



# Chi Phi New Member Education Program Spring 2025

## Psi Chapter, Chi Phi Fraternity, Lehigh University

### Purpose

Chi Phi's New Member Education is built on the fraternity's core values: Truth, Honor, and Personal Integrity. These principles guide every aspect of the program, ensuring that new members grow into brothers who embody the spirit of the fraternity.

Central to this process are the Creed and Ritual, which serve as the lifeblood of Chi Phi. Understanding their meaning and significance is essential, fostering a deep connection to the fraternity's traditions and ideals, while also creating a deeper sense of community within the fraternity.

Structured discussions guided by thought-provoking questions help new members explore these and reflect on these values in meaningful ways. Rather than simply presenting the information, the program encourages reflection, dialogue, and personal growth in a positive and supportive environment.

By emphasizing integrity, brotherhood, and self-improvement, Chi Phi ensures that its new members are not just initiated but truly transformed into better citizens.

### Anti-Hazing Statement

The Chi Phi Fraternity does not tolerate hazing of any kind, at any time, under any circumstances. As taken from the Chi Phi Constitution, every New Member and Brother of the Chi Phi Fraternity has the following obligations:

A. No membership of the Chapter shall permit a program during membership education (pledging), initiation, or membership of a person that tends to harm physically, spiritually, or morally degrade the New Member, Brother, or Chapter of the Fraternity.

B. All forms of hazing are prohibited.

Hazing is defined as "any such activity of the Fraternity or its members which causes or is likely to cause mental or physical danger or harm." Any activity that can be termed unsanitary, dangerous, degrading, or potentially so is unacceptable. Any Officer, Brother, New Member, or Alumnus has a duty to follow this provision.

The Chi Phi Fraternity also believes that there is no such thing as an innocent bystander. It is everyone's responsibility to combat hazing whenever it is present or has the potential of being so. Brothers, New Members, and Alumni all have the responsibility to report and confront hazing if they become aware of it, initiate it, or are a victim of it.

## Hazing Reporting Protocol

The Chi Phi National Staff will hold in confidence the name of anyone reporting hazing activities and can be contacted directly at (404) 231-1824.

Lehigh University Office of Fraternity & Sorority Affairs: Confidential Form:

[https://cm.maxient.com/reportingform.php?LehighUniv&layout\\_id=15](https://cm.maxient.com/reportingform.php?LehighUniv&layout_id=15) Phone: (610) 758-4157.

Lehigh University Student Affairs Hazing Prevention website:

<http://studentaffairs.lehigh.edu/hazing-prevention>

Anti-Hazing Hotline: The national anti-hazing hotline can be reached toll free at all hours at:  
1-888-NOT-HAZE (1-888-668-4293)

## Lehigh IFC Risk Management Policies

<https://risk.lehigh.edu/content/risk-management-policies>

## Weekly Syllabus

SUN	MON	TUES	WED	THURS	FRI	SAT
9/14	9/15 *Fall Bids go out	9/16	9/17 #1 Pledging Ceremony (5pm)	9/18 #2 Risk Management presentation (5pm)	9/19	9/20
9/21	9/22	9/23	9/24 #1 Wellness Meeting (7:30pm)	9/25	9/26 #2 DEI Meeting (7:30pm)	9/27
9/28	9/29	9/30	10/1	10/2	10/3 #1 Big Little Ceremony (7pm)	10/4
10/5	10/6 #1 Local History (4:30pm)	10/7	10/8 #2 Philanthropy Meeting (5pm)	10/9	10/10 #3 Academics Meeting (5pm)	10/11
10/12	10/13	10/14 #1 Triple Origins	10/15 #2 Triple Origins	10/16 #3 Triple Origins	10/17	10/18

		(6:30pm)	(6:30pm)	(6:30pm)		
10/19 #1 Initiation/ Grand Lecture						

**Note:** All meetings will be held at the chapter house. Brothers are expected to attend most meetings as discussions are valuable to all. Meetings will be facilitated by myself, chapter officers, and alumni.

## Week One Meeting #1: Pledging Ceremony and New Member Expectations (09/17/25), 5:00pm at 105 Hill Rd

A formal pledging ceremony will be held at the house, open to all the new members' loved ones to attend. Before the pledging ceremony, the Creed will be recited, and a discussion on the significance of the ceremony will be held. The pledging ceremony is conducted per ritual guidelines. After which a dinner will be held, where members will be congratulated by current members. During the debrief, discuss with Brothers and New Members about the Pledging Ceremony:

Why would Chi Phi make this ceremony open to outsiders? What symbolism did you notice in the ceremony? What did you commit to when you took the "pledge of membership"? What did the Alpha say that Chi Phi was founded on and now stands for? What phrase or passage resonated with you during the ceremony? Was anything discussed during the ceremony and Creed that may allude to Chi Phi's Core Values and why?

Then, proceed with a discussion about expectations of the new member education program and a review of the syllabus for the New Member Education Program. Program materials are distributed, all from the Resource Guide provided by the Chi Phi National Office.

Use this time to discuss expectations and have the New Members come up with expectations they have for themselves as well as the active Brothers. In addition, discuss with new members examples of hazing and how to report it. Chi Phi does not tolerate hazing of any kind, at any time. Refer to page 8 in the Resource Guide as well as the Hazing PowerPoint to discuss hazing, citing examples of what hazing may include.

Reference the Personal Safety Policy in this discussion. Hazing is any action taken or situation created that causes embarrassment, harassment, or ridicule. Hazing risks emotional and/or physical harm to the members of an organization or team. Discuss with the Chapter why hazing may be harmful to an individual not only physically but mentally and psychologically.

GreekLifeEdu must be completed within 14 days of the Pledging Ceremony. Share with the New Members the specific financial obligations of membership. This is discussed on page 9 of the Resource Guide with a chart about Chapter dues on page 10.

Establish New Member Education meeting dates and times. Meetings must be held at a reasonable time and not interfere with academics and prior responsibilities.

## **Week One Meeting #2: Risk Management (09/18/25), 5:00pm at 105 Hill Rd**

Use the provided National Chi Phi PowerPoint to present on the Personal Safety Policy and internet usage. Cover the Personal Safety Policy. Cover the internet usage. Why is proper internet usage important for the image of the Fraternity?

In addition, a PowerPoint on Lehigh's Risk Management will be presented by the current Risk Manager to outline the school's policy. Cover the school's policy and how to properly follow it. How it intersects with national policy.

Break the New Member class into groups and have each group discuss a case study. Each group should be prepared to present the case study to the class. You must discuss what is wrong, the Personal Safety Policy violations, as well as how to fix the issues present.

Discuss: Why is it important to follow the Personal Safety Policy? What are potential Risk Violations of the school's Policy? How does proper risk management benefit the Fraternity? How does improper risk management hurt the Fraternity locally? Nationally? What do you feel are your risk management challenges as a Chapter? As a campus?

## **Week Two Meeting #1: Wellness (09/24/25), 7:30pm at 105 Hill Rd**

We will host a Wellness and Mental Health workshop in collaboration with our chapter Wellness Chair. This session's focus will be on how to stay healthy both mentally and physically, and highlight on-campus resources available to support student wellness. All Brothers are expected to attend. Topics to be discussed include:

What does it mean to maintain mental and physical wellness in college? What campus resources are available for mental health and overall wellbeing? How do we recognize when a Brother is struggling and how can we support them? What are effective habits for managing stress, burnout, and academic pressure? How do we create a chapter environment that encourages openness and self-care? How can we use what we learn to build a healthier community for ourselves and others?

## Week Two Meeting #2: Diversity, Equity, and Inclusion at Lehigh University (09/26/25), 7:30pm at 105 Hill Rd

Have a workshop with Lehigh's FSL DEI chair along with our DEI chair to discuss some of the following topics. All Brothers are expected to attend.

What does it mean to be an ally? Hypothetical scenarios and discussions on race, gender, and sexuality. How do you hold yourself, and those around you accountable? How to acknowledge unconscious bias? How are you educating yourself? How to apply the skills learned, to real-life scenarios, and make a positive impact on the Greek and Lehigh communities.

## Week Three Meeting #1: Big/Little Ceremony (10/03/25), 7:00pm at 105 Hill Rd

Pairs are chosen based on the similarity of values between bigs and littles. All freshmen and brothers rank their top 3 choices, and an algorithm is used to calculate the best pairings. Reveal is conducted in the chapter room where the new member educator announces the pairs and then the little comes up and presents their paddle to the big. Afterward, have Big/Little pairs sit through meetings on values together and then have dinner with their lineages to celebrate the ceremony. Brothers are strictly forbidden from providing alcohol to littles and are made clear that no hazing of any kind will be tolerated.

### Creed of the Fraternity

Have the Brothers stand up and recite the Creed of the Fraternity. Afterward, the Brothers and New Members should discuss: How has the Creed impacted your daily life? How has your understanding of the Creed evolved throughout your time as a Chi Phi? Why is the Creed a vital part of what it means to be a Chi Phi? What part of the Creed means the most to you and why?

### Values of the Fraternity

Present the Values of the Fraternity to the New Members. Brothers and New Members can answer these questions: How can you live up to the Values of Chi Phi in your daily life? What values stand out to you? If you could add a value to Chi Phi's Core Values, what would it be?

### True Gentleman

Present the True Gentleman to the New Members. Brothers and New Members can answer this question: Why, in this day and age, is it important to be a True Gentleman?

The next two items are known by Chi Phi Alumni and have great meaning and cultivate solidarity as an organization.

### **Prayer of the Fraternity**

Have Brothers and New Members stand and say the Prayer of the Fraternity.

### **Gather Brothers**

Have Brothers and New Members stand and sing Gather Brothers. Why are these important to Chapter and Fraternity history? Discuss: Why are these important to Chi Phi? Is there anything else you feel that makes Chi Phi unique? How are these documents applicable in your everyday life?

## **Week Four Meeting #1: Local History (10/06/25), 4:30pm at 105 Hill Rd**

Brother Abels will share the history and what it means to be a Chi Phi at the chapter house.

Why is it important to recognize your local history? What do you find unique or stands out about your local Chapter's history? How does your local history connect to National history? What kind of mark would you want to leave on the Chapter's history?

Discuss the role of your Alumni/Alumni Association/Chapter Advisory Board: What are their duties as Alumni? How can they best support the Chapter? How can the Chapter use Alumni as a resource for success? What does it mean to be a Chi Phi for life?

## **Week Four Meeting #2: Philanthropy (10/08/25), 5:00pm at 105 Hill Rd**

### **Philanthropy**

Use the provided resource from the national office to discuss Chi Phi's national philanthropies. Include any local philanthropies the Psi Chapter supports. What is the difference between philanthropy and community service? Why is philanthropy so important? What kind of impact can philanthropy have on the image of Greek life as a whole? Chi Phi? What are your thoughts on the philanthropies that we support? Are there any other philanthropies you would like to support or participate in?

## Week Four Meeting #3: Academics (10/10/25), 5:00pm at 105 Hill Rd

### Academics Discussion

Make known to the new members the steps that Psi chapter takes to ensure academic progress. The Academic Chair explains the value of strong academics and outlines the academic support program that we currently are utilizing. Discusses the academic achievement dinner to incentivize new members to continue to exceed academically. Discuss: What academic resources are currently available on Campus? How can you reach out to brothers for help? What resources are available within our fraternity?

## Triple Origins Ceremonies

### Week Five Meetings #1-3: Triple Origin Ceremonies Debrief and Chapter Operations (10/14/25-10/16/25), 6:30pm each day at 105 Hill Rd

Brothers should be at this meeting to provide their own thoughts.

#### Triple Origin Ceremony #1: Star Ceremony

After the Ceremony, ask the New Members and Brothers their thoughts and discuss: What do you feel is the meaning of this Ceremony? What can we learn from the Princeton Order that aligns with our modern Values? What do you think is important in the fact that 30 years went by and the idea of Chi Phi still appealed to men? Why is it important for us to recall the origins of our organization?

#### Triple Origin Ceremony #2: Sword Ceremony and Debrief

What sort of imagery was presented to you during this Ceremony? How does the concept of Honor in the Ceremony relate to us today? Chivalry is a word tossed around in the Ceremony. What does it mean to you? The Crossed Swords are represented on our Crest. How are these Swords and what do they represent to the Fraternity as a whole? What phrases from our Creed can we derive from this Ceremony? What meaning does it convey?

#### Triple Origin Ceremony #3: Fasces Ceremony and Debrief

What is significant about the Hobart Order sprouting from a campus that already had three fraternities? What was the focus of the Founders of the Hobart Order? Why is it important? How does this idea represent itself in the Fraternity as a whole? What did you gather from the gothic reading of the Founding Order?

### Officer Positions

Have Chapter Officers discuss their positions. Use pages 52-58 and the Chapter Officers PowerPoint from the national office as a guide with this section. Discuss every role with the New Members including their

duties and responsibilities as it relates to the Chapter. What positions interest the New Members? Why? Which role do you aspire to have within the Fraternity? What steps will you need to take to prepare yourself for that role?

### **Robert's Rules of Order**

Alpha, Beta, Epsilon (or any other Brother who has experience) should discuss how the meeting is run including but not limited to: Motions, voting, order of business, difference between new and old business, and when and how to speak.

### **Chapter Meetings**

Discuss with the New Members "General Introduction to Chapter Operations." Why is it important that the Chapter meet at least once per week? Why should the Chapter be goal-driven? How does that make the Chapter more effective? Why is it important that the Chapter and its officers have clear and regular communication with the Greek Affairs Office, the Chi Phi National Office, and its Alumni?

### **Week Six Meetings #1: Initiation/Grand Lecture (10/19/25)**

Active brothers are required to be present, with Alumni encouraged. Initiation will take place on Sunday, October 18th, 2025 at the Chi Phi Chapter House, 105 Hill Rd.