



Alpha Tau Omega

Alpha Rho Chapter | Lehigh University

New Member Education, Fall 2020

Written Plan

Statement of Purpose:

The mission statement and goal of the Alpha Rho chapter of Alpha Tau Omega is to educate our new members on the morals and values of the Alpha Tau Omega Fraternity that will not only aid a man throughout his professional life, but also raise his social standards both throughout his involvement with ATO and throughout his life. This education does not end with the initiation. ATO continuously educated our members on the same standards and values taught throughout the New Member education process. It is the NME's job to inform the general members and alumni about the new events included in this plan, and the "why" behind all these events. This continuous re-education and development of our members is what distinguishes Alpha Tau Omega as a leadership development fraternity compared to other Greek organizations.

Expectations of New Members:

1. Be on time, no man who makes it in this world is late.
2. Grasp the concepts of the lessons learned and use them in your everyday life.
3. Come to the house in your free time! Chapter unity and friendship are the backbone of ATO.
4. Maintain at a minimum a 2.75 GPA otherwise they will meet with the judicial board to develop an academic plan to improve their grades and studying habits.
 - a. The 2.75 GPA is a benchmark for new members. The Alpha Tau Omega Alpha Rho chapter is required by its National Parent to enforce a 2.75 GPA for chapter officers. New members are the future leaders of our chapter; thus the 2.75 GPA is used as a benchmark for new members and newly initiated brothers. Existing current brothers who have their cumulative GPA fall below 3.0 are required to meet with the Academic Chair and develop an Academic Plan. Members whose GPA falls below a 2.75 must participate in study hours.

Expectations of Current Members:

No hazing of any kind. Coercive language with regards to alcohol or any illicit action will not be tolerated and current members who do not abide by this expectation will be referred to the Judicial Board. We expect our current brothers to treat the new members with respect and kindness; most importantly Love & Respect. Current members should be becoming friends with the new members and mentoring them to become great ATO brothers during their careers Lehigh and beyond.

Expectations of Alumni:

No hazing of any kind. Coercive language with regards to alcohol or any illicit action will not be tolerated either. Any such action will be reported to the Alumni Board, Board of Trustees & Judicial Board. ATO brothers boast a lifelong commitment to upholding the values and connections established during their time as an active. Because of this everlasting bond, we always encourage our alumni to visit when they can and give back to the chapter with donations. We also expect them to uphold the values of the chapter within their professional and personal lives. We have a very strong alumni network and we look forward to preserving and maintaining that network. We encourage our new members to utilize this network to their advantage and we help them bridge that connection whenever needed.

Chapter Hazing Protocol:

We are a zero-tolerance fraternity and any member found hazing will be reported to the Board of Trustees and our national organization and will be punished or terminated from the organization.

If you suspect you are a victim to or otherwise witnessing hazing, it should be reported via either the Lehigh hazing prevention page (<https://studentaffairs.lehigh.edu/hazing-prevention>) or the anonymous reporting form (https://cm.maxient.com/reportingform.php?LehighUniv&layout_id=15).

Title IX Compliance:

Alpha Tau Omega abides by Title IX law and is committed to preventing and addressing sexual harassment, including sexual misconduct, in our organization. In conjunction with Lehigh University's compliance with Title IX, Alpha Tau Omega does not discriminate and does not tolerate such harassment or discrimination by or against its members. For further questions about Title IX compliance here on Lehigh's campus, Karen A. Salvemini, Title IX Coordinator and Equal Opportunity Compliance Coordinator can be reached via phone at (610) 758-3535 or by email at eocc@lehigh.edu. For further information please visit the Title IX Lehigh website: (<https://titleix.lehigh.edu/>).

Resources:

- President
 - Matthew Hom
 - 973-803-9717
 - mjh422@lehigh.edu
- New Member Educator
 - Anthony Cordaro
 - 412-995-0266
 - acc221@lehigh.edu
- Vice President
 - Trevor Kraws
 - 609-414-2670
 - trk221@lehigh.edu
- Health & Safety Officer
 - Pierce Rankin
 - 973-255-0336
 - Par322@lehigh.edu
- Lehigh University Office of Fraternity & Sorority Affairs
 - infrasor@lehigh.edu
 - 610-758-4157
- OFSA Advisor
 - Olivia Miller
 - Olm219@lehigh.edu
- Administrative Advisor
 - Keith Blankenship
 - 610-758-6598
 - kbp218@lehigh.edu
- Academic Advisor
 - James Brennan
 - 610-758-4335
 - jab914@lehigh.edu

- Alumni Advisor
 - Pat Clayton
 - 908-723-1995
 - claytp30@gmail.com
- Chapter Leadership Consultant
 - Jacob Becker
 - 317-734-8055
 - jbecker@ato.org
- National Headquarters
 - 317-684-1865

Brotherhood Attendance at Meetings:

- Meeting #1- Welcome to ATO and the Brotherhood (6:30-7:30 PM)
 - Location
 - Zoom
 - In Attendance
 - All new members, Executive Board, and general members must be at the event.
 - Activity
 - Getting to know each other; Introductions.
 - Description
 - The new members will introduce themselves to the chapter in a formal manor. Followed by an initial meeting about what it means to be in ATO. We will explain that as new members, their actions reflect directly on the chapter. We will establish expectations and guidelines for the new member education process.
 - Why
 - This is important because often during rush, new members don't meet all the brothers and the new members might not yet be acquainted with one another. This is a time for everyone to formally meet each other. It is meant to build a bond between the new members and the current brothers and is a particularly exciting day for everyone. From now on everything the new members do is a representation of ATO so I will share expectations accordingly. We want our new members to feel comfortable and informed about ATO and this event is the first step in doing so.
- Meeting #2- Greek 101 and Introduction to ATO (6:30-7:30 PM)
 - Location
 - Zoom
 - In Attendance
 - All new members and execs must be at this meeting, and other brother are encouraged to come to the meeting but not required.
 - Activity
 - Weekly meeting: Introduction
 - Description



- Learn about preliminary ATO National's history and basic Greek history. The new members will learn the history of Greek life at Lehigh and why Greek life exists. They will also learn some ATO specific history as well as ATO Lehigh specific history.
- Why
 - This is something we take seriously because the history of our chapter is what makes us who we are, and it is something that we try to uphold every day we are in ATO. We want our new members to abide by the values of ATO and be knowledgeable of our origins. Greek history is also important because it is likely not something that new members are familiar with, so this will help them connect the history with why they chose to become a part of Greek life and why it was a good choice. We think that starting with why Greek life exists is a good way to get our new members excited to learn more.
- Meeting #3- Risk Management (6:30-7:30 PM)
 - Location
 - Zoom
 - In Attendance
 - All new members and execs must be at the meeting, and all other brothers are encouraged to be there
 - Activity
 - Weekly Meeting: Protecting the Chapter
 - Description
 - In this meeting I will go over ATO's specific risk management policies in depth, as well as Lehigh's risk management policies. I will stress the importance of doing the little things that go a long way with accountability and responsibility within the chapter and being responsible members of the Lehigh community. Small details are what allow us as a chapter to hold our members accountable and ensure the safety of ourselves and our guests alike.
 - Why
 - ATO has been on campus for 137 consecutive years, one of the reasons for that is we stress the importance of risk management. It only takes one bad decision to get in trouble so everyone must be held accountable. The hope during this meeting is that every brother also attends to get a refresher on what they can and cannot do. This meeting is supposed to show the new members that we are all in this together and everyone must do their part. It is also a time when the new members can work with brothers and figure out all of the behind-the-scenes logistics that go into risk management. This typically includes chapter meetings with heavy discussion, lots of Q&A, and hands-on training. This meeting makes the new members feel a part of ATO right away, working with brothers and seeing what makes our chapter function. With all the changes happening at Lehigh, this meeting might be one of our most important.
- Meeting #4- Recruitment, Leadership, and Innovation (6:30-7:30 PM)
 - Location

- Zoom
 - In Attendance
 - All new members and executives will be there, and all other brothers are encouraged to attend
 - Activity
 - Weekly Meeting: Recruitment and being leaders
 - Description
 - Used to educate the new members on ATO's Recruitment practices, our Leadership Development and steadfast commitment to Innovation.
 - Why
 - Recruitment is the backbone of ATO. The new members will learn why we wanted them to join our chapter and how to implement the practice of STUDS recruiting, which is specific to ATO. We also want our new members to join other clubs around campus and become leaders outside of ATO. I will give them guidance on how to become a leader from my past experiences and invite other brothers to share their advice. I will also point them towards resources and opportunities for leadership development at Lehigh and beyond. These include various student organizations or programming provided by ATO National.
- Meeting #5- Local Chapter History and Alumni Involvement (6:30-7:30 PM)
 - Location
 - Zoom
 - In Attendance
 - All new members and executives will be there, and all other brothers are encouraged to come
 - Activity
 - Weekly Meeting: chapter history and alumni involvement
 - Description
 - Used to educate the new members on our specific ATO chapter and campus history. I will also discuss the importance of our alumni and the value of our alumni network.
 - Why
 - Our chapter history is very important to us. We have great alumni relations and it is something we take very seriously. Alumni are valuable resources for advice, and I will go over how to appropriately network with them. I personally know of many brothers who have gotten internships/jobs through relationships within ATO and I want to stress that the new members should treat the alumni and older classes with respect because it might be the reason they get a great job when they graduate.
- Brother Cleans (One Duty/Job per Week per Member)
 - Location
 - Zoom
 - In Attendance
 - All Members
 - Activity

- General House Maintenance and Cleaning
 - Description
 - New Members will gradually be added into the brotherhood cleaning schedule by shadowing brothers completing their duties and jobs. During New Member Education, general members continue to serve on the brotherhood cleaning schedule as new members are gradually incorporated in. Before each new member is initiated, they are assigned one duty per week in the brotherhood schedule. The duties that they are assigned include setting the tables for lunch and dinner and assisting Chef Bex with cleaning. Typical cleaning or household responsibility commitments are no more than 30 minutes per week.
 - Why
 - Every member contributes to the chapter in a wide array of forms, but every brother regardless of class or position is a part of the house cleaning schedule. While members have a responsibility to each other, every brother has a responsibility to maintain and improve the chapter house. A majority of the chapter lives in the house, so keeping up and sustaining something that has been a part of our chapter's history since 1963 allows each and every one of us to be a part of something bigger than ourselves; ATO. With the brother cleaning schedule, we want our new members to have accountability, responsibility and respect when it comes to our home, and having every brother with some level of accountability reinforces that respect for our home.

Final Word:

We, the brothers of Alpha Tau Omega, look forward to educating our new brothers on the morals and values of ATO and on the best way to excel at Lehigh, while making lifelong friends along the way. Becoming leaders within our campus community is something that we have been working on over the last few years, and we plan to continue this support for our community through our new member education process and continuing education program. Welcome to the brotherhood!