

Pi Beta Phi

Description of New Member Education 2020

ALL EVENTS ARE 100% OPTIONAL- With the exception of weekly new member meetings, and all ceremonies (including pre-initiation and initiation), because these are required by Pi Beta Phi for initiation

Contact Information:

Chapter President: Tracie Dinh, tbd222@lehigh.edu, 610-999-1225

Director of New Member Experience: Lily Guggenheimer, lig223@lehigh.edu, 516-474-6765

Vice President Member Experience: Ella Fabozzi, evf222@lehigh.edu, 603-717-5970

Alumnae Advisory Committee Chairman: Katherine Cimei, katherinecimei@gmail.com, available upon request

Assistant Director of Chapter Development: Mackenzie Baker, M.E.d., mbaker@pibetaphi.org, 636-256-0680

Assistant Director, Fraternity & Sorority Affairs: Andrew Dorriere, ard519@lehigh.edu, 610-758-4157, University Center, B013

Pi Beta Phi Mission Statement:

The mission of Pi Beta Phi Fraternity for Women is to promote friendship, develop women of intellect and integrity, cultivate leadership potential and enrich lives through community service.

Pi Beta Phi Vision Statement:

Pi Beta Phi Fraternity is committed to being recognized as a premier organization for women by providing lifelong enrichment to its members and contributing to the betterment of society.

New Member Education Meetings (Every Friday 4:30pm):

Lily Guggenheimer

To be held on Zoom.

These are weekly meetings where the new members meet with the Director New Member Experience and executive board officers to learn about Pi Beta Phi values, traditions, history, and expectations of membership. These meetings are meant to educate the new members about the traditions and history of our Fraternity, including the local chapter. The new members will also meet with various members of the executive board to learn about managing GreekBill/finances, time management skills, philanthropy, academic programming, and the policy and standards board. These meetings will begin at 4:30 PM and last for roughly an hour to an hour and a half. They will take place on Zoom. These meetings will help promote “Creative Curiosity” “Professional Growth and Success” and the “Identity Development” pieces of the bLUeprint Foundation. We hope that our new members will become interested in the traditions and history of our Fraternity and learn as much as they can during the education period. Additionally, we aim to help new members begin to associate themselves with our organization through shared values among members. **The outlines for these meetings are provided at the end of this document.**

Pi Beta Phi Program:

All Pi Beta Phi new members participate in an online education program, which orients new members to Fraternity values, traditions, and service. This online program is in addition to

weekly in person new member education meetings. Fraternity orientation prepares New Members to become valuable parts of Pi Beta Phi. Developing leadership skills is an important part of this process. The Pi Beta Phi New Member Education Program contains both courses in the Pi Beta Phi Online Learning Center and New Member meetings conducted by the Director New Member Experience. There are seven online courses. The New Member meetings have corresponding lessons and activities, which focus on sisterhood and review the material learned in the online course of the week. The Director New Member Experience schedules and arranges the participation of officers and members listed in this program, and the officers assist with the lessons. The time it takes to complete each lesson varies and is expressed on the Online Learning Center above the title of each module. In general, New Members should allocate about 30-60 minutes to complete each course.

New Members will be required to complete the corresponding online courses indicated in the calendar **prior to attending each meeting**. The courses consist of slides of select information along with a listening section to learn the content in more detail. Each week these courses will educate the New Members on the following:

- Two founders
- Participate in a Sisterhood activity
- A value
- A statement of Obligations of Membership highlight

To access the Online Learning Center:

- Log into your account on www.pibetaphi.org (accounts will be set up within the first week of New Member Education)
- Click on “How Do I...” button on upper right corner of screen, and scroll down to “Find Online Learning Center”
- Scroll down and click on the big red button at the bottom that says “Click Here to Begin Your Online Training”
- Click on and complete assigned course in the Online Learning Center

Schedule of Events

(* denotes Pi Beta Phi Ritual)

Virtual Bid Day (Sunday, October 18th)

Virtual Bid Day can start with the entire chapter joining and welcoming the New Members.

- Following this brief chapter welcome, the New Members, chapter officers and Beta Buddies can stay on the Zoom call.
- Chapter officers can review information that the New Members should know, such as things to know about Pi Phi, who to reach out to, terms of New Member period to follow Pi Phi and Lehigh rules
- Beta Buddies and New Members can be placed in breakout rooms to meet each other and get acquainted.

***Formal Pledging Ceremony (Monday, October 19th)**

Helen Flynn- Director Fraternity Heritage

Zoom

A formal pledging ceremony must take place on Zoom within 72 hours of Bid Day and is a formal Pi Beta Phi ritual. After the ceremony takes place, we will hold a Cookie Shine (one of our most fun traditions) where we will ask new members what they are most excited about in regards to joining Pi Phi, and ask current members to share what their favorite Pi Phi memory is. This will be followed by the introduction of new members to their Beta Buddies (a member of the sophomore member class) and Guardian Angels (either a member of the junior or senior member class) who will serve as temporary mentors to the new members until permanent mentors/ big sisters are revealed during week 4.

New Member Experience Introduction (Tuesday, October 20th from 4-6:30)

Lily Guggenheimer - Director New Member Experience

Zoom

New Members will be informed about the new member process. Here, they will learn more about what to expect during their new member education. This will take place from 4-6:30, in NM ritual.

Big Little “What is Mentoring” Workshop (Monday, October 9th 4:00pm)

Ella Fabozzi - VP Member Experience

Zoom

Our Vice President of Member Experience will lead the Pi Beta Phi “What is Mentoring,” for Little Sisters, and “How to Mentor”, for Big Sisters. This involves telling new members what to look for in choosing a Big. We hope that by hosting this workshop the new members will see the importance of eventually becoming both a mentor and leader within the house. This workshop helps to emphasize the “Inclusive Leadership” portion of the bLUeprint foundation.

Big Little Week (Week of Monday, October 9th)

Ella Fabozzi - VP Member Experience

- All members of the chapter, initiated and New Members, will make Google Slides about themselves to give everyone a chance to introduce themselves
- Members of member class ‘19 and the New Members will submit lists to VPME ranking who they want as their respective big/little sister
- VPME will assign each New Member a big sister.
- Big sisters will send one package and one letter to their little sister with clues about who they are (the New Members will not know who their Big sister is at this point)

Friday, October 13th from **5 – 6pm Big Little Reveal and Mentor Ceremony.**

- Big Sister’s will make a group chat with their Little Sisters and their lineages and have a group facetime to reveal. Last spring, lineages also made Tik Tok reveals, so this reveal is also permitted.

New Member Test Deadline: Friday, November 27

Lily Guggenheimer- Director New Member Experience

After the new members complete the 7 online courses and 6 Director New Member Experience meetings, they will have all the information and knowledge about Pi Beta Phi's history and values to take a new member exam. This test is required for the new members to pass in order to be initiated and is taken **online** through pibetaphi.org. A review session/trivia game will take place at the final Director New Member Experience Meeting (Friday, November 27 at 4:30 pm.).

***Pre-initiation AAC Interviews (Saturday, November 28th 12-2pm)**

Lily Guggenheimer - Director New Member Experience

Zoom

This is a Pi Beta Phi event where the AACs will conduct interviews with the new member class. This will occur 2 weeks prior to initiation.

***Pre-initiation Ceremony (Saturday, December 4th 4-5pm)**

Helen Flynn- Dir Fraternity Heritage

Zoom

This is a Pi Beta Phi ritual event that occurs 24 hours prior to initiation.

***Initiation Ceremony (Sunday, December 5th 2pm-6pm)**

Helen Flynn- Dir Fraternity Heritage

Zoom

New members will be initiated after fulfilling the new member requirements as outlined by Pi Beta Phi Headquarters in Pi Beta Phi ritual.

Post-Initiation Cards (Sunday, December 5th)

Tracie Dinh- Chapter President

Zoom

Send nice, personalized letters to New Members after initiation to congratulate them on being initiated.

Other New Member Education Activities

Pi Beta Phi Alcohol Standards

All federal, state, and local laws, all university policies and regulations regarding the possession, consumption, sale, and/or provision of alcoholic beverages by Pi Beta Phi, its chapters, alumnae organizations, initiated members and new members shall be obeyed without exception. Underage drinking is illegal and will not be tolerated. Providing, buying, allowing underage members or guests alcohol is prohibited. Any member that is found violating these rules will be sent to standards for repercussions.

Pi Beta Phi's Policy and Position Statement on Hazing

Hazing is prohibited.

Hazing is any action taken or situation created, organized or conducted regardless of intent by any new and/or initiated member of Pi Beta Phi or their agent(s) for any other individual where

participation may be voluntary, forced or coerced that occurs, regardless of location, that has the potential to cause or actually results in emotional, mental or physical discomfort; illness; injury; consumption of or opportunity to consume alcohol; that may create a superior/inferior relationship between the participants; and/or may reflect unfavorably upon the individuals, chapter or Fraternity. Permission or approval by a person being hazed is not a defense.

Any chapter or individual member whose actions or attitudes are not in accord with the Fraternity's policy against hazing will be subject to disciplinary action by the chapter and/or by Grand Council. Acts of hazing may result in civil and criminal liability on the part of those individuals engaged in such activities.

Chapters and members must follow all applicable federal, state, local and province laws and university policies regarding hazing.

The elimination of hazing is the responsibility of each collegiate and alumna member of Pi Beta Phi.

Pi Beta Phi Hazing Hotline: (800) 320-1867

National Panhellenic Conference Statement of Position on Hazing

Hazing has been a continuing concern of the National Panhellenic Conference (NPC) and its member fraternities, and numerous resolutions have been adopted through the years.

Hazing, in any of its forms or definitions, is contrary to the founding principles of the member fraternities of NPC. Unfortunately, the practice of hazing has not been eliminated from all member group chapters and colonies. Hazing remains a detriment to the well being of the college fraternity system.

Hazing is defined as any action or situation with or without consent, which recklessly, intentionally or unintentionally endangers the mental or physical health or safety of a student, or creates risk of injury, or causes discomfort, embarrassment, harassment or ridicule, 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 a chapter or colony of an NPC member fraternity.

Hazing activities and situations include, but are not limited to, creation of excessive fatigue; physical and psychological shocks; wearing publicly apparel which is conspicuous and not normally in good taste; engaging in public stunts and jokes; participating in treasure or scavenger hunts, morally degrading or humiliating games and activities, late night sessions which interfere with scholastic activities or normal sleep patterns, and any other activities which are not consistent with fraternal law, ritual or the regulations and policies of the member fraternity or the educational institution. All member groups of NPC continue to affirm their policies and/or statutes on hazing and inform their membership of this NPC position on hazing through contact to all local, regional and international officers, mailings from Headquarters to each chapter and chapter alumnae advisors, and through international magazines.

Lehigh University's Definition of 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, this 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." -LU Student Handbook

To report hazing: <http://lehigh.edu/go/hazingreport>

- or can report to anyone in OFSA

LU Hazing Prevention Website: <http://studentaffairs.lehigh.edu/hazing-prevention>

Weekly New Member Education Meeting Outlines

The Director New Member Experience under the guidance of the Vice President Member Experience, is the primary guide, mentor and advocate for the New Member class in their orientation and preparation to assume the responsibilities and privileges of initiated membership in Pi Beta Phi. The Director New Member Experience coordinates the planning and implementation of the Pi Beta Phi New Member Education Program that is delivered by various chapter officers and committee members. Different chapter officers attend each meeting to educate the New Members on chapter structure, organization, Panhellenic, philanthropy, policies, fraternity heritage, academic excellence, community service, financial obligations and risk management.

The Pi Beta Phi New Member Education program is the first of a suite of programs making up Leading with Values, Pi Beta Phi's Member Development Program. To review the program, an outline of each week's content, presentations developed to support weekly curriculum, and other program resources, visit pibetaphi.org/leadingwithvalues.

Week 1: Lesson A, Course 1, Friday, October 23rd 2020 (Zoom)

Lead Facilitator: Director New Member Experience

Executive officers: All of Executive Council

- Course 1 in Pi Beta Phi's Online Learning Center
- New Member Meeting, Lesson A
- Receive chapter calendar, including dates for Pre-Initiation and Initiation
- Participate in required chapter-wide or New Member Risk Management Workshop

Week 2: Lesson B, Course 2, October 30th

Lead Facilitator: Director New Member Experience

Executive Officers: VP of Fraternity Development and VP of Member Development

- Course 2 in Pi Beta Phi's Online Learning Center
- New Member Meeting, Lesson B
- Introduction of GreekLifeEdu online prevention education program
- \$99 payment due, the remainder of dues to be paid in full prior to Initiation

Week 3: Lesson C, Course 3, November 6th

Lead Facilitator: Director New Member Experience

Executive Officers: Director of Academics

- Course 3 in Pi Beta Phi's Online Learning Center
- New Member Meeting, Lesson C
- "What is a mentor?" workshop facilitated

Week 4: Lesson D, Course 4, November 13th

Lead Facilitator: Director New Member Experience

Executive Officers: VP of Operations

- Course 4 in Pi Beta Phi's Online Learning Center
- New Member Meeting, Lesson D
- Advisors hold required interviews with the New Members
- Mentor/big sister reveal

Week 5: Lesson E & F, Course 5 & 6, November 20th

Lead Facilitator: Director New Member Experience

Executive Officers: VP of Administration, VP of Philanthropy, and VP of Community Relations

- Course 5 in Pi Beta Phi's Online Learning Center
- New Member Meeting, Lesson E
- All New Members have completed the required Part One of GreekLifeEdu
- Dates for Pre-Initiation must be announced for Initiation candidates at least two to three weeks prior to the actual dates
- Course 6 in Pi Beta Phi's Online Learning Center
- New Member Meeting, Lesson F

Week 6: Lesson G, Course 7, New Member Test, November 27th*

Lead Facilitator: Director New Member Experience

Executive Officers: None

- Final payment of all fees by New Members due one week before Initiation
- New Member Test taken online prior to Pre-Initiation activities
- Approved Pre-Initiation ceremonies

***AAC interviews Saturday, November 28th**

Should take place during week 6 so that there is time for their Assessment forms to be filled out and Vote to Initiate to occur at the Chapter Meeting prior to Initiation.