Kappa Alpha Society
New Member Education Policy and Schedule

October 3, 2017

Statement of Rational and Purpose:

In the perpetuation of a Society whose genesis represents and distinguishes the fraternal spirit abroad, the implementation of a protocol aimed to bequeath our cryptic tradition remains imperative. Such is the purpose of this proposal. The Kappa Alpha Society at Lehigh University has served continuously and worked diligently with the Organization and University to preserve such high standards. This fastidious compliance is at the root of the new member experience; the comprehension that membership transcends mere initiation and is rather a transformation from individual to member is the genuine pinnacle of the process. Outlined in the subsequent pages is the formal plan of action designed to ingratiate a sophomore (Fall Class of 2017) into our literary society. It is our expectation that this documentation, once enacted, will instill understanding in pride of membership, respect of property, commitment to self and others, and the rudimentary, clerical tasks that allow such an organization to operate.

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Chapter President: Nicholas Lomma nal219 (570) 815-9930
New Member Educator: Brian Kelly bek218 (781) 718-7765
Alumni Advisor: Don Rosencrantz drosencrantz@cox.net
Expectations of Candidate Behavior:

1. Candidate must adamantly adhere to the primary values of the Kappa Alpha Society; Scholarship, Seriousness, and Secrecy.
2. Respect must be demonstrated to all active brothers, facilities, tradition, and self.
3. Schoolwork and academics invariably come first.
4. Recommended Study Hours at Fairchild Martindale Library will be conducted weekly, Sunday-Thursday from 8-11 PM. (Concluding Before 11 for twice weekly Ritual)
5. Candidate must turn in a “Grade Card” at the first meeting (See Schedule). The Grade Card provides a summary of the Candidate’s academic history at Lehigh, courses taken and grade received. Failure to maintain academic standards will prompt chapter involvement.
6. Meetings will be conducted on a weekly basis to ensure the New Member has comprehended pertinent assignments provided by the New Member Educator and Active Members.
7. Meeting attire must consist of blazer, khakis, tie, dress shoes, and socks, in conjunction with a groomed, professional appearance.
8. There is to be no consumption of alcoholic or caffeinated beverages on meeting days.
9. Events aimed to benefit the new member must be attended. This includes but is not limited to workshops, speakers, and alumni meetings.
10. Active leadership must approve absence from any of the aforementioned events.

New Member Education Schedule Fall 2017

<table>
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<tr>
<th>Week 1</th>
<th>October 22nd-October 28th</th>
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<tbody>
<tr>
<td>Sunday 10/22</td>
<td>Introductory Meeting – Attire: Business Formal. Introduction to the KA new member education process, Society’s origins, The rules of Union, In the Beginning, and The founding nine. Candidate will submit their grade card at the beginning of the meeting. Introduction to the actives. 6 pm – 7 pm (all meeting meet the same time constraints) Statement of Purpose This and subsequent meetings are held to motivate candidate in forming new friendships within the Kappa Alpha Society through histories of tradition, literature, and ritual. The first meeting establishes this plan as the program through which initiation into the KA Society may occur. Candidate are encouraged to seek advice from their big brothers and other actives. Candidate will receive educational assignments for next week’s meetings.</td>
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Wednesday 10/25

Process Check-in 12pm-1pm

Statement of Purpose
The Process Check-in is a time for the Candidate to talk to the New Member Educator about their assignments in a casual manner. This time is largely controlled by the Candidate and is aimed at allowing the Candidate to ask any questions they might have. This one on one session is meant to work like the recitation to a lecture, allowing the Candidate to better synthesize the information in his assignments, and since it is one on one, to ask questions specific to his needs, making the learning process faster and easier. Timing is subject to change, our OFSA AD will be notified of such a change.

Kappa Alpha Society Ritual 10:30-Midnight

Statement of Purpose
This and all subsequent Rituals in the Kappa Alpha Society are closely held aspects of our fraternity. Each Ritual is both educational and integral to the proliferation of our Society.

Friday 10/27

Meeting Two – Attire: Business Formal. Review prior assignments.

Learn and be familiar with:

- History at Union College
- History at Lehigh University
- History at University of Pennsylvania
- History at Hobart College
- History at University of Toronto
- History at McGill
- History at University of Western Ontario (now called Western University)
- History at Dalhousie University
- Lehigh Alma Mater – Present and Sing
- Kappa Alpha Dinner Song – Present and Sing

Statement of Purpose

The purpose of the second meeting is to officially update the alumni and active members on the Candidate’s studies of the Kappa Alpha society, as well as introduce the next set of assignments. The new assignments are subject to change based on the Candidate’s understanding of the previous assignments, our OFSA AD will be notified of such a change.

Saturday 10/28

Saturday Project 4pm-6pm

Statement of Purpose

Saturday Projects are a tradition Kappa Alpha has used consistently in its spring semester New Member Education Plan. During this time the Candidate will work along with active members on a project to improve the chapter house and property. The specifics of the project will be determined by the New Member Educator and the Candidate during the first meeting (see above)
<table>
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<tr>
<th>Week 2</th>
<th>October 29th—November 4th</th>
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| **Tuesday**  
10/31 | Process Check-in 12pm-1pm  
*Statement of Purpose*  
(See previous statement of purpose) |
| Kappa Alpha Society Ritual 10:30-Midnight |
| *Statement of Purpose*  
This and all subsequent Rituals in the Kappa Alpha Society are closely held aspects of our fraternity. Each Ritual is both educational and integral to the proliferation of our Society. |
| **Wednesday**  
Learn and be familiar with  
- History at Williams College  
- History at Cornell  
- History at College of New Jersey, now Princeton  
- KA Ever Genial – Present and Sing  
- KA in VL – Present and Sing |
| **Thursday**  
11/2 | Kappa Alpha Society Ritual 10:30-Midnight  
*Statement of Purpose*  
This and all subsequent Rituals in the Kappa Alpha Society are closely held aspects of our fraternity. Each Ritual is both educational and integral to the proliferation of our Society. |
| **Friday**  
11/3 | Date of Initiation 4pm-10pm at Kappa Alpha house. |
| **Saturday**  
11/4 | Post Initiation Brunch with Alumni and Active Brothers |
| **Other Important Dates** | Sunday October 22nd begins the New Member Education process. |

**Expectations for Chapter Involvement:**

It is implicit that the proposed New Member Education Plan conforms to all Organization and University standards in terms of duration, agenda, and conduct. Each member is cognizant of the repercussions for actions outside this proposition, and such consequence will not be extenuated. The advancement and assimilation of candidate into the Kappa Alpha Society VL chapter is the forthright goal, and deviation from the outlined plan mitigates its effectiveness.
Though this plan will be chiefly implemented and conducted by the actives, alumni, as is tradition, play a significant role in advancement of Society ideals. This entails alumni attendance at meetings and initiation on October 22nd, 27th, November 1st, and 3rd. Alumni are also expected to conform to the guidelines set forth by OFSA and Lehigh University.

The role of “Big Brothers” will continue in order to provide a direct conduit between the actives and candidate. A unique “Big Brother” is assigned to the Candidate at the beginning of the program such that they may be available throughout the process. It is unequivocally expected that the “big brother” shall serve as a model example, demonstrating the necessary leadership and peer-interaction skills paramount for the success of the chapter. “Big Brothers” are chosen based on a pre-established relationship with the New Member and level of involvement with the house.

Hazing Prevention:

All new member candidates will receive a letter from the Kappa Alpha Executive Council authored by KA in VL alumni Douglas P. Stives regarding hazing and any other issues he feels salient. Such a letter will encourage candidate to contact Mr. Stives if they feel any component of the process is misguided, and he will subsequently invoke the proper course of action whether it through the chapter, University, or another medium he deems fitting.

Also, all new members are encouraged to discuss with the chapter President any issue that may be of concern to them. At the inception of new member education process, the President will reinforce that all issues should be brought directly to him, and he too will confer with the Executive Council or University on appropriate action.

Lehigh defines hazing as follows, a definition that reflects Kappa Alpha’s stance on 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, the Lehigh University 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.”
Reporting Methods:

- First, try methods suggested above to work with KA alumni and chapter president
  If uncomfortable with this approach, the following methods are available:
- Report the incident to Lehigh, through your Gryphon or directly to OFSA
- Reports can be made to OFSA through an anonymous form found at:
  http://cm.maxient.com/reportingform.php?LehighUniv&layout_id=15
- If you suspect you or another individual is in danger, contact LUPD. (610) 758-4200
- Report to Hazing Hotline (1-888-668-4293) Note: this hotline does NOT go to Lehigh. Rather, it reaches a law firm that handles hazing issues with fraternity and sorority national headquarters. See: https://fraternallaw.com/contact/anti-hazing-hotline/

Potential New Members Fall 2017:

- Peter Boyadjian

Fall 2017 New Member Education Calendar

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<tr>
<th>Sunday</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday 10/26</th>
<th>Friday 10/27</th>
<th>Saturday 10/28</th>
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<tr>
<td>10/22</td>
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<td>10/24</td>
<td>10/25</td>
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<tr>
<td>Introductory Meeting 6-7pm</td>
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<td>Process Check-in 12-1pm</td>
<td>Ritual 10:30pm-12am</td>
<td>Second Meeting 6-7pm</td>
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<td>Saturday Project 4-6pm</td>
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<th>Sunday</th>
<th>Monday</th>
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<th>Thursday 11/1</th>
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<td>10/29</td>
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<td>11/4</td>
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<tr>
<td>Process Check-in 12-1pm</td>
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<td>Third Meeting 6-7pm</td>
<td>Ritual 10:30pm-12am</td>
<td>Initiation 4-10pm</td>
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<td>Post-initiation Brunch</td>
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