



**Phi Sigma Kappa - Nu Chapter
New Member Education - Spring 2020**

All new member events are completely optional. If a new member is unable to attend an event for any reason, they simply must notify the new member educator of their absence. A new member may also choose to opt out of an event that they have attended, if they choose. If a new member misses an education session regarding the history and operation of the chapter, a makeup session will be scheduled with the new member educator at the new member's convenience. All new members are invited to all of our charitable and philanthropic events if they so choose.

Purpose

New member education at Phi Sigma Kappa is necessary to prepare new members to become full members of the chapter. During the new member education process, the new members will learn the history of our fraternity, as well as its expectations of every member at national and local levels. Through the education process, new members will learn how to abide by Phi Sigma Kappa's cardinal principles — brotherhood, scholarship, character — in their daily lives.

Objectives

1. Learning the History of Phi Sigma Kappa

The first step towards becoming a new member of our chapter is to learn about its past. New members will be educated on the history of Phi Sigma Kappa and its milestones, including the founding date and location of the Alpha chapter, founding members, and the merging of Phi Sigma Kappa with Phi Sigma Epsilon. The new members will also learn about the Nu chapter's unique history at Lehigh University.

2. Phi Sigma Kappa's Principles and Values

Along with the history of the fraternity, new members will be educated on the reasons for its founding and continued success, and how its three cardinal principles — the promotion of brotherhood, the stimulation of scholarship, and the development of character — have been crucial to this success. Since our fraternity also values activity outside of the chapter, we will also encourage members to find other spaces on campus in which they feel comfortable. Lastly, participation in local community service and philanthropy events will be strongly encouraged to new members, as these events serve a crucial role in our chapter's identity.

3. Brotherhood Life

Part of new member education involves teaching our new members about how a fraternity house runs successfully. This includes learning about how to keep common areas and the kitchen clean. Additionally, the education of the chapter's risk

management policies will help new members become well-versed in keeping the chapter house, its members, and all of its guests safe. Phi Sigma Kappa values living in a safe and clean environment, and we will strive to achieve this standard in the future.

4. Leadership

Individual leadership is both encouraged and rewarded in our chapter, with many opportunities for new members to lead — both among their new member class and throughout the house. Each new member class votes a temporary “member class president” who helps to ensure that their class is diligent in their new member education. Additionally, new members will learn about the specific leadership requirements for the chapter’s various leadership positions. . We will teach them about the Executive Board positions that are so crucial to the Chapter’s success and what their duties include. In addition, they are taught about the numerous chairs and committees that help facilitate events and everyday functions of the fraternity. New members will be given tools, guidance and advice preparing them to take over such positions shortly after entering the chapter.

Expectations

Chapter Officers:

Chapter officers are expected to set an example for other brothers. Chapter leadership will be expected to follow through with the infractions explained below and punish brothers who break the rules explained below. Additionally, chapter leadership is expected to be available for new members at all times to discuss any occurrence of member misconduct. At least two executive board members will be required at every new member education event, besides the new member educator, to ensure that all policies are followed. Chapter leadership is also expected to provide guidance in constructive fashions that help new members learn.. They will also help new members plan for their future in the chapter by explaining the different positions and roles available to brothers.

General Members:

General members are expected to follow policies (listed below) set by chapter leadership. All general members will be familiar with these policies and will be expected to follow them diligently. General members are not allowed to host events without consulting chapter leadership and having chapter leadership present. General members are expected to teach by example on how to be a good brother to the new members. General members are expected to help new members in their academics if possible, attend member class dinners, and get to know the new members.

New members:

Throughout the six-week new member education period, optional new member events will help to foster a connection to the chapter. There will be certain events where full attendance will be encouraged to allow the new members understand life as a residential member of the fraternity. If a new member is unable to attend one of these events, he must notify either the new member educator in advance in order for a makeup to be scheduled. In this period, all new members are encouraged to come to the chapter house as much as possible.

Hazing

Phi Sigma Kappa has a zero-tolerance stance towards hazing. At the Nu chapter, we make an effort to create new events each year that new members and brothers will enjoy that prohibit hazing in any form. Our chapter recognizes the damaging effects of hazing on an individual and on an organization, and have learned from past infractions that this practice has no place in new member education. Understanding both Lehigh's and Phi Sigma Kappa's definitions of hazing is an important part of our policy and we will ensure that new and full members are familiar with these definitions.

Phi Sigma Kappa's national statement on hazing:

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

Phi Sigma Kappa's national definition of hazing:

Any mental or physical requirement, request or obligation placed upon any person (a pledge, associate member, member, affiliate, guest) which could cause discomfort, pain, fright, disgrace, injury or which is personally degrading or which violates any federal, state or local statute or law, university or Grand Chapter policy.

1. Forcing, requiring, encouraging, challenging or endorsing new members to drink alcohol or any other substance and/or providing such alcohol or other substance;
2. The unauthorized or illegal use of alcohol in any form or quantity during any new member activity;
3. Forcing someone to eat food, even food he may like or enjoy; the eating of spoiled foods or raw onions, goldfish or anything an individual refuses to eat;
4. Dropping food (eggs, grapes, liver, etc.) into mouths;
5. Calisthenics; such as sit-ups, push-ups and runs;
6. Chairings, "polings, " pledge walks or other similar "traditional" activities;
7. Branding;
8. Causing excessive fatigue through physical and psychological shocks;
9. Paddle swats of any nature;
10. Pushing, shoving or tackling or any other physical abuse;
11. Line-ups of any nature;
12. Throwing anything (whipped cream, garbage, water, paint, etc.) at an individual;
13. Theft of any property under any circumstances;
14. Assigning or endorsing "pranks," such as stealing, panty raids, harassing other organizations;
15. Defacing trees, grounds or buildings;
16. Conducting a new member-related activity between the hours of 1 and 7 a.m. or awakening individuals during these hours (no unauthorized overnight events);
17. Permitting less than eight continuous hours of sleep for new members each night;
18. Engaging in unauthorized activity which involves compelling an individual or group to remain at a certain place or transporting anyone anywhere, within or outside the city limits (road trips, kidnaps);
19. Conducting unauthorized quests, string hunts, treasure hunts, scavenger hunts, paddle hunts;
20. Conducting activities which do not allow adequate time for study during initiation periods;
21. Expecting participation in an activity that all members are not required to do;
22. Deceiving new members prior to the ritual designed to convince a new member that he will not be initiated or will be hurt;
23. Requiring new members to "march" in formation;
24. Carrying of such items such as coconuts, helmets, swords, burlap bags, shields, paddles, rocks, dog collars, bricks, etc.;
25. Publicly wearing apparel which is conspicuous and not "normally" in good taste.
26. Yelling and screaming at new members;

27. Requiring or endorsing the new members to yell when entering or leaving the chapter house;
28. Playing extremely loud music or music repeated over and over or any other audible harassment;
29. Not permitting new members to talk for extended periods of time (other than as called for in the sequestration period of the Ritual of Initiation);
30. Engaging in public stunts and buffoonery, public displays or greetings to existing members by new members;
31. Requiring or encouraging new members to act like animals or other objects;
32. Nudity (full or partial) at any time;
33. Members messing up the house or a room for the new members to clean;
34. New members messing up the house;
35. Running personal errands (servitude) including "getting me a beer" or the like;
36. Forcing, requiring or endorsing new members to violate any University or Grand Chapter policy or any local, state or federal law.
37. Requiring answering of the phone in any other fashion than a normal "Hello, Phi Sigma Kappa, may I help you," or answering within a certain number of phone rings;
38. Blackbooks, blacklists, etc.;
39. Special work sessions that would not include existing members as well;
40. Cleaning undesirable parts of the house (the bathrooms, toilets, etc.) that an existing member would not as well;
41. "Special" initiation exams (defined as any exam other than the Annual Brotherhood Examination of the Grand Chapter) that contains useless and/or irrelevant material.

Chapter Statement on Hazing:

Our chapter institutes a system wherein new members may internally report unfair treatment confidentially to any member of the chapter to report hazing to their big brother or any member of the executive board. If the situation arises that the big brother is involved in the hazing situation then the reporting should go to the new member educator and chapter president. From here there will be an automatic standards board hearing to see if the situation described is actually hazing. If the situation is considered hazing the following penalties are incurred:

- First infraction
 - A two-week ban from all new member events
 - A prompt, written apology to the new member(s) in question
 - A one-on-one conversation with the Chapter President, new member educator, and OFSA Advisor and a clear explanation as to why their behavior was unacceptable
- Second infraction
 - Banned from all new member events for the next calendar year

- Barred from voting on the next new member class
- Social probation
- Third infraction
 - Expulsion from the brotherhood

Based on the severity of the offense, it is possible to go directly to the penalty for the second or third tier if determined by the chapter's executive board to warrant a harsher penalty.

It is plausible that the situation can arise that alumni would be involved in a hazing situation. Our alumni have a similar 3 tiered system as follows:

- First infraction
 - Send them a letter telling them this is not what Phi Sigma Kappa Stands for and asks them to refrain from these actions in the future.
- Second infraction
 - Banned from the chapter for 3 semesters
- Third infraction
 - Lifelong ban from the chapter
 - Expulsion from the brotherhood

Additionally, infractions carry over from being an active member to becoming an alumnus.

If any new member or brother would like to report hazing outside of the fraternity, then he can report it anonymously to the university via <http://studentaffairs.lehigh.edu/content/report-hazing>, as well as call the National Hazing Hotline at: 888-NOT-HAZE (888-668-4293)

Alcohol Policy

Understanding the dangers posed to individuals by the abuse of alcohol, all new member events are to be dry for both new members and brothers. No brothers or new members are to attend a new member event under the influence of alcohol. If new members are found to be in violation of this policy, the following actions will be taken:

- First Infraction
 - A one on one conversation with the Chapter President and New Member Educator on the appropriate use of alcohol and a clear explanation as to why their behavior was unacceptable.
- Second Infraction
 - Referral to appropriate counseling services

Resources

The contact information (name, phone number, email) of the following people should be provided to new members in the new member education plan:

President:

Will Newbegin
(484) 788 – 3813
wrn221@lehigh.edu

New Member Educator:

Brian Majka
(732) 762 – 9012
brm220@lehigh.edu

Risk/ House Manager:

Kyle Brady
(732) 853 – 4091
ktb221@lehigh.edu

OFSA Advisor:

Andrew Dorriere
ard519@lehigh.edu
(610) 758 – 4157

Lehigh University Police Department:

(610) 758 – 4200

Nu Chapter Alumni Advisor:

William Cauley
billy.cauley4@gmail.com

National Headquarters:

(317) 573 – 5420

National Hazing Hotline:

1-888-NOT-HAZE (1-888-668-4293)

Schedule

Week 1 (Week of 3/16):

- Monday – Opening Presentation on Hazing and Greek Life
- Introduction to New Member education (expectations of new members discussed), Distribution of history book (*Hills and a Star*) (6 – 7:30)
- Wednesday – Leadership Workshop #1 (4:00 – 5:00)
- Scholarship Chair Presentation
- Friday – First member class dinner (7:00 – 9:30)

Week 2 (Week of 3/23):

- Sunday - First Exec Board/NM meeting.
- History Lesson: Quiz on Chapter 1
 - new member educator meeting (1:00 – 2:00)
- Tuesday – Chopped Challenge (8:00 – 10:00)
- Thursday – Head of Standards Presentation (4:30 – 5:00)
- Brotherhood Chair Presentation
- Friday – Second member class dinner (7:00 – 9:30)

Week 3 (Week of 3/30):

- Sunday – Second Exec Board/NM meeting.
- History Lesson: Quiz on Chapter 2
 - new member educator Meeting (1:00 – 2:00)
- Tuesday – Discussion on Accreditation (6:00 – 6:30)
- Friday – Third member class dinner (7:00 – 9:30)
- Saturday – Big little reveal (6 – 8:30)

Week 4 (Week of 4/6):

- Sunday – Third Exec Board/NM meeting
- History Lesson: Quiz on Chapter 3
 - new member educator Meeting(1:00- 2:00)
- Monday– Second leadership workshop (5:00 - 6:00)
- Tuesday - Wing Eating Challenge (8:00-9:00)
- Thursday – Presentation on Diversity (7:00 – 8:00)

Week 5 (Week of 4/13):

- Sunday – First Chapter meeting
- History Lesson: Quiz on Chapter 4 (12:00 – 1:00)
- Monday – Health and Wellness presentation (5:00 – 6:00)
- Thursday – new member educator Meeting (4:30 – 5:00)

Week 6 (Week of 4/20):

- Monday – History Lesson: Quiz on Chapter 5.

- Start to Review all of *Hills and a Star*
 - Philanthropy Meeting (4:30 – 5:30)
- Tuesday – Bylaws presentation (5:00 – 5:30)
 Thursday – new member educator Meeting (4:30 – 5:00)
 Saturday (4/24) – Initiation begins (7:00)
 Sunday (4/25) – Initiation ends (7:00)

Event Details

Date: First Monday

Location: Chapter House

In Attendance: New members and executive board

Activity: Opening Presentation on Hazing and Greek Life

Description: The executive board meets with the new members and goes over the expectations of the upcoming weeks as they are outlined in this plan.

Core Values Demonstrated: Purpose, Courage

Why: This is a time for new members to ask questions, meet the leaders of the chapter, and get more comfortable after they accept their bid. They will be given all of the resources above, as well as the phone numbers of the brothers in the chapter.

Additionally, they will be given our history book, *Hills and a Star*.

Date: First Wednesday

Location: Chapter House

In Attendance: New members and brothers (Lead by: Leadership chair)

Activity: First leadership workshop

Description: There will be a two-part leadership workshop organized by our director of leadership. New members and brothers will both partake in exercises to learn about and strengthen their leadership skills.

Core Values Demonstrated: Teamwork, lifelong Learning

Why: Our new members will be expected to attend our leadership workshops whenever possible. We feel that these workshops are important toward building the leadership for the future of our Chapter. Throughout the process, brothers will be expected to share their leadership experience to help add to the effectiveness of the Workshop.

Date: First Wednesday

Location: Chapter House

In Attendance: New members (Lead by: Scholarship chair)

Activity: Scholarship Chair Presentation

Description: This will be a workshop organized and presented by our director of scholarship. New members will learn about the importance of scholarship to both the fraternity and themselves. With scholarship being one of our Cardinal Principles, it is important to understand how scholarship can affect our lives.

Core Values Demonstrated: Scholarship

Why: Our new members will be expected to uphold the brotherhood's Cardinal Principles. One of the most important principles, Scholarship, is necessary for success as a brother and as a student at Lehigh. Upholding good academic standing is necessary to set yourself up for success in the future, as well as learn qualities such as determination, time management, and hard work.

Date: First three Friday nights

Location: Chapter House/Restaurant

In Attendance: New members and one class of brothers

Activity: Class dinner

Description: Brothers from one member class will sit down and have dinner with the new members.

Core Values Demonstrated: Lifelong Learning, Brotherhood

Why: This is a great time for intimate discussion between brothers and makes it easier for new members to meet everyone. It can be hard for new members to make friends with older clamemberssss, but this is a great opportunity for friendships to be made.

These dinners will happen once a week and start with the sophomore class, then the junior class, then the senior class. Each member class can decide where they want to go out to dinner or if they want to eat at the chapter house. It makes it much easier to meet brothers when everyone breaks up by new member class. By the end of the last dinner, the new members will have had a chance to relax and eat with every brother. This will make them more comfortable coming to the house in the future for meals with brothers, which is a great time to bond and make friends.

Date: Second Tuesday

Location: Chapter House

In Attendance: Brothers and new members

Activity: Chopped Challenge

Description: Teams of new members and brothers are pitted against each other in a Chopped style cooking challenge. Each team cooks 3 dishes which are judged after each round.

Core Value Demonstrated: Teamwork

Why: This is a fun event that bonds new members and brothers. The new members learn to work together to come up with creative ideas while also learning how to cook in the kitchen, something they will have to do if they live in the house. Maintaining a healthy diet is challenging with the options we have. Having a friendly competition is always a lot of fun and allows new members to get to know a lot of brothers very quickly. Also, new members get to see what kinds of foods brothers make and can take that knowledge with them, as well as learn the schematics of the kitchen, and the safe usage of its tools and appliances. This event is great at stimulating brotherhood among all of our members.

Date: Second Thursday

Location: Chapter House

In Attendance: New Members and Standards Board

Activity: Standards presentation

Description: New members will meet with the standards board to learn about their role in the chapter as well as our system for holding brothers accountable for their actions.

Core Value Demonstrated: Character, Discipline

Why: In order to become good brothers in the chapter, new members must understand the rules that we follow and the punishments for breaking those rules. This presentation will be informative for new members and teach them more about how we run our chapter.

Date: Second Thursday

Location: Chapter House

In Attendance: New members (Lead by: Brotherhood chair)

Activity: Presentation on Brotherhood

Description: New members will participate in a presentation led by the Brotherhood chair to learn about the importance of brotherhood in our fraternity.

Core Values Demonstrated: Teamwork, brotherhood

Why: Brotherhood is one of our Cardinal Principles, and is required in order to build lasting relationships with one another. We pride ourselves on being a very close knit group of guys who always have each other's backs. We strive to treat others and ourselves with respect, and learn that brotherhood will keep our fraternity thriving.

Date: Third Tuesday

Location: Chapter House

In Attendance: New members and Accreditation committee

Activity: Presentation of Accreditation

Description: The accreditation committee will explain the accreditation process and what is expected of the positions involved in it.

Core Values Demonstrated: Self-Awareness, Character, Purpose

Why: Accreditation is an important part of being in a fraternity at Lehigh. New members will be exposed to all of the leadership positions that fall under our head of accreditation so that they understand our leadership hierarchy as well. Hopefully by this point, new members have already started considering positions they would like to hold in the chapter.

Date: Third Saturday

Location: Off Campus House

In Attendance: Big brothers and new members

Activity: Big little reveal

Description: Prior to this night, new members provide a list of their top choices for who they want their Big Brother to be. The new members are then matched up to their Big Brothers (provided the Big Brother has fulfilled the requirements listed below). This night is the "Big" reveal. There is a curtain drop for each Big and Little pair and they then celebrate their pairing by playing various sports video games in a tournament.

Core Values Demonstrated: Lifelong Learning, Purpose, Brotherhood

Why: Each New Member will be paired with an active member, known as his "Big Brother" (or simply his Big). Throughout the six week process, the New Members will end up spending the most time with their bigs. Each big is to serve as a guide to his "little" throughout the New Member Education process. Since the Big has a better knowledge of the fraternity and its members and Lehigh in general, he can help his little by pointing out brothers with similar majors or interests, and can show him where to go on campus for different types of help (math tutoring, the writing center, etc). The most valuable asset the big has is his experience, which can give the New Member some sort of perspective as to their own personal experience so far. Big Brothers must fulfill the following requirements:

Good academic Standing (No lower than second tier of the Scholarship Plan)

Have accumulated an amount of House Point Determined By Exec- Board

Note: The number of house points will be determined by the board by looking at the average number of points for each brother after formal recruitment concludes. All Big Brothers are required to meet with the President and new member educator in order to have a more specialized conversation on hazing with regards to their soon to be Little Brothers.

Date: Fourth Monday

Location: Chapter House

In Attendance: New members and brothers (Lead by: Leadership chair)

Activity: Second leadership workshop

Description: There will be a two-part leadership workshop organized by our Director of Leadership New members and brothers will both partake in exercises to test and strengthen their leadership skills.

Core Values Demonstrated: Teamwork, Lifelong Learning

Why: Our new members will be expected to attend our leadership workshops whenever possible. We feel that these workshops are important toward building the leadership for the future of our Chapter. Throughout the process brothers will be expected to share their leadership experience to help add to the effectiveness of the Workshop.

Date: Fourth Tuesday

Location: Chapter House

In Attendance: Brothers and New Members

Activity: Wing Eating Challenge

Description: New members and brothers will team up and take part in the Pepper Pyramid Challenge and attempt to eat chicken wings of increasing spiciness to see who can go the furthest up the pyramid.

Core Value Demonstrated: Teamwork, brotherhood

Why: This is a fun event that bonds new members and brothers. The new members and brothers will get to challenge themselves to see how far they can make it in the wing eating challenge against each other. This event is great at stimulating brotherhood among all of our members. Like all events, participation is optional for each new member.

Date: Fourth Thursday

Location: Chapter House

In Attendance: New members and brothers

Activity: Presentation on Diversity

Description: brothers discuss their different upbringings and speak to the new members about their experiences in coming to Lehigh and joining Greek life. Any new members who would like to share their story or tell about what makes them unique will be encouraged to do so. However, no one will be forced to share anything they desire to keep to themselves.

Core Values Demonstrated: Self-Awareness, Helping/Empathy

Why: Part of joining a Greek Organization is contributing to the several unique backgrounds each of its members have. This event helps new members learn and appreciate this. Inclusion is a big part of our brotherhood and we want all of our new members to understand that.

Date: Fifth Monday

Location: Chapter House

In Attendance: Brothers and New Members (Lead by: Health and Fitness Chair)

Activity: Mental/physical health presentation

Description: Brothers who are passionate about fitness and living a healthy lifestyle will meet with new members and discuss what activities they do to maintain their fitness.

Core Values Demonstrated: Lifelong Learning, Self-Awareness, Discipline

Why: Juggling school work, a healthy lifestyle and other extracurricular activities is hard whether or not one is a part of Greek Life. This presentation is intended to help new members see how they can maintain physical and mental wellness while maintaining good grades and activities as well. This that will be discussed will include everything from eating well and exercising to taking time to relieve stress from the everyday tasks that eventually tires out most students.

Date: Last Monday

Location: Chapter House

In Attendance: New members, Director of Philanthropy, Philanthropy committee

Activity: Philanthropy Meeting

Description: The new members are encouraged to sit in on one meeting of our philanthropy committee where they discuss current planning effort for upcoming events.
Core Values Demonstrated: Helping/Empathy, Purpose, Teamwork, Lifelong Learning
Why: The new members will be able to work with our Director of Philanthropy in order to learn what goes into the planning of an event and what information needs to be passed on to the rest of the chapter in order to conduct a successful event. The new members will be able to figure out if they would like to continue to attend these meetings in order to assist in further philanthropy planning efforts.

Date: Last Tuesday

Location: Chapter House

In Attendance: New members and chapter officers

Activity: Bylaws presentation

Description: New members will learn about our official bylaws, the changes we've made to it over time, and how to make a change.

Core Values Demonstrated: Purpose, Character

Why: Our bylaws guide how we handle all formal fraternity affairs and it is important for new members to understand how they work. At this point, they are all almost brothers, and will need an in- depth presentation on the way we run. The chapter officers present will help new members to understand how each position in the chapter is affected by the bylaws and the formal responsibilities described in it. This will prepare all new members for elections which usually happen shortly after induction.

Date: Last Saturday and Sunday

Location: Iacocca Tower

In Attendance: Brothers and New Members

Activity: Initiation

Description: New members will arrive at the house at 7pm on Friday, March 23rd to take the final Phi Sigma Kappa National History test. Then we will begin a ritual, part of which initiates are strongly encouraged to stay overnight at the chapter house. By 7 pm on the 24th, the initiation process will be completed.

Core: Lifelong Learning, Purpose

Why: Our ritual of initiation begins the night before, after the national Phi Sigma Kappa history test. New members will not be forced to stay at the house but will be given a room and will have free time to do homework and eat when needed. If New Members are unable to attend these dates, they will be initiated as soon as they are available to go through the ritual. Our chapter reserves Iacocca tower for part of our initiation.

Unique Programs

The following are programs that are unique to our chapter that last for the entirety of the new member education process

Study Hours: Scholarship is one of Phi Sigma Kappa's core values. New members are expected to keep their grades up during the six weeks New Member Education process. In order to help the new members accomplish this, they must spend time with their books during the week. Study hours will be informal. New members will spend time with brothers of the same, or similar major. Brothers are encouraged to help new members with their homework if they have trouble understanding a topic. They can study anywhere they want to: Libraries, the house, rooms, common areas, etc. Study hours allow new members to manage their time, study for classes, and receive assistance if they need it. Each new member is encouraged to complete a minimum of six study hours per week. This is the same standard held for brothers who fall below the second tier of the Scholarship Plan.

New Member Quizzes: Once New Member education commences, each new member will receive a copy of *Hills and a Star* which is a book about Phi Sigma Kappa. It covers the history of the fraternity, its merger with Phi Sigma Epsilon, and even discusses the inner workings of the fraternity on a national level. New members are to read one Chapter every week and learn the material, because the book contains valuable information that will be on the entrance examination that is taken before initiation. They will be quizzed on each Chapter so they know what parts are the most important, and have a better chance to retain the material that is presented.

New member educator meetings: The entire class of new members will meet privately with the new member educator once a week to discuss their progress. They will talk about how they feel they have been integrating the cardinal principles of the fraternity into their lives. The new member educator will be able to address any concerns that any new member may have regarding the new member education process, or the brotherhood as a whole.

Executive Board/New Member Meetings: Starting the second Sunday, there will be Executive board/new member meetings. These meetings will allow new members to experience a more beneficial version of weekly Chapter meetings. Since this is a smaller meeting, an environment is created where new members will be encouraged to ask questions as well as not become overwhelmed by the chapter's traditional meeting. There will be two-to-three of these meetings to prepare new members for later weeks, when they will start attending regular chapter meetings.

Chapter Meetings: Every member of our Chapter is required to attend the Chapter meeting every Sunday. By making one of the meetings informal during New Member education, it enables the new members to attend. This allows them to observe the current brothers at work. New members see the responsibilities of different chair positions and can begin to think about which ones appeal to them. New members get a say in the decision making process, and are kept up to date with all our events.

Meals (Brotherhood dinners): All new members are encouraged to spend time at the house while not infringing on their academic and personal pursuits. A good way to spend time with brothers is to eat with them. Meals at the house are a fun way to get to know the brothers and to get used to eating in a fraternity house (as opposed to a dining hall). It is a different atmosphere, because in a dining hall, you could be alone in the midst of 200 people, whereas in the house you are eating around with about 30 of your closest friends.

Philanthropy event plan: All new members will work throughout the 6 weeks to develop a comprehensive philanthropy plan to be executed in the next semester. They will work closely with our current philanthropy chair to learn what is required of a philanthropy event so that they will be more prepared in the fall to hold the event. In the past, we have struggled with holding philanthropy events in the fall so this should combat this problem. Additionally, new members will have a chance to learn more about the positions available in the chapter once they are brothers.

Informal brotherhood events:

Along with scheduled events comes more informal, unscheduled, and completely optional events. These events allow new members to spend more quality time with the brothers of Phi Sigma Kappa in new ways outside of the fraternity house. These events will still follow all above policies we have set forth and will not be required of any new member.