

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

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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.

Schedule Disclosure

Some of the events in this schedule are contingent on the availability of other groups/people and so the content of meetings and times are subject to change. However, Bridget and Molly will be in constant communication with Olivia and Panhellenic Exec if changes arise.

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

Wednesday, February 26th

Chapter House, 6:30-7:30 pm: Reunion Day!

New Members will be invited up to the house for a pizza party with the whole house. Molly and Briget will debrief with them about the “pause” and explain what to expect from New Member Ed going forward. They will answer any questions. 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, February 27th

STEPS, 5:30-6:30 pm: Alpha Gams are Caring

VP of Chapter Wellness will come to the meeting and help new members participate in the Alpha Gams are Caring workshop, where they are to set up and log in to their GreekLifeEdu account, Part 1 of which must be completed by March 4th. GreekLifeEdu is a hazing, alcohol abuse and college sexual assault prevention program. Throughout this program's different interactive scenarios, college students involved with fraternity and sorority organizations learn to leverage their values and strengths while practicing safer decision-making—leading to a safer, healthy environment for all.

New Member attendance is required.

Friday, February 28th

Chapter House, 5:30pm-7 pm: Songs with Sophomores

“Human Bingo” cards will be distributed for everyone to play and get acquainted (Bingo squares will be fun facts and you have to find everyone on your board). Then, new members will then split up into groups with members of Member Class 19 to learn our Alpha Gamma Delta songs. Each group will perform one in front of the others.

New Member attendance is optional.

Saturday, February 29th

Chapter House, 7-9pm: Paint and Sip Night Sisterhood Event

Sisters of MC ‘20 will be invited up to the house to relax by painting canvases and sipping on lemonade. This will be an opportunity for new members to interact with the rest of the chapter in a relaxed but engaging setting.

New Member attendance is optional.

Sunday, March 1st

Chapter House, 11-12pm: Hike to the Bethlehem Star

Sisters of MC '20 will be invited up to the house to hike to the "Bethlehem Star" with the rest of the chapter. This will be a great bonding experience and a way to enjoy the outdoors with our sisters.

New Member attendance optional.

WEEK THREE: Monday, March 2nd – Thursday, March 5th

Monday, March 2nd

STEPS 380, 6:00-7:00pm: Alpha Gams are Wise

Kasey and Bridget will lead the Alpha Gams are Wise program. Emily Laubenstein, 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, March 3rd

STEPS 380, 4:30-6 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.

Wednesday, March 4th

STEPS 380, 5-6 pm: Alpha Exam

New members take the Alpha Gamma Delta Initiation Exam. There will be an Ice Cream social after the completion of the exam.

New Member attendance is required.

WEEK FOUR: Monday, March 16th – Saturday, March 21st

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 spending limit for gifts will be capped at \$100. On Friday, the big will unveil themselves to their little.

Monday, March 16th

STEPS 380, 6-7pm

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.

Tuesday, March 17th

TBD, 4:30-6:30 pm: Panhellenic Unity Event with Kappa Delta

The New Members of Alpha Gamma Delta will get together for a sisterhood event with the new members of Kappa Delta. This event will be fun and interactive, and will help blur chapter lines.

New Member attendance is optional.

Wednesday, March 18th

STEPS 380, 4:30-6 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.

Thursday, March 19th

Theta Chi Chapter House, 8:30-9:30 pm: Cupcake Competition with Theta Chi

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, the new member educators of Theta Chi, and Vin, IFC President. Winning teams will receive candy prizes.

New Member attendance is optional.

Friday, March 20th

Chapter House, 5:00-5:30pm: 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, 5:30-6:00: 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.
New member attendance is optional.

WEEK FIVE: Monday, March 23rd – Saturday, March 28th

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 23rd

STEPS 380, 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, March 24th

STEPS 380, 5-6:30pm: Addressing Mental Health

The Counseling Center will come and conduct their Live Better, Less Stressed Workshop with our New Members. We want to give them tools on how to improve their wellbeing. VPCW Taylor will come and talk about how our sisterhood can improve one’s wellbeing.

New Member attendance is optional.

Wednesday, March 25th

Chapter House, 6-7 pm: Living Colors Ceremony

New and initiated members will participate in the third Alpha Experience ceremony; Living Colors.

New Member attendance is required.

Chapter House, 7-8pm: Involvement Fair and Election Process Overview

Now that our new members are initiated, we will introduce them to the different leadership opportunities within our chapter and go over Zeta Beta's election process.

New Member attendance is optional.

Thursday, March 26th

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

New and initiated members will participate in the final Alpha Experience ceremony. Following the ceremony, 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 our sisterhood.

New Member attendance is required.

Saturday, March 28th

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, 5-8 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

Thursday April 2nd

TBD, 5-8pm: RAD class with LUPD

LUPD officers will lead our members in self-defense training. RAD is dedicated to teaching women defensive concepts and techniques against various types of assault, by utilizing easy, effective and proven self-defense/martial arts tactics. Officers will talk about the risk of campus sexual assault and teach us defense tactics.

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 Marlana, 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 Marlana Ruser, VPME.

New Member attendance is optional.

Wednesday, April 8th

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.

Sunday, April 5th

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 sit 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.
