

PSI UPSILON NEW MEMBER EDUCATION PLAN – Fall 2023

New Member Educator: Anthony Hanna

President: Rocco Valvono

PURPOSE: The overarching goal of the Psi Upsilon New Member Education process is to educate New Members about the lifestyle, operations, values, and responsibilities of the Brotherhood. The specific goals of New Member Education are to:

- Provide a basic knowledge of fraternity on Chapter and International levels.
- Ensure friendship between current Brothers, New Members, and past Brothers.
- Demonstrate the day-to-day operations of the Chapter.
- Prepare New Members for all facets of the Eta Chapter Brotherhood.
- Instill aspects of our five values within New Members and demonstrate how they can be demonstrated within the Chapter.
- Foster individualistic growth of each New Member both academically and internally
- This includes objectives like better grades, a higher sense of self-confidence, time management, punctuality, teamwork, comradery, and individual potential.

EXPECTATIONS:

Expectations for Psi Upsilon New Members are intentionally similar to the expectations Psi Upsilon sets for its Brothers. They are designed to transition New Members into Greek life and prepare them for the responsibilities they will have as brothers.

The five values that our Fraternity was founded on are; Lifelong Friendship, Moral Leadership, Intellectual Engagement, Responsible Social Conduct, and Service to Society. We believe that, during the NME process, each New Member will comprehend and cherish these values as we do.

1. Lifelong Friendship: Emphasis on friendship and broadening outside interests. This facet specifically will deepen the bonds shared within the brotherhood which will lead to better teamwork.
2. Moral Leadership: Emphasis on the purpose of this brotherhood. We expect our New Members to understand and demonstrate specific qualities during their time as a brother of this Fraternity.
3. Intellectual Engagement: Emphasis on fulfilling their obligations as students of Lehigh University through the use of study hours, our rigorous academic plan, and various Lehigh University officials we host related to academic success. We feel that this will highlight our need for continuous intellectual engagement within the Brotherhood.
4. Responsible Social Conduct: Emphasis on our risk management and social host training, we

feel that this will highlight our desire for responsible social conduct.

5. Service to Society: Emphasis on our Fraternity's commitment to community and philanthropic efforts. This is an aspect of our house that we have been rather lacking in recently. We are hoping to revitalize a profound meaning in service to society in this new member class, and hope they kindle this meaning and carry it to future new member classes.

Meetings held once per week (usually Fridays subject to New Member class)

- Meetings will begin at 6PM, end at 7:30PM at the latest
- Meetings will be tentatively held at the Chapter House and will cover different
- material each week pertaining to specific facets of this fraternity including topics
- falling under our five core values.
- Service to society: Community Service & Philanthropic Efforts
- Participate with the Brothers in the service-related endeavors of the Chapter for a specific number of hours deemed fit by the Brotherhood. The number of hours may vary depending on an individual's workload/schedule.

Expectations of Active Brothers

- To actively participate in New Member Education in ways that exemplify our five core values, provide a positive New Member experience, and guide new members in their transition into Greek life (including positions and getting acclimated to be a member of the organization).
- New Member Education is also a time for Member Education, therefore it is important for current brothers to refresh themselves on the content as the new members learn it.
- Support new members during the semester and help them grow and develop as individuals.
- Ensure smooth transition into Greek life and provide many learning opportunities to the new members.

STATEMENT ON HAZING:

We as a Chapter will not tolerate the use of alcohol by underage Brothers and New Members during NME. We fully understand the consequences if our organization is found guilty of allowing underage Brothers and/or New Members to indulge in alcohol during NME. Not only do we acknowledge said outside consequences (whether with regard to Lehigh or State/Federal Law), but anyone in violation of this rule will be brought before our Standards Board where an appropriate punishment will be decided (this in addition to external consequences faced by said member(s). Additionally, Psi Upsilon recognizes the image and values we would convey by condoning alcohol use during NME and believe it to be entirely inconsistent with our foundation as a Brotherhood. We as a Chapter fully understand Lehigh

University's policies regarding hazing, as well as our International Office's policies regarding hazing. We also fully understand the consequences if we are found guilty of hazing in any form. Similar to alcohol use - with regard to hazing, Psi Upsilon recognizes all hazing as an activity inconsistent with our values as a Brotherhood. It affirms the need to work with Lehigh University in order to ensure our NME plan is free of such activity and executed in accordance with said plan. As such, we will be clear and transparent with our New Members & Brotherhood regarding the reporting method they can use should they feel hazing is occurring.

Internal Reporting Process:

If anyone (Brother or New Member alike) feels that there is any occurrence of hazing, or has a hazing related inquiry, they may bring it up internally with the New Member Educator, New Member Education Committee, the Standards Board, or to another Brother they feel comfortable sharing such information with (Big Brother is an appropriate example) who is then obligated to inform the Chapter President, the Office of Fraternity & Sorority Affairs, Chapter Alumni President, and Chapter Alumni Advisor for further investigation. Upon investigation Psi Upsilon will work with the appropriate channels to rectify its NME Program in light of the concern as well as address any misconduct that may have occurred as a result.

External Reporting Process:

As mentioned previously, both New Members and Brothers alike will be informed of external channels they may turn to should any instance of hazing occur. These include but are not limited to the Hazing Reporting Form online from the OFSA Website

(https://cm.maxient.com/reportingform.php?LehighUniv&layout_id=15), the Office of Student Conduct & Community Expectations, LUPD (<http://police.lehigh.edu/>), and resources found on our International Office's Website like StopHazing.org & HazingPrevention.org

As a New Member, we expect them to learn what it means to be a Brother of Psi Upsilon through the various details indicated in our weekly NME plan. We encourage them to explore ways to better themselves through this transformative process. As a Brother, we expect them to use the values that they have learned during NME to our Chapter aspirations during their time as a Brother of this Fraternity.

RESOURCES:

- **President:** Rocco Valvono, (570) 885-5884, rjv225@lehigh.edu
- **New Member Educator:** Anthony Hanna, (484) 862-1665, agh326@lehigh.edu
- **RISK Manager:** Aaron Chu-Carroll, adc225@lehigh.edu, (914) 334-9124
- **Hazing Hotline:** (888) 668-4293
- **Fraternity's Alumni Advisor:** Michael Port, (908) 391-1296, portmi127@gmail.com

- **Fraternity's Regional Advisor:** Stephan Oechsle, (419) 203-6089, Stephan@psiou.org
- **National Headquarters:** Thomas Fox, (317) 571-1833 ext. 103, tfox@psiou.org

EVENTS:

Event: Psi Upsilon Career Night

- **Date:** 10/12/23
- **Location:** Zoom
- **In Attendance:** New members, brothers, alumni
- **Description:** Alumni from the GLA are generously donating their time to speak to current undergrads about careers ranging from accounting to industrial engineering. This session will be roughly two hours and consist of networking breakout rooms.
- **Why:** To foster connections between alumni and undergrads and to help build a strong resume.

Event: Big Brother Ceremony, Academic Big Brother Ceremony

- **Date:** 10/20/23
- **Location:** Psi Upsilon Chapter House
- **In Attendance:** New members, big brothers
- **Description:** New members will have submitted a list of big brother preferences during the first weekly meeting. Their big brother will be revealed. Likewise, academic big brothers will be assigned mainly based on matching majors between new members and brothers.
- **Why:** The new member education process can be time consuming, and it's nice to have a mentor that you can look up to for advice and talk about the new member education process with. Especially since the big brothers will have already gone through the process, they can provide insight as to what helped them through their new member education process, what they would've done the same, and what they would have done differently. Furthermore, the academic big brother program is designed with the intention of providing an additional resource for the new members. A lot of the time there is a disconnect between balancing academics and Greek life responsibilities. This program will hopefully bridge the gap.

Event: Lessons from time in Greek Life

- **Date:** 10/19/23
- **Location:** Psi Upsilon Chapter house
- **In Attendance:** New Members and brothers
- **Description:** The older brothers of the house will sit down and discuss lessons they've learned

during their time in Greek life.

- **Why:** One of the values of Psi Upsilon is moral leadership. New Member Education can seem initially daunting and the purpose of this event is to provide the new members with all of the amazing opportunities and life lessons that individuals, namely upperclassmen, have learned during their participation in Greek Life. This will also develop a bond between the new members and some of the upperclassmen that are slightly less involved than they were in years prior. Overall, a secondary purpose of this event is to foster the idea of lifelong friendship throughout the entire class.

Event: Center for gender equity presentation

- **Date:** 10/25/23
- **Location:** Chapter House
- **In Attendance:** New Members and brothers
- **Description:** The center for gender equity will host a presentation on sexual assault, micro-aggressions, and consent.
- **Why:** Psi U has a strong involvement in Break The Silence and I would like to make sure every new member that joins has those same values and education that the rest of us do. With the LGBTQ+ community growing larger, it is important to continue to spread awareness and increase education about their community. Furthermore, we must ensure that we welcome an all-inclusive environment at certain events and this will build a connection with a different group of individuals.

Event: Lesson from the other side

- **Date:** 10/18/23
- **Location:** Psi Upsilon Chapter House
- **In Attendance:** New Members, brothers, upperclassmen females
- **Description:** Upperclassmen females (most likely active members in a sorority) will come in to discuss experiences they've faced in social situations, namely in relation to Greek Life.
- **Why:** Many times, people have difficulties viewing situations from the other side. With this event we hope to open up the New Members' eyes by showing them how females perceive certain actions versus how males perceive these same actions. The overarching goal is to inspire the New Members to take a look at an entire situation rather than just have a myopic view. This

Event: Induction Ceremony

- **Date:** 9/16/23
- **Location:** Psi Upsilon Chapter house
- **In Attendance:** New members, Brothers, Alumni

- **Description:** New members will be inducted into our fraternity in accordance with Psi Upsilon rituals.

Event: Initiation Ceremony

- **Date:** 10/21/23
- **Location:** Psi Upsilon Chapter House
- **In Attendance:** New members, Brothers, Alumni
- **Description:** New members will be initiated into our fraternity in accordance with Psi Upsilon rituals.

Part 1

Focus on Expectations, Chapter House & History

- Detailed introduction of Chapter members
- Explanations of duties by Chapter Officers
- Explain Brother Interviews
- Outline the expectations of the New Member Class
- Outline the expectations of the Brotherhood
- Presentation of Chapter rules and governing procedures by current President · Introduce Tom Fox (Psi Upsilon Executive Director) & Stephan Oechsle (Chapter Leadership Consultant).
- Provide contact information and explain their role in New Member Education process
- Collect class/work/exam schedules
- Will review all pertinent obligations and review the calendar as
- necessary to best accommodate said obligations
- Emphasize the importance of maintaining the physical structure of the Chapter House ·
- Describe how this manifests within the Brotherhood
- Give an overview of resources & materials New Members may learn from
- Hand out fraternity tablets (provided by Psi Upsilon Nationals)
- Hand out this New Member Education plan
- Detail online resources (chapter website, national website, Lehigh
- OFSA website)
- Explain anti-hazing statement, Chapter & University hazing reporting protocol (as detailed later in this document)
- Explain the role of the “Big Brother”

Part 2

Focus on Service to Society, Responsible social conduct

- Introduction to the IFC
- What is the IFC's purpose
- IFC bylaws & general policies
- Chapter Members who have served/are serving on IFC
- Highlight the dynamic between IFC, Panhellenic Council, and individual chapter houses
- Explain in great detail all the resources available regarding academics Psi Upsilon has to offer.
This includes programs such as Mental Health Chair, Academic Big Brothers and their role, and study hours. ·

Part 3

Focus on: Extra-curricular Involvement, Intellectual Engagement

- Review previous material and assign new material
- Learn the breakdown of Brotherhood by major as well as the historical performance of the Chapter
- Overview of Academic Plan and other support systems in place for Brothers to excel academically
- Introduce the Academic Chair
- Have select Brothers explain their extracurricular commitments and why they are engaged in said activity
- Explore relationships and connections the Chapter has established with Psi Upsilon's International Office, other Chapters of Psi Upsilon & other Greek Organizations on Lehigh's campus
- Stress the importance of balancing fraternity life with that of academics
- and extra-curricular involvement