

Theta Xi Fraternity Eta Chapter

Associate Member Education with Alpha Nine: Spring 2020

“We were all deeply sensible of the importance of the occasion since from this night we receive the new made member as a brother. And in doing so it becomes us to pause well, and consider, and realize, if possible, the sacred character of the occasion, since henceforth we all must be responsible for the character and making of the man. It becomes us as true brothers, joined hand in hand and bound together by indissoluble ties, to take it upon ourselves, each and all of us, to endeavor to instill in his youthful mind the high and noble principles which we profess to keep.”

· (Thomas Cole Raymond, on the Initiation of Edward Morrison May 7, 1864)

Introduction:

Theta Xi Fraternity believes strongly in an associate member education plan and period that enriches, unifies, and affirms the members of the Fraternity and their values. Through a six-week education process, associates will be taught to live through the values of the Theta Xi Fraternity that we have identified as part of these young men’s characters. These values are broken down into ten categories: **1. Brotherhood** – Demonstrate a commitment to developing meaningful and lasting friendships. **2. Responsibility** – Accept accountability for one’s decisions, behavior, obligations, and commitments. **3. Self-Esteem** – Develop confidence in personal abilities and take pride in oneself. **4. Integrity** – Be honest and fair in conduct with oneself and others. **5. Respect** – Show appreciation and concern for the worth of others. **6. Learning** – Demonstrate a commitment to academic success and intellectual curiosity. **7. Diversity** – Recognize and appreciate the value of different ideas, opinions, and cultures. **8. Compassion** – Reach out actively to support those in need of assistance. **9. Achievement** – Accomplish tasks based on previously established goals. **10. Leadership** – Develop an ability to foster teamwork to mobilize efforts to achieve common fraternity, campus, and community goals.

Several of these values were already identified in these men as they were deemed worthy candidates to join the brotherhood. However, through our national core

education program, the Alpha 9, as well as through our own values metric and committees, the bLUeprint, these values can be deeply instilled and exemplified in the associates. We strive to teach the associates what it truly means to be a part of a collaborative, brotherhood-based system in which individual and group goals are both targeted and prioritized. Creating these bonds utilizes work and effort by both parties in order to ensure that the associate member is receiving the most enriching education as possible, and that the values of this Fraternity are emphasized clearly. We believe in operating through our purpose, and by operating as Fraternity men first, Theta Xi's second, and Eta's last. Our National Purpose is stated as follows: *"The purpose of Theta Xi is to provide a college home environment for its active members in which fellowship and alumni guidance lead to wholesome mental, moral, physical, and spiritual growth. To that end Theta Xi actively supports and augments college and community efforts to make individual members more mature and chapter groups more useful units of society. Through its alumni and undergraduate leadership Theta Xi endeavors to assist each member to develop **ONE**, Intellectual curiosity that assures the highest scholarship rating consistent with his ability; **TWO**, habits that lead to better mental and physical health; **THREE**, sincerity in his association with others and confidence in himself; **FOUR**, responsibility to chapter, college, community, and country; **FIVE**, leadership that comes from practicing the principles of democratic self-government; **SIX**, interests and activities outside regular scholastic studies that employ spare time to advantage; **SEVEN**, spiritual understanding that provides a reservoir of strength to draw upon when faced with conditions beyond comprehension."*

Associate Member Expectations and Positions:

Theta Xi Fraternity believes that in order to have a truly enriching and worthwhile associate member education program, that standards of expectations as well as positions on various issues must be clearly defined and communicated to all members. This is why the associate member education process starts with not the Alpha Nine, but elaboration and clarification of our standards. By constantly referring back to our values and these positions, we can not only ensure a great education for the associate member class, but also a strong template to refer back to for future generations of Etas. These positions communicate the core purposes of Theta Xi, which include facilitating growth, encouraging the development of lifelong bonds, creating a unified chapter, and the build on the core values that the bLUeprint embodies.

Position 1: Hazing

· This one is simply stated: **Theta Xi is a NO-HAZING Fraternity.** Hazing violates all of the base values of this Fraternity, both nationally and locally, and is a gross disregard for human life. In order to truly build lasting bonds as brothers, associate members are to be treated equally at all times and in all forms of Chapter activity, with the exception of voting and Ritual. We also believe that denying opportunity for potential associate members or associate members upon the basis of race, financial status, or other extraneous factors is gross,

discriminatory, and a form of hazing. Our national statement on hazing is detailed to all associate members at Orientation and is as follows:

○ *“Whereas, Theta Xi Fraternity has maintained, since unanimously adopting a resolution at its sixty-fifth Annual Convention in San Francisco, that the associate member, member education, and inspirational programs should be of a positive and constructive nature. Theta Xi has been unequivocally opposed to hazing and pre-initiation activities because they do not add positively to the associate member’s or member’s understanding of the history, ideals, traditions, principles, and/or Ritual of Theta Xi Fraternity. Further, the Fraternity has publicly stated its position in the Constitution and By-Laws of this Organization and by fully supporting the National Interfraternity Conference’s “Resolution against Hazing” and the Fraternity Executive Association’s “Statement of Position on Hazing and Pre-Initiation Activities.” Therefore be it resolved, that Theta Xi Fraternity hereby reaffirms its traditional stance against hazing and unconstructive pre-initiation activities with the following statements: The Fraternity believes in the ideals and principals stated in the Fraternity Executives Association “Statement of Position on Hazing and Pre-Initiation Activities.” The Fraternity further believes that hazing and unconstructive pre-initiation activities are antithetical to the ideals, traditions, and principals of this Fraternity as well as being antithetical to the concept of fraternalism. The Fraternity defines hazing 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 fraternal law, ritual or policy or the regulations and policies of the educational institution.”*

Adopted August 11, 1984

Revised August 6, 1988

In addition, Eta Chapter members are subject to the Commonwealth of Pennsylvania 18 Pa.C.S.A. § 2802 Hazing commonly referred to as the Timothy J. Piazza Antihazing Law. Violation of the law by an individual may be treated as in a summary offense or if it results in or creates a reasonable likelihood of bodily injury to the minor or student a misdemeanor of the third degree. However, a person commits the offense of aggravated hazing if the person commits a violation of section 2802 (relating to hazing) that results in serious bodily injury or death to the minor or student and:

- (1) the person acts with reckless indifference to the health and safety of the minor or student; or
- (2) the person causes, coerces or forces the consumption of an alcoholic liquid or drug by the minor or student.

Aggravated hazing is a felony of the third degree

If Eta Chapter intentionally, knowingly or recklessly promotes or facilitates a violation of section 2802 or aggravated hazing) commits the offense of organizational hazing and shall be subject to any of the following penalties:

- (1) A fine of not more than \$5,000 for each violation of section 2802.
- (2) A fine of not more than \$15,000 for each violation of aggravated hazing

In addition to any other sentence imposed, if an organization commits the offense of organizational hazing, the organization shall be subject to such other relief as the court deems equitable

· If the No Hazing policy is violated or is felt to be violated by any party involved, there are several resources available on campus and with our national organization that can be utilized to stop or prevent issues in a proactive manner. They are detailed as follows:

- Chapter President, Wesley DeMarco (wmd321@lehigh.edu)
- Associate member Educator, Adam Patching (arp221@lehigh.edu)
- Risk Manager, Devin Bernstein (dmb222@lehigh.edu)
- Chapter Advisor, Jeff Gallagher (gallagher_jr@yahoo.com)
- Assistant Director, OFSA, Andrew Dorriere (ard519@lehigh.edu)
- Fraternity Headquarters Staff (office: 800-783-6294, txhq@thetaxi.org)
- 1-888-NOT-HAZE
- Hazing Report Hotline: <http://lehigh.edu/go/hazingreport>
- LUPD (610-758-4200)
- <https://studentaffairs.lehigh.edu/hazing-prevention>

Position 2: Contribution

· An issue that has plagued the Theta Xi Eta Chapter in past years was a lack of overall contribution from general members. As part of our effort to redefine the Chapter in recent semesters, the Chapter has seen individual involvement in all sectors increase greatly, as all members are active on specific bLUeprint committees. As part of the associate member's first week of the education experience, they are assigned to a committee and asked to contribute to the greater overall project just as an active member would. This contribution piece also a large emphasis on effort. The associate member education is a well-rounded program that finds success through the characteristics demonstrated by associate members. Members will be requested to have an active role rather than passive, educating associate members with full awareness of the objectives and strategy promoted by the Associate Member Educator in the education plan. Several members will be asked to participate in the Big Brother mentorship program, which helps orient associate members with Chapter information, anti-hazing resources, and future meetings. The full Big Brother program is detailed on page 8 of the Alpha Nine Core Program. Our requirements are a bit different than the national organizations; we require the member to be in good financial standing, no disciplinary issues, and have a cumulative GPA of at least 2.50. Along with these requirements, the Big Brothers are required to read and sign a contract of intent, also found on the Theta Xi website. Overall, active members will be asked to foster the healthy growth of these young men at one of the most physically, intellectually, and emotionally pivotal times of their lives. The Associate Members will be expected to keep an open mind and show the necessary commitment to being properly

educated and initiated into the organization. In order to be considered qualified to join the Chapter, associate members are encouraged to attend and engage actively in chapter meetings, bLUeprint meetings, discussions, and philanthropic and community service events. Associate members should have a comprehensive understanding of what it means not to only be a member of Theta Xi but also one of Lehigh and the surrounding community.

Position 3: Academics

· Theta Xi Fraternity also holds a strong position on academic achievement, and fulfills any endeavors necessary to see this through. In the past few semesters, Eta Chapter has been mediocre amongst the Greek community in terms of academics. We are actively changing our academic program in order to not be mediocre, but to excel. A largely engineering and business major Chapter, a large amount of what we do and how we communicate it to one another is reflected with these educational interests. Through bLUeprint committees, especially Professional Growth and Success, opportunities are constantly arising in order to achieve academically and be rewarded for it through our House Points (HP) system. However, as part of our emphasis on academics, associate members are subject to the same academic plan as the general members. This includes repercussions for academic shortcoming, as well as the general requirement to maintain a 2.50 cumulative GPA in order to remain off of academic probation. Study hours are not required for any member not on academic probation; however, studying is strongly encouraged during the associate member education process and throughout the Theta Xi's college experience. As part of orientation during the first week of associate member education, associate members are shown best study practices and common study locations around the Chapter house in order to foster educational inspiration. They will also be paired with older members of the same major as part of an "Academic Lineage." This is so that they have a resource at their disposal for any class they need help with because someone will have already taken that class.

Position 4: Cooperation

· A big component in terms of ensuring contribution, academic excellence, and preventing hazing is cooperation. Theta Xi Fraternity believes strongly in the value of cooperation in all facets of life, including being a true Fraternity man. Through total cooperation of the Chapter, all operations can be performed to the best of their extent and the Chapter can achieve much more throughout the course of its activities. The first step in teaching the value of cooperation is by splitting the associate members into their respective bLUeprint committees. However, this commitment does not stop here. Several of the associate member activities as part of the Alpha Nine program require and encourage strong cooperation efforts. A new part of our education process is a week-two module titled *How To Effectively Communicate and Work in Groups*, which was fostered based off a module from Theta Xi's Vredenburg President's Academy. The largest demonstration of cooperation for the associate member experience, however, is the community service project. Intended to be completed by the last week, the community service project is an independent project coordinated by the associate member class with the approval of the executive board of the Chapter. This project serves as not only a method of quenching

the associate member's first taste of Fraternal philanthropy, but serves as a barometer for the Fraternity to identify potential future leaders.

Position 5: Excellence

· All of the above positions are general guidelines that are clearly defined and straightforward. However, when it comes to excellence, it is not as easy to concretely define; instead it requires a unique mindset and drive to achieve. Theta Xi Fraternity encourages all members, including associate members, to go above and beyond the status quo in order to achieve not only individual, but collective goals. This is encouraged through several intra-chapter initiatives, including House Points and our new *Brother of the Week* project (Rewards system for epitomic brothers).

Alpha Nine Core Education Program:

The Alpha Nine Core Education Program is the national organization's standardized plan for the associate member education process. The program is detailed at this link: (http://thetaxi.org/Websites/thetaxihq/images/Alpha_9_as_Revsied-2013.pdf). The Eta Chapter fully believes in utilizing this program . At all Alpha Nine Core Education sessions, the associate member educator, President, and Vice President are expected to be in attendance, along with other officers whose position reflects the values of the current program. The details are outlined below: *"Since the founding of the Fraternity and the initiation of Edward Morrison as Alpha 9, Theta Xi has taken very seriously the process of educating associate members and making them brothers. We foster Theta Xi's values among our members through education. The Alpha Nine program was created for that purpose. Named in Brother Morrison's honor, the Alpha Nine program is a guide to help chapters educate their associate members in all areas of fraternity life with emphasis on the Fraternity's history, organization, and values. The Associate Member Core Education Program is the heart and soul of Alpha Nine, but in addition to the core program, Alpha Nine has many practical applications for ongoing education with the entire chapter. Utilizing the entire Alpha Nine guide provides brothers with ongoing membership education opportunities that will benefit each member individually and the chapter as a whole. Just as on that night in May of 1864, today we are all responsible for educating and holding each other accountable to our guiding principles and professed values. Utilizing Alpha Nine allows us to achieve that goal! The Alpha Nine Core Associate Member (AM) Education Program divides the AM education period into eight parts, starting with the AM Ceremony (pinning) and concluding with The Ritual Initiation Ceremony. Alpha Nine outlines six education sessions and a retreat that provide associate members with a solid foundation in the Fraternity's history, its values, the responsibilities of membership, leadership and service opportunities, and national and local chapter operations. The Core Program is written as a facilitator's guide and includes session outlines and the resources necessary to conduct each session. It also contains optional activities and ceremonies that can further enrich the AM period."* The Alpha Nine Core Program requires specific parameters as part of its core philosophy. Some of these points are outlined below: 1. The associate member education process is required by the Constitution to be

completed within 63 days of the initial pinning, and will have to include all the Core Programs. 2. The Core Education Program is alcohol-free. 3. The Core Education Program is equality based. All associate members and members have the same rights, unless it is voting or ritual based. 4. Social activities that encourage fun should be included in the program. 5. Instead of referring to the associate members as 'pledges', they are required to be referred to as 'associate members'.

The bLUeprint:

The bLUeprint is Lehigh's foundation system for student success that is designed to help first year students to effectively plan out their time at Lehigh. that Theta Xi Fraternity has chosen to adopt and use the bLUeprint within its operations. The first step to the bLUeprint process is through freshman year orientation and evolution process. However, upon joining the Fraternity, associate members are subject to being placed in bLUeprint committee groups. The groups are as follows: 1. **Collaborative Connections** - learning to build positive relationships and engage in dialogue, utilizing their personal values, and inquisitive outlook as a guide. 2. **Creative Curiosity** – asking big questions, seek mindful solutions, and develop an overall inquisitive outlook on the world. 3. **Identity Development** -developing into their own unique person, becoming grounded in their multiple identities, and living out their carefully chosen values and beliefs. 4. **Inclusive Leadership** – striving to make decisions, take action, and contribute positively to their communities in ways that are purposeful, socially just and built on integrity. 5. **Professional Growth and Success** - utilizing their intellectual passions and talents to create and enact a personal definition of success that positively represents themselves, their profession, and their communities.