

## **PSI UPSILON NEW MEMBER EDUCATION PLAN – Spring 2021**

**New Member Educator: Grant Kibel**

**President: Thaddeus Brandon Janowski**

### **PURPOSE:**

The overarching goal of the Psi Upsilon New Member Education process is to educate New Members about the lifestyle, operations, values, and responsibilities of Brotherhood. The specific goals of New Member Education are to:

- Provide a basic knowledge of fraternity on Chapter and International level.
- Ensure friendship between current Brothers and New Members.
- Demonstrate the day-to-day operations of the Chapter.
- Prepare New Members for all facets of the Eta Chapter Brotherhood.
- Instill aspects of our five values within New Members and demonstrate how they can be demonstrated within the Chapter.
- Foster individualistic growth of each New Member both academically and internally
  - This includes objectives like better grades, a higher sense of self confidence, time management, punctuality, teamwork, comradery, and individual potential.

### **EXPECTATIONS:**

Expectations for Psi Upsilon New Members are intentionally similar to the expectations Psi Upsilon sets for its Brothers. They are designed to transition New Members into Greek life and prepare them for the responsibilities they will have as brothers.

- The five values that our Fraternity was founded on are; Lifelong Friendship, Moral Leadership, Intellectual Engagement, Responsible Social Conduct, and Service to Society. We believe that, during the NME process, each New Member will comprehend and cherish these values as we do.
  - Lifelong Friendship: Emphasis on friendship and broadening outside interests. This facet specifically will deepen the bonds shared within the brotherhood which will lead to better teamwork.
  - Moral Leadership: Emphasis on the purpose of this brotherhood. We expect our New Members to understand and demonstrate specific qualities during their time as a brother of this Fraternity.
  - Intellectual Engagement: Emphasis on fulfilling their obligations as students of Lehigh University through the use of study hours, our rigorous academic plan, and various Lehigh University officials we host related to academic success. We feel that this will highlight our need for continuous intellectual engagement within the Brotherhood.
  - Responsible Social Conduct: Emphasis on our risk management and social host training, we feel that this will highlight our desire for responsible social conduct.

- Service to Society: Emphasis on our Fraternity's commitment to community and philanthropic efforts. This is an aspect of our house that we have been rather lacking in recently. We are hoping to revitalize a profound meaning in service to society in this new member class, and hope they kindle this meaning and carry it to future new member classes.
- Meetings held once per week (usually Fridays subject to New Member class)
  - Meetings will begin at 6PM, end at 7:30PM at the latest
  - Meetings will be tentatively held at the Chapter House and will cover different material each week pertaining to specific facets of this fraternity including topics falling under our five core values.
- Service to society: Community Service & Philanthropic Efforts
  - Participate with the Brothers in the service-related endeavors of the Chapter for a specific number of hours deemed fit by the Brotherhood. The number of hours may vary depending on individuals workload/schedule.
  - Brainstorm, organize, and execute a community service or philanthropic event (based on interests of the New Member Class) through the close supervision of the Philanthropy Chairman and collaboration with the Brotherhood
- New member project
  - A chapter tradition where every New Member class has renovated or enhanced an area(s) of the chapter house. The project is organized and executed by the New Members and overseen by the current Brothers
    - An opportunity to create a permanent part of the Chapter that will be passed on to them
    - Will inspire a sense of belonging and pride in the chapter house they hope to live in
    - Allows leadership opportunities within the New Member class
    - Fosters a positive team building exercise for the class
    - Project materials are funded by Chapter budget and project should ideally be completed by the conclusion of New Member Education. However, there is no hard deadline set for completion as to avoid any mental stress on the new members.
    - Creates unique footprint of new member class to imprint on the house.
- Expectations of Active Brothers
  - To actively participate in New Member Education in ways that exemplify our five core values, provide a positive New Member experience, and guide new members in their transition into Greek life (including positions and getting acclimated to be a member of the organization).
  - New Member Education is also a time for Member Education, therefore it is important for current brothers to refresh themselves on the content as the new members learn it.

- Support new members during the semester and help them grow and develop as individuals.
- Ensure smooth transition into Greek life and provide many learning opportunities to the new members.

#### **STATEMENT ON HAZING:**

- We as a Chapter will not tolerate the use of alcohol by underage Brothers and New Members during NME. We fully understand the consequences if our organization are found guilty of allowing underage Brothers and/or New Members to indulge in alcohol during NME. Not only do we acknowledge said outside consequences (whether with regard to Lehigh or State/Federal Law), but anyone in violation of this rule will be brought before our Standards Board where an appropriate punishment will be decided (this in addition to external consequences faced by said member(s)). Additionally, Psi Upsilon recognizes the image and values we would convey by condoning alcohol use during NME and believe it to be entirely inconsistent with our foundation as a Brotherhood.
- We as a Chapter fully understand Lehigh University's policies regarding hazing, as well as our International Office's policies regarding hazing. We also fully understand the consequences if we are found guilty of hazing in any form. Similar to alcohol use - with regard to hazing, Psi Upsilon recognizes all hazing as an activity inconsistent with our values as a Brotherhood. It affirms the need to work with Lehigh University in order to ensure our NME plan is free of such activity and executed in accordance with said plan. As such, we will be clear and transparent with our New Members & Brotherhood regarding the reporting method they can use should they feel hazing is occurring.
  - **Internal Reporting Process:** If anyone (Brother or New Member alike) feels that there is any occurrence of hazing, or has a hazing related inquiry, they may bring it up internally with the New Member Educator, New Member Education Committee, the Standards Board, or to another Brother they feel comfortable sharing such information with (Big Brother is an appropriate example) who is then obligated to inform the Chapter President, the Office of Fraternity & Sorority Affairs, Chapter Alumni President, and Chapter Alumni Advisor for further investigation. Upon investigation Psi Upsilon will work with the appropriate channels to rectify its NME Program in light of the concern as well as address any misconduct that may have occurred as a result.
  - **External Reporting Process:** As mentioned previously, both New Members and Brothers alike will be informed of external channels they may turn to should any instance of hazing occur. These include but are not limited to the Hazing

Reporting Form online from the OFSA Website  
([https://cm.maxient.com/reportingform.php?LehighUniv&layout\\_id=15](https://cm.maxient.com/reportingform.php?LehighUniv&layout_id=15)), the  
Office of Student Conduct & Community Expectations, LUPD  
(<http://police.lehigh.edu/>), and resources found on our International Office's  
Website like [StopHazing.org](http://StopHazing.org) & [HazingPrevention.org](http://HazingPrevention.org)

- As a New Member, we expect them to learn what it means to be a Brother of Psi Upsilon through the various details indicated in our weekly NME plan. We encourage them to explore ways to better themselves through this transformative process. As a Brother, we expect them to use the values that they have learned during NME to our Chapter aspirations during their time as a Brother of this Fraternity.

## **RESOURCES:**

**President:** Thaddeus Janowski, (832) 517-3584, [tbj223@lehigh.edu](mailto:tbj223@lehigh.edu)

**New Member Educator:** Grant Kibel, (314) 743-9976, [glk223@lehigh.edu](mailto:glk223@lehigh.edu)

**Risk Manager:** Colin Gabuzda, (848) 221-4839, [cpg223@lehigh.edu](mailto:cpg223@lehigh.edu)

**Lehigh University OFSA:** Christopher Mulvihill, (610) 758-4632, [cjm9@lehigh.edu](mailto:cjm9@lehigh.edu)

**Hazing Hotline:** (888) 668-4293

**Fraternity's Alumni Advisor:** Cory Spranger, (610) 500-4278, [sprangerc1@gmail.com](mailto:sprangerc1@gmail.com)

**Fraternity's Regional Advisor:** Ashley Stein, (317) 571-1833, [ashleya@psiu.org](mailto:ashleya@psiu.org)

**National Headquarters:** Thomas Fox, (317) 571-1833 ext. 103, [tfox@psiu.org](mailto:tfox@psiu.org)

## **EVENTS:**

### **Event: Psi Upsilon Career Night**

- **Date:** 2/23 (7:00 PM - 8:30 PM)
- **Location:** Zoom
- **In Attendance:** New members, brothers
- **Description:** Alumni from the GLA are generously donating their time to speak to current undergrads about careers ranging from accounting to industrial engineering. This session will be roughly two hours and consist of networking breakout rooms.
- **Why:** To foster connections between alumni and undergrads and to help build a strong resume

### **Event: Big Brother Ceremony, Academic Big Brother Ceremony**

- **Date:** 3/4 (7:00 PM - 9:00 PM)
- **Location:** Zoom
- **In Attendance:** New members, big brothers

- **Description:** New members will have submitted a list of big brother preferences during first weekly meeting. Their big brother will be revealed. Likewise, academic big brothers will be assigned mainly based on matching majors between new member and brother.
- **Why:** The new member education process can be time consuming, and it's nice to have a mentor that you can look up to for advice and talk about the new member education process with. Especially since the big brothers will have already gone through the process, they can provide insight as to what helped them through their new member education process, what they would've done the same, and what they would have done differently. Furthermore, the academic big brother program is designed with the intentions on providing an additional resource for the new members. A lot of the time there is a disconnect between balancing academics and Greek life responsibilities. This program will hopefully bridge the gap.

#### **Event: Lessons from time in Greek Life**

- **Date:** 3/5 (7:00 PM - 9:00 PM)
  - **Location:** Zoom
  - **In Attendance:** New Members and brothers
  - **Description:** The older brothers of the house will sit down and discuss lessons they've learned during their time in Greek Life.
- **Why:** One of the values of Psi Upsilon is moral leadership. New Member Education can seem initially daunting and the purpose of this event is to provide the new members with all of the amazing opportunities and life lessons that individuals, namely upper classmen, have learned during their participation in Greek Life. This will also develop a bond between the new members and some of the upper classmen that are slightly less involved than they were in years prior. Overall, a secondary purpose of this event is to foster the idea of lifelong friendship throughout the entire class.

#### **Event: Center for gender equity presentation**

- **Date:** Scheduling in progress (tentatively 3/16)
  - **Location:** Zoom
  - **In Attendance:** New Members and brothers
  - **Description:** The center for gender equity will host a presentation on sexual assault, micro-aggressions, and consent.
- **Why:** Psi U has a strong involvement in Break The Silence and I would like to make sure every new member that joins has those same values and education that the rest of us do. With the LGBTQ+ community growing larger, it is important to continue to spread awareness and increase education about their community. Furthermore, we must ensure that we welcome an all-inclusive environment at certain events and this will build a connection with a different group of individuals.

#### **Event: Lesson from the other side**

- **Date:** Scheduling in progress (tentatively 3/21)
- **Location:** Zoom

- **In Attendance:** New Members, brothers, upper classmen females
- **Description:** Upperclassmen females (most likely active members in a sorority) will come in to discuss experiences they've faced in social situations, namely in relation to Greek Life.
- **Why:** Many times, people have difficulties viewing situations from the other side. With this event we hope to open up the New Members' eyes by showing them how females perceive certain actions versus how males perceive these same actions. The overarching goal is to inspire the New Members to take a look at an entire situation rather than just have a myopic view. This event will offer them the opportunity to determine what is deemed as 'socially acceptable' and what is not.

#### **Event: LUPD Programming event**

- **Date:** Scheduling in progress (tentatively 3/23)
- **Location:** Zoom
- **Attendance:** New members and brothers
- **Description:** LUPD offers several programs to talk to chapters about safety on campus and current issues in our community regarding alcohol.
- **Why:** In years prior, we have always sought out forming a connection with the members of LUPD. It is quite common for individuals to not realize that they are here for our own safety. The purpose of this event is to ensure a very clear level of standards that LUPD is holding us to, and to bridge the gap between Greek Life and LUPD, namely Psi Upsilon.

#### **Event: Internal Group Building**

- **Date:** Scheduling in progress (tentatively 3/25)
- **Location:** Zoom
- **In Attendance:** New Members
- **Description:** The New Member class will be provided the opportunity to go on a retreat with the New Member educator regarding team dynamics and learning more about each other.
- **Why:** This event is new to our New Member Education program. We hope to give the individuals of the New Member class an opportunity to get to know one another better and strengthen intrinsic dynamic between all the new members. It is almost unlawful to call someone else a 'brother' without really understanding their background, upbringing, and characteristics. We hope that individuals will foster the internal growth of their new member class and use this environment to trust, respect, and appreciate each other more.

#### **Event: Career Center resume workshop**

- **Date:** Scheduling in progress (tentatively 3/30)

- **Location:** Zoom
- **In Attendance:** New Members and brothers
- **Description:** The Career Center will be giving our chapter an informative workshop on how to build a strong resume. This workshop will go over key aspects to include in the resume, the appropriate order in which to list them, and tips on how to strengthen any resume.
- **Why:** One of the main reasons students enroll in college is to learn, get a degree, and obtain a job in the future. As part of new member education, I believe it is essential to help new members with this aspect of their college career. Along with the daily study hours, this should emphasize that Psi Upsilon has a strong focus on academics.

**WEEKLY MEETINGS *\*THESE EVENTS ARE ALL TENTATIVE TO LEHIGH ALLOWING IN PERSON EVENTS. IF NOT ALLOWED, WE WILL MOVE TO ZOOM FOR THESE EVENTS\****

- Induction Ceremony
  - o Induction on 2/29 at the Chapter House from 7:00 PM to 9:00 PM
  - o Ritual Ceremony in accordance with Psi Upsilon National guidelines
- Week 1: 3/1-3/7
  - o **Focus on: Expectations, Chapter House & History**
  - o Detailed introduction of Chapter members
    - Explanations of duties by Chapter Officers
    - Explain Brother Interviews
  - Outline the expectations of the New Member Class
  - Outline the expectations of the Brotherhood
  - Presentation of Chapter rules and governing procedures by current President
  - Introduce Tom Fox (Psi Upsilon Executive Director) & Ashley Stein (Chapter Leadership Consultant). Also introduce Devore McIntosh (OFSA Advisor)
    - Provide contact information and explain their role in New Member Education process
  - Collect class/work/exam schedules
    - Will review all pertinent obligations and review calendar as necessary to best accommodate said obligations
  - Emphasize the importance of maintaining the physical structure of the Chapter House
    - Describe how this manifest within the Brotherhood
  - Give overview of resources & materials New Members may learn from
    - Hand out fraternity tablets (provided by Psi Upsilon Nationals)
    - Hand out this New Member Education plan

- Detail online resources (chapter website, national website, Lehigh OFSA website)
  - Explain anti-hazing statement, Chapter & University hazing reporting protocol (as detailed later in this document)
  - Explain the role of the “Big Brother”
- Spring Break: 3/8-3/14
- Week 2: 3/15-3/21
  - **Focus on: Service to Society, Responsible social conduct**
  - Discuss New Member Class project
    - Will work alongside brothers throughout new member education period
  - Explain the importance of Alumni relations
    - This is intended to create a mentor-like role between Alumni and New Members, which can last throughout their time within the Brotherhood
    - Potentially leads to career paths and internship opportunities
  - Introduction to the IFC
    - What is the IFC’s purpose
    - IFC bylaws & general policies
    - Chapter Members who have served/are serving on IFC
    - Highlight the dynamic between IFC, Panhellenic Council, and individual chapter houses
  - Explain in great detail all the resources available regarding academics Psi Upsilon has to offer.
    - This includes programs such as Mental Health Chair, Academic Big Brothers and their role, and study hours.
- Week 3: 3/22-3/28
  - **Focus on: Extra-curricular Involvement, Intellectual Engagement**
  - Review previous material and assign new material
    - Learn breakdown of Brotherhood by major as well as historical performance of the Chapter
    - Overview of Academic Plan and other support systems in place for Brothers to excel academically
      - § Introduce the Academic Chair
    - Have select Brothers explain their extra-curricular commitments and why they are engaged in said activity
  - Explore relationships and connections the Chapter has established with Psi Upsilon’s International Office, other Chapters of Psi Upsilon & other Greek Organizations on Lehigh’s campus



- Stress the importance of balancing fraternity life with that of academics and extra-curricular involvement
- Initiation – 3/29 at the Chapter House from 7:00 PM to 9:00 PM
  - o Initiation will occur late in the afternoon to allow alumni time to travel to the Chapter House and partake in Initiation. Initiation will be on a Saturday in order to maximize opportunity for Alumni to attend.

## **PROGRAMS THAT LAST THE ENTIRETY OF THE NEW MEMBER EDUCATION PROCESS:**

- Big Brother Program
  - o To be eligible to become a Big Brother, active Brothers must be in good standing with the chapter (i.e. not be on any type of academic probation or have outstanding financial obligations), and demonstrate the values and behaviors of an exemplary brother
  - o New Members are given the opportunity to pick their Big Brothers – this instills a sense of confidence and trust from the beginning of the program
  - o Big Brothers are required to act as a resource and source of support for their littles throughout the course of NME
  - o Big Brothers are also expected to act as a role model for New Members. If the Archon or New Member Educator feels that a particular Big Brother is not upholding Psi Upsilon's five values, or is in violation of Psi Upsilon's By-Laws, they reserve the right to revoke the privilege
  - o Desired Outcome – To establish unity across class lines within the Chapter, as well as an overall mentor relationship between the Brotherhood and New Member Class
- Academic Big Brother Program
  - o To be eligible to become an Academic Big Brother, the same stipulations and requirements must be met as a Big Brother.
  - o The Academic Big Brothers will be assigned based on mostly majors but also compatibility
  - o Academic Big Brothers are required to act as a more direct resource in terms of New Members' academic lives.
    - The Academic Big Brothers will provide guidance and advice for the New Member class throughout the New Member Education process which will continue on when they are initiated.
  - o Desired Outcome – To provide an academic resource and outing that offers comfort and confidence in New Members who may not wish to discuss academic struggles/academic related topics with administration, friends, or even family.

- Study hours
  - Study hours are held from 7-11PM Monday through Thursday
    - New Members will be allowed to go to any public study space and will be checked up on randomly to ensure they are actually fulfilling their hours
  - The purpose of study hours is to provide New Members with a structured time in which to be productive and grow intellectually. Study hours during New Member Education also serve the purpose of acclimating the New Members with workload while at the same time actively participating in the organization. Additionally, Psi Upsilon encourages its members to branch out and participate in activities outside of the chapter. As such, in lieu of study hours at the Chapter, a New Member may participate in other school oriented activities including, but not limited to the following:
    - Club meetings, going to the Gym, sports practice, community service, office hours, class related meetings (i.e. group projects)
  - The final hour of study hours will include an educational lesson regarding the house and history of Psi Upsilon given by the New Member Educator (subject due to change)
  - Inappropriate reasons for missing study hours includes:
    - Playing video games, watching TV, and general unproductive activity (subject to the discretion of the President & New Member Educator)
    - After one infraction of missing study hours due to an aforementioned reason, the New Member will face a meeting with select brothers to ensure that they maintain an appropriate path during the New Member Education process. This will essentially be a debriefing explaining the importance of time management and taking advantage of study hours.
- Gym Hours
  - As a pilot program we are hoping to have Brothers and New Members go to the gym and exercise for at least an hour every weekday.
  - This will not be enforced by any means however it is highly recommended that New Members and Brothers alike take some time out of their day to go exercise.
  - A competition will be enacted during the New Member Education period, celebrating the Big/Little pair who made the most progress throughout the period in terms of weight lifting
    - Other metrics besides from weight lifting may be used to provide equal opportunities for all New Members (i.e. if a Big/Little pair wished to do cardio the metric used for those individuals would be duration of cardio at some set intensity).
  - Workout plans can be customized and designed between the New Member, their Big Brother, and the New Member Educator

- The purpose of this program is as follows: often times in a college setting it is very easy to get caught up in academic work as well as extra-curricular activities. We wish to promote a sense of time management for the New Members and assist them in realizing that it is very doable to exercise every day. This promotes not only a sense of time management, but also promotes a healthier lifestyle. We also realize the epidemic of vaping devices among teenagers and most individuals use smoking as a sort of ‘micro-outing’ to reduce stress. Gym hours are established to offer a different platform of a stress reducing activity that is simultaneously healthy!
- Southside Cleanup
  - Another pilot program will be implemented involving Sunday Southside Cleanups
  - Similarly, this will not be enforced by any means, however it will be highly recommended that New Members and Brothers alike take some time out of their day to go exercise.
  - A competition will be enacted during the New Member Education period, celebrating the New Member who has logged the most community service hours
    - Other opportunities are available for community service hours such as volunteering at a soup kitchen, or Victory House.
  - The idea of including this specific event was inspired by recent graduate Sam Benchehib ('19) who ran across the country to raise awareness about plastic pollution.
    - On his trip Sam collected plastic and other garbage he found along roads which amassed to a substantial amount.
    - We plan on carrying on Sam's message and inspiring the younger generation (as well as current brothers) to aspire to a healthier world

### **Brotherhood Contract Regarding Aforementioned Topics:**

- **Big Brother**
  - If you are acting as a New Member's Big Brother, the expectations have been delineated below:
    - I agree that I will make an effort to talk with my Little at least three times a week whether over text, email, phone, etc.
    - I agree to offer my insight regarding the overall process of New Member Education including specific topics such as ‘what I would have done differently’ and ‘the best principles/ideologies I took away during New Member Education’
    - I agree to provide guidance each step of the way without directly micro managing my Little

- I understand Psi Upsilon's statement on hazing and agree to abide by it wholeheartedly
- **Academic Big Brother**
  - If you are acting as a New Member's Academic Big Brother, the expectations have been delineated below:
    - I agree that I will make an effort to talk with my Academic Little at least once a week whether over text, email, phone, etc.
    - I agree to offer my insight regarding all thing's academics related including scheduling, study tactics, and general assistance with homework assignments.
    - I agree to provide academic guidance each step of the way without directly micromanaging my Academic Little.
    - I will make myself available at least one day a week during the New Members study hours to have a conversation with my Academic Little
    - I understand Psi Upsilon's statement on hazing and agree to abide by it wholeheartedly
- **General Members**
  - If you are a member of the house, the expectations have been delineated below:
    - I understand Psi Upsilon's statement on hazing and agree to abide by it wholeheartedly
    - Failure to comply with Psi Upsilon's statement on hazing, the University's statement on hazing, and the law previously referred to as the Timothy J. Piazza Law (now referred to as Senate Bill No 1090) will result in punishment internally through Psi Upsilon's Standards board, University Administration, and potentially the Commonwealth of Pennsylvania
    - Note: For reference of the Senate Bill visit <https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=PDF&sessYr=2017&sessInd=0&billBody=S&billTyp=B&billNbr=1090&pn=1825>
    - Statement: Hazing is a broad definition and many actions and other sayings/phraseologies fall under the category of hazing, unfamiliarity with the law or boundaries of hazing is no excuse. It is up to each individual to ensure that any and all actions abide by the aforementioned groups and their respective dissertations regarding hazing. When in doubt, discuss with New Member Educator, President, or any individual familiar with the rules.

The resources have been provided again to ensure that all individuals have seen and are familiar with our procedures during New Member Education:

**President:** Thaddeus Janowski, (832) 517-3584, tbj223@lehigh.edu

**New Member Educator:** Grant Kibel, (314) 743-9976, glk223@lehigh.edu

**Risk Manager:** Colin Gabuzda, (848) 221-4839, cpg223@lehigh.edu

**Lehigh University OFSA:** Christopher Mulvihill, (610) 758-4632, cjm9@lehigh.edu

**Hazing Hotline:** (888) 668-4293

**Fraternity's Alumni Advisor:** Cory Spranger, (610) 500-4278, sprangerc1@gmail.com

**Fraternity's Regional Advisor:** Ashley Stein, (317) 571-1833, ashleya@psiu.org

**National Headquarters:** Thomas Fox, (317) 571-1833 ext. 103, tfox@psiu.org