New Member Education Program
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Alpha Chi Omega ● Theta Chi Chapter ● Lehigh University

Our Mission
The Alpha Chi Omega Fraternity is devoted to enriching the lives of members through lifetime opportunities of friendship, leadership, learning, and service.

Our Vision
To see ever-increasing numbers of qualified women select Alpha Chi Omega and make it an integral part of their lives.
Principles of Membership

When women choose Alpha Chi Omega, they get four key benefits: friendship, leadership, learning, and service.

Alpha Chi Omega Anti-Hazing Policy

Alpha Chi Omega does not condone unkind, undignified or humiliating activities. Members of Alpha Chi Omega must not conduct hazing activities. Chapters of Alpha Chi Omega must include in their bylaws a statement prohibiting hazing and/or demeaning activities. Alpha Chi Omega considers hazing to be a form of domestic violence.

Lehigh University Anti-Hazing Policy

As stated in the Lehigh University Code of Conduct:

Hazing is any action taken or situation created, whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Hazing includes but is not limited to any brutality of a physical nature, such as paddling, 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 that would subject the individual to physical harm or 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 would adversely affect the mental health or dignity of the individual. Among prohibited activities are forced or coerced activities which create excessive fatigue; cause physical and psychological shocks; involve kidnapping; involve morally questionable quests, treasure hunts, scavenger hunts, or any other such activities; involve publicly wearing apparel that is conspicuous and not normally in good taste; cause students to engage in public stunts and buffoonery, morally degrading or humiliating games and activities, or late night activities which interfere with scholastic activities. Also prohibited are any activities that are in violation of federal, state, or local laws, this code of conduct, or accepted standards of good taste or propriety. For purposes of this definition, any activity described in this paragraph
uppon which the admission into or affiliation with an organization is directly of indirectly conditioned shall be presumed to be ‘forced or coerced’ activity, the willingness of an individual to participate in such activity notwithstanding.

**Theta Chi Chapter’s Anti-Hazing Policy**

No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as: “any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, ridicule. Such activities may include but are not limited to the following: use of alcohol, paddling in any form, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste, engaging in public stunts and buffoonery, morally degrading or humiliating games and activities, and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law.

**Theta Chi Chapter Hazing Reporting Protocol**

In a timely manner by the most immediate means possible, any person who has knowledge of a hazing incident that has taken place or is planned shall notify at least one of the following individuals: the Faculty Advisor of the chapter in question, the President or Risk Manager of Alpha Chi Omega, the Alumni Advisor, the police, Lehigh Panhellenic Association, OFSA or the National President. Each of those named individuals shares concurrent responsibility to notify each of the other named individuals, such that all named individuals shall know about the allegations as soon as possible. It is also encouraged for new members to report any incident online at [http://studentaffairs.lehigh.edu/content/report-hazing](http://studentaffairs.lehigh.edu/content/report-hazing) or call the hazing hotline any time at 1-888-NOT-HAZE, or 1-888-668-4293.

**Anti-Bullying Policy**
Alpha Chi Omega prohibits acts of harassment or bullying. Harassment or bullying is any gesture or written, verbal, graphic or physical act (including electronically transmitted acts (i.e., Internet, cell phone, personal digital assistant or wireless handheld device) that is reasonably perceived as being motivated either by an actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression; or a mental, physical or sensory disability or impairment, or by any other distinguishing characteristic. Alpha Chi Omega members should promote a safe and welcoming environment to its members.

New Member Terminology

Alpha Chi Omega Fraternity supports and advocates the use of the words “new member” when referring to members who have completed a recruitment process and accepted a bid rather than the use of the word “pledge.” In addition, chapters may not name new member classes, or refer to new members in terms that may be considered undignified or place anyone in tiered status.

The New Member Experience

Alpha Chi Omega membership focuses on the development of women as members and as individuals of high character. What a woman experiences as a collegiate member of Alpha Chi Omega sets the tone for the level of interest and loyalty she will maintain throughout her life. It determines how she is welcomed into the organization, the role models to whom she is exposed, whether or not she is challenged to meet her potential, and the manner in which the Fraternity’s heritage is shared with her. Further, The Alpha Chi Omega new member program reinforces and articulates the very essence of our Fraternity: women working together to support each other in their ambitions, their trials, their joys, their needs. Women caring collectively about one another, as well as about those outside of our sisterhood. And finally, women celebrating together – the Fraternity heritage that binds them and the Fraternity support that keeps them together.

New Member Education Goals

During the six-week new member education period, Alpha Chi Omega hopes to instill the values and rich history of our sorority in the new members. Alpha Chi Omega works to demonstrate these principles though our three guiding pillars:
devotion, wisdom, and achievement.

**Devotion** – The chapter's primary goal is for the new members to be devoted to one another, our chapter, and Alpha Chi Omega as a whole. During this education period, new members will:

- Form strong friendships with every person in the new member class
- Familiarize themselves with all of the lifetime members and continue to form strong friendships outside of their new member class
- Feel welcome and comfortable at the chapter house at all times
- Develop an appreciation and love for Alpha Chi Omega
- Continue to grow their passion for Lehigh University and its greater community

**Wisdom** – This second goal serves to give the new members the wisdom they need to understand the importance of their membership in the fraternity. During this education period, new members will:

- Learn the history, values, and traditions of Alpha Chi Omega
- Obtain the skills, knowledge, and confidence necessary to one day become leaders in our chapter community, as well as in their many personal endeavors
- Productively use new member study periods in order to maintain strong academic performance

**Achievement** – The third goal is for the new members to feel a sense of achievement. During this education period, new members will:

- Become involved within the chapter and introduced to the different executive positions they can pursue
- Gain exposure to numerous organizations and clubs on campus with which they may want to get involved
- Contribute to the goals and purpose of the chapter
- Exemplify the values of Alpha Chi Omega

**Chapter Expectations**
New Members

New members are expected to participate in the six-week education period to the best of their ability. We hope that they will work towards the goals we have set in wisdom, devotion, and achievement. They will be required to participate in mandatory chapter events with the lifetime members. If new members must miss a meeting or any mandatory chapter event, they must notify either the President or VP New Member Education in advance.

Lifetime Members

Lifetime members are required to abide by the anti-hazing policies set by Lehigh University, Alpha Chi Omega, and the Theta Chi chapter. These members are encouraged to participate in new member education when asked to be involved. Lifetime members have a duty to integrate new members into the chapter and make them feel welcomed.

Alumni

The alumni chapter advisor, Lauren Lewandowski, will be at the Alpha Chi Omega chapter house at various points throughout the new member education process, including Initiation. Lauren will be invited to stay for dinner with our chapter on the days she visits. The alumni advisor will meet with the new members to explain her role in the chapter and will be available to answer any questions. Overall, Lauren Lewandowski will act as a positive role model for the new members.

Interaction with Campus Organizations and Other Chapters

New members will be expected to act respectfully toward all others on campus. They should live by the Alpha Chi Omega purpose at all times, particularly when they are interacting with others. They will be encouraged to attend non-Greek events, such as sporting events, philanthropic events, speakers, and other campus-wide events. We hope that this will encourage new members to associate with other Greek chapters and non-Greek organizations on Lehigh’s campus. The chapter frequently reinforces the notion that new members should offer a meaningful contribution to both the Fraternity as well as the Lehigh community.
Ongoing Alpha Chi Omega Sisterhood Projects

Mystagogue Dates

Mystagogue dates are a tradition used by other Alpha Chi Omega chapters across the nation. The purpose of this event is for new members to bond with specific girls in the chapter by allowing new members to get to know lifetime members in a more intimate setting. Lifetime members take their assigned new members out for lunch, dinner, coffee, or ice cream each week. It is up to each mystagogue pair to choose where and when their date will take place. Mystagogues aim to strengthen specific friendships and foster a larger support system that the younger members can depend on. Both new members and lifetime members will value the opportunity to bond with a specific chapter “member”.

Chapter Meetings

Chapter meetings occur weekly at the Alpha Chi Omega chapter house every Sunday at 5:00 PM. The purpose of these meetings is for the new members to start getting involved in the chapter. The meetings are important because they give members, young and old, information on upcoming chapter events and opportunities for service and leadership. Lifetime members are expected to attend all chapter meetings, and in doing so, new members feel more comfortable spending time at the chapter house. Our chapter aims to have every member active and involved. Having the new members at these meetings aim to keep them up to date on all house happenings.

Study Hours (Wednesdays and Fridays, 4:15 PM – 6:15 PM, Location TBD)

Study hours aim to designate a consistent time each week towards good scholarship, academics, and learning. Setting aside a specific time period for studying helps new members gain time management skills that will benefit them greatly in their adult life. Study hours are not mandatory, rather, they are highly encouraged for our new members. All members of Alpha Chi Omega are invited to each study hour session, and the upperclassmen often lead by example in attending consistently. A classroom is reserved for each session, which allows members to enjoy studying with their sisters in a low-stress environment. Many of our members take the same classes and can therefore help one another study for exams. It is the chapter’s hope that these
study hours invoke a deeper appreciation for the academic rigor and higher education opportunities that we are so fortunate to receive at Lehigh University.

**Peer Mentor Program**

Alpha Chi Omega's Vice President of Intellectual Development organizes peer-mentoring sessions held during and after the New Member Education period. One session takes place before the first set of midterms and the second session takes place right before registration. This allows new members (underclassmen) to ask upperclassmen in the same area of study any questions that they may have about time management, study habits, majors, minors, certain courses, professors, etc. There is always a select group of new members who are either unsure of what they want to study, debating between majors, or do not fit into any of the categorized groups. Thus, the Vice President of Intellectual Development places those new members who seek extra guidance or who are engaged in a unique area of study with mentors that can facilitate decision-making. The peer mentor program demonstrates our commitment to scholarship and showcases our chapter's academic support system. Although an optional program, almost all lifetime members volunteer to serve as mentors for the younger members. This practice teaches the new members that they can look to their older sisters for support. The new members will value this because it gives them the opportunity to get priceless academic advice from older members.

**WEEK 1**

*(All dates are subject to change depending on weather conditions)*

**Sunday, January 22nd**
Bid Day at the Alpha Chi Omega House, 4:15 PM

New members will receive their bids today! While the new members are signing their bids in the afternoon, the older AXO members are busy hanging posters on the new members’ dorm room doors and leaving goodie bags full of candy to congratulate them on their acceptance. New members will also receive a bid day tank top which they are welcome to wear on the following first day of classes if they so please. This year’s shirts have an image of a yin yang on the front. Following bid
signing, new members will be driven up to the chapter house at 4:00 PM where they will be greeted by the entire chapter. Many fun activities await them at the chapter house — a photo booth, pizza party, ice breaker activities, and professional photographer. New members are introduced to Alpha Chi Omega’s member education program and they begin to meet members of the executive board who they will work closely with over the next six weeks. The executive board is available for any questions that new members may have concerning the process. New members will be informed of where they can find the new member plan online on Lehigh’s website. After, new members are invited to tour the house and remain at the house for as long as they would like. New members are driven back to their dorms when they are ready to go home. Bid day is a memory that will remain special to AXO members for the rest of their lives, as it marks the beginning of an incredible experience.

Monday, January 23rd
Meeting #1
Alpha Chi Omega House, 4:00 PM

New members of Alpha Chi Omega will be excited to embark on their new member journey! This meeting will help new members understand how to complete their first steps to becoming lifetime members of Alpha Chi Omega. During this meeting, the New Member Program will be explained in depth by the VP New Member Educator. Margaret Burnett, the President of the Panhellenic board at Lehigh, will also be present to answer any questions and assist in facilitating the meeting. We will encourage the new members to write down questions to ask Margaret in advance about what it means to be in a sorority beyond the social aspects, and how the whole Greek community works together at Lehigh. Our goal is for the new members to understand that joining a sorority enhances their experience at Lehigh beyond the conventional “Greek life” aspects we tend to focus on. This meeting will also include Executive Board member introductions.

Objectives:
By the end of this meeting, new members will:

• Understand the rules and values of the Theta Chi chapter
• Receive a comprehensive breakdown of what to expect during the New Member Education process
• Spark an ongoing discussion and exploration of what it means to be a member of Greek life while also contributing to the Lehigh community
• Meet the Executive board members

Dinner at Sal’s with PC ’16 7:00 PM

The New Member class, along with the class of 2016, will go to Sal’s for dinner to enjoy good Italian food and get to know each other better! After joining the house, our aim is to make sure that girls who haven’t met get an opportunity to start forming lifelong friendships with one another.

Tuesday, January 24th
Baking at the chapter house
Alpha Chi Omega House, 8:00 PM

The New Member class will come up to Alpha Chi and bake cookies, Oreo truffles, and cupcakes with each other, and interested lifetime members. This will be another fun way to relax after starting new classes this semester and get to know each other more in their future house. The lifetime members will facilitate the baking activities.

Wednesday, January 25th
Ice Skating
Steel Ice Center at 8 PM

As an executive board we thought a fun activity for new members, along with interested members of PC ’17, would be to go ice skating. The whole first week after joining is intended to offer activities for the new member class to become more comfortable with the house as a whole.

Thursday, January 26th
New Member Ceremony
Alpha Chi Omega House at 4 PM

This ceremony is where the new members will receive their AXO pins. It will be a formal gathering where PC ’16 will hand the pins to PC ’17. Lauren Lewandowski will be present for this ritual!
Friday, January 27th
Laser Tag with New Members and Whole House
Lehigh Valley Laser Tag in Allentown 6 PM

To finish the first week we thought it would be a fun and exciting to go play laser tag. Teams will be mixed with different classes and this will help new members meet juniors and seniors in the house that they might not have had the opportunity to meet yet.

Saturday, January 28th
Meeting #2
Alpha Chi Omega House 4 PM

As a new member of during this meeting you will hear the story of the first seven real, strong women who had the drive and courage to reach beyond the status quo and expect something more. You will begin to discover what being an Alpha Chi Omega meant to them, and what it will mean for you. There will also be a mini workshop run by our VP Finance on how to use billhighway. Today, the MyJourney booklets and training program will also start and continue until they are complete!

Objectives:
By the end of this course, you will:

• Understand the founding story of Alpha Chi Omega
• Recognize yourself in some of the Founders’ characteristics
• Know something about your new-member classmates that you didn’t know before
• Meet VP Finance and be comfortable with Billhighway
• Participate in post-recruitment survey for VP Recruitment

Monday, January 30th
Meeting with Risk Manager
Alpha Chi Omega House 4:15
New Members will meet with our VP Risk Manager, Lindsay, and learn about their responsibilities as a new member of Alpha Chi Omega. The overall intention of these responsibilities is that we expect our new members to strive for good scholarship, appropriate conduct and compassion towards members of the greater Lehigh community as well as each other. To us, joining the house means learning to work as a group to reach a common goal, holding oneself accountable for their actions, and respecting the women that you will grow to consider life long friends.

**Tuesday, January 31st**  
Meeting #3  
Alpha Chi Omega House 4 PM

During this meeting, new members will learn that every choice you make becomes part of your past and part of the course for your future. Likewise, our Founders made many choices that are intrinsic to the Alpha Chi Omega that exists today. The organization has many traditions and insignia rooted in the beginning but may have transitioned through the years to remain relevant to the times. You will learn the significance of symbols and subsequent alterations (like the colors and name itself), philanthropies and special celebrations. And you will continue in your journey to deepen your understanding of what it means to be a real, strong woman as you take a look at the history of your chapter on your campus.

**Objectives:**  
By the end of this course, you will:  
- Come to know Anna Allen Smith and Olive Burnett Clark, not just as our Founders, but as your sisters  
- Understand the significance behind Alpha Chi Omega’s insignia and traditions  
- Feel a greater connection to your new-member class and the lifetime members of your chapter by understanding the history of your chapter

**Thursday, February 2nd**  
Meeting #4  
Alpha Chi Omega House 5:15

During this meeting new members will hear short descriptions about each organization on our campus. However, during this meeting you will learn how each organization’s history is intertwined by the events in the world around them. On a level much closer to home,
you will learn about the Greek community on your campus. Historically, there is an “idea” of sorority that has changed over time. Alpha Chi Omega’s shared commitment is to “change the conversation” by changing how women think and act about the idea of sorority. However, in order to change the conversation, you must be able to host a conversation! You will learn how to do just that in this meeting.

During this meeting, Brigette Gardner, the Assistant Director of Fraternity & Sorority will come in and co-facilitate a meeting. This will provide new members with an overall sense about the purpose and community of Greek Life at Lehigh. Members will answer questions about what their experience should look like and how to benefit from their environment.

Objectives:
By the end of this course, you will:
• Become familiar with your sister, Founder Bertha Deniston Cunningham
• See the big picture of Greek organizations and their evolution over time
• Feel comfortable with the idea of starting conversations with your sisters, your friends and even strangers on a plane!

Tuesday, February 7th
Meeting #5
Alpha Chi Omega House 4:15

Can you imagine having 225,000 sisters all living under one roof? If you don’t live with your sisters, how can you possibly keep track of everyone important to you? A little organization and a whole lot of dedication are key. From day one, our Founders stayed organized by having a structure. Estelle Leonard was the first president, Bertha Deniston the first secretary and Amy DuBois the first treasurer. As more chapters were added to the family, each adopted the structure that worked for Alpha at DePauw University. In 1922, to adapt to the changing times and increasing membership, another structure was established – that of a central office. Nearly a century later, these two structures – both adjusted over time to meet the demands of the membership – remain in place today. During this meeting you will be presented with the current structure at both your chapter level and nationally.

Objectives:
By the end of this course, you will:
• Become familiar with your sister, Founder Amy DuBois Reith
Understand the structure of your chapter and of Alpha Chi Omega at a national level
Start thinking about where you see yourself within this structure before and after graduation!

Thursday, February 9th
Meeting #6

Members will begin to understand that while you learn about the expectations, values and high standards to which Alpha Chi Omega members are held, you can expect something in return. Being a lifetime member of Alpha Chi Omega is a privilege - one with many rewards. Through your collegiate career and your alumna years we hope you will make the most of your membership by taking advantage of the many opportunities to further yourself both personally and professionally while making a difference in the lives of those around you.

Objectives:
By the end of this course, you will:
- Become familiar with your sisters, Founders Nellie Gamble Childe and Bessie Grooms Keenan
- Understand the expectations and rewards of a lifetime membership

Tuesday, February 14th
Valentine’s Day Festivities
Corothers Lounge at 4 PM

Today the new member educator (Bali) will go down to the Corothers’ lounge and celebrate Valentine’s Day with the new members! Cards will be exchanged and there will be cookies and brownies! This is a great way to relax and bond as a new PC and just have fun on the holiday about love.

Thursday, February 16th
Meeting #7

During this meeting new members will learn the full meaning and extent of what a brand is. A brand is more than a slogan or tagline. It is more than the colors of scarlet and olive green. A brand is an identity. Alpha Chi Omega has a brand: Real. Strong. Women. That’s what you will see on paper. But it is also what you will hear when you talk to your
sisters. And it’s what you will experience as you get to know your new-member class and those who came before you. And finally, it is what those who come after will see in you. Alpha Chi Omega has a brand, and so do you. We believe you are a real, strong woman. In this meeting you will explore what makes you tick. You will get to know yourself as you get to know your sisters; embracing the responsibility of being you!

Objectives:
By the end of this course, you will:
- Become familiar with your sister, Founder Estelle Leonard
- Know what it means to be a real, strong woman

Saturday, February 18th
Slumber Party at the chapter house; 8 pm
a) The purpose of this event is for the girls to continue bonding and feel comfortable in our chapter house at all times. This activity builds on their friendships.

b) The lifetime members are always hanging out around the house and would love to have the new members around.

c) We want the new members to feel involved in our chapter in everything we do – including sleeping!

d) We are teaching the new members that they are welcome in our chapter house at all times and they will value getting to experience what it is like to live in our house. The VP New Member Educator, Bali Connors, and the President, Peyton Stein, will both be present to facilitate team building games. All of our lifetime members consider this sleepover to be one of their fondest members from the new member education program as it allows for an environment of trust and close friendship.

Tuesday, February 21st
Meeting #8
New members are now ready to get into the real details of being an Alpha Chi Omega. You’ve already found out you have a lot in common with your sisters. But you’ve probably got a lot in common with a lot of friends you’ve enjoyed throughout the years before college. So, what makes Alpha Chi Omega special? During this meeting you will be introduced to the ceremonies, Ritual and Symphony of Alpha Chi Omega. And you will have the opportunity to enhance your listening skills before initiation. When you hear what’s being said during your upcoming initiation – really hear it – you will find yourself realizing just how much meaning this journey you are about to take will have in your life!

Objectives:
By the end of this course, you will:
- Be prepared for your initiation exam
- Look forward to hearing the words of the Ritual so that you can embrace their meaning in your life
- Know in your heart that Alpha Chi Omega was the right choice for you!

Thursday, February 23rd
Meeting #9

By this week of your Dedication training, the overwhelming feelings you had in week one as you anticipated all you had to learn have probably been replaced by sheer excitement. The initiation exam is the last step before becoming a lifetime member of Alpha Chi Omega. Your journey will align with the “My Journey” program getting you ready for the world.

Objectives:
By the end of this course, you will:
- Be ready for initiation!

Thursday, February 28th
Meeting #10 at the chapter house; 4 pm
This will be the big/little reveal for the new members! They will be finding out who their “Big Sister” in the chapter is, and also have time to bond with their lineages. We require that Big Sisters are in good standing academically, within the house and Lehigh University. Being a Big Sister places members in a role model position for their “Little”, and members are therefore expected to set good examples if they wish to be a Big. Further, this event will also give the girls time to review for the national initiation exam together.

Objectives:
By the end of this course, you will:
  • Have a new Big Sister
  • Enjoy dinner with your lineage

Friday, March 3rd
Meeting #11

Reflection. At this point, new members have been participating in a reflection exercise during each week of their new member period. The weekly reflection exercises include writing in the MyJourney books what the new members have learned, new connections they have made, and aspects of the program that they may be unsatisfied with and wish to change. In this meeting they will continue to reflect on the new member journey they have taken to become the lifetime member.

Objectives:
By the end of this course, you will:
  • Anticipate a four-year experience that will propel you into the world ready to make a difference!

Sunday, March 5th
Initiation at the chapter house; 1 pm
New Members will experience the unique and special process of becoming formally initiated into Alpha Chi Omega.

**Monday, March 6th**
Celebratory Dinner Reception at the chapter house; 6 PM

All Members are invited to come celebrate the initiation of our members new commitment and shared happiness in becoming sisters!

**Collaboration with the Women’s Center (DATE TBD)**

The chapter also plans to schedule a collaboration with the Women’s Center. The event will likely focus on the importance of physical and mental health throughout one’s college career and adult life. We intend for this event to touch upon the prevailing issue of eating disorders and body image problems that young women are facing. As a house, Alpha Chi Omega puts emphasis on the importance of prioritizing one’s health before anything else. We are extremely excited to continue with this element of our new member program.