

**Alpha Gamma Delta
Zeta Beta Chapter
New Member Education Plan
Spring 2026**

Vice President of New Member Experience
Phoebe Cunningham

Director of New Member Programming
Gracy Giammarco

Director of New Member Engagement
Riley Altman

President
Evelyn Klumker

Contact Information

Phoebe Cunningham, VPNME, (484)-767-1191, phc223@lehigh.edu
Gracy Giammarco, NMP, (978)-284-9025, grg228@lehigh.edu
Riley Altman, NME, (516)-993-5928, rka229@lehigh.edu
Evelyn Klumker, President, (720)-505-6791, evk228@lehigh.edu

ALPHA GAMMA DELTA PURPOSE

To gain understanding that wisdom may be vouchsafed to me.

To develop and prize health and vigor of body.

To cultivate acquaintance with many whom I meet.

To cherish friendships with but a chosen few and to study the perfecting of those friendships. To welcome the opportunity of contributing to the world's work, in the community where I am placed, because of the joy of service thereby bestowed and the talent of leadership multiplied. To honor my home, my country, my religious faith.

To hold truth inviolable, sincerity essential, kindness invaluable.

To covet beauty in environment, manner, word and thought.

To possess high ideals and to attain somewhat unto them.

This shall be my purpose that those who know me may esteem Alpha Gamma Delta for her attainments, revere her for her purposes, and love her for her womanhood.

Mission of New Member Education (NME)

The mission of the Alpha Gamma Delta Embark program and our New Member Education is to connect our new members to the chapter and the members who are in the chapter, to build affinity in our new members with Alpha Gamma Delta as an international and historical organization, and to set expectations for our new members as to what it means to be a purposeful member of Alpha Gamma Delta. We also wish to familiarize new members with the policies, standards, and customs of Alpha Gamma Delta and our chapter. We will help them understand the customs of Lehigh and our chapter's unique involvement in the Greek system. We will strive to initiate effective communication among the new member class and between the new member class and active members of our chapter. Most importantly, we will provide new members with a memorable and enjoyable experience that will make them as comfortable as possible in their new home, Alpha Gamma Delta.

Alpha Gamma Delta Hazing Policy

Alpha Gamma Delta cares about each and every one of our members. That is why Alpha Gamma Delta has a zero tolerance policy towards hazing of any kind. Alpha Gamma Delta's official hazing policy is as follows:

"Hazing is defined as any action taken or situation created intentionally, whether on or off Fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations include creation of excessive fatigue, physical or psychological shocks; wearing apparel publicly which is conspicuous and not normally in good taste; engaging in public stunts and jokes; morally degrading or humiliating games and activities; late night sessions which interfere with scholastic activities; and any other activities which are not consistent with the Alpha Gamma Delta Constitution and Standing Rules, The Ritual or Fraternity policy, or the regulations and policies of the educational institution, state or province. Hazing by individual members, new members or chapters of Alpha Gamma Delta is prohibited. For chapters, failure to comply with this Standing Rule shall result in disciplinary action. For

individual members and new members, failure to comply with this Standing Rule shall be deemed non-support of the standards of the Fraternity and shall result in disciplinary action.”

The Lehigh University Office of Fraternity and Sorority Affairs Hazing Prevention page can be found [here](#).

Expectations of New Members

New members will be expected to attend all events planned for new members. In order to be initiated, all new members must complete the Embark Program, mandated by the Alpha Gamma Delta Fraternity. New members must pass the Initiation Exam and complete Plaid TightRope, which includes educational programming on sexual misconduct, alcohol and drugs, hazing, mental health, and inclusive practices. Alpha Gamma Delta requires new members to complete Fraternity Wellness Education during their Embark Experience, which is meant to provide intentional, relevant education to help members navigate potentially harmful situations. New members will always be welcomed and encouraged to spend time with active sisters. When new members are not at new member meetings, they will be encouraged to return to their normal routine and work on their schoolwork. It is very important to Alpha Gamma Delta that the New Members enter into a routine that allows them to focus on their schoolwork and obligations, as well as on the Embark Programming.

New Member required events include ritual, Embark programming, and events that all active members are required to attend. All other events will be optional for new members.

New members will receive access to a virtual Epsilon Pi Journey Workbook during their first week. This handbook contains information about Alpha Gamma Delta’s history, philanthropy and values. Information from this booklet that is covered on the Initiation Exam will be highlighted throughout the program.

New members will be asked to participate in the Embark path to guide their personal development based on the values of Alpha Gam members. The goal is to have new members gain new skills and experiences by participating in an online module and group discussion for each of six values. The programs are as follows:

Rose 1: I Belong, Rose 2: I Thrive, Rose 3: I Care, Rose 4: I Lead, Rose 5: I Contribute, Rose 6: I Promise

Scholarship Expectations

Academics will always be a first priority for the new member. They will be encouraged to spend time on or around campus with both new and active members studying and doing work together. The new member will be placed into “Scholarly Squirrel” groups according to their major; these groups span across all member classes and can be used as an academic resource. In order to be initiated, new members must have a prior semester GPA of at least 2.5.

Expectations of Active Members

Active members will be expected to take a primary role in the new member education process. They will be expected to familiarize themselves with the NME plan prior to recruitment. They will be invited to join new members in all activities. They will be expected to make the new member feel welcome. Hazing will NOT be tolerated. Any sister caught or accused of hazing will immediately be subject to the Alpha Gamma Delta membership change procedures, at which time disciplinary action may be taken.

Expectation of Alumnae

Alumnae will be invited to join our chapter for all appropriate activities during the new member education process. They will be encouraged to review the NME plan prior to recruitment and provide any feedback they may have. Alumnae will not be allowed to haze and must adhere to the same policies set forth by Alpha Gamma Delta and Lehigh University.

Sister-Mother Program

Eligible sister-mothers will be assigned their sister-daughters after the welcome event. This will be revealed to the new member during the New Member Formal Pledge Service. According to Alpha Gamma Delta, and consistent with the values of our chapter, we encourage our new sister-mothers to serve as a mentor and role model to sister-daughters. All eligible sister-mothers will be required to complete a questionnaire and reflect on what the responsibilities of a sister-mother are in order to better improve their abilities as a mentor and resource for their sister-daughter. (You must be in good standing and have at least a 2.5 GPA for the Fall 2024 semester in order to be considered an eligible sister-mother). All eligible sister-mothers will also be required to go through Sister-Mother Training facilitated by Phoebe Cunningham, Vice President New Member Experience. This short training will outline the responsibilities of being a sister-mother.

Interactions with other Chapters and Campus Organizations

The new member will be expected to act respectfully towards all others on campus. They should live by the Alpha Gamma Delta Purpose at all times, particularly when they are interacting with others. They will be encouraged to attend non-Greek events, such as sporting events, philanthropy events, lectures, and other campus-wide events in an effort to expand their horizons on campus, if university health and safety guidelines allow. Activities with other organizations will take place throughout the new member education period, in order to encourage new member to meet a variety of new people on Lehigh's campus.

Preface for Spring 2026

As this is a short period of time for the new member, Phoebe, Gracy, and Riley will work with the new member to find a schedule that best works with her time and other extracurricular activities. Much of the bonding events, big little, and other sisterhood activities will be encouraged for the new member in the upcoming Fall 2026 semester. In addition, Phoebe will be a point of contact for the new member if any unanswered questions are to arise.

General Description

I will aim to include chapter sisterhood events and campus involvement opportunities each week that are scheduled as part of the chapter and campus calendar for the Fall.

New Member attendance is optional but highly encouraged

WEEK ONE:

Monday, April 20, 2026

Chapter House, 6-7:15pm, Bid Day!

The new member will receive their Alpha Gam bids in the afternoon! Phoebe, Gracy, and Riley will introduce new member education, go over the Embark experience on Acorn, and assign Rose 1: I Belong, and Rose 2: I Thrive to be done by Wednesday's meeting. Phoebe will answer any questions they have at this time. Kailey Miller, VP of Wellness will explain our Health and Safety policies to the new member and provide campus resources. Following, Sophia Greenwood, VP of Finance, will discuss the financial obligations with the new member. Finally, the new member will fill out a google form with their contacts for Phoebe's records, as well as the chapter's records. The new member will then be celebrated with a small bid day dinner with a menu planned with Phoebe and Chef Kim with the rest of the chapter!

New Member attendance is required.

Wednesday, April 23, 2026

Chapter House, 6:30 - 7:45pm

Phoebe will explain what it means to be in Alpha Gam and how we represent ourselves as a chapter, thus going over Rose 1: I Belong, and how this reflects our values on belonging. Gracy will then go over Rose 2: I Thrive, reviewing the "My Chapter" and "Values Assessment" sections of their virtual Epsilon Pi Journey Workbooks. Ava Tesoriero, VP of Administration, will give a short presentation on excuses and attendance. Finally, Breanna Blamar, VP Marketing will explain our social media policies. Rose 3: I Care and its corresponding modules in Fraternity Wellness will be assigned to be completed by Monday's meeting.

New Member attendance is required.

Chapter House, Time and based on new member schedules: Pledge Service

The new member will participate in the Formal Pledge Service, the first of the Embark programming rituals, where they will be given their new member pins. Following the ritual they are invited to participate in icebreaker activities in order to get to know more members of the chapter.

New Member attendance is required.

WEEK TWO:

Initiation Week: During this week and before the Initiation Service, new members will be reflecting on their Embark Programming, in what they have learned, and who they have met. They will be highly encouraged to spend as much time as possible engaged with the chapter, to interact with initiated sisters and be familiar with the Zeta Beta chapter, so as to get a feel for what being a part of this sisterhood is all about.

Monday, April 27, 2026

Chapter House, 6-7:15pm

As part of going over Rose 4: I Lead, the new member will hear from Kaitlyn Miller, VP of Academic Excellence, to go over what they learned in Rose 3 and to discuss the academic expectations of the chapter. Kaitlyn will then help the new member to join our Scholarly Squirrel Groupmes depending on the new member's major. Committee opportunities to join in the fall will also be talked about. Roses 5 and 6 will be assigned for completion by Wednesday's meeting respectively.

New Member attendance is required.

Thursday, April 30, 2026

Chapter House, 6:30 - 7:45 pm

Phoebe will go over Rose 5: I Contribute and Rose 6: I Promise and host an initiation exam review. Since our purpose is a large part of the exam, the question "How have you lived the purpose?" will be posed to the new member. In preparation for the initiation exam, the new member and sisters in MC '26 will play an Alpha Gamma Delta Kahoot. The questions asked will deal with Alpha Gamma Delta trivia such as fun facts, history, and founders. Following this, the new member will take the Initiation Exam. As a part of going over Rose 5: I Contribute, our VP of Philanthropy, Izzy Marquis, will talk about our chapter's philanthropy.

New Member attendance is required.

Friday, May 1, 2026

Chapter House, Time tbd based on the new member's schedule: Initiation Ceremony

The new and initiated member will participate in the Initiation Ritual.

New Member attendance is required.

Chapter House, Time tbd based on new member's schedules: Initiation Celebration

The newly initiated member will be invited to the chapter house for a special congratulations celebration with the other initiated sisters.

New Member attendance is optional.

Monday, May 4, 2026

Chapter House, Time tbd based on the new member schedules: Post-Initiation Ritual Review

The new member will participate in the Post-Initiation Ritual review with all active members

New Member attendance is optional.
