

Zeta Tau Alpha New Member Plan Spring 2020

Introduction

The Zeta Tau Alpha New Member plan for the 2020 Spring semester is designed to facilitate growth, learning, friendship, and goal setting among the New Member class and current ZTA sisters. The New Member activities will encourage New Members to reflect on their own personal values and ZTA values in a safe environment. Many of the activities running during the week are set up as events supporting sisterhood. On Sundays, the New Members will have their New Member meetings, which follow a curriculum developed by the Zeta Tau Alpha International Office. Initiation will take place on March 1st 2020. The New Member Coordinator will be distributing this to the New Members themselves, as well as sending a copy to the parents of the New Members to keep them informed on what's going on in their daughter's life!

Underage Drinking and Other Illegal Activities

Sisters and New Members of Zeta Tau Alpha are expected to abide by all state and federal laws. The current sisters have been formally briefed on the seriousness of providing alcohol to students that are underage or pressuring underage sisters to consume alcohol or partake in other illegal activities. The New Member education process is dry and there will be no alcohol present at any official and unofficial New Member education events. Official New Member events are events that New Members are expected to come to, like New Member lessons and the New Member Retreat. Unofficial New Member plans are optional events with the purpose of strengthening bonds within the chapter, like Wii competitions and painting events. If any sister, New Member or Active Member, is found to be in violation of these policies, they will be taken to our Judicial Board for a hearing, and the board will decide the sanction they deem appropriate.

Hazing

Zeta Tau Alpha does not tolerate hazing of any type. The New Member activities will be hazing free. Every member of Zeta Tau Alpha has read and signed both the Lehigh and Zeta Tau Alpha policies on hazing. The following paragraph was sent to and signed by all big sisters in order to facilitate a better understanding among the sisters closet to our New Member class:

“ZTA has a zero tolerance policy regarding hazing. As a Big Sister you are in a unique position of power. Your Little Sister is looking to you and trusting you to be there for her and act in her best interests. Your suggestions to her are more influential than those of others in the chapter. Your little sister should not be doing any favors and/or chores for you that you suggest. Requests like “do my laundry” or “bake me cookies” are not reasonable. ZTA New Members are **NOT** required to go out and should not be pressured to do so. New Members are welcome at all ZTA events, but should never feel obligated to go to social events. New Members should not be pressured to consume alcohol. Pressure and/or encouragement to drink provided by a Big Sister will be considered hazing. Zeta Tau Alpha does not condone any form of hazing by any member, new member or alumnae member. Such activities conflict with the Fraternity's ideals and traditions and project a negative image of the organization. ZTA collegiate chapters must develop new member programs that reflect the true meaning and high standards of sisterhood. These programs must not demean, embarrass or endanger members or new members.”

Link to hazing prevention and reporting form: <http://studentaffairs.lehigh.edu/hazing-prevention>. Sisters can also report hazing by contacting OFSA and Student Affairs or calling the hazing hotline (888-668-4293).

Big Sister Training

Big Sister Training is required by the Zeta Tau Alpha International Office. The curriculum of the two required training sessions are explained in detail in ZTA's Guide to the New Member Experience handbook. The learning objectives are to identify the basic expectations of the Big Sister role, define mentorship, develop skills needed to be a successful mentor, and develop a Big Sister Action Plan.

New Member Events

Each Sunday, the New Members will participate in New Member Meetings, as detailed by our International Office. Each lesson has a theme, relating to the core values of being a Zeta Tau Alpha. The VP II will be facilitating all lessons, and each member of the Executive Committee will be in attendance at least once, so that the New Members can meet them all. After each lesson, the New Members and VP II will discuss how the Zeta Tau Alpha lesson fits into their Lehigh bLUeprint. The title of this program is “Zeta is Forever,” and it is meant to show New Members how being a Zeta Tau Alpha can last beyond your college years. Orientation and New Member lesson #1. The purpose of orientation is to prepare new members for the rest of the program. It is very upbeat, and shows pride in Zeta Tau Alpha. Lesson one is about loyalty. New members will focus on what being loyal means to them and how to be loyal to Zeta Tau Alpha. After lesson #1, we will talk about the bLUeprint foundation of creative curiosity, and how developing a creative and curious outlook on life will influence their loyalty to Zeta Tau Alpha. Lesson #2 focuses on the responsibility of being a Zeta Tau Alpha and the privileges of membership. After this lesson, we will talk about Identity Development, and how being a Zeta Tau Alpha will influence each New Member’s unique persona. Lesson #3 is about service. New members will develop individual character and prepare for service to the Fraternity, the community, and the world. We will then talk about Collaborative Connections, and how the new resources given by Zeta can influence their relationships in the world. Lesson #4 is about leadership. It explains the Fraternity’s organizational structure, teaches about our tradition of leadership within the Greek community, and exposes new members to leadership opportunities on campus. We will then talk about Inclusive Leadership, as Zeta Tau Alpha highly emphasizes being a leader in the community. Lesson #5 is about commitment. This is the final meeting before Zeta Week, and ensures that the new members understand the organization and the lifetime commitment required of each Zeta Tau Alpha. We will also be reviewing all of the information that we have learned up until this point to help the New Members prepared for their initiation test. We will then talk about how this can contribute to Professional Growth and Success, and how Zeta can make a difference for the rest of your life.

Berry Buddy Events: Our temporary big sisters are referred to as “Berry Buddies.” The Berry Buddy events are highly encouraged social events for New Members and potential big sisters. There are no direct penalties for missing Berry Buddy events, for these events are only for the purpose of creating and strengthening friendships. Although Berry Buddy events are a great way to get to know sisters who intend on becoming bigs, a New Member’s big selection will not be affected if a Berry Buddy event is missed. Each Berry Buddy pair is encouraged to go on a “Strawberry Date” together to get to know each other more personally during one-on-one time. Each pair is encouraged to go out to eat, hang out at the house, go get coffee, etc. There will be two events per week for the two weeks. The VP II will be the point person, as it is she who will be picking the next week’s berry buddies.

Orientation: This will be the first of the new members’ mandatory meetings. The theme of this meeting is opportunity. The Purpose is: “The orientation meeting prepares new members for the balance of their program. It is built around the ‘big picture.’”

Sisterhood Dinners: Sisterhood dinners, from 6-6:45pm, are optional opportunities for the New Members to come to the house to eat and talk with older sisters who they may not otherwise get a chance to interact with frequently. Each dinner will be with a different class. This event is optional for all New Members.

Berry Buddy Speed Zeting: This event will be a speed dating event that will give new members the opportunity to get to know their potential Big Sisters in a more structured way than Bid Day. During the event, the New Member Educator will facilitate ice breaker activities to help initiate bonds between the member class of 2019 and the new members. Having this event serves to aid both new and active when choosing new Berry Buddies.

Bachelor Monday: Monday night at 8pm, we will play the new *Bachelor* episode of the week in the chapter room. This event is optional and open to every sister. This event is intended to provide an informal gathering to promote sisterhood. The VP II will always be around to be of assistance for this event.

Formal Pledging Service: The Pledging Service will be mandatory and takes place in the chapter house. Afterwards we will have a review of what the service means. The following paragraph is distributed to the New Members: “The Pledging Service is a beautiful service where new members pledge their loyalty to the chapter, and the sisters in turn pledge their loyalty to the new members. The service is relatively short and does not contain hazing of any type—it’s simply to promise that Zeta Tau Alpha’s make to each other at the beginning of the new member journey. Zeta Tau Alpha does not have a pledging period and the new members are not referred to as “pledges.” This service is the first step in becoming a sister of Zeta Tau Alpha and is your first glimpse into the rituals and traditions that Zeta sisters through time and distance hold so dear.” The point person for this event will be our Ritual Chairman, who is in charge of facilitating the entire ceremony.

Big and Little Selection Process: For a member of ZTA to be qualified to be a big sister, she needs to maintain a GPA of 2.8 and have completed a Big Sister program structured by the ZTA International Office. Big sisters and Little sisters are matched together after filling out a Google Form ranking their preference for their Big or Little sister and answering questions about what they expect from their Big or Little Sister. Then, the VP II and the President will go through and match Big/Little pairs separately and together to avoid any possible bias.

Alcohol Education: We will have a peer health advisor giving a presentation to all chapter members. It is mandatory for the New Members to attend this program, and points for current members to attend. We think it is important all of our sisters have the training to make good choices when they make the choice to drink.

Big Sister Ceremony: This is a mandatory ritual for the entire chapter. Little sisters will find out who their big sisters are, as outlined in the Ritual Book of Zeta Tau Alpha. The point person for this Big Sister Ceremony will be our Ritual Chairman, who is in charge of facilitating the entire ceremony.

New Member Retreat: The New Member retreat will be highly encouraged for New Members. The purpose for the New Member Retreat is for the New Members to get to know each other in a new environment and feel more comfortable with each other. This plan for this event is to precede the event with a discussion about ourselves and who we are as leaders and individuals. This is aided by taking personality tests and small activities. Then, we will go rollerblading as a fun way to build team working skills and bonds within the New Member Class. We will return to the house after to debrief about the event and talk about how we see the bigger part of being in ZTA.

New Member Test: The New Member Test is an exam written by our International Office about the history of Zeta Tau Alpha, and it is required for all New Members to pass before being initiated. The New Member Educator will proctor this exam, and will be available all week prior for extra study help.

Sexual Assault Program: This will be an event led by BTS and ZTA member Lauren Ludwig. We will work to determine the content of the meeting to help educate our new members on sexual assault. This will be a mandatory event for everyone in the chapter.

Center for Academic Success Workshop: This event will be mandatory for the New Members and points for current members to attend. Through the Academic Chair, someone from the Center for Academic Success will come to the house to speak about time management and other helpful tips for academic success. The speaker will also stress ways to support each other with academics.

Berry Buddy Paint Event: This painting event will occur at the house after dinner. Blank canvases, paint and paint brushes will be provided for each sister to paint anything they want. This will encourage sisters to learn more about each other, like what their favorite color is or what they’re interested in based on their painting. This event will be open and encouraged to everyone in the chapter as an optional event.

Just Dance Wii Competition: This event will be open and optional for all members to participate. It will take place at the house and the highest scoring player will move on in the competition based on a bracket system. The intent of this event is a bond in a more silly and fun way.

ZTA Trivia and Big/Little Newlywed Game: This is the kick-off event of Zeta Week. It is a highly encouraged event for all of the big sister/little sister pairs to have fun, and learn a little bit more about each other. Even if big/little pairs don't want to participate, it is still a fun game, where everyone can learn a little bit more about one another, and bond before initiation. It is also open to all members of ZTA by incorporating trivia on ZTA in general and offers bonus points to those who participate.

Exercise Class: This is another fun event during Zeta Week to promote sisterhood bonding. The New Members and anyone else who signs up will go to an exercise class in the gym. The VP and Sisterhood Directors will be making all of the reservations and arrangements. This event is offered to everyone in the sorority and a bonus point for those in attendance.

Find a Sister Who: This event will promote people to get to know more about our sisters by finding a sister in the room who has done a specific thing on a provided bingo board. For example, something on the Bingo board may say "Find a sister who has more than 3 siblings", "Find a sister who is bilingual", or "Find a sister who has travelled to more than 3 countries." The intention of this event is to aid sisters to learn something about another sister that they may have in common or may have not known otherwise.

Make your own Pizza Party: This is another fun event during Zeta Week to promote sisterhood bonding. The New Members and anyone else who signs up will have the opportunity to make their own pizza with different toppings and sauce options. The VP and Sisterhood Directors will be making all the arrangements and will be responsible for gathering the materials to make the event a success. This event is offered to everyone in the sorority and a bonus point for those in attendance.

After initiation, the 2020 Spring New Member class will go through Post Initiate Education (PIE), which is a series of short lessons on the ritual values and ceremonies of ZTA. These two additional lessons will be facilitated by both the New Member Educator and the Ritual Chairman. The lessons are *Seek Meaning* and *Seek Commitment*. These lessons are designed to go over initiation in order to help them take it all in. We will discuss the symbols and ritual to help them have a deeper understanding of their meaning. We also will use these lessons to help the newly initiated members understand the values found in the initiation ritual.

As for social events, we have two this coming semester, a date party and a Spring formal. Our Director of Social Events will be scheduling both events sometime in the coming semester. New Members are more than welcome to attend, but are by no means required to.

We understand that there may be various social events throughout the week. New Members may choose to attend these events on their own prerogative. They are absolutely not required to attend any social event during the week, but may choose to attend if they wish.

Attendance Policy

All members are required to maintain an active role in the chapter. Most events are eligible for attendance points. Point values will be reviewed by the Recording Secretary at an upcoming New Member meeting. Members and new members are expected to earn a minimum of 85% of the possible points each semester to remain in good standing, which includes eligibility for initiation.

Certain events are considered critical to the success of the chapter and Fraternity. The importance of these events, members and new members are expected to attend all mandatory events. Mandatory events include: New Member Education meetings, Initiation, Rituals, Post Initiate Education (PIE), Elections, all recruitment related events and activities, fundraising event benefiting the ZTA Foundation, Formal Chapter Meetings, Bid Day, and other events as recommended by the Executive Committee and with approval of the Director of New Chapters.

Excuses for Mandatory Events

Since mandatory events are important to the success of the chapter and Fraternity, members and new members should make every effort to attend them and acceptable excuses for not attending are limited to those listed below. Excuses should be emailed to both clc221@lehigh.edu and lehighztaexcuses@gmail.com.

Below are considered to be excusable reasons to miss a mandatory event:

- Sickness with documentation from a doctor
- Death or funeral
- Class or exam (during the event)
- Family emergency
- Family celebration (e.g. wedding that has been scheduled and planned in advance)

Calendar of Events

- March 1 - New Berry Buddies Announced, Formal Pledging @5:00pm, Quick Chapter @5:30pm, Dinner @6:00pm, Meeting with Exec and Q&A @6:45pm
- March 2 - Bachelor Monday @8:00pm
- March 4 - New Berry Buddies Announced
- March 5 - Dinner with MC '19 @6:00pm, New Member Lesson 1 & 2 @6:45pm
- March 15 - New Berry Buddies Announced
- March 17 - Speed Zating with Potential Bigs
- March 18 - New Berry Buddies Announced
- March 20 - Big and Little Selections Due @8:00pm, Date Party
- March 22 - Alcohol Educational Talk with Nationals @3:30-5:30pm, New Member Lesson 3 and GreekLifeEDU Part 1 @6:45pm
- March 23 - Big Little Day 1 (Beds in Dorms)
- March 24 - Big Little Day 2 (Baskets at the house), Dinner at Chapter House with MC' 18 @6:00pm, New Member Lesson 4 @6:45pm
- March 25 - Big Little Day 3 (Beds in Dorms)
- March 26 - Big Little Day 4 (Baskets at the house), Dinner at Chapter House with MC '17
- March 27 - Big Little Day 5 (Baskets at the House), Big Service and Reveal @6:00pm
- March 29 - Chapter @5:00pm, Dinner @6:00pm, New Member Lesson 5 @6:45pm
- April 4 - New Member Retreat @4:30pm, New Member
- April 5 - Initiation!!! @3:00pm

Important Events being added:

- BTS Sexual Assault Program
- Center of Academic Success Talk
- AOPi Joint Sisterhood

Optional Sisterhood Events possibly being added:

- Paint Event at Chapter House
- Just Dance Wii Competition
- ZTA Trivia
- Big/Little Newlywed Game at Chapter House
- Exercise Class at Taylor Gym
- Find-a-Sister-Who Event
- Make your own Pizza Event
- Movie Night