New Member Education Fall 2017
Theta Chi, Beta Sigma Chapter
Matt Enslin, Marshal
Rationale

In taking on a one man New Member class in Andrew Zhang, the Beta Sigma chapter of Theta Chi is both excited and aware of the inherent differences to past programs. Andrew is a new addition to Lehigh from the past Spring Semester, and an exemplary young man who we feel represents the values of our Chapter in an extraordinary way. Andrew is a generous, funny, hardworking, and a genuine pleasure to have around. We look forward to having him as an active brother in our Chapter, and want to give him the experience of being a Beta Sigma as soon as possible. We have discussed this at length with Andrew over the last week, and have tailored a one-man NME program that should not and will not inhibit his initiation experience into the Chapter. I, the Marshal, Matthew Enslin, am prepared to focus my energies from **November 6-December 15** on working one-on-one extensively with Andrew in order to create a healthy, robust discourse about the chapter, its values, and its proceedings. On a structural level, Andrew’s program will be nearly identical to those of the last few semesters, but specifically designed to maximize intellectual and social stimulation for one New Member. In a way, Andrew is at an advantage—the entire Brotherhood will be actively engaging him and ingratiating him. While there is often a bit of distance between New Member classes and the older Brothers, Andrew will be seamlessly integrated into the larger Brotherhood instantly, forging bonds with those around who can both be his companions and educators. The fact that Andrew is the same age as our Sophomore class is beneficial to this notion, and we are confident that he will have no problem becoming a part of this larger group and building upon his already strong friendships with them.

Andrew admires our Brotherhood greatly, and is eager to experience residential Greek life in the Spring Semester. We as a Chapter feel that we can deliver a New Member Education, as a united Chapter, that will not compromise his experience or isolate him, but integrate him into the Chapter in an organic, fun and informative manner. As Andrew’s Marshal, I will be working with him on an almost daily basis to field concerns, engage him intellectually and socially, and foster a sense of Brotherhood between Andrew and the larger Chapter. We can’t wait to have Andrew on board, and expect remarkable things from him as a Brother. This is an opportunity we simply cannot pass up.

—Matthew Enslin, Marshal
Theta Chi
Plan

“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.”

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 gentlemen 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 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 do 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 avoids 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.

**Self 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 Member 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.
The Fraternity prohibits absolutely all physical hazing, paddling, uncalled-for humiliation, and public displays in connection with pledging and pre-initiatory activities, and subscribes to the National Inter-fraternity 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 pre-initiatory activities. The active Chapters 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 Chapters and the Fraternity in the minds of New Members and to instill a finer type of loyalty thereby. The Fraternity prohibits all forms of public initiation, and pre-initiatory and 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.

bLUeprint Program
Lehigh University is “committed to producing students of the highest intellectual caliber and personal ability.” We believe that Fraternity life should bring out the best in young men. In essence, Theta Chi Fraternity holds “Alma Mater first, and Theta Chi for Alma Mater.” In this spirit of member development, we commit to a framework set up by the University to aid first-year students in their core competencies. The following foundations will be used throughout this plan to highlight the expected outcome from agenda items in terminology that is familiar to First-Year students through the Lehigh First-Year Orientation program. 2

Creative Curiosity - Students will develop a creative and curious outlook to guide and shape every aspect of their lives.
Identity Development- Students will develop into their own unique person, living out their carefully chosen values and beliefs.
Collaborative Connections- Students will shape collaborative relationships and communities, utilizing their personal values, as well as their creative and curious outlook as a guide.
Inclusive Leadership- Students will develop the skills to guide their decision, actions, and contributions to a diverse community.
Professional Growth & Success- Students will create and live out a personal definition of success based on their interests, who they are, and what they want to contribute to the world.

Agenda Description
All events are to take place at the Chapter House, Building 91, unless otherwise specified. The only off-site events are the Death of a Fraternity event, which will be held outside Building 86, and the Optional Brotherhood Trip to NYC which will be held in NYC. Outside of these scheduled events, the New Member is highly encouraged to spend part of his free time at the Chapter house, hanging out with and getting to know the brothers in a more
informal manner. New Members are encouraged to eat as many meals with the brotherhood in the Chapter House as their schedule allows. Many of the best pre-initiation memories are made through these avenues.

**Note:** All specific times and durations are approximations and may change depending on numerous factors such as personal schedules and lengths of discussions.

**Induction Ritual:** President, Marshal {11/6 - 10pm - 1h}

**Chapter Meeting:** President {Every Sunday - 6:30pm - 1h}
This is one of the few mandatory events for Brothers and New Members which takes place each week in the Theta Chi Chapter room. House Meetings are a necessary part of the Fraternity life so that the executive board members can announce any weekly events or brotherhood obligations, and house decisions can be made through a democratic process. Through these weekly meetings, we wish to develop New Members’ “Collaborative Connections” and “Inclusive Leadership” foundations by giving members an opportunity to voice their opinions, give constructive input, and shape the direction of the Chapter. These meetings also give the New Member a better understanding of how the house is run, so those aspiring to hold a position can see what it takes to run a Chapter.

**Chapter Introductions:** President - {11/12 During First Chapter Meeting - 30m}
This is a gathering with the purpose of an ice-breaker for both the New Member and brothers to take place during the first Chapter meeting. With everyone present, each person will have a turn to share their name, hometown, major, interests, and anything else they wish to share. Brothers must answer at least one of the following questions:

- Why did you join Theta Chi?
- What is your best advice to a New Member?
- What is your favorite Theta Chi memory?
- How has Theta Chi helped you develop in regards to the bLUprint foundations?

The emphasis of this event is to create “Collaborative Connections” through the identification of brothers with similar interests and passions in order to foster an environment of collaboration among brothers. Academic collaboration will be addressed later under “Academic Mentor Groups.” The New Member is encouraged to seek out those brothers with whom they share common interests in order to gain advice and mentoring on all aspects of school and fraternity life. We also seek to develop “Creative Curiosity” through insightful questions regarding fraternity life, along with an individual’s personal goals to stimulate inquisitive thinking by our New Member—a valuable quality of a successful brother, leader and student.
House Cleans: House Manager {After Every Chapter Meeting - 30m}
Brothers and New Members are put on a rotational schedule with every member being assigned a house task. Tasks include, but are not limited to, cleaning kitchen appliances, cooking grill, and grease trap, sweeping and mopping when necessary, roveduty (i.e. house walk-through to check for dishes, trash, or any misplaced items), and organizing the Chapter room. After House Meeting every week, we come together as a Brotherhood to clean and maintain the house. The Chapter is split up into academic years, and the rotational schedule is our way of ensuring that the New Member learns how to maintain all parts of the house properly and efficiently. Note that members that fail to comply with this obligation are sent to the Standards Board and may be assigned additional tasks as a consequence.
There will be an emphasis on all pledge classes doing the work. The purpose of this is to set the standard that no brother has “seniority” when it comes to maintaining the cleanliness of the Chapter house. All brothers, regardless of age, are expected to pull their own weight, even if they do not live in the Chapter house. The House Manager will also discuss the importance of having a clean house as it relates to School Policy and overall standard of the Chapter House.

Academic Mentor Groups: Scholarship Chair {11/7 - 8pm - 15m}
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 with various categorizations of lower GPAs corresponding academic support and oversight. The New Member will be immediately included in these efforts to build an enhanced support system. Namely, this focuses on “Collaborative Connections” and “Professional Growth and Success.”

Lunch and Dinner Kitchen Duty: Steward, Chef {Twice a week- 30m}
Brothers and the New Member will work side by side forming kitchen duty teams to ensure that lunch and dinner are properly set up and cleaned up. At the beginning of the New Member Education program, the steward along with the chef (if available) will discuss the importance of kitchen duty and cleanliness as it relates to safety (food contamination/allergies) and the importance of a clean work space when preparing and cooking food. The Chapter chef will instruct the New Member on what must be done in order to comply with the requirements of “Safe Serve.” Along with this, proper techniques for cleaning will be demonstrated. This is to ensure a presentable kitchen as well as to improve efficiency when cleaning. At a time that is most convenient, the New Member is instructed to individually discuss with the chef any food allergies or other special needs.
Given the unique logistical difficulties of a one-person New Member class, the New Member will be integrated into the Brotherhood’s equal rotation of kitchen duties, likely fulfilling two shifts a week at his convenience. The New Member will be paired with two older Brothers who will continue to incorporate him into their routine and instruct him along the way.

**Introduction to the Brotherhood: President, VP, Marshal {11/8 - 6pm - 1h}**
A presentation from the New Member Educator, President and Vice President will occur in order to share with the New Member what it means to be a brother of Theta Chi, what we do for our campus and the Lehigh community, and what we expect from our New Member. They will receive a written handout of the expectations for a member of Theta Chi. New Members will write a short paragraph discussing what they wish to personally accomplish through the NME program. These will be kept private by the Marshal and returned back to them after initiation. Through this event, we require the New Member to record their expectations in order to set a benchmark for success. We will develop “Creative Curiosity" as the New Member reflects on questions such as: “What do they want to do?”, “Who do they want to become?”, “What do they want to make of their experience?”, and "what do you want to get out of membership?" In addition, the New Member will work on his “Identity Development” as he grows in self-awareness through this self-abasement exercise that allows one to set concrete goals that motivate implementation and execution of ideas. The topics of hazing prevention and our alcohol policy will be addressed during this meeting. To ensure no hazing of any kind occurs during this program, the New Member will be briefed on what constitutes hazing. If someone suspects that an event or incident could be viewed as hazing or breaking our alcohol policy, they will be instructed to report it to the Marshal, President, and if appropriate, the Chapter Advisor, who will investigate and assure that no improper activities have occurred.

**Introduction to New Member Education: Marshal {11/9 - 7pm - 1h}**
The New Member Educator will disclose all information regarding each of our mandatory weekly events. The New Member Educator will provide the New Member with a schedule of events. This is to provide full transparency, and also so that the New Member can schedule appropriately. In return, the New Member will print out a copy of his class schedule as well as his exam schedule for the New Member Educator, and then they will decide together how best to balance the education process with his academic schedule. The schedule will also be given to the Scholarship Chair, so he can monitor the New Member’s academic progress.

**Study/Gym Hours: Marshal {Every Weekday - 4pm - 2h}**
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 to 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 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 time-management, the Marshal will enable the New Member to get the most out of his time, and to use it most efficiently.

Historian Presentation: Historian, Alumni Board President {TBD - 7pm - 1h}
The Historian will conduct a presentation during the New Member program to reveal the history of Theta Chi, both on a national and local level. All members are encouraged to attend, as all general history of Theta Chi will be discussed. In addition, the Chapter Advisor and Alumni President will participate to present information about the history and traditions of the Chapter and the role the alumni play in supporting the Chapter as a financial, educational, mentoring and networking resource. The New Member will be adviser of benefits of membership in the national fraternity including: insurance coverage, opportunities for participation in leadership education programs, and scholarships they can apply for from the national organization.

Short History Quiz: Marshal, Historian {11/11 - 8pm - 20m}
Following the Historian’s presentations, the New Member will be offered a short quiz on the information they received. Brothers that choose to participate are also welcome, to provide an atmosphere of fun and celebration of our chapter’s history. The test is comprised of various short answer and fill in the blank questions, covering both national and local history. For example, a short answer question may be “In what year was Theta Chi Fraternity founded?” or “Who wrote the Creed of Theta Chi?” while fill in the blank questions will most likely be questions such as “Who is the current Treasurer of the Beta Sigma Chapter?” or “What year did Theta Chi become a recognized fraternity at Lehigh University?”

Time Management Presentation: Academics Chair; Marshal {11/12 - 7pm - 1h}
With the added responsibilities of involvement in the induction process, it is extremely important that the New Member identify the right balance between spending time on their studies and spending time at the house getting to know the Brothers on a more personal level. We will have a handful of our more studious Brothers and the Scholarship Chair talk to the New Member about the benefits of proper time management. They will also go over various studying techniques, and will supply the New Member with information regarding the university’s help centers. The New Member will be encouraged to set up Google calendars that may be shared with the Marshal to increase time-management efficiency as well as to provide a clear channel of communication for school and extracurricular commitments. We believe that this is an important aspect of “Professional Growth and
Success” as our New Member plans his schedules and is held accountable for keeping up with his commitments.

Academic Success Office http://studentaffairs.lehigh.edu/content/study-skillsassistance

**Explanation of Fraternity Dues and Expenses: Treasurer {11/14 - 8pm - 15m}**
Early in the program, the Treasurer will review and explain all the costs of fraternity membership to ensure there is full transparency on the issue, and to allow the New Member to speak with his parents in advance about the issue if necessary. The current fees for New Members are a $60 fee for their pins and handbooks, and a $250 initiation fee, both due by the third week of the program. The Treasurer will also discuss cost of things such as a meal plan, parlor fees, etc., for the coming years. The New Member will be told/encouraged to never hesitate to talk to the President, Marshal, or Treasurer if finances are an issue. We, the brothers of Theta Chi, pride ourselves on being a diverse house not only in race, but also in financial background, religion, and nationality. Therefore it is imperative that the New Member understands that we will work with them to the best of our ability. Financial issues should never prevent someone from becoming a brother.

**Wednesday Night Shirt & Tie Dinner: Marshal {Every Wed. - 6pm - 1h}**
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.

**Risk Management Presentation: Vice President {11/15- 7pm - 45m}**
All members are encouraged to attend a presentation on risk management given by the Vice President. The Vice President will discuss the importance of risk management, and go through the risk management plan to clarify any questions the Brothers or New Member may have. Each member will be provided a copy of the Theta Chi risk management manual from our national by-laws (source: <http://www.thetachi.org/ resources/constitution-and-bylaws/>), and the Vice President will highlight the most important aspects of this document.

**Code of Conduct Exercise: {11/17 - 8pm - 30m}**
This activity serves to provide a written code of conduct and have it on display. Following the risk management presentation, the New Member will discuss with the Marshal and draft his own code of conduct, which will then be posted in the Chapter room for all to see and follow. In this code of conduct exercise, the New Member will be prompted to present what he expects from the Chapter and what the Chapter can expect of them. In addition to this, he will be prompted to discuss what Lehigh University and the Lehigh community can expect from them as a potential new brother, and how his actions and daily behavior can
positively impact the greater Lehigh community. An emphasis will be placed on defining acts of hazing, with the goal of ensuring that everyone is clear about what is, and is not, acceptable behavior. In addition to this, select brothers (granted they feel comfortable talking about their experiences) will be invited to come in and speak to the New Member about their experiences of breaking/violating Lehigh’s Code of Conduct and how it affected them. Similar to the “Scared Straight” program, the goal of these talks will be to provide the New Member with personal insight into the negative impacts of violating a code of conduct. It will encourage members to always think before they act.

**Death of a Fraternity: Marshal {11/19 - 3pm - 1hr}**
The purpose of this exercise is to make the New Member aware how actions, attitudes, and carelessness can destroy a Chapter. The Marshal will lead the New Member to the site of a former fraternity. When they arrive, they will read an article and tell the story of the closing of that Chapter. Then they will walk back to the house and discuss what must be done to ensure that our fraternity does not experience the same fate. While on location, the Marshal will also discuss national incidences of fraternities who made poor choices that led to their closure. How these careless actions perpetuate the negative stereotypes of Greek organizations will also be discussed. Some of these more current events will include but are not limited to:
- Delta Phi at Lehigh University
- Lambda Chi Alpha at Lehigh University
- Kappa Sigma at Lehigh University

The Marshal will review past Theta Chi Code of Conduct violations and Lehigh University imposed sanctions to bring this topic to relatable terms in order to stress the importance of good conduct as an individual and as a Chapter. This activity focuses on “Creative Curiosity” during the following discussions as well as “Identity Development” by having them self-examine how their actions reflect on the house.

**Movie Night in America: {Every Saturday - 8pm - 2h}**
The Brothers and New Member will decide on an appropriate movie to watch, and the Brotherhood will meet in the Chapter room to spend some valuable time together. Movies will be selected on the basis of promoting intellectual thought, and a discussion will follow the movie as part of our intellectual development program. This is an opportunity that focuses on “Identity Development.” Some past examples of films and the discussions include:
- Saving Private Ryan — Importance of a ‘brotherhood’ bond, and the lengths some will go to in order to help their brother
- Twelve Angry Men — The power of one voice. Sticking to what you believe
- Full Metal Jacket — Negative effects of hazing
- Braveheart — Fighting for an idea regardless of the result
- Blade Runner — Finding tolerance for those that may be different from you.
Similar to Lehigh After Dark, these movie nights will help show the New Member that we, the brothers of Theta Chi, will not be bound by negative stereotypes. The activity will demonstrate to the New Member that we as a brotherhood do not need alcohol to have an eventful night and bond together.

New Member Meeting: {Every Sunday Starting 11/12 - 7:30pm - 30m}
These meetings will be conducted by the New Member Educator and will occur immediately following the house meeting and house cleans every week. These meetings will be used for general housekeeping. Depending on what the New Member is currently working on, we will discuss things such as: the Theta Chi Manual, or the Creed, and review the past week’s events, the coming week, and other pertinent important information. This time will also act as a weekly “performance review” for the Marshal. The New Member will be able to critique what has been done so far, and offer suggestions for the remaining weeks. Some suggestions could be having study hours on the weekends, more Movie Night in Americas, changes to the cleaning schedule, etc.

Big Brother Introduction: {TBD - 7:30 - 10m}
During the first New Member Meeting, the New Member Educator will explain Beta Sigma’s Big Brother program. This meeting will happen closer to the beginning of the program so that the New Member has ample time to create a strong bond with a mentor figure. He will need to have his “Big” by Friday, November 24. These “Big/Little” relationships will also act as another layer of support for the New Member, as well as fostering “Collaborative Connections” with a brother to whom they feel close.

Brotherhood Lock-In: Marshal {11/26 - 12pm - <6h} (Time dependent on Tasks)
All Theta Chi members will dedicate a weekend day to complete specific house improvement projects assigned by the House Manager. Past projects have been things such as making a path from the bus stop edged with rocks, building risers, building and painting theta chi themed tables, reorganizing the laundry room, etc. This opportunity focuses on “Collaborative Connections” and “Inclusive Leadership” as it fosters an atmosphere of collaborative respect for the house and the brothers.

Analyze the Creed of Theta Chi: {11/27 - 8pm - 30m}
The New Member will have a written copy of the creed. He will be instructed to take five minutes to read and analyze what they believe 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. 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.

Accreditation Presentation: {11/28 - 7pm - 30m}
The Accreditation Chair and his committee will explain the accreditation process to the New Member. After explaining accreditation, the Accreditation Chair will present a summary of the most recent accreditation report, and facilitate a discussion with the New Member regarding how they believe the Chapter can improve, based on the report and their time spent in the House. In addition to this, the Accreditation chairman will challenge the New
Member to think about what he can bring/do for the Chapter in order to help make these changes a reality. By doing so, we hope to encourage the New Member to not only be a problem identifier, but also a problem solver. Brothers are highly encouraged to attend and participate in this discussion. This event helps to develop “Inclusive Leadership” and “Professional Growth & Development.”

**Bylaws Presentation: {11/30 - 7pm - 30m}**
The Bylaws Chair will meet with the New Member to present and explain the importance of both the national and local Theta Chi Fraternity By-Laws. He will clarify how we as a Chapter go about changing, improving, and adding to the by-laws. The Bylaws Chair will discuss what was changed over the years, and why, in order to give the New Member perspective on how the fraternity evolves with the passing years.

**Best of ΘΧ: {12/1- 6:30pm - 1h}**
About halfway through the New Member program, the Brotherhood and New Member will reconvene in the Chapter room and discuss their most memorable experiences to date in Theta Chi, as well as any things that can be changed or improved at the present time. Run in a similar manner as the Chapter Introductions event, this time we hope to fully engage the New Member in this open conversation in order to gain new insight into how to keep making Theta Chi Beta Sigma better every day.

**President and VP Presentation: {12/2 - 7pm - 30m}**
The President will explain the responsibilities and duties involved with being the leader of our Chapter. The Vice President will explain the responsibilities and duties involved with his position. In closing, the officers will conduct a “What if…” exercise that will challenge the New Member to make decisions similar to those faced by top positions of the Executive Board.

**Big Brother Ritual: {12/2 - 8pm - 1h}**
After the New Member has had some time to choose the brother he respects, likes and admire most as his big brother, there will be a ceremony in the Chapter room revealing the new Big and Little Brother. The Big Brother program at Theta Chi Beta Sigma is one of the most important aspects of our fraternity. As mentioned earlier, we take pride in being mentors for our New Members, and we strive to do our best to guide them into our Brotherhood.

**Brotherhood Trip to New York City: {12/3 - 9am - <10h}**
There will be an optional trip later in the program open to all members to travel to New York City and meet with a handful of young alumni of the Beta Sigma Chapter. The Brotherhood will purchase round-trip bus tickets to the NY Port Authority, and the group will travel there with a list of local alumni to contact and meet with. The group often goes sightseeing in Manhattan as well; visiting places such as Central Park, Wall Street, Times Square etc. This event helps the Brotherhood to keep in touch with our local alumni and is a fun way for the New Member to meet the recent graduates of Beta Sigma. Building
“Collaborative Connections” with older alumni is one of the most beneficial aspects of joining a fraternity; this event is crucial in building and maintaining these connections.

**Family Dinner Outing: {12/3-12/6 Time and Duration Dependent on Family}**
Sometime after the Big Brother ritual, the “family” will spend some time together out at a dinner on a day of their choice. It is suggested to hold this event in the week following the Big Brother ritual. This will help develop “Collaborative Connections” with the older brothers in the family lineage.

**Yes Means Yes: President, Vice President of Health and Safety {12/10- 7pm - 1h}**
Inspired by the Army’s SHARP (Sexual Harassment Assault Response and Prevention) Program, as well as recent news regarding Title IX and the general shift seen in colleges across the country, “Yes Means Yes” will be a discussion on consent and overall sexual interactions. All members (new and current) will be required to attend and participate in a house-wide discussion on how to have responsible sexual interactions. Brothers will first act out SHARP Vignettes, which are scenarios portraying violations in obtaining proper consent and incidents of sexual harassment. The President and Vice President of Health and Safety will then lead a discussion explaining what was wrong in each scenario and how brothers can fix it, or prevent it if they are a bystander. Some of the main topics of this discussion will include, but are not limited to:
- What is the difference between sexual harassment and sexual assault?
- How can we create a community that prevents sexual harassment/assault?
- What is consent? How is it given?
- What’s the difference between yes means yes and no means no?
- Why the shift?
- What is a bystander in terms of sexual harassment and/or assault?
- How can bystanders intervene?

To close, we will watch and discuss the video “Who Are You?” This film presents a hypothetical situation of sexual assault. It asks the question of who could have prevented it by showing all of the people who saw the warning signs and chose not to act. The film then shows how various players can intervene to stop an assault before it happens.

<https://www.youtube.com/watch?v=iUj2OHLAG3w>

**Treasurer and Secretary Presentation: {12/11- 7pm - 30m}**
Both the Treasurer and Secretary will meet with the New Member to explain their role on the executive board.

**House Manager and Steward Presentation: {12/12 - 7pm - 30m}**
The House Manager and Steward will explain the responsibilities and duties of their positions in the house.

**Executive Shadow Program: {12/14 - 7:30pm - 1h}**
Before he is initiated, the New Member will choose a position from the Executive board to shadow in the coming fall semester. They are encouraged to choose a position that they
have an interest in holding at some point in their Theta Chi careers. The New Member will assist the chosen executive members with their regular duties while gaining a more thorough understanding of what the position entails. This will develop “Inclusive Leadership” as the member being trained acts as an assistant to the executive position, while also developing “Professional Growth & Success” as the members gain new responsibilities. Also, this will help to transition the New Member into being a contributing member of the house, instead of allowing him to slack off once New Member Education has ended.

New Member Initiation Ceremony: (12/15- 8pm - 90m)

Statement of Purpose
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. My goals for this program are as follows:
• 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 to the best of my ability.
• 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.

Expectations of New Members and Brothers
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 Member to attend the library regularly, as well as take advantage of the knowledge of older brothers by recognizing them as vital educational resources. 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 spring 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.

**Big Brother Program**
The Big Brother program is a three-part program to promote meaningful relationships between the big and little brothers. The three parts are:
1. The Alumni staff and select seniors will come to the Chapter house to talk to the brothers about the role of the big brother and how to become a good and supportive mentor.
2. After the talk, there will be an open discussion amongst the brothers to discuss how their future roles and practices are meaningful to the Chapter. This is also a time to discuss each future big brother’s individual goals and concerns about his role.
3. Lastly, the big and little brother will set aside time during the program to informally spend time together. This opportunity, while seemingly minor, is crucial to a positive relationship, as well as offering an opportunity for the “big” to offer advice and encouragement while gaining feedback from the New Member about our successes and failures. The relationship allows for continuous editing and strengthening of the program.

**Anti-Hazing Protocol**
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.
Alcohol Policy

First, and foremost, The Beta Sigma Chapter of Theta Chi Fraternity abides by state law. Prohibiting the possession and consumption of alcoholic beverages by underage New Members and initiated brothers alike. Our Chapter does not condone, nor allow, forced alcohol consumption for any new or current members in any fashion, especially if it is done in such a way as to put a member’s health and/or safety at risk. As members of the Fraternity, we believe it is our duty to provide a brotherly environment in which to interact with the New Members while ensuring their safety at all times. To comply with the policies of the Fraternal Information & Programming Group, both the recruitment period and the new member education program are absolutely dry.

Upon the arrival of the New Members on the first night of New Member Education, the New Member Educator will clearly state his expectations of the New Members and then inform them of their right to refuse alcohol, no questions asked, at any time during the process. It is not enough to simply tell our New Members this, however, and so the brothers are also made aware that they are to never pressure the New Members into a forced alcohol consumption situation. To ensure that the brothers fully understand their responsibility in this matter, they will attend presentations pertaining to alcohol consumption and hazing prevention. We believe the current members should act as role models and advocates at all times for our New Members and as such, they will be held accountable for any actions that violate the Fraternity’s alcohol and/or hazing policies. During the first weekend of New Member Education, the President and Vice President will meet with the New Member to discuss their role as New Member advocates. They will inform them that if at any point during the process the New Member is put into an unwanted or forced drinking situation, that they are to notify the President, Vice President, or New Member Educator immediately so that the proper and necessary action can be taken. The big brothers will also be a critical asset in these efforts as well. All big brothers will go through a three step process which educates them about their position as mentors for the New Member, and they will, in essence, be a first resource for the New Member if there is ever a problem. Overall, the New Member will have a safe and enjoyable environment in which to learn about our Fraternity, while not being pressured into any situation unbecoming of a gentleman.