



**Chi Psi**

**Alpha Beta Delta**

**New Member Education Plan**

**Spring 2023**

**New Member Educator: Ryan Kahwaty**

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### **Notable Changes to NME Plan**

- *Study Hours:* To encourage academic success, study hours will occur both in Lehigh library spaces and at the lodge. We hope this change will cause new members and brothers to focus more on their schoolwork and be better suited to utilize academic resources on campus.
  - *Switching Weekly Schedule:* Chapter meetings will now be held on Friday afternoons to boost attendance. Friday class requirements are typically less than Monday, so this change will hopefully make attending chapter meetings much easier. There are no regularly scheduled activities for Mondays in our new schedule.
  - *Brotherhood Dinners:* Due to our dining room missing tables and chairs, we will determine dinner locations on a nightly basis until the lodge dining room is furnished. Possible locations include off campus houses, on-campus dining halls, restaurants, or the lodge.
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## **Description of New Member Education 2021**

### **Chi Psi Mission Statement**

Chi Psi is a private Fraternity of gentlemen devoted to the personal and collective needs of its members. A selective association of diverse individuals, Chi Psi is dedicated to the cultivation of a unique environment which instills a lifelong commitment to Brotherhood.

The mission of the Chi Psi Fraternity is to create and maintain an enduring society which encourages the sharing of traditions and values, respect for oneself and others, and responsibility to the university and community.

### **Chi Psi Fraternity Values**

- Chi Psi is defined by the values which are collectively accepted by its members. The extent to which these values are practiced is the measure of our fraternity.
- Chi Psi is a unique brotherhood which forges among individuals a lasting bond that transcends self-interest and the limitations of time or place.
- Chi Psi is committed to the growth of the individual in a social environment which nurtures integrity, dignity and maturity while enjoying shared experiences and college sociability.
- Chi Psi, recognizing that academic achievement is fundamental to the development of the individual, stands for intellectual growth and the attainment of human potential.
- Chi Psi believes that the role of the Fraternity is to guide each Alpha in the responsible self-government of its affairs within a common framework established by the constitution and by-laws of the Fraternity.
- Chi Psi acknowledges its responsibility to the larger community of which it is a part by

encouraging personal and collective involvement in serving the needs of the university, the community and society.

- Chi Psi, while recognizing that change is inevitable and desirable, believes that tradition provides stability in a rapidly changing world and develops a sense of personal identity in an impersonal society.
- Chi Psi Fraternity stands as proof that commitment to mutual assistance in these shared values, given in youth, does not alter or diminish with age.

### **Chi Psi Statement of Position on Hazing and Pre-Initiation Activities**

Chi Psi has stated its position in support of constructive educational and inspirational programs asserting unequivocally its opposition to hazing and pre-initiation activities which do not contribute to the positive development and welfare of pledges and members. Because hazing and other pseudo-initiation practices have not been rejected and eradicated completely in undergraduate activities and therefore remain a menace to the well-being of the College Fraternity System, the Chi Psi reaffirms and reasserts its position on this question.

- A. Chi Psi believes that true fraternalism is nurtured in an atmosphere of social and moral responsibility, respect for duly constituted authority and loyalty to the principles of higher education.
- B. Chi Psi further believes that while social behavior cannot be legislated, a fraternity without morally sound precepts and practices is not a constructive influence upon college students.
- C. Chi Psi further believes that the Fraternity has a solemn obligation in the development of its pledges and members and that this responsibility extends alike to the institutions where it is represented; to parents and others who make possible the education of pledges and members; to the communities where chapters are accountable for good citizenship; and to the college fraternity system of which it is a part.
- D. Chi Psi further believes that while much progress has been made, one of the most damaging instruments to the fraternity system is the employment of a program of education which includes hazing, and that this unproductive, ridiculous, and hazardous custom has no rightful place in the fraternity system.
- E. **Chi Psi Defines Hazing as Follows:** Any action taken or situation created by any member, whether on or off Alpha, Colony or Fraternity premises, with or without the consent of another party, used to punish, harass, embarrass, intimidate, create discomfort, abuse, torment, criticize, ridicule, create unnecessary, needless, unpleasant, disagreeable, difficult, absurd, abusive, offensive, or ridiculous tricks or tasks, including those of a foolish, deceptive, or fraudulent nature. This includes, but is not limited to:
  - Personal servitude (doing errands, providing transportation, etc.)
  - Line-ups.
  - Unreasonable tests and/or learning or memorizing needless information.
  - Any type of deception which creates anxiety.
  - Sleep deprivation or requiring new members to spend the night in places other than the

new member's residence.

- Unreasonable commitment of time to any type of task.
- Taking new members on unplanned trips.
- Demanding attendance at meetings without reasonable notice.
- Tasks such as cleaning or event set-up unless these tasks are required for all members.
- Participation in activities for the amusement of members.

### The True Gentleman

*“The True Gentleman is the man whose conduct proceeds from good will and an acute sense of propriety and whose self-control is equal to all emergencies; who does not make the poor man conscious of his poverty, the obscure man of his obscurity, or any man of his inferiority or deformity; who is himself humbled if necessity compels him to humble another; who does not flatter wealth, cringe before power, or boast of his own possessions or achievements; who speaks with frankness but always with sincerity and sympathy; whose deed follows his word; who thinks of the rights and feelings of others rather than his own; and who appears well in any company; a man with whom honor is sacred and virtue safe.”*

*- John Walter Wayland 1899*

#### Purpose

The purpose of the New Member Education Process as seen by Chi Psi Alpha Beta Delta is to

harbor a thorough understanding of the Chi Psi values within each of the New Members. The program will be conducted following the Chi Psi Program for Pledge Education.

In addition to the schedule and lessons set forth by this manual, New Members will take part in various activities with the intention of creating a closer bond between the New Member Class to be initiated at the end of the Process as well as between the Actives and New Members.

All New Member Education events shall be free of Alcohol and Drugs as specified by Chi Psi's Policies on Alcohol and Drugs.

### **Expectations**

Chapter leadership and general members are expected to facilitate the process as much as possible for the incoming new members. All current members are encouraged to speak up and report any belief of misconduct or wrongdoing throughout the process. All current members are educated on Chi Psi's "Program for Excellence" and are expected to translate the core competencies of this program in this program. Any event driven for the Program for Excellence is expected to teach the new members the core values and expectations that our fraternity holds not only at a local level, but a national level as well. New members are not only expected to act as gentlemen and engage in the learning activities throughout the process, but are also highly encouraged to help and provide any alterations or advice that they may view as a potential gain of asset to the fraternity.

### **Resources**

***President: D. Neil Dickson, (612)-406-3257, dnd224***

***New Member Educator: Ryan Kahwaty, (973) 224-4427, ryk224***

***Risk Manager: Dylan Solomon, (516) 532-1653, das225***

***Lehigh OFSA: Julianna Dougherty, jud322,***

***Sara Runyon, skd421***

***Alumni Advisor: Brian Henry ([bhenry423@gmail.com](mailto:bhenry423@gmail.com))***

***Central Office: Jesus Diaz-Alpha Success Advisor ([jdiaz@chipsi.org](mailto:jdiaz@chipsi.org))***

***Daniel Walker-Director of Education ([dwalker@chipsi.org](mailto:dwalker@chipsi.org))***

***Donald Beeson-Associate Executive Director (919-381-5073)***

### **Regularly Scheduled Weekly Events**

**Typical Weekly Schedule (Variation Possible):**

**Monday-** No Regular Activities Scheduled

**Tuesday-** Dinner with Brotherhood (Varied location due to dining room/meal plan vacancy)

**Wednesday-** Weekly or Bi-weekly review of The Chi Psi Story

**Thursday-** Dinner with Brotherhood

**Friday-** Chapter Meetings

**Saturday-** Potential Special Programming (ex: PSD)

**Sunday-** Optional (but highly recommended) Study Hours with Brotherhood (8pm-10pm)

**Study Hours: (Every Sunday 8-10pm)**

Study hours held at The Lodge every Sunday are 100% optional for new members; however, attendance is encouraged, as it serves as an opportunity for new members to acquaint themselves with Actives. Actives are also encouraged to make themselves available during this time, both to foster personal relationships with New Members and to help New Members with challenging course work. In addition to these optional study hours, new members are encouraged to dedicate as much time as possible outside of the classroom to the advancement of their academics.

**Dinner with The Brotherhood (Tuesday and Thursday 6-8pm)**

Dinner with the Actives serves as an opportunity for the Brotherhood to discuss daily happenings as well as what fraternity means to them. This time also serves as a period during which proper etiquette is encouraged to reinforce the belief that every member of Chi Psi should embody The True Gentleman as defined by John Walter Wayland above. The dinners will consist of recipes provided by the families of the Actives. These meals are to encourage an exposure and acceptance of the regional/cultural differences of the diverse brotherhood. It is our belief that an understanding of someone's background is vital to understanding their motivations and desires.

**Review of The Chi Psi Story (Wednesday 6pm)**

Bi-weekly reviews of assigned readings from The Chi Psi story. These readings correspond to lessons in the New Member Workbook that will be completed with the Actives. Readings cover topics from the functions of Chi Psi nationally to the rich history of various Alphas and the Organization as a whole. Stories of sacrifice for the greater good are emphasized so New Members understand the importance of becoming a part of something larger than themselves. Meetings and review will follow the timeline of information set forth in the New Member Education Workbook.

**Schedule of Readings:**

**Meeting 1: Chapters 1-4 (Introduction to Chi Psi Fraternity)**

**Meeting 2: Chapters 5-9 (Values and Founding of Chi Psi)**

**Meeting 3: Chapters 10-13 (History and The National Fraternity)**

**\*meetings may be added to cover missed material**

**Special Programming****Bid Night (February 1st 6pm-TBD)**

A celebration of the acceptance of bids by new members with Actives. Introduction to the Brotherhood and communication of expectations during membership will be conveyed. Introductions and expectations will be conveyed by the New Member Educator. The importance of the Chi Psi Values and Mission will be emphasized during this night.

**Introduction to Chi Psi Alpha Beta Delta (February 13<sup>th</sup> 6pm)**

A formal introduction into the position holding members in the Alpha as well as their responsibilities. Chapters 1-4 of the Chi Psi story will be covered by Actives with the New Members. New members will then complete Lesson 1 in their New Member Workbooks. All

brothers are expected to be in attendance as it is imperative that New Members associate with brothers as much as possible. This activity is important to create a comfortable environment for New Members all while introducing the basic backgrounds of the Chi Psi Fraternity.

### **Review of Alpha Beta Delta Bylaws (February 14<sup>th</sup> 6pm)**

An informative session on requirements and expectations of membership in the Alpha as well as an in depth explanation of the organization of the Alpha. An opportunity for New Members to see the complexity of the organization. New Members are encouraged to ask questions regarding holding a position on the 1-5 and speak to current position holders about shadowing for a deeper understanding. This event is scheduled to be during or after a weekly meeting. It is important for new members to gain a strong understanding of the bylaws early in the education process.

### **Lehigh Police Safety Seminar (TBD)**

This seminar is being led by a member or multiple members of the Lehigh Police department. The seminar will be done at the Chi Psi house, and will be imperative that all New Members are in attendance along with all current brothers as this topic will greatly help our risk management for the Spring. Introducing safety policies and ensuring that all new members are aware of the resources at hand through the LUPD is extremely important in keeping all aspects of our fraternity safe.

### **Brotherhood Appreciation Night (February 26<sup>th</sup> 8-10pm)**

An annual screening of the movie "With You" with the brotherhood to reinforce the values of commitment to the greater good. The movie is based on the life and actions of Chi Psi brother Mark Bingham, ΔΔ '93, who was cited on multiple occasions for risking his life to protect the well-being of others, specifically leading a revolt to overtake United Flight 93 on 9/11. Bingham's actions embody the best qualities in a brother and his example should be followed by both New Members and Actives in all possible opportunities. New members will be asked to submit a list of top choices for Big Brother Selection.

### **Rowe Regional Conference Visit @Rutgers (March 4<sup>th</sup>)**

This year we will take advantage of our Regional Conference date and send an open invite to all current and new members. The regional conference will help all Northeast Chapters of Chi Psi gather to gain a stronger awareness of the status and opportunities of not only our chapter but others as well. Further details will be given out as the date approaches, but all members will be welcome to come to this optional event considering the far travel distance.

### **Big Brother Reveal (March 9<sup>th</sup> 8pm)**

Big Brothers will be revealed to the New Member Class followed by a celebration focusing on the connection between Big and Little Brothers. Big Brothers are to be seen as a more personal support system for the New Members during both the remainder of the New Member Education process as well as throughout the rest of their time as members of Beta Delta. Big

Brothers should do their best to set an example to be emulated by their Little.

**\*\*Pending\*\* Program for Self Development (TBD)**

The program for self development is the oldest program in the Chi Psi educational trust's portfolio. This program creates an opportunity for all new members to look inward and understand the importance of personal development, goal setting, and mutual assistance. The program truly teaches its participants the importance and use of peer-group feedback. This is important for new members to learn because it can also show ways to recover from improper-goal settings. This program can create better future leaders for the fraternity.

**Ritual Schedule**

**Pre-Initiation Ritual 1/3 (March 23<sup>rd</sup> 8pm)**

The first of three rituals to be completed by all New Members before initiation. The entire Brotherhood is present in order to fully share in the profound step for each New Member.

**Pre-Initiation Ritual 2/3 (March 24<sup>th</sup> 8pm)**

The second of three rituals to be performed before initiation. Again, all of the Brotherhood is present.

**Pre-Initiation Ritual 3/3 (March 25<sup>th</sup> 8pm)**

The last of the three rituals to be performed before initiation. All of the Brotherhood is present and New Members are given more details regarding initiation the following day.

**INITIATION (March 26<sup>th</sup> All Day)**

The final ritual to be performed with the New Members, during which they are officially welcomed into the bonds of Chi Psi.