

## Report on Spring 2026 New Member Program for ZTA

### Goals of the New Member Program

The Spring 2026 New Member Program is designed to:

1. Welcome new members and integrate them into the chapter.
2. Educate new members about ZTA's history, values, and expectations.
3. Build meaningful relationships between new members and active chapter members.
4. Strengthen the sense of sisterhood through shared experiences and rituals.
5. Prepare new members for initiation and long-term active membership.
6. Cultivate leadership skills and a deeper understanding of ZTA's organizational structure.

**Weekly Meetings and Online Modules** Each weekly meeting will begin with a group discussion of assigned workshops completed on **Z-Learning**, Zeta Tau Alpha's national educational platform. These modules provide essential background knowledge and will be reviewed collectively before introducing new material. New members are expected to complete all online content before meetings. Clear instructions will be provided to ensure easy access and navigation of the platform, supporting a seamless learning process.

**Sisterhood Committee and Activities** The Sisterhood Committee will collaborate throughout the semester to organize events that strengthen relationships among new members. Activities will include team-building exercises, social outings, and casual gatherings designed to cultivate a welcoming and supportive environment. These efforts play a key role in building unity and meaningful connections within the chapter.

**New Member Retreat** A New Member Retreat will be held at the ZTA House and serves as a central component of the program. This experience enables new members to bond with one another and with active members through a combination of structured and informal sisterhood activities.

### Program Overview and Schedule

#### Week 1: Introduction to ZTA

- **Bid Day**
  - **Attendance:** All active chapter members, new members, ZTA leadership consultant.
  - **Description:**
    - Distribute new member education manual, calendar, commitments, and timelines in both verbal and written formats.

- Lead icebreakers and introductory activities to establish a welcoming atmosphere.
- Provide an overview of the program's goals and expectations for new members.
- **Bid Day Meeting**
  - **Attendance:** All new members, members of the ZTA Executive Council.
  - **Description:**
    - Review membership responsibilities and risk management policies.
    - Reinforce the importance of chapter values and adherence to organizational guidelines
- **Pledging Ritual**
  - **Location:** ZTA House.
  - **Description:** The official ceremony to pledge new members into ZTA.
- **Big Sister Slides**
  - **Attendance:** All new members, all potential big sisters.
  - **Description:** Potential Big Sisters present their unique qualities and experiences, highlighting shared values and interests.
- **Little Sister Slides**
  - **Attendance:** All new members, all potential big sisters.
  - **Description:** New members create presentations to share personal stories, hobbies, and goals, fostering connections with potential Big Sisters.

## Week 2: Big/Little Week

- **Big/Little Week Activities**
  - **Location:** ZTA House/First-Year Dorms.
  - **Attendance:** All new members, all potential big sisters.
  - **Description:** Daily gift exchanges and hints to help new members identify their Big Sister, culminating in a reveal event.
- **New Member Lesson 1**
  - **Location:** ZTA House.
  - **Attendance:** All new members.
  - **Description:**
    - Introduction to the new member experience and ZTA's values.
    - Discuss the importance of accountability and the role of each member in upholding the chapter's mission.
- **Big/Little Sister Ritual**
  - **Location:** ZTA House.
  - **Description:** Ceremony to solidify Big/Little relationships and celebrate the bonds formed.

## Week 3: Foundational Knowledge

- **New Member Lesson 2**
  - **Location:** ZTA House.
  - **Attendance:** All new members.
  - **Description:**
    - Explore ZTA's founding story and the values that continue to guide the organization.
    - Understand ZTA's national structure and how it supports individual chapters.
- **New Member Sisterhood Event**
  - **Location:** ZTA House.
  - **Attendance:** All new members.
  - **Description:**
    - Engage in activities designed to foster deeper connections and meaningful conversations among new members.
    - Include team-building exercises and group discussions about ZTA's mission.

## Week 4: Core Principles

- **New Member Lesson 3**
  - **Location:** ZTA House.
  - **Attendance:** All new members.
  - **Description:**
    - Delve into ZTA's core principles and their real-world applications.
    - Discuss examples of how these principles are demonstrated through chapter and community activities.

## Week 5: Sisterhood and Retreat

- **New Member Lesson 4**
  - **Location:** ZTA House.
  - **Attendance:** All new members.
  - **Description:**
    - Emphasize the importance of sisterhood within ZTA.
    - Reflect on personal experiences that align with ZTA's values.
- **New Member Retreat**
  - **Location:** ZTA House.
  - **Attendance:** All new members, Lambda Zeta President.
  - **Description:**

- A day of sisterhood activities designed to strengthen bonds within the new member class.
- Include workshops, group discussions, and recreational activities that promote unity and trust.

## Week 6: Zeta Week and Preparation for Initiation

- **Zeta Week**
  - **Location:** ZTA House.
  - **Attendance:** All new members.
  - **Description:**
    - Build excitement and preparation for initiation through engaging sisterhood events.
    - Highlight traditions and meaningful moments in ZTA history.
- **New Member Lesson 5**
  - **Location:** ZTA House.
  - **Attendance:** All new members, Lambda Zeta EC.
  - **Description:**
    - Discuss ZTA's slogan and its role in developing noble leaders.
    - Provide an overview of EC positions and their responsibilities.
    - Complete the ZTA pre-initiation test to assess readiness for initiation.
- **New Member Sisterhood Event**
  - **Location:** ZTA House.
  - **Attendance:** All new members.
  - **Description:**
    - Further develop relationships through games, storytelling, and shared experiences.
    - Encourage reflection on the journey so far.
- **Initiation**
  - **Location:** ZTA House.
  - **Description:**
    - Officially welcome new members into the chapter through ZTA's initiation ritual.

## Week 7: Post-Initiation Reflection and Feedback

- **New Member Lesson 6**
  - **Location:** ZTA House.
  - **Attendance:** All new members, Lambda Zeta New Member Education Advisor, Lambda Zeta Ritual Chair.
  - **Description:**

- Review and reflect on the initiation experience and its significance.
- Provide insights into how the initiation connects to ZTA's values and traditions.
- **New Member Lesson 7**
  - **Location:** ZTA House.
  - **Attendance:** All new members, Lambda Zeta New Member Education Advisor, Lambda Zeta Ritual Chair.
  - **Description:**
    - Recap the new member experience, highlighting key takeaways.
    - Discuss improvements for future programs.
    - Complete the ZTA post-initiation test to assess understanding of ZTA's values and expectations.

## Conclusion

This thoughtfully structured program provides new members with a comprehensive introduction to Zeta Tau Alpha. Through a balance of education, ritual, and sisterhood programming, new members develop a strong sense of belonging and responsibility. The program equips members with the knowledge and connections necessary for meaningful, long-term involvement in the chapter, reinforcing ZTA's commitment to leadership, unity, and lifelong sisterhood.

## Hazing Policies:

- **Lehigh University's Definition of Hazing:** "Hazing is any action taken or situation created, whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Hazing includes but is not limited to any brutality of a physical nature, such as paddling, whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity that would subject the individual to physical harm or mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which would adversely affect the mental health or dignity of the individual. Among prohibited activities are forced or coerced activities which create excessive fatigue; cause physical and psychological shocks; involve kidnapping; involve morally questionable quests, treasure hunts, scavenger hunts, or any other such activities; involve publicly wearing apparel that is conspicuous and not normally in good taste; cause students to engage in public stunts and buffoonery, morally degrading or humiliating games and activities, or late night activities which interfere with scholastic activities. Also prohibited are any activities that are in violation of federal, state, or local laws, this Code of Conduct, or accepted standards of good

taste or propriety. For purposes of this definition, any activity described in this paragraph upon which the admission into or affiliation with an organization is directly or indirectly conditioned shall be presumed to be "forced or coerced" activity, the willingness of an individual to participate in such activity notwithstanding." -LU Student Handbook.

To report hazing: <http://lehigh.edu/go/hazingreport>

- **ZTA Hazing Policy:** 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. Chapters that do not abide by this policy will be placed on National Probation, which can lead to the chapter's charter being revoked.

### Schedule of Weekly New Member Meetings

Date & Time	Meeting	Location
Thursday 1/29/26 7:00 pm	New Member Meeting #1	ZTA House
Thursday 2/5/26 7:00 pm	New Member Meeting #2	ZTA House
Wednesday 2/11/26 7:00 pm	New Member Meeting #3	ZTA House
Thursday 2/19/26 7:00 pm	New Member Meeting #4	ZTA House
Thursday 2/26/26 7:00 pm	New Member Meeting #5	ZTA House
Thursday 3/5/26 7:00 pm	New Member Meeting #6/7	ZTA House

\*New member retreat: 2/28/25

\*Initiation Date: 3/1/25