

Phi Sigma Chi (Mu Chapter) New Member Education Plan Fall 2024



Contact Info: national@phisigmachi.com

NME: Brian Sreng - brs225@lehigh.edu

Phi Sigma Chi's Purpose:

The purpose of Phi Sigma Chi shall be:

1. To promote and cultivate education and social relations among students.
2. To provide students with the means for translating concerns to actions.
3. To strengthen the unity among the men on and off the college campus.
4. To form a lifelong brotherhood among our members.
5. To consider the goals and ideas of members as continually applicable to campus, social and person life.
6. To promote superior scholarship as a basis of intellectual achievement.
7. To cooperate with other fraternities, sororities, and university administration in the concern for and maintenance of high social and moral standards.
8. To direct members toward a consciousness of their lifelong responsibility of assisting others.
9. To enhance our members' ability to take a leadership position in society.

Mission of New Member Education:

The purpose of our "New Member Education" is to familiarize the incoming intakes with the policies and operating procedure for Phi Sigma Chi. Once selected to become intakes we strongly feel that the incoming new members have a passion to create progressive change on campus. Through our new member education, **we teach our incoming members how to translate those concerns into actions**. We expect our incoming members to attend a series of weekly workshops about an hour long that we feel will strengthen their leadership skills and create a memorable college experience full of knowledge they can apply to their everyday life.

During the duration of the "New Member Education" program, our **primary aim** is to **empower** incoming intakes of Phi Sigma Chi with the **necessary tools, knowledge, and values that will enable them to contribute positively to both their immediate campus community and the world beyond**. We recognize that each new member brings a unique perspective and potential for impact, and our mission is to nurture and channel this potential effectively.

Phi Sigma Chi's Hazing Policy:



PHI SIGMA CHI, INC.
MULTICULTURAL FRATERNITY

PHI SIGMA CHI MEMBERSHIP POLICIES

The Standard Policy of **Risk Management**

HAZING

No fraternity member shall take part in hazing activities. Hazing activities are defined as (but limited to):

Any action taken or situation created, intentionally, whether on or off fraternity premises or during fraternity functions, to produce mental or physical discomfort, embarrassment, harassment, or ridicule.

A. Definitions

1. Educational Law

Any action or situation which reckless student activities or intentionally endangers mental or physical health or involves the forced consumption of liquor or drugs for the purpose of initiation or affiliation with any organization. Such conduct is chargeable to the individual carrying it out and to the organization authorizing it. Sanctions to be invoked upon proof of violation include whatever penalties are generally applicable in the college to violations of that College's rules and, by statute, rescission of permission for that organization to operate on campus property.

2. The Penal Law- Hazing in the First Degree

This provision makes hazing a crime punishable against any of the individuals who take part in activities if they are intentionally or reckless student activities engaged in and cause injury. The person need only have taken part in the activity, and if injury results to any person as a result, that person can be guilty of hazing. This form of hazing is a Class A misdemeanor, punishable by up to a fine of \$1000, up to one year in jail, or both under federal law.

3. The Penal Law- Hazing in the Second Degree

This provision makes hazing a crime punishable against any of the individuals who take part in activities if they are intentionally or reckless student activities engaged in and cause injury. This form of hazing is classified as a Violation, punishable by a fine of up to \$250, up to 15 days in jail, or both, under federal law.

B. Interpretation of the Definition of Hazing

In determining whether an activity constitutes hazing, chapters should use the common and ordinary meaning of the terms in the definition. If a chapter is unsure whether a proposed activity will constitute hazing, the chapter should contact the National Council before engaging in questionable activities.

C. Penalty

Hazing is illegal under state and federal law. Chapters found guilty of hazing will immediately be revoked of their charters. Brothers attending the guilty chapter also stand the chance of being expelled from the fraternity.

SEXUAL HARASSMENT / ABUSE / DISCRIMINATION

The fraternity will not tolerate or condone any form of abusive or discriminatory behavior on the part of its members, whether physical, mental or emotional in respect to sex, race, ethnicity, physical or emotional handicap, age, marital status or sexual orientation. This is to include any actions, which are deemed to be demeaning to all but not limited to date/gang rape or verbal harassment.

CONTRACTUAL and FINANCIAL ISSUES

No chapter, alumni association, section, or region shall enter into a contract or financial agreements using the specific name of Phi Sigma Chi without prior written consent from the fraternity's National Council. Qualifying statements as to which chapter, alumni association, section, or region must accompany all agreements entered into for the purposes of supporting fraternity functions. This includes, but is not limited to, such agreements as leases, contracts, hold harmless agreements, liability releases, account agreements, purchase orders, and hotel or banquet contracts.

ALCOHOL and DRUGS (SUBSTANCE ABUSE)

The possession, use and/or consumption of alcoholic beverages, during any fraternity event, any event that an observer would associate with the fraternity, or in any situation sponsored or endorsed by the chapter, must be in compliance with any and all applicable laws, policies and regulations of the state, county, city and institution of higher education. The unlawful possession, sale and/or use of illegal drugs or controlled substances at any fraternity sponsored event, or at any event that an observer would associate with the fraternity, is strictly prohibited. Chapters, Interest Groups and Petitioning Groups of Phi Sigma Chi Multicultural Fraternity shall not use alcoholic beverages as part of their membership recruitment "rush" or pledge education programs. A violation of this policy shall be deemed a violation of the membership policies of Phi Sigma Chi Multicultural Fraternity.

PERSONAL PROPERTY

Use of personal property in fraternity activities shall be strictly voluntary and the sole responsibility of the owner. Phi Sigma Chi shall not assume liability for the personal property used in conjunction with fraternity activities, nor for any damages resulting from said use.

TRANSPORTATION ISSUES

Any individual who drives or otherwise provides transportation in conjunction with Phi Sigma Chi activities shall obey all applicable motor vehicle laws, including, but not limited to, those concerning vehicle safety, vehicle operation, insurance, and the transportation and consumption of alcoholic beverages. Operators will ensure that vehicles are not overloaded and are driven in a safe manner. Rental vehicles shall be operated in accordance with rental contracts. Use of personal vehicles shall be strictly voluntary and the sole responsibility of the vehicle owner/operator. Phi Sigma Chi shall not assume liability for personal vehicles used in conjunction with fraternity activities, nor for damages resulting from said use.

GENERAL HEALTH AND SAFETY

All activities planned in conjunction with Phi Sigma Chi shall take into account the health and safety of all participants. Planning of Phi Sigma Chi projects and activities will include appropriate personal safety equipment, training, and supervision. All equipment to be used in conjunction with Phi Sigma Chi activities will be in good working condition and will be used in a safe manner.

ADVISORS

Advisors and alumni serving Phi Sigma Chi on behalf of their employer or respective volunteer agency (educational institution, youth service organization, etc) will do so in accordance with the policies of said entity, including but not limited to risk management and personal liability. Advisors and alumni shall adhere to the provisions of this and all applicable policies of the fraternity when engaging in fraternity-related activities. Advisors and alumni shall recognize the appropriate authority of elected or appointed officers, representatives or employees of the fraternity in questions of policy and shall not engage in activities designed to circumvent fraternity policies.

EDUCATION

All reasonable efforts will be made to insure each student member, pledge, associate member, advisor, alumnus, and honorary member shall be instructed on the Risk Management Policies annually. Active chapter, alumni associations, and sectional, regional, and national volunteers will indicate their understanding of and compliance with the Risk Management Policy statement on an annual basis. Organizers of fraternity events will reasonably inform guests (including non-members, alumni, advisors and visiting members) of applicable policies.

**Affirmation of Compliance
With Risk Management Policies**

Phi Sigma Chi places a high value on the dignity and worth of a human being. Therefore, I, the undersigned, have read the Risk Management Policies of Phi Sigma Chi. I hereby affirm my acknowledgement of these Risk Management Policies and its recognition that noncompliance of any of these policies has no place in Phi Sigma Chi. My signature on this document further affirms my adherence with the Risk Management Policies of Phi Sigma Chi.

Signature

Chapter

Print Name

Date

Expectations of New Members:

As an organization on campus the new members of Phi Sigma Chi are expected to meet and introduce themselves to all other Greek organizations on campus. The new members must not only uphold our mission statements and purpose but must survey the campus to find vacancies/gaps that need to be filled on the college campus. These events can be but not limited to:

- Sexual education seminars
- Political Discussions
- Resume Building workshops
- Multicultural awareness and engagement workshops/forums/discussions
- All newly initiated members must attend 90% of the chapter events that don't conflict with an academic engagement.
- All newly initiated members must establish a line of communication with the Fraternity & Sorority office as well as administration.
- New members are expected to carry out their own philanthropic event
- New members are expected to fulfill 16 hours of philanthropic service every semester
- New members are expected to maintain ABOVE the required 2.5 GPA requirement.

Scholarship Expectation:

Academics must always remain a priority along with mental/physical and emotional health. All new & current members are expected to stay above the minimum GPA requirement of 2.5. This is also accompanied by attending study hours and participating in any extra help that may be deemed necessary under academic chairs guidance.

Active member Expectation:

Active members are expected to help, encourage, and teach prospective members. Moreover, active brothers should explain who they are and their background to also help foster a strong brotherhood and community.

Interaction with other organizations and academic staff/administration:

We expect all our members to conduct themselves as gentlemen at all times and treat everyone with respect. They will be encouraged to attend not just Greek events but show support for all campus events (although not mandatory to attend). They are expected to form strong professional relationships with other organizations on campus. As active members of the campus community it is expected that new members will participate in other extracurricular activities outside of Greek life to stay connected and learn about others as well as the people that make up our community.

Responsibilities within the Cultural Greek Council

Actively through the new member education process we plan on educating interested students on the responsibilities of what being a member of our council entails and how to properly carry themselves as individuals of the Cultural Greek Council. This would be responsible for the completion of service hours as well as actively seeking partnerships for events and philanthropies.

Tentative Schedule

Workshop 1: Sept 9th

Location: 482 Birkel St

Time (7pm-9pm)

The incoming members will meet other brothers from other chapters and learn about the founder's vision for the fraternity. They will get more in depth into conversations about the need for an active multicultural brotherhood on a college campus. Moreover, learning the different personalities within the fraternity as well as what the difference in perspective brings. This can be seen by how one's own skills were utilized for making an event or an event idea that they had and was executed.

Session 1: Sept 11th

Location: 482 Birkel St

Time (7pm-9pm)

After the first introductory workshop, new members will learn about the history of the Mu chapter and how the founding brothers of the Mu chapter have contributed to Lehigh's campus. In addition, new members will identify what they believe is needed at Lehigh's campus and how they can effectively reach that goal.

Session 2: Sept 13th

Location: 482 Birkel St

Time (7pm-9pm)

In the second session of the 6 workshop series, new members will learn more about themselves as a person and how they can utilize their own strengths in leadership, social activism, and professionalism to create new ideas for events and philanthropy. During this session, new members will meet other Mu chapter brothers who can lend a hand with their event creation process.

Workshop 2: Sept 16th

Location: 482 Birkel St

Time (7pm-9pm)

The incoming members will learn about the history of the fraternity from the 90s until now. We will discuss great leaps the fraternity has made on society and how important it is to make strides on a college campus and the community. This also entails events that we have done across this chapter as well as others that have gone well. Events that we consider notable are including but not limited to; new yearly traditions, large scale fundraisers, activism, and social events pertaining to organization-wide brotherly bonding.

Session 1: Sept 18th

Location: 482 Birkel St

Time (7pm-9pm)

During this session new members will be in direct contact with older members in the fraternity and alumni from lehigh's campus. This is a great chance for new members to make new connections and potentially find a suitable brother to become their "big" mentor and learn the heritage/ lineage of their "big".

Session 2: Sept 20th

Location: 482 Birkel St

Time (7pm-9pm)

New members will get to see a glimpse of how its like for the Mu chapter to plan our events on campus and all of the work and effort that is needed by all members of Phi Sigma Chi to give quality events to lehigh's campus. This is to give new members inspiration through example making to put in work to create quality events on lehigh's campus.

Workshop 3: Sept 23rd

Location: 482 Birkel St

Time (7pm-9pm)

The incoming members will attend a proposal workshop. In this workshop we will go over fraternity business and how to create a proposal and the importance of proper planning. We will go over the proposal making format. Some major ideas that are hit are; what event is this classified as (social, philanthropy, etc), which of our mission statements is this accomplishing, and is this promoting/ fostering a welcoming environment for the community.

Session 1: Sept 25th

Location: 482 Birkel St

Time (7pm-9pm)

After learning how to create a proper event proposal, new members will learn the basics on how to book rooms on LINC, fill out forms for 5x10's and all the necessary steps that are needed to ensure that an event is properly reserved by the fraternity. As for some of our new members, they have never used LINC before or have been on any executive boards that require the use of LINC.

Session 2: Sept 27th

Location: 482 Birkel St

Time (7pm-9pm)

During this session, new members are tasked with creating 3-5 original event ideas that they are passionate about and would be excited to lead. Another objective that they are tasked with is to create at least 1-2 event ideas that deal with Phi Sigma Chi's philanthropies. This is to get new members used to creating new ideas either as a team or individually.

Workshop 4: Sept 30th

Location:482 Birkel St

Time (7pm-9pm)

The incoming members will attend an event planning workshop. With the skills learned the previous week, the incoming members will strategize to plan events for the semester and be given the homework to plan an event. Moreover, the event(s) that they ideate will be carried out when they become full members. Events should span all areas of philanthropy as well as social activities for community engagement.

Session 1: Oct 1st

Location:482 Birkel St

Time (7pm-9pm)

After learning how to plan events along a semester time period, new members will begin to learn skills such as budget list making and communication skills in order to get an event ready. New members are required to create a sensible budget list for one of their proposed events and are then required to pitch their event ideas to all members of the chapter to be approved. This is to get their public speaking skills honed for when it comes time for them to run their own event.

Session 3: Oct 3rd

Location:482 Birkel St

Time (7pm-9pm)

After learning how to plan, budget, and propose an event. New members will do a test run of their events with the members of the Mu Chapter to see how well their event will perform and if there are any improvements that need to be done. This is to ensure that new members learn how to adapt to challenges.

Workshop 5: Oct 7th

Location: 482 Birkel St

Time (7pm-9pm)

The incoming members will attend a business meeting workshop. We will discuss how to properly run a meeting and go more in depth with Roberts Rule of order. This is important as we enact such rules to carry out chapter meetings and ensure an efficient and respectful meeting takes place. Moreover as a growing chapter we would like to run a mock chapter meeting so they can start the transition from intake to full time brother seamlessly.

Session 1: Oct 9th

Location:482 Birkel St

Time (7pm-9pm)

Once new members have their first mock chapter meeting. They will then have their own section in a chapter meeting where they will have the floor during the meeting and will talk about updates on their own personal events and give their own opinions of what is being discussed during the meeting. This in doing so will help new members feel comfortable in a professional setting and that their opinions and thoughts are valued at chapter meetings

Session 2: Oct 11th

Location: 482 Birkel St

Time (7pm-9pm)

One of the last final sessions, is a professional development session where new members will learn basic professional skills to help them gain future jobs and or internships. There will also be a chance, if time allows, a resume building workshop with our national president Luis Blanco. As the session ends, new members will come out with the valuable skills that it takes to be a professional post graduation.

Workshop 6: Oct 14th

Location: 482 Birkel St

Time (7pm-9pm)

The incoming members will attend a multiculturalism workshop. We will be going over the importance of multiculturalism and the importance of diversity in society and business. We will remind the incoming members to cater to the needs of all backgrounds and be a voice for the underrepresented communities. This entails the different backgrounds of brothers as well as in general. We will discuss what they have learned over the past 6 weeks and then we will welcome them into the fraternity!

**IF time allows:

- Resume building workshop with Luis Blanco
- 30-45 min workshop (with Luis Blanco) to develop interviewing skills for professional occupations