Kappa Alpha Society
New Member Education Policy and Schedule
Beginning February 13, 2017

Statement of Rational and Purpose:

In the perpetuation of a Society whose genesis represents and distinguishes the fraternal spirit abroad, the implementation of a protocol aimed to bequeath our cryptic tradition remains imperative. Such is the purpose of this proposal. The Kappa Alpha Society at Lehigh University has served continuously and worked diligently with the Organization and University to preserve such high standards. This fastidious compliance is at the root of the new member experience; the comprehension that membership transcends mere initiation and is rather a transformation from individual to member is the genuine pinnacle of the process. Outlined in the subsequent pages is the formal plan of action designed to properly integrate freshman (Class of 2020) into our literary society. It is our expectation that this documentation, once enacted, will instill understanding in pride of membership, respect of property, commitment to self and others, and the rudimentary, clerical tasks that allow such an organization to operate.

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jrh318@lehigh.edu  (703) 268-1400
New Member Educator: Nicholas P. Skelton  
nps217@lehigh.edu  (908) 328-3595
Alumni Advisor: Don Rosencrantz  
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Expectations of Candidate Behavior:

1. Candidates must adamantly adhere to the primary values of the Kappa Alpha Society; Scholarship, Seriousness, and Secrecy.
2. Respect must be demonstrated to fellow pledge class members, all active brothers, facilities, tradition, and self.
3. Schoolwork and academics invariably come first.
4. Recommended Study Hours at Fairchild Martindale Library will be conducted weekly, Sunday-Thursday from 8-11 PM. (Concluding Before 11 for twice weekly Ritual)
5. Candidates must turn in “Grade Cards” on meeting days (See Schedule). Grade Cards provide academic progress regarding exam grades and graded assignments. Failure to maintain academic standards will prompt chapter involvement.
6. Meetings will be conducted on a weekly basis to ensure New Members have comprehended pertinent assignments provided by the New Member Educator and Active Members.
7. Meeting attire must consist of blazer, khakis, tie, dress shoes, and socks, in conjunction with a groomed, professional appearance.
8. There is to be no consumption of alcoholic beverages on meeting days.
9. Events aimed to benefit the new members must be attended. This includes but is not limited to workshops, speakers, and alumni meetings.
10. Active leadership must approve absence from any of the aforementioned events.

New Member Education Schedule 2017

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<tr>
<th>Week 1</th>
<th>February 13 – February 18</th>
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<tr>
<td>Monday</td>
<td>Introductory Meeting – Attire: Business Formal. Introduction to the KA new member education process, Society’s origins, The rules of Union, In the Beginning, and The founding nine. Candidates will submit a grade card at the beginning of the meeting. Introduction to the actives. 6 pm – 7 pm (all meetings meet the same time constraints)</td>
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<td><strong>Statement of Purpose</strong></td>
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<td>This and subsequent meetings are held to motivate candidates in forming new friendships within the Kappa Alpha Society through histories of tradition, literature, and ritual. The first meeting establishes this plan as the program through which initiation into the KA Society may occur. Candidates are encouraged to seek advice from their big brothers and other actives. Candidates will receive educational assignments for next week’s meetings.</td>
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<tr>
<td>Wednesday</td>
<td>Kappa Alpha Society Ritual 10:30-Midnight</td>
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*Statement of Purpose*  
This and all subsequent Rituals in the Kappa Alpha Society are closely held aspects of our fraternity. Each Ritual is both educational and integral to the proliferation of our Society.  
Note: The dates given as ritual are subject to change. Our Assistant Director will be notified of such a change.
Week 2  
**February 19 – February 25**

**Monday**  
Meeting Two – Attire: Business Formal. Learn about the Anti-Masonic War; encouraged to use KA resources at the Kappa Alpha library to do so.  
New members will now begin attending library hours at either FML or Linderman Library. Members will be logging a minimum of four library hours per week.  
New members will be informed of how their Saturdays will be spent at the house, participating in brotherhood activities known as “projects” which will be focused on improving facilities. These events will continue until the start of Week 5.  

Learn and be familiar with:  
- History at Union College  
- History at Lehigh University  
- Lehigh Alma Mater – Present andSing  
- Canadian National Anthem – Present andSing  
- Kappa Alpha Dinner Song – Present andSing  
  (Chorister available to assist in song learning)  

*Statement of Purpose*  
The second meeting serves to monitor the candidates’ studies of the Kappa Alpha Society, assess their academic performance since this program began, and to introduce the subjects mentioned above.

**Tuesday**  
NME Orientation Meeting with Brigette, 4:30pm. Location: TBD  
Kappa Alpha Society Ritual 10:30-Midnight  
*See Prior Statement of Purpose*

Week 3  
**February 26 – March 4**

**Monday**  
Meeting Three – Attire: Business Formal.  
Learn and be familiar with:  
- History at Hobart College  
- History at Williams College  
- Continued study of Masonry  
- Bonds of KA – Present andSing  
- March Men of Hobart – Present andSing  
- KA Ever Genial – Present andSing  

*Statement of Purpose*  
The third meeting serves to monitor the candidates’ studies of the Kappa Alpha Society, assess their academic performance since this program began, and to introduce the subjects mentioned above. The second meeting introduced historical topics directly related to the formation of the KA Society, and V.L. specific subjects, while this meeting introduced some works from other chapters. As KA is a very well-connected society, international conferences and society events depend on every member’s knowledge of other chapter traditions.

**Monday**  
Kappa Alpha Society Ritual 10:30-Midnight  
*See Prior Statement of Purpose*
Thursday

Kappa Alpha Society Ritual 10:30-Midnight
*See Prior Statement of Purpose

Week 4 March 5 – March 10

Monday
Meeting Four – Attire: Business Formal.
Learn and be familiar with:
- History at College of New Jersey, Now Princeton
- History at Cornell University
- History at University of Pennsylvania
- The Union Terrace Song – Present and Sing
- KA in VL – Present and Sing
- The Royal Red and Blue – Present and Sing

Statement of Purpose
The fourth meeting serves to monitor the candidates’ studies of the Kappa Alpha Society, assess their academic performance since this program began, and to introduce the subjects mentioned above. The fourth meeting introduces more topics from other chapters as well as some more involved songs, such as the Union Terrace Song. Candidates will be expected to have knowledge of, and be able to draw conclusions from all previous material and ritual.

Tuesday
Kappa Alpha Society Ritual 10:30-Midnight
*See Prior Statement of Purpose

Wednesday
Kappa Alpha Society Ritual 10:30-Midnight
*See Prior Statement of Purpose

Spring Break March 11 – March 18

Week 5 March 19 – March 25

Monday
Meeting Five – Attire: Business Formal
Learn and be familiar with:
- History at University of Toronto
- History at McGill University
- History at University of Western Ontario
- History at Kings College
- The Blue and White – Present and Sing

Statement of Purpose
The fifth meeting serves to monitor the candidates’ studies of the Kappa Alpha Society, assess their academic performance since this program began, and to introduce the subjects mentioned above. This meeting will introduce the final topics of discussion and further assessment.
**Wednesday**  
Kappa Alpha Society Ritual 10:30-Midnight  
*See Prior Statement of Purpose*

**Thursday**  
Kappa Alpha Society Ritual 10:30-Midnight  
*See Prior Statement of Purpose*

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<th><strong>Week 6</strong></th>
<th><strong>March 26 – April 1</strong></th>
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<td><strong>Monday</strong></td>
<td>Meeting 6 – Review previous assignments, no new material</td>
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<td><strong>Wednesday</strong></td>
<td>Wrap-up Meeting with Alumnus from Executive Council</td>
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**Statement of Purpose**  
These final two meetings are subject to change date depending on Alumnus availability, chapter events, and ritual. Ritual will occur more than one evening this week, typically twice. These dates are subject to change as well, however, specifically, Monday and Thursday are days that typically involve ritual, at the standard time, 10:30-Midnight. More information will be provided to the Assistant Director as needed.

**Friday**  
Kappa Alpha Society Ritual 4 pm – 8pm  
*See Prior Statement of Purpose*

**Saturday**  
Date of Initiation 9 am – 5 pm  
Celebratory Post-Initiation Dinner afterwards  
Kappa Alpha Society Ritual throughout the day

**Other Important Dates**  
Saturdays throughout the process are reserved for brotherhood activities, which we call “projects”. These involve active brother cooperation with candidates during the daylight hours to improve the chapter house and property. 10 am – 12 pm

**Expectations for Chapter Involvement:**

It is implicit that the proposed New Member Education Plan conforms to all Organization and University standards in terms of duration, agenda, and conduct. Each member is cognizant of the repercussions for actions outside this proposition, and such consequence will not be extenuated. The advancement and assimilation of candidates into the Kappa Alpha Society VL chapter is the forthright goal, and deviation from the outlined plan mitigates its effectiveness.

Though this plan will be chiefly implemented and conducted by the actives, alumni, as is tradition, play a significant role in advancement of Society ideals. This entails alumni attendance at meetings and initiation on the March 31st and April 1st. Alumni are also expected to conform to the guidelines set forth by OFSA and Lehigh University.
The role of “Big Brothers” will continue in order to provide a direct conduit between the actives and candidates. A unique “Big Brother” is assigned to each candidate at the beginning of the program such that they may be available to New Members throughout the process. It is unequivocally expected that the “Big Brother” shall serve as a model example, demonstrating the necessary leadership and peer-interaction skills paramount for the success of the chapter. “Big Brothers” are chosen based on a pre-established relationship with the New Members and level of involvement with the house.

**Hazing Prevention:**

All new member candidates will receive a letter from the Kappa Alpha Executive Council authored by KA in VL alumnus Douglas P. Stives regarding hazing and any others issues he feels salient. Such a letter will encourage candidates to contact Mr. Stives if they feel any component of the process is misguided, and he will subsequently invoke the proper course of action whether it be through the chapter, University, or another medium he deems fitting.

Also, all new members are encouraged to discuss with the chapter President any issue that may be of concern to them. At the inception of new member education process, the President will reinforce that all issues should be brought directly to him, and he too will confer with the Executive Council or University on appropriate action.

Lehigh defines hazing as follows, a definition that reflects Kappa Alpha’s stance on hazing:

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, the Lehigh University Code of Conduct, or accepted standards of good taste or propriety. For purposes of this definition, any activity described in this paragraph upon which the admission into or affiliation with an organization is directly or indirectly conditioned shall be presumed to be “forced or coerced” activity, the willingness of an individual to participate in such activity notwithstanding.
Reporting Methods:

- Report the incident to Lehigh, through your Gryphon or directly to OFSA.

- Anonymous reports can be made to OFSA through an anonymous form found at: [https://cm.maxient.com/reportingform.php?LehighUniv&layout_id=15](https://cm.maxient.com/reportingform.php?LehighUniv&layout_id=15)

- If you suspect you or another individual is in danger, contact LUPD. (610) 758-4200

- See Lehigh website at: [http://studentaffairs.lehigh.edu/content/report-hazing](http://studentaffairs.lehigh.edu/content/report-hazing)
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