

## **Psi Upsilon New Member Education Plan (Spring 2026)**

President: Cullen Mangan

New Member Educator: Brandon Gao

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### **Purpose:**

The primary objective of the Psi Upsilon New Member Education process is to provide New Members with a comprehensive understanding of the Brotherhood's lifestyle, structure, values, and expectations. Through this process, New Members are guided toward full integration into the fraternity by achieving the following goals:

- 1) Provide a basic knowledge of the fraternity, on both the chapter and international levels.
- 2) Demonstrate day-to-day operations of the chapter.
- 3) Prepare new members for all facets of membership in the Eta Brotherhood.
- 4) Instill aspects of our five values within New Members.
- 5) Foster individual growth of each new member, not only as a brother, but academically and personally as well.

### **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.

First, we expect all new members to uphold the five founding values of our fraternity: 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.

- 1) Lifelong Friendship: Emphasis on friendship and broadening outside interests. This facet will deepen bonds within the brotherhood, leading to better teamwork.
- 2) 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.
- 3) 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.
- 4) Responsible Social Conduct: Emphasis on our risk management and social host training, which will underscore our commitment to responsible social conduct.

- 5) Service to Society: Emphasis on our Fraternity's commitment to community and philanthropic efforts. We believe that as members of the Greek community at Lehigh, we have a responsibility to make meaningful contributions not only to our national philanthropy, but also to Lehigh's campus and Bethlehem.

Second, we expect all new members to attend meetings once per week. These meetings will typically be scheduled for Friday at 6:00 PM, and end at approximately 7:15 PM. Meetings will be 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.

Third, we expect all new members to contribute in a meaningful way to society, through both community service and philanthropy, which includes participating with Brothers in the service-related endeavors of the Chapter for a minimum of fifteen hours over the course of the semester. In order to encourage a smooth transition into the brotherhood, we also require the new member class to brainstorm, organize, and execute a community service and philanthropy event through the close supervision of the Philanthropy Chairman and executive board.

Finally, all new members are required to participate in the new member project, which is 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, and executive board. This project entails the following:

- 1) An opportunity to create a permanent part of the Chapter that will be passed on to them.
- 2) Inspire a sense of belonging and pride in the chapter house, where they hope to live.
- 3) Allows leadership opportunities within the New Member class.
- 4) Fosters a positive team-building exercise for the class.
- 5) The Chapter budget funds project materials, and the conclusion of New Member Education should ideally complete the project. However, no hard deadline has been set to avoid any mental stress for the new members.
- 6) Creates a unique footprint of the new member class to imprint on the house.

On top of expectations for associate brothers, we also expect all 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. On top of this, we also have the following three expectations for active brothers.

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

- 3) Actively participate in new-member education, as this is also a time for active members to refresh themselves on the content as the new members learn it.

**Statement on Hazing:**

As a Chapter, we will not tolerate the use of alcohol by underage Brothers and New Members during NME. We fully understand the consequences if our organization is 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 Policy and/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, 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.

Additionally, we 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, 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.

If anyone (Brother or Associate Brother alike) feels that there is any occurrence of hazing, or has a hazing related inquiry, they are encouraged to bring it up internally with the New Member Educator, 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 Chapter President will then inform the Office of Fraternity and Sorority Life (FSL), Chapter Alumni President, and Chapter Alumni Advisor for further investigation.

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 FSL Website, the Office of Student Conduct & Community Expectations, LUPD, and resources found on our International Office's Website.

**Associate Executive Board:**

This year, we have decided to introduce the associate executive board in order to provide associate brothers with an introduction to Psi Upsilon's chapter leadership structure and

operations, in order to ensure smooth transitions into executive board positions next fall. The associate executive board consists of positions that mirror the chapter's executive board, with elections occurring during the second week of the associate brother process.

All Associate brothers are eligible to run for each position. Once elected, each elected associate officer is paired with their corresponding executive board counterpart, and will work alongside to gain insight into responsibilities, decision-making, and chapter governance.

It is important to note that despite the associate executive board members carrying real responsibility within the chapter, the primary purpose is to promote leadership development, accountability, and a stronger understanding of Psi Upsilon's organizational structure.

### **Schedule of Events**

#### **Event: Signing of Bids and Induction Ceremony**

- Date: January 28, 2026
- Location: Psi Upsilon Chapter House
- In Attendance: New members and brothers
- Description: Members of the next associate brother class will attend a ceremony at the Psi Upsilon chapter house to officially sign their bids to become associate brothers of Psi Upsilon. The evening will conclude with a ceremony, where the executive board will teach the associate brothers about the founding of Psi Upsilon, before a ceremonial catered dinner.

#### **Event: Risk Management and Medical Amnesty Presentation with LUEMS**

- Date: January 29, 2026 (5:00 PM)
- Location: Psi Upsilon Chapter House
- In Attendance: Associate Brothers, Chapter President, Risk Manager, Internal/External Social Chairs, LUEMS Liaison
- Description: The Risk Manager and chapter president will share a presentation with associate brothers, where the updated risk management plan will be presented. Two members of Lehigh Emergency Medical Services (LUEMS) will also deliver a presentation about responsible social conduct and medical amnesty. This presentation will focus on knowing what to do in the event of needing to call for medical attention, and the proper steps to take in the event that this happens. After the two presentations, new members will be given a 10 question quiz on risk management and other related topics. Must receive a minimum score of 8 to attend social events.

Event: New Member Family Orientation

- Date: February 2, 2026 (6:30 PM)
- Location: Virtual (Zoom)
- In Attendance: Parents/Guardians of associate brothers, associate brothers, executive board, new member educator
- Description: In the name of full transparency, the current executive board and new member educator will host a zoom with the parents/guardians of new members to explain financial information, residency requirements, and go over the new member education plan.

Event: LUPD Programming Event

- Date: February 11, 2026 (4:30 PM)
- Location: Psi Upsilon Chapter House
- In Attendance: Associate Brothers, executive board, all brothers living in chapter house
- Description: LUPD offers several programs to talk to chapters about safety on campus and current issues in our community regarding alcohol. In years prior, Psi Upsilon has consistently sought to build a strong relationship with LUPD. It is common for individuals to overlook that LUPD exists to support student safety. This event establishes clear expectations and standards held by LUPD while helping bridge the gap between Greek Life and campus law enforcement, specifically within Psi Upsilon.

Event: Center for Career and Professional Development Resume Workshop

- Date: February 12, 2026 (4:30 PM)
- Location: Psi Upsilon Chapter House
- In Attendance: New Members and Active Brothers
- Description: Career Center staff provide instruction on building a strong resume, including content selection, formatting, and strategies to strengthen professional presentation. This workshop reinforces Psi Upsilon's emphasis on academics and career readiness alongside daily study hours.

Event: Big Brother/Academic Big Brother Presentation

- Date: February 15, 2026
- Location: Psi Upsilon Chapter House
- In Attendance: Associate brothers, active brothers
- Description: New members submit Big Brother preferences during the NME process, after which their Big Brother is revealed. Academic Big Brothers are assigned primarily based on matching academic majors or fields of study. The new member education process can be time-consuming, and having a mentor provides guidance

and support. Big Brothers offer insight based on their own experiences, while Academic Big Brothers serve as an additional academic resource. This program helps bridge the gap between academic and Greek life responsibilities.

Event: *Lessons from the Other Side*

- Date: February 21, 2026
- Location: Psi Upsilon Chapter House
- In Attendance: Associate Brothers, executive board, all active brothers
- 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. 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: *Psi Upsilon, Eta Chapter Founders Day*

- Date: February 22, 2026
- Location: Psi Upsilon Chapter House
- In Attendance: New Members, Executive Board, Active Brothers, Alumni
- Description: Founders Day commemorates the founding of Psi Upsilon and provides members with an opportunity to reflect on the fraternity's history, traditions, and values. The event may include remarks from chapter leadership, alumni engagement, and educational reflection on the fraternity's legacy. Recognizing Founders Day reinforces Psi Upsilon's history and core values while fostering a shared sense of pride, continuity, and lifelong brotherhood among new members and active brothers.

Event: *Diversity Peer Educators Workshop*

- Date: February 25, 2026 (4:30 PM)
- Location: Psi Upsilon Chapter House
- In Attendance: Active Brothers, New Members
- Description: Diversity Peer Educators facilitate an interactive workshop on recognizing and addressing microaggressions within academic, social, and organizational settings, focusing on inclusivity in Greek Life. This event promotes awareness, respectful communication, and inclusivity while helping members foster a more welcoming chapter environment.

Event: Evelyn Piazza Anti-Hazing Prevention

- Date: February 26, 2026 (5:00 PM)
- Location: Packard 101
- In Attendance: Associate brothers, active brothers. Psi Upsilon will invite all IFC, Panhellenic, and CGC Chapters to attend as well.
- Description: The parents of Timothy Piazza will be coming to campus to deliver a presentation on Tim's story, as well as sharing the dangers of hazing and how chapters/individuals can go above and beyond to prevent and respond to hazing. Psi Upsilon will invite all members of the Greek community to attend this event.

Event: Lehigh Men's Basketball Game with Alumni

- Date: February 28, 2026
- Location: Stabler Arena
- In Attendance: Associate brothers, alumni, executive board
- Description: Members attend a Lehigh Men's Basketball game as a chapter, strengthening relationships through a shared campus experience. This event is coordinated in partnership with Steve Moore (President of the Goodale Literary Association) and the Lehigh Athletics Department. This event promotes chapter bonding, school spirit, and positive engagement with the broader Lehigh community while offering a social activity centered around campus involvement rather than alcohol.

Event: Greek Life Lessons Facilitated Discussion

- Date: March 1, 2026
- Location: Psi Upsilon Chapter House
- In Attendance: Associate brothers, executive board, brotherhood
- Description: The older brothers of the house will sit down and discuss lessons they've learned during their time in Greek Life. 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 upperclassmen, have learned during their participation in Greek Life. This will also develop a bond between the new members and some of the upperclassmen 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: CPR Certification with LUEMS

- Date: March 3, 2026 (4:30 PM - 7:30 PM)
- Location: Psi Upsilon Chapter House
- In Attendance: New Members, Active Brothers
- Description: LUEMS provides CPR and basic first aid training, with the potential for partnership programming focused on heart health. This training equips members with life-saving skills and reinforces community responsibility and preparedness.

Event: SPEAK Workshop

- Date: March 4, 2026 (4:00 PM)
- Location: Psi Upsilon Chapter House
- In Attendance: New Members, Executive Board
- Description: SPEAK facilitators lead programming focused on inclusivity, allyship, and identity within Greek Life. This workshop supports Psi Upsilon's commitment to diversity, equity, and inclusion while reinforcing respectful and inclusive community standards.

Event: Psi Upsilon Alumni Career Day

- Date: March 15, 2026 (3:00 PM)
- Location: Psi Upsilon Chapter House
- In Attendance: Alumni Members, Associate Brothers, Executive Board, Academic Chairman
- Description: Alumni from the GLA are generously donating their time to speak to current undergraduates about their careers ranging from accounting to industrial engineering. Alumni will give advice and answer questions about the job search process. This session will be roughly two hours and consist of networking breakout groups.

Event: Perfect Party Workshop

- Date: TBD
- Location: Psi Upsilon Chapter House
- In Attendance: New Members, Risk Manager, Executive Board, Brotherhood
- Description: OFSA staff provide education on responsible social hosting, risk management, and university expectations for fraternity events. This event ensures members understand policies and best practices for hosting safe, compliant, and respectful social events.

Event: Initiation Ceremony

- Date: March 22, 2026 (2:00 PM)
- Location: Psi Upsilon Chapter House



- In Attendance: Alumni, Associate Brothers, Brotherhood
- Description: New Members will officially become full members of the brotherhood after undergoing an initiation ceremony with alumni, followed by a catered dinner.

### **Weekly Meetings Schedule**

- Bid Signing Virtual: 1/29
- Induction Ceremony: 1/30
  - Attendance: New Members and Brothers
  - Induction at the Psi Upsilon Chapter House from 7:00 PM to 9:00 PM
  - Ritual Ceremony in accordance with Psi Upsilon National guidelines

#### **Week 1: February 22 - February 28**

- Focus on Expectations, Introduction to Psi Upsilon
- 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 the current President
- Provide contact information and explain each officer's role in New Member Education process
- Give an overview of resources & materials New Members may learn from
- Hand out the New Member Education plan
- Emphasize the importance of maintaining the physical structure of the Chapter House
  - Describe how this manifests within the Brotherhood
- Assignments for next meeting: Collect class/work/exam schedules
- Will review all pertinent obligations and review the calendar as necessary to best accommodate said obligations

#### **Week 2: February 9 - February 15**

- Focus on Chapter History, Resources, and Friendship
- Review Previous Material
- Hand out fraternity tablets (provided by Psi Upsilon Nationals)
- Introduce the Founding Fathers
- Detail online resources (chapter website, national website, Lehigh FSL website) - Explain anti-hazing statement, Chapter & University hazing reporting protocol (as detailed later in this document)

- Explain the role of the “Big Brother”
- Explain the role of the “Academic Big Brother”
- Introduce Tom Fox (Psi Upsilon Executive Director) & Ashley Stein (Chapter Leadership Consultant). Also, introduce Dr. Allie
- Introduce the GLA
- Assignments for next meeting: Create a Big Brother preference list (Top 5).

### **Week 3: February 16 - February 22**

- Focus on Service to Society
- Discuss New Member Class project
  - Will work alongside brothers throughout new member education period
- Collect big brother lists
- Highlight philanthropy and community service opportunities during the semester - 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

### **Week 4: February 23 - March 1**

- Focus on Responsible Social Conduct
- 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
- Lehigh rules in regards to Greek Life
- Introduction of the Standards Board

### **Week 5: March 2 - March 8**

- Focus on Intellectual Engagement
- Review previous material
- Learn the breakdown of Brotherhood by major as well as the historical performance of the Chapter
- Overview of Academic Plan and other support systems in place for Brothers to excel academically
- 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.

- Introduce the Academic Chair and the resources he provides

Spring Break: March 9 - March 14

#### **Week 6: March 15 - March 21**

- Focus on Extracurricular Involvement, Reflection
- Have select Brothers explain their extracurricular 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
- Have the mental health chair speak on balance and share resources available
- Reflect on the NME process
- Share favorite moments and times of growth

#### **March 22: Initiation**

- Attendance: Brothers, new members, alumni
- Ritual Ceremony in accordance with Psi Upsilon National Guidelines
- 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 the opportunity for Alumni to attend

### **Programs That Last The Entirety of the New Member Education Process**

- Big Brother Program
  - 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
  - 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
  - Big Brothers are required to act as a resource and source of support for their little brothers throughout the course of NME
  - Big Brothers are also expected to act as role models 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

- 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
  - To be eligible to become an Academic Big Brother, the same stipulations and requirements must be met as a Big Brother.
  - The Academic Big Brothers will be assigned based on mostly majors but also compatibility
  - 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.
    - 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 Sunday-Wednesday from 7:00 PM - 9:00 PM. 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. Information that will be covered include: Founders of the house, the greek alphabet, when the house was founded, etc
    - 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 issue, the New Member will have a meeting with the new member 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 program we are encouraging Brothers and New Members to go to the gym and exercise during the week.
  - This is entirely optional and up to the brother or new member. It is solely there as an outlet to relieve stress.
  - 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 aside 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: oftentimes 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 important to balance different aspects of life. 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 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 help.
  - 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 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 micromanaging 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 things 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

- 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 the New Member Educator, President, or any individual familiar with the rules

### **Resources**

- President: Cullen Mangan
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  - 978-770-1039
- New Member Educator: Brandon Gao
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- Risk Manager: John Ferris
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  - (203) 910-3330
- Hazing Hotline: (888) 668-4293
- Psi Upsilon Alumni Advisor: Michael Port
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