

**Alpha Gamma Delta  
Zeta Beta Chapter  
New Member Education Plan  
Spring 2023**

**Vice President of New Member Experience**  
Phoebe Baraker

**Director of New Member Programming**  
Cate Droogan

**Director of New Member Engagement**  
Emily Rosenberg

**President**  
Anisha Gademsky

**Contact Information**  
Phoebe Baraker, VPNME, (201) 566-8065, phb224@lehigh.edu  
Cate Droogan, NMP, (203) 914-5639, cjd224@lehigh.edu  
Emily Rosenberg, NME, (973) 524-1987, epr225@lehigh.edu  
Anisha Gademsky, President, (908) 202-6576, ang324@lehigh.edu

### **ALPHA GAMMA DELTA PURPOSE**

To gain understanding that wisdom may be vouchsafed to me.

To develop and prize health and vigor of body.

To cultivate acquaintance with many whom I meet.

To cherish friendships with but a chosen few and to study the perfecting of those friendships. To welcome the opportunity of contributing to the world's work, in the community where I am placed, because of the joy of service thereby bestowed and the talent of leadership multiplied. To honor my home, my country, my religious faith.

To hold truth inviolable, sincerity essential, kindness invaluable.

To covet beauty in environment, manner, word and thought.

To possess high ideals and to attain somewhat unto them.

This shall be my purpose that those who know me may esteem Alpha Gamma Delta for her attainments, revere her for her purposes, and love her for her womanhood.

### **Mission of New Member Education (NME)**

The mission of the Alpha Gamma Delta Embark program and our New Member Education is to connect our new members to the chapter and the members who are in the chapter, to build affinity in our new members with Alpha Gamma Delta as an international and historical organization, and to set expectations for our new members as to what it means to be a purposeful member of Alpha Gamma Delta. We also wish to familiarize new members with the policies, standards, and customs of Alpha Gamma Delta and our chapter. We will help them understand the customs of Lehigh and our chapter's unique involvement in the Greek system. We will strive to initiate effective communication among the new member class and between the new member class and active members of our chapter. Most importantly, we will provide new members with a memorable and enjoyable experience that will make them as comfortable as possible in their new home, Alpha Gamma Delta.

### **Alpha Gamma Delta Hazing Policy**

Alpha Gamma Delta cares about each and every one of our members. That is why Alpha Gamma Delta has a zero tolerance policy towards hazing of any kind. Alpha Gamma Delta's official hazing policy is as follows:

"Hazing is defined as any action taken or situation created intentionally, whether on or off Fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations include creation of excessive fatigue, physical or psychological shocks; wearing apparel publicly which is conspicuous and not normally in good taste; engaging in public stunts and jokes; morally degrading or humiliating games and activities; late night sessions which interfere with scholastic activities; and any other activities which are not consistent with the Alpha Gamma Delta Constitution and Standing Rules, The Ritual or Fraternity policy, or the regulations and policies of the educational institution, state or province. Hazing by individual members, new members or chapters of Alpha Gamma Delta is prohibited. For chapters, failure to comply with this Standing Rule shall result in disciplinary action. For

individual members and new members, failure to comply with this Standing Rule shall be deemed non-support of the standards of the Fraternity and shall result in disciplinary action.”

The Lehigh University Office of Fraternity and Sorority Affairs Hazing Prevention page can be found [here](#).

### **Expectations of New Members**

New members will be expected to attend all events planned for new members. In order to be initiated, all new members must complete the Embark Program, mandated by the Alpha Gamma Delta Fraternity. New members must pass the Initiation Exam and complete Plaid TightRope, which includes educational programming on sexual misconduct, alcohol and drugs, hazing, mental health, and inclusive practices. Alpha Gamma Delta requires new members to complete Fraternity Wellness Education during their Embark Experience, which is meant to provide intentional, relevant education to help members navigate potentially harmful situations. New members will always be welcomed and encouraged to spend time with active sisters. When new members are not at new member meetings, they will be encouraged to return to their normal routine and work on their schoolwork. It is very important to Alpha Gamma Delta that the New Members enter into a routine that allows them to focus on their schoolwork and obligations, as well as on the Embark Programming.

New Member required events include ritual, Embark programming, and events that all active members are required to attend. All other events will be optional for new members.

New members will receive an Epsilon Pi Journey Workbook during their first week. This handbook contains information about Alpha Gamma Delta’s history, philanthropy and values. Information from this booklet that is covered on the Initiation Exam will be highlighted throughout the program.

New members will be asked to participate in the Embark path to guide her personal development based on the values of Alpha Gam members. The goal is to have new members gain new skills and experiences by participating in an online module and group discussion for each of six values. The programs are as follows:

Rose 1: I Belong, Rose 2: I Care, Rose 3: I Lead, Rose 4: I Contribute, Rose 5: I Thrive, Rose 6: I Promise

### **Scholarship Expectations**

Academics will always be a first priority for new members. They will be encouraged to spend time on or around campus with both new and active members studying and doing work together. New members will be placed into “Scholarly Squirrel” groups according to their major; these groups span across all member classes and can be used as an academic resource. In order to be initiated, new members must have a prior semester GPA of at least 2.5.

### **Expectations of Active Members**

Active members will be expected to take a primary role in the new member education process. They will be expected to familiarize themselves with the NME plan prior to recruitment. They will be invited to join new members in all activities. They will be expected to make the new members feel welcome. Hazing will NOT be tolerated. Any sister caught or accused of hazing will immediately be subject to the Alpha Gamma Delta membership change procedures, at which time disciplinary action may be taken.

### **Expectation of Alumnae**

Alumnae will be invited to join our chapter for all appropriate activities during the new member education process. They will be encouraged to review the NME plan prior to recruitment and provide any feedback they may have. Alumnae will not be allowed to haze and must adhere to the same policies set forth by Alpha Gamma Delta and Lehigh University.

### **Sister-Mother Program**

Eligible sister-mothers will be assigned their sister-daughters after the welcome event. This will be revealed to the new members during the New Member Formal Pledge Service. According to Alpha Gamma Delta, and consistent with the values of our chapter, we encourage our new sister-mothers to serve as a mentor and role model to sister-daughters. All eligible sister-mothers will be required to complete a questionnaire and reflect on what the responsibilities of a sister-mother are in order to better improve their abilities as a mentor and resource for their sister-daughter. (You must be in good standing and have at least a 2.5 GPA for the Fall 2022 semester in order to be considered an eligible sister-mother). All eligible sister-mothers will also be required to go through Sister-Mother Training facilitated by Phoebe Baraker, Vice President New Member Experience. This short training will outline the responsibilities of being a sister-mother.

### **Interactions with other Chapters and Campus Organizations**

New members will be expected to act respectfully towards all others on campus. They should live by the Alpha Gamma Delta Purpose at all times, particularly when they are interacting with others. They will be encouraged to attend non-Greek events, such as sporting events, philanthropy events, lectures, and other campus-wide events in an effort to expand their horizons on campus, if university health and safety guidelines allow. Activities with other organizations will take place throughout the new member education period, in order to encourage new members to meet a variety of new people on Lehigh's campus.

Monday, January 30th

*Chapter House, Time tbd based on new member schedules*

Phoebe will introduce new member education, go over the Embark experience, give a schedule of meetings, and give a master contact list of all members in the chapter. Phoebe will answer any questions they have at this time. New members will then fill out a google form with their contacts for Phoebe's records. Caroline Morgan, VP of Finance, will discuss the financial obligations with the new members. At this time new members will complete their AGD new member registration and gain access to the Embark modules. At this time, Rose 1: I Belong, Rose 2: I Care and I Belong/I Care in Fraternity Wellness Education will be assigned to be completed by Tuesday's and Wednesday's meeting. Martha Bosworth, VP Chapter Wellness will explain our Health and Safety policies to the new members and provide campus resources. Phoebe will further explain what it means to be in Alpha Gam and how we represent ourselves as a chapter.

*New Member attendance is required.*

Tuesday, January 31st

*Chapter House, Time tbd based on new member schedules*

New members will participate in the Formal Pledge Service, the first of the Embark programming rituals, where they will be given their sister-mother(s) and new member pins. Following the ritual they are invited to small breakout rooms with their Sistermother and her lineage to get to know more members of the chapter. After, Phoebe will go over Rose 1. New Members will fill out Big-Little informational sheets, which will provide the Big-Little matching committee with helpful information to create successful Big-Little matches.

*New Member attendance is required.*

Wednesday, February 1st

*Chapter House, Time tbd based on new member schedules*

Maya Miserlian, VP of Campus Relations, will discuss the Zeta Beta groups that we have for all members, and give examples of Zeta Beta events that are upcoming to encourage new members to get involved on campus. Arava Rose, VP of Administration, will give a short presentation on excuses and attendance. Kwynsky, Director of Diversity, Equity, and Inclusion, will lead a discussion pertaining to Rose 2: I Care. They will then review the "My Chapter" and "Values Assessment" sections of their Epsilon Pi Journey Workbooks, led by Emily and Cate. Rose 3: I Lead and its corresponding module in Fraternity Wellness will be assigned to be completed by Thursday's meeting.

*New Member attendance is required.*

*After these meetings, new members will be caught up on their education and will attend the rest of the scheduled meetings outlined in the New Member Ed Plan previously submitted.*

Saturday, March 4th

*Chapter House, Time tbd based on new member schedules: Initiation Ceremony*

The new and initiated members will participate in the Initiation Ritual.

*New Member attendance is required.*

*Location TBD, 5-7 pm: Feast of Roses*

Newly initiated members and their parents will be invited to eat dinner with all initiated members to celebrate their initiation, all the accomplishments of the new members, and the conclusion of their Embark journey.

*New Member attendance is optional.*

Sunday, March 5th

*Chapter House, Time tbd based on new member schedules: Post-Initiation Ritual Review*

The new members will participate in the Post- Initiation Ritual review.

*New Member attendance is required.*

**Certificate Of Completion**

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 Subject: OFSA Membership Recruitment & NME/Intake Process - COB Modified New Member Education Plan  
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 Document Pages: 8 Signatures: 3 Envelope Originator:  
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Anisha Gademsky  
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 Chapter President  
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 shajd513@aol.com  
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