KAPPA SIGMA
FRATERNITY
Lehigh University
Beta-Iota Chapter
NEW MEMBER EDUCATION PROGRAM
Spring 2016
Overview

The Kappa Sigma Fraternity is based upon four pillars: Fellowship, Leadership, Scholarship, and Service. In this unique six-week education program, we will provide New Members with the necessary and proper foundation in these areas, and ensure that each individual is fully able to appreciate their journey to become a Kappa Sigma. They will be built into better men through education and example. Each New Member will receive a Big Brother to guide him, and each New Member will be required to learn both the history and ritual ceremonies of the Chapter and the Fraternity. The New Members will learn the operations of the Chapter and the Chapter house, and what it truly means to be a Beta-Iota at Lehigh University.

This process occurs in the form of daily meetings at the Chapter House. Attendance is required for all New Members. New Members will report to their New Member Educator, who will lead the majority of discussions and teaching points. The New Member Educator(s) will act as a mentor and a guide through the program, and will always be present to help with questions or concerns of the New Members. Following the introduction process, each Kappa Sigma Pillar will have a concentrated focus that will last approximately one week per Pillar, and each New
Member will be tested on the taught material weekly in order to emphasize the importance of such activities.

Additionally, each New Member is also expected to pursue and maintain the highest degree of academic excellence possible, and the New Member Educator(s)—along with the brothers of the chapter—will foster an environment in which New Members can do so. Each New Member will follow the same expectations for academic standards as the brothers, which will follow the framework that has been made clear since the start of the school year (i.e. Brothers must strive for a minimum GPA of 3.2; if a brother falls beneath a 3.0, 2.7, and a 2.0 there are necessary actions and student support that must be sought). For this reason, all new members will be encouraged to attend daily study hours, where they will be accompanied by brothers of similar majors to guide them through academic questions and concerns. Each brother understands his role to actively engage with New Members and to project what it really means to be a Kappa Sigma. Ultimately, it is expected of every brother to furnish the same type of New Member experience—or better—as he himself enjoyed, and to exemplify the unity and equality that makes our fraternity the best home for each New Member.

The entire process is alcohol free because we want to ensure the safety and clarity of mind for each New Member. The New Member education program is implemented to encourage growth, leadership,
structure, and responsibility within the Greek Community. The New Member Education process culminates with a final exam containing written and oral sections. Question topics range from Fraternity history to ritual proficiency. A perfect score is required to complete initiation, which occurs on the following day.

**EXPECTATIONS**

Responsibilities for New Members fall into two categories. The first category is their Pledging Process. The Process is sacred to Kappa Sigma and has been completed by each brother. These responsibilities include:

- Attendance at all events listed on the following calendar
- 100% score on Final Exam
- 100% ritual proficiency

Furthermore, as New Members become Newly Initiated Brothers, they will be required to participate in the daily responsibilities that are a part of living in the Chapter House. These include:

- **Waits**: Aiding our Chef, Christopher Bagnell, by cleaning the kitchen after lunch and dinner alongside the Brothers
- **Sunday Cleans**: Every Sunday night, the entire house participates in a full-house clean
• **Accreditation:** By the end of the semester, each New Member will most likely have some type of house position, which they will have been elected for and then trained by from the current position-holder. Each Member will attend Accreditation and see for themselves just how important Accreditation is, and their role in it for the future.

Lastly, the New Members will complete a Chapter House improvement project of their choice. This project not only helps unify all the New Members but it helps in recognizing that Kappa Sigma is their new home, which comes with responsibilities for the enhancement of the house. Each New Member will be held accountable for the responsibilities that go along with becoming a Beta-Iota. If a New Member fails to show the accountability that is encouraged, then necessary guidelines and support will be put into place to aid the New Member’s into becoming a brother.

**KAPPA SIGMA INITIATIVES**

From day one, New Members will be fully immersed in the core values that each and every Kappa Sigma possesses. One initiative, “Brothers In Action”, is the official membership development program of Kappa Sigma, and for our Beta Iota chapter, it stands as a central theme
throughout the New Member Education process. Ultimately, New Members can expect to be challenged to set personal goals in the areas of fellowship, leadership, scholarship, and service with the intent to follow through on those goals as an active effort to better themselves and the chapter as a whole.

Additionally, “Brothers In Action” serves as a gateway to the Developing Life-long Leaders (DLL) program. In essence, DLL targets the overall development of New Members—as well as the brothers—by guiding them to gain effective leadership skills not solely for use in their college careers, but throughout the entirety of their lives.

Lastly, the Star and Crescent, which is the Kappa Sigma Creed, serves as a motto and basis for the way every member of Kappa Sigma goes about their daily life to reflect the overall ideals of the Fraternity. It encourages honesty, humility, and wisdom, which are all ideals that members of Kappa Sigma take pride in bearing.

**BIG BROTHER PROGRAM**

Each New Member is paired with a Big Brother. Selections are chosen based on the Little Brother’s request. Each New Member will list three choices and the New Member Educators will make the final list.
The Big Brother acts as a mentor to his New Member throughout their time at Lehigh. During the New Member Education process, Big Brothers teach their Little Brothers about the history of the Chapter and the subtler points of the ritual. Furthermore, even after the New Member Education process is over, the ideal Big Brother is someone who will be able to tutor his little, or instruct his little on what professors/courses to take etc. The Big Brother must be ritual proficient as well as in good academic standing. The GPA requirement to be a Big Brother is a 3.2 to help insure the Big Brother’s are academically supportive to their little.

**ANTI-HAZING POLICY**

Kappa Sigma has a strict anti-hazing policy. This stance is held at the National and Chapter levels.

Hazing is something we take very seriously. Both New Members and Brothers are encouraged to anonymously report any hazing that they witness to the Hazing Hotline.

*(888) NOT-HAZE*

*(888) 668-4293*
Beta-Iota has a zero-tolerance approach to hazing. Any Brother guilty of hazing will be de-brotherized immediately. All incidents of hazing will be reported to the Grand Master or the Standards Board, and carried up the chain of command to the AA and then the DGM.
**Schedule**

**WEEK 1: INTRODUCTION**

**Sunday, February 14th**

**4:15 Introduction:**

*Chapter Room*

The Executive Committee shall introduce themselves and explain their roles in the Chapter and inform New Members that they are always available to them to deal with any complications younger students may face at Lehigh University.

**5:00 Expectations**

*Chapter Room*

Each New Member will receive a New Member Education plan. The Pledge Educator will explain to the New Members what will be expected of them and what they will have to accomplish by the end of the process in order to be initiated into the chapter as brothers.

**5:15 Explanation of Ritual:**

*Chapter Room*

The Grand Master of Ceremonies, Hugh Bartlett, will explain the role of the ritual and its relation to the history of Kappa Sigma, as well as the importance of each New Member learning all of the assignments given to them.

**5:30 Hazing, Risk Policy, and Costs:**

*Chapter Room*

The Grand Master, Justin Tayabi, will inform the New Member’s of Beta-Iota’s zero tolerance for hazing and will explain the house policy related to risky behavior and the brothers’ no nonsense attitude towards such behaviors. We will go over the Kappa Sigma Code of Conduct in its
entirety as well as explaining the financial costs associated with becoming a Kappa Sigma. New Members who are unable to meet the financial requirements will consult with both the Grand Master and the Grand Treasurer, H. Jared Levi, to work out all conflicts.

5:45  Bononia Docet
     Chapter Room
     The Pledge Educator will then distribute the Bononia Docet – the Kappa Sigma New Member Education Manual – and will assign the Introduction as reading.

6:00  Dinner
     Kitchen
     New members will join brothers for dinner in the Kappa Sigma Kitchen. This is a recommended time for New Members to join brothers in a casual conversation regarding beginning questions or concerns.

7:15- Study Hours
10:00  Fairchild-Martindale Library
     New Members will be encouraged to join brothers of similar majors in a location in Fairchild-Martindale Library. Study hours will be held every night for about three hours. The first night we encourage New Members and Brothers to extend study hours since this marks the start of Four O’clock exams.

Wednesday, February 17
4:00 Election of New Member Class President
     Chapter Room
     The New Members will vote on their choice for an individual to be PCP. Each nominee will give a brief speech as to why they should be captain. The New Member Class President represents an individual who will lead their fellow new members and will be in direct communication
with the Grand Master and New Member Educator to relay any questions or concerns.

6:00 Dinner
TBD
New Members join brothers for dinner at a location other than the Kappa Sigma Kitchen or Lehigh Dining Halls to extend friendships beyond the house and to get New Members familiar with the area around Lehigh.

7:15  Study Hours
10:00  Fairchild-Martindale Library

WEEK 2: FELLOWSHIP

Sunday, February 21
5:15  Fellowship
    Chapter Room, Library, Kitchen
The New Member educator will describe what Fellowship means to each of the Brothers of Kappa Sigma and explain, in detail, the utmost importance as one of Kappa Sigma’s Four Pillars. The sophomores will be available to lead breakout sessions to further discuss Fellowship. Additionally, the “Brothers in Action” program will be introduced to each New Member. The breakout sessions act as a more personal and in depth conversation that enables New Members to interact with brothers at a more significant level.

6:00  Star and Crescent Workshop
    Chapter Room
The brothers and New Members will join in a conversation led by the New Member Educators regarding the significance of the Kappa Sigma creed, the “Star and Crescent”. Here, the brothers will recite the Star and Crescent to exemplify the upmost importance the creed has to every brother of the house.

7:15- Study Hours
10:00 Fairchild-Martindale Library

Tuesday, February 23
5:00 House Manager
Chapter Room
The House Manager, Jay Boozan, will instruct the New Members on how to properly do both waits and cleans. He will also help the New Members with the planning of their house improvement projects, which is a mandatory task to be completed before initiation.

6:00 Big Brother
Chapter Room
The New Members will be assigned to a Big Brother that they have requested. The Big Brother will take them out to dinner to celebrate and explain to them what it personally means to be a Kappa Sigma, and more specifically a Beta-Iota.

7:30- Study Hours
10:00 Fairchild-Martindale Library

WEEK 3: LEADERSHIP
Sunday, February 28
5:15 Leadership
   Chapter Room, Library, Kitchen
   The New Member Educator will describe what Leadership means to each of the Brothers of Kappa Sigma and explain in detail why it is one of Kappa Sigma’s Four Pillars. The sophomores will be available to lead breakout sessions to further discuss Leadership within the chapter.

6:00 History
   Chapter Room
   The seniors will lead a detailed discussion of the Fraternity’s history, all the way from when it was founded in 1869 till now. They will also provide a brief overview and review session of all of the material that was taught in the prior week to prepare the New Members for their final exam.

7:00 Movie Night
   Location TBD
   The Fraternity, including the New Members, will go together as a group to see a movie in order to continue to build the growing relationships with the brothers and New Members.

Tuesday, March 1
7:00 Leadership Development Workshop
   Location TBD
   The New Members, accompanied by the brothers, will take part in a Leadership Development workshop ran by Lehigh’s Office of Leadership Development. At the workshop, leadership characteristics and tactics will be taught and emphasized to show what it means to be a leader in the house and across campus.

Wednesday, March 2
7:00 Star and Crescent Workshop
Chapter Room

The Juniors will introduce the “Star and Crescent” to the new members, and will lead a conversation regarding its importance and significance to every member of Kappa Sigma.

8:00 Standards Board Introduction
Chapter Room

The New Members will read and discuss the program, which is the Kappa Sigma Drug and Alcohol awareness pledge. In addition, the Beta-Iota Standards Board will speak about their role in the fraternity as well as some classic “do’s and don’ts” of Greek life at Lehigh.

Thursday, March 3
4:30 Speaker Series, Chapter Room

New Members and brothers will attend a guest lecture by Kappa Sigma alumni, Bill Cochran on positions in the technology and start up space, internships and resume work shops.

8:15  Study Hours
10:15 Fairchild-Martindale Library

WEEK 4: SCHOLARSHIP

Sunday, March 6
4:15 Scholarship
Chapter Room

All new members will be present to hear from the New Member Educator about Kappa Sigma’s third pillar: Scholarship. The Scholarship chair will then introduce beta-iota’s specific program designed to incentivize brothers to not only help themselves in school, but to take
initiative to mentor each other. Issues such as time-management and test preparation will be discussed and new members will be made aware of resources Lehigh offers to help with school.

5:15  Bononia Docet  
Chapter Room  
The New Member Educator will assign readings on Scholarship in the Bononia Docet and New Members will be prepared to answer questions on them in the following meeting.

7:15-  Study Hours  
10:00  Fairchild-Martindale Library

Tuesday, March 8
5:00  Discussion Forum  
Chapter Room  
The New Member educator will review what was touched upon during scholarship week, and detail expectations regarding school work going forward. Then the new members will be given a chance to lead and speak on what they believe scholarship means to them as an individual and to the fraternity as a whole. They will be given the chance to ask any further questions regarding academic success.

7:15-  Study Hours  
10:00  Fairchild-Martindale Library

WEEK 5: SERVICE
**Wednesday, March 9**

5:15  Service  
Chapter Room, Library, Kitchen  
The New Member Educator will describe what Service means to each of the Brothers of Kappa Sigma and explain in detail why it is one of Kappa Sigma’s Four Pillars. The sophomores will again be available to lead breakout sessions to further discuss Service.

6:00  Philanthropy and Service  
Chapter Room  
The Community Service Chair, Peter Gormley, will address the New Members and tell them what types of activities our Chapter does for the community, which includes Feed the Children of Bethlehem. Peter will discuss the benefits of community service events to both the community and to the Fraternity. Peter will also address Fellowship and Service and how these two qualities tie into our Lehigh community.

7:15-  Study Hours  
10:00  Fairchild-Martindale Library

**Thursday, March 10**

4:00  Community Service Workshop  
Chapter Room  
New Members will again work with the Community Service Chair, Peter Gormley, on planning at least one community service event to be co-hosted by Kappa Sigma and another Greek or non-Greek organization by the end of the semester.

**Sunday, March 13**

6:00  Bononia Docet  
Chapter Room
The New Member Educator will assign readings on Service in the Bononia Docet and New Members will be expected to be able to answer questions on the readings in the following meeting.

7:15- Study Hours
10:00 Fairchild-Martindale Library
   New Members will be encouraged to join brothers of similar majors in a location in Fairchild-Martindale Library. Study hours will be held every night for about three hours.

*Spring Break (March 14-18)*

WEEK 6: CLOSING

Sunday, March 20
TBD Ropes Course Retreat:
   Lehigh Ropes Course
   The New Members will be challenged as a team to complete necessary tasks at the Lehigh Ropes Course.

4:00 Final Exam
   Library
   The New Members will return to the Chapter House where they will take their Final Exam. 100% on the exam is the only passing grade, and each New Member will attain such a score before they are initiated.

Wednesday, March 23
4:00 Initiation
   Chapter House
   AEKDB.
Friday, March 25
4:00 BBQ
   Chapter House
   There will be a House BBQ the next day to celebrate the New Members’ completed journeys.

*Every Wednesday after the first week New Members will be quizzed on the previous week’s readings and topics (i.e. Bononia Docet readings)

**NOTE: Dates for specific events (i.e. visitors or retreats) may change but will always be completed in its designated week.

***Study Hours are held on a nightly basis throughout the 6-week program. Although they are not required, they are highly suggested for the New Member’s to maintain a scholarly attitude towards the whole process.