

**New Member Education Plan
Theta Chi (Beta Sigma Chapter)
Marshal: Michael Speckhart**

Purpose:

"I believe in Theta Chi, its traditions and its ideals."

The introductory sentence of the creed of Theta Chi is more than a collection of words. Our creed sets forth the expectations of how a brother of Theta Chi is expected to conduct his life. It also proposes the ideal goal for a proper New Member Education program. As the Marshal of the Lehigh Chapter of Theta Chi, it is my duty to instill the values of our Fraternity and Alma Mater in those who wish to become our newly initiated brothers.

To accomplish this, I must not simply guide the New Member through our rituals and activities, but must also monitor and speak with each on an individual basis to ensure that he has a clear understanding of what is expected.

The term "Marshal" is used herein as Theta Chi's New Member Educator. Marshal is a ritualistic term and the traditional way of referring to a Theta Chi New Member Educator.

The Constitution and Bylaws of Theta Chi Fraternity define the role of the Marshal in this way:

"The Marshal shall be responsible for the education of the New Members. His responsibilities shall include development of the educational program and conduct of the entire educational process, and shall continue until the New Members have been properly prepared for initiation. He shall assist the treasurer and the secretary in the collection of fees and the filing of forms required by subsections 4(c) and 4(e) in connection with the registration of New Members and the initiation of members. He shall at all times serve as an example for New Members and members to follow, and shall make certain that no hazing practices are allowed to take place in the educational program or otherwise, or tolerated under any circumstances. He shall make certain that every New Member is assigned an undergraduate member as a big brother or other mentor to assist him in learning about the Fraternity."

This year, the principal theme of the program will be guiding New Members through the Resolute Journey, in accordance with the values of Theta Chi.

My New Member Education program is designed to educate and assimilate my new brother into the proud and honored ideals and ways of Theta Chi. In addition to the goals we set as a chapter, the goals of the Resolute Journey are broken up into five main areas:

Area I: Leadership and Teamwork Development

Area II: Alma Mater First

Area III: Social Competence and Development

Area IV: Life After Graduation

Area V: Theta Chi for Life and the Assisting Hand

Additional Goals:

- Instill in the New Member the sacred values and ideals of my fraternity.
- Instill a sense of pride for the Chapter house as a building as well as the institution it represents.
- Teach the New Member to the best of my ability how to run and care for the Chapter. • Create an atmosphere of deep and meaningful brotherhood within the Chapter as a whole.
- Create lifelong bonds between the New Member and current brothers alike
- Teach them to leave the house in a better state when they graduate than it was when they joined.
- Develop motivated and dedicated future brothers.
- Foster personal and intellectual growth as well as academic and fraternal growth.
- Develop the New Member's time management skills for future success.
- Use both fraternity and Lehigh resources to support their academics.
- Initiate a young man I can personally be proud to call my brother.
- Create a sense of responsibility to the broader Lehigh community.

Expectations:

Our program further defines the role of the Marshal as the overseer of the development of the following foundational responsibilities of a brother of Theta Chi:

Scholastic Responsibility: The top priority for a brother of Theta Chi is academics. The well-being of the Chapter, fraternity, and the entire University fraternity system depends upon achieving and maintaining a high degree of scholarship. Academic excellence should be valued above all else as prescribed by our *maxim* - Alma Mater first, and Theta Chi for Alma Mater.

Character Responsibility: As one becomes part of a larger organization, that individual takes on the shared responsibility of upholding the organization's image and reputation. The moral conduct and personal behavior of each member reflects the total Chapter image to the University administration and to the public. This makes it imperative that each individual member acts as a true gentleman of Theta Chi, and thereby upholds the sacred values of this fraternity.

Leadership Responsibility: A brother of Theta Chi must constantly strive to better his Chapter while growing as a member of the same. This striving includes being ready to accept leadership roles when needed and to serve to his best ability at all times. Not only this, but each New Member should strive to hold an elected position within the Chapter. It is critical for the continuation of the Chapter that New Members are fully prepared and capable to take on these leadership roles.

Membership Responsibility: Policies and regulations are established by the University and the Fraternity for the good of all. It is expected that members comply with all such rules and practices including the elimination of hazing, the legal and responsible use of alcohol, and an active stance against the use of illegal drugs. Every member shall strive to attend all Chapter meetings, official functions, and shall participate fully in Chapter activities. It is also the responsibility of each brother to play an active role in the continuation of the Chapter by actively recruiting New Members who are a good fit. A member must also realize that the responsibility of brotherhood does not end upon graduation but last a lifetime.

Financial Responsibility: Every member is expected to pay all bills presented to him in a timely manner. Prompt payment ensures smooth operation of the house and avoid accumulating debt with the fraternity. Financial challenges to an individual and their family can arise. Any issues of this kind should be brought to the attention of the President, Treasurer, Chapter Advisor, and Alumni President as soon as they arise, so that various solutions can be explored, such as payment plans.

Personal Responsibility: Each Member owes it to himself to uphold these responsibilities, not only for his own sake, but for the sake of his brothers as well. He must take care of his personal health, well-being and appearance. He must also do all in his power to understand the meaning of the Ritual of Theta Chi Fraternity and follow its oaths and ideals to the utmost of his ability.

As the one leading the New Member through this program, I hold myself to a higher standard regarding these critical areas of responsibility. One of the most important aspects of this accountability is ensuring the safety and well-being of our New Member. No hazing of any kind will be tolerated. Primarily, this is accomplished by ensuring both the brotherhood and the New Members are familiar with what constitutes hazing, and by discouraging any such behavior. It is also my responsibility to foster an environment where people are comfortable reporting any incidents of hazing to myself and the Lehigh administration. The Constitution and Bylaws of Theta Chi Fraternity prohibit all forms of hazing.

Theta Chi fraternity sets high and meaningful expectations of both its New Members and brothers. During his time as a New Member, the brotherhood will teach him what he needs to know in order to grow into a contributing brother of Theta Chi fraternity. First and foremost, Theta Chi is a fraternity at an educational institution, and as such, the success of our future brothers is integrally connected to their academic success. We expect our New Members to attend the library regularly, as well as take advantage of the knowledge of older brothers by recognizing them as vital educational resources. We also encourage usage of the school's academic resources, such as tutoring services and the career center. Our fraternity also thinks that it is important that we acknowledge that we are a part of the local and school community; as such, the Chapter's participation in philanthropy is part of its core beliefs. The New Member, since he will be expected to organize and run our future philanthropy events, will be expected to help the brothers organize and run all philanthropy events that occur during the semester. As a brotherhood, we also have every member of the Executive board, as well as various other minor officer positions, give presentations to expose the New Member to many leadership opportunities that they will at some point need to take over. The New Member is offered a shadowing program to gain a deeper understanding of the daily responsibilities of those positions, if the New Member expresses interest in a particular position.

During the New Member process, the active members recognize that it is their duty to teach and help the New Member in order to have a successful program. This is done by acting as role models, answering questions, giving presentations, and offering advice. Many of the older brothers act as tutors, and help the New Member prepare for tests and offer guidance (when appropriate) on challenging homework assignments or projects

Statement on Hazing

The Fraternity prohibits absolutely all physical hazing, servitude, paddling, uncalled-for humiliation, and public displays in connection with pledging and pre-initiatory activities, and subscribes to the National Interfraternity Conference resolutions and the Fraternity Executives Association's "Statement of Position on Hazing and Pre-Initiatory Activities" which condemn all forms of hazing in connection with New Member Education and preinitatory activities. The Beta Sigma Chapter shall carry out the Fraternity's policy and conform strictly to this policy, not only to escape the danger of bringing discredit to the Fraternity and injuring the entire fraternity cause, but also to build higher respect for the Beta Sigma Chapter and the Fraternity in the minds of New Members and to instill a finer type of loyalty thereby. Initiation activities shall not be permitted to interfere in any way with the scholastic obligations or class attendance of those involved. The Brotherhood follows national "no hazing policies," and fully understands that any action considered to be hazing is intolerable.

The New Member will be clearly informed at the start of the New Member Education process about Lehigh's and Theta Chi's anti-hazing policies through a group meeting with the President and Vice President. This will be a confidential and open discussion between the President and the New Member, during which, they will be informed of the abundant resources afforded to them by the school, the fraternity, alumni, and nationals. This meeting will hopefully facilitate more discussions periodically throughout the process about any concerns the New Member might have about the program. This constant feedback about the success and failures of the program can help us continuously revise and strengthen the program.

Furthermore, the New Member will be given contact information for at least two members of the Alumni Board who they can contact regarding any issues of hazing or anything else about the NME program or the fraternity about which they have concerns. In addition, at the commencement of the NME program the New Member Educator will obtain contact information for his parents or guardians and supply that to the Alumni Board. Our Alumni Board will then reach out to the parents or guardians with information about the fraternity.

Resources

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William Moore

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New Member Educator

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Lehigh University Office of Fraternity & Sorority Affairs

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Disclaimer:

Due to some changes and uncertainty at Lehigh, the dates in our new member education plan are tentative. The plan will be divided into six weeks, not including spring break, and are described in more detail below. To accommodate for the busy schedules of the new members, each meeting will be listed as either optional or required. Optional meetings are entirely optional for each new member. Required meetings can be excused for prior commitments such as class, clubs, school work, etc. – the academic schedules of the new members will be collected at the start of the plan in order to help with scheduling. If a new member cannot attend a required meeting they are asked to contact the Marshal and inform him that he will be missing the meeting. If a new member must miss a required meeting they will be required to either work with the Marshal or their pledge class to make up the missing information.

Week One (February 3 - February 11)

Note: Depending on the size of the new member class, the schedule may be more flexible to fit everyone's needs. With this in mind, all times are subject to change if conflicts arise.

Meeting One:

Date: Saturday

Location: Chapter House

Attendance (Required): The entire brotherhood, full new member class, Marshal

Attire: Business casual

- The executive board will perform the New Member Ceremony to begin New Member Education
- New members will meet in the chapter room to begin the Resolute Man application and sign the Theta Chi Pledge Honor Code
- The Marshal will teach the new members about Theta Chi history and structure as well as the creed
- Marshal will have the new members sign the new member class sign the New Member honor code
- The new member class will be informed that they have to pay the \$60 new member fee by the end of week 1, and the \$250 initiation fee due by week 3.

Homework:

- Begin to memorize the creed of Theta Chi Why:
- Start the pledging process by completing paperwork
- Begin learning general history of Theta Chi

Meeting Two:

Date: Sunday

Location: Chapter House

Attendance (Required): Entire Brotherhood

Attire: Casual

- Weekly chapter meeting.
- The entire brotherhood is expected to attend our weekly chapter meeting, and this includes the New Members

Why:

- This is our weekly opportunity to get the entire brotherhood together.
- Executive officers will give their officer reports for the week.
- All members are given an opportunity to speak if they have new or old business to propose.

Meeting Three:

Date: Monday

Location: Chapter House

Attendance (Optional): President, full new member class, Marshal

Attire: Casual

- New members will continue to learn the creed by reciting it
- President will give introductions as well as explain his position in the chapter
- New members will be asked how they can contribute to the successes of Theta Chi

Why:

- The new members will be introduced to executive positions in Theta Chi
- New members will also consider how they can impact Theta Chi positively

Meeting Four:

Date: Wednesday

Location: Chapter House

Attendance (Optional): Full new member class, Marshal

Attire: Business casual

- New members will be tested on their knowledge of the creed by reciting it as a group
- The marshal will talk to the New Members about sacred purpose
- The marshal will explain to the new members that the creed represents the expectation of the daily life of a Theta Chi

Homework:

- Come to the next meeting with an idea of how they can change their daily life in order to better represent a Theta Chi

Why:

- New members will learn the core values of a Theta Chi
- New members will think about whether their habits align with the values of Theta Chi

Meeting Five:

Date: Friday

Location:

Attendance (Required): Half of the brotherhood, full new member class, Marshal

Attire: Business casual

- Half of the brotherhood will formally introduce themselves to the New Members · Brothers will also talk about how their backgrounds and experiences impact their individual beliefs and actions
- New members will share their backgrounds to the Brotherhood
- The Marshal will talk about the role of Theta Chi in the community

Homework:

- New members will be asked to think about the stereotypes of Greek life and whether they are accurate
- New members will also be encouraged to find a club or student organization to join

Why:

- New members will formally meet half the brotherhood and learn their backstories
- New members will gain insight into how brother's backstories impact their lives and actions
- New members will be invited to consider how a brother of Theta Chi can contribute to the campus community

Meeting Six:

Date: Sunday

Location: Chapter House

Attendance (Required): Entire Brotherhood

Attire: Casual

- Weekly chapter meeting.
- The entire brotherhood is expected to attend our weekly chapter meeting, and this includes the New Members

Why:

- This is our weekly opportunity to get the entire brotherhood together.
- Executive officers will give their officer reports for the week.
- All members are given an opportunity to speak if they have new or old business to propose.

Week Two (February 12 - 18)

Meeting One:

Date: Monday

Location: Chapter House

Attendance (Required): Full new member class, Marshal, Vice President of Health and Safety, Historian, Alumni Advisor Gary Tilles

Attire: Casual

- The Vice President of Health and Safety will speak about the importance of keeping each other healthy and safe
- New members will talk about their ideas on how they can improve their habits in order to better represent the values of Theta Chi
- Our Alumni Advisor will come to present to the new members to ensure that each new member is well-versed in the local history of the Beta Sigma chapter, the role of the alumni in supporting the chapter, risk management, relations with international headquarters and what IHQ does for the chapter, including training opportunities and scholarship availabilities

Why: · The Vice President of Health and Safety's talk is especially relevant today because of the recent events in the news about the injuries and dangers commonly associated with fraternity life

- New members will again be taught the history of Theta Chi in order to ensure that they will carry our shared history with them throughout their time at Lehigh and beyond

Meeting Two:

Date: Tuesday

Location: Chapter House

Attendance (Required): Vice President, full new member class, Marshal

Attire: Casual

- Vice President will give introductions as well as explain his position in the chapter
- The Marshal will introduce the new members to Conversations with Brothers (See programs unique to the chapter for more information).

Why:

- The new members will be introduced to executive positions in Theta Chi ·
New members will have the opportunity to meet more brothers and get to know them personally

Meeting Three:

Date: Thursday

Location (Required): Chapter House

Attendance: Vice President of Health and Safety, full new member class, Marshal

Attire: Casual

- Vice President of Health and Safety will give introductions as well as explain his position in the chapter
- Vice President of Health and Safety will introduce the new member class to our sacred purpose, and explain the role it plays in being a Theta Chi

Homework:

- Research the sacred purpose on Theta Chi's website, and consider how it represents the values of a Theta Chi

Why:

- The new members will be introduced to executive positions in Theta Chi ·
New members will begin to understand our sacred purpose and the value that it holds within our fraternity

Meeting Four:

Date: Friday

Location: Chapter House

Attendance (Required): The other half of the Brotherhood, full new member class, Marshal

Attire: Business casual

- The other half of the brotherhood will formally introduce themselves and share their backgrounds in the same way as the previous meeting
- The Marshal will talk about significant cultural events on and around campus and gauge interest in attending an event as a group
- The Marshal will also talk about the differences between a friend and a brother
- New members will be asked to begin choosing who their big brothers will be

Why:

- New members will formally meet the other half of the brotherhood and learn their backstories
- New members will be taught that they should feel comfortable being critical and honest with their brothers on a higher level than with friends

Meeting Five:

Date: Saturday

Location: Chapter House

Attendance (Optional): Treasurer, House Manager, Steward, full new member class, Marshal

Attire: Casual

- Treasurer, House Manager, and Steward will give introduction as well as explain their positions in the chapter

Why:

- The new members will be introduced to executive positions in Theta Chi

Meeting Six:

Date: Sunday

Location: Chapter House

Attendance (Required): Entire Brotherhood

Attire: Casual

- Weekly chapter meeting.
- The entire brotherhood is expected to attend our weekly chapter meeting, and this includes the New Members

Why:

- This is our weekly opportunity to get the entire brotherhood together.
- New Members will have their first exposure to the democratic governance of the chapter

- Executive officers will give their officer reports for the week.
- All members are given an opportunity to speak if they have new or old business to propose.

Week Three (February 19 - 25)

Meeting One:

Date: Monday

Location: Chapter House

Attendance (Optional): Full new member class, Marshal

Attire: Business casual

- New members will talk about why they wanted to join a fraternity as well as what they hope to gain from the fraternity experience
- New members will be asked to define "brotherhood"
- The Marshal will talk to the new members about why people leave/drop a fraternity and what can be done to facilitate their continued membership
- New members will talk about how rush was successful this year and how it can be better in the future

Homework:

- New members will be asked to come to the next meeting with an idea about how Theta Chi can better recruit in the future

Why:

- New member will have the opportunity to think about what brought them to Theta Chi and what they can do to convince others to join
- New members will reflect upon why they decided to join Greek life and what their goals are while they are part of the house

Meeting Two:

Date: Tuesday

Location: Chapter House

Attendance (Required): Full new member class, Marshal, Scholarship Chair, Professional Development Chair

Attire: Casual

- The Professional Development Chair will review the new member's resumes and suggest revisions if needed
- New members will also be asked about their spending habits and how they can budget their money better
- The Scholarship Chair will teach the new members how they should prepare and present themselves during an interview
- The Professional Development Chair will ensure all new members are on LinkedIn and add them to our fraternity's group

Homework:

- New members will be asked to dress as if they were going to take an interview for the next meeting

Why:

- Professional development is very important for all new members
- It is important to ensure that all Theta Chi members present themselves well in a professional setting
- New members should be aware of the importance of networking for future career development

Meeting Three:

Date: Wednesday

Location: Chapter House

Attendance (Optional): Full new member class, Marshal, Scholarship Chair

Attire: Business casual

- The Scholarship Chair will talk to the new members about how they can balance fraternity life with their academic life
- The Scholarship Chair will also go over the academic program that Theta Chi offers such as the academic mentor program
- The Scholarship Chair will assign academic mentors to each new member, these academic mentors will remain the same for the entirety of their time in Theta Chi (until they graduate)
- New members will also be told that it is their responsibility to hold each other responsible for academic success, this message will be tied back to our motto, "An Assisting Hand"
- The Scholarship will also present and review on-campus resources for academic and career advancement

Why:

- It is important for brothers to keep each other accountable for academic success and to lend “an assisting hand” in the event that they are struggling
- New members will learn about the systems that the fraternity has in place to ensure their continued success throughout their fraternity experience
- Lehigh offers many opportunities for students to get ahead academically and Theta Chi new members must be aware of these resources to maintain the chapter’s high GPA

Meeting Four:

Date: Thursday

Location: Chapter House

Attendance (Optional): Recruitment Chair, Social Chair, full new member class, Marshal

Attire: Casual

- Recruitment Chair and Social Chair will give introduction as well as explain their positions in the chapter
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Homework:

- The new member class has now been introduced to every executive board member they are asked to think about which, if any, executive board positions they are interested in and explain why at the next meeting.

Why:

- The new members will be introduced to executive positions in Theta Chi

Meeting Five:

Date: Friday

Location: Chapter House

Attendance (Required): Full new member class, Marshal

Attire: Business casual

- New members will learn briefly about Greek families in Theta Chi and discuss the importance of having a Big Brother as it relates to integration into the house
- New members will be asked to pick their big brothers and create a symbolic plaque for their big brother
- The new members will reveal their big brothers on the following Friday

Why:

- Finding a Greek family/Big Brother is one of the most important aspects of joining a fraternity and transitioning into being an initiated brother of Theta Chi

Meeting Six:

Date: Sunday

Location: Chapter House

Attendance (Required): Entire Brotherhood

Attire: Casual

- Weekly chapter meeting.
- The entire brotherhood is expected to attend our weekly chapter meeting, and this includes the New Members

Why:

- This is our weekly opportunity to get the entire brotherhood together.
- Executive officers will give their officer reports for the week.
- All members are given an opportunity to speak if they have new or old business to propose.

Week Four (February 26 - March 4)

Meeting One:

Date: Monday

Location: Chapter House

Attendance (Optional): Full new member class, Marshal

Attire: Casual

- The Marshal will ask the new member class if they learned anything new about the executive board positions from the national and local chapter bylaws
- They will continue the discussion and wrap up any last questions about executive board positions
- The Marshal will begin to go over the other sections of the bylaws with the new member class

Homework:

- The new member class will continue to read the bylaws and it is expected that they have finished reading both sets of bylaws within the next week

Why:

- The bylaws are the foundation that hold our organization together, thus it is important that the new members have a firm grasp on their contents

Meeting Two:

Date: Friday

Location: Chapter House

Attendance (Required): Entire brotherhood, full new member class, Marshal

Attire: Business casual

- New members will reveal who their big brothers are in the Big Brother Ceremony

Why:

- This is one of the most treasured traditions in the house as current brothers learn who their little brothers are
- This is a special time for the new members because they officially join a Greek family and take their first step toward full membership

Meeting Three:

Date: Sunday

Location: Chapter House

Attendance (Required): Entire Brotherhood

Attire: Casual

- Weekly chapter meeting.
- The entire brotherhood is expected to attend our weekly chapter meeting, and this includes the New Members

Why:

- This is our weekly opportunity to get the entire brotherhood together.
- Executive officers will give their officer reports for the week.
- All members are given an opportunity to speak if they have new or old business to propose.

Week Five (March 5 - 8)

Meeting One:

Date: Tuesday

Location: Chapter House

Attendance (Optional): Full New Member Class, Marshal

Attire: Casual

- New members will be asked to find a way, that is meaningful to them, to volunteer at least 10 hours of their time
- The Community Service chairman will present to the new members the importance of community service and its value within Theta Chi.
- The new members are expected to complete their 10 hours of community service by the end of the semester (if possible due to virtual circumstances).
- New members will be asked to contemplate how Theta Chi's motto, "an Assisting Hand", can be applied to their lives
- The Marshal will also talk to the new members about Theta Chi's national philanthropy, the United States Service Organization

Why:

- New members will think about how they can lend an assisting hand to those in their lives and in their communities
- New members will choose a cause that is important to them and volunteer their time to help

Meeting Two:

Date: Wednesday

Location: Chapter House

Attendance (Required): Full new member class, Marshal, Office of Student Conduct representative

Attire: Casual

- A representative will describe the conduct process (personal and organizational) to the new members
 - The new members will be encouraged to ask questions in order to gain a concrete understanding of student conduct with very little confusion
- Why:

- Historically, Greek Life and the conduct office have been at odds with each other due to widespread misconceptions
- The representative will illustrate that the Lehigh administration is not “out to get” fraternities, which will hopefully mitigate any sort of hostility
- With a heightened understanding of the conduct process, new members will be able to hold each other accountable, and eventually hold older brothers accountable once they become initiated members

Meeting Three:

Date: Thursday

Location: Chapter House

Attendance (Optional): Bylaws chair, full new member class, Marshal

Attire: Casual

- New members will explain which, if any, executive board position they are interested in
- The Marshal will provide guidance and any additional information regarding the various executive board positions
- The bylaws chair will provide each member with a copy of the Theta Chi bylaws and Theta Chi Beta Sigma bylaws
- The bylaws chair will give a brief introduction to the bylaws

Homework:

- The new member class will continue their research into the different executive board positions by reading the sections regarding executive board positions in the Theta Chi bylaws and Theta Chi Beta Sigma bylaws

Why:

- It is important for the new members to fully understand the duties of an executive board officer before considering running for a position
- Prompting the new member class to begin thinking about their future roles within Theta Chi will serve them well going forward
- It is important that every member is familiar with both our international bylaws and our local bylaws

This will be our last meeting before Spring break.

Week Six (March 18 - 23)

Meeting One:

Date: Monday

Location: Chapter House

Attendance (Required): Entire Brotherhood

Attire: Casual

- Weekly chapter meeting.
- The entire brotherhood is expected to attend our weekly chapter meeting, and this includes the New Members

Why:

- This is our weekly opportunity to get the entire brotherhood together.
- Executive officers will give their officer reports for the week.
- All members are given an opportunity to speak if they have new or old business to propose.

Meeting Two:

Date: Tuesday

Location: Chapter House

Attendance (Required): Full new member class, Marshal, Standard Chair

Attire: Business casual

- The Marshal will talk to the new members about the importance and the process of holding leadership positions within the fraternity
- The Marshal will also talk to the new members about how they can stay involved with the fraternity both after initiation and after graduation
- New members will be asked to join the Theta Chi LinkedIn group
- The Marshal will stress to the new members that while not all of them can serve on exec, there are many opportunities to lead without a position
- The Standards Chair will go over the standards process with the new members

Why:

- The main points of this meeting are to stress the importance of developing leadership traits within the fraternity that can be later applied to other aspects of life ·

- New members will also be prompted to think about how they can still lead without an executive position
- New members will learn about the standards process so there is no confusion about what kind of conduct is acceptable

Meeting Three:

Date: Thursday

Location: Chapter House

Attendance (Required): Full new member class, Marshal

Attire: Business casual

- The Marshal will remind the new members of expectations that the house has of them for how they develop relationships with and support fellow brothers
- New members will complete the “Man in the Mirror” activity to reflect on who they are and how they can change to become the man that they strive to be

Why:

- New members will be invited to individually reflect on “the man in the mirror” and think about how they can improve the man that they see
- New members will also be reminded one more time before initiation the expectations of relationships between brothers

Meeting Four: New Member Initiation Ceremony

Date: Saturday

Location: Chapter House

Attendance (Required): Full new member class, entire brotherhood

Attire: Business

- The New Member initiation ceremony will begin at 6 PM
- The New Member Education Program comes to an end, and brotherhood rituals from the National Fraternity are performed.

Why:

- The Program deserves a culmination, and this marks the moment when the transition to a Brother is completed. It’s a moment of unity, celebration, and reflection.

Additional Events:

The dates of these additional events are subject to the start of our new member education program. If the date of one of these events conflicts with a scheduled meeting the meeting will be canceled and the contents of the meeting will be moved to a different meeting. These events are programs that we will strive to host, however pending brother availability and the schedule of new member education may be canceled. We hope to incorporate as many of these events as we can, as it is highly unlikely that we have the time required to host all the events listed.

Sexual Assault: Prevention, Response, and Recovery

Location: Chapter House

Attendance: Brotherhood, new member class, new member educator

Description: We have an agreement to host a Chapter House presentation regarding sexual assault prevention. The event will be open to our brotherhood, however our entire New Member class will be required to attend.

The Group

Location: Chapter House

Attendance: The new member class, and the new member educator

Description: At The Group, the new member class and new member educator venture to a spot in the chapter house, dim the lights, and form a circle. Starting with the new member educator, each participant faces away from the group and talks about whatever comes to their mind. Having a specific target to focus on and being faced away from the group produces an organic state of vulnerability, and participants often talk about their families, insecurities, and fears. It is, in my opinion, the most powerful event we run.

Why: In college, especially in a male Greek setting, students are afraid to express their vulnerabilities and emotions. The Group is a setting removed from the noise and chaos of everyday life, in which you can be supported by your friends without having to look them in the eye. Perhaps, most importantly, The Group shows the new members that they can bond on a spiritual level, as well as a social one. Despite our outward differences, at our cores, many of our fears and emotions are the same.

Chapter Trip to New York

Date: TBD (Subject to change based on availability and weather forecasts) Location: New York City

Attendance: brotherhood, new member class, new member educator, alumni

Description: This trip is designed so that brothers and new members can get closer over a trip to NYC. On this trip brothers and new members will walk the parks of Central Park and partake in other tourist attractions around the city. Along with being a tourist, the goal of this trip is to meet with alumni and for the new members to meet with older brothers in their greek family

Why: Although most people at Lehigh are local to the area and have most likely traveled to NYC, not everyone has. With NYC being only 2 hours away, this is a fun and easy brotherhood and new member trip in which the house and the new members can bond a little bit. In addition, there are many alumni that live in or near the city and is an easy place for everyone to meet up.

Dinner with our OFSA AD

Location: Chapter House

Attendance: Marshal, new member class, OFSA AD

Description: We will invite our OFSA AD to speak at the Chapter House one night during new member education. We will work to find a night that works best for both the new member class and our OFSA AD. The new member class should be familiarized with our OFSA AD and the purpose of OFSA. The dinner will be an open dialogue conversation between the new member class and our OFSA AD.

Dinner with our Staff Advisor and Chief of Police Jason Schiffer

Location: Chapter House

Attendance: Marshal, new member class, Police Chief Jason Schiffer

Description: We will invite our staff advisor and the Lehigh University Police Department Chief of Police Jason Schiffer to a Chapter House one night during new member education. We will work to find a night that works best for both the new member class and Chief Schiffer. The new member class should be familiarized with Chief Schiffer's role as our staff advisor. Additionally, this meeting will serve as an opportunity for the new member class to meet a member of the LUPD. The new member class will have the opportunity to ask questions and better understand the role of LUPD. The meeting will be an open dialogue conversation between the new member class and Chief Schiffer.

Counseling Center Outreach Presentation

Location: Chapter House

Attendance: Marshal, new member class, representative from the counseling center

Description: The counseling center offers a wide variety of outreach presentations that can cover topics such as recognizing the signs of depression and suicide prevention. We will work to schedule a presentation that can be tailored to problems affecting the Greek community. The presentation will

be held in Chapter House and be available to all members of our chapter. We will work to find a time that works for both the new member class and the counseling center.

Peer Health Advisors Calling the Shots

Location: Chapter House

Attendance: Marshal, new member class, representatives from peer health advisors

Description: Peer health advisors offer a presentation titled "Calling the Shots." We will work to schedule this presentation with peer health advisors and find a time that works for both our new member class and peer health advisors. The presentation will be made available to our entire chapter. The presentation is designed to be an interactive discussion regarding alcohol awareness and drug abuse. In our chapter's experience this presentation has been beneficial as it is hosted by students trained in the subject. Having students who are familiar with the campus climate come present makes the material relatable and feel less like a lecture.

Programs Unique to Chapter

Academic Mentor Groups

Each New Member will be paired with an academic mentor in the house. The mentors will be the brothers in the house with good academic work ethics who have the same or a related area of study. The Scholarship Chair will pair the New Member with a brother who can help meet his direct academic needs during these mentor sessions. This partnership will allow the New Member to work with a brother to keep their grades up during New Member Education, while developing good work habits for the future. The New Member will now have someone they can easily go to when they need help studying, or with any other issues they may have. The Scholarship Chair will be responsible for making these pairs, and will also serve as a mentor and resource for the New Member. This educational opportunity allows New Members to connect with brothers and develop their work ethic. The Scholarship program has been revamped this year to provide brothers struggling academically with support and oversight. The New Member will be immediately included in these efforts to build an enhanced support system.

Study/Gym Hours

Our optional study hours for Brothers and New Members go hand in hand with the time management plan. It is highly encouraged to take advantage of the two hours set aside every weekday to keep up with academics. Furthermore, any member whose previous semester GPA is below the all men's average is required to log at least 15 hours a week with the Academics Chairman to ensure academic improvement. If the New Member or brother feels on top of all of their class work, it is suggested that they use this time for exercise. It is our belief that a person should be constantly striving to improve their personal fitness, as well as their academics. Aside from the obvious health benefits, exercise has been shown to aid in mental

health, as well as to improve self-confidence and provide a host of other benefits. If someone chooses to use this time for the gym, he is encouraged to go with a partner, both for safety as well as for fostering personal bonds. However, it will be made clear that this is an optional activity, and that the New Member may spend this time however they see fit. While the Chapter rents a local study space on campus and allocates two hours for study every day, members are encouraged to allocate as much time as needed for their academic success. It is an important part of “Identity Development” and “Professional Growth and Success” to identify one’s strengths and weaknesses and set up a course of action for growth as a student and a brother of Theta Chi. By spending time either studying or working out with the brothers, the New Member will be developing “Collaborative Connections.” Through mentorship and timemanagement, the Marshal will enable the New Member to get the most out of his time, and to use it most efficiently.

Textual Analysis of the Creed

The New Member will have a written copy of the creed. He will be instructed to read and analyze what he believes the creed means and how it applies to him individually. These ideas will be discussed one on one in a private setting with the Marshal and linked to past fraternity subjects that we have talked about. These meetings persist bi-weekly throughout the Program, as the New Member’s interpretation of the creed grows and evolves. In essence, the Marshal

aims to build on members “Identity Development” as they align their values to the values expected from a brother of Theta Chi.

Wednesday Night Shirt & Tie Dinner (Chapter House)

All members are encouraged to attend Chapter Dinner every Wednesday night. These dinners will sometimes be accompanied by a speaker from the University. This allows our Chapter to maintain relations with university staff and faculty, as well as improve our knowledge about the happenings of our campus community. The New Member and brothers are highly encouraged to invite any facility member (professor, coach, LUPD, etc.) to these dinners. Sometimes a local alumnus will be invited, allowing the brothers to reconnect with past generations of our Brotherhood. The dinners will also serve to increase Brotherhood bonding. A strict shirt and tie dress code is mandated. This event develops “Collaborative Connections” and “Professional Growth & Success” by encouraging a sense of community in the Chapter and by reaching out to the University community.

Conversations with Brothers

The Marshal will encourage the new member class to meet and familiarize themselves with the brotherhood through one on one conversations. These conversations are unstructured and thus can be anything the new members and brothers would like to discuss. Positive conversations can include school topics, career topics, life before college, plans for after college, etc. These conversations are intended to be two-way conversations between the new members and the brothers. It will be made clear to both the brothers and the new members that these

conversations are completely optional and can last for as short or long as either person desires. It will be made clear to the brothers that they should make these conversations available at their and the new members convenience. There is to be absolutely no quid pro quo in having these conversations. The conversations are intended to be an opportunity for the new members and brothers to meet each other in a more personal and private setting. These conversations should assist the new members in choosing who they would like to select as their big brother.