



PHI SIGMA KAPPA

**Lehigh University
Nu Chapter**

**New Member Education Plan
Spring 2023**

Purpose:

The goal of Phi Sigma Kappa's New Member Education plan is to instill the values of scholarship, brotherhood, and character in the new members. This will be done largely through optional events, including new member meetings, community service, and brotherhood events, where they will have the opportunity to get to know both the overall chapter and the brothers better. Immediately following bid signing, it will be strongly emphasized that the aforementioned events are completely optional. We understand the importance of academics and extracurricular activities, so while we encourage new members to participate, they will not be required to do so.

Objectives of New Member Education:**1. Promoting Leadership**

During the New Member Education period, new members will be strongly encouraged to take part in various community service events that the chapter has planned. One of the most rewarding parts of being involved in a fraternity is the opportunity to give back to our community, as it not only establishes a connection between brothers, but also between the fraternity and its community.

2. Scholarship Development

Phi Sigma Kappa will provide excellent academic support for all the new members throughout the New Member Education process. New members will meet brothers who are in similar classes, majors, and or schools, and who will ultimately serve as resources to the new members in a multitude of ways. This includes joint studying, academic advising, networking, and career advising, among others.

3. Brotherhood Integration

The most important part of New Member Education is that the new members are fully integrated into the house and feel completely included in the brotherhood as soon as possible. Whenever a new member is struggling or needs anything, they will be made aware that they are always welcome to talk with any of the brothers and get the necessary support. Above all, it is imperative to host brotherhood events during New Member Education so that our new members feel like a part of the brotherhood.

Expectations of Chapter Officers:

It is imperative that new members know the roles of the various positions in the house so that at any moment they can seek support from the requisite officer.

- **President:** It is the president's responsibility to set a good image for both the chapter and the new members joining the house. It is expected that the president will be a role model for the new members by being engaged in all the new member activities. If any issues arise, the president will always be available to support the new members.
- **Vice President:** The vice president will be there to fill in and lead the chapter should the president be unable to attend an event. Equally as important, the vice president should be another resource for the new members to use, and they will play a similar role in all events.
- **Inductor:** The inductor is the primary contact for the new members during the New Member Education process. They are the main player in integrating the new members into the brotherhood quickly, but it cannot be stressed enough that all actives are responsible for ensuring it goes smoothly. If there is ever anything related to New Member Education or an issue with one of the brothers, the inductor should be one of the first officers sought out, along with the president and vice president.
- **Treasurer:** If any new member finds themselves in need of financial support or advice, it is important to talk to the treasurer. The treasurer is in charge of the chapter's finances, which include dues for each member, the budget, donations, etc.
- **Other Active Members:** Whether on the executive board or not, each active member is expected to treat new members with respect and make the new members feel included while serving as role models and demonstrate the principles taught in their own actions. Our brothers greatly look forward to welcoming the new members into the brotherhood.

Hazing:

Phi Sigma Kappa has an extremely strict no hazing policy. While all our events promote inclusivity and are enjoyable for new members, they are all completely optional — at no point during the new member education process will we require the new members to partake in any activity. We recognize that hazing is a major issue around the country in Greek life, and it is one in which we will absolutely not partake. Hazing is certain to cause mental and physical trauma, and that is the last thing that we would want to inflict upon any of our new members. Before New Member Education starts, we will hold a presentation on what is expected of active members of the chapter when interacting with new members. If at any point these expectations are not followed, or if any new member is put in an uncomfortable position, those involved will be sent to the chapter's Judicial Board, and they will be banned from New Member Education events, in addition to the Judicial Board's punishments.

Phi Sigma Kappa's national definition of hazing:

“Any mental or physical requirement, request or obligation placed upon any person (a pledge, associate member, member, affiliate, guest) which could cause discomfort, pain, fright, disgrace,

injury or which is personally degrading, or which violates any federal, state, or local statute or law, university or Grand Chapter policy.”

Phi Sigma Kappa’s national statement on hazing:

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

This includes, but is not limited to:

1. Forcing, requiring, encouraging, challenging or endorsing new members to drink alcohol or any other substance and/or providing such alcohol or other substance;
2. The unauthorized or illegal use of alcohol in any form or quantity during any new member activity;
3. Forcing someone to eat food, even food he may like or enjoy; the eating of spoiled foods or raw onions, goldfish or anything an individual refuses to eat;
4. Dropping food (eggs, grapes, liver, etc.) into mouths;
5. Calisthenics; such as sit-ups, push-ups and runs;
6. Chairings, "polings", pledge walks or other similar "traditional" activities;
7. Branding;
8. Causing excessive fatigue through physical and psychological shocks;
9. Paddle swats of any nature;
10. Pushing, shoving, or tackling or any other physical abuse;
11. Line-ups of any nature;
12. Throwing anything (whipped cream, garbage, water, paint, etc.) at an individual;
13. Theft of any property under any circumstances;
14. Assigning or endorsing "pranks," such as stealing, panty raids, harassing other organizations;
15. Defacing trees, grounds, or buildings;
16. Conducting a new member-related activity between the hours of 1 and 7 a.m. or awakening individuals during these hours (no unauthorized overnight events);
17. Permitting less than eight continuous hours of sleep for new members each night;

18. Engaging in unauthorized activity which involves compelling an individual or group to remain at a certain place or transporting anyone anywhere, within or outside the city limits (road trips, kidnaps);
19. Conducting unauthorized quests, string hunts, treasure hunts, scavenger hunts, paddle hunts;
20. Conducting activities which do not allow adequate time for study during initiation periods;
21. Expecting participation in an activity that all members are not required to do;
22. Deceiving new members prior to the ritual designed to convince a new member that he will not be initiated or will be hurt;
23. Requiring new members to "march" in formation;
24. Carrying of items such as coconuts, helmets, swords, burlap bags, shields, paddles, rocks, dog collars, bricks, etc.;
25. Publicly wearing apparel which is conspicuous and not "normally" in good taste;
26. Yelling and screaming at new members;
27. Requiring or endorsing the new members to yell when entering or leaving the chapter house;
28. Playing extremely loud music or music repeated over and over or any other audible harassment;
29. Not permitting new members to talk for extended periods of time (other than as called for in the sequestration period of the Ritual of Initiation);
30. Engaging in public stunts and buffoonery, public displays or greetings to existing members by new members;
31. Requiring or encouraging new members to act like animals or other objects;
32. Nudity (full or partial) at any time;
33. Members messing up the house or a room for the new members to clean;
34. New members messing up the house;
35. Running personal errands (servitude) including "getting me a beer" or the like;
36. Forcing, requiring or endorsing new members to violate any University or Grand Chapter policy or any local, state or federal law;
37. Requiring answering of the phone in any other fashion than a normal "Hello, Phi Sigma Kappa, may I help you," or answering within a certain number of phone rings;
38. Black books, blacklists, etc.;
39. Special work sessions that would not include existing members as well;
40. Cleaning undesirable parts of the house (the bathrooms, toilets) that an existing member would not as well;
41. "Special" initiation exams (defined as any exam other than the ~~Annual~~ Brotherhood Examination of the Grand Chapter) that contains useless and/or irrelevant material.

Our chapter maintains a zero tolerance policy where if at any point any brother is guilty of anything defined above, they will be subject to severe punishment. We value each new member as a person, and we want them to join our brotherhood and be proud of it. New members can

report any hazing instance directly to any brother. If a brother is found guilty of any of these charges by the judicial board, the following are punishments they will face:

- Expulsion from the brotherhood
 - After graduation, the punishment would still remain as an alum.
- A meeting with a member of OFSA
- A written apology to the victim

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

Resources:

If any question arises, feel free to reach out to any of these members and affiliates at any point:

Andrew Raso (President)
(914) 924-2808 amr225@lehigh.edu

Bennett Crane (Vice President of Accreditation)
(224) 515-0250 brc325@lehigh.edu

Holden Maryott (Inductor)
(201) 988-0112 hrm225@lehigh.edu

Sara Runyon (OFSA Advisor)
(610) 758-4157 skd421@lehigh.edu

Billy Cauley (Nu Chapter Alumni Advisor)
(412) 735-1638 billy.cauley4@gmail.com

Bill Sherlock (President of the Alumni Board)
(609) 841-2335 bsherlock@circuittechassembly.com

Robert Gustafson (Faculty Advisor)
(610) 213-9198 hrgustafson@gmail.com

Lehigh University Police Department:
(610) 758-4200

National Headquarters:
(317) 573-5420

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

Events:

Note: All events will follow Lehigh COVID guidelines and will be adjusted based on regulations in place at the time.

New Member Dinners:

These dinners are a great way for the new member class to get to know the brothers in our chapter. Once a week, groups of new members will go to dinner with upperclassmen to a restaurant of their choice. The new members will go with a different group every week to ensure that they get to know as many upperclassmen as possible.

Big-Little Reveal:

The week before the big little reveal, new members will submit a list of their top choices of brothers to be their big. They will then go to an off-campus house, where their bigs will be revealed. After this, they can choose to go out to dinner or order food and hang out with their bigs.

New Member Class Meetings and Presentations: Each week there will be a presentation for New Members on various topics such as academics, community service, and accreditation. These will be given by those who hold the pertinent positions.

Schedule:

This schedule was written in accordance with the *Brotherhood in Phi Sigma Kappa* program, which outlines the following 11 key values: Expectations, Founding, Leadership, Integrity, Accountability, Inclusion, Solidarity, Teamwork, Ritual, Courage, and Lifelong Learning in Phi Sigma Kappa. Each new member meeting pertaining to these topics will involve a Brotherhood Circle so that the given topic can be further discussed more naturally. Additionally, these meetings serve as a chance for new members to share their thoughts on relationships with other new members or to reflect on their own development during the program. The full *Brotherhood in Phi Sigma Kappa* program materials can be reviewed [HERE](#). As mentioned above, there will be weekly new member dinners to provide a casual setting for new members to get to know the brothers and each other better. Each week, various officers will give presentations supplementing the aforementioned key values, including scholarship, community service, diversity, inclusion,

etc. At the end of the process, there will be a final exam to assess new members on the values outlined and to gauge its effectiveness.

- Week 1: Feb 15 - Feb 22
 - Ritual of Association and *Expectations* of Phi Sigma Kappa (2/15)
 - *Founding* of Phi Sigma Kappa (2/15)
 - Introductory presentation on hazing and Greek life (2/15)
 - Judicial Board presentation (2/15)
 - New member dinner (2/17)
- Week 2: Feb 22 - Mar 1
 - *Leadership* in Phi Sigma Kappa, *Accountability* in Phi Sigma Kappa, and CommunityEdu Part 1 due (2/22)
 - * On-campus gender violence speaker (TBD)*
 - Scholarship presentation (2/22)
 - New member dinner (2/24)
- Week 3: Mar 1 - Mar 8
 - *Integrity* in Phi Sigma Kappa (3/1)
 - Philanthropy and Community service expectations presentation (3/1)
 - Big brother reveal + new member class retreat (special dinner) (3/3)
- Week 4: Mar 8 - Mar 15
 - *Courage* in Phi Sigma Kappa (3/8)
 - DEI presentation (3/8)
 - New member dinner (3/10)
 - DEI speaker on campus (*Inclusion* in Phi Sigma Kappa) (TBD)

NO ACTIVITIES OVER SPRING BREAK (3/11-3/19)

- Week 5: Mar 20 - Mar 27
 - *Solidarity* in Phi Sigma Kappa (3/22)
 - Bylaws presentation (3/22)
 - Good Samaritan service project due + *Selflessness* in Phi Sigma Kappa (3/22)
 - New member dinner (3/24)
 - Accreditation presentation (3/23)
- Week 6: Mar 27 - Apr 3
 - CommunityEdu Part 2 due and Ritual for the Initiation of New (3/29)
Members
 - *Ritual* in Phi Sigma Kappa (3/29)
 - Brotherhood chair presentation (3/29)
 - New member dinner (3/31)
 - Final exam (4/1)

* These events are meant to be chapter-wide

Descriptions of Presentations:

Opening presentation on hazing and Greek life (2/15): This presentation serves as an introduction to the chapter for new members. The inductor and the president will speak to the new members about hazing and how to prevent it in Greek life. Before this presentation with the new members, there will also be a presentation with brothers on how to prevent and report hazing and the consequences if it occurs at any point.

Judicial Board presentation (2/22): This presentation will introduce the new members to the standards that we have. The Judicial Board consists of the Sentinel, Vice President, an active senior, Junior and Sophomore and serves to make sure brothers in the chapter, new members, and guests in the house are all treated well. At any point during the semester, anyone can report to our anonymous forum if they witness someone being treated unfairly, and our judicial board will meet to decide what action should be taken.

Scholarship chair presentation (2/29): During this presentation by the scholarship chair, it will be emphasized how important academics are to the chapter, and how new members should always prioritize their academics. Additionally, new members will be given the chance to find brothers with similar majors and classes who can help them with work or tutor them throughout the semester. The scholarship chair will check in with new members during the semester to make sure that their classes are going well.

Philanthropy and Community Service presentation (3/8): One of the most important parts of being in our chapter is taking part in community service events, and this presentation is a great opportunity for new members to learn more about our charities and involvement on campus. Notably, we will introduce them to the Special Olympics, our national charity, and go over various events we have had in the past with them. Our community service chair will work throughout the semester to organize virtual community service events with the new members so they can get involved and join the chapter in our efforts.

DEI presentation (3/22): Our diversity chair will give a presentation to the new members on diversity and how the house is an inclusive place for all. This is a great way to have a discussion between the new members and the actives about both ways that we can ensure the house continues to be an inclusive place for all and ways we can improve the community. We will also go over **Bylaws** which are a set of bylaws that we must abide by in accordance with nationals. We will explain these rules to our new members and how proceedings such as chapter meetings and elections are run.

Accreditation presentation (3/29): The Vice President of Accreditation will give a presentation to the new members explaining what accreditation is and how it assures that we

have a well-balanced chapter. Additionally, we will introduce them to our staple charity event and key annual tradition, the Blue Light Ball.