

## **Zeta Tau Alpha New Member Plan Spring 2021**

### **Introduction**

The Zeta Tau Alpha New Member plan for the 2021 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 1<sup>st</sup> 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. Given current circumstances due to COVID-19, the New Member Educator will highlight ways to develop a strong relationship and mentorship virtually.

## New Member Events

Each Monday, 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 one, so that the New Members can be familiar with each member of the Executive Committee. 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. The purpose of orientation is to prepare new members for the rest of the program. It is uplifting 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 the foundation of 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 enhance their individual character and prepare for service to the Fraternity, the community, and the world. We will then talk about the foundation of 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 the foundation of 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 the foundation of Professional Growth and Success, and how Zeta Tau Alpha can have a lasting impact on their lives.

*Berry Buddy Events:* Our temporary big sisters are referred to as “Berry Buddies.” These Berry Buddy events, called “Strawberry Dates” are highly encouraged social events for New Members and potential big sisters. There are no direct penalties for missing Berry Buddy events because 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 pair is normally encouraged to go out to eat, hang out at the house, go get coffee, etc. Considering COVID-19 guidelines, each pair is encouraged to meet up virtually if they are not living in close proximity to campus. There will be two events per week for the two weeks before selections are due. The VP II will be the point person, as she will be picking each 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.’”

*Bachelor Monday:* Monday night at 8pm, we will host a zoom and encourage each member to join. The VP II will stream the new *Bachelor* episode of the week on her own laptop and share her screen so that each member can watch from her laptop. This event is optional and open to every sister. This event is intended to provide an informal virtual gathering to promote sisterhood.

*Virtual Office Hours:* Every Wednesday, the VP II will be on Zoom doing work and each new member can access this to do a number of things. This will be a space to talk about any questions or issues they may have about ZTA or their new member experience, or they can use this space to just hangout and get to know each other better.

*Formal Pledging Service:* The Pledging Service will be mandatory and will be held virtually. 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 mentorship. Then, the VPPI 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 virtual 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. Given current COVID-19 guidelines and instruction from ZTA’s International Office, this ritual will take place virtually.

*New Member Candle Light:* This event will be highly encouraged for all new members. Each new member will have a candle (or some light source) and as the VPPI reads out statements, the new member will turn off their light. An example of this would be the statement “I grew up with a single parent”, and those who have experienced that will turn off their light. This event has the purpose of encouraging bonding within the new member class, as well as creating deeper connections. This will take place virtually.

*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. We will debrief about the event and talk about how we see the bigger part of being in ZTA.

*New Member Powerpoints:* Each new member and the ‘20 new member class can make a powerpoint about themselves and share with the group. All members of the chapter are encouraged to join to learn more about the new members. The purpose of this is to give people the opportunity to share some fun facts about themselves, for example “I have traveled to all 50 states” or sharing favorite music, movies, or TV shows. This aids in the big sister process and helps promote bonding throughout the chapter. This will be held virtual via Zoom.

*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 a virtual event led by Break The Silence. 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 host a virtual meeting to speak about time management and other helpful tips for academic success. The speaker will also stress ways to support each other with academics.

*Find a Zeta 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. This will take place virtually via zoom.

After initiation, the 2021 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 the Ritual Chairman and the New Member Educator will also be in attendance. The lessons are *Seek Meaning* and *Seek Commitment*. These lessons are designed to review initiation and highlight its importance. 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.

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. There will be no events held that do not follow Lehigh’s COVID guidelines.

#### **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 all New Member meetings. 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 [\[Insert VPII’s email\]](#) and [lehighztaexcuses@gmail.com](mailto: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

- February 1st: New Member meeting #1 @ 5:00 pm
- February 1st: Bachelor Monday @ 8:00 pm
- February 3rd: Virtual Office Hours @ 4:00 pm
- February 5th: Candle Light @ 7:00 pm
- February 7th: Formal Pledging Ritual
- February 8th: New Member meeting #2 @ 5:00 pm
- February 8th: Bachelor Monday @ 8:00 pm
- February 10th: Virtual Office Hours @ 4:00 pm
- February 12th: New Member Powerpoints @ 7:00 pm
- February 15th: New Member meeting #3 @ 5:00 pm
- February 15th: Bachelor Monday @ 8:00 pm
- February 17th: Virtual Office Hours @ 4:00 pm
- February 19th: New Member Retreat @ 5:00 pm
- February 22nd: New Member meeting #4 @ 5:00 pm
- February 22nd: Bachelor Monday @ 8:00 pm
- February 24th: Find a Zeta Who @ 8:00 pm
- February 26th: Big Sister Service @ 5:00 pm
- March 1st: New Member meeting #5 @ 5:00 pm
- March 1st: Bachelor Monday @ 8:00 pm
- March 3rd: Virtual Office Hours @ 4:00 pm
- March 8th: New Member meeting #6 @ 5:00 pm
- March 8th: Bachelor Monday @ 8:00 pm
- March 10th: Virtual Office Hours @ 4:00 pm
- March 15th: New Member meeting #7 @ 5:00 pm
- March 15th: Bachelor Monday @ 8:00 pm
- March 17th: Virtual Office Hours @ 4:00 pm
- March 21st: Initiation Service @ 5:00 pm

### Important Events being added:

- Alcohol Educational Talk
- BTS Sexual Assault Program
- Center of Academic Success Talk

### Optional Sisterhood Events possibly being added:

- ZTA Trivia
  - Kahoot on ZTA facts with the whole chapter. This would be an opportunity for new members to get to know older members of the chapter, as well as learn more about ZTA history. This would be held virtually.
- Big/Little Newlywed Game
  - Bonding event with newly found big/little pairings. This would promote bonding between the new members and '20 member class. This would be held virtually.
- Movie Night