ALPHA EPSILON PI FRATERNITY

Sigma Eta Chapter | Lehigh University

New Member Education Program

Spring 2018

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Richard Step, Pledgemaster

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Mission of the Alpha Epsilon Pi Fraternity

Alpha Epsilon Pi exists

To provide the opportunity for a Jewish man to be able to join a Jewish organization whose purpose is not specifically religious, but rather social and cultural in nature;

To promote a strong social and intellectual bond among its members;

To form a strong link between the schools and their students;

To create the world’s Jewish leaders of today;

To aid in the development of fraternal and brotherly sentiments, mutual helpfulness, and the attainment of higher and broader culture than that afforded by regular University course; and

To foster, under the influence of intimate friendship, those principles which tend to form a higher type of manhood.

Mission of the Sigma Eta Chapter

To foster and promote brotherly love, to inaugurate the spirit of cooperation and helpfulness, to create a better understanding among our Brothers, to encourage vigorous participation in university, college and general activities in our college community, to the mutual advantage of all concerned, this chapter of the Alpha Epsilon Pi Fraternity is solemnly dedicated.

Mission and Purpose of New Member Education

The pledge period, arguably the most influential period of a brother’s undergraduate career in Alpha Epsilon Pi, sets the tone for our chapter’s expectations of brothers and reinforces the values of our fraternity. We aim for New Member Education to last five weeks, barring scheduling conflicts. We have designed our New Member Education program in such a way that it provides New Members with all the tools they will need to become strong brothers, while at the same time setting the tone for the next phase in chapter membership and leadership.

The program is designed to educate the New Members about the meanings of Alpha Epsilon Pi while bonding the New Member Class within themselves and the brotherhood. We feel that programs of subjugation and harassment will in no way maturely educate the New Members for their future role as active brothers. If this occurs, the program has failed. Therefore, every event is designed to have a valuable lesson that relates to the meaning of the Alpha Epsilon Pi pledge pin, which embodies the values of our fraternity: honesty, perseverance, mutual helpfulness, faith, and humility, as well as the bLUprint’s Five Foundations for Student Success, and/or our chapter’s Six Qualities of the Ideal Brother.
Thematic Foundations of Our New Member Education Curriculum

**Alpha Epsilon Pi Pledge Pin**
- Honesty
- Perseverance
- Mutual Helpfulness
- Faith
- Humility

**Lehigh bLUprint**
- Creative Curiosity
- Identity Development
- Collaborative Connections
- Inclusive Leadership
- Professional Growth & Success

**Sigma Eta’s Ideal Brother**
- Appreciation for Jewish Life
- Drive for Success
- Well-Roundedness
- On-Campus Engagement
- Personality
- Espousing the Values of AEpi

“No one could tell me where my soul might be. I searched for God, but He eluded me. I sought my brother out and found all three.”

— Howard Crosby, *The Search*
Anti-Hazing Policy

Statement on Hazing

Alpha Epsilon Pi and the Sigma Eta chapter have a zero tolerance policy against hazing. Not only is hazing illegal and immoral, it does not make for a healthy chapter dynamic. The Brothers are strongly reminded of that at the start of every New Member Education program. The Master and New Member Educator (“Pledgemaster”) are in positions of authority with regard to supervising the New Members and ensuring that hazing does not occur.

Definition of Hazing

The Alpha Epsilon Pi Fraternity follows the Fraternal Programming and Information Group (FIPG) definition of hazing. Hazing activities are defined as:

Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol, paddling in any form, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste, engaging in public stunts and buffoonery, morally degrading or humiliating games and activities, and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law.

In addition, all members of Alpha Epsilon Pi are expected to and will follow all Lehigh University polices regarding hazing and New Member Education programs.

Chapter Code of Conduct

The Sigma Eta chapter’s Code of Conduct, which exists under our Bylaws, largely mirrors Lehigh University’s Code of Conduct and, in setting expectations for our members’ conduct regarding respecting others, prohibits hazing, as well as physical violence, harassment, discrimination, and endangering the health and safety of others. The Executive Committee, or any New Member, Brother, or Graduate Member may refer allegations of any of the foregoing conduct to the Standards Board for review. For more, see the Code of Conduct.
**Anti-Hazing Resources**

During his first meeting with the New Members following their induction, the New Member Educator communicates the fraternity and chapter’s anti-hazing policy to the New Members. Furthermore, he makes the New Members aware of the resources available to them should they feel uncomfortable or that they are being hazed. The New Members are told that their first step should be to privately approach the Master, New Member Educator, or another Brother they feel comfortable (usually their big brothers) to discuss their feelings about the program. If that proves unfeasible or unsuccessful, New Members are also told about their resources through Lehigh’s Office of Fraternity and Sorority Affairs and of Alpha Epsilon Pi’s 24-hour anti-hazing hotline: 1 (800) BAD-AEPI.

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<tr>
<th><strong>General Resources</strong></th>
<th>If any person is seriously injured or in immediate danger, call 911.</th>
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<td>Approach the Master, Pledgemaster, or another Member of the chapter, if reasonable given the circumstances, to voice concerns about the program.</td>
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<td></td>
<td>To report an incident of hazing, call the National Anti-Hazing Hotline at 1-888-NOT-HAZE (1-888-688-4293). Reports can be made anonymously.</td>
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<tr>
<th><strong>University Resources</strong></th>
<th>If any person is seriously injured or in immediate danger, call the Lehigh University Police Department at (610) 758-4200.</th>
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<td></td>
<td>To report an incident of hazing, use the online form located at <a href="http://lehigh.edu/go/hazingreport">http://lehigh.edu/go/hazingreport</a>. Reports can be made anonymously.</td>
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<tr>
<td></td>
<td>To speak with someone about this form and disclosing your identity, call the Office of Fraternity and Sorority Affairs at (610) 758-4157.</td>
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<tr>
<th><strong>AEPi Resources</strong></th>
<th>To report an incident of hazing, call or email the Alpha Epsilon Pi Fraternity’s Executive Office. The 24-hour anti-hazing hotline phone number is 1-800-BAD-AEPI (1-800-223-2374) and the general email address is <a href="mailto:office@aepi.org">office@aepi.org</a>.</th>
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<td></td>
<td>You can also reach out directly to the chapter’s Educational Leadership Consultant to voice concerns about the program.</td>
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Expectations for New Members

New Members are expected to be actively engaged and enthusiastic fraternity members. This means fully committing to New Member Education activities so that they may internalize and develop the skills and qualities recognized in AEPi brothers. These skills and qualities will be passed along through our curriculum and other mentorship opportunities. We hope the New Member Education process allows New Members to take pride in our fraternity and encourages them to each add value to it so that they may set a strong example of learning for the next group inducted into our ranks. During these weeks, the New Members must commit to studying our fraternal and chapter history and to the standards we set for our Brotherhood. Each New Member will be evaluated individually and only be initiated into Alpha Epsilon Pi if the brotherhood feels that he has come to embody the values upon which Alpha Epsilon Pi was founded and our chapter operates.

Expectations for Brothers and Graduate Members

Brothers are expected to attend the events held for New Members on a semiweekly basis. Unless otherwise noted in the New Member Education curriculum, all events are open to Brothers and may count toward this attendance quota. New Member Education is as much about building strong brotherly bonds between New Members and Brothers as it is to guide New Members in their learning. Brothers should be involved in educating the newest New Member Class so that they may pass along the lessons they learned during their own program and act as role models and examples of what an AEPi brother should be. Additionally, Brothers may be asked to lead designated workshops for the New Members in order to pass along certain skills. Finally, we expect every Brother to take on a little brother before graduating in order to Insure the longevity of this chapter’s family lines. Graduate Members should also be involved in the New Member Education program in a similar capacity to Brothers and will be invited to certain events.

Expectations for Alumni

Our successful and engaged alumni are a major motivation to join AEPl. The New Member Education program will enable New Members to make their first connections with our alumni so it is expected that alumni enthusiastically respond when contacted and treat New Members with the same respect that would be afforded to any brother. For risk management purposes, if an alumnus wishes to attend a New Member Education event, he must reach out to either the Master or Pledgemaster for permission; any alumnus who shows up without permission will not be permitted to participate in the New Member Education activity.
Ongoing Projects Throughout New Member Education

Fraternity Education

New Members will be assigned readings from *Alpha Epsilon Pi: Commitment for a Lifetime* on the history of Alpha Epsilon Pi and provided with supplemental information on Sigma Eta’s history. In addition, each Executive Committee officer will address the New Members on their respective roles and responsibilities within the fraternity. New Members are given periodic written quizzes on the information contained in these assignments and lectures.

The New Member Education program is designed to impart valuable lessons that relate to the meaning of the Alpha Epsilon Pi pledge pin, which embodies the values of our fraternity: honesty, perseverance, mutual helpfulness, faith, and humility. New Members will regularly engage in conversations about the meaning and relevance of the pledge pin. In addition, the New Member Education program is oriented to incorporate the bLUprint Five Foundations for Student Success and the Six Qualities of the Ideal Brother.

New Member Class Project

Each New Member Class chooses a project to build over the course of the program. The project is completed entirely by the New Members and is financed by the chapter. The purpose of the New Member Class project is to bond the New Members through this joint effort and allow them to contribute something tangible to the fraternity that they may use throughout their time in AEPi. Past projects include renovations to the chapter room, an AEPi themed furniture, and a big-little brother family tree.

Alternatively, the New Member Class may opt for their project to be organizing an on-campus event. Since we expect our New Members to take up leadership roles within our fraternity, specifically on the Board of Directors, New Members should understand the process of planning, marketing, and executing an event or program. They will be educated in initial planning stages, how to reserve space and obtain approval for events, and eventually running the event on their own. While the event should be planned and run by New Members, they will be encouraged to seek the help of current and former Board of Directors members.

Brother Interviews

Each New Member is required to conduct a one-on-one interview with every Brother of the fraternity. These interviews consist of both general biographical questions and questions created by New Members that relate to the brother’s AEPi experience. In addition, brothers are encouraged to perform some activity with the New Member during or after each interview, such as lunch, video games, or sports to foster a more meaningful connection. We believe that these interviews are integral to New Members learning about the fraternity they are about to join and an important first step in building friendships with our members. The Pledgemaster must approve all activities, and the Pledgemaster will work with each Brother to ensure that his activity serves the purpose of these one-on-one interactions and reflects the brotherhood’s values.
Academic Success

Our members are first and foremost Lehigh students. New Members are made aware of Lehigh’s academic support resources and are invited to take part in the chapter’s one-on-one peer tutoring program and study groups. We schedule weekly mandatory study hours and ask the New Member class to provide the Pledgemaster with a list of upcoming exams and projects so that we can work around the New Members’ schedules. Our academics-first atmosphere has proven to be successful in raising the academic profile of the fraternity and the New Member Class. New Members are introduced to the chapter’s Academic Success Plan and are paired with Civics Advisors who are trained by the Center for Academic Success on peer-to-peer academic coaching, as discussed in the Civics Advisor Program section on page 10.
New Member Class Positions

President

The New Member Class President is the primary liaison to the Pledgemaster in terms of the needs and responsibilities of the New Member Class. He should be motivated, organized, and enthusiastic about his participation in the fraternity and encourage the rest of the New Member Class to do the same. Additionally, the New Member Class President should mediate conflict among the New Member Class, interpret the Pledgemaster’s instructions and follow up with insightful, timely questions, and ensure that all tasks and projects assigned to the New Member Class are thoroughly completed.

Scribe

The New Member Class Scribe acts as secretary in that he should keep an accurate record of the New Member Class meetings, which may then be disseminated to the rest of the New Members, and should fill in for the President if he is unavailable. He and the President should work together to make sure that all New Members are equipped with everything they need for successful completion of the New Member Education program, though his notes may only be a substitution for attending a New Member Education event with the Pledgemaster’s permission. The New Member Class Scribe will also act as an academic liaison for the New Member Class for issues relating to study hours and scheduling conflicts.

Risk Chair

The New Member Class Risk Chair is the liaison to the Risk Manager with respect to the New Members’ training and contribution to the fraternity’s risk management practices. Educating the New Members and involving them in risk management from the beginning of their fraternal careers will lead to a safer Greek experience and allow AEpi to maintain high risk awareness and management. This is a new position, and the role will change as time goes on, but we expect the Risk Chair will become intimately familiar with the chapter’s Risk Management Policy and assist the Risk Manager in assessing and critiquing New Members carrying out risk management duties.
**Big Brother Program**

Towards the beginning of New Member Education, the New Members are told about the big brother program. This is usually met with great excitement from both the brothers and New Members. The Pledgemaster assigns big brothers to little brothers based on the mutual preferences of the New Members and the available brothers. The pairings are revealed on Big Reveal Night, which typically occurs two-to-three weeks into New Member Education.

Being a big brother means so much within AEPi. As a big brother, you are your little brother’s advisor through the New Member Education process, best friend in the fraternity, and confidant for life. A successful big brother-little brother pairing can truly transform the fraternal experience. To symbolize that bond, each New Member constructs a ceremonial paddle for his big brother. In return, when the New Members are initiated, many big brothers gift their little brothers their first set of brotherhood letters.

**Civics Advisor Program**

Each New Member will be assigned a Civics Advisor within the fraternity based on majors and other academic interests. The Pledgemaster, Master, and Civic Leadership Director will match New Members with their Civics Advisors in the first week of New Member Education before the first round of Four O’Clock exams.

New Members will meet with their Civics Advisors three times in total during New Member Education: once in the first week, again in the third week, and a final time in the fifth week of New Member Education. These check-ins will help New Members and their Civics Advisors assess the progress that New Members are making with regard to their Personal Improvement Plans.

As outlined in the fraternity’s Academic Success Plan, upon initiation, New Members will be transitioned into the official Academic Plan with the help of their Civics Advisors.

The Civics Advisor Program is a new initiative, not only to New Member Education, but to Alpha Epsilon Pi as a whole. We will continue to adapt it to meet the New Members’ needs, though the Civics Advisors’ primary role will be to help New Members track their academic progress over the course of New Member Education.
New Member Education Curriculum

Week One

Date: Sunday 2/4/2018 2:00 pm

Location: AEPi Chapter House (704 Hillside Avenue)

In Attendance: All Brothers and Graduate Members; All New Members

Activity: Induction; Discussion of Anti-Hazing Policy and New Member Responsibilities and Expectations

Description: New Member Education officially starts with Induction, an AEPi ritual in which we invite New Members into a probationary period of pledgeship of our fraternity.

After Induction, the New Members meet with the Pledgemaster to review Lehigh, AEPi, and the chapter’s anti-hazing policy and hazing prevention resources. The Pledgemaster also informs the New Member Class of the chapter’s expectations and responsibilities for New Members according to Alpha Epsilon Pi: Commitment for a Lifetime. One such responsibility is interviewing the brothers of the fraternity, the format of which will be discussed in this session. Additionally, New Members will told of our required Means to Succeed (“MTS”), a collection of items they will need during New Member Education and which will generally include a notebook, a pen, personal grooming items, etc.

bLueprint/AEPi Foundations: Identity Development/Humility – During the Induction ceremony, the New Members are brought into something larger than themselves. The New Members take an oath that has been spoken by every brother of our century-old fraternity. With this ceremony, New Members are welcomed into something that will empower them and require full faith and effort over the course of the New Member Education period.

Date: Sunday 2/4/2018 3:00 pm

Location: AEPi Chapter House

In Attendance: Pledgemaster; All New Members

Activity: Who Are You?; Super Bowl

Description: Brothers will facilitate the New Member Class learning about each New Member, who will be challenged to remember who is who through trivia and a discussion about personal histories prior to joining the fraternity. This icebreaker helps each New Member understand the importance of getting to know each other, and our brothers, on a deeper level as New Member Education progresses.
bLUeprint/AEPi Foundations: Collaborative Connections/Honesty – This is the first event the New Member Class works together and this warm up allows each New Member to build connections among his peers. Every New Member must work together, contribute, and think openly about how they will come together to form an integral part of our fraternity.

Date: Monday 2/5/2018 4:00 pm

Location: Pledgemaster’s House (503 Polk Street)

In Attendance: Pledgemaster, Master, Social Director, Risk Manager; All New Members

Activity: Risk Management Seminar

Description: It is essential that all members, including our New Members, understand the precautions we have put in place to ensure that our fraternity’s events are safe and our houses are kept in clean and working order. The New Member Class will receive a copy of the chapter’s Risk Management Policy to review. This seminar includes lessons taken from Social Host Training and similar seminars, which will teach New Members to recognize signs of excessive drinking and to deter it. This training will also cover identifying situations that could lead to sexual assault and diffusing those situations effectively.

bLUeprint/AEPi Foundations: Inclusive Leadership – It is important for New Members to realize that the Master and Risk Manager aren’t the only people within the chapter responsible for managing risk. Every member, including the New Members, have an obligation to take the lead when it comes to recognizing and deterring high-risk behavior.

Creative Curiosity – New Members will be encouraged to ask as many questions as possible during this seminar so that we leave no stone unturned and they may each learn how to be an effective risk manager when it is their turn in the rotation.

Mutual Helpfulness – New Members should know how to work as an effective team within their New Member Class to monitor social events at the level with which we, as a fraternity, feel comfortable and to which we hold all members.

Date: Tuesday 2/6/2018 5:00 pm

Location: Master’s House (503 Polk Street)

In Attendance: Pledgemaster, Master; >90% of New Member Class

Activity: Master Conference and Introduction to Chapter Leadership
**Description**: This event provides an open forum between the Master and the New Members. During his conference, the Master discusses his duties and responsibilities, chapter and fraternity governance, and the election process. After the Master’s discussion, the New Members are informed of the three leadership positions within the New Member Class and are each asked to spend time writing a speech to deliver in running for one of the three positions. New Member Class elections follow the next day.

**bLUeprint/AEPi Foundations**: Inclusive Leadership – Each chapter leadership seminar should provide New Members insight into the roles and responsibilities of each position so that they can learn our governance structure and be prepared to take on leadership roles in the future.

Identity Development – It is important that each New Member have the confidence to present himself for a leadership position as a first step to taking on responsibility within the fraternity. In doing so, New Members must draw on their past experience, highlight their positive leadership qualities, and internally reflect on what sort of experience they hope to gain as they move forward in their personal development.

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**Date**: Wednesday 2/7/2018

**Location**: Rauch Business Center 4:00 pm

**In Attendance**: Pledgemaster, Civic Leadership Director, +4 Brothers; >75% New Members

**Activity**: Study Hours (3), New Member Class Elections, Civics Advisors Assigned

**Description**: The New Member Class will follow the same framework for the election process that our fraternity follows, which will be guided by Brothers in attendance. Following the elections, New Members will be introduced to the Civics Advisor Program (see page 10). Each New Member will be allotted time to discuss the program with their advisor. Following these assignments, New Members will have three hours of study time.

**bLUeprint/AEPi Foundations**: Inclusive Leadership – By definition, the first step in becoming a leader within the fraternity is running for a position. By providing every New Member the opportunity and experience of delivering a speech, we foster a feeling of comfort when running for a position. We hope that the New Members’ tenacity continues as brothers and in other club and organizational involvement on campus.

Faith – The New Member Class elections are a low-pressure opportunity to gain personal confidence by delivering in front of their closest peers and will promote trust and comfort among the New Member Class.
**Date:** Thursday 2/8/2018 4:00 pm

**Location:** AEpi Chapter House

**In Attendance:** Pledgemaster, Lieutenant Master; >90% of New Member Class

**Activity:** Lieutenant Master Conference

**Description:** This event provides an open forum between the Lieutenant Master and the New Members. During their conference, the Lieutenant Master discusses his duties and responsibilities, and the structure of Board of Directors, which focuses largely on event planning and programming.

**bLUeprint/AEpi Foundations:** Inclusive Leadership – Each chapter leadership seminar should provide New Members insight into the roles and responsibilities of each position so that they can learn our governance structure and be prepared to take on leadership roles in the future.

Creative Curiosity – New Members will be prompted to ask as many questions as possible in these two seminars. We expect our New Members to hold positions in our brotherhood and this will allow for them to learn about the Board of Directors.

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**Date:** Friday 2/9/2018

**Location:** Jewish Student Center 6:00 pm

**In Attendance:** Master; Jewish Leadership Director; >66% of New Member Class

**Activity:** Hillel Shabbat Dinner

**Description:** The New Member Class will join the Hillel Society for Shabbat services and dinner, during which New Members will share in the festivities with Brothers and members of the Jewish community at Lehigh. It is a time to enjoy the Jewish faith and bolster AEpi’s presence in a different setting of Lehigh Jewish events.

**bLUeprint/AEpi Foundations:** Appreciation for Jewish Life/Identity Development/Faith – By attending this traditional Shabbat dinner, we hope New Members will embrace the Jewish tradition of reflecting during the weekly holiday. We would hope that a varied experience of Jewish life would allow each New Member to choose and mold his own Jewish identity to further the Jewish roots of our fraternity. Developing and valuing the faith upon which AEpi was founded is essential to AEpi growing as an organization and furthering Jewish student life on campus.
Collaborative Connections – As a leading Jewish organization at Lehigh, AEPi should develop meaningful relationships with the Hillel Society, and that begins with our New Members and this Shabbat dinner.

**Date:** Saturday 2/11/2018

**Location:** AEPi Chapter House 5:00 pm

**In Attendance:** Pledgemaster, Civic Leadership Director, Civics Advisors; >90% of New Member Class

**Activity:** Civics Advisor Check-In #1, *Life Lesson 1*: Organization and Study Habits, Discussion of New Member Class Project

**Description:** The New Members have their first Life Lesson seminar, during which the Civics Advisors will discuss tips they have found particularly successful in their academic careers at Lehigh, such as time management and effective study habits. Each New Member will meet with his Civics Advisor to devise a Personal Improvement Plan, which will contain three S.M.A.R.T. goals\(^1\) for each New Member to strive toward over the course of New Member Education.

During this time, the rest of the New Member Class will brainstorm ideas for a New Member Class project, which could range anywhere from a work of carpentry to a philanthropy event hosted on campus. Before the end of the session, the New Member Class should produce three plans with the steps to be completed for each project within four weeks.

**bLUeprint/AEPi Foundations:** Professional Growth and Success – High-performing brothers who were trained in peer advising help each New Member evaluate his academic and study practices and devise an action plan for improvement.

Collaborative Connections/Mutual Helpfulness – In planning a New Member Class project, the New Members take on the independent responsibility of delivering on a project that utilizes their collective experience of building something or organizing a large event, which involves budgeting and allocating “group-time.” Not only should the New Member Class draw upon each other’s skills, but they should understand their access to the skills of active brothers.

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Week Two

New Member Class Dinners: The New Member Class will be expected to have a New Member Class dinner with the Sophomore New Member Class this week.

Date: Sunday 2/11/2018 10:00 am

Location: AEPi Chapter House

In Attendance: Pledgemaster; All New Members

Activity: Fraternal Learning Evaluation 1

Description: This event provides an opportunity for the Pledgemaster to evaluate the retention of essential fraternity history presented during the first week through a written quiz.

bLUeprint/AEPi Foundations: Espousing the Values of AEPi/Identity Development – With each learning evaluation, we reinforce certain key facts about our fraternity and the important takeaways from New Member Education so that the New Members will be prepared to contribute meaningfully as lifelong members of AEPi upon initiation.

Date: Tuesday 2/13/2018 8:00 pm

Location: Pledgemaster’s House

In Attendance: Pledgemaster; >90% of New Member Class

Activity: Life Lesson 2: Case Study on Fraternity-Wide Communications/Rape Culture; Learning Greek Alphabet

Description: New Members will discuss appropriate behavior and how to help spot and deter or diffuse high-risk situations, such as over intoxication, sexual harassment and gender violence, and aggressive behavior, through a case study that focuses on communicating insensitive material on fraternity forums (email, group-text, or GroupMe). Examples utilized include an email from a Georgia Tech fraternity member who instructed his fellow members to commit date rape and the dissolution and other sanctions against certain fraternities within Lehigh’s Greek system in part, for the way in which they spoke about women in “rush texts” to reflect on the morality of these attitudes and the negative effects they can have on the fraternity and community.

New Members will then learn the Greek alphabet, which is helpful for interacting with other Greek organizations and necessary skill for being involved in Greek Life.
bLUeprint/AEPi Foundations: Identity Development/Collaborative Connections – Every member of AEPi—and every other Greek affiliated person—stands as an example of Greek life in our own campuses and around the world, and in a time when fraternities are scrutinized, sometimes fairly other times not, we must continue to act with integrity and to espouse the values of our organization. That begins with how we treat others. This discussion makes clear to the newest members of our chapter how we want to portray ourselves as we build relationships across the Greek and Lehigh communities.

Creative Curiosity/Honesty– The New Members are encouraged to voice misconceptions about rape-culture and reach a state of cognitive dissonance when misconceptions arise. Out of this the New Members will come up with respectful ways to treat guests of our chapter’s events and take note of the negative culture that some fraternities engage with and, instead of buying into that culture, design a methodology for ensuring that AEPi remains the respectful and inclusive environment that it is.

Identity Development – As members of Greek life, our New Members should be able to identify and spell each letter of the Greek alphabet, which will come in handy, for example, when collaborating with other Greek organizations.

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**Date:** Wednesday 2/14/2018 4:00 pm

**Location:** Sorority Houses on the Hill

**In Attendance:** Pledgemaster, +5 Brothers; >90% of New Member Class

**Activity:** Valentine Serenades

**Description:** Our New Members will present gifts to sororities and sing songs a cappella style for Valentine’s Day.

bLUeprint/AEPi Foundations: Creative Curiosity/Collaborative Connections – It is an AEPi tradition for our New Members to pick a few songs to sing for our friends on the Hill, which our more creative New Members really have fun with. They pick their own songs and sometimes choreograph an act. This gesture is a great relationship builder with sororities in the Lehigh community.

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**Date:** Thursday 2/15/2018

**Location:** Rauch Business Center 4:00 pm

**In Attendance:** Pledgemaster, Brother-at-Large, Civics Advisors; >90% of New Member Class
Activity: Study Hours, Check-In with Civics Advisors, Brother-at-Large Conference, Sentinel/Standards Board Conference, Final Project Plans

Description: Civics Advisors will meet with the New Members for the second time to check up on their prior week’s exams and study plans. If a New Member would like to adjust his plan, this is a good time to discuss where more improvement could be made. Following the meetings, the New Members will have a minimum of three study hours.

This Brother-at-Large Conference will provide an open discussion between the Brother-at-Large and the New Members about his role in brotherhood development.

The Sentinel will discuss our internal Standards Board and Code of Conduct.

The New Members will also present their final project presentation to the Pledgemaster who will give them confirmation to proceed.

bLUEprint/AEPi Foundations: Inclusive Leadership – Each chapter leadership seminar should provide New Members insight into the roles and responsibilities of each position so that they can learn our governance structure and be prepared to take on leadership roles in the future.

Espousing the Values of AEPi – Our Code of Conduct, which was developed at the chapter level, and the way in which we as a group enforce our expectations of membership are incredibly important things for our New Members to learn if we wish for the next generation to utilize these tools.

Professional Growth and Success – New Members have a chance to continue to improve their study habits and success in the classroom. With each check-in, we expect to see more success for our New Members in the classroom. Chapter leadership has put a heavy focus on making clear the expectations we should have for members of our fraternity, so that both the chapter can run smoothly and each individual member gets the most out of his AEPi experience. It is important to make these expectations clear to the New Members as early as possible so that they may begin to conform themselves to these standards.

Date: Thursday 2/15/2018 7:00 pm

Location: Rauch Business Center

In Attendance: Pledgemaster, Exchequer; >90% of New Member Class

Activity: Exchequer Conference

Description: This event provides an open forum between the Exchequer and the New Members. During his conference, the Exchequer discusses his duties and responsibilities as treasurer, and
fraternity’s books, budget, and dues. He will introduce New Member dues and ask each New Member to sign an agreement to abide by their financial obligations during their time in AEPi.

**bLUeprint/AEPi Foundations:** Inclusive Leadership – Each chapter leadership seminar should provide New Members insight into the roles and responsibilities of each position so that they can learn our governance structure and be prepared to take on leadership roles in the future.

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**Date:** Friday 2/16/2018 4:00 pm

**Location:** Goodman Campus (optional)

**In Attendance:** Athletics Chair, Pledgemaster, Master, +5 brothers; >66% of New Member Class

**Activity:** Friday Sport/Intramural Practice

**Description:** New Members will be encouraged to participate in an intramural basketball practice with the Athletics Chair.

**bLUeprint/AEPi Foundations:** Collaborative Connections/Mutual Helpfulness – Playing sports is all about working with a team. If we cannot work together, our team—our fraternity—will struggle. This event is a low-pressure opportunity to learn from and bond with other brothers.

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**Date:** Friday 2/16/2018 6:00 pm

**Location:** Chabad at Lehigh, Joachim Schaufeld Center for Jewish Life (306 Wyandotte Street)

**In Attendance:** Master; >66% of New Member Class

**Activity:** Chabad Shabbat Dinner

**Description:** The New Member Class will meet with Rabbi Zalman Greenberg and attend Shabbat services and dinner. New Members should share in the festivities with brothers and members of the Chabad community and bolster AEPi’s presence in a different setting of Lehigh Jewish events.

**bLUeprint/AEPi Foundations:** Appreciation for Jewish Life/Identity Development/Faith – Through attendance of a second, different type of Shabbat dinner, we hope again to allow New Members to embrace the Jewish tradition of reflecting during the weekly holiday. We would hope that a varied experience of Jewish life would allow each New Member to choose and mold his own Jewish identity to further the Jewish roots of our fraternity. Developing and valuing the
faith upon which AEPi was founded is essential to AEPi growing as an organization and furthering Jewish student life on campus.

Collaborative Connections – As a leading Jewish organization at Lehigh, AEPi should develop meaningful relationships with Chabad, and that begins with our New Members and this Shabbat dinner.

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**Date:** Saturday 2/17/2018 6:00 am  
**Location:** Mountaintop Campus Base Station (“LUMT Base Station”)  
**In Attendance:** Pledgemaster, +3 Brothers ; All New Members  
**Activity:** *Life Lesson 3: Patience*  

**Description:** The New Members will meet brothers at the LUMT Base station before sunrise and reflect on the road behind them, the lessons they have learned through New Member Education conferences, and readings in *Alpha Epsilon Pi: Commitment for a Lifetime*. These lessons should tie directly to a sense of personal growth and the New Members should be commended on all they have accomplished to this point. The Pledgemaster will begin a discussion about new beginnings and accountability, highlighting the importance of not only listening and delivering when told, but being able to manage one’s self and peers without being kept under a watchful eye.

**bLueprint/AEPi Foundations:** Professional Growth and Success/Perseverance/Drive for Success – New Members will reflect on their accomplishments thus far and look forward to completing New Member Education with a renewed energy, and will discuss the importance of following through on their commitments as a means for success.

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**Week Three**

*New Member Class Dinners: The New Member Class will be expected to have a New Member Class dinner with the Junior New Member Class this week.*  

**Date:** Sunday 2/18/2018 4:00 pm  
**Location:** Pledgemaster’s House  
**In Attendance:** Pledgemaster, Master, Jewish Leadership Director; All New Members  
**Activity:** Fraternal Learning Evaluation 2; *Life Lesson 4: Networking: Alumni Lineage Phone-a-Thon; Plan for Brotherhood Shabbat*
Description: This event provides an opportunity for the Pledgemaster to evaluate the retention of essential fraternity history presented during the first and second weeks through a written quiz. Following the evaluation, the New Members will plan and budget a Shabbat dinner for the entire brotherhood for the following Friday. Following Shabbat planning, New Members will have a chance to connect with their lineage, passed down from big brother to little brother.

bLUeprint/AEPi Foundations: Espousing the Values of AEPi/Identity Development – With each learning evaluation, we reinforce certain key facts about our fraternity and the important takeaways from New Member Education so that the New Members will be prepared to contribute meaningfully as lifelong members of AEPi upon initiation.

Identity Development/Faith – Through planning and executing their own Shabbat dinner, the New Members are able to share their personal practices of faith with each other and, in turn, the whole fraternity. Developing and valuing the faith upon which AEPi was founded is essential to AEPi growing as an organization and furthering Jewish student life on campus.

Collaborative Connections/Identity Development/Espousing the Values of AEPi – By calling and speaking with the generations of big brothers who came before them in their respective lineages, New Members will start to build connections with chapter alumni that they will continue to develop during their time in AEPi. On their calls, the New Members will ask each person in their lineage about their most meaningful experiences during their time in AEPi and deepen their understanding of what it means to be a brother of AEPi.

Date: Monday 2/19/2018 8:00 pm

Location: Chapter House

In Attendance: Pledgemaster, +5 Brothers; >90% of New Member Class

Activity: M&M Event

Description: Modeled after an orientation icebreaker, New Members sit in a circle with just one facilitator (a Brother) and are given an assortment of M&Ms (or Skittles if there is a nut allergy). They're told that each color of the M&Ms corresponds with a round of questions that the New Member must answer about himself, beginning with the superficial and graduating to the more personal. The objective of the discussion is to encourage New Members to open up to one another. New Members are told that whatever is said is said in the strictest of confidence. They share some of their most personal struggles and secrets and finally understand what it means to have complete trust in one’s brothers. The event ends with a private reflection on what the New Member hopes to gain from his AEPi experience. The responses are collected and returned on the day of initiation.

bLUeprint/AEPi Foundations: Collaborative Connections/Honesty/Humility – The bonds of AEPi membership persist personal hardship because of the support system our Brothers offer one
another. True brothers are there for each other not only in times of celebration but especially when times are tough. This open discussion will build connections through empathy and strengthen each New Member’s ties to the fraternity by allowing them to confide amongst themselves and with the elder Brothers leading the event.

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**Date:** Tuesday 2/20/2018 4:00 pm

**Location:** Chapter House

**In Attendance:** Pledgemaster, Philanthropy Director; >90% of New Member Class

**Activity:** Philanthropy Conference

**Description:** New Members will participate in an open discussion about philanthropy and community service with the Philanthropy Director. In addition to learning about the pledge AEpi has made to its ten beneficiary organizations, New Members will work together to come up with an event that would be beneficial for each charity. Once each plan is discussed, the New Member Class will select one event to use as a simulation. This simulation will be used to help teach the New Members the process necessary to hold an on-campus event. This plan of action could be used as a New Member Class project and is up to the discretion of the Pledgemaster and Philanthropy Director.

**bLUeprint/AEpi Foundations:** Inclusive Leadership – Each chapter leadership seminar should provide New Members insight into the roles and responsibilities of each position so that they can learn our governance structure and be prepared to take on leadership roles in the future.

Creative Curiosity/Mutual Helpfulness – Holding an on-campus event takes a lot of time and effort. This simulation will have each New Member collaborate with his peers to design an event suitable for our philanthropy program. On top of working together, New Members will learn the value of their service to the community and those that are affected by our international fraternity.

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**Date:** Wednesday 2/21/2018

**Location:** Rauch Business Center 4:00 pm

**In Attendance:** Pledgemaster; Scribe; >90% of New Member Class

**Activity:** Scribe Conference, Recruitment Conference, and Study Hours

**Description:** This event provides an open forum between the Scribe and the New Members, in which the Scribe discusses his duties and responsibilities, as well as the history of our Chapter. Then there will be a Recruitment Conference, which will provide an open forum between the
Recruitment Director and his committee and the New Members. During the open forum, the Recruitment Director will lead a discussion on the Recruitment process, maintaining a positive campus image, and how to build relationships with potential New Members. The Recruitment Committee will lead a workshop on recruitment techniques by simulating a recruitment event. Following the conferences, New Members will have a minimum of three study hours.

bLUeprint/AEPi Foundations: Inclusive Leadership – Each chapter leadership seminar should provide New Members insight into the roles and responsibilities of each position so that they can learn our governance structure and be prepared to take on leadership roles in the future.

Identity Development – We are brothers of AEPi, but we’re also brothers of the Sigma Eta Chapter at Lehigh University, and knowing our history and how far we’ve come in thirty years at Lehigh is central to developing that identity.

Collaborative Connections/Identity Development/Espousing the Values of AEPi – We practice values-based recruiting so, not only do we look for New Members who will compliment us, we also have to lead with our AEPi identities and values in building relationships with potential New Members. As members of Greek Life, we need to be able to show why joining a fraternity is a positive aspect of college life, and why explain why AEPi should be a top choice for the right potential New Members.

Date: Thursday 2/22/2018 4:00 pm

Location: AEPi Chapter House

In Attendance: All Brothers; All New Members

Activity: Greek Leadership Conference

Description: Carter Gilbert, our former OFSA advisor who now works on Greek leadership development programming, will meet with our New Members to discuss leadership strategies and opportunities, both within the chapter and the larger community, and what it means to be a positive member of the Lehigh community.

bLUeprint/AEPi Foundations:

Identity Development/On-Campus Engagement – We require each of our members to participate in clubs and organizations outside of AEPi as a way to develop both the individual brother and our organizational profile in the community, though the impact on the brother and the organization is entirely different when our members are meaningfully engaged as student leaders across campus. This seminar will provide the tools for cultivating a membership of leaders and instilling active engagement as an expectation of membership.
Collaborative Connections/Professional Growth & Success – Carter has the insight and institutional knowledge to identify our individual and organizational strengths and guide us towards ways for AEPI members to better engage as leaders on campus and opportunities and resources for our New Members to develop their skills as peer leaders.

**Date:** Friday 2/23/2018 6:00 pm

**Location:** AEPI Chapter House

**In Attendance:** All Brothers; All New Members

**Activity:** Brotherhood Shabbat

**Description:** New Members will to host a Shabbat dinner for the entire fraternity during which each Brother and New Member will be asked to speak about what AEPI means to him.

**bLUeprint/AEPi Foundations:** Identity Development/Collaborative Connections/Faith – Through planning and hosting their own Shabbat dinner, the New Members are able to share their personal practices of faith with each other and, in turn, the whole fraternity. Developing and valuing the faith upon which AEPI was founded is essential to AEPI growing as an organization and furthering Jewish student life on campus.

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**Date:** Saturday 2/24/2018 10:00 am – 4:00 pm

**Location:** Philadelphia

**In Attendance:** Pledgemaster; >75% of New Member Class

**Activity:** Life Lesson 5: Navigation: Road Trip to Philadelphia

**Description:** The New Members will take a road trip to Philadelphia for a photo scavenger hunt around the city planned by the Pledgemaster. The New Members may have the opportunity to meet some local chapter alumni and/or a Philadelphia-area AEPI chapter (University of Pennsylvania, Temple University, or Drexel University).

**bLUeprint/AEPi Foundations:** Faith/Perseverance/Collaborative Connections/Identity Development – Taking a road trip to Philadelphia, and then navigating around Philadelphia, with limited access to directions will push New Members to be resourceful in a new and uncomfortable situation. The photo scavenger hunt through Philadelphia is meant to be a fun way to experience the city and work together as a group and call on each other’s strengths. Their meeting with alumni and/or another AEPI chapter will allow our New Members to develop relationships outside of the chapter on the basis of their shared AEPI identities that they can
utilize during their time as brothers and beyond, whether that be for networking with our alumni or sharing best practices with AEPi brothers outside of Lehigh.
Week Four

New Member Class Dinners: The New Member Class will be expected to have a New Member Class dinner with the Senior New Member Class this week.

Date: Sunday 2/25/2018 10:00 am

Location: AEPi Chapter House

In Attendance: Pledgemaster, Philanthropy Director >75% of New Member Class

Activity: Fraternal Learning Evaluation 3, Sunday Clean Up, Jewish Leadership Conference, Paddle Introduction

Description: This year, we have been partnering with chapters from all three Greek councils and Student Senate on our Sunday Cleanup initiative, a new weekly Southside clean up effort as a way to become better neighbors where fraternities and sororities pick up trash from streets and sidewalks around South Bethlehem after weekends of partying, with the goals of rebuilding goodwill with non-Lehigh neighborhood residents and fostering greater unity within a highly separated Greek community. The New Member Class will join our Brothers on their walk around South Bethlehem with plastic gloves and trash bags to pick up litter for the community.

The New Members will meet with the Jewish Leadership Director to discuss AEPi’s role within the Lehigh and Bethlehem communities as a leaders in promoting Jewish life through our on-campus leadership in Jewish organizations and Israel-advocacy groups and our community outreach and service.

New Members will then have their third Fraternal Learning Evaluation. New Members will then be provided a blank ceremonial paddle and asked to decorate it to present to their big brothers at the end of New Member Education. The session will be complete when the New Member has a passable design and schedule laid out to complete the design over the course of the next week.

bLUeprint/AEPi Foundations: Espousing the Values of AEPi/Identity Development – With each learning evaluation, we reinforce certain key facts about our fraternity and the important takeaways from New Member Education so that the New Members will be prepared to contribute meaningfully as lifelong members of AEPi upon initiation.

Inclusive Leadership – Each chapter leadership seminar should provide New Members insight into the roles and responsibilities of each position so that they can learn our governance structure and be prepared to take on leadership roles in the future.

Collaborative Connections/Inclusive Leadership/Humility – The Sunday Cleanup through South Bethlehem is an opportunity for AEPi to lead a community-building initiative with various Greek and non-Greek organizations, and our New Members have the chance to participate in leading that effort while stepping out of the Lehigh bubble out for this community service project.
Curriculum for Week Four

Date: Monday 2/26/2018 4:00 pm

Location: Pledgemaster’s House

In Attendance: Pledgemaster, Jewish Leadership Chair; >75% of New Member Class

Activity: Work on Paddles and New Member Class Project, Jewish Leadership Conference, and Introduction of Comedy Show

Description: New Members will be given time to finish their ongoing projects, which should be completed by the end of the week. If the project is already finished, or there is a pressing academic need, New Members may use this time to study and get their work done for class. The New Members will also be told about their next event: the stand-up comedy challenge. In an effort to encourage each New Member to feel comfortable presenting to a group, they will be asked to personally, or in groups, memorize a comedy monologue or write some original comedy to share among brothers.

During their conference, Jewish Leadership Director will discuss the faith and values upon which AEPi was founded and the importance of involving our brotherhood in Jewish and pro-Israel clubs and organizations to enrich Jewish student life at Lehigh.

bLUEprint/AEPi Foundations: Inclusive Leadership – Each chapter leadership seminar should provide New Members insight into the roles and responsibilities of each position so that they can learn our governance structure and be prepared to take on leadership roles in the future.

Identity Development/Appreciation for Jewish Life – AEPi was founded on Jewish values and continues to be the only true Jewish fraternity so it is important to instill in our New Members an understanding of AEPi’s place in the Lehigh community and appreciation for Jewish life. The Jewish Leadership Director will discuss how, and why, our brothers work to fulfill the mission of AEPi by participating in Jewish and Israel-advocacy groups on campus.

Date: Wednesday 2/28/2018 4:00 pm

Location: Rauch Business Center

In Attendance: Pledgemaster, Office of Fraternity and Sorority Affairs Advisor, Master; >90% of New Member Class

Activity: Office of Fraternity and Sorority Affairs Conference; Study Hours (3)

Description: This event provides an open forum between Lehigh’s Office of Fraternity and Sorority Affairs and the New Members, during which AEPi’s advisor (TBD) will discuss his or
her duties and responsibilities and the University’s expectations of our chapter as a member of the Interfraternity Council and Lehigh Greek community. Our advisor will also present Greek leadership opportunities, such as Greek Emerging Mentors or Brotherhood Recruitment Officer. There will be a minimum of three study hours following the discussion.

bLUeprint/AEPi Foundations: Professional Growth and Success/Collaborative Connections/Inclusive Leadership – New Members should come away with an understanding of our commitment to the Interfraternity Council, the Office of Fraternity and Sorority Affairs, and Lehigh University, and each of their expectations of our chapter. In addition, this will be the first time that many or all of our New Members will meet our OFSA Advisor and learn about the resources that he or she and the rest of the OFSA staff provide to our chapter.

Date: Thursday 3/1/2018 8:00 pm

Location: AEPi Chapter House

In Attendance: Pledgemaster, +7 Brothers; >75% of New Member Class

Activity: Purim Comedy Show and Project/Paddle Completion

Description: New Members will perform comedy sketches for Brothers in this light-hearted event. Brothers are also expected to participate to promote a sense of togetherness. Following the show, New Members will have another opportunity to continue working on their projects.

bLUeprint/AEPi Foundations: Creative Curiosity – New Members have the opportunity to take time away from “AEPi/fraternal education” to simply enjoy a good laugh with the brotherhood.

Identity Development/Collaborative Connections – Throughout Greek life, a power dynamic often emerges during New Member Education where New Members often feel isolated from and subordinate to the brothers or sisters of the organization. This is not the dynamic we want to create and we hope that New Members can break down whatever walls may have been created by telling jokes and making their friends laugh.

Date: Friday 3/2/2018 8:00 pm

Location: AEPi Chapter House

In Attendance: Pledgemaster, +5 Brothers; >80% of New Member Class

Activity: Four Corners
Description: The New Member Class will be split into four groups and separated into four rooms, where each room will represent a different corner of the AEPI pledge pin: perseverance, mutual helpfulness, faith, and humility. One or two Brothers will facilitate each room, in which they will explain to the New Members what corner of the pledge pin room they're in, what that pillar of AEPI means to them, and a personal story about how that value has helped him in his journey through AEPI, after which the New Members will have an opportunity to speak about an experience in his life that relates to that corner of the AEPI pledge pin. At the heart of it all, just like our AEPI pledge pin, is honesty among brothers in this trust-building exercise.

bLUeprint/AEPI Foundations: Identity Development/Perseverance/Mutual Helpfulness/Faith/Humility/Honesty: Each corner of the AEPI pledge pin, as well as its center, is a defining value of AEPI, and it’s through the New Member Education process that we plant the seeds and begin to draw out those values in our New Members. This event is meant to reinforce the meanings of each perseverance, mutual helpfulness, faith, humility, and honesty, and to highlight how each play a role in the lives and identities of our brothers—not just in our chapter, but throughout our fraternity.
Week Five

Date: Sunday 3/4/2018 7:00 pm

Location: AEpi Chapter House

In Attendance: All New Members, All Brothers

Activity: Observance of Chapter Meeting; Personal Improvement Plan Final Check-In

Description: This Sunday, the New Members are welcomed into their first chapter meeting and will spend it with their big brothers, who will explain procedures and the pending chapter business as the meeting progresses. During the new business portion of the meeting, the New Members will present their paddles to their big brothers. Following the meeting, the New Members will individually meet with their Civics Advisors to discuss their progress and perhaps achievements in their Personal Improvement Plan and set out future goals moving forward after New Member Education.

bLUeprint/AEPi Foundations: Inclusive Leadership – Chapter meeting is the time in which our brotherhood makes major decisions as a group. By finally being admitted into a meeting, the New Members are entrusted with the responsibly to voting for the greater good of the chapter.

Professional Growth and Success – For the New Members’ Personal Improvement Plans, evaluating progress and devising a plan of future action hopefully ensures every New Member is reflecting on their academic habits and goals and always aiming to improve in the coming semesters.

Date: Monday 3/5/2018 7:00 pm

Location: Sayre Park Village; Sayre Park Village Commons

In Attendance: Pledgemaster, Brothers; >75% of New Member Class

Activity: The Search

Description: The New Members will bring to life Howard Crosby’s pursuit of higher purpose as expressed in his poem, The Search: “No one could tell me where my soul might be. I searched for God, but He eluded me. I sought my brother out and found all three.” The New Members will embark on a search of their own for a historic fraternal artifact at Sayre Park Village guided by the clue that reflecting with each other on Alpha Epsilon Pi’s foundational principals will lead them to find a symbol of higher purpose. Following, the Pledgemaster, Brothers, and New Members will discuss how The Search relates to their AEpi experience and their understanding of the pledge pin has evolved over the course of New Member Education and their time in AEpi.
bLUeprint/AEPi Foundations: Identity Development/Spousing the Values of AEPi/Honesty/Perseverance/Mutual Helpfulness/Faith/Humility – By this point in New Member Education, the New Members will have each internalized the tenets of the fraternity and developed their own ideas of how to apply them in their own lives as Brothers of Alpha Epsilon Pi. The Search should prompt a reflective dialogue among the New Member Class and the subsequent debrief will provide the New Members with insight into how Brothers’ conceptions of these principles continue to evolve throughout their time in AEPi, all of which will set the tone for the final weeks of New Member Education.

Date: Tuesday 3/6/2018 4:00 pm

Location: AEPi Chapter House

In Attendance: >75% of New Member Class

Activity: Random Acts of Mitzvot

Description: The New Members will be asked to choose three groups of people who they feel don’t get the recognition and thanks they deserve, and for whom they will buy and deliver small gifts as a New Member Class. Past recipients have been nurses at St. Luke’s Hospital, local firefighters, local teachers, and the Lehigh University Police Department.

bLUeprint/AEPi Foundations: Inclusive Leadership/Mutual Helpfulness/Humility – While the lesson of mutual helpfulness often relates to that among brothers, New Members should also realize that this foundation should extend beyond the confines of the fraternity setting. We hope that New Members will feel better about our place within the community and grow by recognizing the leaders within the Lehigh and Bethlehem communities who engage in mutual helpfulness every day.

Collaborative Connections – Bringing gifts should start an open dialogue between the New Member class and the recipients, through which the New Members should learn from and make meaningful connections with community members they set out to thank.

Date: Wednesday 3/7/2018 8:00 pm

Location: AEPi Chapter House

In Attendance: >75% of New Member Class

Activity: AEPi Ladies’ Guide to Being a Gentleman
Description: Our pinned brothers and sweethearts (honorary members) will lead a workshop with our New Members on etiquette, treating women well, dressing well, and how to be a *mensch*, Yiddish for an upstanding and all-around good guy.

**bLUeprint/AEPi Foundations:** Collaborative Connections – This is the first time that New Members will have an opportunity to connect one-on-one with people so important to the Chapter that we have invited them to become honorary members, either through our sweethearting or pinning process.

Well-Roundedness/Professional Growth and Success/Identity Development – New Members will learn valuable lessons in how to properly present themselves and represent AEPi, not just superficially but also in a way that highlights the best qualities in themselves and our fraternity.

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**Date:** Thursday 3/8/2018 6:00 pm

**Location:** New Members’ Choice

**In Attendance:** All Lineages

**Activity:** Big-Little Dinners

Description: New Members will each have dinner with their Big Brothers and the other members in their lineages at the location of their choice as a laid-back opportunity for the New Members to learn more about the significance of their lineages in relation to the fraternity as well as developing a stronger relationship with their Big Brothers.

**bLUeprint/AEPi Foundations:** Collaborative Connections – AEPi places great value in its Big Brother Program as a mentorship opportunity between New Members and Brothers during New Member Education and beyond. Through a big-little dinner, New Members are provided with an additional opportunity to develop a closer bond with their Big Brothers, and discuss their experiences going through the New Member Education program up to this point.

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**Spring Break**

**Saturday 3/10/2018 – Sunday 3/18/2018**
Week Six

Date: Monday 3/19/2018 10:00 am

Location: AEPI Chapter House

In Attendance: Pledgemaster; All New Members

Activity: Fraternal Learning Evaluation

Description: This event provides an opportunity for the Pledgemaster to evaluate the retention of essential fraternity history presented during the first week through a written quiz.

bLUeprint/AEPi Foundations: Espousing the Values of AEPI/Identity Development – With each learning evaluation, we reinforce certain key facts about our fraternity and the important takeaways from New Member Education so that the New Members will be prepared to contribute meaningfully as lifelong members of AEPI upon initiation.

Date: Tuesday 3/20/2018 6:00 pm

Location: Chapter House

In Attendance: >75% of New Member Class, 3+ Brothers

Activity: Lehigh Spirit Night

Description: The New Members will spend a few hours learning AEPI’s song Gold and Blue, Lehigh’s alma mater, and Lehigh fight songs, such as Silver Goblet and the Lehigh victory song, to deepen their Lehigh school spirit and to bond them with alumni who look forward to sharing in singing them during spirited events such as Lehigh-Lafayette.

bLUeprint/AEPi Foundations: Identity Development/Collaborative Connections – Learning these songs is the first step to bleeding brown and white and blue and gold. The New Members should leave this event with a deeper affinity as members the Lehigh community and traditions that transcend students and alumni of Lehigh and AEPI.

Date: Tuesday 3/20/2018 8:00 pm

Location: AEPI Chapter House

In Attendance: >75% of New Member Class

Activity: Movie Marathon (8 hours)
**Description**: New Members will choose their favorite movies to watch together at the Chapter House as a bonding activity, with a humorous synopsis and review. AEPi will provide pizza and snacks for the New Members.

**bLUeprint/AEPi Foundations**: Identity Development – One of our primary goals is for the New Member Class to become friends. The event will ultimately be less about the movie and more about the great time had and the commentary the New Members share as a group.

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**Date**: Wednesday 3/21/2018 12:00 pm

**Location**: Master’s House

**In Attendance**: All Brothers; All New Members

**Activity**: Protect the President

**Description**: New Members collaborate with the Master in a modification of the “Assassins” live-action game. During this game, they will arm themselves with water guns and escort the Master between a start destination and his house without him being hit as Brothers hunt him down. New Members develop a plan of action and bond with the Master.

Upon arrival at the Master’s house, the New Members will take their final, cumulative Fraternal Learning Evaluation, on which they need a passing grade to be eligible for initiation.

**bLUeprint/AEPi Foundations**: Inclusive Leadership/Mutual Helpfulness – Not only are the New Members personally collaborating with the Master of the fraternity, in this event they are also working to formulate a decisive plan of action with high risk and need for contingency planning. Working together to outsmart the brotherhood is a daunting task but one that New Members love trying to overcome with each other’s support.

Espousing the Values of AEPi/Identity Development – With each learning evaluation, we reinforce certain key facts about our fraternity and the important takeaways from New Member Education so that the New Members will be prepared to contribute meaningfully as lifelong members of AEPi upon initiation. In this final learning evaluation, the New Members must demonstrate their overall competence in the history of our fraternity and chapter, and more importantly those values that they will be expected to espouse as AEPi brothers.
**Date:** Sunday 3/25/18 10:00 am

**Location:** AEPi Chapter House

**In Attendance:** All Brothers; Graduate Members and Alumni; All New Members

**Activity:** Initiation

**Description:** The New Member Education program and probationary period of pledgeship officially concludes with the tradition of initiation: our more than hundred-year old ritual ceremony in which we welcome New Members into active, full membership of our brotherhood.

**bLUeprint/AEPi Foundations:** Espousing the Values of AEPi/Identity Development/Professional Growth and Success/Humility – During the initiation ceremony, each New Member concludes his trial period and is brought into active membership. The New Member has deep ritualistic words recited to him that have been spoken to every brother of our national fraternity. With this ceremony, he becomes a true member of the fraternity and is expected to embody our values wholeheartedly.
New Members’ Interactions with Other Chapters and Groups

Throughout New Member Education, our chapter and our New Members may interact with other Lehigh fraternities, sororities, and student organizations and others outside of the Lehigh community as part of our New Member Education curriculum and in a variety of social settings. In each of these instances, it is chapter policy to take the following into account when our New Members interact with other chapters and groups:

- No event or activity should violate the Alpha Epsilon Pi, Lehigh University, and Sigma Eta Chapter anti-hazing policies.
- Interactions with people or groups outside of the Chapter should be directly supervised by Sigma Eta Chapter leadership, preferably the Master or Pledgemaster.
- No member of Alpha Epsilon Pi (including Brothers, Graduate Members, and New Members) may participate in any activity that could be considered or construed as hazing New Members of another Greek chapter or student organization.
### Tips for Brothers Facilitating New Member Education Events

**Communicate**
- The curriculum accurately and
- Your thoughts and emotions clearly.

**Engage**
- The participants throughout the entire program;
- With other members of the chapter;
- With alumni;
- With advisors; and
- With the campus and community.

**Realize**
- You may be challenged as a facilitator just as much, if not more, than the participants;
- That specific, tangible examples will always impact the participants more than vague, overly-broad examples;
- Not everyone will grasp every concept right away—everyone learns differently;
- Every participant will be impacted in a different way—don’t expect the same outcome for everyone;
- This will take more time, effort, and work than you probably think it will; and
- The curriculum is designed to build upon itself. Use past experiences, activities, and curriculum content to reinforce your message.

**Trust**
- The process;
- Your participants; and
- Yourself.

**Encourage**
- Publicly and often;
- When participants make progress make sure to let them know; and
- Do not put down or make an example out of someone to prove a point.
### What do you do if?

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Action</th>
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<tbody>
<tr>
<td><strong>Conversations are going on for too long</strong></td>
<td>Compile a list of things to discuss later and write them down. Tell participants you will re-visit the topics if there is time in the meeting. If not, offer to discuss them offline.</td>
</tr>
<tr>
<td><strong>People are being intentionally disruptive and/or negative</strong></td>
<td>Talk to them in private. If that does fix the problem or, if at the time, it is incredibly disruptive, ask them to leave.</td>
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<tr>
<td><strong>Side chatter becomes disruptive</strong></td>
<td>Most times direct eye contact with individuals who are talking on the side will solve the problem. If that doesn’t do it, talk to those individuals in private.</td>
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<tr>
<td><strong>The group seems disengaged</strong></td>
<td>There could be a number of reasons for this. Try mixing things up. Take a break. Play an energizer. Engage the participants directly (e.g., “What do you think about this, [name]?”).</td>
</tr>
<tr>
<td><strong>The participants are silent</strong></td>
<td>Silence is more often a sign of internal processing and not a sign of disengagement. Trust the silence for a while. If the silence still isn’t broken, rephrase the question.</td>
</tr>
<tr>
<td><strong>You need to transition from one topic to another</strong></td>
<td>Tie in what you’re talking about to shift to what you’re about to cover. For example, “We just talked about barriers we face; now let’s talk about how to overcome them.”</td>
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# Chapter Leadership and Advisor Contact Information

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<thead>
<tr>
<th>Sigma Eta Chapter Leadership</th>
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<tbody>
<tr>
<td>Matthew Tracy, Master (President)</td>
<td>(914) 357-1956</td>
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<tr>
<td>Stephen Greenwald, Lieutenant Master (Vice President)</td>
<td>(781) 686-5517</td>
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<tr>
<td>Aleksander Radetsky, Scribe (Secretary)</td>
<td>(212) 603-9236</td>
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<tr>
<td>Matthew Kawa, Exchequer (Treasurer)</td>
<td>(781) 439-4937</td>
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<tr>
<td>Richard Step, Pledgemaster (New Member Educator)</td>
<td>(914) 602-4401</td>
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<tr>
<td>Logan Schneider, Risk Manager</td>
<td>(732) 320-0585</td>
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<tr>
<th>Alpha Epsilon Pi International Headquarters</th>
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<tr>
<td>Main Line</td>
<td>(317) 876-1913</td>
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<tr>
<td>24-Hour Anti-Hazing Hotline</td>
<td>1 (800) BAD-AEPI (223-2374)</td>
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<tr>
<td>Richard Spector, Educational Leadership Consultant</td>
<td>(678) 978-2573</td>
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<th>Sigma Eta Chapter Advisors</th>
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<tr>
<td>Shaw Levin, Regional Governor</td>
<td>(609) 289-9667</td>
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<tr>
<td>Joshua Greenberg, Alumni Advisor</td>
<td>(516) 448-2443</td>
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<tr>
<td>Rabbi Steve Nathan, Faculty/Staff Advisor</td>
<td>(215) 514-3463</td>
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<tr>
<td>TBD, OFSA Advisor</td>
<td>(610) 758-4157</td>
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