

Pi Beta Phi

Description of New Member Education 2021

Contact Information:

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Pi Beta Phi Mission Statement:

The mission of Pi Beta Phi Fraternity for Women is to promote friendship, develop women of intellect and integrity, cultivate leadership potential and enrich lives through community service.

Pi Beta Phi Vision Statement:

Pi Beta Phi Fraternity is committed to being recognized as a premier organization for women by providing lifelong enrichment to its members and contributing to the betterment of society.

Study Hours:

Olivia Talbott and Gabriella Degis
To be held on Zoom.

It is our goal to motivate our members to form effective study habits and time management skills. We recommend that ALL members study at least 2-3 hours per week but it is 100% optional. We understand that due to variance in major and field of study different students need different study schedules to succeed. We value academic success and hope these recommended study hours will encourage our new members to improve their personal GPAs and the Chapter's GPA. Study hours aim to incorporate the "Professional Growth & Success" aspect of the bLUeprint Foundation. We place great emphasis on intellectual development and growth within our chapter and wish to do the same with our new members. Study hours will be held upon request by new members. Although they are optional, they are also highly encouraged.

New Member Education Meetings (Every Friday 4:30pm):

Gabriella Degis
To be held on Zoom.

These are weekly meetings where the new members meet with the Director New Member Experience and executive board officers to learn about Pi Beta Phi values, traditions, history, and expectations of membership. These meetings are meant to educate the new members about the traditions and history of our Fraternity, including the local chapter. The new members will also meet with various members of the executive board to learn about managing GreekBill/finances, time management skills, philanthropy, academic programming, and the policy and standards board. These meetings will begin at 4:30 PM and last for roughly an hour to an hour and a half. They will take place on Zoom. These meetings will help promote "Creative Curiosity" "Professional Growth and Success" and the "Identity Development" pieces of the bLUeprint

Foundation. We hope that our new members will become interested in the traditions and history of our Fraternity and learn as much as they can during the education period. Additionally, we aim to help new members begin to associate themselves with our organization through shared values among members. **The outlines for these meetings are provided at the end of this document.**

Pi Beta Phi Program:

All Pi Beta Phi new members participate in an online education program, which orients new members to Fraternity values, traditions, and service. This online program is in addition to weekly in person new member education meetings. Fraternity orientation prepares New Members to become valuable parts of Pi Beta Phi. Developing leadership skills is an important part of this process. The Pi Beta Phi New Member Education Program contains both courses in the Pi Beta Phi Online Learning Center and New Member meetings conducted by the Director New Member Experience. There are seven online courses. The New Member meetings have corresponding lessons and activities, which focus on sisterhood and review the material learned in the online course of the week. The Director New Member Experience schedules and arranges the participation of officers and members listed in this program, and the officers assist with the lessons. The time it takes to complete each lesson varies and is expressed on the Online Learning Center above the title of each module. In general, New Members should allocate about 30-60 minutes to complete each course.

New Members will be required to complete the corresponding online courses indicated in the calendar **prior to attending each meeting**. The courses consist of slides of select information along with a listening section to learn the content in more detail. Each week these courses will educate the New Members on the following:

- Two founders
- Participate in a Sisterhood activity
- A value
- A statement of Obligations of Membership highlight
- Week 1: Overview
- Week 2: Fraternity Secrecy
- Week 3: Good Scholarship
- Week 4: Laws and Policies
- Week 5: Participation, Conduct and Attitude
- Week 6: Respect

Schedule of Events

(* denotes Pi Beta Phi Ritual)

Virtual Bid Day (Sunday, January 31st)

Virtual Bid Day will start with the entire chapter joining and welcoming the New Members.

- Following this brief chapter welcome, the New Members, chapter officers and Beta Buddies can stay on the Zoom call.

- Chapter officers can review information that the New Members should know, such as things to know about Pi Phi, who to reach out to, terms of New Member period to follow Pi Phi and Lehigh rules
- Beta Buddies and New Members can be placed in breakout rooms to meet each other and get acquainted.
- The New Members will receive Bid Day Shirts, a mask, and hand sanitizer.
- New Members will be informed about the new member process. Here, they will learn more about what to expect during their new member education.

***Formal Pledging Ceremony (Monday, February 1st)**

Maddy Jewell- Director Fraternity Heritage

To be held on Zoom.

A formal pledging ceremony must take place on Zoom within 72 hours of Bid Day and is a formal Pi Beta Phi ritual. After the ceremony takes place, we will hold a virtual Cookie Shine (one of our most fun traditions) where we will ask new members what they are most excited about in regards to joining Pi Phi, and ask current members to share what their favorite Pi Phi memory is. This will be followed by the introduction of new members to their Beta Buddies (a member of the sophomore member class) and Guardian Angels (either a member of the junior or senior member class) who will serve as temporary mentors to the new members until permanent mentors/ big sisters are revealed during week 4.

Craft-Making (Wednesday, February 3rd, 7-8:30pm)

Gabriella Degis -Director New Member Experience- Zoom

One event from last year we would like to carry on was a Bob Ross paint night. Members will be provided with canvases and paint to create a painting as they follow a Bob Ross video. We will start this activity with the name game. The new members will be broken up into breakout rooms to get to know each other a little more.

Kahoot Night (Wednesday, February 17th, 7-8:30pm)

Gabriella Degis -Director New Member Experience- Online

ZOOM

A Kahoot night would allow for members to learn more about Pi Phi in a fun atmosphere and spend time with sisters. The Kahoot would be about Pi Phi facts, such as founders and core values. This will quiz our members on the information they will be tested on and will allow members to have a friendly competitive game to form bonds with one another.

Painting Pots (Wednesday, March 3rd, 7-8:30pm)

Gabriella Degis -Director New Member Experience- Zoom

New members will be given pots to paint and then small plants or succulents to put inside. New members will be broken up into breakout rooms. This will allow new members to get to know each other. They will begin to learn things about each other to allow our members to become closer with one another.

Bingo Night (Wednesday, March 10th, 7-8:30pm)

Gabriella Degis -Director New Member Experience- Online
Zoom

Bingo night will give new members another opportunity to spend time with one another in a safe environment. Members will be able to compete against each other in a friendly manner. This activity can be done in adherence with covid safety guidelines. This will allow members to talk amongst themselves and get to know each other.

Big Little “What is Mentoring” Workshop (Monday, March 8th 4:00pm)

Olivia Talbot - VP Member Experience

To be held on Zoom.

Our Vice President of Member Experience will lead the Pi Beta Phi “What is Mentoring,” for Little Sisters, and “How to Mentor”, for Big Sisters. This involves telling new members what to look for in choosing a Big. We hope that by hosting this workshop the new members will see the importance of eventually becoming both a mentor and leader within the house. This workshop helps to emphasize the “Inclusive Leadership” portion of the bLUeprint foundation.

Big Little Week (Week of Monday, March 8th)

Olivia Talbot - VP Member Experience

To be held on Zoom.

- All members of the chapter, initiated and New Members, will make Google Slides about themselves to give everyone a chance to introduce themselves
- Members of member class ‘19 and the New Members will submit lists to VPME ranking who they want as their respective big/little sister
- VPME will assign each New Member a big sister.
- Big sisters will send one package and one letter to their little sister with clues about who they are (the New Members will not know who their Big sister is at this point)

Big Little Reveal and Mentor Ceremony (Friday, March 12th)

To be held online (time and manner dependent on the choosing of the big).

The details of the big/little reveal change slightly each year but it is normally a fun surprise such as finding the match to your quote/picture or some other creative and positive experience.

New Member Test Deadline: Friday, March 5th, 2020

Gabriella Degis- Director New Member Experience

After the new members complete the 7 online courses and 6 Director New Member Experience meetings, they will have all the information and knowledge about Pi Beta Phi’s history and values to take a new member exam. This test is required for the new members to pass in order to be initiated and is taken **online** through pibetaphi.org. A review session/trivia game will take place at the final Director New Member Experience Meeting (Friday, April 16th at 4:30 pm.).

***Pre-initiation AAC Interviews (Saturday, March 6th 12-2pm)**

Gabriella Degis - Director New Member Experience

To be held on Zoom

This is a Pi Beta Phi event where the AACs will conduct interviews with the new member class. This will occur 2 weeks prior to initiation.

***Pre-initiation Ceremony (Saturday, March 13th 4-5pm)**

Maddy Jewell- Director of Fraternity Heritage

To be held on Zoom

This is a Pi Beta Phi ritual event that occurs 24 hours prior to initiation.

***Initiation Ceremony (Sunday, March 14th 2pm-6pm)**

Maddy Jewell- Director of Fraternity Heritage

To be held on Zoom

New members will be initiated after fulfilling the new member requirements as outlined by Pi Beta Phi Headquarters in Pi Beta Phi ritual.

Pi Beta Phi Alcohol Standards

All federal, state, and local laws, all university policies and regulations regarding the possession, consumption, sale, and/or provision of alcoholic beverages by Pi Beta Phi, its chapters, alumnae organizations, initiated members and new members shall be obeyed without exception. Underage drinking is illegal and will not be tolerated. Providing, buying, allowing underage members or guests alcohol is prohibited. Any member that is found violating these rules will be sent to standards for repercussions.

Pi Beta Phi's Policy and Position Statement on Hazing

Hazing is prohibited.

Hazing is any action taken or situation created, organized or conducted regardless of intent by any new and/or initiated member of Pi Beta Phi or their agent(s) for any other individual where participation may be voluntary, forced or coerced that occurs, regardless of location, that has the potential to cause or actually results in emotional, mental or physical discomfort; illness; injury; consumption of or opportunity to consume alcohol; that may create a superior/inferior relationship between the participants; and/or may reflect unfavorably upon the individuals, chapter or Fraternity. Permission or approval by a person being hazed is not a defense.

Any chapter or individual member whose actions or attitudes are not in accord with the Fraternity's policy against hazing will be subject to disciplinary action by the chapter and/or by Grand Council. Acts of hazing may result in civil and criminal liability on the part of those individuals engaged in such activities.

Chapters and members must follow all applicable federal, state, local and province laws and university policies regarding hazing.

The elimination of hazing is the responsibility of each collegiate and alumna member of Pi Beta Phi.

Pi Beta Phi Hazing Hotline: (800) 320-1867

National Panhellenic Conference Statement of Position on Hazing

Hazing has been a continuing concern of the National Panhellenic Conference (NPC) and its member fraternities, and numerous resolutions have been adopted through the years.

Hazing, in any of its forms or definitions, is contrary to the founding principles of the member fraternities of NPC. Unfortunately, the practice of hazing has not been eliminated from all member group chapters and colonies. Hazing remains a detriment to the well being of the college fraternity system.

Hazing is defined as any action or situation with or without consent, which recklessly, intentionally or unintentionally endangers the mental or physical health or safety of a student, or creates risk of injury, or causes discomfort, embarrassment, harassment or ridicule, or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in a chapter or colony of an NPC member fraternity.

Hazing activities and situations include, but are not limited to, creation of excessive fatigue; physical and psychological shocks; wearing publicly apparel which is conspicuous and not normally in good taste; engaging in public stunts and jokes; participating in treasure or scavenger hunts, morally degrading or humiliating games and activities, late night sessions which interfere with scholastic activities or normal sleep patterns, and any other activities which are not consistent with fraternal law, ritual or the regulations and policies of the member fraternity or the educational institution. All member groups of NPC continue to affirm their policies and/or statutes on hazing and inform their membership of this NPC position on hazing through contact to all local, regional and international officers, mailings from Headquarters to each chapter and chapter alumnae advisors, and through international magazines.

Lehigh University's Definition of Hazing

"Hazing is any action taken or situation created, whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Hazing includes but is not limited to any brutality of a physical nature, such as paddling, whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity that would subject the individual to physical harm or mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which would adversely affect the mental health or dignity of the individual. Among prohibited activities are forced or coerced activities which create excessive fatigue; cause physical and psychological shocks; involve kidnapping; involve morally questionable quests, treasure hunts, scavenger hunts, or any other such activities; involve publicly wearing apparel that is conspicuous and not normally in good taste; cause students to engage in public stunts and buffoonery, morally degrading or humiliating games and activities, or late night activities which interfere with scholastic activities. Also prohibited are any activities that are in violation of federal, state, or local laws, this Code of Conduct, or accepted standards of good taste or propriety. For purposes of this definition, any activity described in this paragraph upon which the admission into or affiliation with an organization is directly or indirectly conditioned shall be presumed to be "forced or coerced" activity, the willingness of an individual to participate in such activity notwithstanding." -LU Student Handbook

To report hazing: <http://lehigh.edu/go/hazingreport>

- or can report to anyone in OFSA

LU Hazing Prevention Website: <http://studentaffairs.lehigh.edu/hazing-prevention>

Weekly New Member Education Meeting Agendas

Week 1: Lesson A, Course 1, Friday, February 5th, 2021

Lead Facilitator: Director New Member Experience

Executive officers: All of Executive Council

Description: For the first week, New Members will get an idea of what it's like to be a Pi Phi. They will learn about our organization's values, our mission and our vision. This meeting will also set the tone for the rest of the new member meetings and allow the members a chance to get to know one another.

Week 2: Lesson B, Course 2, Friday, February 12th, 2021

Lead Facilitator: Director New Member Experience

Executive Officers: VP of Fraternity Development and VP of Member Development

Description: This week focuses on Honor and Respect as well as learning the history of Pi Phi and our own chapter. Through this, new members will develop a new appreciation for Fraternity ritual and history and be able to clearly understand what sets our organization apart from others on campus.

Week 3: Lesson C, Course 3, February 19th, 2021

Lead Facilitator: Director New Member Experience

Executive Officers: Director of Academics

Description: The focus of this week's discussion is on Personal and Intellectual Growth. New Members will learn about the incentives our chapter has in place to encourage academic success and the importance of health, wellness, and academic success in our chapter.

Week 4: Lesson D, Course 4, February 26th, 2021

Lead Facilitator: Director New Member Experience

Executive Officers: VP of Operations

Description: By focusing on the value of Integrity, New Members will gain a better understanding of the laws that govern our chapter and organization and the expectations of each individual member in regards to their behavior as a representative of our chapter and of Pi Phi.

Week 5: Lesson E & F, Course 5 & 6, March 5th

Lead Facilitator: Director New Member Experience

Executive Officers: VP of Administration, VP of Philanthropy, and VP of Community Relations

Description: The discussion this week is centered on Philanthropic Service to Others and Lifelong Commitment. New Members will become more aware of the opportunities available to create a positive impact on the communities surrounding them both as an individual and as a member of Pi Phi. Through a discussion of the Pi Phi Brand and Servant Leadership, members

will realize that being a Pi Phi extends much farther than just our chapter, but to chapters and people all over the country and world.

Week 6: Lesson G, Course 7, New Member Test, April 16

Lead Facilitator: Director New Member Experience

Executive Officers: None

Description: The final meeting will focus on preparing the New Members for Initiation. By practicing New Member Ritual, they will be prepared for their first formal chapter meeting. At this point, members have learned about all 7 values and all 12 founders, as well as the supports in place that allow our organization to be successful and impactful. The final activity and discussion will prepare them for the New Member Test, which they must pass in order to be initiated

SAFETY PLAN

All in person events will also be held through Zoom to ensure all new members feel included. New members who attend these in person events must agree to adhere to the following guidelines:

- Before attending, members must perform a self assessment. Self assessments should be done in accordance with Lehigh University's HawkWatch Self Assessment.
 - New members should note if in the past 24 hours they have experienced any fever or chills, cough, shortness of breath, difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, or diarrhea
 - New members should note if they have had a fever above 100 degrees fahrenheit or 37.8 degrees centigrade that day.
 - New members should note if they have had close contact with a person who is known to have or suspected of having Covid-19 within the last 14 days.
 - New members should note if in the past 14 days they have been tested for or diagnosed with Covid-19.
 - If new members answer yes to any of the above questions, they should **NOT** attend new member meetings and should remain in their residence and contact the Health and Wellness Center.
- **ALL attendees must verify they received a GREEN QR Code from the HawkWatch Self Assessment prior to attending the activity.**
 - Attendees must send a photo of their green QR Code in the Chapter group message to maintain accountability.
 - All attendees must have selected the full-tuition option for Spring 2021.
- Those in attendance must partake in the following practices:
 - Properly wear a mask at all times (covering mouth and nose).
 - Remain a socially distanced distance of 6 feet from one another.
 - Should wash their hands as frequently as possible, especially when sharing materials.

- Those in attendance will also be offered the opportunity to use hand sanitizer.
- To protect those in attendance, the ventilation in the area will be optimized. The cleaning and disinfecting of frequently touched surfaces will be performed.
- To ensure less than 25 members will be present at a time, members will fill out a form prior to the event to share the intent of attendance, and in addition to being counted upon entering. A sign in sheet will be at the entrance to provide evidence of this, as well as take attendance and assist in the event of contact tracing.
- Overall, members of Pi Beta Phi are expected to follow these guidelines in and out of meetings in order to best protect themselves, their sisters, and the community.

NEW MEMBER EDUCATION MEETINGS = NMEM, ALL Friday meetings will be held on zoom

FEB 2021

SUN	MON	TUE	WED	THU	FRI	SAT
31	01	02	03	04	05	06
-Virtual Bid Day -New Member Experience Introduction	-Virtual Formal Pledging Ceremony		Craft making, 7-8:30pm, online		Lesson A, course 1, 4:30-6, NMEM	
07	08	09	10	11	12	13
					Lesson B, Course 2, 4:30-6, NMEM	
14	15	16	17	18	19	20

Kahoot
Night,
7-8:30pm,
online

Lesson C &
Lesson D, ,
Course 3,
4:30-6, NMEM

21**22****23****24****25****26****27**

Lesson E & F,
Course 5 & 6,
4:30-6, NMEM

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NEW MEMBER EDUCATION MEETINGS = NMEM, ALL Friday meetings will be held on zoom

MAR2021

SUN

MON

TUE

WED

THU

FRI

SAT

01**02****03****04****05****06**

Painting
Pots,
7-8:30 pm,
online

-Lesson G,
Course 7,
NMEM
-New Member
Test
-Must have NM
courses
completed

Preinitiation
AAC
interviews,
Online

07**08****09****10****11****12****13**

Big Little
"What is
Mentoring"
Workshop @
4, online

Bingo
Night, 7pm,
Online

Big Little
Reveal and
Mentor
Ceremony,
online

Pre-Initiation
ceremony,
Online,
4-5pm

14	15	16	17	18	19	20
Initiation Ceremony, Online, 2pm-6pm						
21	22	23	24	25	26	27
28	29	30	31			