Alpha Gamma Delta
Zeta Beta Chapter
New Member Education Plan
Spring 2020

Vice President of New Member Experience
Bridget Waldron

Director of New Member Programming
Kasey Riordan

Director of New Member Engagement
Shannon Spiezio

President
Molly Daniels

Contact Information
Bridget Waldron, VP of New Member Experience, (732)510-8226, bmw221@lehigh.edu
Kasey Riordan, Director of New Member Programming, (484)886-5632, ker221@lehigh.edu
Shannon Spiezio, Director of New Member Engagement, (732)609-4029, ses220@lehigh.edu
Molly Daniels, Chapter President, (973)525-4915, msd221@lehigh.edu
**ALPHA GAMMA DELTA PURPOSE**

To gain understanding that wisdom may be vouchsafed to me.
To develop and prize health and vigor of body.
To cultivate acquaintance with many whom I meet.
To cherish friendships with but a chosen few and to study the perfecting of those friendships. To welcome the opportunity of contributing to the world’s work, in the community where I am placed, because of the joy of service thereby bestowed and the talent of leadership multiplied. To honor my home, my country, my religious faith.
To hold truth inviolable, sincerity essential, kindness invaluable.
To covet beauty in environment, manner, word and thought.
To possess high ideals and to attain somewhat unto them.

This shall be my purpose that those who know me may esteem Alpha Gamma Delta for her attainments, revere her for her purposes, and love her for her womanhood.

**Mission of New Member Education (NME)**

The mission of Zeta Beta Chapter’s New Member Education Program primarily is to develop and educate new members according to the Alpha Gamma Delta purpose. We also wish to familiarize new members with the bylaws and customs of Alpha Gamma Delta and our chapter. We will help them understand the customs of Lehigh and our chapter’s unique involvement in the Greek system. We will strive to initiate effective communication among the new member class and between the new member class and active members of our chapter. Most importantly, we will provide new members with a memorable and enjoyable experience that will make them as comfortable as possible in their new home, Alpha Gamma Delta.

**Alpha Gamma Delta Hazing Policy**

Alpha Gamma Delta cares about each and every one of our members. That is why Alpha Gamma Delta has a zero tolerance policy towards hazing of any kind. Alpha Gamma Delta’s official hazing policy is as follows:

“Hazing is 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 and situations include creation of excessive fatigue, physical or psychological shocks; wearing apparel publicly which is conspicuous and not normally in good taste; engaging in public stunts and jokes; morally degrading or humiliating games and activities; late night sessions which interfere with scholastic activities; and any other activities which are not consistent with the Alpha Gamma Delta Constitution and Standing Rules, The Ritual or Fraternity policy, or the regulations and policies of the educational institution, state or province. Hazing by individual members, new members or chapters of Alpha Gamma Delta is prohibited. For chapters, failure to comply with this Standing Rule shall result in disciplinary action. For individual members and new members, failure to comply with this Standing Rule shall be deemed non-support of the standards of the Fraternity and shall result in
disciplinary action.”

The Lehigh University Office of Fraternity and Sorority Affairs Hazing Prevention page can be found here.

**Expectations of New Members**

New members will be expected to attend all events planned for new members. In order to be initiated, all new members must complete the Alpha Experience Program, mandated by the Alpha Gamma Delta Fraternity. New members must pass the Fraternity Education Exam and complete GreekLifeEDU. Along with GreekLifeEDU, Alpha Gam is strongly suggesting that all initiated and new members complete and pass the sexual harassment program “Not Anymore,” which the new member class will complete during their Alpha Experience, but if they completed it with Lehigh, they are exempt. New members will always be welcomed and encouraged to spend time with active sisters. They will always be permitted to join active members at the chapter house for studying, watching a movie, socializing, etc. When new members are not at the chapter house, they will be encouraged to return to their normal routine and work on their schoolwork. It is very important to Alpha Gamma Delta that the New Members enter into a routine that allows them to focus on their schoolwork and obligations, as well as on the Alpha Experience.

New Member planned events include ritual, Alpha Experience programming, and events that all active members are required to attend. All other events will be optional for new members.

New members will receive an Alpha Experience Workbook during their first week. This Handbook contains information about Alpha Gamma Delta’s history, philanthropy and values. Information from this booklet that is covered on the Alpha Experience Exam will be highlighted throughout the program.

New members will be asked to participate in a two part program to guide their personal development based on the values of Alpha Gam members. The goal is to have new members gain new skills and experiences by participating in an online module and group discussion for each of six values. The role of the new member educators is to discuss why the information is important and debrief with the new members after each module. The programs are as follows:

Alpha Gams are Connected, Alpha Gams are Caring, Alpha Gams are Wise, Alpha Gams are Visionary, Alpha Gams are Generous, Alpha Gams are Inspirational.

**Scholarship Expectations**

Academics will always be a first priority for new members. They will be encouraged to spend time at the house or on campus with both new and active members studying and doing work together. New members will be placed into “Scholarly Squirrel” groups according to their major; these groups span across all member classes and can be used as an academic resource. In order to be initiated, new members must have a prior semester GPA of at least 2.5.
Expectations of Active Members

Active members will be expected to take a primary role in the new member education process. They will be expected to familiarize themselves with the NME plan prior to recruitment. They will be invited to join new members in all activities. They will be expected to make the new members feel welcome. Hazing will NOT be tolerated. Any sister caught or accused of hazing will immediately be subject to the Alpha Gamma Delta membership change procedures, at which time disciplinary action may be taken.

Expectation of Alumnae

Alumnae will be invited to join our chapter for all activities during the new member education process. They will be encouraged to review the NME plan prior to recruitment and provide any feedback they may have. Alumnae will not be allowed to haze and must adhere to the same policies set forth by Alpha Gamma Delta and Lehigh University.

Health and Safety Policies

The health and safety policies are in place to maintain harm prevention and compliance with IHQ. We strongly care about the safety and wellness of our sisters. Sober monitors are present at every social event to supervise and risk manage; they watch sisters and make sure they are behaving appropriately and are well. Sober monitors approach sisters who they believe are not acting in line with ZB’s standards and tell them when they need to go home. Sisters who are approached and sent home are asked to please not argue with the sober sisters and to follow their directions. The procedure entails a sober monitor calling the sober driver, and sending the sister home with a friend who can see to it that they are taken care of and home safely. The sister being called for will be sent to standards as a repercussion of their actions. All sisters are accountable for their own actions and watching out for each other. This allows the sisters to look out for each other and ensure the safety of everyone.

Sister-Mother Program

Eligible sister-mothers will be assigned their sister-daughters after the welcome event. This will be revealed to the new members during the New Member Formal Pledge Service. According to Alpha Gamma Delta, and consistent with the values of our chapter, we encourage our new sister-mothers to serve as a mentor and role model to sister-daughters. All eligible sister-mothers will be required to complete a questionnaire and reflect on what the responsibilities of a sister-mother are in order to better improve their abilities as a mentor and resource for their sister-daughter. (You must be in good standing and have at least a 2.5 GPA for the Fall 2019 semester in order to be considered an eligible sister-mother). All eligible sister-mothers will also be required to go through Sister-Mother Training facilitated by Bridget
Waldron, Vice President New Member Experience. This short training will outline the responsibilities of being a sister-mother.

**Interactions with other Chapters and Campus Organizations**

New members will be expected to act respectfully towards all others on campus. They should live by the Alpha Gamma Delta Purpose at all times, particularly when they are interacting with others. They will be encouraged to attend non-Greek events, such as sporting events, philanthropy events, lectures, and other campus-wide events in an effort to expand their horizons on campus. Activities with other sororities, fraternities, and non-Greek organizations will take place throughout the new member education period, in order to encourage new members to meet a variety of new people on Lehigh’s campus.
WEEK ONE: Sunday, January 19th – Saturday, January 25th

Sunday, January 19th

Chapter House, 5-8 pm: Bid Day
New members will receive their Alpha Gam bids in the morning! They will be invited to the chapter house for dinner, games, and chapter pictures with their new member class and other sisters. New members will receive shirts that they will be welcome to wear for the first day of classes along with all the initiated sisters. After the activities with the entire chapter, new members will have a short welcome and introduction to the Alpha Experience by Bridget, Kasey, Shannon, and Molly. Following this short meeting there will be a quick Q-and-A session. Finally, the new members will fill out an information sheet with their contacts for Bridget’s records.
New Member attendance is optional.

Monday, January 20th

Chapter House, 7-8 pm
Bridget and Kasey will facilitate name-games and icebreakers to help new members get to know the other girls in their new member class. New Members will receive New Member Experience folders containing their Alpha Experience Workbook, a master contact list for the chapter, and a calendar with important dates for the semester. We will discuss with the new members the philosophy and purpose of new member experience. Grace Kim, VP of Finance, will discuss financial obligations with the new members. Following this, the NME team will help new members access OmegaFi to complete their AGD new member registration. We will then show them how to access the modules and other resources on the site, such as “AlphaGam Access,” and where to watch “Alpha Gams are...” modules.
New Member attendance is optional.

Tuesday, January 21st

Chapter House, 6:00-6:30 pm: Pledge Service
New members will participate in the Formal Pledge Service, the first of the Alpha Experience rituals, where they will be given their new member pin by their assigned sister-mother(s). Following the ritual they are invited to dessert with their sister-mother.
New Member attendance is required.

Chapter House, 6:30-7:30pm
New members will continue to get to know the other members of their class through name games and icebreaker activities. Taylor Pistone, the Vice President of Chapter Wellness, will come talk to the members about Alpha Gam’s health and safety policies and help them understand the importance of their safety as individuals and with respect to the chapter. Lastly, the new members will meet Sophie Champ, VP of Marketing, who will guide
them through the Panhellenic Councils’ and AGD Social Media expectations and policies.

*New Member attendance is optional.*

**Wednesday, January 22nd**

*Chapter House, 5:30-6:30: Alpha Gams are Connected*

Bridget and Kasey will lead the New Members through a review of the Alpha Gams and Connected module. The group will discuss why they believe connectedness is important to their personal growth and their place in the sorority through an open-ended conversation. This discussion will be facilitated by Bridget but largely led by the New Members to allow them to communicate with each other freely. After the discussion, the group will play another ice-breaker game to continue forming connections within their member class.

**Thursday, January 23rd**

*Bethlehem Ice Rink, 7:15-8:30 pm*

New members will come to the house and Bridget will explain the different elected new member positions. They will then select the following positions to be held for the duration of Alpha Experience: President, Social Coordinator, and Director of Ritual. After the elections, new members will go in their assigned car to drive to the Ice rink. New and initiated members will be invited to participate in a private and fun ice-skating get-to-know-you event.

*New Member attendance is optional.*

**Saturday, January 25th**

*T.B.D., 6 p.m.-10 a.m.*

New members will be invited to spend the night at the house of Zeta Beta alumna. The sleepover will commence with ice-breaker and name-game activities. Following these games, the new members can determine the topics of conversation. Anyone who would like to go to sleep may do so.

*New Member attendance is optional.*

---

**WEEK TWO: Sunday, January 26th – Saturday, February 1st**

**Monday, January 27th**

*Chapter House, 7-8 pm: Alpha Gams are Visionary Module*

New Members will review the Alpha Gams are Visionary module, led by Bridget and Kasey. They will then watch a video called “Early Days” from the Alpha Gamma Delta website detailing the history and steps our founders took to establish the first chapter.
They will then review the “Your Chapter” section of their Alpha Experience Workbooks. At the conclusion of the meeting, new members and members of MC 19 will be given a sheet of the other classes’ names with spaces for their signature and a fun fact about them. Both classes will be encouraged to meet as many NMs and sisters as they can during the coming week and throughout the NM period.

New Member attendance is required.

Wednesday, January 29th

Chapter House, 6:30-7:30 pm: Involvement Fair
Initiated members will host an involvement fair to show new members what campus organizations and Alpha Gam related committees they are involved in. Megan Quigley, VP of Campus Relations, will discuss the Zeta Beta groups that we have for all members, and then assign the new members into their group. Zeta Beta groups attend various events across campus to foster relationships and engage with many parts of the Lehigh community. New members are encouraged to develop as a part of the larger campus environment through participation in campus-wide events and involvement with other organizations. Following this, Shannon will review “You’re Always Wearing Your Letters,” which explains the importance of representing themselves as individuals, and as members of Alpha Gam.

New Member attendance is required.

Thursday, January 30th

Chapter House, 6:30-8 pm: Alpha Gams are Caring, Songs with Sophomores
After the ritual, new members will participate in the Alpha Gams are Caring workshop, where they are to set up and log in to their GreekLife Edu account, Part 1 of which must be completed by February 8th. New members will then split up with members of Member Class 19 to learn our Alpha Gamma Delta songs. Each group will perform one in front of the others, as a get-to-know-you event for MC 19.

New Member attendance is optional.

Saturday, February 1st

Chapter House, 10-11:30 am: Brunch with Juniors
New members will be invited to the chapter house to make and eat brunch with the juniors as a fun get-to-know-you activity, as juniors will be encouraged to interact and mingle with the new members. Following brunch, new members will watch a get-to-know you video made by the sisters abroad in the spring semester.

New Member attendance is optional.

WEEK THREE: Sunday, February 2nd – Saturday, February 8th
Big/Little Week: Each of the new members will have a big assigned to them before the start of the week. The initiated member and new member are paired based on personality and have a deeper emotional connection than that of a sister-mother/sister-daughter relationship, which is based on mentorship. Throughout the week, while the identity of the big will be kept anonymous to the new members, the big will leave small gifts for their little each day (candy, canvases, t-shirts, etc). The suggested total spending limit for gifts will be capped at $100. On Friday, the big will unveil themselves to their little after the new members complete their Initiation Exam.

Monday, February 3rd

Chapter House, 6-7:30pm: Alpha Gams are Wise
Kasey and Bridget will lead the Alpha Gams are Wise program. Emily Laubenstine, VP of Academic Excellence, will give a short presentation on AGD Zeta Beta’s scholarship practices. Emily will then assign every new member to their Scholarly Squirrel group based on their major. This will be a time for new members to discuss their academic interests with each other and have a conversation about the academic challenges they have faced so far at Lehigh. Then, the Center for Academic Success will conduct a study skills workshop. This will be a time for new members to learn useful skills to perform to the best of their abilities academically and professionally. They will discuss the importance of having the ability to manage all important aspects of one's life while still striving academically.

New Member attendance is optional.

Tuesday, February 4th

Theta Chi Chapter House, 8-9 pm: Cupcake Competition
New members will be invited to break into groups and to ice and decorate a number of cupcakes with the new members of Theta Chi. The cupcake decorations will then be judged by Bridget, Kasey, Shannon, and the new member educators of Theta Chi. Winning teams will receive candy prizes.

New Member attendance is optional.

Thursday, February 6th

Chapter House, 7-8 pm: Final Initiation Exam Review
New members are invited to the chapter house for a final review session of the material that will be on the Initiation Exam the next day. Since the Purpose is a large part of the exam, the question “How have you lived the purpose today?” will be posed to new members for discussion and reflection. This will be a time they can study with each other, or ask Bridget, Kasey, and Shannon any questions they may have.

New Member attendance is optional.

Friday, February 8th

Chapter House, 7-8 pm: Alpha Exam
New members take the Alpha Gamma Delta Initiation Exam.  
New Member attendance is required.

Chapter House, 8:00-8:30: Big Little Reveal
New members will find out for the first time who their big is. They will have time to talk with their big and bond for the first time as a big-little pairing to destress after their exam. A dessert bar will be provided!
New member attendance is optional.

WEEK FOUR: Sunday, February 9th – Saturday, February 15th

Monday, February 10th

Chapter House, 6-7 pm: Myers-Briggs Activity
Staff advisor Chelsea will come spend time with the New Members and get to know them. She will also facilitate a Myers-Briggs activity. Each person will take the time to complete the Myers-Briggs test on their own and then the results will be discussed as a group. Chelsea will facilitate the conversation on personality types and how they influence behaviors, then will lead a small-group activity of her choice relating to the test.
New Member attendance is optional.

Tuesday, February 11th

Sigma Phi Epsilon, 7-9 pm: Etiquette Workshop
New members will join the new member class of Sigma Phi Epsilon for a dinner at their chapter house to learn business formal dinner etiquette. New members will learn how to properly conduct themselves and what conversations and behaviors are appropriate for future job and interview related meals.
New Member attendance is optional.

Wednesday, February 12th

Chapter House, 6:45-7pm: Living Colors Ceremony
New and initiated members will participate in the third Alpha Experience ceremony; Living Colors.
New Member attendance is required.

Chapter House, 7-8 pm
New members will have a group discussion about their personal goals in life, regarding career choices, lifestyles, and any other aspects they feel comfortable sharing with the group. From there, each new member will be given time to make their own Dream Board in any fashion they choose. This crafting activity is a creative way for the women to express their ambitions and discuss them with the group. Materials for making the Dream Boards (construction paper, markers, magazine clippings) will be provided.
New Member attendance is optional

Thursday, February 13th

Chapter House, 6:30-7pm: Living Purpose Ceremony
New and initiated members will participate in the second Alpha Experience ceremony; Living Purpose. Following the ceremony, Bridget will lead a Values Audit and Reflection.
New Member attendance is required.

Chapter House, 7-8 pm
New members are invited to the house to make Valentine’s Day cards for each other, and for recipients of Meals-on-Wheels meals. They will hear from Krisana Goel, our VP Philanthropy, to discuss Zeta Beta’s philanthropy and community service opportunities, which will also serve as the review of Alpha Gams are Generous module.
New Member attendance is optional

WEEK FIVE: Sunday, February 16th – Saturday, February 22nd

Initiation Week: During this week and before the Initiation Service, new members will be reflecting on their Alpha Experience, in what they have learned, and who they have met. They will be highly encouraged to spend as much time as possible in the chapter house, to interact with initiated sisters living there currently and be familiar with the chapter house, so as to get a feel for what living in the house full time the following year could be.

Monday, February 17th

Chapter House, 6-7:30 pm: Alpha Gams are Inspirational
They will review the Alpha Gams are Inspirational module. Following the conversation, new members will write a letter to their future selves, saying how they are at that time, and how/where they hope to be when they read it in the future. After this, the new members will participate in an activity called “The Web of Reflection”. They will create a web that symbolizes the connectedness of the group, the available support, the trust factor and bonds they’ve formed.
New Member attendance is optional.

Tuesday, February 18th

Chapter House, 7-8 pm
New members will also be asked to come to the meeting with pictures with each other that they will work together to format into a PowerPoint that will be shown at the Feast of Roses. After doing this, the new members will be guided through the common areas of the chapter house and be encouraged to hang up pictures of their member class on the walls among pictures of initiated sisters. Seeing their own photos displayed will bring another
level of comfort to the chapter house for the new members and remind them of their important space in the sisterhood.

*New Member attendance is optional.*

**Wednesday, February 20th**

*Chapter House, 7-8 pm: Sweets with Seniors*

Members of MC ’17 will bake and share desserts with the new members and break up into groups and do fun games for a chance for the classes to get to know each other better. Following the games and desserts, new members are invited to stay at the house to watch a movie.

*New Member attendance is optional.*

**Friday, February 21st**

*Chapter House, 7-8 pm: Pinning of the Petals Ceremony*

New and initiated members will participate in the final Alpha Experience ceremony before Initiation the next morning. Following the ceremony, new members will participate in a final group bonding activity.

*New Member attendance is required.*

**Saturday, February 22nd**

*Chapter House, 10 am-1 pm: Initiation Ceremony*

New and initiated members will participate in the Initiation Ritual.

*New Member attendance is required.*

*Iacocca Wood Dining Hall, 6-9 pm: Feast of Roses*

Newly initiated members and their parents to eat dinner with all initiated members to celebrate their initiation, all the accomplishments of the new members, and the conclusion of their Alpha Experience.

*New Member attendance is required.*

**Additional Events Post-Initiation for New Members**

**Saturday, March 28th**

*Moutaintop Campus, 10:00am-12pm: Ropes Course*

Sisters of MC ‘20 will participate in a Ropes Course together. This will be an opportunity for new members to interact with each other outside of new member education in a fun and physical way. As the Ropes Course has many activities that revolve around team-building and leadership, the new members will be able to strengthen their bond as a group, as well as enhance their own leadership skills.

*New Member attendance is optional*
Friday, April 3rd

*Center for Career and Professional Development, 10am-3pm: Fun Friday with the Career Lab*

The sisters of MC ‘20 and the rest of the chapter will be invited to Alpha Gamma Delta’s Fun Friday with the CareerLab. They will have the chance to have their resumes and cover letters reviewed, create a job or internship strategy, practice interview questions, and refine their networking skills.

*New Member attendance is optional*

Sunday, April 26th

*Chapter House, 3:30pm-4:30pm: End of the Semester Check-in with Marlena, VPME*

This will be an opportunity for an open discussion within MC ‘20 to talk about the things they enjoy about the chapter thus far and the things that they dislike or want to change. This is meant to be a positive, productive space for communication between members to open up to one another in a way they may not typically feel comfortable doing. Each sister will write her thoughts anonymously on a sheet of paper in a snowball activity, where each paper is picked up and read aloud by another sister for the group to discuss. It will be facilitated by Marlena Ruser, VPME.

*New Member attendance is optional*