Kappa Alpha Society

New Member Education Policy and Schedule

January 28, 2018

Statement of Purpose:

In the perpetuation of a Society whose genesis represents and distinguishes the fraternal spirit abroad, the implementation of a protocol aimed to bequeath our cryptic tradition remains imperative. Such is the purpose of this proposal. The Kappa Alpha Society at Lehigh University has served continuously and worked diligently with the Organization and University to preserve such high standards. This fastidious compliance is at the root of the new member experience; the comprehension that membership transcends mere initiation and is rather a transformation from individual to member is the genuine pinnacle of the process. Outlined in the subsequent pages is the formal plan of action designed to ingratiate a group of freshmen (Class of 2021) into our literary society. It is our expectation that this documentation, once enacted, will instill understanding in pride of membership, respect of property, commitment to self and others, and the rudimentary, clerical tasks that allow such an organization to operate.

Expectations of Candidate Behavior:

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

1. General Members are required to attend events where their presence is imperative for New Member development. This includes but is not limited to alumni meetings and rituals.
2. General Members are required to treat all New Members with respect and abide by both The Kappa Alpha Society’s Anti-Hazing Policy, OFSA’s Anti-Hazing Policy, and the Lehigh University Code of Conduct.
3. Meeting attire for General Members must consist of blazer, khakis, tie, dress shoes, and socks, in conjunction with a groomed, professional appearance.
4. Active leadership must approve absence when more than one meeting will be missed.
5. General Members will do their best to aid the New Members in the comprehension of their assignments and in the overall development that is the goal of the New Member Education process.

Expectations of Chapter Leadership

1. Chapter Leadership is required to attend all ritual and all weekly meetings, adhere to the standard of professionalism required for all other members, and to record the attendance of the General and New Members at these events.
2. Chapter Leadership, especially the New Member Educator, will make themselves readily available to the New Members for aid in comprehension of their assignments as well as any problems they may face, time management or otherwise, throughout the process.
3. Chapter Leadership will enforce the above expectations for both General and New Members throughout the process.

Hazing Prevention:

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

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

Lehigh defines hazing as follows, a definition that reflects Kappa Alpha’s stance on hazing:

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

Resources:

President: Nicholas Lomma nal219 (570) 815-9930
New Member Educator: Brian Kelly bek218
Alumni Advisor: Don Rosencrantz drosencrantz@cox.net
Risk Manager: Robyn Avery rla219
Regional Advisor: Douglas Stives dstives@momouth.edu
Lehigh OFSA: infrasor@lehigh.edu (610) 758-4157


New Member Education Schedule 2018

Week 1 February 4- February 10

Monday Orientation 4:10 – 5:30 pm at Kappa Alpha Lodge

In Attendance: All Candidates, New Member Educator, OFSA AD

*Statement of Purpose

To educate Candidates on the expectations of them during New Member Education and what they can expect from the process. This is done through a series of exercises.
**Introductory Meeting** – 6 pm – 7 pm at Kappa Alpha Lodge (all meetings meet the same time constraints and location)

In Attendance: All Candidates and Actives (all meetings meet the same attendance requirements)

Attire: Business Formal. Introduction to the KA new member education process, Society’s origins, The rules of Union, In the Beginning, and The founding nine. Candidates will submit a grade card at the beginning of the meeting. Introduction to the actives.

*Statement of Purpose

This and subsequent meetings are held to motivate candidates in forming new friendships within The Kappa Alpha Society through histories of tradition, literature, and ritual. The first meeting establishes this plan as the program through which initiation into the KA Society may occur. Candidates are encouraged to ask any and all questions that they have about the process during this meeting to ensure a mutual understanding of expectations for both the Candidates and the Actives throughout the process. Candidates are also encouraged to seek advice from their big brothers and other actives. Candidates will receive educational assignments for next week’s meetings as well as their Big Brother Mentors.

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**Wednesday**

**Kappa Alpha Society Ritual** -- 10:30-Midnight at Kappa Alpha Lodge

In Attendance: All Candidates, Top 10 Actives, all Actives encouraged to attend. (all subsequent rituals will meet the same attendance requirements and location)

*Statement of Purpose

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

Note: The dates given as ritual are subject to change. Our Assistant Director will be notified of such a change.

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**Thursday**

**Risk Management Training** 6:30-8pm at Kappa Alpha Lodge
In Attendance: All Candidates, New Member Educator, Risk Manager, Chapter President.

Candidates will be taught proper risk-management practices through a brief presentation covering topics such as alcohol safety, crisis management, and how these practices are an integral part of the values of our brotherhood. A number of scenarios will be posed to the Candidates as well as a Q&A period for the Candidates.

*Statement of Purpose*

Now more than ever it is imperative that college students are aware of the dangers of alcohol and binge-drinking, and the necessary strategies any student needs to know to prevent harm to themselves and their peers. This day has been added into our program to inform our Candidates about essential safety practices, medical amnesty, and other strategies to help keep themselves and others safe.

(Note: This event may be repeated later in the process if Chapter Leadership deems it necessary. Our Assistant Director will be notified of such a change.)

**Week 2  February 11 – February 17**

**Monday**  
**Meeting Two** – (same time, location, and attendance requirements as all meetings)

Attire: Business Formal. Learn about the Anti-Masonic War, encouraged to use KA resources at the Kappa Alpha library to do so.

New members will now begin attending library hours at either FML or Linderman Library. Members will be logging a minimum of four library hours per week. New members will be informed of how their Saturdays will be spent at the house, participating in brotherhood activities to foster friendships or “projects” which will be focused on improving facilities. These events will continue until the start of Week 5.

Learn and be familiar with:

- History at Union College
- History at Lehigh University
- Lehigh Alma Mater – Present and Sing
- Canadian National Anthem – Present and Sing
- Kappa Alpha Dinner Song – Present and Sing
  (Chorister available to assist in song learning)
Statement of Purpose

The second meeting serves to monitor the candidates’ studies of The Kappa Alpha Society, assess their academic performance since this program began, and to introduce the subjects mentioned above. This and all subsequent meetings will also be an essential time for Chapter Leadership to ensure that all Candidates are managing their time well and finding overall success throughout the process.

Tuesday  

**Kappa Alpha Society Ritual** 10:30-Midnight (same location and attendance requirements as all rituals, stated above)

*See Prior Statement of Purpose and Event Description*

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**Week 3  February 18 – February 24**

Monday  

**Meeting Three** – Attire: Business Formal. (same time, location and attendance requirements as all meetings, stated above)

Learn and be familiar with:

- History at Hobart College
- History at Williams College
- Continued study of Masonry
- Bonds of KA – Present and Sing
- March Men of Hobart – Present and Sing
- KA Ever Genial – Present and Sing

Statement of Purpose

The third meeting serves to monitor the candidates’ studies of The Kappa Alpha Society, assess their academic performance since this program began, and to introduce the subjects mentioned above. The second meeting introduces historical topics directly related to the formation of the KA society, and VL specific subjects, while this meeting introduced some works from other chapters. As KA is a very well-connected society, international conferences and society events depend on every member’s knowledge of other chapter traditions.

Tuesday  

**Kappa Alpha Society Ritual** 10:30-Midnight (same location and attendance requirements as all rituals, stated above)
Thursday

**Kappa Alpha Society Ritual** 10:30-Midnight (same location and attendance requirements as all rituals, stated above)

*See Prior Statement of Purpose

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**Week 4** February 25 – March 3

**Monday**

**Meeting Four** – Attire: Business Formal. (same time, location, and attendance requirements as all meetings, stated above)

Learn and be familiar with:

- History at College of New Jersey, now Princeton University
- History at Cornell University
- History at University of Pennsylvania
- The Union Terrace Song – Present and Sing
- KA in VL – Present and Sing
- The Royal Red and Blue – Present and Sing

**Statement of Purpose**

The fourth meeting serves to monitor the candidates’ studies of The Kappa Alpha Society, assess their academic performance since this program began, and to introduce the subjects mentioned above. The fourth meeting introduces more topics from other chapters as well as some more involved songs, such as the Union Terrace Song. Candidates will be expected to have knowledge of, and be able to draw conclusions from, all previous material and ritual. This is an essential meeting for the Candidates to begin noting and truly understanding the connections between the histories, songs, and rituals of the Society as a whole.

**Tuesday**

**Kappa Alpha Society Ritual** 10:30-Midnight (same location and attendance requirements as all rituals, stated above)

*See Prior Statement of Purpose
Wednesday

**Kappa Alpha Society Ritual** 10:30-Midnight (same location and attendance requirements as all rituals, stated above)

*See Prior Statement of Purpose*

Thursday

**Senior-Freshman Day** 5-9pm at Kappa Alpha Lodge, Restaurant TBD

In Attendance: All Candidates, all Senior Actives and New Member Educator

Senior Freshman Day consists of interviews between the Candidates and each senior Active, followed by recreational activities and a dinner paid for by the senior class.

*Statement of Purpose*

There can often be a disconnect between the oldest and youngest members of any organization, and this day is meant to counteract that disconnect and foster the strong bonds which are essential to our brotherhood. It also helps establish friendships that will reach beyond the typical 4-year college experience and maintain the bonds of brotherhood for life outside of Lehigh.

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**Week 5**  
**March 4 – March 10**

**Meeting Five** – Attire: Business Formal (same time, location, and attendance requirements as all meetings, stated above)

Learn and be familiar with:

- History at University of Toronto
- History at McGill University
- History at University of Western Ontario
- History at Kings College
- The Blue and White – Present and Sing
*Statement of Purpose

The fifth meeting serves to monitor the candidates’ studies of The Kappa Alpha Society, assess their academic performance since this program began, and to introduce the subjects mentioned above. This meeting will introduce the final topics of discussion and further assessment. It is imperative that all Candidates have an understanding of the ways in which the assignments shape the values of the Society and can express them to the New Member Educator.

Wednesday

**Kappa Alpha Society Ritual** 10:30-Midnight (same location and attendance requirements as all rituals, stated above)

*See Prior Statement of Purpose

Thursday

**Kappa Alpha Society Ritual** 10:30-Midnight (same location and attendance requirements as all rituals, stated above)

*See Prior Statement of Purpose

**BREAK**

March 11 – March 17

**Week 6** March 18 – March 24

**Monday**  
**Meeting 6** – Review previous assignments, no new material (same time and location as all meetings, stated above)

In Attendance: All Candidates, All Actives

*Statement of Purpose

This meeting is purely to review the previous assignments with the Candidates to ensure that they are prepared for initiation. Any questions about assignment content and/or connections between them from the Candidates are encouraged at this time.

**Wednesday**  
**Wrap-up Meeting with Alumnus from Executive Council**

(same location and time as all meetings, stated above)
In Attendance: All Candidates, All Actives, Alumni Representatives

*Statement of Purpose*

This final meeting is subject to change date depending on Alumnus availability, chapter events, and ritual. Ritual will occur more than one evening this week, typically twice. These dates are subject to change as well, however, specifically, Monday and Thursday are days that typically involve ritual, at the standard time, 10:30-Midnight. More information will be provided to the Assistant Director as needed.

Friday

**Kappa Alpha Society Ritual** 4 pm – 8pm at Kappa Alpha Lodge

In Attendance: All Candidates, All Actives

*See Prior Statement of Purpose*

Saturday

Date of Initiation 9 am – 5 pm at Kappa Alpha Lodge

In Attendance: All Candidates, All Actives, Alumni are strongly encouraged to attend, all Candidates and Actives absolutely must attend barring an extreme excuse.

**Celebratory Post-Initiation Dinner** 6-7pm at Kappa Alpha Lodge

In Attendance: Chapter President, New Member Educator. Everyone who attended initiation is encouraged to attend however this is not a required event for anyone besides the Chapter President and New Member Educator.

(NOTE: Kappa Alpha Society Ritual throughout the day)

<table>
<thead>
<tr>
<th>Full-Program Activities/Events</th>
<th><strong>Saturday Activities</strong> 9:30am-12pm at Kappa Alpha Lodge</th>
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<tbody>
<tr>
<td>Saturdays throughout the process are reserved for brotherhood bonding activities and/or “projects.” Bonding activities consist of simple things like video game tournaments or games of volleyball in the backyard. By incorporating these things into the New Member Education process, we intend to show the Candidates the kind of fun things we do together as brothers and demonstrate the community we have created within our Society. “Projects” involve active brother cooperation with candidates during the daylight hours to improve the chapter house and property.</td>
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**Big Brother Mentor Sessions**

During each even week of the process, 2, 4 & 6, Big and Little Brothers will meet to discuss academics, clubs, or just socialize. This is intended to form a bond between the Big-Brother mentor and the Candidate both to foster friendships within our Society, and to ensure a trust between each Candidate and an Active throughout the process. These may occur on any weekday and between the hours of 5-10pm in accordance to the schedules of the Active and Candidate. They may be located either at the Kappa Alpha Lodge, FML or Linderman Library. The restrictions of time and location are to ensure that these sessions occur and follow all guidelines of the program.

**Kappa Alpha Campus Involvement Initiative**

All Candidates are required to join at least one club or campus organization, joining two clubs is strongly encouraged. Any organizations they are already involved in will count.

**Kappa Alpha Academic Excellence Initiative**

All members with a GPA lower than 2.7 are required to attend tutoring, preferably through the Tutoring Center for at least one course. If any member is retaking a course they previously failed and cannot find tutoring, they will be assigned a tutor from within the chapter who has passed the course before.

**Important Dates**

Saturday, February 3rd begins the new member education process with ritual from 4:30 pm to 9pm at the Kappa Alpha Lodge
# Calendar of Events

## February-March 2018

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<td>Intro Meeting 6-7pm at KA Lodge</td>
<td>Kappa Alpha Ritual 10:30-Midnight At KA Lodge</td>
<td>8 Risk Management Training 6:30-8pm At KA Lodge</td>
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<td>19 Meeting Three 6-7pm at KA Lodge</td>
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<td>Meeting Four 6-7pm at KA Lodge</td>
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**Note:**
- **Ritual 4:30 – 9pm**
- **Saturday Activities 9:30am-12pm At KA Lodge**