



ALPHA EPSILON PI FRATERNITY
SIGMA ETA CHAPTER • LEHIGH UNIVERSITY
NEW MEMBER EDUCATION PROGRAM
SPRING 2020

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Foundations of New Member Education

Mission and Purpose of Alpha Epsilon Pi

The mission of Alpha Epsilon Pi is “to provide the opportunity for a Jewish man to be able to join other men in a Jewish organization whose purpose is not specifically religious, but rather social and cultural in nature.” Our purpose is to build a brotherhood on Jewish values and shared experience so that Jewish men at Lehigh may have a home in AEPi. This mission and purpose, along with the fraternal ideals and principles espoused during our rituals, is foundational for chapter life and organizational development.

Mission and Purpose of New Member Education

The New Member Education period, the most influential period of a Brother's undergraduate career in Alpha Epsilon Pi, sets the tone for our Chapter's expectations of its members and reinforces the values of our Fraternity. Our New Member Education program aims to provide New Members with tools they will need to become strong Brothers and to build the next generation of Chapter and campus leadership.

Thematic Foundations of Our New Member Education Curriculum

Our program is designed to educate our New Members about the meanings of Alpha Epsilon Pi while bonding the New Member Class within themselves and the brotherhood. Hazing, subjugation, or harassment in no way maturely educate a fraternity's new members or prepare them for their future role as active Brothers. If this occurs within our Chapter, our program has failed. The New Member Education program is designed to impart valuable lessons that relate to the meaning of the Alpha Epsilon Pi pledge pin, which embodies the values of our Fraternity: honesty, perseverance, mutual helpfulness, faith, and humility. New Members will regularly engage in conversations about the meaning and relevance of the pledge pin and be assigned portions of *Alpha Epsilon Pi: Commitment for a Lifetime* on the history of the Fraternity and provided with supplemental information on our Chapter's history. In addition, the New Member Education program is oriented to incorporate Lehigh University's bLUeprint Five Foundations for Student Success and the Sigma Eta Chapter's Six Qualities of the Ideal Brother.

Alpha Epsilon Pi Fraternity Pledge Pin

- Honesty
- Perseverance
- Mutual Helpfulness
- Faith
- Humility

bLUeprint's 5 Foundations for Student Success

- Creative Curiosity
- Identity Development
- Collaborative Connections
- Inclusive Leadership
- Personal Growth and Success

Sigma Eta Chapter 6 Qualities of an Ideal Brother

- Well-Roundedness
- Personability
- On-Campus Engagement
- Drive for Success
- Appreciation for Jewish Life
- Living the Values of AEPi

Six Qualities of an Ideal Brother

The Sigma Eta Chapter has defined six qualities we expect from our Brothers it's important that each New Member show interest and potential to cultivate these qualities over time, particularly through our New Member Education curriculum, which takes into account these six qualities as learning objectives.

Well-Roundedness

An AEPi brother should have a wide range of interests and look for opportunities to better himself and the community.

Personability

An AEPi brother should be engaging, be fun and relatable, and have interests beyond merely academics and the social scene.

On-Campus Engagement

An AEPi brother should be involved in activities other than the Fraternity. He should participate in academic, professional, service, social, or athletic organizations on campus, not for a line on his resume, but to expand his horizons and social circles. He strives to make contributions to the Lehigh community.

Drive for Success

An AEPi brother should be motivated to work hard, grow as an individual, and take advantage of the opportunities afforded to him by Lehigh and AEPi. He is proactive, not passive.

Appreciation for Jewish Life

AEPi is *the* Jewish fraternity at Lehigh and one of our core purposes is to promote Jewish student life on campus and in the community. An AEPi brother should be committed to Jewish engagement in whatever way resonates with him—cultural, religious, and/or Israel advocacy—and support AEPi in its efforts to do the same.

Living the Values of AEPi

An AEPi brother should hold the Chapter, his brothers, and himself to high standards and to our mission and commitments. He should respect his brothers, Chapter leadership, and members of the Lehigh community, and uphold Chapter traditions and values. He should represent AEPi well.



"No one could tell me where my soul might be. I searched for God, but He eluded me. I sought my brother out and found all three."

– Howard Crosby, *The Search*

Anti-Hazing Policy

The Alpha Epsilon Pi Fraternity and Sigma Eta Chapter have zero tolerance for hazing. Hazing is illegal and immoral and does not create a healthy brotherhood. All Members are expected to follow all University, Fraternity, and Chapter policies regarding hazing and New Member Education programs. The Master and New Member Educator are in positions of authority with regard to supervising New Members, Brothers, and Graduate Members to ensure hazing does not occur. **All Members are responsible for their own conduct with respect to hazing and for failing to intervene to stop hazing, and may be held liable criminally, civilly, and through the University and Chapter disciplinary process for violating anti-hazing laws and policies.**

Hazing Under the Piazza Anti-Hazing Law

Pennsylvania's Timothy J. Piazza Anti-Hazing Law defines hazing as:

Intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with an organization, or for the purpose of continuing or enhancing a minor or student's membership or status in an organization, causes, coerces or forces a minor or student to do any of the following:

1. Violate Federal or State criminal law.
2. Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm.
3. Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
4. Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.
5. Endure brutality of a sexual nature.
6. Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

It doesn't matter whether consent was sought or obtained from the victim; a person's actual or perceived willingness to participate in an activity that constitutes hazing is not a defense.

Hazing Under University Policy

Lehigh University's anti-hazing policies can be found in the Student Handbook, available at <https://studentaffairs.lehigh.edu/handbook>, and more information about its anti-hazing resources can be found at <https://studentaffairs.lehigh.edu/hazing-prevention>.

Hazing Under the Chapter Code of Conduct

The Sigma Eta Chapter's Code of Conduct, which is incorporated into our Bylaws, sets expectations for the conduct of all of our Members and prohibits, among other things, endangering the health or safety of others, physical violence, harassment, discrimination, and hazing. The Executive Board or any Member may refer alleged violations to the Standards Board. The Chapter's Code of Conduct prohibits hazing as follows:

A Member shall not intentionally, knowingly, recklessly, or negligently, for the purpose of initiating, admitting, or affiliating any New Member into or continuing or enhancing any Member's membership or status with the Chapter (or any other person into or with any other fraternity, sorority, team, or organization), cause, coerce, or force any person to (1) violate applicable federal, state, or local criminal law, (2) consume any food, beverage (alcoholic or non-alcoholic), drug, or other substance which subjects the person to a risk of emotional or physical harm, (3) endure brutality of a physical nature, including whipping, beating, branding, calisthenics, or exposure to the elements, (4) endure brutality of a mental nature, including any activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact, or conduct that could result in extreme embarrassment, (5) endure brutality of a sexual nature, (6) endure any other activity that creates a reasonable likelihood of bodily injury to the person, or (7) do any other act that constitutes hazing under the University's Code of Conduct, Fraternity policy, or applicable law. It does not matter whether the victim's consent was sought or obtained; a person's actual or perceived willingness to participate in an activity that constitutes hazing is not a defense. Subscribing to actual or perceived Chapter "tradition" is not an acceptable justification for hazing.

New Members' Interactions with Other Chapters and Groups

Throughout New Member Education, the Chapter and our New Members interact with other Lehigh fraternities, sororities, and student organizations and others outside of the Lehigh community as part of our New Member Education curriculum and in a variety of social settings. In each of these instances, it is Chapter policy to take the following into account when our New Members interact with other chapters and groups:

- No event or activity should violate University, Fraternity, or Chapter anti-hazing policies or the law.
- Interactions with people or groups outside of the Chapter should be directly supervised by Chapter Leadership, preferably the Master or New Member Educator.
- No Member may participate in any activity that could be considered or construed as hazing members of any other Greek chapter or student organization, whether at Lehigh or at another college or university, and whether on or off campus.

Reporting Hazing

The Timothy J. Piazza Anti-Hazing Law provides amnesty from legal prosecution for both hazing and alcohol-related charges (e.g., underage drinking, furnishing alcohol to minors, etc.) for a victim of hazing and any person who proactively seeks emergency medical attention for a victim of hazing.

Resources	
Emergency	Call 911 or Lehigh University Police Department at (610) 758-4200 if any person is seriously injured or in immediate danger.
Lehigh University	<p>To report an incident of hazing to the University, submit a Hazing Reporting Form at http://lehigh.edu/go/hazingreport. Reports can be made anonymously.</p> <p>Voice concerns about the program to any of the following:</p> <ul style="list-style-type: none"> • Faculty/Staff Advisor (Rabbi Steven Nathan) • Office of Fraternity and Sorority Affairs • Office of Student Conduct & Community Expectations • Dean of Students • Counseling & Psychological Services
AEPI International Headquarters	<p>To report an incident of hazing to IHQ, call 24-hour anti-hazing hotline 1-800-BAD-AEPI (1-800-223-2374).</p> <p>Voice concerns about the program to our Educational Leadership Consultant, whose phone number and email are listed on the last page of this New Member Education Plan.</p>
National/General	To report an incident of hazing, call the National Anti-Hazing Hotline at 1-888-NOT-HAZE (1-888-688-4293). Reports can be made anonymously.

Expectations of New Members, Brothers and Graduate Members, and Alumni

Expectations for New Members

New Members are expected to be actively engaged and enthusiastic Fraternity members. This means fully committing to New Member Education activities so that they may internalize and develop the skills and qualities recognized in AEPi brothers passed along through our curriculum and other mentorship opportunities. We hope the New Member Education process allows New Members to take pride in our Fraternity and encourages each of them to add value to it so that they may set a strong example of learning for the next group initiated into our Fraternity. During these weeks, the New Members must commit to studying our Fraternity and Chapter history and to the standards we set for our brotherhood. Each New Member will be evaluated individually and only be initiated into the Fraternity if the Brothers feel that the New Member have come to embody the values upon which the Fraternity was founded and our Chapter operates.

Expectations for Brothers and Graduate Members

Brothers are expected to attend the events held for New Members at least twice a week. All events are open to all Brothers unless otherwise noted in the New Member Education curriculum or as determined on an individual basis by the Standards Board or New Member Educator. New Member Education is as much about building strong brotherly bonds between New Members and Brothers as it is to guide New Members in their learning. Brothers should be involved in educating the newest New Member class so that they may pass along the lessons they learned during their own New Member Education and act as role models and examples of what an AEPi brother should be. Additionally, Brothers may be asked to lead designated workshops for the New Members in order to pass along certain skills. We expect each Brother adopts a little brother before graduating in order to ensure the longevity of our Chapter's family lines/lineages. Graduate Members should also be involved in the New Member Education program in a similar capacity to Brothers and will be invited to certain events, though the New Member Educator or Executive Board may limit their involvement.

Expectations for Alumni

Our successful and engaged alumni are a major motivation to join AEPi. The New Member Education program will enable New Members to make their first connections with our alumni so we ask alumni to enthusiastically respond when contacted and treat New Members with the same respect that would be afforded to any Brother or alumnus of the Fraternity/Chapter. For risk management purposes, if an alumnus wishes to attend a New Member Education event, they must reach out to either the Master or New Member Educator for permission; any alumnus who shows up without permission may not participate in the New Member Education activity.

New Member Class Leadership Positions

President

The New Member Class President is the primary liaison to the New Member Educator for the needs and responsibilities of the New Member Class, and should mediate conflict among the New Member Class, interpret the New Member Educator's instructions and follow up with insightful, timely questions, and ensure that all tasks and projects assigned to the New Member Class are thoroughly completed.

Scribe

The New Member Class Scribe should keep an accurate record of the New Member Class meetings, which he should share with the rest of the New Members, and act as an academic liaison for the New Member Class for issues relating to study hours and scheduling conflicts.

Health and Safety Coordinator

The New Member Class Health and Safety Coordinator works with the Chapter's Health and Safety Coordinator with respect to the New Members' training and contribution to the Chapter's risk management practices. Educating the New Members and involving them in risk management from the beginning of their fraternal careers will lead to a safer Greek experience and allow our Chapter to maintain high risk awareness and management. The New Member Class Health and Safety Coordinator should assist the Health and Safety Coordinator in guiding New Members in effectively carrying out their risk management duties.

Ongoing Projects Throughout New Member Education

New Member Class Project

Each New Member Class chooses a project to build over the course of the program. The project is completed entirely by the New Members and is financed by the Chapter. The purpose of the New Member Class project is to bond the New Members through this joint effort and allow them to contribute something tangible to the Fraternity that they may use throughout their time in AEPi. Past projects include renovations to our chapter room, AEPi-themed furniture, and a big-little brother family tree.

Alternatively, the New Member Class may opt for their project to be organizing an on-campus event. Since we expect our New Members to take up leadership roles within our Fraternity, specifically on our programming-focused Board of Directors, New Members should understand the process of planning, marketing, and executing an event or program. They will be guided in initial planning stages, such as how to reserve space and obtain approval for events, and will then run the event on their own, of course with participation from brothers. While the event should be planned and run by New Members, they will be encouraged to seek the help of current and former Chapter leaders.

Brother Interviews

Each New Member is required to conduct a one-on-one interview with every Brother, which will cover specified biographical questions and questions created by New Members relating to the Brother's AEPi experience. In addition, Brothers are encouraged to perform some bonding activity with the New Member during or after each interview, such as lunch, video games, or sports, to foster a more meaningful connection. These interviews are an important first step in building friendships with our members. The New Member Educator must approve all activities and will work with each brother to ensure that their activity serves the purpose of these one-on-one interactions and reflects the brotherhood's values.

Academic Success

Our members are first and foremost Lehigh students. New Members are made aware of Lehigh's academic support resources and are invited to take part in the Chapter's one-on-one peer tutoring program and study groups. We schedule weekly mandatory study hours and ask the New Member class to provide the New Member Educator with a list of upcoming exams and projects so that we can work around the New Members' schedules. Our academics-first atmosphere has proven to be successful in raising the academic profile of the Fraternity and the New Member Class. New Members are introduced to the Chapter's Academic Success Plan and are paired with peer advisors.

New Member Class Resources

Big Brother Program

Towards the beginning of New Member Education, the New Member Educator assigns big brothers to little brothers based on the mutual preferences of the New Members and Brothers who do not have little brothers. The pairings are revealed on Big Reveal Night, which typically occurs two or three weeks into New Member Education. In order to model to the New Members expectations of membership and a positive AEPi experience, big brothers must be in good standing with the Chapter, meaning they meet our minimum GPA requirement, are not subject to disciplinary sanction, and are actively engaged members of AEPi.

Civics Advisor Program

Each New Member will be assigned a civics advisor within the Chapter based on their majors and other academic interests. The New Member Educator, Master, and Civic Leadership Director will match New Members with their civics advisors in the first week of New Member Education before the first round of Four O'Clock exams. The civics advisors' primary role will be to help New Members track their academic progress over the course of New Member Education. Civics advisors will meet with their paired New Members during Study Hours to go over their entire schedule for the upcoming week (homework, exams, projects, etc.). The purpose of meeting every week and going in depth is to help New Members learn proper time management, a key skill needed to be successful at Lehigh.

As outlined in the Chapter's Academic Success Plan, upon initiation, New Members will be transitioned into the official Academic Success Plan with the help of their civics advisors.

Brother Dinners

Two New Members will be invited on a rotating schedule to join brothers at the Chapter House for dinner each night we have dinner service (Monday through Thursday at 5:30 pm) and learn from our Steward and chef about dinner service and post-dinner cleanup responsibilities. The costs of these dinners are factored in to our food service fees and defrayed amongst the entire New Member Class.

New Member Education Curriculum

Week 1

Induction to New Member Education; Discussion of Anti-Hazing Policy and New Member Responsibilities and Expectations

Date/Time: Friday 2/28/2020 6:00 pm – 7:30 pm

Location: Chapter House

Attending: All Members

New Member Education officially starts with Induction, an AEPI ritual ceremony in which we invite New Members into a probationary period of pledgeship of our Chapter. After Induction, the New Members meet with the New Member Educator to review Lehigh, Fraternity, and Chapter anti-hazing policies and hazing prevention resources. The New Member Educator also informs the New Member Class of the Chapter's expectations and responsibilities for New Members, such as those outlined in *Alpha Epsilon Pi: Commitment for a Lifetime* and Brother interviews.

bLUeprint/AEPI Foundations: Collaborative Connections/Humility – During the Induction ceremony, the New Members are brought into something larger than themselves. The New Members take an oath that has been spoken by every brother of our century-old fraternity. With this ceremony, New Members are welcomed into something that will empower them and require full faith and effort over the course of the New Member Education period.

Personal Growth and Success – Our New Member Education program seeks to set our New Members on a course of personal growth and success throughout their time in AEPI and at Lehigh. It's important that we clearly and effectively communicate expectations of all New Members and Brothers, and set them up for success.

Who Are You?

Date/Time: Friday 2/28/2020 7:30 pm – 9:00 pm

Location: Chapter House

Attending: New Member Educator; All New Members

Brothers will facilitate an icebreaker for the New Member Class. New Members will be challenged on remembering who is who through trivia and a discussion about more of their backgrounds prior to joining the brotherhood.

bLUeprint/AEPI Foundations: Collaborative Connections/Honesty – This is the first event the New Member Class works together and this warm up allows each New Member to build connections among his peers. Every New Member must work together, contribute, and think openly about how they will come together to form an integral part of our Fraternity.

Bonding with Beta Theta (Fall 2019) and Beta Eta (Spring 2019) New Member Classes

Date/Time: Saturday 2/29/2020 [Three Hours to Be Scheduled Based on Availability]

Location: TBD

Attending: New Member Educator, >90% New Members, >90% of each New Member Class

Each week, a different New Member Class (this week, the sophomores) will host a brotherhood bonding activity with the New Members designed to be inclusive and constructive in developing connections with the New Members. The Brothers will choose the event from examples such as bowling, dinner, movies, video game tournaments, etc. The ultimate goal is to give the New Members a better opportunity to get to know the Brothers and bond them within the greater brotherhood throughout their New Member Education.

bLUeprint/AEPi Foundations: Collaborative Connections – New Members have the opportunity to build more meaningful connections with brothers of the Fraternity outside of regular New Member Education activities, which will bridge communication, understanding, and collaboration gaps after the New Members are initiated.

Living the Values of AEPi – Through their words and actions, Brothers set an example for New Members for what is expected of members of Alpha Epsilon Pi, how they engage with chapter life, and what they contribute to the overall brotherhood. It's important that our expectations of membership are modeled positively and early for New Members.

Introduction to Chapter Finances—Exchequer Conference

Date/Time: Saturday 2/29/2020 5:00 pm – 6:00 pm

Location: Chapter House

Attending: New Member Educator, Exchequer; >90% New Members

This event provides an open forum between the Exchequer and the New Members. During their conference, the Exchequer discusses his duties and responsibilities as treasurer, and the Chapter's books, budget, and dues. They will introduce New Member dues and ask each New Member to sign a Membership Agreement to abide by their financial obligations during their time in AEPi.

bLUeprint/AEPi Foundations: Creative Curiosities – New Members will be prompted to ask as many questions as possible so that they can understand the financial aspects of the Fraternity.

Values-Based Recruitment—Recruitment Director/Committee Conference**Date/Time:** Sunday 3/1/2020 4:00 pm – 7:00 pm**Location:** Chapter House**Attending:** New Member Educator, Recruitment Director and Committee; >90% New Members

This Recruitment Conference will provide an open forum between the Recruitment Director and Committee and the New Members. During this workshop-style event, the Recruitment Director will lead a discussion on our strategic recruitment plan that is centered on values-based recruitment, maintaining a positive campus image, and how to build relationships with potential New Members, which is particularly relevant following the pause on Greek life and our support of community efforts moving forward.

bLUeprint/AEPi Foundations: Personal Growth and Success – As members of Greek Life, we need to be able to show why joining a Fraternity is a positive aspect of college life. New Members must be able to represent their new organization and explain to others why they decided to join a Greek organization at Lehigh.

Introduction to Chapter Leadership—Master and Lieutenant Master Conference**Date/Time:** Monday 3/2/2020 7:00 pm – 8:30 pm**Location:** Chapter House**Attending:** Master, Lieutenant Master, New Member Educator; >90% New Members

This is an open forum between our Chapter president and the New Members. During their conference, the Master discusses his duties and responsibilities, Chapter and Fraternity governance, and the election process. Then, our Chapter vice president discusses his duties and responsibilities, as well as the structure of the Board of Directors. After their discussion, the New Members are informed of the three leadership positions within the New Member Class and are each asked to spend time writing a speech to deliver in running for one of the three positions. New Member Class elections follow the Wednesday of Week 2.

bLUeprint/AEPi Foundations: Creative Curiosity – New Members will be prompted to ask as many questions as possible in these two seminars. We expect New Members to hold positions in our brotherhood and this will allow for them to learn about the Board of Directors, which is made up of programming-focused roles many Brothers take on as their first Chapter leadership positions.

Identity Development – It is important that each New Member have the confidence to present themselves for a leadership position as a first step to taking on responsibility within the Fraternity. In doing so, New Members must draw on their past experience, highlight their positive leadership qualities, and internally reflect on what sort of experience they hope to gain as they move forward in their personal development.

Health and Safety/Risk Management Seminar**Date/Time:** Tuesday 3/3/2020 7:00 pm – 8:00 pm**Location:** Chapter House**Attending:** Health and Safety Coordinator, New Member Educator, Social Director, Master, and All New Members

It is essential that all Members, including our New Members, understand the precautions we have put in place to ensure that our Chapter's events are safe and our on- and off-campus houses are kept in clean and working order. The New Member Class will receive a copy of the Chapter's Health and Safety Policy to review. This seminar includes lessons that will teach New Members to recognize signs of high-risk drinking and how to address and deter it. This training will also cover identifying situations that could lead to sexual assault and diffusing those situations effectively.

bLUeprint/AEPi Foundations: Creative Curiosity – New Members will be encouraged to ask as many questions as possible during this seminar so that we leave no stone unturned and they may each learn how to effectively address high-risk behavior.

Mutual Helpfulness – New Members should know how to work as an effective team within their New Member Class to monitor social events at the level with which we, as a Fraternity, feel comfortable and to which we hold all Members.

Chapter Engagement and Standards—Brother-at-Large and Standards Board Conference**Date/Time:** Tuesday 3/3/2020 8:00 pm – 9:00 pm**Location:** Chapter House**Attending:** New Member Educator, Standards Board; All New Members

The Brother-at-Large and Sentinel will meet with the New Members to discuss brotherhood engagement and standards. The Brother-at-Large will discuss his role in promoting brotherhood bonding while the Sentinel will discuss the Standards Board and our Code of Conduct.

bLUeprint/AEPi Foundations: Personal Growth and Success – Chapter leadership has put a heavy focus on making clear the expectations we should have for members of our Fraternity, so that both the Chapter can run smoothly and each individual Member gets the most out of their AEPi experience. It is important to make these expectations clear to the New Members as early as possible so that they may begin to conform themselves to these standards.

Living the Values of AEPi – Our Standards Board is responsible for holding our Members accountable to the expectations of membership set forth by the Fraternity and collectively agreed-upon by our Chapter as being centrally important to maintaining the values of AEPi.

Civics Advisors Introduction and Study Hours**Date/Time:** Wednesday 3/4/2020 4:15 pm – 8:00 pm**Location:** Rauch**Attending:** New Member Educator, Civic Leadership Director, Civics Advisors; >75% New Members

New Members will be introduced to the Civics Advisor Program. Each New Member will be allotted time to discuss the program with his advisor. Following these assignments, New Members will have three hours of study time.

bLUeprint/AEPi Foundations: Personal Growth and Success – It is essential that both we (the Members) and our New Members stay focused on the core reason we are all at Lehigh: to get an education. Coaching on proper study habits and how to do well in their studies will help our New Members maintain their grades during New Member Education and prepare themselves best for their future at Lehigh and beyond.

Introduction to Chapter House Management**Date/Time:** Thursday 3/5/2020 6:00 pm – 7:30 pm**Location:** Chapter House**Attending:** House Operations Committee, House Chef, >90% New Members

Our House Operations Committee, which consists of our House Manager, Planning and Projects Manager, Steward, and Health and Safety Coordinator, will meet with the New Member Class to discuss the rules and responsibilities for using and living in our Chapter House, including our internal house rules and Lehigh's occupancy policy and General Provisions for Occupancy. Our Steward and chef will also explain how food service and meals work.

bLUeprint/AEPi Foundations: Identity Development – Our on-campus Chapter House has become a defining facet of the AEPi fraternal experience and it is important that our New Members learn and understand our expectations for how our house should be treated and may be utilized by the entire brotherhood.

Spring Break**Friday 3/6/2020 – Sunday 3/15/2020**

Week 2**Fraternal Learning Evaluation 1****Date/Time:** Monday 3/16/2020 6:00 pm – 7:00 pm**Location:** Chapter House**Attending:** New Member Educator; All New Members

Fraternal learning evaluations provide an opportunity for the New Member Educator to evaluate the retention of essential Fraternity history presented during the first week through a written quiz.

bLUeprint/AEPi Foundations: Living the Values of AEPi – Fraternal learning evaluations test how much of the lessons from *Alpha Epsilon Pi: Commitment for a Lifetime* and takeaways from New Member Education events each New Member has retained, which reinforces the expectations of membership and the values we expect from all members of AEPi.

Identifying and Breaking Down Fraternity Stigmas**Date/Time:** Tuesday 3/17/2020 5:30 pm – 7:30 pm**Location:** Chapter House**Attending:** All Brothers; All New Members

Our Chapter's staff advisor Carter Gilbert and Brothers involved in the Greek EMerging (GEM) Leaders (GEM) program as mentors and mentees will facilitate a workshop over dinner for all of our Members similar to a GEM seminar on how leading with frat party culture perpetuates the negative stereotypes associated with the Fraternity experience and how we can find a healthy balance between having a good time, remaining fun and lighthearted, and creating an organizational culture that values a multi-dimensional fraternity experience.

bLUeprint/AEPi Foundations: Creative Curiosity/Honesty– We all know how to treat people with respect yet can find ourselves in situations where our integrity and sense of right and wrong does not align with perhaps a misguided attempt at a laugh or a situation product of a peer pressure or both. Out of this activity New Members will come up with respectful ways to treat guests of our Chapter's events and members of the Lehigh community and take note of the negative culture that some fraternities engage with and, instead of buying into that culture, acknowledge how they can ensure AEPi remains a respectful and inclusive environment.

Inclusive Leadership – Our Brothers who participate in GEM will have an opportunity to model leadership skills gained and learning objectives taken away from this program, as well as encourage New Members to participate in GEM as sophomores.

Identity Development – This workshop will ask what should the Greek and, specifically, AEPi experience be and challenge Brothers and New Members on what our Chapter and each of us individually can do to better meet those expectations.

New Member Class Elections, Civics Advisor Check-In #1, Organization and Study Habits, Discussion of New Member Class Project, Study Hours (3)**Date/Time:** Wednesday 3/18/2020 4:30pm – 8:00 pm**Location:** Rauch**Attending:** New Member Educator, Civic Leadership Director, Civics Advisors; >90% New Members

The New Member Class will follow the same framework for the election process that our Fraternity follows, which will be guided by Brothers in attendance. Following the elections, the Civics Advisors will discuss tips they have found particularly successful in their academic careers at Lehigh, such as time management and effective study habits. Each New Member will meet with their Civics Advisor to devise three S.M.A.R.T. goals (i.e., goals that are specific, measurable, achievable, relevant/realistic/results-based, and time-bound) for each New Member to strive toward over the course of New Member Education.

During this time, the remainder of the New Member Class will brainstorm ideas for a New Member Class Project, which could range anywhere from a work of carpentry to a philanthropy event hosted on campus. Before the end of the session, the New Member Class should produce three plans defining the course of action necessary for each alternative to be completed within four weeks.

bLUeprint/AEPI Foundations: Inclusive Leadership – By definition, the first step in becoming a leader within the Fraternity is running for a position. By providing every New Member the opportunity and experience of delivering a speech, we foster a feeling of comfort when running for a position. We hope that the New Members' tenacity continues as Brothers and in other club and organizational involvement on campus.

Personal Growth and Success – This check-in with Civics Advisors is devised to not only evaluate each New Member's academic practices, but also set forth an action-plan for improvement. The most academically successful Brothers act to guide New Members in developing new, better study habits to employ moving forward in their Lehigh careers.

Collaborative Connections/Mutual Helpfulness – In planning a New Member Class Project, the New Members must share the experience of building something or organizing a large event, which involves budgeting and allocating "group-time." Not only should the New Member Class draw upon each other's skills, but they should understand their access to the skills of active Brothers.

Alumni Advisor Introduction**Date/Time:** Thursday 3/19/2020 8:00 pm – 9:00 pm**Location:** Chapter House**Attending:** Alumni Advisor; All New Members

The New Members will meet our alumni advisor, Josh Greenberg '13, via video chat and discuss his role counseling Chapter leadership and the brotherhood on a wide range of topics including University relations and accreditation, academics and student leadership development, recruitment and New Member Education, risk management, and alumni fundraising and engagement. He will also share information about the Greek Alumni Advisors Council (GAAC).

bLUeprint/AEPi Foundations: Mutual Helpfulness/Collaborative Connections/Inclusive Leadership

– Our alumni advisor volunteers his time because of his love for AEPi and desire to see the Chapter succeed, which demonstrates how AEPi values such as mutual helpfulness transcend our time as undergraduate members of AEPi and highlights the importance of giving back to the Fraternity. This will be the first time our New Members will meet our alumni advisor and build collaborative connections that will develop during their time as leaders in AEPi, and by understanding how our alumni advisor works with our Chapter and its leaders, New Members will understand their role in promoting inclusive leadership and thoughtful decision making.

Bonding with Beta Zeta (Spring 2018) New Member Class**Date/Time:** Friday 3/20/2020 [Three Hours to Be Scheduled Based on Availability]**Location:** TBD**Attending:** New Member Educator, >90% New Members, >90% of each New Member Class

Each week, a different New Member Class (this week, the juniors) will host a brotherhood bonding activity with the New Members designed to be inclusive and constructive in developing connections with the New Members. The Brothers will choose the event from examples such as bowling, dinner, movies, video game tournaments, etc. The ultimate goal is to give the New Members a better opportunity to get to know the Brothers and bond them within the greater brotherhood throughout their New Member Education.

bLUeprint/AEPi Foundations: Collaborative Connections – New Members have the opportunity to build more meaningful connections with brothers of the Fraternity outside of regular New Member Education activities, which will bridge communication, understanding, and collaboration gaps after the New Members are initiated.

Living the Values of AEPi – Through their words and actions, Brothers set an example for New Members for what is expected of members of Alpha Epsilon Pi, how they engage with chapter life, and what they contribute to the overall brotherhood. It's important that our expectations of membership are modeled positively and early for New Members.

Shabbat Dinner at Chabad**Date/Time:** Friday 3/20/2020 6:30 pm – 8:30 pm**Location:** Chabad at Lehigh**Attending:** Master, Jewish Leadership Director; >66% New Members

The New Member Class will meet Rabbi Zalman Greenberg and attend Friday night Shabbat services and dinner to share in the festivities with Brothers and members of the Chabad community. It is a time to become more acquainted or connected with the Jewish faith and understand AEPI's presence and role in a different setting of Jewish life at Lehigh.

bLUeprint/AEPI Foundations: Identity Development – Through attendance at a Shabbat dinner, we hope to allow New Members to embrace the Jewish tradition. We would hope that a varied experience of Jewish life would allow each New Member to choose and mold their own Jewish identity to further the Jewish roots of our Fraternity.

Road Trip to Philadelphia**Date/Time:** Saturday 3/21/2020**Location:** Philadelphia**Attending:** New Member Educator; >75% New Members

The New Members will take a road trip to Philadelphia for a photo scavenger hunt around the city planned by the New Member Educator. The New Members may have the opportunity to meet some local Chapter alumni and/or a Philadelphia-area AEPI chapter (University of Pennsylvania, Drexel University, or Temple University), which will have been arranged in advanced by our Master or New Member Educator and the other chapter's Master or New Member Educator.

bLUeprint/AEPI Foundations: Collaborative Connections – The photo scavenger hunt through Philadelphia is meant to be a fun way to experience the city and work together as a group and call on each other's strengths. Their meeting with alumni and/or another AEPI chapter will allow our New Members to develop relationships outside of the Chapter that they can utilize during their time as Brothers and beyond, whether that be for networking with our alumni or sharing best practices with AEPI brothers outside of Lehigh.

Week 3**Introspection and Self-Assessment**

Date/Time: Sunday 3/22/2020 6:30 am – 8:00 am

Location: Mountaintop Campus Base Station

Attending: New Member Educator, 3+ Brothers; All New Members

The New Members will meet Brothers at the LUMT Base Station before sunrise and reflect on the road behind them, the lessons they have learned through New Member Education conferences, and readings in *Alpha Epsilon Pi: Commitment for a Lifetime*. These lessons should tie directly to a sense of personal growth and the New Members should be commended on all they have accomplished to this point. The New Member Educator will prompt a discussion about accountability, highlighting the importance of not only listening and delivering when told, but being able to take initiative to support and hold accountable one's self and peers.

bLUeprint/AEPi Foundations: Personal Growth and Success/Perseverance – New Members will reflect on their own accomplishments and look forward to completing New Member Education, and will discuss the importance of following through on their commitments as a means for success.

Fraternal Learning Evaluation 2; Scribe Conference and Alumni Lineage Phone-a-Thon

Date/Time: Sunday 3/22/2020 9:00 am – 11:00 am

Location: Chapter House

Attending: New Member Educator, Scribe; All New Members

Fraternal learning evaluations provide an opportunity for the New Member Educator to evaluate the retention of essential Fraternity history presented during the second week through a written quiz.

The conference with the Scribe provides an open forum between the Scribe and the New Members, in which the Scribe discusses his duties and responsibilities, as well as the history of our Chapter. Following the conference, New Members will have a chance to connect with their lineage, passed down from big brother to little brother.

bLUeprint/AEPi Foundations: Living the Values of AEPi – Fraternal learning evaluations test how much of the lessons from *Alpha Epsilon Pi: Commitment for a Lifetime* and takeaways from New Member Education events each New Member has retained, which reinforces the expectations of membership and the values we expect from all members of AEPi.

Creative Curiosity – New Members will be prompted to ask as many questions as possible. We expect our New Members know how our history has influenced our decisions and path as a Chapter.

Collaborative Connections – By calling and speaking with the generations of big brothers who came before them in their respective lineages, New Members will start to build connections with Chapter alumni that they will continue to develop during their time in AEPI.

M&M Event

Date/Time: Monday 3/23/2020 8:00 pm – 10:00 pm

Location: Chapter House

Attending: New Member Educator, +5 Brothers; >90% New Members

New Members sit in a circle with one facilitator (a Brother) and are given an assortment of M&Ms (or Skittles if there is a nut allergy). They're told that each color of the M&Ms corresponds with a round of questions that the New Member must answer about themselves, beginning with the superficial and graduating to the more personal. The objective of the discussion is to encourage New Members to open up to one another. New Members are told that whatever is said is said in the strictest of confidence. They share some of their most personal struggles and secrets and finally understand what it means to have complete trust in one's Brothers. The event ends with a private reflection on what the New Member hopes to gain from their AEPI experience.

bLUeprint/AEPI Foundations: Collaborative Connections/Honesty/Humility – The bonds of AEPI membership persist personal hardship because of the support system our Brothers offer one another. True brothers are there for each other not only in times of celebration but especially when times are tough. This open discussion will build connections through empathy and strengthen each New Member's ties to the Fraternity by allowing them to confide amongst themselves and with the elder Brothers leading the event.

Study Hours

Date/Time: Tuesday 3/24/2020 4:00 pm – 7:00 pm

Location: Rauch

Attending: New Member Educator; New Members

Study Hours, Civics Advisor Check-In #2

Date/Time: Wednesday 3/25/2020 4:00 pm – 7:00 pm

Location: Rauch

Attending: New Member Educator; New Members, Civics Advisors

Philanthropy and Community Service Conference**Date/Time:** Thursday 3/26/2020 5:30 pm – 6:30 pm**Location:** Chapter House**Attending:** New Member Educator, Philanthropy Director, Community Service Chair; >90% New Members

New Members will participate in an open discussion about philanthropy and community service with the Philanthropy Director and Community Service Chair. One key takeaway that will be covered is the difference between philanthropy and community service, but how the missions of AEPi's international philanthropies can align with local service opportunities in a way that will allow us to make the greatest impact. This presentation will be provided through the lens of the Chapter's inaugural heart health philanthropy week that focuses both on awareness and fundraising for Save a Child's Heart and the American Heart Association.

bLUeprint/AEPi Foundations: Collaborative Connections/Mutual Helpfulness – New Members will learn the value of their service to the community and those that are affected by our international Fraternity, including its international philanthropy beneficiaries and those specific organizations our Chapter has chosen to support and why.

Inclusive Leadership/Mutual Helpfulness – While the lesson of mutual helpfulness often relates to that among brothers, New Members should also realize that this foundation should extend beyond the confines of the fraternity setting. We hope that New Members will feel better about our place within the community and grow by recognizing the leaders within the Lehigh and Bethlehem communities who engage in mutual helpfulness every day.

Random Acts of Mitzvot**Date/Time** Thursday 3/26/2020 6:30 pm – 8:30 pm**Location:** Chapter House**Attending:** New Member Educator, +5 Brothers; All New Members

The New Members will be asked to choose three groups of people who they feel don't get the recognition and thanks they deserve, and for whom they will buy and deliver small gifts as a New Member Class. Past recipients have been nurses at St. Luke's Hospital, local firefighters, local teachers, and the Lehigh University Police Department.

bLUeprint/AEPi Foundations: Inclusive Leadership/Mutual Helpfulness – While the lesson of mutual helpfulness often relates to that among brothers, New Members should also realize that this foundation should extend beyond the confines of the fraternity setting. We hope that New Members will feel better about our place within the community and grow by recognizing the leaders within the Lehigh and Bethlehem communities who engage in mutual helpfulness every day.

Collaborative Connections/Creative Curiosity – Bringing the gifts should start an open dialogue between the New Member class and those who they decide to gift their present. Through open dialogue the New Members should learn from and make meaningful connections with community members they set out to thank.

Office of Fraternity and Sorority Affairs Conference

Date/Time: Friday 3/27/2020 4:15 pm – 5:15 pm

Location: University Center

Attending: Master, OFSA Advisor; All New Members

This event provides an open forum between Lehigh's Office of Fraternity and Sorority Affairs and the New Members, during which AEPi's advisor, Andrew Dorriere, will discuss his duties and responsibilities and the University's expectations of our Chapter as a member of the Interfraternity Council and Lehigh Greek community, and present Greek leadership opportunities, such as Greek EMerging (GEM) Leaders program or Brotherhood Recruitment Officer.

bLUeprint/AEPi Foundations: Identity Development/Collaborative Connections – New Members will be prompted to ask as many questions as possible in this seminar so that they can understand our commitment to the Interfraternity Council, the Office of Fraternity and Sorority Affairs, and Lehigh University. In addition, this will be the first time that many or all of our New Members will meet our advisor and learn about the resources that they and the rest of the OFSA staff provide to our Chapter.

Jewish Leadership Conference, Paddle Introduction

Date/Time: Friday 3/27/2020 5:30 pm – 6:30 pm

Location: Chapter House

Attending: New Member Educator, Jewish Leadership Director, >75% New Members

During his conference, Jewish Leadership Director will discuss the faith and values upon which AEPi was founded and the importance of involving our brotherhood in Jewish religious and cultural and Israel-advocacy clubs and organizations to enrich Jewish student life at Lehigh.

Following the conference, New Members will be provided a blank ceremonial paddle and asked to decorate it to present to their big brothers at the end of New Member Education. The session will be complete when the New Member has a passable design and schedule laid out to complete the design over the course of the next week.

bLUeprint/AEPi Foundations: Identity Development – A primary component of AEPi's identity is Judaism and it is important to instill an understanding and appreciation for Jewish life in our New Members. This conversation with our Jewish Leadership Director will allow the New Members to

identify what sort of opportunities for engagement resonate most with them and their vision for AEPi as a leading Jewish organization on campus.

Brotherhood Shabbat

Date/Time: Friday 3/27/2020 6:30 pm – 9:30 pm

Location: Chapter House

Attending: All Brothers; All New Members

New Members will to host a Shabbat dinner for the entire Fraternity, during which each Brother and New Member will be asked to speak about what AEPi means to him.

bLUeprint/AEPi Foundations: Identity Development/Collaborative Connections/Faith – Through planning and hosting their own Shabbat dinner, the New Members are able to share their personal practices of faith with each other and, in turn, the whole Fraternity. Developing and valuing the faith upon which AEPi was founded is essential to AEPi growing as an organization and furthering Jewish student life on campus.

Relay for Life

Date/Time: Friday 3/27/2020 9:30 pm – End of Program

Location: Grace Hall

Attending: New Member Educator, Philanthropy Director, Community Service Chair; >90% New Members

New Members will participate alongside Brothers in Lehigh's Relay For Life, whether they choose to walk or support the Chapter's volunteerism at the program.

bLUeprint/AEPi Foundations: Mutual Helpfulness – The Chapter supports Colleges Against Cancer and Relay For Life every year, both to honor those of our Members' friends and family who have beaten cancer and others who haven't been so lucky and to support a community-wide philanthropic program that reinforces the meaning of our fraternal value of mutual helpfulness.

AEPi Philanthropy Dodgeball Tournament

Date/Time: Saturday 3/28/2020 3:00 pm – 9:00 pm

Location: Grace Hall

Attending: New Member Educator, Philanthropy Director, Community Service Chair; >90% New Members

The Chapter is planning to host a dodgeball tournament as our first signature philanthropy event, which will benefit two organizations: Save a Child's Heart, an Israeli based international non-profit organization with the mission of improving the quality of pediatric cardiac care for children in

developing countries, which also used to be an official Fraternity philanthropic beneficiary, and the American Heart Association, a non-profit organization in the United States that funds cardiovascular medical research, educates consumers on healthy living and fosters appropriate cardiac care in an effort to reduce disability and deaths caused by cardiovascular disease and stroke. The primary reason the Chapter chose to support those philanthropy beneficiaries was because one of our Brothers has had to deal with a pediatric heart condition throughout his life, and wrote a book about it titled *Friends Help Hearts Heal*. New Members will help the Chapter and its co-sponsor in putting on this event, such as setting up courts, checking in teams and processing waivers, refereeing games, and putting together giveaways with facts about the issue and the philanthropies to raise awareness for the purpose of the event.

bLUeprint/AEPi Foundations: Inclusive Leadership – New Members will take a hands-on roll and work together with our Philanthropy Director and Brothers to host what the Chapter hopes will be the first of an annual philanthropy event.

Living the Values of AEPi – Philanthropy is at the heart of the Jewish value of “tikkun olam,” Hebrew for “repairing the world,” and central to what it means to be Brother of AEPi and our Chapter, which has embraced service as a key aspect of our organizational identity. In particular, our Members chose to focus this program on pediatric heart disease because of its direct connection to the life of one of our Brothers, which is what being a supportive fraternity brother is all about.

Week 4**Fraternal Learning Evaluation 3****Date/Time:** Sunday 3/29/2020 5:00 pm – 6:00 pm**Location:** Chapter House**Attending:** New Member Educator; All New Members

Fraternal learning evaluations provide an opportunity for the New Member Educator to evaluate the retention of essential Fraternity history presented during the third week through a written quiz.

bLUeprint/AEPi Foundations: Living the Values of AEPi – Fraternal learning evaluations test how much of the lessons from *Alpha Epsilon Pi: Commitment for a Lifetime* and takeaways from New Member Education events each New Member has retained, which reinforces the expectations of membership and the values we expect from all members of AEPi.

Observance of Chapter Meeting**Date/Time:** Sunday 3/29/2020 6:00 pm – 7:00 pm**Location:** Chapter House**Attending:** All Brothers; All New Members

This Sunday, the New Members are welcomed into their first Chapter meeting and will spend it with their big brothers who will explain procedures and the pending Chapter business as the meeting progresses.

bLUeprint/AEPi Foundations: Personal Growth and Success – Chapter meeting is the time in which our brotherhood makes major decisions as a group. By finally being admitted into a meeting, the New Members are entrusted with the responsibility to voting for the greater good of the Chapter.

Living the Values of AEPi – What is provided attention and discussion time at Chapter meetings is reflective of the organization's priorities, and this opportunity to attend a Chapter meeting will provide New Members with that insight and direction as they ease into their AEPi experience and Chapter life.

Social Director Conference**Date/Time** Monday 3/30/2020 6:00 pm – 7:00 pm**Location:** Chapter House**Attending:** New Member Educator, Social Director, All New Members

The conference with the Social Director provides an open forum with the New Members, in which the Social Director discusses his duties and responsibilities fostering AEPi's relationships with the Lehigh community and its Greek organizations so that we can plan and co-program social and

other campus events for the Fraternity, while emphasizing to the New Members the importance of risk management and making smart choices, especially in light of current issues within Lehigh's social culture. We will also review the North American Interfraternity Conference (NIC)'s new Alcohol and Drug Guidelines.

bLUeprint/AEPi Foundations: Identity Development – Central to building relationships with other groups across the Lehigh community is developing and projecting a collective group identity for the Chapter. This conference will prompt the New Members to ask how they see AEPi, how they think others' perceive AEPi, and how they wish others would view AEPi.

Creative Curiosity – New Members will be encouraged to ask as many questions as possible during this seminar so that we leave no stone unturned and they may each learn how to effectively address high-risk behavior and proper etiquette around social events.

The Search

Date/Time: Monday 3/30/2020 7:00 pm – 9:00 pm

Location: Sayre Park Village

Attending: New Member Educator, Brothers; >75% New Members

The New Members will bring to life Howard Crosby's pursuit of higher purpose as expressed in their poem, *The Search*: "No one could tell me where my soul might be. I searched for God, but He eluded me. I sought my brother out and found all three." The New Members will embark on a search of their own for a historic fraternal artifact at Sayre Park Village guided by the clue that reflecting with each other on Alpha Epsilon Pi's foundational principles will lead them to find a symbol of higher purpose. Following, the New Member Educator, Brothers, and New Members will discuss how *The Search* relates to their AEPi experience and their understanding of the pledge pin has evolved over the course of New Member Education and their time in AEPi.

bLUeprint/AEPi Foundations: Honesty/Perseverance/Mutual Helpfulness/Faith/Humility – By this point in New Member Education, the New Members will have each internalized the tenets of the Fraternity and developed their own ideas of how to apply them in their own lives as Brothers of Alpha Epsilon Pi. *The Search* should prompt a reflective dialogue among the New Member Class and the subsequent debrief will provide the New Members with insight into how Brothers' conceptions of these principles continue to evolve throughout their time in AEPi, all of which will set the tone for the final weeks of New Member Education.

Study Hours; Civics Advisor Check-In #4**Date/Time:** Wednesday 4/1/2020 4:00 pm – 7:00 pm**Location:** Rauch**Attending:** New Member Educator, Civics Advisors; >90% New Members

Four Corners**Date/Time** Thursday 4/2/2020 6:00 pm – 8:00 pm**Location:** Chapter House**Attending:** New Member Educator, +5 Brothers; All New Members

The New Member Class will be split into four groups and separated into four rooms, where each room will represent a different corner of the AEPi pledge pin: perseverance, mutual helpfulness, faith, and humility. One or two Brothers will facilitate each room, in which they will explain to the New Members what corner of the pledge pin room they're in, what that pillar of AEPi means to them, and a personal story about how that value has helped them in their journey through AEPi, after which the New Members will have an opportunity to speak about an experience in their life that relates to that corner of the AEPi pledge pin.

bLUeprint/AEPi Foundations: Identity Development/Perseverance, Mutual Helpfulness, Faith, and Humility: Each corner of the AEPi pledge pin is a defining value of AEPi and the identities of each of our Brothers. It's through the New Member Education process that we instill and draw out those values in our New Members. This event is meant to reinforce the meanings of each perseverance, mutual helpfulness, faith, and humility, and to highlight how each play a role in the lives and identities of our Brothers, not just in our Chapter but throughout our Fraternity.

Lehigh Spirit Night**Date/Time:** Thursday 4/2/2020 8:00 pm – 10:00 pm**Location:** Chapter House**Attending:** 3+ Brothers; >75% New Members

The New Members will spend a few hours learning AEPi's song Gold and Blue, Lehigh's alma mater, and Lehigh fight songs, such as Silver Goblet and the Lehigh victory song, to deepen their Lehigh school spirit and to bond them with alumni who look forward to sharing in singing them during spirited events such as Lehigh-Lafayette.

bLUeprint/AEPi Foundations: Identity Development/Collaborative Connections – Learning these songs is the first step to bleeding brown and white and blue and gold. The New Members should leave this event with a deeper affinity as members of the Lehigh community and traditions that transcend students and alumni of Lehigh and AEPi.

Brother/New Member Charades and Movie Night**Date/Time:** Friday 4/3/2020 5:00 pm – 9:00 pm**Location:** Chapter House**Attending:** Brothers; >75% New Members

Each New Member Class (the current New Members and previous New Member Classes who are now active Brothers) will choose some of their favorite movies to watch together, and present skits/charades to each other in order to reveal the movie. AEPi will provide pizza and snacks for the New Members.

bLUeprint/AEPi Foundations: Collaborative Connections/Identity Development – As New Member Education progresses, we realize that certain perceived power dynamics might emerge between New Members and Brothers, though it's important to find ways to break through whatever disparities there might be. Especially as our New Members begin the final days of their transition to become full active Brothers, we want to provide opportunities to build bridges between New Members and Brothers and to reinforce a sense of oneness in AEPi as opposed to segmented pledge classes.

Initiation**Date/Time:** Sunday 4/5/2020 7:00 am**Location:** Chapter House**Attending:** All Brothers, Graduate Members and Alumni; All New Members

The New Member Education program and probationary period of pledgeship officially concludes with the tradition of initiation: our 100+ year old ritual ceremony by which we welcome New Members into active, full membership of our brotherhood.

bLUeprint/AEPi Foundations: Identity Development/Personal Growth and Success/Humility – During the initiation ceremony, each New Member concludes their trial period and is brought into active membership. The New Member has deep ritualistic words recited to them that have been spoken to every Brother of our international Fraternity. With this ceremony, he becomes a true member of the Fraternity and is expected to embody our values wholeheartedly.

Tips for Brothers Facilitating New Member Education Events

Communicate	Engage
<ul style="list-style-type: none"> • The curriculum accurately and • Your thoughts and emotions clearly. 	<ul style="list-style-type: none"> • The participants throughout the entire program; • Other members of the Chapter; • Alumni; • Advisors; and • The campus and Bethlehem community.
Realize	
<ul style="list-style-type: none"> • You may be challenged as a facilitator just as much, if not more, than the participants; • Specific examples will always impact participants more than vague, overly-broad examples; • Not everyone will grasp every concept right away—everyone learns differently; • Every participant will be impacted in a different way—don't expect the same outcome for everyone; • Workshops will take more time, effort, and work than you probably think they will; and • The curriculum is designed to build upon itself so utilize past experiences, activities, and curriculum content to reinforce your message. 	
Trust	Encourage
<ul style="list-style-type: none"> • The process; • Your participants; and • Yourself. 	<ul style="list-style-type: none"> • Publicly and often; and • When participants make progress, make sure to let them know. • Do not put down or make an example out of someone to prove a point.

What do you do if . . .

- **Conversations are going on too long**—Write down a list of things to discuss later and re-visit the topics if there is time in the meeting. If not, offer to discuss offline.
- **People are being intentionally disruptive and/or negative**—Talk to them in private. If that does fix the problem or, if at the time, it is incredibly disruptive, excuse them.
- **Side chatter becomes disruptive**—Most times direct eye contact with individuals who are talking on the side will solve the problem. If that doesn't do it, talk to those individuals in private.
- **Participants seem disengaged**—Take a break. Engage the participants directly by name (e.g., "What do you think about this, [name]?").
- **Participants are silent**—Silence can be a sign of internal processing and not always disengagement. Trust the silence for a while. If the silence still isn't broken, rephrase the question.
- **You need to transition from one topic to another**—Tie in what you're talking about to shift to what you're about to cover.

Chapter Leadership and Advisor Contact Information

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