



PHI SIGMA KAPPA

**Phi Sigma Kappa New Member Education Plan
Nu Chapter
Spring 2020**

Purpose: The goal of Phi Sigma Kappa's New Member Education plan is to instill the values of scholarship, brotherhood, and character in the new members, while also learning more about the history of the chapter and the brotherhood. This will be done through optional events, where the new members will have the opportunity to get to know both the overall chapters and the brothers in it.

It is emphasized right after the new members sign their bids that all New Member Education events are completely optional. We understand the importance of academics and extracurricular activities, so while we encourage new members to participate, they will not be required to.

COVID-19:

This fall the chapter faces a great challenge in finding ways to bond the new member class with the frat without in person events. Because of the COVID-19 outbreak, all events for New Member Education will be either virtual or will follow social distancing guidelines (6 feet social distancing, mask wearing, less than 10 people). All events will be completely optional and can be done virtual. Through virtual New Member Education, as well as a very limited number of in-person events, we believe that the new members will still be able to bond with the house in a safe way. If at any point any new members or parents have COVID-19 related questions, they can reach Matthew, head of New Member Education, at 240-483-3048 or Brian Snyder, president, at 609-610-7128.

Objectives of New Member Education:

1. To learn the history of the chapter

On the first day of New Member Education, our new members will be presented with the book "Hills and a Star". This book outlines the history of Phi Sigma Kappa, while also displaying the significance of being a part of this brotherhood. Various topics brought up in this book are the founding of Phi Sigma Kappa and the merger with Phi Sigma Epsilon. In addition to this, new members will learn about our Nu chapter of Phi Sigma as well as the various charitable organizations and the philanthropic events that we are involved in.

2. To promote leadership

During the New Member Education period, new members will be encouraged to take part in various community service events that the chapter has planned. One of the most rewarding parts

of being involved in a frat is getting to give back to the community that we are a part of. This not only establishes a connection between members of the fraternity, but also between the fraternity and the community.

3. The development of scholarship

Phi Sigma Kappa will provide academic support for all the new members throughout the New Member Education process. Through New Member Education, new members will meet brothers who are in similar classes/majors and who can help them with studying and their overall academics.

4. Integration into the brotherhood

The most important part of new member education is that the new members become integrated into the house and feel completely included in the brotherhood. Whenever a new member is struggling or needs anything they should know that they are always welcome to talk with the brothers and get the needed support. Above all, it is imperative to host brotherhood events during New Member Education so that our new members feel like a part of the brotherhood.

Expectations of Chapter Officers:

It is crucial that new members know the various positions in the house so that at any moment they can seek support from the people in the proper positions.

President: It is the responsibility of the president to provide a good image for both the chapter and the new members joining the house. It is expected that the president will provide a good example for the new members by being engaged in all the new member activities. If any issues arise, the president's door will always be open to talk with the new members.

Vice president: The vice president will be there to fill in and preside over the chapter in the case that the president cannot make an event. More importantly, the vice president should be another outlet for the new members to talk to and will be equally supportive.

Inductor: The inductor serves as the primary contact for the new members during the new member education process. They play an extremely important role in integrating the new members into the brotherhood in the smoothest way possible. If there is ever anything related to

New Member Education or an issue with one of the brothers, they can always seek the help of the inductor.

Treasurer: If any new member finds themselves in need of financial support or advice, it is important to talk to the treasurer. The treasurer deals with the cost of dues and also allocates house finances.

General members: Whether on the executive board or not, each member of the house is expected to treat new members with respect. If at any time a brother other than the inductor tries to host an event or asks the new members to do something, it is required that they inform one of the members of the executive board, the president, and the inductor. Our brothers look forward to welcoming the new members into the brotherhood and it is expected that they will treat all new members with respect.

Hazing:

Phi Sigma Kappa has an extremely strict no hazing policy. While all our events promote inclusivity and will provide a safe space for all members, they are all completely optional. At no point during the new member education process will we require the new members to partake in any activity. We recognize that hazing is a major issue in greek organizations today, and we will do everything possible to break that stigma. Hazing can have a severe impact on individuals both mentally and physically and that is the last thing that we would want to happen to any of our new members or anyone in general. Before New Member Education starts, we will hold a presentation on what is expected of the members of the brotherhood when interacting with new members, and if at any point they go against this or if any new member is put in an uncomfortable position, there will be severe punishments that may result in expulsion of the brotherhood.

Phi Sigma Kappa's national definition of hazing:

Any mental or physical requirement, request or obligation placed upon any person (a pledge, associate member, member, affiliate, guest) which could cause discomfort, pain, fright, disgrace, injury or which is personally degrading or which violates any federal, state or local statute or law, university or Grand Chapter policy.

Phi Sigma Kappa's national statement on hazing:

“No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Hazing activities are 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 may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue, physical and psychological shocks; quests, treasure hunts; scavenger hunts; road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law.’”

1. Forcing, requiring, encouraging, challenging or endorsing new members to drink alcohol or any other

substance and/or providing such alcohol or other substance;

2. The unauthorized or illegal use of alcohol in any form or quantity during any new member activity;

3. Forcing someone to eat food, even food he may like or enjoy; the eating of spoiled foods or raw onions, goldfish or anything an individual refuses to eat;

4. Dropping food (eggs, grapes, liver, etc.) into mouths;

5. Calisthenics; such as sit-ups, push-ups and runs;

6. Chairings, "polings, " pledge walks or other similar “traditional” activities; 7. Branding;

8. Causing excessive fatigue through physical and psychological shocks; 9. Paddle swats of any nature;

10. Pushing, shoving or tackling or any other physical abuse;

11. Line-ups of any nature;

12. Throwing anything (whipped cream, garbage, water, paint, etc.) at an individual;

13. Theft of any property under any circumstances;

14. Assigning or endorsing "pranks," such as stealing, panty raids, harassing other organizations;

15. Defacing trees, grounds or buildings;
16. Conducting a new member-related activity between the hours of 1 and 7 a.m. or awakening individuals during these hours (no unauthorized overnight events);
17. Permitting less than eight continuous hours of sleep for new members each night;
18. Engaging in unauthorized activity which involves compelling an individual or group to remain at a certain place or transporting anyone anywhere, within or outside the city limits (road trips, kidnaps);
19. Conducting unauthorized quests, string hunts, treasure hunts, scavenger hunts, paddle hunts;
20. Conducting activities which do not allow adequate time for study during initiation periods;
21. Expecting participation in an activity that all members are not required to do; 22. Deceiving new members prior to the ritual designed to convince a new member that he will not be initiated or will be hurt;
23. Requiring new members to "march" in formation;
24. Carrying of such items such as coconuts, helmets, swords, burlap bags, shields, paddles, rocks, dog collars, bricks, etc.;
25. Publicly wearing apparel which is conspicuous and not "normally" in good taste.
26. Yelling and screaming at new members;
27. Requiring or endorsing the new members to yell when entering or leaving the chapter house;
28. Playing extremely loud music or music repeated over and over or any other audible harassment;
29. Not permitting new members to talk for extended periods of time (other than as called for in the sequestration period of the Ritual of Initiation);
30. Engaging in public stunts and buffoonery, public displays or greetings to existing members by new members;

31. Requiring or encouraging new members to act like animals or other objects; 32. Nudity (full or partial) at any time;

33. Members messing up the house or a room for the new members to clean; 34. New members messing up the house;

35. Running personal errands (servitude) including "getting me a beer" or the like;

36. Forcing, requiring or endorsing new members to violate any University or Grand Chapter policy or any local, state or federal law.

37. Requiring answering of the phone in any other fashion than a normal "Hello, Phi Sigma Kappa, may I help you," or answering within a certain number of phone rings;

38. Blackbooks, blacklists, etc.;

39. Special work sessions that would not include existing members as well;

40. Cleaning undesirable parts of the house (the bathrooms, toilets, etc.) that an existing member would not as well;

41. "Special" initiation exams (defined as any exam other than the Annual Brotherhood Examination of the

Grand Chapter) that contains useless and/or irrelevant material.

Our personal statement on hazing:

Our chapter will institute a strict system where if at any point any brother is guilty of anything defined above they will be subject to punishments. We value each new member as a person, and we want them to join this brotherhood and feel proud about it. New members will be able to report any hazing instance anonymously through our online system or to any brother. If any brother is found guilty of any of these charges, these are the following punishments they will face:

First infraction:

- Ban from new member education events for the rest of the year
- A meeting with the executive board to discuss the incident
- A meeting with a member of OFSA
- A written apology to the victim

- Further punishments to be decided by the standards board

Second infraction:

- Complete ban from any new member event

Third infraction:

- Expulsion from the brotherhood

Note: Depending on the case, brothers accused of hazing could receive the most severe punishment with their first infraction depending on the situation.

- Just because one may graduate, the punishment would still remain as an alumni.

If anyone wishes to report an hazing incident to the school, they can do so with this link: <http://studentaffairs.lehigh.edu/content/report-hazing>, or through this hotline: 888-NOT-HAZE (888-668-4293)

Alcohol Policy

Under no circumstance will there be any alcohol present at any new member event. Every event will be completely dry.

Possible punishments for violating these rules include:

First infraction:

- A meeting with the executive board and a ban from new member events for the rest of the year.

Second infraction:

- Referral to Lehigh counseling services and possible permanent ban from new member education events.

Resources:

If any question arise, reach out to any of these members at any point:

President: Brian Snyder

(609) 610-7128 bts222@lehigh.edu

New Member Educator: Matthew Mardirossian

(240) 483 –3048 mam322@lehigh.edu

Risk/ House Manager and Vice President: Andrew Ewing

(301) 204 –9994 ahe222@lehigh.edu

OFSA Advisor:

Andrew Dorriere

ard519@lehigh.edu (610) 758 – 4157

Lehigh University Police Department: (610) 758 – 4200

Nu Chapter Alumni Advisor: Ryan Kirton

(413) 887 – 8466 rykirt@gmail.com

National Headquarters: (317) 573 – 5420

National Hazing Hotline: 1-888-NOT-HAZE (1-888-668-4293)

Schedule

Week 1 (9/14-9/21):

9/14: (5:30) Opening zoom presentation on hazing and greek life

(6:00) Distribution of pdf of Phi Sigma Kappa Book (*Hills and a Star*)

9/16: (5:45) Scholarship chair presentation

9/18: (4:30-7) New Member Golf Outing

9/21: (12:30) Quiz on Chapter 1 of *Hills and a Star*

Week 2 (9/21-9/28):

9/22: (5:30) Head of Standards Board presentation

9/24: (7:30) Chapter house presentation and discussion on accreditation

9/26: (6:30) Family Feud

9/28: (12:30) Quiz on chapter 2 and 3 of *Hills and a Star*

Week 3 (9/28-10/3):

9/29: (6:30) Brotherhood Chair Presentation

9/30: (6:00) Zoom about kitchen/pantry rules

10/1: (6:30) Big little night

10/3: (12:30) Quiz on chapter 4 of *Hills and a Star*

Week 4 (10/3-10/9)

10/4: (6:30) Community Service Presentation

10/5: (6:30-9) Animal House Viewing

10/6: (6:30) Quiz on chapter 5 of *Hills and a Star*

10/8: (6:30) Initiation part 1

10/9: (6:30) Initiation part 2

Descriptions of Events:

Date: 9/14

In Attendance: New members and executive board

Activity: Opening Presentation on Hazing and Greek Life

Description: The executive board meets with the new members and goes over the expectations of the upcoming weeks as they are outlined in this plan.

Core Values Demonstrated: Purpose, Courage

Why: This is a time for new members to ask questions, meet the leaders of the chapter, and get more comfortable after they accept their bid. They will be given all of the resources above, as well as the phone numbers of the brothers in the chapter. Additionally, they will be given our history book, *Hills and a Star*.

Date: 9/16

In Attendance: New members and Scholarship Chair

Activity: Scholarship chair presentation

Description: Our scholarship chair will introduce himself and give the new members a presentation informing them of his role and the importance that academics play in the fraternity.

Core Values Demonstrated: Purpose, Lifelong Learning, Brotherhood

Why: As a house, it is vital to recognize that one of our main purposes at Lehigh is to remain diligent academically and get the best grades that we can. Our scholarship chair is at the forefront of this, as it is his responsibility to assure that all members achieve academic success and find a balance between this and their other activities in college. By having this presentation, the new members will understand that it is expected that their grades will be maintained and that if they feel overwhelmed academically at any point they can always meet with our scholarship chair and work out a plan.

Date: 9/18

Location: Willow Brook Golf Course

In Attendance: New members

Activity: New Member Golf Outing

Description: New members will have the option of participating in a golf outing with their new member class. Brothers will provide rides for the new members to and from Willow Brook Golf Course. This event is optional, and the new members will be divided into small groups to ensure social distancing guidelines.

Core Values Demonstrated: Brotherhood

Why: It is fundamental to the New Member Education process to foster a very strong sense of brotherhood between the new members. This will be an opportunity for them to hang out and get to know people in their new member class.

Date: 9/22

In Attendance: New members and Standards Board

Activity: Standards Board Presentation

Description: The head of our scholarship chair will introduce himself and give the new members a presentation informing them of his role and the importance of having a standards board for the house.

Core Values Demonstrated: Purpose, Character

Why: As a house, it is important to us to have a standards committee to work out any disputes that arise. If any brother goes against the values of Phi Sigma Kappa or treats another brother unfairly, they will be subject to a punishment from the standards board such as a temporary ban from brotherhood events. Furthermore, it is extremely important for brothers to have a person that they can talk to in case they feel they are being treated unfairly. Ultimately, the goal of the standards board to assure that every brother, new member, and guest in the house is treated fairly. For reporting to the standards board, we have an anonymous reporting system. Any acts that breach the Universities overall rules or COVID-19 regulations will be subject to standards board punishments.

Date: 9/24

In Attendance: New members, Accreditation committee

Activity: Presentation of Accreditation

Description: The accreditation committee will explain the accreditation process and what is expected of the positions involved in it.

Core Values Demonstrated: Self-Awareness, Character,

Why: Accreditation is an important part of being in a fraternity at Lehigh. New members will be exposed to all of the leadership positions that fall under our head of accreditation so that they understand our leadership hierarchy as well. Hopefully by this point, new members have already started considering positions they would like to hold in the chapter.

Date: 9/26

In Attendance: New members and brothers

Activity: Family Feud

Description: Through zoom, new members will be split into teams and compete to see who knows the most about the chapter.

Core Values Demonstrated: Brotherhood

Why: This is a great opportunity for new members to continue to bond with each other and the house. One of the struggles of being online is that the new members will not have the same

chance to meet the brothers in person as previous new member classes have, however, we believe that this is a great alternative. Brothers will provide information such as their hometowns, major, and hobbies, and this will be a great chance for new members to find brothers that they have stuff in common with.

Date: 9/29

In Attendance: New members, Brotherhood Chair

Location: Chapter House

In Attendance: Brothers and new members

Activity: Brotherhood Chair Presentations

Description: Our Brotherhood Chair will give presentations to the new members on various topics such as brotherhood events that we do throughout the semester.

Core values demonstrated: Brotherhood

Why: In order to become a member of this fraternity, it is important that the new members get a good sense of how much the brotherhood means to this chapter and that they can get excited about some of the various brotherhood activities that we do throughout the semester.

Date: 9/30

In Attendance: New Members and Stewardship Chair

Activity: Presentation on kitchen rules

Description: Through zoom new members will meet with the Stewardship Chair and he will explain the rules of the kitchen and answer questions about meal plans.

Core Value Demonstrated: Responsibility, brotherhood

Why: Our chapter is very privileged to have a great kitchen and chef who prepares meals Monday-Friday. However, with this there are many rules that come with having a kitchen to ensure a safe environment for everyone. The Stewardship Chair will explain these rules for using various kitchen appliances such as the fryer, while also explaining all the food and other appliances we have access to.

Date: 10/1

In Attendance: New members, Accreditation committee, all brothers selected to be a big

Activity: Big little reveal

Description: Prior to this night, new members provide a list of their top choices for who they want their Big Brother to be. The new members are then matched up to their Big Brothers (provided the Big Brother has fulfilled the requirements listed below). This night is the "Big" reveal. There will be a curtain-drop reveal and virtual celebration after for new members. For those who choose to attend in person, the big little pairings will be revealed one at a time, so that all social distancing guidelines can be followed, and there will only be three people in the room at once (big brother, little, and inductor). While new members will have the chance to attend this in person, the event is optional and also can be done completely virtual.

Core Values Demonstrated: Self-Awareness, Character, Purpose, Brotherhood

Why: Throughout the three week process, the New Members will end up spending the most time with their bigs. Each big is to serve as a guide to his "little" throughout the New Member Education process. Since the Big has a better knowledge of the fraternity and its members and Lehigh in general, he can help his little by pointing out brothers with similar majors or interests, and can show him where to go on campus for different types of help (math tutoring, the writing center, etc). The most valuable asset the big has is his experience, which can give the New Member some sort of perspective as to their own personal experience so far. Big Brothers must fulfill the following requirements:

Good academic Standing (No lower than second tier of the Scholarship Plan) Have accumulated an amount of House Point Determined By Exec- Board

Note: The number of house points will be determined by the board by looking at the average number of points for each brother after formal recruitment concludes. All Big Brothers are required to meet with the President and new member educator in order to have a more specialized conversation on hazing with regards to their soon to be Little Brothers.

Date: 10/4

In Attendance: New members, Director of Philanthropy

Description: The new members are encouraged to sit in on one meeting of our philanthropy committee where they discuss current planning effort for upcoming events.

Core Values Demonstrated: Helping/Empathy, Purpose, Teamwork, Lifelong Learning

Why: The new members will be able to work with our Director of Philanthropy in order to learn what goes into the planning of an event and what information needs to be passed on to the rest of the chapter in order to conduct a successful event. The new members will be able to figure

out if they would like to continue to attend these meetings in order to assist in further philanthropy planning efforts.

Date: 10/5

In Attendance: Brothers and New Members

Activity: Animal House Viewing

Description: New members will join brothers on zoom to watch a viewing of Animal House.

Core Value Demonstrated: Teamwork, brotherhood

Why: Viewing Animal House will provide new members and brothers another opportunity to bond. After viewing this movie, new members and brothers will discuss the stigma of fraternities that was shown in this movie and how we can avoid and change this so that fraternities can be seen in a different way.

Date: 10/8 and 10/9

In Attendance: Brothers and New Members

Activity: Initiation

Description: New members will join all of the brothers on zoom, as we virtually carry on the rituals of Phi Sigma Kappa.

Core: Lifelong Learning, Purpose

Why: Our ritual of initiation typically begins the night before, after the national Phi Sigma Kappa history test. However, this year it will be a little different being that it is online. Despite this, we will, through zoom, give them the closest experience to initiation possible by reciting the rituals to the new members. At the end of part 2, the new members will have the opportunity to stay on and talk to the brothers to celebrate them being initiated into the brotherhood.

