



ALPHA EPSILON PI FRATERNITY
SIGMA ETA CHAPTER • LEHIGH UNIVERSITY
NEW MEMBER EDUCATION PROGRAM
FALL 2023

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Foundations of New Member Education

Mission and Purpose of Alpha Epsilon Pi

The mission of Alpha Epsilon Pi is “to provide the opportunity for a Jewish man to be able to join other men in a Jewish organization whose purpose is not specifically religious, but rather social and cultural in nature.” Our purpose is to build a brotherhood on Jewish values and shared experience so that Jewish men at Lehigh may have a home in AEPi. This mission and purpose, along with the fraternal ideals and principles espoused during our rituals, is foundational for chapter life and organizational development.

Mission and Purpose of New Member Education

The New Member Education period, the most influential period of a Brother's undergraduate career in Alpha Epsilon Pi, sets the tone for our Chapter's expectations of its members and reinforces the values of our Fraternity. Our New Member Education program aims to provide New Members with tools they will need to become strong Brothers and to build the next generation of Chapter and campus leadership.

Thematic Foundations of Our New Member Education Curriculum

Our program is designed to educate our New Members about the meanings of Alpha Epsilon Pi while bonding the New Member Class within themselves and the brotherhood. Hazing, subjugation, or harassment in no way maturely educate a fraternity's new members or prepare them for their future role as active Brothers. If this occurs within our Chapter, our program has failed. The New Member Education program is designed to impart valuable lessons that relate to the meaning of the Alpha Epsilon Pi pledge pin, which embodies the values of our Fraternity: honesty, perseverance, mutual helpfulness, faith, and humility. New Members will regularly engage in conversations about the meaning and relevance of the pledge pin and be assigned portions of *Alpha Epsilon Pi: Commitment for a Lifetime* on the history of the Fraternity and provided with supplemental information on our Chapter's history. In addition, the New Member Education program is oriented to incorporate Lehigh University's bLUeprint Five Foundations for Student Success and the Sigma Eta Chapter's Six Qualities of the Ideal Brother.

Alpha Epsilon Pi Fraternity Pledge Pin

Honesty
Perseverance
Mutual Helpfulness
Faith
Humility

bLUeprint's 5 Foundations for Student Success

Creative Curiosity
Identity Development
Collaborative Connections
Inclusive Leadership
Personal Growth and Success

Sigma Eta Chapter's Qualities of an Ideal Brother

Well-Roundedness
Personability
On-Campus Engagement
Drive for Success
Appreciation for Jewish Life
Living the Values of AEPi

Six Qualities of an Ideal Brother

The Sigma Eta Chapter has defined six qualities we expect from our Brothers it's important that each New Member show interest and potential to cultivate these qualities over time, particularly through our New Member Education curriculum, which takes into account these six qualities as learning objectives.

Well-Roundedness

An AEPi brother should have a wide range of interests and look for opportunities to better himself and the community.

Personability

An AEPi brother should be engaging, be fun and relatable, and have interests beyond merely academics and the social scene.

On-Campus Engagement

An AEPi brother should be involved in activities other than the Fraternity. He should participate in academic, professional, service, social, or athletic organizations on campus, not for a line on his resume, but to expand his horizons and social circles. He strives to make contributions to the Lehigh community.

Drive for Success

An AEPi brother should be motivated to work hard, grow as an individual, and take advantage of the opportunities afforded to him by Lehigh and AEPi. He is proactive, not passive.

Appreciation for Jewish Life

AEPi is *the* Jewish fraternity at Lehigh and one of our core purposes is to promote Jewish student life on campus and in the community. An AEPi brother should be committed to Jewish engagement in whatever way resonates with him—cultural, religious, and/or Israel advocacy—and support AEPi in its efforts to do the same.

Living the Values of AEPi

An AEPi brother should hold the Chapter, his brothers, and himself to high standards and to our mission and commitments. He should respect his brothers, Chapter leadership, and members of the Lehigh community, and uphold Chapter traditions and values. He should represent AEPi well.



“No one could tell me where my soul might be. I searched for God, but He eluded me. I sought my brother out and found all three.”

– Howard Crosby, *The Search*

Anti-Hazing Policy

The Alpha Epsilon Pi Fraternity and Sigma Eta Chapter have zero tolerance for hazing. Hazing is illegal and immoral and does not create a healthy brotherhood. All Members are expected to follow all University, Fraternity, and Chapter policies regarding hazing and New Member Education programs. The Master and New Member Educator are in positions of authority with regard to supervising New Members, Brothers, and Graduate Members to ensure hazing does not occur. **All Members are responsible for their own conduct with respect to hazing and for failing to intervene to stop hazing, and may be held liable criminally, civilly, and through the University and Chapter disciplinary process for violating anti-hazing laws and policies.**

Hazing Under the Piazza Anti-Hazing Law

Pennsylvania's Timothy J. Piazza Anti-Hazing Law defines hazing as:

Intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with an organization, or for the purpose of continuing or enhancing a minor or student's membership or status in an organization, causes, coerces or forces a minor or student to do any of the following:

1. Violate Federal or State criminal law.
2. Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm.
3. Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
4. Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.
5. Endure brutality of a sexual nature.
6. Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

It doesn't matter whether consent was sought or obtained from the victim; a person's actual or perceived willingness to participate in an activity that constitutes hazing is not a defense.

Hazing Under University Policy

Lehigh University's anti-hazing policies can be found in the Student Handbook, available at <https://studentaffairs.lehigh.edu/handbook>, and more information about its anti-hazing resources can be found at <https://studentaffairs.lehigh.edu/hazing-prevention>.

Hazing Under the Chapter Code of Conduct

The Sigma Eta Chapter's Code of Conduct, which is incorporated into our Bylaws, sets expectations for the conduct of all of our Members and prohibits, among other things, endangering the health or safety of others, physical violence, harassment, discrimination, and hazing. The Executive Board or any Member

may refer alleged violations to the Standards Board. The Chapter's Code of Conduct prohibits hazing as follows:

A Member shall not intentionally, knowingly, recklessly, or negligently, for the purpose of initiating, admitting, or affiliating any New Member into or continuing or enhancing any Member's membership or status with the Chapter (or any other person into or with any other fraternity, sorority, team, or organization), cause, coerce, or force any person to (1) violate applicable federal, state, or local criminal law, (2) consume any food, beverage (alcoholic or non-alcoholic), drug, or other substance which subjects the person to a risk of emotional or physical harm, (3) endure brutality of a physical nature, including whipping, beating, branding, calisthenics, or exposure to the elements, (4) endure brutality of a mental nature, including any activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact, or conduct that could result in extreme embarrassment, (5) endure brutality of a sexual nature, (6) endure any other activity that creates a reasonable likelihood of bodily injury to the person, or (7) do any other act that constitutes hazing under the University's Code of Conduct, Fraternity policy, or applicable law. It does not matter whether the victim's consent was sought or obtained; a person's actual or perceived willingness to participate in an activity that constitutes hazing is not a defense. Subscribing to actual or perceived Chapter "tradition" is not an acceptable justification for hazing.

New Members' Interactions with Other Chapters and Groups

Throughout New Member Education, the Chapter and our New Members interact with other Lehigh fraternities, sororities, and student organizations and others outside of the Lehigh community as part of our New Member Education curriculum and in a variety of social settings. In each of these instances, it is Chapter policy to take the following into account when our New Members interact with other chapters and groups:

- No event or activity should violate University, Fraternity, or Chapter anti-hazing policies or the law.
- Interactions with people or groups outside of the Chapter should be directly supervised by Chapter Leadership, preferably the Master or New Member Educator.
- No Member may participate in any activity that could be considered or construed as hazing members of any other Greek chapter or student organization, whether at Lehigh or at another college or university, and whether on or off campus.

Reporting Hazing

The Timothy J. Piazza Anti-Hazing Law provides amnesty from legal prosecution for both hazing and alcohol-related charges (e.g., underage drinking, furnishing alcohol to minors, etc.) for a victim of hazing and any person who proactively seeks emergency medical attention for a victim of hazing.

| | Resources |
|--|--|
| Emergency | Call 911 or Lehigh University Police Department at (610) 758-4200 if any person is seriously injured or in immediate danger. |
| Lehigh University | <p>To report an incident of hazing to the University, submit a Hazing Reporting Form at http://lehigh.edu/go/hazingreport. Reports can be made anonymously.</p> <p>Voice concerns about the program to any of the following:</p> <ul style="list-style-type: none"> • Faculty/Staff Advisor (Rabbi Steven Nathan) • Office of Fraternity and Sorority Affairs • Office of Student Conduct & Community Expectations • Dean of Students • Counseling & Psychological Services |
| AEPI International Headquarters | <p>To report an incident of hazing to IHQ, call 24-hour anti-hazing hotline 1-800-BAD-AEPI (1-800-223-2374).</p> <p>Voice concerns about the program to our Educational Leadership Consultant, whose phone number and email are listed on the last page of this New Member Education Plan.</p> |
| National/General | To report an incident of hazing, call the National Anti-Hazing Hotline at 1-888-NOT-HAZE (1-888-688-4293). Reports can be made anonymously. |

Expectations of New Members, Brothers and Graduate Members, and Alumni

Expectations for New Members

New Members are expected to be actively engaged and enthusiastic Fraternity members. This means fully committing to New Member Education activities so that they may internalize and develop the skills and qualities recognized in AEPi brothers passed along through our curriculum and other mentorship opportunities. We hope the New Member Education process allows New Members to take pride in our Fraternity and encourages each of them to add value to it so that they may set a strong example of learning for the next group initiated into our Fraternity. During these weeks, the New Members must commit to studying our Fraternity and Chapter history and to the standards we set for our brotherhood. Each New Member will be evaluated individually and only be initiated into the Fraternity if the Brothers feel that the New Member have come to embody the values upon which the Fraternity was founded and our Chapter operates.

Expectations for Brothers and Graduate Members

Brothers are expected to attend the events held for New Members at least twice a week. All events are open to all Brothers unless otherwise noted in the New Member Education curriculum or as determined on an individual basis by the Standards Board or New Member Educator. New Member Education is as much about building strong brotherly bonds between New Members and Brothers as it is to guide New Members in their learning. Brothers should be involved in educating the newest New Member class so that they may pass along the lessons they learned during their own New Member Education and act as role models and examples of what an AEPi brother should be. Additionally, Brothers may be asked to lead designated workshops for the New Members in order to pass along certain skills. We expect each Brother adopts a little brother before graduating in order to ensure the longevity of our Chapter's family lines/lineages. Graduate Members should also be involved in the New Member Education program in a similar capacity to Brothers and will be invited to certain events, though the New Member Educator or Executive Board may limit their involvement.

Expectations for Alumni

Our successful and engaged alumni are a major motivation to join AEPi. The New Member Education program will enable New Members to make their first connections with our alumni so we ask alumni to enthusiastically respond when contacted and treat New Members with the same respect that would be afforded to any Brother or alumnus of the Fraternity/Chapter. For risk management purposes, if an alumnus wishes to attend a New Member Education event, they must reach out to either the Master or New Member Educator for permission; any alumnus who shows up without permission may not participate in the New Member Education activity.

New Member Class Leadership Positions

President

The New Member Class President is the primary liaison to the New Member Educator for the needs and responsibilities of the New Member Class, and should mediate conflict among the New Member Class, interpret the New Member Educator's instructions and follow up with insightful, timely questions, and ensure that all tasks and projects assigned to the New Member Class are thoroughly completed.

Ongoing Projects Throughout New Member Education

New Member Class Project

Each New Member Class chooses a project to build over the course of the program. The project is completed entirely by the New Members and is financed by the Chapter. The purpose of the New Member Class project is to bond the New Members through this joint effort and allow them to contribute something tangible to the Fraternity that they may use throughout their time in AEPi. Past projects include renovations to our chapter room, AEPi-themed furniture, and a big-little brother family tree.

Alternatively, the New Member Class may opt for their project to be organizing an on-campus event. Since we expect our New Members to take up leadership roles within our Fraternity, specifically on our programming-focused Board of Directors, New Members should understand the process of planning, marketing, and executing an event or program. They will be guided in initial planning stages, such as how to reserve space and obtain approval for events, and will then run the event on their own, of course with participation from brothers. While the event should be planned and run by New Members, they will be encouraged to seek the help of current and former Chapter leaders.

Brother Interviews

Each New Member is required to conduct a one-on-one interview with every Brother, which will cover specified biographical questions and questions created by New Members relating to the Brother's AEPi experience. In addition, Brothers are encouraged to perform some bonding activity with the New Member during or after each interview, such as lunch, video games, or sports, to foster a more meaningful connection. These interviews are an important first step in building friendships with our members. The New Member Educator must approve all activities and will work with each brother to ensure that their activity serves the purpose of these one-on-one interactions and reflects the brotherhood's values.

Academic Success

Our members are first and foremost Lehigh students. New Members are made aware of Lehigh's academic support resources and are invited to take part in the Chapter's one-on-one peer tutoring program and study groups. We schedule weekly mandatory study hours and ask the New Member class to provide the New Member Educator with a list of upcoming exams and projects so that we can work around the New Members' schedules. Our academics-first atmosphere has proven to be successful in raising the academic profile of the Fraternity and the New Member Class. New Members are introduced to the Chapter's Academic Success Plan and are paired with peer advisors.

New Member Class Resources

Big Brother Program

Towards the beginning of New Member Education, the New Member Educator assigns big brothers to little brothers based on the mutual preferences of the New Members and Brothers who do not have little brothers. The pairings are revealed on Big Reveal Night, which typically occurs two or three weeks into New Member Education. In order to model to the New Members expectations of membership and a positive AEPi experience, big brothers must be in good standing with the Chapter, meaning they meet our minimum GPA requirement, are not subject to disciplinary sanction, and are actively engaged members of AEPi.

New Member Education Curriculum

Week 1

Induction to New Member Education; Discussion of Anti-Hazing Policy and New Member Responsibilities and Expectations

Date/Time: Sunday 10/8/2023 4:30 pm – 5:30 pm

Location: Chapter House

Attending: All Members

New Member Education officially starts with Induction, an AEPi ritual ceremony in which we invite New Members into a probationary period of pledgeship of our Chapter. After Induction, the New Members meet with the New Member Educator to review Lehigh, Fraternity, and Chapter anti-hazing policies and hazing prevention resources. The New Member Educator also informs the New Member Class of the Chapter's expectations and responsibilities for New Members, such as those outlined in *Alpha Epsilon Pi: Commitment for a Lifetime* and Brother interviews.

bLUeprint/AEPi Foundations: Collaborative Connections/Humility – During the Induction ceremony, the New Members are brought into something larger than themselves. The New Members take an oath that has been spoken by every brother of our century-old fraternity. With this ceremony, New Members are welcomed into something that will empower them and require full faith and effort over the course of the New Member Education period.

Personal Growth and Success – Our New Member Education program seeks to set our New Members on a course of personal growth and success throughout their time in AEPi and at Lehigh. It's important that we clearly and effectively communicate expectations of all New Members and Brothers, and set them up for success.

Introduction to Chapter Leadership—Master (President) and Lieutenant Master (Vice President) Conference

Date/Time: Monday 10/9/2023 4:30 pm – 5:30 pm

Location: Chapter House

Attending: Master, Lt Master, New Member Educator, All New Members

This conference provides an open forum between our Chapter president and vice president and the New Members. During their conference, the Master discusses his duties and responsibilities, Chapter and Fraternity governance, and the election process. Then, our Chapter vice president discusses his duties and responsibilities, as well as the structure of the Board of Directors. After their discussion, the New Members are informed of the three leadership positions within the New Member Class and are each asked to spend time writing a speech to deliver in running for one of the three positions. New Member Class elections follow the next day.

bLUeprint/AEPi Foundations: Creative Curiosity – New Members will be prompted to ask as many questions as possible in these two seminars. We expect New Members to hold positions in our brotherhood and this will allow for them to learn about the Board of Directors, which is made up of

programming- focused roles that many sophomore members take on as their first Chapter leadership positions.

Identity Development – It is important that each New Member have the confidence to present themselves for a leadership position as a first step to taking on responsibility within the Fraternity. In doing so, New Members must draw on their past experiences, highlight their positive leadership qualities, and internally reflect on what sort of experience they hope to gain as they move forward in their personal development.

Health and Safety/Risk Management Seminar - Exchequer (Treasurer)/Financial Expectations for New Members Seminar

Date/Time: Monday 10/9/2023 5:30 pm – 6:30 pm

Location: Chapter House

Attending: Health and Safety Coordinator, New Member Educator, Social Director, Master, Exchequer, and All New Members

It is essential that all Members, including our New Members, understand the precautions we have put in place to ensure that our Chapter's events are safe and our on- and off-campus houses are kept in clean and working order. The New Member Class will receive a copy of the Chapter's Health and Safety Policy to review. This seminar includes lessons that will teach New Members to recognize signs of high-risk drinking and how to address and deter it. This training will also cover identifying situations that could lead to sexual assault and diffusing those situations effectively.

This conference provides an open forum between the Exchequer and the New Members. During their conference, the Exchequer discusses his duties and responsibilities as treasurer, and the Chapter's books, budget, and dues. They will introduce New Member dues and ask each New Member to sign a Membership Agreement to abide by their financial obligations during their time in AEPi.

bLUeprint/AEPi Foundations: Creative Curiosity – New Members will be encouraged to ask as many questions as possible during this seminar so that they may each learn how to effectively address high-risk behavior as well as understand the financial aspects/expectations of a member of our fraternity.

Mutual Helpfulness – New Members should know how to work as an effective team within their New Member Class to monitor social events at the level with which we, as a Fraternity, feel comfortable and to which we hold all Members.

Scribe Conference; Jewish Leadership Conference

Date/Time: Monday 10/9/2023 6:30 pm – 7:30 pm

Location: Chapter House

Attending: New Member Educator; Scribe; Jewish Leadership Director; All New Members

This conference provides an open forum between the Scribe and the New Members, in which the Scribe discusses their duties and responsibilities, as well as the history of our Chapter.

During their conference, Jewish Leadership Director will discuss the faith and values upon which AEPI was founded and the importance of involving our brotherhood in Jewish and Israel advocacy clubs and organizations to enrich Jewish student life at Lehigh.

bLUeprint/AEPI Foundations: Creative Curiosity – New Members will be prompted to ask as many questions as possible. We expect our New Members to know how our history has influenced our decisions and path as a chapter.

Identity Development – A primary component of AEPI's identity is Judaism and it is important to instill an understanding and appreciation for Jewish life in our New Members. This conversation with our Jewish Leadership Director will allow the New Members to identify what sort of opportunities for engagement resonate most with them and their vision for AEPI as a leading Jewish organization on campus.

Values Based Recruitment Conference - Philanthropy Conference

Date/Time: Tuesday 10/10/2023 5:00 pm to 6:00 pm

Location: Chapter House

Attending: Recruitment Director and Committee, New Member Educator, Philanthropy Director, All New Members

New Members will participate in an open discussion about philanthropy and community service with the Philanthropy Director. One key takeaway that will be covered is the difference between philanthropy and community service, and how the missions of AEPI's international philanthropies can align with local service opportunities in a way that will allow us to make the greatest impact.

This conference provides an open forum between the Recruitment Director and Committee and the New Members. During this workshop-style event, the Recruitment Director will lead a discussion on our strategic recruitment plan that is centered on values-based recruitment, maintaining a positive campus image, and how to build relationships with potential New Members.

bLUeprint/AEPI Foundations: Collaborative Connections/Mutual Helpfulness – New Members will learn the value of their service to the community and those that are affected by our international Fraternity, including its international philanthropy beneficiaries and those specific organizations our Chapter has chosen to support and why.

Personal Growth and Success – As members of Greek Life, we need to be able to show why joining a Fraternity is a positive aspect of college life. New Members must be able to represent their new organization and explain to others why they decided to join a Greek organization at Lehigh.

Standards Board Conference - Brother-at-Large Conference

Date/Time: Tuesday 10/10/2023 6:00 pm to 7:00 pm

Location: Chapter House

Attending: New Member Educator, Sentinel and Standards Board, Brother-at-Large, All New Members

The Sentinel and rest of the Standards Board will meet with the New Members to the Chapter's expectations of membership, our Code of Conduct, and the Standards Board process.

The Brother-at-Large will meet with the New Members to discuss brotherhood engagement and his role in promoting brotherhood bonding.

bLUeprint/AEPi Foundations: Living the Values of AEPi – Brotherhood is at the core of our fraternity. Through this conference, the Brother-at-Large will convey the responsibilities of brotherhood and how the Chapter seeks to develop deep bonds among our Members.

Personal Growth and Success – Chapter leadership has put a heavy focus on making clear the expectations we should have for members of our Fraternity, so that both the Chapter can run smoothly and each individual Member gets the most out of their AEPi experience. It is important to make these expectations clear to the New Members as early as possible so that they may begin to conform themselves to these standards.

Rope of Humility

Date/Time: Wednesday 10/11/2023 4:30 pm – 7:00 pm

Location: Chapter House

Attending: New Member Educator; All New Members

The goal of this event is to instill humility—one of the values of our Fraternity pledge pin—by teaching New Members the importance of asking for help when faced with a seemingly insurmountable task. The New Members are blindfolded and placed inside a maze of string that is wound around the Chapter House in a loop. They are instructed to follow the string to its end in silence. New Members may stop and quietly ask questions of the New Member Educator. If there are additional questions about the event, feel free to contact OFSA

bLUeprint/AEPi Foundations: Creative Curiosity – New Members will initially believe this event is about problem solving to find the end of the string, but it is really about recognizing that, if you are stuck, asking for help or collaborating to reach a solution is your best course of action.

Humility/Mutual Helpfulness – A major lesson of our New Member Education program is recognizing when you are out of your depth and Brothers should not hesitate to turn to each other to ask for help or support.

Introduction to Chapter House Management

Date/Time: Thursday 10/12/2023 4:30 pm to 5:30 pm

Location: Chapter House

Attending: House Operations Committee, All New Members

Our House Operations Committee, which consists of our House Manager, Planning and Projects Manager, Steward, and Health and Safety Coordinator, will meet with the New Member Class to discuss the rules and responsibilities for using and living in our Chapter House, including our internal house rules

and Lehigh's occupancy policy and General Provisions for Occupancy. Our Steward will also explain how food service and meals work.

bLUeprint/AEPi Foundations: Identity Development –Our on-campus Chapter House has become a defining facet of the AEPi fraternal experience and it is important that our New Members learn and understand our expectations for how our house should be treated and may be utilized by the entire brotherhood.

Academics Conference; Talent Show Introduction

Date/Time: Thursday 10/12/2023 5:30 pm – 6:30 pm **Location:** Chapter House

Attending: New Member Educator, Academics and Professional Development Director; All New Members

During their conference, the Academics Director will discuss their responsibilities in the chapter, our current academic and professional goals and initiatives, as well as collecting information about new members' majors and academic/professional interests.

The New Members will also be told about their next event: the AEPi talent show. In an effort to encourage each New Member to feel comfortable presenting to a group, they will be asked to personally, or in groups, present a short demonstration of their talents to share among brothers.

New Member Talent Show

Date/Time: Friday 10/13/2023 7:30 pm – 9:00 pm **Location:** Chapter House

Attending: New Member Educator, Master (President), Health and Safety Coordinator, 10+ Brothers; All New Members

In an effort to encourage each New Member to feel comfortable presenting to a group, they will be asked to personally, or in groups, present a short demonstration of their talents to share among brothers.

bLUeprint/AEPi Foundations: Collaborative Connections – Participation in a talent show will allow current brothers and new members to have a fun bonding experience. Through a presentation in front of the brothers, new members will become more comfortable with the rest of their new member class as well as members of the house. Additionally, those presenting in teams will gain experience collaborating in a non-academic environment.

Fraternal Learning Evaluation #1 - TED Talk Introduction

Date/Time: Saturday 10/14/2023 5:30 pm to 6:30 pm

Location: Chapter House

Attending: New Member Educator; All New Members

Fraternal learning evaluations provide an opportunity for the New Member Educator to evaluate the retention of essential Fraternity history presented during New Member Education so far through a written quiz.

The new members will be introduced to the upcoming TED talk event. Here new members are encouraged to prepare a presentation or speech on a topic they are passionate about. The goal is for the TED talk to both teach us about a new member's passion as well as what drives them. It should be light-hearted and give them experience in public speaking.

bLUeprint/AEPi Foundations: Living the Values of AEPi – Fraternal learning evaluations test how much of the lessons from *Alpha Epsilon Pi: Commitment for a Lifetime* and takeaways from New Member Education events each New Member has retained, which reinforces the expectations of membership and the values we expect from all members of AEPi.

Week 2

No Events Sunday 10/15/2023 – Monday 10/16/2023 Due to Pacing Break

Discussion of New Member Class Project

Date/Time: Tuesday 10/17/2023 4:30 pm – 5:30 pm **Location:** Chapter House

Attending: New Member Educator; All New Members

The New Member Class will brainstorm ideas for a New Member Class Project, which could range anywhere from a work of carpentry to a philanthropy event hosted on campus. Before the end of the session, the New Member Class should produce two plans, submitted with separate Gantt charts defining the course of action necessary for each to be completed within the new member education process.

bLUeprint/AEPi Foundations: Collaborative Connections/Mutual Helpfulness – In planning a New Member Class Project, the New Members must share the experience of building something or organizing a large event, which involves budgeting and allocating “group-time.” Not only should the New Member Class draw upon each other’s skills, but they should also understand their access to the skills of active brothers.

Diversity Equity and Inclusion Director Conference, Social Directors Conference

Date/Time: Tuesday 10/17/2023 5:30 pm – 6:30 pm **Location:** Chapter House

Attending: New Member Educator, DEI Chair, Internal and External Social Directors, All New Members

This conference provides an open forum between the Diversity, Equity and Inclusion Director and the New Members about his focus on relationship building across the Lehigh community, promoting diversity, equity, and inclusion as an organizational value, and facilitating opportunities for continuing fraternal education. The conversation will center on organizational culture.

During their conference, the Social Chairs will discuss their unique responsibilities to the chapter. Topics including scheduling, communicating with Lehigh and OFSA, and event logistics will be covered.

bLUeprint/AEPi Foundations: Collaborative Connections – AEPi and its Members should engage with the Lehigh community, beyond just other fraternities and sororities, to create collaborative connections with campus organizations to make a more meaningful impact on campus and bridge the Greek/non-Greek divide.

Office of Fraternity and Sorority Affairs Conference - Identifying and Breaking Down Fraternity Stigma

Date/Time: Wednesday 10/17/2023 5:30 pm - 6:45 pm

Location: TBA

Attending: Master, New Member Educator, OFSA Advisor; All New Members

This conference provides an open forum between Lehigh's Office of Fraternity and Sorority Affairs and the New Members, during which AEPi's advisor, Juliana Dougherty, will discuss her duties and responsibilities and the University's expectations of our Chapter as a member of the Interfraternity Council and Lehigh Greek community.

Additionally, there will be a short workshop discussion on how leading with frat party culture perpetuates the negative stereotypes associated with the Fraternity experience and how we can find a healthy balance between having a good time, remaining fun and lighthearted, and creating an organizational culture that values a multi-dimensional fraternity experience.

bLUeprint/AEPi Foundations: Identity Development/Collaborative Connections – New Members will be prompted to ask as many questions as possible in this seminar so that they can understand our commitment to the Interfraternity Council, the Office of Fraternity and Sorority Affairs, and Lehigh University. In addition, this will be the first time that many or all of our New Members will meet our advisor and learn about the resources that they and the rest of the OFSA staff provide to our Chapter.

Creative Curiosity/Honesty– We all know how to treat people with respect yet can find ourselves in situations where our integrity and sense of right and wrong does not align with perhaps a misguided attempt at a laugh or a situation concerning peer pressure. Out of this activity New Members will come up with respectful ways to treat guests of our Chapter's events and members of the Lehigh community while minimizing the negative culture that fraternity cultures can sometimes engage with. This will ensure AEPi remains a respectful and inclusive environment.

TED Talk Activity

Date/Time: Wednesday 10/18/2023 7:00 pm – 8:00 pm **Location:** Chapter House

Attending: Master (President), Health and Safety Coordinator, 5+ brothers, All New Members

New members are encouraged to prepare a presentation or speech on a topic they are passionate about. The goal is for the TED talk to both teach us about a new member's passion as well as what drives them. It should be light hearted and give them experience presenting to an audience.

bLUeprint/AEPi Foundations: Collaborative Connections – Participation in the TED talks will allow current brothers and new members to have a fun bonding experience. Through a presentation in front of the brothers, new members will become more comfortable with members of their class and members of the house.

Professional Growth and Success - While being a fun event, by presenting/speaking the new member class will gain experience in public speaking and presenting which will be valuable for many of them in their future careers.

Fraternal Learning Evaluation #2**Date/Time:** Thursday 10/19/2023 4:30 pm – 5:15 pm**Location:** Chapter House**Attending:** New Member Educator; All New Members

Fraternal learning evaluations provide an opportunity for the New Member Educator to evaluate the retention of essential Fraternity history presented so far during NME through a written quiz.

bLUeprint/AEPi Foundations: Living the Values of AEPi – Fraternal learning evaluations test how much of the lessons from *Alpha Epsilon Pi: Commitment for a Lifetime* and takeaways from New Member Education events each New Member has retained, which reinforces the expectations of membership and the values we expect from all members of AEPi.

Alumni Advisor Introduction**Date/Time:** Thursday 10/19/2023 7:30 pm – 8:30 pm**Location:** Zoom**Attending:** Alumni Advisor; All New Members

The New Members will meet our alumni advisor, Josh Greenberg '13, via video conference and discuss his role counseling Chapter leadership and the brotherhood on a wide range of topics including University relations and accreditation, academics and student leadership development, recruitment and New Member Education, risk management, and alumni fundraising and engagement. He will also share information about the Greek Alumni Advisors Council (GAAC).

bLUeprint/AEPi Foundations: Mutual Helpfulness/Collaborative Connections/Inclusive Leadership – Our alumni advisor volunteers his time because of his love for AEPi and desire to see the Chapter succeed, which demonstrates how AEPi values such as mutual helpfulness transcend our time as undergraduate members of AEPi and highlights the importance of giving back to the Fraternity. This will be the first time our New Members will meet our alumni advisor and build collaborative connections that will develop during their time as leaders in AEPi, and by understanding how our alumni advisor works with our Chapter and its leaders, New Members will understand their role in promoting inclusive leadership and thoughtful decision making.

Shabbat Dinner at Chabad**Date/Time:** Friday 10/20/2023 6:30 pm - 8:30 pm**Location:** Chabad at Lehigh**Attending:** Master, Jewish Leadership Director; >66% New Members

The New Member Class will meet Rabbi Zalman Greenberg and attend Friday night Shabbat services and dinner to share in the festivities with Brothers and members of the Chabad community. It is a time to become more acquainted or connected with the Jewish faith and understand AEPi's presence and role in a different setting of Jewish life at Lehigh.

bLUeprint/AEPi Foundations: Identity Development – Through attendance at a Shabbat dinner, we hope to allow New Members to embrace the Jewish tradition. We would hope that a varied experience of Jewish life would allow each New Member to choose and mold their own Jewish identity to further the Jewish roots of our Fraternity.

Big Brother Ceremony and Big Reveal Night

Date/Time: Saturday 10/21/2023 6:00 pm – 9:00 pm

Location: Chapter House

Attending: All Brothers; All New Members

The brotherhood will conduct the Big Brother Ceremony, one of AEPi's most valued traditions in which New Members learn their lineage and bond with their newly assigned big brother. To bond with their new big brothers, the new brother pairs will participate in bonding events, such as group dinners, video game tournaments, etc.

bLUeprint/AEPi Foundations: Identity Development/Personal Growth and Success – During the Big Brother Ceremony, each New Member receives their own place within AEPi and is brought fully into their family lineage. With the help of their big brothers, New Members will recognize the rich history of those Brothers who had come before them and aspire to live up to and match their contributions with their own.

Week 3**Observance of Chapter Meeting****Date/Time:** Sunday 10/22/2023 6:00 pm - 7:00 pm**Location:** Chapter House**Attending:** All Brothers; All New Members

This Sunday, the New Members are welcomed into their first Chapter meeting and will spend it with their big brothers who will explain procedures and the pending Chapter business as the meeting progresses.

bLUeprint/AEPi Foundations: Personal Growth and Success – Chapter meeting is the time in which our brotherhood makes major decisions as a group. By finally being admitted into a meeting, the New Members are entrusted with the responsibility of voting for the greater good of the Chapter.

Living the Values of AEPi – What is provided attention and discussion time at Chapter meetings is reflective of the organization's priorities, and this opportunity to attend a Chapter meeting will provide New Members with that insight and direction as they ease into their AEPi experience and Chapter life.

M&M Event**Date/Time:** Monday 10/23/2023 5:30 pm - 7:30 pm**Location:** Chapter House**Attending:** New Member Educator, +5 Brothers; All New Members

New Members sit in a circle with one facilitator (a Brother) and are given an assortment of M&Ms (or Skittles if there is a nut allergy). They're told that each color of the M&Ms corresponds with a round of questions that the New Members must answer about themselves, beginning with the superficial and graduating to the more personal. The objective of the discussion is to encourage New Members to open up to one another. New Members are told that whatever is said is said in the strictest of confidence. They share some of their most personal struggles and secrets and finally understand what it means to have complete trust in one's Brothers. The event ends with a private reflection on what the New Member hopes to gain from their AEPi experience.

bLUeprint/AEPi Foundations: Collaborative Connections/Honesty/Humility – The bonds of AEPi membership persist personal hardship because of the support system our Brothers offer one another. True brothers are there for each other not only in times of celebration but especially when times are tough. This open discussion will build connections through empathy and strengthen each New Member's ties to the Fraternity by allowing them to confide amongst themselves and with the elder Brothers leading the event.

Paddle Introduction**Date/Time:** Tuesday 10/24/2023 6:00 pm - 7:30 pm**Location:** Chapter House**Attending:** New Member Educator; All New Members

New Members will be provided a blank ceremonial paddle and asked to decorate it to present to their big brothers at the end of New Member Education. The session will be complete when the New Member has a passable design and schedule laid out to complete the design over the course of the next week.

Four Corners

Date/Time Tuesday 10/24/2023 6:00 pm - 8:00 pm

Location: Chapter House

Attending: New Member Educator, +5 Brothers; All New Members

The New Member Class will be split into four groups and separated into four rooms, where each room will represent a different corner of the AEPi pledge pin: perseverance, mutual helpfulness, faith, and humility. One or two Brothers will facilitate each room, in which they will explain to the New Members what corner of the pledge pin room they're in, what that pillar of AEPi means to them, and a personal story about how that value has helped them in their journey through AEPi, after which the New Members will have an opportunity to speak about an experience in their life that relates to that corner of the AEPi pledge pin.

bLUeprint/AEPi Foundations: Identity Development/Perseverance, Mutual Helpfulness, Faith, and Humility: Each corner of the AEPi pledge pin is a defining value of AEPi and the identities of each of our Brothers. It's through the New Member Education process that we instill and draw out those values in our New Members. This event is meant to reinforce the meanings of perseverance, mutual helpfulness, faith, and humility, and to highlight how each plays a role in the lives and identities of our Brothers, not just in our Chapter but throughout our Fraternity.

Fraternal Learning Final Evaluation

Date/Time: Thursday 10/26/2023 4:30 pm - 6:00 pm

Location: Chapter House

Attending: New Member Educator, All New Members

The New Members will take their NME final, a cumulative Fraternal Learning Evaluation on which they need a passing grade in order to be eligible for initiation.

Brotherhood Bonding Night (BBN)

Date/Time: Friday 10/27/2023 at 9:00 pm through Saturday 10/28/2023 at 6:00 am

Location: Chapter House

Attending: New Member Educator, Master, Jewish Leadership Director; All New Members

Brotherhood Bonding Night has been a tradition of our Chapter since its re-founding. The night

before initiation, the New Member Class spends the night at the Chapter House with Brothers who host hour-long bonding activities. Past activities have included brotherhood charades where New Members do their best imitations of Brothers, AEPI jeopardy, rap academy, a sunrise hike, a hike to the Bethlehem Star, video game tournaments, and pranks on Brothers. New Members will be treated to food and drinks throughout the event. The events are strictly monitored, and we always provide opportunities for New Members to eat and rest throughout the night.

bLUeprint/AEPI Foundations: Collaborative Connections/Identity Development – By its name, Brotherhood Bonding Night is about bonding the New Members among themselves and with the entire Fraternity. Year after year, Brothers praise Brotherhood Bonding Night as their favorite New Member Education activity because the activities are fun and they allow them to connect with the Brothers, knowing initiation is on the horizon. Barriers are broken down and memories are made as New Members begin their transition into members of Alpha Epsilon Pi.

Initiation

Date/Time: Saturday 10/28/2023 7:00 am

Location: Chapter House

Attending: All Brothers, Graduate Members and Alumni; All New Members

The New Member Education program and probationary period of pledgeship officially concludes with the tradition of initiation: our 100+ year old ritual ceremony by which we welcome New Members into active, full membership of our brotherhood.

bLUeprint/AEPI Foundations: Identity Development/Personal Growth and Success/Humility – During the initiation ceremony, each New Member concludes their trial period and is brought into active membership. The New Member has deep ritualistic words recited to them that have been spoken to every Brother of our international Fraternity. With this ceremony, he becomes a true member of the Fraternity and is expected to embody our values wholeheartedly.

Tips for Brothers Facilitating New Member Education Events

| Communicate | Engage |
|---|---|
| <ul style="list-style-type: none"> The curriculum accurately and Your thoughts and emotions clearly. | <ul style="list-style-type: none"> The participants throughout the entire program; Other members of the Chapter; Alumni; Advisors; and The campus and Bethlehem community. |
| Realize | |
| <ul style="list-style-type: none"> You may be challenged as a facilitator just as much, if not more, than the participants; Specific examples will always impact participants more than vague, overly-broad examples; Not everyone will grasp every concept right away—everyone learns differently; Every participant will be impacted in a different way—don't expect the same outcome for everyone; Workshops will take more time, effort, and work than you probably think they will; and The curriculum is designed to build upon itself so utilize past experiences, activities, and curriculum content to reinforce your message. | |
| Trust | Encourage |
| <ul style="list-style-type: none"> The process; Your participants; and Yourself. | <ul style="list-style-type: none"> Publicly and often; and When participants make progress, make sure to let them know. Do not put down or make an example out of someone to prove a point. |

What do you do if . . .

- Conversations are going on too long**—Write down a list of things to discuss later and re-visit the topics if there is time in the meeting. If not, offer to discuss offline.
- People are being intentionally disruptive and/or negative**—Talk to them in private. If that does fix the problem or, if at the time, it is incredibly disruptive, excuse them.
- Side chatter becomes disruptive**—Most times direct eye contact with individuals who are talking on the side will solve the problem. If that doesn't do it, talk to those individuals in private.
- Participants seem disengaged**—Take a break. Engage the participants directly by name (e.g., "What do you think about this, [name]?").
- Participants are silent**—Silence can be a sign of internal processing and not always disengagement. Trust the silence for a while. If the silence still isn't broken, rephrase the question.
- You need to transition from one topic to another**—Tie in what you're talking about to shift to what you're about to cover.

Chapter Leadership and Advisor Contact Information

| | Contacts |
|--|---|
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