHOOD/ SISTERHOOD | 1 | 2 | 3 | 4 | 5 |
| Our new member program demonstrates the value of SCHOLARSHIP | 1 | 2 | 3 | 4 | 5 |
| Our new member program demonstrates the value of LEADERSHIP | 1 | 2 | 3 | 4 | 5 |
| Our new member program demonstrates the value of INTEGRITY | 1 | 2 | 3 | 4 | 5 |
| Our new member program demonstrates the value of SERVICE | 1 | 2 | 3 | 4 | 5 |
| We provide a calendar of new member activities to all of the new members upon beginning the new member period | 1 | 2 | 3 | 4 | 5 |
| We involve the entire brotherhood/sisterhood in our new member education program | 1 | 2 | 3 | 4 | 5 |
| We hold regularly scheduled new member meetings | 1 | 2 | 3 | 4 | 5 |
| Our alumni play an active role in our new member education program | 1 | 2 | 3 | 4 | 5 |
| Our new members understand what it means to be a member of our organization | 1 | 2 | 3 | 4 | 5 |

TALLY MARKS:

LIST THREE EVENTS/COMPONENTS YOU LIKE ABOUT YOUR NEW MEMBER PROGRAM THAT YOU WANT TO CONTINUE? WE WILL IDENTIFY THESE THREE THINGS AS YOUR ORGANIZATION'S "BEST PRACTICES".

- 1.
- 2.
- 3.

WHY ARE THESE THREE EVENTS/COMPONENTS POSITIVE FOR THE ORGANIZATION?

WHY ARE THESE CONSIDERED "THE BEST"?

LIST THREE THINGS THAT COULD BE CHANGED IN YOUR NEW MEMBER PROGRAM?

- 1.
- 2.
- 3.

HOW CAN WE ALTER THESE EVENTS AND MAKE THEM "BEST PRACTICES"?

LIST ANYTHING THAT HAS TO STOP:

HOW ARE WE GOING TO MAKE SURE THAT THESE PRACTICES DO INDEED STOP?

Building the Ideal New Member Program

Adapted from Breaking Down Hazing and Building up Brotherhood, a National Interfraternity Conference Resource

Pull together the executive board of the chapter, new member education committee or other small groups of members from throughout the chapter to be involved in this reflection.

As individuals, from the list below, choose nine essential pieces of the new member program. If you wish to add to the list, you may.

| | | |
|-------------------|------------------------|--------------------|
| History | Brotherhood/Sisterhood | Awareness |
| Community Service | Leadership | Ritual Education |
| Values & Ethics | Time Management | Social |
| Scholarship | Intramurals | Campus Involvement |
| Alumni | Risk Management | Diversity |
| Professionalism | | |

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.

As a small group, reach consensus on six pieces of an ideal new member program. Make sure that everyone is satisfied with the final decision before moving on.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

As a larger group, each small group should write their list on newsprint. The large group should then decide which qualities best represent the organization/are repeated the most.

List the qualities below:

As a small group, brainstorm one activity/event for each characteristic decided upon by the chapter. So if the chapter identified six characteristics, each small group should have six activities.

Characteristic:
Activity/Event:

Characteristic:
Activity/Event:

Characteristic:
Activity/Event:

Characteristic:
Activity/Event:

Characteristic:
Activity/Event:

Characteristic:
Activity/Event:

As a large group chapter, share the activities that have been created by the small groups and forward to the new member education committee for their review. An example of what might result is as follows:

Week 1 Focus on history

Have new members select an area of chapter history about which they will research and write an essay

Week 2 Focus on education

Conduct programs on time management, study skills, university resources, etc.
Have study tables for both new members and actives.
Establish a peer-mentoring study program.
Implement a weekly, written, academic progress report

Week 3 Focus on brotherhood/sisterhood

Have an all-chapter teambuilding and goal-setting retreat.
Have a sports competition between new member classes.

Week 4 Focus on awareness

Have seminars on risk management, sexual assault, health issues, conflict management, alcohol and other drugs, etc.
Help new members understand all university policies and procedures.
Attend a diversity program on campus

Week 5 Focus on service

Have new members organize a community service event for the entire chapter.
Have community members share the importance of community service & philanthropy.

Week 6 Focus on leadership

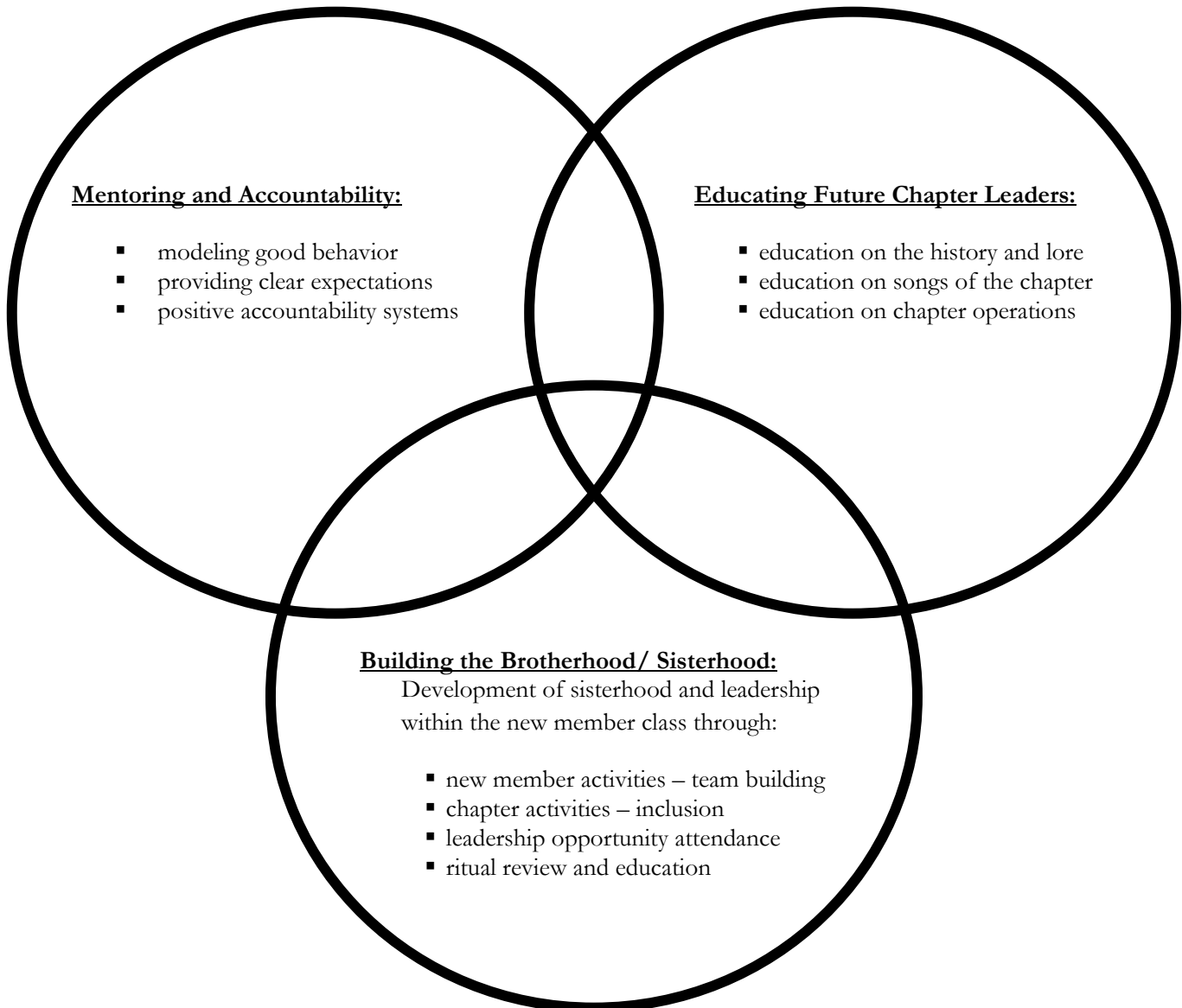
Have a leadership development program for new members.
Have chapter officers share what their responsibilities include.
Have new members set long-term goals for the chapter which they can help realize.

Week 7 Focus on values

Have members facilitate a discussion with new members about the meaning of creed, ritual, founding values and principles.
Have brothers share what the chapter means to them through pass-the-gavel-type activities.
Invite alumni back to share what the fraternity means to them beyond college.

The Trinity of New Member Education

The three fundamental responsibilities of a new member educator form *The Trinity*. It is important to create a new member education program that is balanced, well planned and focused on the development of great brothers/sisters and not obedient new members. A successful NME focuses on the intersection of *The Trinity* and a well-rounded experience.



Mentoring and Accountability

Modeling Good Behavior

- Complete a written new member education program and get it certified by your chapter advisor or executive office annually. This ensures a written plan of action every year!
- Encourage timely attendance and participation of designated sisters at each new member meeting to reinforce the idea that an entire chapter is responsible for the education of the new member class.
- Host chapter events like service projects, intramural sports, serenades and goal setting retreats in the beginning of the pledging period and include the new member class. Stress that strong attendance from the sisterhood will instill a sense of duty and pride within the new member class. **LEAD BY EXAMPLE!**
- Host academic study tables for the new member class led by the scholarship chairman and active sisters
- Include the ENTIRE chapter in house cleaning or repair projects at all time. More hands make the work go faster and you are instilling pride in every member, not just the newest.
- Have officers attend new member meetings and explain their roles and duties.
- Develop written expectations of a mentor (Big Sister/Little Sister) and schedule events that promote relationships. Remember to review the expectations!

Providing Clear Expectations

- Develop a written calendar of new member class and chapter events in advance and distribute it at the beginning of the pledging process. Update this calendar throughout the semester if dates and activities change.
- Develop a list of new member expectations with the sisterhood and then ask for new member class input during the first new member meeting. These standards should address attendance, performance areas such as service and conduct expected of a new member of your chapter. (“Expectations of a New Member”)
- Develop a list of membership expectations with the sisterhood and publish this in the new member program and the chapter by-laws. These expectations should be in alignment with what is expected of a new member of the chapter. This encourages accountability at all levels. (“Expectations of a Sister”)
- Include the new member review policy and point system in the written new member program and explain it during the first new member meeting. Chapter officers or advisors may also explain the corresponding system that exists in the active chapter.
- Outline the actions unbecoming of a new member and active member and publish them in the new member program. Review these actions and their consequences carefully.
- Know and understand the chapter’s bylaws and code as well as all university, PHA, OFSL and General Fraternity policies. Educate the new member class on these policies early and often. (PHA and OFSL policies can be found on p. TKTK)

Positive Accountability System

- Post a list of the “Expectations of a New Member” and “Expectations of a Sister” in a public place.
- Include the new member review policy and point system in the written new member program and explain it during the first new member meeting. Chapter officers or advisors may also explain the corresponding system that exists in the active chapter.

- Schedule round tables for the new member class to encourage honest feedback within the class.
- As a new member educator, take feedback on what the new members feel is going well and what needs to change at regular intervals (timing will depend on the time frame of your education program). Continual feedback will hold everyone accountable.
- Base accountability measures around activities that promote the values and principles of the fraternity, i.e. service hours, study hours.
- Know and understand the chapter's by-laws and code as well as all university, PHA, OFSL, and General Fraternity policies. Educate the new member class on these policies early and often.

Educating Future Chapter Leaders

- Base the education on the history and symbols of the fraternity/sorority and use the chapter breakdown and processing questions during meeting.
- Document important information about the founding and history of your chapter and Greek life at NU (next session) and provide it as an educational packet.
- Use different teaching styles to relay important information such as lecture, group discussion, having the group “turn and buzz” about a topic, assigned teachings by the new member class members, group reports researched and written with sisters, skits, drawings and guest speakers.
- Use alternative testing styles such as group testing teams, game-show competitions and essay tests but stay away from random written or verbal quizzes.
- Elect a chapter chorister to teach songs to the new member class each week.
- Sing at every new member meeting and build up to a serenade with the sisters.
- Sing to parents, alumni and guests at chapter events.
- Have officers serve as guest speakers each new member meeting to explain their duties and responsibilities.
- Elect new member class officers with written duties that are similar to chapter officer duties and have them shadow chapter officers.
- Mimic the format of a chapter meeting within the new member education meeting to familiarize the new member class with the procedure.
- Invite the new member class to appropriate portions of chapter meetings.

Building Brotherhood/Sisterhood and Leadership

- Include team building activities in each new member class meeting, such as:
 - Ropes course
 - Service events planned by the new member class
 - Recruitment events planned by the new member class
 - Round tables
 - Members of the new member class teach a section of the information each week
 - New members pair to shadow an officer for a week and then report back at meeting
 - Singing at each meeting
 - Team builders from the General Fraternity or university (ask Jenni, Dominic, Danny for more resources)
- Include the new member class in chapter events such as:
 - Philanthropy or service events

- The appropriate portion of chapter meetings
- Intramural sporting events
- University education sessions
- Goal setting retreats
- Have officers set goals that are shared with the new member class as well as the active chapter.
- Ask your leadership consultant to present to the new member class on General Fraternity leadership opportunities and assist in registering interested men.
- Budget for travel to encourage members to attend General Fraternity/Sorority leadership opportunities.
- Host a ritual practice before the performance of every ceremony to make sure everything goes off without a hitch.
- Host a post-ritual review for the new member class and the chapter after each ceremony. Please request a facilitator guide from your leadership consultant.

What to Include in a New Member Program

- A. Purpose and goals of the program
- B. Responsibilities of the associates/new members/pledges related to:
 - History/information
 - Standards, By-laws, Constitution, Policies
 - Academic requirements
 - Financial obligations
 - Housing/live-in requirements
 - Chapter activities
 - Community Service
- C. Responsibilities of chapter members related to:
 - Knowledge and understanding of University, State, Inter/national anti-hazing policies
 - Active participation in the program
 - Mentoring program
- D. Items to have prepared before New Member Education begins:
 - Calendar of meeting and events for entire new member period, for new members and initiated members
 - Agenda for each new member meeting
 - Details of the Mentoring Program (Big Brother/Sister)
 - Educational Program Opportunities

Themes for first four weeks of new member program: Orientation, overview of organization, team building within the organization, meeting officers and other members, mentor program, on campus support and referral for personal and academic concerns

Themes for last four weeks of new member program: History, ritual, learning about alumni responsibilities of membership

Inspiration/Initiation Week Activities. Inspiration week is intended to be a memorable time, where the new member learns many special rituals and accepts the final commitment to lifelong membership into the organization.

Things to remember

Chapter activities that involve new members should NEVER involve alcohol.

The new member calendar should not be overwhelming. **No activity should go past midnight nor begin prior to 8 AM.** Adequate time should be reserved for studying, at least 15 hours during the week and 10 hours on the weekend.

PLANNING: FOCUS ON RETENTION

Membership Development: Six Retention Ideas, adapted from Rotary International

“Keeping the Member in the Fraternity/Sorority — Keeping the Fraternity/Sorority in the Member”

Action steps:

- o **INFORM**
- o **INVITE**
- o **INDUCT**
- o **ORIENT**
- o **EDUCATE**
- o **INVOLVE**

1. **INFORM** all non-members of the organizations programs and outline the chapter’s service efforts. A chapter should develop and make public a chapter profile. This document could be added as a part of the website or other publications.

2. **INVITE** a prospective member to meet with an executive board member and a member of the Membership/Recruitment Committee. The visit could be done with one member, but a second member provides additional knowledge and experience and gives the prospective member another point of contact after being accepted into the fraternity/sorority. During the visit/meeting, the prospective member should hear a description of:

- o Community service efforts and successes
- o The international scope of brotherhood/sisterhood internationally or through the alumni connection
- o The organization’s emphasis on high standards of character and integrity
- o The organization’s broad-based community representation and diversity
- o The organization’s involvement requirements and dues structure

Members extending the invitation must be well prepared and should consider ahead of time the personal interests and abilities of the prospective member in order to highlight areas of potential personal involvement.

3. **INDUCT** new members in a dignified and meaningful manner. If possible, invite family to attend. The induction ceremony should be used as an opportunity to underscore the benefits and responsibilities of being a member. A new member should be provided with:

- o A copy of all organization policies
- o A chapter, regional and national directory
- o A recent copy of a chapter newsletter or national magazine
- o A schedule of meetings
- o The organization history, creed, and symbols

The induction ceremony should be special. It should imprint on the new member an enthusiasm for membership.

4. **ORIENT** the new member properly. Providing an effective orientation for new members through education is vital to their growth as individuals and members and will enable them to participate effectively in organization activities.

- a) The three key elements to an effective orientation include:
 - o Benefits of membership
 - o Responsibilities of membership

- o Opportunities for service
- b) New members should be given a checklist outlining the many opportunities for gaining knowledge about the organization and becoming involved in chapter activities. The new member educator should deliver this information within one week of induction and provide guidance on completing each step of new member education.
- c) A new member's orientation should also include several opportunities for feedback on a wide range of issues, including the process and results of the orientation program itself. Effective feedback includes a mechanism for reporting comments to the chapter president, the new member educator, and other chapter officers as appropriate.
- d) Consider periodic meetings between new members and the executive board, along with new member forums (facilitated by new member educator) with the entire chapter
- e) Consider scheduling the formal orientation programs in several smaller sessions to enhance retention of information.

5. **EDUCATE** the new member. Most members leave our ranks because they were never really engaged in the first place. An argument can be made that most of the organization's membership knows very little about it. Education can come about it two ways:

- a) Completing the items listed below within six months will expand a new member's vision about opportunities for service.
 - i. Attend new member orientation meeting(s)
 - ii. Read the history of the organization
 - iii. Wear new member pin with pride
 - iv. Attend one or more of the following chapter functions:
 - o Brotherhood/Sisterhood Activity
 - o Chapter Meeting
 - o Committee meeting
 - o Service Project
- b) Expand the organization to others
 - o Invite a guest to a chapter event
 - o Propose a new member
- c) Experience the far reach of the organization
 - o Host a member from another chapter of your organization
 - o Host a member of another chapter on campus for dinner
 - o Host a member of the national organization staff
- d) Attend a regional meeting or training
- e) Serve on a committee

The chapter must make certain it has a continuing education policy in place. This education process is essential for older members as well as newer ones. Research has shown that a positive program of continuing education can help increase a chapter's overall retention rate. Such a program would include some of the following components:

- o Frequent communication of organization news and information
- o At least four programs a year focused on continuing education
- o Attendance at multi-chapter meetings that focus on continuing education
- o Personal involvement of members in chapter and regional projects and activities, particularly those that require hands-on action
- o Stimulating and efficiently run weekly meetings that keep members interested
- o Sharing of ideas and information on chapter programs, projects, and activities at regular committee and fireside meetings
- o Attendance at meetings of other chapters

These ideas are meant solely to educate the members about the organization. Experience shows that when one is knowledgeable about the organization, and involved, the chances for retaining a solid member are much greater.

6. **INVOLVE** the member in committees, fund raisers, board meetings, chapter meetings, social activities, etc. There is nothing sadder in a chapter than to find a letter of resignation because a member didn't feel "a part" of the organization. Some methods of getting new members involved in the affairs and activities of the chapter include:

- o Creating a friendly and informal atmosphere through small group meetings and programs to help new members get acquainted with each other and some of the older members.
- o Hold an information program for new members.
- o Assign a new member a simple task in a project, such as introducing a guest speaker
- o Have new members assist with a regional meeting. Through this the new member learns much more about the organization and the vast projects beyond the borders of his/her own chapter. Some chapters assist the new member by paying part or all of the registration fees and costs of the conference. After the conference, ask the new members to give a report to the chapter about what they learned.
- o Introduce a family tree program, where all members who are in the same family tree work together on a project or meet on a special occasion.
- o Ask the new member - especially the younger ones - to find two or three other new members from among his/her peer group. When one "sells" the fraternity/sorority to one's friends, the member himself/herself becomes stronger and more enthused about the organization. We therefore address both the need for retention and the challenge of membership growth

In all of this, many clubs find it wise to involve the new member's mentor/Big Brother/Big Sister. The mentor keeps close contact with the new member - perhaps for the first six months or so - until the new member is truly involved in the organization.

PLANNING: NEW MEMBER MEETINGS

What Every New Member Educator's First New Member Meeting Should Include

- Have all new members fill out required FSL and national forms
- Review the New Member Ceremony if you have one
- Cover individual and new member class requirements to initiate
 - Academics
 - Involvement/Sisterhood
 - Participation
 - Service
 - Leadership
- Review basic expectations
- Review key dates (new member retreat, chapter events, projects, ceremonies, etc.)
- Discuss the financial responsibility of each new member (local and General Fraternity fees, etc.)

Sample New Member Meeting Agendas

WEEK 1

New Member Orientation

New Member Meeting Agenda

| | |
|------------|---|
| 10 minutes | New Member Ceremony Review |
| 25 minutes | “About You” Activity (or other icebreaker activities) |
| 40 minutes | New Member period overview <ul style="list-style-type: none"> - New Member expectations - New Member point system & point tracking system (if applicable) - New Member Honor Code - Review of Constitution and By-Laws <ul style="list-style-type: none"> ○ Review of Chapter Dues ○ Review of Officer Positions |
| 10 minutes | Required Paperwork – FSL & National (if applicable) |
| 15 minutes | Discuss Study Guide #1/Time Management discussion |
| 5 minutes | Review Letter to Parents |
| 5 minutes | Nominate/Volunteer/Elect a committee to establish this weeks brotherhood mid-week activity |
| 10 minutes | Questions |

Assignments for Week 2

Read the XYZ Fraternity/Sorority Mission, Vision and Goals

Know the nine goals of a new member

Prepare a one-paragraph statement on one of the goals explaining why this goal is extremely important to the chapter

Review the minimum expectations for a New Member to become initiated

Review the Constitution and By-Laws

Review the officer positions. Nominations/elections will be next week. If you determine a position you would like to run for, please prepare a *brief* personal statement about your qualifications for the position.

Bring an item that tells a story about you to the next meeting and be prepared to share with the group

WEEK 2

Developing Intellect

New Member Meeting Agenda

| | |
|------------|--|
| 15 minutes | Team Builder |
| 5 minutes | Introduce Greek Advisor |
| 15 minutes | Discussion of Cultivation of the Intellect Goals |
| 10 minutes | Introduce New Members Academic Assistance Plan |
| 5 minutes | Review Leadership Opportunities |
| 10 minutes | Review Financial Responsibilities |
| 15 minutes | Exam #1 |
| 5 minutes | Weekly assignment/New Member officer duties |
| 5 minutes | Distribute and discuss Study Guide #2 |
| 45 minutes | Officer Elections (time is variable depending on size of group) |
| 15 minutes | How to run a chapter meeting with newly elected officers |
| 10 minutes | Overview of weekly calendar / upcoming events |
| 5 minutes | Leadership Quote |
| 10 minutes | Song practice |
| 15 minutes | Newly elected officers meeting/training sign-up <ul style="list-style-type: none"> - Executive Committee (set meeting time) - Scholarship Chair and committee review <i>RTS plan</i> - Treasurer Contact Administrative Office for EIN# |

Assignments for Week 3

Review the Mission, Vision and Goals of *Men of Principle*

Log on to [organization national website] and review leadership opportunities

Review *Section Three* of the by-laws and be prepared to discuss and nominations/elections

Read Chapter 2 and 3 of *New Member Manual*. See study guide for highlighted information

WEEK 3

Leadership Development and Self Governance

New Member Meeting Agenda

| | |
|------------|--|
| 20 minutes | Team Builder |
| 10 minutes | Recap of the retreat |
| 15 minutes | Leadership & Self Governance Goal discussion |
| 30 minutes | Risk Management/Crisis Management discussion—distribute crisis management plan |
| 5 minutes | Review Leadership Opportunities |
| 15 minutes | Exam #2 |
| 5 minutes | Weekly assignment/distribute and discuss Study Guide #3 |
| 20 minutes | Review and election of Committees |

- 5 minutes Overview of weekly calendar / upcoming events
 20 minutes Roundtable discussion – Each New Member has an opportunity to speak about what is on their mind (positive or negative).
 10 minutes New Member Committee meetings

Assignments for Week 4

- Review the Mission, Vision and goals of *Men of Principle*
 Read [story/poem] and prepare a one-page response essay
 Schedule a one-on-one meeting with Brad to discuss executive committee responsibilities – learn about Chapter duties
 Read the Chapter’s crisis management plan and the Risk Management Policy
 Review study guide for highlighted information

WEEK 4

Member Education and Commitment to Community

New Member Meeting Agenda

- 15 minutes Member Education discussion
 20 minutes Discuss testimonial assignment – Have a members read essay on “Freedom’s Twins” aloud
 15 minutes Commitment to Community Goal discussion/led by philanthropy & service chairs
 15 minutes Exam #3
 10 minutes Weekly assignment/distribute and discuss Study Guide #4
 60 minutes “A Community Should be.....” activity
 5 minutes Overview of weekly calendar / upcoming events
 20 minutes Chapter song practice
 10 minutes Read Story of Founder
 10 minutes New Member Committee meetings

Assignments for Week 5

- Join one other campus organization
 Organize a philanthropy project as a new member class
 Schedule a one-on-one meeting with any executive board member
 Read Chapter 4, 5 and 6 of *New Member Manual*. See study guide for highlighted information

WEEK 5

Chapter Advisors and Responsible Personal Conduct

New Member Meeting Agenda

- 30 minutes Chapter advisors discussion/led by Alumni Advisor
 15 minutes Responsible Personal Conduct discussion/led by risk manager
 15 minutes Exam #4
 10 minutes Weekly assignment/discuss Study Guide #5
 30 minutes Risk management discussion led by risk management advisor
 5 minutes Overview of calendar
 5 minutes Leadership Quote

20 minutes Song Practice

Assignments for Week 6

- Review the mission, vision and goals
- Review songs
- Organize a chapter social event in accordance with the guidelines of the Risk Management Policy
- Read Chapters 7 and 8 of *New Member Manual*. See study guide for highlighted information

WEEK 6

Member Recruitment and Communication

New Member Meeting Agenda

25 minutes Member Recruitment discussion/led by recruitment chair
 15 minutes Communication discussion/led by PR chair
 15 minutes Exam #5
 10 minutes Weekly assignment/discuss Study Guide #6
 15 minutes New Member class alumni pen pal activity
 5 minutes Final testimony assignment
 5 minutes Overview of calendar
 20 minutes Song Practice

Assignments for Week 7

Review the Mission, Vision and goals
 Schedule a one-on-one meeting with an Executive committee member
 Read Chapters 9 and 10 of *New Member Manual*. See study guide for highlighted information
 Ask your Greek advisor to perform Confrontation 101 or another similar workshop
 Alumni Pen Pal Assignment
 Final Testimony Assignment

WEEK 7

Lifelong Fraternal Brotherhood

New Member Meeting Agenda

15 Minutes Exam #6
 15 Minutes Discuss Final Testimony Assignment
 20 Minutes Discussion of Lifelong Fraternal Brotherhood
 10 Minutes Review the new member program/questions
 20 Minutes Song Practice

WEEK 8

Initiation Week – Overview

Monday

New member Class Meeting & Song Practice

Tuesday

Chapter Service Project
Brotherhood Dinner

Wednesday

Final Exam
Ceremony or Reflection Activity and Review

Thursday

Ceremony and Review
Brotherhood Dinner

Friday

Testimonials

Saturday

Initiation
Brotherhood Activity

Following Week

Initiation Ritual Review

PLANNING: EDUCATION PROGRAM EXAMPLES

Delta Tau Delta Fraternity

Week 1

Objectives:

- To introduce new members to their education process. This will give the new members an introduction to what is expected in their education process, such as the schedule of meetings, what they must attend, customs of the chapter, etc.
- To review the Mission of Delta Tau Delta and how it relates to the new and existing members. This covers the first chapter of the new member manual and gives the new members an opportunity to see how the new member manual is structured. Also, since the Mission is paramount to the success of the Fraternity, this is an excellent lesson for the first class period.
- To expose the new members to the Member Responsibility Guidelines. Since the new members are now a part of your chapter, you will want to make sure that they have full knowledge of the policies and practices of the Fraternity and your chapter. Your chapter will most definitely not want to have an incident that endangers your chapter because your new members didn't know the policies, so it is important to educate them on this early.

Activities:

- Brotherhood Activity – some form of “getting to know each other” activity. This may include simple introductions or possibly a game or initiative that requires teamwork. Always remember that activities must be in line with the MRG and keep the safety of the participants in the forefront.
- Complete the pages in the front of the new member manual (pgs. 1, 4, and 6).
- Hand out a syllabus for the new member education period.
- Read in class the first chapter of the new member manual and answer the review questions as a group with discussion as necessary.
- Hand out a chapter member phone list that designates all officers and members of the new member education committee.
- Review the Member Responsibility Guidelines and the chapter's code of conduct. This is a great opportunity to have the risk manager speak to the new members and explain his position in the chapter.

Assignments:

- Memorize the Pledge Oath.
 - Write a paragraph on what the pledge oath means to them.
- Read Chapter 2 from *A Life of Excellence* and answer review questions that follow chapter.
- Read a chapter from the local manual.

Week 2

Objectives:

- To understand the History of Delta Tau Delta.
- To understand the job of the Chapter President and Chapter Advisor.
- To better get to know members of the new member class.

Activities:

- Recite the pledge oath. Having the new members recite the pledge oath before each meeting is an excellent way to get them into the habit of reciting the oath before each meeting when they are initiates.
- New Member Bingo – New Members are all given a card with 25 squares on it. In each square is a description (i.e. “Someone who has been to the Grand Canyon” or “Someone who has never been on an airplane” or “Someone who has no siblings” etc.) For 10 minutes, new members must circulate around the room finding people who fit the description for each square. This is just an opportunity for some of the new members to get to know the variety of people in their new member class.
- Review the previous assignment from the local manual.
- Review chapter 2 in *A Life of Excellence*. With the new members, go through the review questions at the end of the chapter. Since this chapter is filled with information, review each question in detail and make sure that the new members have an understanding of the significance of our historical past and what it means for us today.
- Have the chapter president speak to the new members for about 10 to 15 minutes, detailing his job description for the new members. He should explain his duties to the chapter, on the executive board, representing the chapter on campus, and any other duties that he takes on in his position.
- Have the chapter advisor speak to the new members for about 10 to 15 minutes, detailing his job description for the new members.

Assignments:

- Memorize the Mission and Values Statements of Delta Tau Delta.
- Read Chapter 3 from *A Life of Excellence* and answer review questions that follow the chapter.
 - Write a paragraph on why practicing our values are vital to Delta Tau Delta.
- Read a chapter from the local manual.

Week 3**Objectives:**

- To understand how the Mission and Values of Delta Tau Delta are used in the everyday actions of a Delt.
- To understand why the Mission and Values of Delta Tau Delta are critical to the survival and success of the Fraternity.
- To understand the job of the Vice President(s).
- To better get to know the members of the new member class.

Activities:

- Recite the Pledge Oath.
- Recite the Mission and Values of Delta Tau Delta from memory.
- Review the previous assignment from the local manual.
- Review chapter 3 in *A Life of Excellence* and its accompanying review questions. This is an excellent opportunity to discuss what it is that Delta Tau Delta is about through our values. You may wish to use examples of the values that you have seen in your time in the chapter.
- Have the vice president(s) explain his position to the new members.
- Wrap up week 3 with the Delta Tau Delta Brotherhood Building Cards (available from the Central Office if not presently available at the chapter).

Assignments:

- Memorize the 1st part of the Delt Creed.
- Read Chapter 4 from *A Life of Excellence* and answer the accompanying review questions.
 - Attend the chapter's executive committee meeting.
 - Attend the chapter's administrative committee meeting.
- Read a chapter from the local manual.

Week 4

Objectives:

- To understand how the Fraternity works on a national level.
- To understand how the Fraternity works on a local level.
- To understand the positions of Treasurer and Secretary.
- To begin getting to better know the membership of the chapter.

Activities:

- Recite the Pledge Oath.
- Recite the 1st part of the Delt Creed.
- Do a team building activity with the active membership of the chapter. If the chapter is very large and this would be difficult, consider having maybe just the big brothers or some other specific group in the chapter do the activity.
- Review how the Fraternity works on a national level. Explain in detail how your chapter works with the various aspects of the Fraternity (Karnea, Arch Chapter, Central Office, etc.)
- Review how the Fraternity works in your chapter. Since this section is very general in *A Life of Excellence*, you will have to demonstrate how the operations of your specific chapter work. Include how meetings are run in your chapter.
- Review the questions from chapter 4 in *A Life of Excellence*.
- Review local manual assignment.
- Have the chapter's treasurer and the chapter's secretary outline their duties for the chapter.

Assignments:

- Memorize the 2nd part of the Delt Creed.
- Read chapter 5 in *A Life of Excellence* and answer the review questions at the end of the chapter.
- Read a chapter from the local manual.
- Join a committee of the chapter and attend that committee's meetings from that point forward.

Chapter 5

Objectives:

- To understand the obligations to which all Delts must commit for the success of the Fraternity.
- To understand some basics of etiquette.
- To understand the positions of Director of Academic Affairs, Honor Board Chair, and Recruitment Chair.
- To continue to get to know members of the chapter.

Activities:

- Recite the Pledge Oath.
- Recite the 1st and 2nd parts of the Delt Creed.
- Review chapter 5 from *A Life of Excellence* and the accompanying review questions. This chapter is an excellent opportunity to let your new members know exactly what is expected of them as members of the chapter. However, this chapter will be less effective if your active membership is not fulfilling their obligations (i.e. chapter members not paying dues, not attending events, not recruiting, etc.). If you can demonstrate that the initiated members fulfill their obligations, the new members will learn an even greater lesson...that Delts “practice what they preach.”
- Since one of the obligations of a Delt is honorable conduct, this would be a great time to discuss etiquette. A house mother, alumnus, or other qualified person would be an appropriate guest speaker to educate your new members on etiquette. If no person can be found, review Appendix C in *A Life of Excellence*.
- Review the local manual assignment.
- Have the Director of Academic Affairs, Honor Board Chair, and Recruitment Chair discuss their positions to the new members.
- Another activity might be to play another version of New Member Bingo, but this time with the initiated members. For example, the cards that the new members get will have phrases such as, “Someone who has served on the IFC Executive Council” or “Someone who has been on a University sports team” etc. Meanwhile the initiated members can be given cards that have squares that are specific to the new members. In this way, all new and initiated members can participate, identify similarities they have with each other, and interact socially with each other.

Assignments:

- Memorize the 3rd part of the Delt Creed.
- Read chapter 6 in *A Life of Excellence* and complete the accompanying review questions.
- Read a chapter from the local manual.
- Read Appendix E in *A Life of Excellence*.

Week 6

Objectives:

- To review the importance of recruitment to the chapter
- To understand the various ways that the Fraternity can be a benefit to life.
- To develop an appreciation for the opportunities available on campus.
- To understand the positions of Sergeant-At-Arms, Alumni Relations Chair, and Community Service Chair.

Activities:

- Recite the Pledge Oath
- Recite the entire Delt Creed
- Review Appendix E and discuss recruitment specifics in your chapter.
- Review Chapter 6 of *A Life of Excellence* and discuss the accompanying review questions.
- Compile a list of resources available on campus and distribute them to the new members so they are aware of the various ways they can enhance themselves in the campus environment.
- Review local manual assignment.
- Have the Sergeant-At-Arms, Alumni Relations Chair, and Community Service Chair explain their positions to the new members.

Assignments:

- Be prepared to recite any or all of the Pledge Oath, Mission and Values, or Delt Creed.
- Read chapter 7 of *A Life of Excellence* and complete the accompanying review questions.
- Attend an IFC meeting or Student Government meeting.

Week 7

Objectives:

- To become familiar with the symbolism of Delta Tau Delta.
- To finish learning any local knowledge that has not yet been learned.
- To allow any other chapter officers or important people to speak to the chapter.
- To allow for any questions that new members have about the Fraternity or the chapter.

Activities:

- Recite Pledge Oath and Delt Creed
- Review chapter 7 in *A Life of Excellence*. Since there is a lot of symbols and traditions in this chapter, a fun way to review this might be to have a “Jeopardy” or “Quiz Bowl” style activity where questions are prepared ahead of time and new members compete to answer the most questions correctly.
- At this meeting, any members of the executive committee or administrative committee that have not explained their jobs to the new members should do so at this meeting.
- Finally, allow any questions that the new members may have so that they can have a full understanding of Delta Tau Delta before initiation.

Assignments:

- **Individual** – Read chapter 8 in *A Life of Excellence* and answer the accompanying review questions.
- **Group** – Develop a model of what you think the Ritual will be. (This is an activity that many chapters do with their new member class. In many instances, a chapter can come coincidentally close to the actual Ritual. If this is the case, it usually means that the new members were educated well on what it really means to be a Delt.)

Week 8

Objectives:

- To review the previous 8 weeks.
- To prepare the new members for initiation.

Activities:

- Recite the Pledge Oath (for a final time).
- Recite the Delt Creed.
- Review the information learned in the previous 7 weeks. Do this in whatever means are appropriate. You could make a game out of this activity. You could review the questions at the end of each chapter. You could have a competition between the new members and the active members. Use whatever you feel will be an appropriate and effective way to review the previous 7 weeks.
- Allow the new members to perform their idea of what the Ritual will be.

Assignments:

- Study for the national exam. Remember, studying the review questions at the end of each chapter thoroughly should adequately prepare them to pass the exam.

Delta Sigma Phi Fraternity

The desired outcomes for this new member education program are:

- New members will learn the importance of academics
- New members will learn the Fraternity's history & values
- New members will understand the importance of giving back to the community
- New members will understand the importance of involvement (Internally and externally)
- New members will understand the importance of leadership/personal development
- New members will understand lifelong fraternity membership

WEEK 1

New Member Meeting

- Start with a team builder so the new members can get to know each other
- Explain new member program and what they will get out of being a Fraternity member
 - Network with successful alumni
 - Improve their academic skills
 - Give back to the community
 - Get involved within the University/College
 - Develop leadership skills
 - Become a more well-rounded person
 - Ask the new members what they hope to gain
- Discuss responsibilities of being a new member
 - Proper behavior (live up to the Preamble, and Code of Conduct)
 - He represents not only himself, but now DSF and the rest of the Greek community
 - Hold perspective members to a higher standard – “Challenging each man to a greater good” begins by having them challenge themselves.
- Discuss the Big Brother Program (See Big Brother in Appendix)
 - Purpose of a Big Brother
 - Have new members submit three choices for their big brothers
 - Have new members start a list of prospective members
 - Discuss the importance of year-round recruitment
 - Discuss holding a recruitment event during their new member period
- Distribute Gordian Knots and chapter/colony by-laws to new members
- Discuss Part 1 of *The Gordian Knot*
- Introduce the new members to the DSF Code of Conduct, The Preamble to the Constitution, and the no hazing policy
- Share expected initiation date with new members

Projects & Events

- Discuss what activities/events are planned during the academic week

WEEK 2

New Member Meeting

- Facilitate a team builder and discuss the activity
- Discuss Part 2 of *The Gordian Knot*
- Discuss the three core values of DSF
 - Culture

- Harmony
- Friendship
- Discuss 1st paragraph of the Preamble and have the new members interpret what it means to them
- Coordinate all chapter officers to attend the a new member meeting to discuss their roles & responsibilities
 - President discusses his role as a liaison to the University/College and Headquarters
 - Vice President discusses his oversight of the Executive Board and all Committee Chairmen
 - Secretary discusses his role as the administrative coordinator for the chapter
 - Treasurer discusses his role relating to the finances
 - Sergeant-At-Arms discusses his role with Ritual, Standards Board, and risk management (*he should review the Policy on Responsibility & Accountability with the new members*)
- Brainstorm potential personal success topics for a future meeting.
- Nominate new member executive board officers

Projects & Events

- Introduce new members to local and national website
- Begin thinking about coordinating a community service project, participating in a philanthropy event, and visiting a local chapter
- Discuss what activities/events are planned during the academic week

WEEK 3

New Member Meeting

- Facilitate a team builder and discuss the activity
- Elect new member officers
- Distribute list of all chapter committees and encourage each new member to become involved with one committee
- Discuss Part 3 of The Gordian Knot
- Discuss 2nd paragraph of the Preamble and have the new members interpret what it means to them
- Coordinate an educational presentation related to academic success

Projects & Events

- Coordinate Big Brother ceremony
- Hold a new member retreat
- Introduce new members to the Mentor Team (if applicable)
- New members attend a informal chapter meeting if they have not already
- Discuss what activities/events are planned during the academic week

WEEK 4

New Member Meeting

- Facilitate a team builder and discuss the activity
- Discuss Part 4 of The Gordian Knot
- Discuss 3rd paragraph of the Preamble and have the new members interpret what it means to them

- Greek Advisor/Chapter Advisor/Faculty Advisor attends this weeks meeting and introduces him/herself

Projects & Events

- Community service and philanthropy events are coordinated
- Discuss what activities/events are planned during the academic week

WEEK 5

New Member Meeting

- Discuss Part 5 of The Gordian Knot
- Discuss 4th paragraph of the Preamble and have the new members interpret what it means to them
- Coordinate an alumnus from the ACB to speak to the new members about:
 - ACB
 - National Headquarters
 - Life-long membership
 - Networking

Projects & Events

- Have new members coordinate a recruitment event
- Check new members' grades
- Discuss what activities/events are planned during the academic week

WEEK 6

New Member Meeting

- Discuss Part 6 of The Gordian Knot
- Discuss 5th paragraph of the Preamble and have the new members interpret what it means to them

Projects & Events

- Visit a nearby chapter or have new members coordinate a social event
- Initiation fees are paid
- Discuss what activities/events are planned during the academic week

WEEK 7

New Member Meeting

- Discuss Part 7 & 8 of The Gordian Knot
- Explain all necessary details for initiation

Projects & Events

- Community service and philanthropy events should be completed by now
- Discuss what activities/events are planned during the academic week

WEEK 8

- New members are initiated into Delta Sigma Phi Fraternity

POST-INITIATION

- Schedule time for new members to evaluate new member education program
- Discuss initiation ceremonies and Ritual information with newly initiated members

Phi Kappa Psi Fraternity

EXPECTATIONS

SCHOLASTIC: You are here, first and foremost, to be educated and to graduate with a degree. To do less, wastes the time, money and support that made it possible for you to be here. Phi Kappa Psi recognizes that its relationship with the school should be one of mutual interest in the development of the student. To this end, much of the Fraternity Education program focuses on scholastic endeavor.

The minimum GPA requirement for initiation is a 2.25 (on a 4.0 scale), and Phi Kappa Psi expects its chapters and officers to perform at a level at least equal to 2.5 (on 4.0 scale) or the all-men's average, whichever is higher. You are expected to do your part, both for your future and your chapter.

CAMPUS INVOLVEMENT: Phi Kappa Psi is an integral part of the college community. Therefore, it is important that Phi Psi's pledges are acclimated to the Greek system and other student organizations. Involvement within the university does more than offer you additional experience and training, it can also help the entire chapter in at least three ways:

1. It allows members to meet more men for recruitment;
2. It exposes the chapter to a greater number of contacts within the student organizations that often influence University policy; and
3. It provides members with more opportunities for leadership development and personal improvement.

Pledges are encouraged to establish a rapport with faculty and administrators. It is important that Phi Psi be represented in a positive manner at all times. Interaction with other student organizations is an expectation of all members of Phi Kappa Psi Fraternity.

PRACTICAL KNOWLEDGE: Gaining an understanding of the governing structure of the Fraternity, committee structure, history, maintenance of the property, and general operations is important to the Fraternity Education program. Weekly quizzes on material presented in discussions and reading assignments will be administered. A minimum score of 70% on each of the weekly quizzes is required for initiation.

PARTICIPATION: Phi Kappa Psi promotes the building of brotherhood in its Fraternity Education Program. A number of events require attendance (weekly pledge meetings, study hours, workshops and presentations, functions with campus sororities, all-chapter meetings, etc.). Good time management is essential as much will be asked of you during your association with Phi Kappa Psi. Participation is more than just showing up, however. We benefit from you ideas, opinions, background and experiences. Each member offers perspectives which, when combined, help us to make better decisions as an organization.

WEEK ONE

AGENDA

1. The Chapter President presents a lecture on the origins of college fraternities in the United States. This information may be found in chapters 4-6 in *The Manual of Phi Kappa Psi*.
2. Presentation of *The Manual of Phi Kappa Psi*. Read and discuss chapters 7, 8 & 9 during the meeting. Review the goals and objectives of the pledge education program.

3. Review Fraternity song, “**Noble Fraternity;**” Appendix V of *The Manual of Phi Kappa Psi*.
4. Fill out rush survey – why did you choose Phi Kappa Psi?
5. Introduce **Scholarship Chairman**, discuss importance of academics and ways to “make the grade” through effective time management, taking good notes, etc.
6. Compile a telephone and address list of pledges (include both home and campus information). Include your birthday, intended major, and parents’ names. Use this to develop a phone tree to hand out at next meeting.
7. Discuss **Big Brother** program (see attached addendum).

ASSIGNMENTS

Write a letter home to parents to inform them of your decision to pledge Phi Kappa Psi. This will be accompanied by a letter from the Chapter President which discusses the chapter and the rights and responsibilities of a Phi Psi pledge.

- Read pages V and VI, chapters 4, 5, 6 & 20 in *The Manual of Phi Kappa Psi*.
- Obtain a blank cassette tape before the next meeting.
- Begin to think about potential Big Brothers (have 3 or 4 options).
- Introspective “letter to self” – What do you hope or expect to get out of the fraternity experience.
- What are your own concerns and anxieties?
- Make copies of all syllabi and class schedule for Fraternity Educator. Fill out master calendar with all test dates, project due dates, etc., for the term(s) during which your pledge program will run.

WEEK TWO

AGENDA

1. Collect “introspective” (This will not be read by anyone but you; this letter will be returned to you at the end of the semester so you can compare your thoughts before and after your initiation in Phi Kappa Psi).
2. Discuss the anti-hazing policy of Phi Kappa Psi. Explain the code of conduct, and the rights & responsibilities of a pledge. This information is found in *The Manual of Phi Kappa Psi*.
3. Discuss the function of the **Interfraternity Council (IFC)** and other Greek-related governing or judicial boards. Organize a schedule so each pledge is able to attend an IFC meeting with the chapter delegate.
4. **Guest Speaker: Student Survival Skills.** Becoming a scholar. Ask someone from the school to conduct a workshop or give a talk on **Study Skills, Test Taking, Note Taking, Coping with Stress etc.** There should be a campus department devoted to this purpose (i.e. Campus Advising Center, Academic Support Office, Counseling & Testing Center, etc.). They will have speakers and resources to help you maximize your academic efforts.
 - a. Present “study hours” program (see attached addendum).
 - b. Discuss the **committee system** of government.
 - c. Collect the cassette tapes.
 - d. Quiz #1 over previous week’s material.

ASSIGNMENTS

- Read chapters 1, 2, 3, and 10 in *The Manual of Phi Kappa Psi*.
- Introduce yourself personally to each of your class instructors and teacher’s assistants.
- Write down a preference list of Big Brothers.
- Learn the schools alma mater.
- Consider the chapter committee(s) on which you would like to serve.

WEEK THREE**AGENDA**

1. Discuss local chapter history. A local alumnus should be invited to share his knowledge of the chapter's founding, as well as his recollections about the school at the time he was an undergraduate.
2. The Historian should describe his duties as an officer.
3. Discuss the history of Phi Kappa Psi.
4. Review the song, "**Amici;**" Appendix V of *The Manual of Phi Kappa Psi*.
5. Explain the membership matrix – both the members and pledges are required to fill out the matrix as they get to know each other better. Remember, this needs to be a two-way street (see attached addendum).
6. Prepare and sign a letter of thanks to the guest speaker from the last meeting.
7. Talk about experiences in classes so far. Discuss what troubles men may be having in keeping up, understanding what to study, note-taking, etc. Assign pledges to academic mentors, where majors or classes match upperclassmen.
8. Assign pledges to committees. Discuss good committee member skills.
9. Introduce **Big Brothers** to pledges and have all sign **Big/Little Brother Contracts**.
10. Distribute cassette tapes with "**Songs of Phi Kappa Psi**".
11. Quiz #2 over previous week's material.
12. **Guest Speaker: Etiquette Workshop.** Becoming a Phi Psi Gentleman. Ask a house mother from a sorority, a member's mother, or someone on campus to do a short presentation on dress, table manners and the art of introductions. Or, you may cover the material in the Program Guide chapter on etiquette. Many chapters follow this up later in the week with a semi-formal dinner at a sorority house.

ASSIGNMENTS

- Learn the song, "**I Took a Little Trip.**" Organize time outside the meeting to get together as a group and learn the song. Use the cassette tapes.
- Read chapters 11, 12, 13, 14 in *The Manual of Phi Kappa Psi*.
- Continue to complete the membership matrix.
- Read "**The Creed of Phi Kappa Psi.**"

WEEK FOUR**AGENDA**

1. **Rush Seminar** conducted by the entire chapter. Rush Chairman describes the process used to recruit new members to the chapter and teaches everyone how to get involved. The Rush Chairman lays out the rush schedule for the term and asks new members for the names of three to five men to be contacted for rush.
 - a. Discuss the values of fraternity membership and the values of Phi Kappa Psi in particular.
 - b. Review "**The Creed of Phi Kappa Psi**" and discuss its meaning and relevance in everyday life situations.
2. Briefly review the reading assignments.
3. Quiz #3 over previous week's material.
4. **Guest Speaker: Pertinent Campus/Student Issues.** Invite someone from the school to speak on a topic of concern to students at your school. Topics may include Student Health, Student Safety, Alcohol Awareness, etc.
 - a. Prepare and sign a letter of thanks to the guest speaker from the last meeting.

ASSIGNMENTS

- Read chapters 15, 16, 17, 18, & 19 in *The Manual of Phi Kappa Psi*.
- Learn the names of the other Greek-letter organizations on campus.
- Continue to work towards completion of the membership matrix.
- Learn **“The Sweetheart Song.”**
- Continue the rush process by being on constant lookout for other men who have the character and talent to be good members. The continued recruitment of good men is the only way Phi Kappa Psi will remain strong.
- Learn the names of five or more prominent Phi Psi’s listed in *The Manual of Phi Kappa Psi*.
- Any who wish should bring a camera to the next meeting.

WEEK FIVE**AGENDA**

1. Take a group picture to accompany an article in the chapter newsletter.
2. Chapter Treasurer discusses chapter finances and his duties.
3. Guest Speaker: Chapter Advisor(s) or Corporation President. Discuss the importance of alumni involvement and of fiscal and ethical responsibility and how each affects the success of the chapter.
4. Learn the song “Adam.”
5. Quiz #4 over previous week’s material.
6. Prepare and sign a letter of thanks to the guest speaker from the last meeting.

ASSIGNMENTS

- Read chapters 21, 22, 23, 24 & 25 and review all previously assigned chapters in *The Manual of Phi Kappa Psi*.
- Look into several different campus organizations, involve yourself in at least one of these organizations.

WEEK SIX**AGENDA**

1. The Chapter Vice President discusses the structure of the chapter government. Explain the proper channels for ideas to be put into action at Phi Kappa Psi. To be found in chapter 20 in *The Manual of Phi Kappa Psi*.
2. The Corresponding Secretary speaks about his duties as an officer of the chapter and reviews “The Shield,” a publication of the Phi Kappa Psi Fraternity. Information on the National Officers and Directors is found within this publication. Discuss the role of the Fraternity Headquarters (510 Lockerbie Street, Indianapolis, IN 46202). Discuss the importance of maintaining a positive relationship with the alumni of the Fraternity.
3. Review and discuss reading assignments.
4. Quiz #5 over previous week’s material.

ASSIGNMENTS

- Read chapter 26 and review Appendix VI. in *The Manual of Phi Kappa Psi*.
- Finish the membership matrix.
- Organize a luncheon at the chapter house and invite the IFC and Panhellenic

PROGRAMMING: GREEK FIRE - FIRST-YEAR INITIATES REACHING EXCELLENCE



Purpose:

- To prepare new members for membership in the fraternity and sorority community
- To ensure new members have a well-rounded first year experience
- To provide new members the skills and knowledge to become future leaders within the Greek community and be successful on campus
- To create a community within new members and the entire Greek community

The following is to be completed within your freshman year (by May 1) or within two terms of signing a bid (for new members joining in their 3rd term or later). Complete by May 1, 2011 for recognition at FSL Awards:

- Complete the Greek New Member Survey (preferably within 2-3 weeks of signing bid)*
http://www.surveymonkey.com/s.aspx?sm=cXBTYaZxDuadpAVqY_2flrWw_3d_3d
- Complete the New Member documentation workbook/documentation pages*
- Complete the New Member Evaluation (after completing program)*
http://www.surveymonkey.com/s.aspx?sm=ted38l_2bjIP7Gty7Ad59Ouw_3d_3d

Greek Community (complete at least 4 of the following)

- Attend a Greek history program*
- Attend a Greek Values program*
- Attend other Fraternity/Sorority CEO program
- Attend a New Member social activity sponsored by the Greek Councils
- Attend New Member Convocation
- Attend an All-Greek campus event
- Attend the Multicultural Greek Council Step Show
- Attend a meeting of one of the three councils: IFC, MGC or Panhellenic

Health & Risk Management (complete at least 3 of the following)

- Attend a Hazing Education/Hazing Prevention Awareness Week program*
- Attend an Alcohol, Drug or Risk Management program*
- Complete CPR & First Aid training (provide copy of current certification cards)
- Attend a Fire Safety program
- Attend a Mental Health program
- Attend a nutrition, body image or eating disorder awareness program
- Complete a Dragon Fitness Assessment at the Recreation Center
- Attend other health/risk management-related program – example: STD education program

Scholarship (complete 2 of the following)

- Attend a Study Skills program
- Attend a Time Management educational program
- Visit the Drexel Learning Center and learn about available resources or meet with a counselor

Sexual Assault (complete 1 of the following)

- Complete RAD Training (women)
- Attend a 'One in Four' presentation (men or women)
- Attend other Sexual Assault education program

Service & Philanthropy (complete 2 of the following)

- Participate in community Service (10 hours+ total)
- Participate in one philanthropy event
- Attend a Center for Civic Engagement-sponsored program
- Attend a Service Learning CEO program

Culture & Diversity (complete 2 of the following)

- Attend a diversity CEO Program (multiple programs accepted)
- Attend an LGBT Program/Ally Training
- Attend a religious event or activity on campus (other than your own religion) – example: Hillel event
- Attend a university sponsored diversity speaker or program (email nds37@drexel.edu for preapproval) – example: disability services program
- Attend a Philadelphia community diversity program (email nds37@drexel.edu for preapproval) – example: educational program at the African American History Museum

Campus Community (complete 3 or more of the following)

- Attend any other CEO Program (multiple programs accepted)
- Attend a meeting of a non-Greek student organization– example: USGA
- Attend any other university sponsored event or activity– example: Drexel basketball game
- Participate in a non-Greek intramural team
- Serve as a Conduct Board member

**Required*

Substitutions/other programs may be considered in place of requirements above.

Please email Natalie Shaak at nds37@drexel.edu for approval and any other questions.

See calendar for available events.

PROGRAMMING: DREXEL PROGRAMS

CEO: Creating Excellent Organizations

The CEO Program is a leadership development series providing you with the skills you need to succeed personally and professionally. Professional staff and trainers from area corporations and Drexel University faculty, staff, students, and alumni facilitate workshops.

Students that participate in the workshops can receive CEO Certification. Student organizations can also earn certification if four or more of their members earn any level of certification. Students may participate in any scheduled workshop without working towards earning CEO certification. However, it is our belief that students attending a series of workshops will realize more substantial growth in their interpersonal and organizational leadership skills.

More info can be found here: http://drexel.edu/oca/1/what_ceo.asp#

Fraternity and Sorority Life Leadership Certificate

Designed for all students who are members and leaders of their fraternities and sororities. Students who earn this certificate will develop an understanding of the basic skills needed to enhance their fraternity or sorority membership while gaining deeper insight into the history and core values of the fraternal movement.

Requirements:

Attend all of the following workshops:

- Greek History
- Greek Values
- Hazing Prevention Education (multiple workshops offered to meet this requirement)
- Recruitment 101

Attend any three (3) additional elective workshops offered in the CEO Program; OR Attendance at a Fraternity & Sorority Life Retreat and one (1) elective workshop offered in the CEO Program; OR Attendance at NGLA/National Fraternity/Sorority Leadership Conference and one (1) elective workshop offered in the CEO Program.

If you have any questions regarding this certificate or workshops, you may contact Fraternity & Sorority Life at greeklife@drexel.edu.

Recreational Athletics

Health, Fitness and Wellness

Fitness Assessments: The Recreation Center offers members personal fitness assessments to measure the five components of physical fitness: body composition, cardiovascular endurance, muscular endurance, muscular strength, and flexibility.

Fitness Floor Orientations: One-on-one or small group fitness equipment and floor orientations are available for all members. This 60-minute introduction will demonstrate the function, use, safety, and care of all cardiovascular and strength equipment.

Wellness Programs: The Recreation Center offers several wellness programs for members, including: nutrition assessments, nutrition counseling, lectures and demonstrations, blood pressure screenings, and body composition screenings.

Personal Training: Personal training is an opportunity to meet one-on-one with a certified personal trainer to develop a fitness program specifically designed to meet the needs and interests of Recreation Center members.

Massage Therapy: Massage is an excellent form of therapy and relaxation. The Recreation Center offers Swedish Massage, Deep Tissue Massage and Combination Massage to members.

For more information, contact the Manager of Health, Fitness and Wellness at fitness@drexel.edu or 215-895-1232.

Rock Climbing Wall

Overhangs, slabs, bouldering, and lead climbing. The Drexel Recreation Center's climbing wall is a great place for beginners to learn, experienced climbers to train, and to meet people who share a similar interest. Climbing wall programs include introductory through advanced courses and clinics.

Hours

Fall/Winter/Spring:

Monday-Friday 12 p.m. to 9 p.m.

Saturday & Sunday 12 p.m. to 8 p.m.

Summer: Monday-Friday 12 p.m. to 8 p.m.

Teambuilding Programs

Teambuilding programs are a unique opportunity for groups looking for adventurous learning experiences. The Drexel Recreation Center's teambuilding and climbing programs provide learning opportunities through challenging fun activities. Each event is three hours. A \$50 non-refundable deposit is required to schedule a program. To schedule a program, email the Climbing Wall and Experiential Learning Program at outdooradventure@drexel.edu.

Focus

- Effective communication
- Complex problem solving
- Improving trust
- Leadership development
- Strategic goal setting
- The benefits of compromise
- Discovering creative solutions

- Improving confidence

Program Details

No experience necessary. Instructors will guide participants through the experience. Each event is three hours. A \$50 non-refundable deposit is required to schedule a program. We request two weeks advanced notice to book an event.

Ice Breakers

These activities are perfect for newly formed groups or existing groups that are currently integrating new members such as clubs, organizations, athletic teams, and camps. Designed for group members to interact with and begin to know each other.

Initiative Games

Program activities are conducted at the ground level and are structured to appeal to people of all abilities. Activities can be customized to meet a group's goals. Initiative games are great for groups who are not interested in climbing.

The Climbing Wall

Climbing is a team sport requiring a partner to hold onto the other end of the rope. This powerful bond encourages communication, trust, reliance on others and can be quite empowering.

Conquering fears and calculated risk taking is an important aspect to **personal growth**.

Costs

| | Participants | | |
|--------------------------|--------------|-------|-------|
| | 1-10 | 11-15 | 16-20 |
| Recreation Center Member | \$150 | \$175 | \$200 |
| Drexel Student | \$125 | \$150 | \$175 |
| Drexel Affiliate | \$175 | \$200 | \$225 |

Cancellation Policy

Refunds will not be granted to participants who cancel within 48 hours of party date. To cancel an appointment, please contact the Climbing Wall and Experiential Learning Program at outdooradventure@drexel.edu or 215-571-3778.

PROGRAMMING: BEST PRACTICES & IDEAS

Activities to Make Your New Member Program Hard But Not Hazing

You want your new members to grow and learn through affiliation with your organization and at the same time, you want them to feel like they worked hard to achieve something great—the privilege of wearing the letters you value. You want to challenge them. How do you do that in a way that isn't hazing? Below are a few ideas for activities you can plan that challenge new members to work together, test their personal courage, and teach them new skills.

Step 1: What are the outcomes you hope to achieve through the activity and how do they relate to your organization's values? What do you want to teach them? Ex. New members will be able to work as a team.

Step 2: What activities and events can accomplish this objective?

Step 3: Evaluate the options and select an activity.

Step 4: Make it clear to participants that all activities should be “challenge by choice,” meaning that individuals should feel comfortable to not participate should the activity be too challenging for them. Please remember, something that is overly challenging does not help people learn. It actually results in the opposite—they shut down.

Step 5: Lead a discussion following the activity to talk about what everyone learned. Help make connections with your organization's values. This is the most important part of the activity! Sample questions include:

- What was challenging about this activity?
- What did you learn about yourself?
- What would you do differently if you could do it over?
- What did you learn about the group?
- How does this relate to being a new member in this organization?
- How can you take what you learned and apply it to the fraternity/sorority?

Please note: Do not do any of the climbing or winter activities without a trained guide or facilitator with you. Contact information is provided for contacting these facilitators below.

New Member Program Ideas

Teambuilding/Leadership

- **New Member Class Expectations** - Have the new member class create its own list of expectations. Encourage the group to challenge each other and hold one another accountable to the list.
- **White water rafting**-The intake class could adventure on a white water rafting excursion. While water rafting they will learn to depend on each other for their safety. The very nature of the activity will force the individuals to work as one to become an efficient team.
- **Interfraternal/sorority sports**-There is no better team building activity than to compete against another group of people. Fraternities and sororities that have a new member/intake class during the same semester should participate in sport contests. As the individuals work together, they will form camaraderie amongst themselves and learn to interact together while depending on each other.
- Utilize Drexel recreation and the Rock Climbing Wall
- **Raft building exercise** - Reserve the pool for this exercise. Have new members write the creed of the organization on a piece of tissue paper. Then challenge the new members to build a raft using foam noodles and rubber bands and other floatable objects. All of the new members need to ride on the raft across the pool while holding up the creed so it doesn't get wet. For a good size new member class, consider breaking the new members into competing teams. Materials for the raft may be "purchased" from the "store" and decisions as what to buy, how much to buy, and how to build the most successful, efficient, and sea-worthy craft is at the discretion of each team. How successful teams develop and carry out a winning strategy becomes a potentially powerful metaphor for excellence, leadership, and effective teamwork within the organization. Teams can be purposefully created: new members vs. initiated members; seniors/freshmen vs. juniors/sophomores, etc.
- Go cross country skiing together
- **Game Activity** - Divide new members into two teams. Give them each a box full of miscellaneous materials. Give them one hour to devise a competitive game using all of the items (only rules: everyone must plan and no one can get hurt). Have the two teams compete against each other.
- **Leadership styles test**—have new members learn about their leadership style and styles of others. Contact the Student Activities Office, sao@wpi.edu, for access to leadership tests and quizzes.
- **Forced choice exercise** - (http://ctb.ku.edu/tools//sub_section_tools_1201.htm) Choose differences that are controversial--pro-life, pro-choice, etc. Have them debate. This is a great way to talk about 1) conflict and how you resolve it and 2) that your chapter accepts people for their differences.
- **Leader Interviews** -Ask each new member to be responsible for identifying someone in the chapter they think is a leader and interviewing him/her.
- **Conflict Management**- Help new members learn about conflict management and how to deal with conflict.
- **Leadership Conferences** - Do a chapter fundraiser to send a new member to the North-American Interfraternity Conference's FuturesQuest program, UIFI leadership programs (www.nicindy.org) or a regional leadership conference.
- **Web activity** - Using string, setup a web in between two poles in a large room. There should be plenty of holes, but make sure they are big enough. The entire class must put everyone through the web without touching the string, but each hole can only be used a certain

number of times (depending on class size). This is a great problem solving activity that also builds teamwork and leadership skills.

- **Officer Shadowing** - Have new members shadow an officer for the week
- **New member retreat** - Plan a retreat at an active member's house off-campus or the parent's house of a member that lives in the area and do ice breakers, getting-to-know-you activities, bonding activities, games, and movies.
- **Role-playing Leadership** - hypothetical chapter operations processes: Have the new members pretend to be the PR chair and Recruitment committee. They are charged with developing a recruitment campaign.
- Request the visiting consultant to do a values-inventory workshop or explain leadership opportunities sponsored by the headquarters
- **Floating Stick** - Get a long (10 feet) stick or hula hoop that the new member class must lower to the ground. Each person's fingers must be in contact with the stick at all times. Pinching or grabbing the stick is not allowed - it must rest on top of their fingers. If anyone's finger is off, the task must be restarted. At the beginning the stick will rise up quickly, but with some teamwork they might actually get it to the ground.
- **Riddle** - Send out a riddle an hour before the regular meeting time. The new members and their big brother/sister must get together to figure out the riddle, which leads them somewhere on campus. Once there, you can have a discussion about that location on campus and the history or resources available there.
- **Program planning assignment**-The new member/intake class will be given the responsibility to plan a program or event (i.e. banquet, pageant, community service). During the course of the intake/new member process, potential new members are provided guidance on the campus resources necessary to make the program/event successful.
- **Talent Showcase**-Host a talent showcase in which potential new members portray an issue, topic or passion that is important to them in a unique and creative way that would illustrate their talents and personality.
- **Meetings** - Allow time at each new member meeting for the new member class officers to run their own meeting (delegate tasks for the week, etc.).
- **New Member Gifts** - Have each new member pair with another new member and get to know him/her over lunch, etc. Over the holiday break, have him/her design a binder or clipboard or something that represents who he/she is as a person. Have them include important information about the chapter inside (ex. House rules, bylaws, calendar of events, etc). Have new member present their gift to the new member they were assigned at a new member meeting. You could also do this with big /little brothers or sisters, too. (This also has the following outcomes: presentation skills, creativity, learning about other people, relationship building)
- Have the new member class find an interesting speaker to come and present to the chapter.
- **Roundtables** - Have the new member class conduct two roundtables throughout the new member process.
- **Sharing Circle** - Have the first activity for the new member class (after the new member ceremony) be a sharing circle. Each new member brings something that is important to him and shares it with the group.
- **Officer presentations** - Have officers serve as guest speakers at each new member meeting to explain their duties and responsibilities.
- **New Member Officers** - Elect new member class officers with written duties that are similar to chapter officer duties and have them shadow chapter officers.

- Mimic the format of a chapter meeting within the new member education meeting to familiarize the new members with the procedure.
- Invite the new member class to appropriate portions of the chapter meeting.
- As a Group-The new member/intake class can formulate a positive message about one of the potential new members (without their input). The message should be a well thought out note about how that particular potential new member has impacted the development of the new members. This should be rotated so that every individual in the new member class is made aware of their contribution to the development of each other.
- **Leadership Conference** - Have a mini leadership conference with the new members. Invite initiated members to present different topics to them. Also, encourage the new members to present.
- **Involvement** - Encourage all new members to get involved with another student organization by the end of their first year
- Have the new member class members organize their own recruitment, philanthropy, or service event. The new member class is connected with the best audience of future new members.
- Have a meeting with the new members and officers/staff from the council executive boards and FSL.

Character Building/Values

- **Alumni Panel** - Invite a panel of prominent alumni to recollect on their experiences of chapter membership and how they've been able to transfer those experiences to life beyond college. This would be perfect to set the tone for initiation. If no alumni live in the area, have them write a letter instead and read it the night before initiation.
- **Values Essay** - Have new members write an essay about what values they think the fraternity/sorority letters represent based on the organization's actions and values before initiation—see how close they get. That will tell you if the chapter is living its values in a visible way to others.
- **Day of Reflection** - Plan a day (or a few hours) of reflection for all members on a non-class day. This is designed to help all members spend time reflecting on the fraternity and what it means to them. Provide a notebook with reflection questions and a quiet, relaxing place for all members to take this time.
- **Positive personal notes**- each potential new member writes about the others in his/her new member/intake class. This can occur every week so the content of the message can be based on that week's activities and interactions. Notes can serve as verbal praise and should be alternated to praise each new member (i.e. all the positive notes about one new member are highlighted).
- **Personal Goals** - Develop personal goals related to membership in the organization. Answer the question, "What do you want to get out of this experience?"
- **Mentor Expectations** - Develop written expectations of a mentor, commonly the "Big Sister/Big Brother" and schedule events that promote relationships. Hold those mentors accountable to the expectations. Base these relationships on common academic area of study.
- **Letter to the Founders** - Ask new members to write a "letter to the founders" to thank them for the opportunity to join the fraternity.
- **Journals** - Have the new member class keep personal journals. Include one entry a week on some personal quote, learning moment or other real life concept and reflection on the things they are learning as a new member.

- **Honor Code** - Require each new member to sign an honor code that outlines duties, expectations and other responsibilities during the new member process. Have initiated brothers/sisters sign a similar honor code outlining their commitment to the positive development of the new members.

Professional Skills/Networking

- **Professional Organizations** - Identify professional organizations of interest to the group (i.e. National Association of Black Accountants, etc.) and describe the organization's objectives and membership requirements. Prepare information on the background and history of the organization for discussion with the entire organization.
- **Professional Advice** - Identify at least ten alumni of the organization from different professions and secure from these individuals a brief piece of advice for anyone starting out in that profession and on how to be successful in his/her particular profession. The information and advice should be shared with the members of the organization.
- Have the new member class co-sponsor an event with another new member class (fraternity with fraternity; sorority with sorority).
- **Etiquette Dinner**
- **Social** - Have the new members plan a dry social with a chapter from another council
- **Inter-chapter Meeting** - Have the new members contact another fraternity/sorority on campus to meet and talk about their new member experiences and what it means to be a member of their chapter

Diversity

- **Cultural Dinner** - Plan an ethnic/cultural dinner where potential new members from two or more organizations bring and share foods related to their culture and heritage. Each dish should have a place card indicating its name, origin (if known) and cultural significance.
- **Exhibit/Lecture** - Invite members and potential new members of other organizations to travel to, or attend an exhibit, lecture or display that is reflective of your organization's heritage and provide a forum for discussion.
- Plan a day where organizations meet to share and discuss the contributions of their organizations to a common theme (i.e. civil rights, affirmative action, economic empowerment, etc.).
- **Religious Activity** - Attend a nearby church/synagogue/ temple/etc. as a chapter

Educational Programming

- **Jeopardy Match/Quiz**- where new members/intake classes will face the current members of the organization in a game show styled match. Questions can include categories like organizational history, general Greek history, College/University history, etc.
- **Chapter History** - Document important information about the founding and history of your chapter and provide it as a supplemental packet for the new members.
- **Teaching Styles** - Use different teaching styles to relay important information such as lecture, group discussion, having the group "turn and buzz" about a topic, assigned teachings by the new member class, group reports researched and written with members, skits, drawings and guest speakers.
- **Quiz Alternatives**- Use alternative testing styles such as group testing teams, game-show competitions and essay tests but stay away from random verbal quizzes.
- **Chapter Songs** - Elect a chapter chorister to teach the organization's songs to the new member class each week.

- **Creed Discussion** - Rather than just being able to recite the organization's creed or motto, provide opportunities to discuss how to live the creed and/or motto in everyday life.
- **Council Meeting** - Have the new members attend a meeting of your chapter's respective council (IFC, PHC, MGC.). If interested, encourage new members to attend a meeting of a different council as well.
- **Student Government** - Attend a student government meeting to learn parliamentary procedure.
- **Game Show** - Have the new members create a game show using fraternity history. Have them present the show with the chapter members as participants. They are much more likely to retain the information because they are teaching it and it also is a great refresher for members. (Also teaches presentation skills, self confidence, and organization).
- **Bystander Behavior** - Talk to new members about bystander behavior. If you are with another member and he is doing something wrong, what do you do? Do you have a responsibility to stop him? When? How do you do that?
- **Greek Advisor** - Have the new member class set up a meeting with the Greek advisor to learn how the university and councils function and to discuss ways to improve the Greek community.
- **Meditation** - Have an expert come in and have the new members learn to meditate—this is hard!
- **Advisors** - Have each advisor from your advisory board sign up to attend a new member meeting. This will allow the advisor to learn about the new member class, while the new member class is educated on the role of each advisor. You can do the same with chapter officers.
- **Teaching** - Assign different groups of new members to read and teach the history content/lessons each week until all material has been covered. This provides the opportunity for creativity and the material will be better retained.
- **Vision** - Have the chapter president come to the new member meeting to talk about the 5 year vision for the fraternity/sorority. Then ask the new members to come up with a plan for how they will help achieve the 5 year vision.
- **Chapter Stories** – ask other XYZ chapters to write a touching story from their chapter's history and share a number with the new members
- Visit a nearby Museum
- **Host a speaker** (athletic coach, National Representative, Local Leader, etc)
- **Current Events** - Take the time to facilitate a discussion at chapter meeting about something important. Talk about the current situation going on in Afghanistan. How do members feel about the oil spill? Economic crisis? A debate within the chapter might be interesting.
- **Inter Fratres** - Read a Seth R. Brooks essay from *Inter Fratres* at each new member meeting.
- **Faculty Interviews** - Have each new member (and chapter members) interview a faculty member to get feedback on the Greek community. This helps create a good relationship and educates faculty members on the true meaning of your chapter.
- **Resource list challenge**-New member/intake class is asked to compile a resource list of specific areas of support and programmatic services on campus. Activity can incorporate interviewing various campus officers/administrators, etc.

Community Service/Philanthropy

- **Clothing/book drive challenge**

- Plan a group community service trip
- **Game show-themed events** – new member/intake classes organize a game show themed event that will raise funds for a particular charity (Funds can be raised via participant entry fees, etc.).
- **Consistent Service** - Require new members try to do at least 1 hour of community service a week during the new member experience. Have them pick a cause as individuals or as a class ex. work at a local soup kitchen once a week (they learn time management, responsibility, event management, etc). Have them invite initiated brothers/sisters to come with them as well.
- **Other Organization Service Events** - Participate in a service project that is important to another organization and then research why that service project is important to the organization and how it reflects the goals and purpose of that particular organization.
- **Little League/Sports Camp/Sports Tournaments** - Sponsor a little league team, host a sports camp for kids., or host a sports tournament on campus.
- **Nursing Home** - Play bingo at a nearby nursing home or visit the residents
- **Alternative Spring Break**
- Neighborhood snow shoveling/grass cutting/gutter cleaning/car washing for elders
- **Day Care Center** - Host an Easter/Christmas Party for nearby child care/day care center
- Pair up with another fraternity/sorority or student organization on campus to do a service project

Academics

- **Academic bowl**-Incorporate information from the various fields of study from each potential new member. Compile a study packet that will incorporate the information submitted by all participating members/organizations. The chapter or council will host the Academic Bowl the week following the initiation deadline. The teams will be comprised of the newly inducted/initiated members of the organizations who will compete for a monetary prize and the title of New Member Academic Bowl champions.
- **Homework spotlight**-Copies of each potential new member's course outlines should be collected with application materials. The new member/intake program should incorporate an activity that assists a potential new member with a required assignment. The selected potential new member assignment should rotate according to the deadline/due date listed on the syllabus. The activity should be creative and include all potential new members. For example: Joe's assignment in art is to identify letters occurring naturally in everyday things. The new member/intake classes' assignment for that particular week could be to spell out the organization's name using pictures of naturally occurring letters.
- **Learning Strategies hours**-Replace mandatory study hours with making appointments with learning strategies professional or other academic support service.
- **Academic Goals** - Formulate written academic goals and objectives. Hang these in the chapter house, if applicable.
- **Scholarship Incentive/Competition:** In order to encourage high scholarship, provide a monetary scholarship and set of letters or other organization item to be awarded to every new member that achieves a 4.0 GPA during his/her new member semester or the new member with highest GPA.
- **Book Club** - Select a book as a group and read it during the new member period with occasional discussions
- Host study groups for specified majors/classes

- **Study Breaks** - Host study breaks during finals week or coffee breaks before and in between classes in the morning (ask faculty members to attend)
- **Speech Practices** - Allow opportunities for brothers to practice speeches/presentations in front of the chapter and then critique his strengths and weaknesses.
- **Academic Mentors** - Match every new member up with an initiated member by majors. Have this person be their mentor and help if they have questions about classes, professors, co-op, etc
- **Co-op Presentations** - Have a meeting where initiated members discuss their past co-ops and how they went about getting the job. Create a co-op binder by major, explaining what the daily tasks were, the pros & cons, if they would recommend the co-op, etc
- **GPA Goal** - Have the new members set a goal for their new member class GPA. Have them come up with a GPA higher than the chapter minimum. Encourage the rest of the chapter to also have this as their goal. Have the chapter host dinner at the new members' choice restaurant if they meet this goal (only new members above the minimum GPA requirements can attend)

Brotherhood/Sisterhood

- Do a GPS adventure with clues to various locations. At each location, a mental or physical team-builder is conducted by a trained facilitator.
- **Play Assassins**—but not when anyone is in class. It is important the new member activities not disrupt one's ability to get an education.
- **Big Brother/Sister Ideas** - Involve the big brothers/sisters in more things. For example, can they come to the new member meetings? Why not plan events and activities as part of the weekly meeting where new members and big brothers/sisters work together as a team. Ex. give them some ethical dilemmas to talk through, or an activity where they learn about their leadership style.
- **Group Questions** - Have members and new members sit together. Provide the group with discussion questions that they are talk about. Use non-threatening questions or incomplete statements (e.g., "If I had a billion dollars, I would . . .") or more probing ones (e.g., "I'm afraid that . . ." or "If I could live my life over I would . . .") Option: have each member write a question on a card and put it in a question box. Select one question at a time and discuss it.
- **Yellow page theatre** - Have all members and new members participate. Break the members into groups and give each group props from Goodwill, and have them pick three random pages from the phone book—they then have 30 minutes to put together a skit based on the topics on the yellow pages and with their assigned props.
- **Talent show**
- **Campfire** - Have a campfire and have every member talk about why they joined the fraternity.
- **Alumni Meeting** - Have new members interview an alumni member about what they gained from the fraternity/sorority.
- **Athletics** - Have new members compete in basketball, volleyball, or softball with current members or other groups.
- **Opposite Bowling** - Have members compete against each other in bowling (catch: everyone must use the opposite of their dominant hand).
- **Laser tag or paint ball**
- Develop a point system based on the new member expectations (which are linked to member expectations).

- Host informal, fun activities to simply get to know one another, such as weekend coffee and donuts, etc.
- **Alumni Events** - Involve the new members in any and all alumni events. Be sure to specifically highlight the new member class's accomplishments.
- Have lunch together in the dining hall with the entire organization
- Have initiated members attend new member meetings and participate
- **Breakfast** - Have each "family" within the fraternity/sorority cook breakfast for the chapter each weekend. Give a prize for the best breakfast.
- **Step Team**-New member/intake class will develop a step routine for the Homecoming Step Show
- **Hazing Discussion** - Have an open discussion about hazing with the new member class and how it breaks down brotherhood/sisterhood rather than build a team.
- **Walk** - Have new members go for an hour walk with their big brother/sister. Ask them to talk about what the fraternity means to them, how they will be better because of it, and how they will make the fraternity/sorority better because of their membership.
- **Merit Badge/Funny Money program** -This program is similar to the Boy Scouts program in which members would earn various badges that are in line with the values and goals of the organization (ex: service, leadership, integrity, brotherhood, etc.). As each potential new member earns his/her respective badges they are also paid with monopoly money as an additional incentive. (Each dollar amount for each badge will be established prior to the start of the intake/new member program and should be provided to potential new members at the beginning of the process) At the end of process the chapter would host a big sale at which time, new members can use the funny money earned during the process to purchase items at the sale. (Items could be donated and/or purchased and could include organization paraphernalia, etc.).
- **Alumni Pen Pal program**
- **New Member Class Documentary** - Use pictures or videos from throughout the new member process to create a new member class documentary (PowerPoint, music, etc.). Each new member class will have a documentary to use during recruitment and future new member events
- **Lead by Example** - Host chapter events like service projects, intramural sports, and goal-setting retreats in the beginning of the new member period and include the new members. Stress that strong attendance from the chapter membership will instill a sense of duty and pride within the new member class. In other words, lead by example!
- **Research Project** - Have each new member research the achievements of a famous/not so famous member of their organization or the organization's efforts in the particular theme. Each member then presents the information to the other members of the other organizations to educate the entire group.
- **Big/Little Dinner** - Have a Big /Little dinner where the Big Sisters/Brothers serve the meal of choice to the new member class.
- Offer fun items displaying the chapter letters early in the process: On bid night design and provide shirts for the entire chapter, including new members, to give them something to represent their bid immediately.
- **Recruitment Contest** - Have a contest for who can recruit the most new members to join and reward the winner with a fully-paid membership badge or initiation fee.
- **Initiation Meal** - Host a post-initiation meal and invite families of the new members, alumni, and University administration to attend

- **Parent's Letter** - Ask each new member's parents to write them a letter that will be delivered to their child at the end of new member education
- **Gavel Pass** at end of meeting
- Whale watching
- Pro/semi-pro sporting events
- **Fishing/Camping**
- **Karaoke Night**
- **University athletic or special event**
- Golf Outing (with Alumni)
- **Alumni Cookout**
- **Open House** - Host an open house and invite University Administrators/Staff and Parents
- **House fix-up day**
- **Casino Night**
- Open discussion time before or after chapter meetings (to discuss current events)
- End every chapter meeting with everyone finishing the sentence "I am proud to be a XYZ because..."
- **Family Weekend Event**
- **Movie Marathons**
- **Chapter potluck** - Each grade/class brings a different part of the meal.
- **Night in** - Have the new members plan a night in: Sororities: Have a spa night with pedicures, manicures, facials, etc. Fraternities: watch movies, play videogames, etc

Miscellaneous Tips

- **Committee** - Form a committee to assist in the new member process. One person should not shepherd the entire experience.
- Discuss the chapter's new member program during the recruitment process.
- Be honest about your program's expectations and learning outcomes. Answer the question, "What do you want the new members to know at the time of initiation?"
- When writing new member expectations ensure those expectations are less than those of an active member. After all, initiation should not be the culmination; it should be the starting point.
- **SWOT Analysis** - Perform a SWOT (strengths, weaknesses, opportunities, threats) analysis at your transition retreat with the outgoing new member educator.
- **Membership development** - Develop a true member education program. Create a program that continues to challenge members beyond initiation.
- **Feedback** - Submit your written new member program to your chapter advisors, inter/national headquarters, and the Office of Fraternity & Sorority Life. Encourage those individuals to provide feedback for improvement.
- **Attendance** - Encourage timely attendance and participation of designated chapter members at each new member class meeting to reinforce the idea that an entire chapter is responsible for the education of the new members.
- **Parent's Letter** - Write a letter to the parents of all new members welcoming their child to your chapter. This will open lines of communication, and gives the chapter the opportunity to address any reservations the parents may have about their child joining your chapter. Be sure to ask each new member if this is okay first.

- **Parent Letter of Support** - Write the parents of all the new members and ask them to send a letter of support to their son/daughter as a surprise. Read them or give them to new members during the final week of the new member program.
- **Themes** - Assign a theme to each week of the new member process. The themes should correlate to the necessary elements of a successful chapter (ex. Cultivation of the Intellect, Leadership Development, Accountability, Responsible Conduct, Advisors, Lifelong Fraternal Sisterhood, Commitment to Community, Financial Responsibility, Interfraternalism, etc.)
- **Terminology** - Use “New Member” instead of ‘pledge’. This shows them they are really a member of the chapter. Also, the word pledge often goes along with the association of hazing.

Hazing Alternative Activities

INSPIRATION WEEK AND NATIONAL EXAMS

Often new member classes must conclude their program with two to seven days of full-time activity, usually including numerous activities late into the night, which interrupt study and sleep habits. Inspiration sessions, oral exams covering fraternity/sorority history trivia, and other forms of mental and physical hazing are performed. Many times inspiration week will end with an artificial Inter/national exam, administered by someone disguised as the National Examiner, Grand Inquisitor, or another inane title. Even though the hoax is dispelled after inspiration week, everyone is left with a misconception of the value and worth of the organization’s history and ideals, and the true role of the Inter/national headquarters.

Suggested Alternatives: Delete the false national exam practice and replace inspiration week with meaningful exercises that can be accomplished through a combination of discussions, reflective papers, seminars, workshops, written and/or verbal exercises, and other constructive methods.

- A. Exercises in gaining knowledge of fraternity/sorority operations.
 1. Relationship of chapter to IFC/Panhellenic, district and national organization
 2. Financial Responsibility
 3. Alumni Relations
 4. Scholarship
 5. Recruitment Techniques
 6. Chapter Management
 7. New Member Education
- B. Exercises in understanding the philosophy of fraternity.
 1. Role of the fraternity/sorority in the community and in higher education
 2. Brother/sisterhood
 3. Self-actualization of needs
 4. Chapter Unity
 5. Group patterns of behavior
- C. Exercises in group communication
- D. Post-initiation seminar on highlights of the ritual

HOUSE CLEANING DETAILS

A new member’s primary responsibility to the chapter is often his/her role as “The Janitor.” Disguised as house duties, he/she must clean up after active members to develop a pride in the house. This, in effect, says to the new member, “be neat as a new member, and sloppy as an active.”

Suggested Alternative: Work TOGETHER on house details in new member-active groups. This provides an excellent opportunity to test the acceptance of each other, resulting in a constant mutual respect for the maintenance of the physical structure.

NEW MEMBER EDUCATION THROUGH MEMORIZATION

New members are frequently required to learn minute details of fraternity/sorority history and are tested weekly on their assigned materials. Sometimes members demand oral recitation of new members' knowledge and then verbally reprimand new members when answers are repeated too slowly or incorrectly. Engaging members in active learning is a more effective means of mastering a topic.

Suggested Alternatives:

A. Assign groups a specific decade or time frame for research into chapter history (people, places, events, etc). Groups can present, in a professional manner, to the chapter/alumni the results of their research.

B. Develop a list of important information regarding fraternity/sorority history, chapter management procedures, Inter/national structure and other areas which will assist new members in understanding the total picture of the Greek system.

C. Inform new members that the reason for learning important fraternity/sorority information is to develop an understanding of the ideals which founded, extended, and preserved the organization for over a century (in many cases).

STUDY HALLS

New members are often forced to study collectively, usually in the university library, during specified hours determined by the active chapter. The setting is usually uncomfortable, noisy, and seldom conducive to academic needs. Actives usually accompany them to make certain they are sitting at their desks.

Suggested Alternatives: Develop academic programs designed to meet individual needs. Create big-little academic teams, have new members complete a weekly academic progress report, assist with study schedules and class schedules, offer individual courses tutoring and group seminars.

Make available a list of student counseling services. Encourage house quiet hours at appropriate times.

Invite instructors and counselors to the chapter house to discuss good study habits, job interviewing, writing resumes, and so on. Scholarship program opportunities available to chapters are virtually unlimited.

PERSONAL SERVITUDE

New members frequently are required to carry change and matches, answer telephones, shine shoes, clean individual rooms and so forth, which tend to make new members avoid active members.

Suggested Alternative: Delete all forms of personal servitude in the new member program and substitute with healthy, constructive group activities which foster new member-active communication.

ACTIVITIES DEMANDING NEW MEMBERS' RESPECT

New members must often call members Mr./Ms. _____, or say "yes, sir"/ "yes, ma'am" or "no, sir"/"no ma'am" when spoken to. They are frequently restricted from using the front door,

eating with actives, and subjected to other degrading practices. New members must immediately respond to any demands made by actives or they are orally reprimanded and are sometimes required to perform calisthenics.

Suggested Alternative: When members have personal criticisms or requests of individual new members, they should maturely approach him/her as they would another active. Utilizing the chapter relations board, new member review board or executive board to confront more serious behavior is recommended.

FUN AND GAMES SESSIONS

New members are often forced to entertain actives by participating in food races, eating unfit items, running up and down stairs with water in their mouths to extinguish artificial fires, and other dehumanizing activities. Road trips or kidnappings (where actives take new members - and vice-versa - miles from the chapter house and leave them stranded, sometimes ill-clothed, and often in dangerous areas) are other forms of this abuse. These practices have resulted in accidents, permanent personal injury and in death.

Suggested Alternatives: Recognizing that new member programs can certainly include entertaining activities, produce game sessions which everyone can enjoy and where there is no chance of personal injury, property damage, or humiliation. Have contests with active/new member teams, big little teams and the like. Road trips should be eliminated and replaced with annual pilgrimages to other chapters, national shrines, and other places that would allow the new members to learn more about the organization outside their local setting.

SIGNATURES IN THE “BLACK BOOK”

New members are forced to acquire the signature of each active member, and must usually include hometown, major, significant other’s name, favorite brand of booze, or other ‘pertinent’ information about him/her. The active can then test the new member on the accumulated knowledge, may sometimes be allowed to rip pages out of the book if answers are incorrect, and the pledge must then repeat the process. The intent of this activity is usually disguised as either an opportunity to become acquainted with each active, or a convenient method to acquire member addresses.

Suggested Alternative: Construct individual active/new member conferences throughout the education process to seek out areas of mutual interest and become more personally acquainted. Photocopied address lists appear to be a much easier method for producing that information.

INSPIRATION SESSIONS

Active members attempt to “discipline” pledges under uncomfortable circumstances, usually in the form of a line-up and/or under lights. Members criticize new members by asking numerous, and often ridiculous, questions and new members are rarely given the opportunity to respond. Group punishment occurs, the individual causing harm is rejected, and cliques result.

Suggested Alternative: Encourage constructive one-to-one consultations between actives and new members in a comfortable setting, and allow the new member the opportunity for rebuttal when the active criticizes his actions. If further action is required after individual consultation, utilize the chapter relations board, new member review board, or executive board.

RESOURCES: ON-CAMPUS RESOURCES

Drexel University Key Contacts for Fraternity/Sorority Life

Last updated: September 21, 2010

All phone numbers start with 215-895-XXXX unless otherwise noted

| Office | Phone | E-mail | Key Contact | Web Address |
|--|--------------|--|-------------------|---|
| Alumni Relations | 2586 | alumni@drexel.edu | Cristina Geso | http://www.drexel.edu/ia/alumrel/ |
| Business Services | 6249 | dbs@drexel.edu | Rita LaRue | http://www.drexel.edu/dbs/ |
| Campus Activities | 1328 | askoca@drexel.edu | Ed Kovacs | http://www.drexel.edu/studentlife/oca |
| Catering/Sodexo | 6934 | cad@drexel.edu | Jamie Rock | http://www.drexel.edu/chestnutstreetcaters/ |
| Center for Civic Engagement | 6130 | cce@drexel.edu | Dan Dougherty | http://www.drexel.edu/cce/ |
| Counseling Center/ Health Services | 1660 | counseling@drexel.edu | Annette Molyneux | http://www.drexel.edu/StudentLife/ch |
| Creese Student Center/ Student Union Operations | 2515 | cms77@drexel.edu | Chris Sacco | http://www.drexel.edu/creesestudentcenter/ |
| Dean of Students | 2501 | ruthda@drexel.edu | Dr. David Ruth | http://www.drexel.edu/studentlife |
| Drexel Police | 2822 | edward.d.spangler@drexel.edu | Ed Spangler | http://www.drexel.edu/publicsafety/police/ |
| Event Services | 2520 | reservations@drexel.edu | | http://www.drexel.edu/dbs/conferenceevent/eventservices/ |
| Institutional Advancement | 2600 | Knd39@drexel.edu | Kerry DiBlasio | http://www.drexel.edu/ia |
| Office of Fraternity & Sorority Life | 215-571-3575 | greeklife@drexel.edu | Katie Peoples | http://www.drexel.edu/studentlife/fsl |
| Public Safety | 1550 | gollotbd@drexel.edu | Ben Gollotti | http://www.drexel.edu/publicsafety/ |
| Recreation Sports | 2023 | sek23@drexel.edu | Steve Koch | http://www.drexel dragons.com/recreation |
| Residential Living | 6155 | askrlo@drexel.edu | Erin O'Boyle | http://www.drexel.edu/rlo/ |
| SAFAC | 1811 | safac@drexel.edu | Joe Gonzalez | http://www.drexel.edu/safac/ |
| Student Conduct & Community Standards | 6074 | scs@drexel.edu | Stephen Rupprecht | http://www.drexel.edu/judicial/ |
| University Housing | 6155 | Jr385@drexel.edu | Joe Russo | http://www.drexel.edu/dbs/universityhousing/ |

RESOURCES: ONLINE RESOURCES

General Resources

Phi Delta Theta Blog - <http://phidelt.wordpress.com/>
 100 ways to create great new members without hazing- <http://fraternity.utk.edu/files/100ways.pdf>
 Hard But Not Hazing New Member Ed -
http://www.wpi.edu/Images/CMS/SAO/NEw_Member_Activity_IDeas.pdf
 The Fraternity Blogspot- <http://thefraternityblog.blogspot.com/>
 Phired Up Recruitment - <http://www.phiredup.com/> & <http://www.phiredup.com/wordpress/>

Hazing Resources

Hank Nuwer's Unofficial Clearinghouse of Hazing Deaths - <http://hazing.hanknuwer.com/>
 Hazing Law - <http://www.hazinglaw.com/>
 HazingPrevention. Org - <http://www.hazingprevention.org/>
 Inside Hazing - <http://www.insidehazing.com/>
 National Collaborative for Hazing Research & Prevention - <http://www.hazingstudy.org/>
 Stop Hazing - <http://www.stophazing.org/index.html>
 Auburn University Hazing Education - http://ocm.auburn.edu/stop_hazing/home.html
 Cornell University Hazing Education - <http://www.hazing.cornell.edu/>
 Florida State University Hazing Education - <http://hazing.fsu.edu/>
 Phi Delta Theta Hazing Resources -
http://www.phideltatheta.org/index.php?option=com_content&task=view&id=44&Itemid=290
 Theta Chi Hazing Resources - <http://www.thetachi.org/resources/hazing/default.asp>
 Sigma Alpha Epsilon - We Stand Together Initiative -
<http://www.truegentlemaninitiative.net/CategoryListing.aspx?Id=94>

Teambuilding Resources

Business Balls - <http://www.businessballs.com/teambuilding.htm>
 Teambuilding, Inc. - <http://www.teambuildinginc.com/>
 Teambuilding Portal - <http://www.teambuildingportal.com/>
 Facilitator - <http://www.facilitator.com/>
 Teampedia - <http://www.teampedia.net/>
 Ice Breaker Games - <http://icebreakergames.net/>
 Teambuilding Activities - <http://www.teambuildingactivities.net/>



New Member Education/Intake Program Cover Sheet

Return this form to the Office of Fraternity & Sorority Life

The full new member/intake program must be submitted electronically to greeklife@drexel.edu

New Member Educator/Intake Coordinator:

Email:

Phone:

Program start date:

Program end date:

Initiation Date/Location:

***New member education/intake programs must end within 12 weeks of the first new member education/intake event or meeting. The 12 week period includes final and break weeks.**

Alumni Advisor for New Member Education/Intake:

Email:

Phone:

National Representative/Contact:

Email:

Phone:

At a minimum, submitted new member education/ intake plans should include:

- Statement of purpose, including mission and goals of the program
- New member education/intake calendar, including dates, time and locations for all new member events
- Detailed description of all new member/intake activities
- List of the expectations of new members/candidates (what they must achieve/complete before initiation)
- Listed expectations of New Member Educator, active members, and alumni regarding new member education programs, including but not limited to attendance and conduct
- Detailed listing of planned new member interaction with other chapters and/or groups
- Detailed description of Big Brother/Big Sister/mentor program, including but not limited to how Big Brothers/Big Sisters/mentors are selected, expectations of Big Brothers/Big Sisters/mentors, and process of revealing Big Brothers/Big Sisters/mentors
- National headquarters provided new member education/intake information (if applicable)
- Anti-hazing statement and planned education for organization related to hazing
- Explanation of organization's hazing reporting protocol

RESOURCES: SAMPLE PARENTS/FAMILY LETTERS

Sample Letter #1

Date

Name

Street Address

City, State, Zip

Dear Name,

On behalf of the ABC Chapter of XYZ Fraternity/Sorority, it is my pleasure to welcome [name] as a New Member.

As a new member, your son/daughter is given the opportunity to create a new experience for himself/herself and many young men/women to come. At Drexel University we will endeavor to lead the way in the fraternity and sorority community as we are guided by our [program name], a values-based leadership program that focuses on the principles in which we were founded upon in [year]. These principles, when adhered to, will help your son/daughter to become a better person.

The new member experience will allow your son/daughter to focus on our mission, that is rooted in academics, responsible leadership and social conduct, a strong commitment to the community, and of course, lifelong friendship. Rest assured that our organization strictly follows the policies set in place by both the University and our national organization in regards to conduct, alcohol, and hazing. If at any point you have any concerns about the new member process, please feel free to contact us, the Drexel University Office of Fraternity & Sorority Life or our national organization.

Enclosed you will find information about the responsibilities of membership in our fraternity/sorority and the Greek community at Drexel University. The financial responsibilities will be updated before the beginning of each new school year. If you wish additional information about the fraternity/sorority, please contact our administrative office at [phone].

I am pleased to welcome [name] as a New Member in our fraternity/sorority and look forward to watching him/her grow!

Warm Regards,

[name]

New Member Educator

[name]

President

Chapter Leadership Contact Info:

Office of Fraternity & Sorority Life Contact Info:

Sample Letter #2

(DATE)

Mr. and Mrs. (PARENT'S LAST NAME):

(ADDRESS)

Dear Mr. & Mrs. (PARENT'S LAST NAME):

On behalf of the (CHAPTER) of (FRATERNITY/SORORITY), it is my pleasure to welcome (NEW MEMBER) as a New Member.

As a New Member, your (SON/DAUGHTER) is given the opportunity to create a new experience for (HIMSELF/HERSELF) and many young (MEN/WOMEN) to come. At Ball State University, we will endeavor to lead the way in the Greek community as we are guided by our (FRATERNITY'S/ SORORITY'S) values, a values based leadership program that focuses on the principles in which we were founded upon in (FOUNDING DATE). These principles, when adhered to, will help your (SON/DAUGHTER) to become a better (MAN/WOMAN).

The **objectives** of our New Member Education Program are:

1. To assist and develop members to be outstanding (MEN/WOMEN) - not just (FRATERNITY MEN/SORORITY WOMEN).
2. To develop members intellectually, spiritually, and socially/morally.
3. To familiarize new members with our (FRATERNITY/SORORITY) - the *organization* and the *people*.
4. To demonstrate friendship and provide a conduit to build strong, lasting friendships
5. To prepare new members to uphold the standards and ideals of your fraternity or sorority, and strive to continually improve it.

One concern that students and parents often share involves hazing activities in fraternities and sororities. Hazing constitutes an activity that is designed or intended to humiliate or embarrass a student during the process of joining an organization. Hazing practices are a criminal violation of Indiana state law, and strictly prohibited by campus and organizational policies as well. New members joining (FRATERNITY/ SORORITY) will participate in a number of different activities designed to build teamwork, learn more about themselves and others in the group, as well as learn the traditions and history of our organization. These activities are intended to be beneficial to the student as well as the organization. Instances which can be construed as hazing are not tolerated within our (FRATERNITY/SORORITY). It is our goal to provide the best possible experiences for our members throughout their tenure at Ball State University.

[Promote chapter and individual member accomplishments]

These experience will allow your (SON/DAUGHTER) to focus on our mission, that is rooted in academics, responsible leadership and social conduct, a strong commitment to the community, and of course, lifelong friendship.

We want an opportunity to address any questions or concerns you may have about the (FRATERNITY/SORORITY). If you wish additional information, please contact our Chapter President (NAME) at (PHONE NUMBER), Chapter Advisor (NAME) at (PHONE NUMBER), or visit our (INTER/NATIONAL) Headquarters website at (WEBSITE URL). We would welcome the opportunity to talk with you about any concerns or questions you may have regarding the (FRATERNITY/SORORITY). We want you to be as pleased with your (SON'S/DAUGHTER'S) choice as we are with having (HIM/HER) join (CHAPTER).

Again, I am pleased to welcome (NEW MEMBER'S FIRST NAME) as a New Member in our (FRATERNITY/SORORITY) and look forward to watching (HIM/HER) grow!

Warm Regards,
New Member Educator
(CHAPTER)

Enclose a calendar of events, informational brochures, contact information of chapter leaders, and contact information of advisors.

RESOURCES: NEW MEMBER ACADEMIC PROGRESS REPORT

NAME:

MAJOR:

1. Please list the quizzes, tests, and papers that you have completed in the past two weeks and indicate how well you did:

2. To what can you attribute your success or lack of success in the above mentioned academic work?

3. What do you need to be more successful academically within the next few weeks?

Comments: Scholarship Chair/New Member Educator

RESOURCES: REFLECTION ACTIVITIES

“A Community Should be.....” Activity

Goals of the Activity

- o To further expose participants to the concept of community
- o Determine which principles need the most development within their own life and chapter
- o Support the concept that we as members of XYZ are a part of a community - something larger than ourselves
- o Emphasize that living in a community requires certain obligations and standards of conduct

Facilitator Notes

This activity is designed to further emphasize the thought of partnerships and community. Facilitators should have participants read *Building A Sense of Community on Campus* by Charles E. Glassick.

Once they have finished reading the article, they should complete the worksheet regarding the six principles of community by Ernest Boyer. For each of the six principles of community, they should answer the question:

“What should XYZ chapters be doing to exemplify the six principles of community?”

A small group discussion should be held regarding the participants’ thoughts and perceptions of community.

Processing

- Are our Chapters true communities? If so, how? If not, why?
- How could we as leaders create a truer sense of community within XYZ?
- How could we promote a truer sense of community on our campuses?
- Which one of the six principles of community do we have the toughest time with? Why?

Points of Emphasis

- It is extremely important that we obligate ourselves beyond just our new member class, local chapter, Greek System, or University community.
- We must recognize the full definition of community (in addition to those listed above, we are also a part of the Local Community, State or Province, United States of America, and a General Fraternity/Sorority).

Final Testimony Assignment

Answer the following question in at least one page the week before initiation:
What will you bring to XYZ as an active member?

Who's Job is it?

This is a story about 4 people named, **EVERYBODY, SOMEBODY, ANYBODY, AND NOBODY**. There was an important job to be done and **EVERYBODY** was asked to do it. **EVERYBODY** was sure **SOMEBODY** would do it. **ANYBODY** could have done it, but **NOBODY** did it. **SOMEBODY** got angry about that because it was **EVERYBODY'S** job. **EVERYBODY** thought **ANYBODY** could do it, but **NOBODY** realized that **EVERYBODY** wouldn't do it. It ended up that **EVERYBODY** blamed **SOMEBODY** when **NOBODY** did what **ANYBODY** could have done.

Think about this little story and apply it to your organization. Don't let irresponsibility take over!

Goal Reflection

For each goal of the fraternity/sorority, reflect upon your new member period and write two sentences. Please answer the following questions for each:

1. During your new member period, which activity or assignment reinforced this value?
2. Following initiation, what do you plan to accomplish within the next year related to each value?

Environments of Inclusion

You've read Dr. Martin Luther King Jr's speech and how students on campuses today feel separated from the Greek system. Now, as a leader on your campus, how can YOU create environments of inclusion?

What can YOU do to welcome these students into XYZ or the Greek community in general?

What can YOUR CHAPTER do? As a leader, you can make an impact on how people feel about themselves, you, and the Greek system. Will you choose to believe in marginality or mattering?

Marginality

- Exclusion.
- Hide our differences so that we fit in.
- Fear of feeling separate.
- Two groups – the dominant and our own.

Mattering

- Inclusion.
- Our opinions and experiences matter.
- People appreciate us for who we are.

Take a moment to answer these questions. These are for you only so please be honest with yourself.

1. Describe a time when you felt marginalized? What did it feel like? What were the first signs that you were marginalized? How did you respond?
2. Describe a time when you felt that you mattered? What did it feel like? What were the first signs that you did matter? How did you respond?
3. Who on your campus (student groups or individuals) do you feel are marginalized?
4. How? What can you do to make these students feel they matter?
5. Who in your chapter may feel marginalized? Why? What can you do to make this brother know that you appreciate him?

RESOURCES: READINGS

Freedom's Twins

By Seth R. Brooks

Freedom is the cry and demand which rings throughout the world. Everybody wants freedom. It is a passionate desire for men to be free *from* all kinds of real and imaginary bonds. Some men know it is not just freedom *from* which humanity needs, but freedom *for*. We ought to be free *for* service to mankind, our Nation, our home, our church, and those things which build society a character.

If freedom is coupled with being free *from* and being free *for*, it cannot exist long without freedom *with*. *Freedom was born a twin*. Just as Liberty was born a twin with eternal vigilance, freedom was born a twin and history knows freedom cannot long exist without its twin.

Freedom was born a twin *with responsibility*. A free nation can survive only if people accept responsibility to maintain laws, whether they like them or not, until such laws are changed by legal process coming through a free democratic electorate. There is a responsibility to maintain order and not create disorder, and there is a responsibility to preserve civil peace because all people live within a civil structure. Education as it prompts freedom can create anarchy unless those it educates show responsibility in the realms of both ideas and actions.

Freedom was born a twin with *discipline*. The self-disciplined person is the free person. The disciplined person understands the bounds and limits in which he can move for his own good and for the good of all others. Freedom is the first casualty of undisciplined persons and society. Shouters, rioters, libertines, and unthinking passionate fools without discipline wreck and ruin.

Freedom was born a twin *with common sense*. Common sense dictates that persons do not go too far. It is restraint in making impossible demands and always being aggrieved, injured, and the object of unfair treatment. The trouble with all our dreams of Utopia is that throughout history there have never been enough people who would voluntarily pay the rent to live in Utopia. Common sense is awareness of the blessings we have received through freedom, and the desire, through reasonable means, to extend blessings to all others. Common sense tells one that freedom must be deserved, earned, and maintained through good, hard, honest effort.

Freedom was born a twin *with gentleness*. The revolutionary forces of mankind have not understood this. They overlook the fact that violence breeds violence, violence destroys. Violence is self-defeating. Freedom is not established through punitive methods. Freedom is not rushed roughshod into being. It is extended, spread and established through leaders and ordinary persons who have the patience and kindness to show gentleness.

Freedom was born a twin *with purpose*. What do we want freedom for? What will we do with our freedom? The purpose of freedom is to grant all persons movement, growth, latitude, a chance for development and reach. The purpose of freedom is to give persons room to find the fullest and most complete form of existence for them. Freedom for the person has the purpose of making that person free for the largest opportunity in the largest spheres of dedication. The purpose of freedom is to give man freedom for his body, mind and soul, but at the same time to bind him to those services, duties and toils into which the free man knows he must enter.

The world today is disordered and disturbed. These are sad and difficult times. As Carlyle said in his day, "This is a time of despair, but a time of hope." We can say that in our commitment to freedom

we believe it was born *a twin*. There must be freedom with *responsibility*. There must be freedom with *discipline*. There must be freedom with *common sense*. There must be freedom with *gentleness*. There must be freedom with *purpose*.

* This article brought Seth R. Brooks his greatest honor. He was awarded the George Washington Medal by the Freedoms Foundation in 1967.

FREEDOM'S TWINS ESSAY QUESTIONS

Please prepare a one page essay addressing the following questions:

1. How does Seth Brooks' essay relate to how we should operate our Chapter?
2. What life experience have you had that may correlate with a point in the essay?
3. How can you apply Seth Brooks' essay on "Freedom" to life and the choices you make?

Can you be Gay and Greek?

By Jessica Lyons - Taken from U.Magazine

Ryan VanMeter joined Delta Chi fraternity with every red-blooded American college freshman's dream. "I was going to go to college and live in a fraternity and marry a sorority girl and be a businessman in Kansas City," he says. "That's what I thought my life was going to be like." And then he came out.

VanMeter comes from a small, Mid-western town, and although he says he always knew he liked boys, the first time he ever said out loud that he was gay was the summer before his freshman year at the University of Kansas. But trying to tell his fraternity brothers was a different story.

VanMeter tried to come out two different times to two different men in the house. One "was very cool about it" because he had a gay uncle, VanMeter says, "but I kind of beat around the bush and never really talked to him about it." The second time, VanMeter tried to come out to a deeply religious member of Delta Chi who tried to save him. So VanMeter lied, saying he was only joking.

By the end of his freshman year, Van meter decided he couldn't live in the house anymore. "I knew that I wanted to be openly gay so I made the decision (to move out). In my head I assumed that the guys wouldn't accept it." VanMeter moved out of the house as a sophomore and deactivated from the fraternity his junior year. And while he doesn't regret joining as a freshman, he now says being gay and Greek don't mix. "So many of our activities are heterosexually based. How would (my fraternity brothers) react if I were to bring guys to parties? When they're kissing their girlfriends on the dance floor, how would they react if I started kissing a guy friend? I don't think that there's a place for gays in the Greek community."

Not-So-Minor Minority

Delta Lambda Phi, the only national gay fraternity, argues that it provides a safe haven for gays who want to be a part of the Greek system. By DLP is only active on 19 campuses throughout the U.S., and there are some 2,000 colleges and universities in the nation. That leaves the majority of gays with two choices: join a traditional Greek house or join the ranks of the GDI (goddamn independents).

But joining a traditional house poses some serious challenges for gay students. Just think of the old "Animal House" stereotype of fraternities – houses lined with empty beer bottles and men touting their masculinity through heterosexual conquests and jay jokes. Not really a welcoming environment for gays.

Nonetheless, the numbers suggest that gay Greeks are more common than you might think. Most studies say that the 10 percent statistic – as in 10 percent of the population is gay – holds true for the Greek

system as well. In fact, gays may be the minority group most fully integrated into the Greek system – and the most alienated.

The fear of losing friendships or being kicked out of their house if they come out looms large for gays in the Greek system. And acts of gay-bashing give homosexual members even more reason to stay closeted. In fact, several students U. interviewed for this article asked that their real names not be used, citing recent incidents such as the Greek-sponsored anti-gay homecoming float at Colorado State University and the death of Matthew Shepard, a gay student at the University of Wyoming, as reasons to fear for their own safety.

While gay Greeks remain invisible to their straight brother and sisters, straight Greeks continue to believe gay Greeks are nonexistent. Not so, according to Shave L. Windmeyer, co-editor of *Out on Fraternity Row*, which explores the experiences of gay men in fraternities. “Gay men have always been and always will be positive members of fraternities,” Windmeyer says. “I hope the book can offer some support to a closeted gay member of the Greek system in that he is not alone in his coming out. When I came out it would have been wonderful to have a resource that showed me that gay people join fraternities – you’re not the only one out there.”

For some students, coming out has been a positive experience. Take Sara Sperling, for example. She came out to her sorority when she was a senior at the University of California, Irvine, during a chapter meeting. “I stood in front of 140 women and told them I was a lesbian,” says Sperling who is now the Inter-Greek Council advisor at Santa Clara University and a member of Alpha Phi sorority, as well as a national speaker on gays in the Greek community. Slowly the members started raising hands, asking questions. “They were totally supportive. And right after I came out, I did a forum called Speak Your Mind where I brought the whole Greek community and the GLB (gay, lesbian, and bisexual) community together in one room for an interactive forum which was educational for both groups. The next year, Alpha Phi took an openly bisexual woman into the chapter.”

The Fear Factor

Not all students expect that kind of support from their Greek brothers and sisters. “If someone is gay and Greek on campus where it’s not a problem, more power to them,” says Amy Miller, a bisexual grad student at Texas A & M University, who didn’t think her sorority sisters would be accepting of her orientation. Miller was a closeted Kappa Delta for three years at Drury College in Springfield, Mo., before deactivating her senior year. “If I came out to the sorority, I risked wrecking it. I was convinced that if I came out we would earn the reputation as a lesbian sorority and the chapter would fail.”

For many Greeks, it’s the fear of tarnishing the house’s rep that results in deactivation or spending four years in the closet. Cory Oakley, an Ohio State U senior and openly gay member of Acacia fraternity, explains that a house’s ultimate success boils down to attracting new members. “The Greek system is inherently homophobic,” Oakley says. “The biggest fear of a Greek fraternity or sorority is to be labeled a queer house because fraternities and sororities exist by recruiting new members. If a house gets some kind of stigma and the general public doesn’t want to be a part of it anymore, the house is going to fold.”

The Time Is Now

So, what are the national headquarters of fraternities and sororities doing to address the issue? Good question. Even though many national chapters provide educational programs on highly publicized topics, such as hazing and alcohol abuse, few provide material on homosexuality. Most do not even mention sexual orientation in their ethical codes. And there are currently no national policies on homophobia in the Greek system.

Steve Zizzo, associate executive vice president for the National Interfraternity Conference, says that lack of a national policy doesn’t mean that individual chapters aren’t facing the problem. “Autonomy is very important for the member fraternities, so those statements are left up to the individual organizations themselves,” he says. “Alcohol abuse issues are where our focus has been lately.”

Some Greeks blame those national offices for skirting the issue. “There should be education on diversity in the greater community, and promoting not only tolerance, but acceptance for minorities, racial as well as those with different sexual orientation,” says Christa, who asked that neither her real name nor sorority be used.

Others say it's just a matter of time. "I think people are just starting to get comfortable discussing gay issues," says Michael Hammer, a senior at the University of Pennsylvania. "I think that in 20 years there won't be a problem if there's a homosexual in a fraternity." Hammer, one of two openly gay members of Penn's Delta Tau Delta, is living proof that some Greek houses are making progress.

"I brought a straight (male) friend to a formal last year because I wanted a guy to go with me and everybody loved it," he says. "We were the hit. My fraternity brothers met my ex-boyfriend, and they welcomed him in as someone dating a brother. It was a nice image to see the boyfriend of a fraternity brother speaking with the girlfriends of fraternity brothers – it was so cute." Cute? Yes, but still rare.

Most Greek houses still have their share of closets. But the doors are starting to open.

Inspirational Readings on Leadership

Leadership

The greatest leaders are those who lead not only with their words and ideas. The greatest leaders are those who lead primarily by their example. The most effective form of leadership is born out of the sincere desire and proven ability to make a positive contribution. Those who lead best are those for whom leadership itself is not the primary aim. Those who lead best are those who can inspire others to embrace the positive values and priorities by which they themselves live. True leadership comes not from position but from participation and effectiveness. Those who are willing and able to get things done are best suited to lead. To be a leader, be a shining example. Do that which you would lead others to do, and do it spectacularly. Leadership at its best enlarges and duplicates the efforts of the leader. Make those efforts the best they can be, and they'll result in true, effective leadership.

Will of a Leader

Having the Will of a leader would mean developing an unique appreciation for who you are and recognizing your own strengths and qualifications. You can then concentrate on acquiring additional skills that contribute to the achievement of your goals. Many people often compare themselves to others without realizing the value of their own potential. They envy careers or successes that appear to be more attractive than their own. This negative comparison is damaging. Don't do it. Instead, concentrate on being the best You possible. You are somebody, an important person and a unique individual with great abilities and versatility. Unfortunately, many people don't realize what they have and never come close to taking full advantage of their gifts and resources. The real challenge, and the real reward, is to take who you are and what you are capable of doing, and create the means to achieve your dreams. Having the will of a leader is to discover self-reliance, to acquire the stamina to persevere, and to develop the vital qualities necessary for success.

A Wish For Leaders

I sincerely wish you will have the experience of thinking up a new idea, planning it, organizing it, and following it to completion and having it be magnificently successful. I also hope you'll go through the same process and have something "bomb out."

I wish you could know how it feels "to run" with all your heart and lose —horribly.

I wish that you could achieve some great good for mankind, but have nobody know about it except you.

I wish you could find something so worthwhile that you deem it worthy of investing your life.

I hope you become frustrated and challenged enough to begin to push back the very barriers of your own personal limitations.

I hope you make a stupid, unethical mistake and get caught red-handed and are big enough to say those magic words "I was wrong."

I hope you give so much of yourself that some days you wonder if it is worth it all.

I wish for you a magnificent obsession that will give you a reason for living and purpose and direction in life.

I wish for you the worst kind of criticism for everything you do, because that makes you fight to achieve beyond what you normally would.

I wish for you the experience of leadership.

- Dr. Earl Reum

The Price of Leadership

Leadership is probably the most misunderstood word in our vocabulary today. Leadership is not personality. Leadership is not a position, nor is leadership endowed to a certain few. Leadership is that certain something that is "bought with a price." Bought with a price that can be paid by anyone, anytime, anywhere and YOU are as much a leader today as you are going to be, because the price you are paying today is determining the leader you will be tomorrow. Everyone has an obligation as well as the privilege of leading in something. Leadership begins with a simple decision to pay the price and ends the moment you cease to pay it. The price:

Loneliness
Weariness
Abandonment
Vision

-Charles "T" Jones

A Leader is Best

A leader is best
When people barely know that he exists.
Not so good when people obey and acclaim him,
Worst when they despise him.
Fail to honor the people,
They fail to honor you.
But a good leader,
Who talks little,
When the work is done,
His aim is fulfilled,
They will say
"We did it ourselves."

-Tao Tzu (604?-500 BC)

Do What You Say

One of the most impressive qualities you can develop as an effective leader is the ability to do what you say you will do. The way to attain that quality is quite simple. Say you'll do only those things you intend to do. If you have no intention of doing something, then keep your mouth shut about it. When you do what you say you'll do, even those who disagree with you will respect you. When you do what you say you'll do, you'll develop a valuable reputation for effectiveness and dependability. If you find yourself telling people only what they want to hear, watch out! You're setting yourself up for problems. If what you say is based on what people want to hear, rather than what you intend to actually do, sooner or later you'll find yourself in the difficult position of having to break your word. Effective leadership demands the courage to speak the truth, even if that truth is sometimes unpleasant, uncomfortable or painful. Speak the truth, follow through on what you say, and you'll be amazingly effective in getting things done.

Effort and Patience

Effort gets things done. Patience sees them through. Both are crucial to success. Without patience, the passing setbacks and disappointments would soon overwhelm even the hardest effort. Without effort, patience would accomplish very little.

When you can balance effort and patience, it is a powerful combination.

You can make almost anything happen with enough effort, but not right away. The most effective effort is continuing effort, which patience makes possible.

Though they may at first seem to contradict each other, effort and patience actually work great together. The most spectacularly successful people in any field are those who have the patience to continually apply their effort for as long as it takes to succeed.

Know when to push and when to wait. Balance aggressive effort with a deep, underlying patience and the results you achieve will be truly amazing.

TO SUCCEED

TO LAUGH OFTEN AND MUCH;
 TO WIN RESPECT OF INTELLIGENT PEOPLE
 AND THE AFFECTION OF CHILDREN;
 TO EARN THE APPRECIATION OF HONEST CRITICS
 AND ENDURE THE BETRAYAL OF FALSE FRIENDS;
 TO APPRECIATE BEAUTY;
 TO FIND THE BEST IN OTHERS;
 TO LEAVE THE WORLD A BIT BETTER, WHETHER BY
 A HEALTHY CHILD, A REDEEMED SOCIAL CONDITION,
 OR A JOB WELL DONE;
 TO KNOW EVEN ONE LIFE HAS BREATHED EASIER
 BECAUSE YOU LIVED;
 THIS IS TO HAVE SUCCEEDED.

- RALPH WALDO EMERSON

RESOURCES: MISCELLANEOUS

Recruitment Evaluation

No recruitment program is without faults. The best way to improve the program is to get newly-associated members to help evaluate it. The following questions are designed to assist the chapter and the recruitment chairman in evaluating the effectiveness of our recruitment program. Your answers will help determine the direction of future recruiting. Once you complete this form, return it to your Membership Orientation Officer.

Why did you choose to join XYZ?

What was your first contact with XYZ?

What did you like about the recruitment program of XYZ?

What did you dislike about the recruitment program of XYZ?

What other fraternities did you consider?

What did you like or dislike about other fraternities' activities?

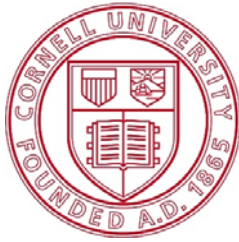
Which members of XYZ really impressed you during recruitment? Why?

Was there adequate follow-up to maintain your interest?

What suggestions do you have for future recruitment programs?

What do you hope to gain by joining a fraternal organization?

Documents from the following organizations were consulted in the preparation of this guide:



BETA THETA PI
FRATERNITY



"Helping Georgia Southern students reach their highest potential."

