Phi Kappa Theta New Member Education Plan, Spring 2018

PURPOSE:

The Fraternity Mission: Phi Kappa Theta actively develops men to be effective leaders who passionately serve society, fraternity, and God

Focused Learning Outcomes
Through the Associate Member Development phase, Pennsylvania Alpha’s associate members will gain essential skills and knowledge through real experiences in the areas of:

Leadership Development
Phi Kappa Theta seeks to actively develop the next generation of business, professional and civic leaders by providing real world experience. Campus organizations, communities and employers worldwide seek Phi Kappa Theta members because they are ethical, value based, and socially responsible leaders. Phi Kappa Theta leaders are known for their ability to inspire and serve others, takes intelligent risks, and learn from their mistakes. Phi Kappa Theta is recognized as society’s leadership incubator. We practice servant leadership, meaning we look to lead and serve by example, rather than by instructing. Through this experience, members grow to inspire others and take on leadership roles within campus organizations leadership roles. We expect our members to not only find passion about our fraternity but also get involved on campus and in the surrounding community. We seek to instill a strong sense of ethics and social responsibility in the fraternity and expect those values to carry through to the real world. It is our desire that others will look to Phi Kappa Theta brothers as role models.

- The New Member Education Plan aims to achieve the goal of Leadership Development by:
  - Branching out to our community and other Lehigh organizations, new members will gain the skills and potential to continue their path in becoming leaders across Lehigh’s campus and through their lives as they serve God, fraternity, and society.
  - Working in a team setting to grow important communication and problem solving skills, while also engaging with diverse individual and group dynamics present within our fraternity.
  - Realizing their own personal leadership style utilizing the Meyers Briggs Type Indicator personality inventory and reflecting on past mistakes and conflicts so they can build confidence in their leadership abilities and more effectively take on chapter responsibilities.

- The essential elements an associate member must experience to positively contribute to the chapter’s Leadership Development:
  - Explore the available house positions and determine which aspect of the house they can best help with.
  - Develop the skills to maintain and improve the condition of Phi Kappa Theta’s house and its members.
Attend leadership workshops to develop their personal leadership style.
- Gain insight to our University’s Accreditation process

- New Member’s resources for assistance in Leadership Development include
  - Alex Trani - Leadership Development Goal Leader
  - Jake Shilan - Vice President

**Intellectual Development**

Phi Kappa Theta attracts intellectually motivated men who share a passion for lifelong knowledge, learning, and development. Phi Kappa Theta seeks to provide an intellectually stimulating environment to produce consistent standards of academic performance. Phi Kappa Theta challenges members to maximize their lifelong personal and professional development.

- The New Member Education Plan aims to achieve the goal of Intellectual Development by:
  - Attending and actively participating in workshops by the center of Academic Success to create personal study plans and academic goals to educate them on healthy study habits and promote intellectual brotherhood support.
  - New members will attend on of the weekly workshops coordinated by the Center for Career and Professional Development to keep them on track with Phi Kappa Theta’s four-year career development checklist.
  - New Members will work with the philanthropy and community service chairmen to ensure they are immersing themselves in Phi Kappa Theta’s four-year service plan.

- The essential elements an associate member must experience to positively contribute to the chapter’s Intellectual Development:
  - Work with the career center to produce the basic components necessary for internship, co-op, and job applications
  - Collaborate with academic big, other brothers, and new members to improve their academic standing from their previous semester and our previous new member class’ GPA.

- New Member’s resources for assistance in Intellectual Development include:
  - Jake Cooper - Academic Chair
  - To be elected Intellectual Development Goal Leader

**Spiritual Development**

Phi Kappa Theta Brothers explore their natural curiosity about spirituality and individual purpose. Phi Kappa Theta’s Ritual is a guide to help men develop spiritually. Phi Kappa Theta embraces its Catholic heritage, welcomes diversity, and embodies the moral values upon which it was established.

- The New Member Education Plan aims to achieve the goal of Spiritual Development by:
  - Taking part in open forum discussions with religious representatives from multiple faiths and backgrounds at Lehigh, discussing the spiritual and religious influence within a fraternity setting.
Learning about the various creeds, religions, and personal beliefs through discussions and developing an personal definition spirituality with brothers and the new member class during the Spirituality Workshop.

Visiting Holy Infancy church and simultaneously gaining a better understanding of our chapter’s foundation.

Developing a strong passion for our National rituals, an appreciation for the five developmental areas, and a desire to foster them both within and outside of our fraternal setting.

Investigating, individually, their own sources of motivation and purpose in life, regardless of whether they are tied to religion. By learning this, one can understand the ways this affects their individual happiness and well-being.

The essential elements an associate member must experience to positively contribute to the chapter’s Spiritual Development:

- New Members are required to be a member of some other club on campus to branch out and experience a wide variety of what Lehigh has to offer them.
- Participate openly in conversations regarding their own personal values, motivations, and beliefs

New Member’s resources for assistance in Spiritual Development include:

- Wilberto Sicard - Spiritual Development Goal Leader

### Social Development

Phi Kappa Theta fosters human development through community service and social interaction. Phi Kappa Theta members are socially engaged, recognizing their responsibility to affect positive change in themselves and others. Phi Kappa Theta’s values are demonstrated through the actions of our members, who better their communities as citizens in a global society.

The New Member Education Plan aims to achieve the goal of Social Development by:

- Engaging with our National Philanthropy, Movember for Men’s Health Awareness, our annual Service trip to the Dominican Republic, and the TPK Service Program. They will obtain insight into the planning and implementation of large scale philanthropy endeavours rather than simply taking part in philanthropy events while never considering the work needed to organize such events.
- Collaborating with both Greek and Non-Greek organizations in developing new community services events and build upon these newfound relationships throughout their time at Lehigh.
- Developing a relationship with the local Bethlehem community through our continued participation with Victory House and Homework Club.
- Planning and executing a philanthropy project of their choosing utilizing the relationships they have made within the Lehigh and Bethlehem Communities.

The essential elements an associate member must experience to positively contribute to the chapter’s Social Development:
○ Attend IFC meetings or conferences with our Assistant Director to learn about Phi Kappa Theta’s role as chapter within a larger Greek Setting.
○ Take part in philanthropic events designated both to CMN, Movember, and GCSL, as well as other organizations and groups we plan to aid on Lehigh’s Campus and surrounding community.

- New Member’s resources for assistance in Social Development include:
  ○ Adam Finke - Social Development Goal Leader, Executive Secretary
  ○ Micah Golomb-Leavitt - Community Service Chair
  ○ Jared Scharf - Philanthropy Chair

**Fraternal Development**

Phi Kappa Theta is a committed journey of lifelong brotherhood. Phi Kappa Theta maintains its relevance through a valuable network of collegiate and alumni members. Phi Kappa Theta challenges its members to accept responsibility for all Brothers, their communities, and society.

- The New Member Education Plan aims to achieve the goal of Fraternity Development by:
  ○ Developing a strong relationship with their fellow new members, active brothers, and alumni with the belief that they will be able to share a common ground based on our developmental goals and gain a greater appreciation for the brotherhood of Phi Kappa Theta.
  ○ Working side by side with each brother holding a house position to gain a better insight to the dynamics behind the daily activities of our fraternity as well as the work done to achieve long term goals.
  ○ Understanding the Chapter’s philosophy and culture surrounding its recruitment strategies. With their growing understanding of the values and development goals of our fraternity and the values, qualities, and character traits of current members, New members should develop the ability to identify these traits and criteria in future potential new members.
  ○ Fostering their growth of the fraternity’s values and development goals within the chapter as they progress through the new member education process and full time members and encouraging the best values, qualities, and character traits of current members.

- The essential elements an associate member must experience to positively contribute to the chapter’s Fraternal Development:
  ○ Gain and maintain strong relationships within their new member class, the brothers of our chapter, and alumni.
  ○ Attend the Regional Leadership Conference, Boysie Bollinger Leadership Academy to develop the connection to Phi Kappa Theta beyond the PA Alpha Chapter. Two brothers will be attending the event and up to two new members will be invited to attend.
  ○ Participate in ritual, Chapter Meetings, and alumni events.
  ○ Phi Kappa Theta National chapter requirements
New Member’s resources for assistance in Fraternal Development include:

- Dan Gibbs - Fraternal Development Goal Leader
- Casey Breuer - Ritual Chair and Brotherhood Chair

**EXPECTATIONS:**

All collegiate brothers are expected to play a role in the NME process. We recognize that collegiate brothers have significantly more experience regarding both NME process and the NME goals themselves. The chapter will require behavior which fosters a healthy learning environment for our new members, and both collegiate brothers and new members should feel free to speak out if there are problems. At the same time we recognize that our alumni have even more experience than our collegiate brothers, and we won’t hesitate to seek their advice, particularly with those issues involving “the big picture,” which alumni surely understand better than collegiate brothers. With several alumni in the local community we have great access to their ideas and experiences with regards to improving our NME process.

Collegiate brothers are expected to encourage and assist associate members in their pursuit of adding value to Phi Kappa Theta and the greater Lehigh community. All brothers living in the chapter house are expected to show how the living facility is kept and maintained clean on a daily basis. Certain events later detailed are expected to be attended by all collegiate brothers, based on importance. On the other hand, events such as as study hours will only be attended by particular brothers. In general, all collegiate brothers are expected to have an influence in the new member education process in order to assure a successful outcome.

**STATEMENT ON HAZING:**

In recent years, the issue of hazing in both high school and colleges has increasingly become a source of concern for parents, teachers, universities, principles and students alike. At Phi Kappa Theta we are determined to provide a hazing-free New Member Education program and will be practicing a zero-tolerance policy on hazing at all times with an increased emphasis throughout the New Member Education Process. To accomplish this, we have established safeguards to protect our new members from hazing. Each new member and all members of the brotherhood will be required to sign an Anti-Hazing agreement to be in contact with the New Members and to participate in the New Member Education program. In addition, all new members and members of the brotherhood will be fully informed of Lehigh’s hazing policy and the means through which hazing can be reported both to Lehigh and the chapter leadership. For both new members and current brothers, the information on hazing policies will be communicated and the Anti-Hazing agreement will be signed at a chapter meeting prior to the commencement of the new member education process. The signed Anti-Hazing agreements will be collected by the New Member Educator and filed with the Chapter’s Executive Board documents.
The reporting protocol within the chapter will be as follows. The President, Vice President, New Member Educator, and the members of our chapter’s Standards Board, will all be points of contact for reporting hazing within our chapter and will be required to maintain confidentiality and discretion should an incident be reported. When an incident is brought to the attention of any of the aforementioned points of contact, the individual who was contacted and informed about the incident will inform the remaining points of contact immediately. Should the individual accused of hazing be one of the points of contact, they will be excluded from the meeting of the remaining points of contact. By limiting number of people who are informed about the incident, we seek to encourage the reporting of hazing without fear of reprisal and hope to maintain the integrity of the reporting process. This also limits interference should the accusations brought towards one of the individuals that are designated as a point of contact. The points of contact will then gather information on the incident with discretion and will decide whether there is a preponderance of evidence to prove the incident happened. The Standards Board will conduct a hearing to review the incident and evidence brought forward by both the accused and the investigation conducted by the points of contact and will maintain confidentiality and discretion until the conclusion of the hearing. Should the incident involve one of the members of the Standards Board, they will be suspended from their position until the conclusion of the investigation into the incident. Those found by the Standards Board to have been participating in hazing will result in immediate expulsion from the chapter. Following the hearing, the brothers will immediately notify the chapter’s alumni advising McGarvey Board and Lehigh’s OFSA.

ANTI-HAZING AGREEMENT

“Hazing is strictly forbidden in Lehigh Fraternities and sororities. Hazing is defined as any action taken or situation created, whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment, or ridicule (see the Lehigh Student Handbook, Code of Conduct for the complete definition).

I understand and agree to uphold the Lehigh policy against hazing as defined in the Lehigh Student Handbook.”

Anonymous Hazing Report Form: http://lehigh.edu/go/hazingreport
In Case Of Emergency: Call 911 or LUPD: (610) 758-4200

National Anti Hazing Hotline
The Greek Anti-Hazing Hotline, established in 2007 by a consortium of national fraternities and sororities, is currently sponsored by 47 national and international Greek organizations. The Hotline provides an anonymous telephone line for anyone to report a suspected or recent hazing incident to one number 1-888-NOT-HAZE (1-888-668-4293) that accepts calls 24 hours a day. The Hotline connects to a dedicated voice mailbox at Manley Burke, LPA. The calls are automatically saved as audio files that are then transmitted by e-mail to the headquarters of the fraternity or sorority named in the report. This is true whether or not the reports are about one of the sponsors or another organization. In some instances, reports are about athletic teams,
bands or clubs. When those calls are received, the institution where the organization is located is contacted.

**RESOURCES:**

The contact information (name, phone number, email) of the following people will be provided to new members in the new member education plan:

President: Zack St. Romain  
Phone: 973-856-3079  
Email: zls219@lehigh.edu

New Member Educator: Adam Finke  
Phone: 630-337-1870  
Email: adf219@lehigh.edu

Risk Manager and Vice President: Jake Shilan  
Phone: 201-835-9764  
Email: jss319@lehigh.edu

Standards Board Members:  
Adam Finke  
Alex Trani  
Ian Muita  
John Hammond

Development Goal Leaders  
Dan Gibbs  
Adam Finke  
Alex Trani  
Wilberto Sicard

Fraternity’s Alumni Advisor: Dave Trimble

Lehigh University OFSA  
Phone: (610) 758-4157  
Email: infraa2@lehigh.edu  
Anonymous Hazing Report Form: [http://lehigh.edu/go/hazingreport](http://lehigh.edu/go/hazingreport)

PKT Faculty Advisor: Ashley Baudoin  
Phone: amb512@lehigh.edu  
Email: (610) 758-4157

LUPD
EVENTS:
Bids Given: February 2nd, 2018
New Member Education Concludes: March 24th, 2018

Week 1: February 3 - 9 (Orientation)

Date: Saturday, February 3
Time: 6:15-10:00 PM
Location: Phi Kappa Theta
Event: New Member Dinner, Introduction Meeting, Anti-Hazing Agreement Discussion, and Associate Member Education Ritual
Who: Entire Brotherhood and New Members
Description: New Members will introduce themselves to the brotherhood and all brothers will introduce themselves to the new members. New members will take part in their first dinner at the chapter house and engage with the brothers as members of the chapter. Following dinner the new members and brothers will meet and the New Member Educator will give an overview of the new member education plan and explain chapter’s Anti-Hazing policies and procedures. All brother and new members will then sign the Anti-Hazing Agreement. Contact information will be collected from each new member to contact parents regarding the New Member Education plan. The night will conclude with the Associate Member Education Ritual.
Purpose: New Members will have a closer look at Phi Kappa Theta brotherhood and ritual by officially introducing themselves with all active brothers.

Date: Sunday, February 4
Time: 6:00 - 7:00 PM
Location: Phi Kappa Theta
Event: New Member Education Briefing Meeting
Who: New Member Educator, Assistant New Member Educator, and New Members
Description: The objectives, structure and content of the NME plan will be reviewed with the New Members. Any questions regarding the NME program will be addressed during this meeting, and new members will be educated on the five areas of development; leadership, intellect, spiritual, fraternal, and social, and will be instructed on how to improve those areas throughout the new member education period. The Zero Tolerance for Hazing policy and all supporting processes will be reinforced.
Purpose: New members go over the first goal of new member education, integration, and will talk about how they can apply it throughout the week. During this session New Members will
provide feedback on what is working well and where improvements in the NME program can be made. All suggestions will be documented by the New Member Educator, assessed for implementation. Any ideas implemented will be documented with their projected implementation date. Any ideas not implemented will include the specific reason for their exclusion.

Date: Wednesday, February 7  
Time: 5:00-6:00 PM  
Location: Phi Kappa Theta  
Event: Alcohol Awareness Workshop  
Who: Brotherhood and New Members  
Description: The chapter president (Zack St. Romain) will present on the risks associated with the misuse of alcohol and lead a discussion on the topic. Prior alcohol misuses in the fraternity, around campus, and throughout other fraternities nationwide will be emphasized. Phi Kappa Theta is currently a dry house and the Associate Member Education Program is alcohol free. Therefore, the new member education process will include absolutely no alcohol.  
Purpose: New members will have a better understanding of the effects of alcohol use and misuse.

**Week 2: February 10 - 16 (Leadership Development)**

Date: Saturday, February 10 and Sunday, February 11  
Time: As much time as necessary between the hours 10:00 AM - 7:00 PM on Saturday and Sunday  
Location: Phi Kappa Theta  
Event: Chapter House Improvement Challenge  
In Attendance: New Members, New Member Educator, House Manager, Treasurer, and Select Brothers  
Description: New Members will work with current brothers including the House Manager (Brian Fernandez) to identify areas within the Chapter House that could use improvement. Once a project has been identified, the New Members and current members will work with the Chapter Treasurer (Austin Hovey) to purchase materials. New and Current Members will then work with the House Manager to implement the project. The time frame for this event is given as such to accommodate projects of variable size that the New Members may choose to pursue.  
Purpose: This project allows the New Members to interact with current members and learn to identify areas for improvement and the importance of taking the initiative to make improvements within our Chapter. It also gives them the opportunity to collaborate with Chapter leadership and brothers to achieve a common goal.

Date: Sunday, February 11  
Time: 7:00 - 8:00 PM
Location: Phi Kappa Theta
Event: Meeting with Executive Board Members
Who: Executive Board Members and New Members
Description: Following the briefing meeting, New members will meet with Chapter President, Vice President, Executive Secretary, House Manager and Treasurer, along with the Chapter Academic, Community Service, Philanthropy, and Governance Chairs in the chapter room to have a question and answer session about their positions.
Purpose: New members will be educated on the roles and responsibilities of the executive board.

Date: Wednesday, February 14
Time: 4:00 - 5:00 PM
Location: Phi Kappa Theta
Event: Leadership Seminar
Who: New Members and New Member Educator
Description: Prior to the seminar New members will complete the MBTI personality inventory to gain insight into their personality types. For the seminar, New Members will meet with Christina Jordan, Assistant Director of Community Service, who will provide leadership programming similar to a program brothers underwent in the Fall Semester that includes highlighting effective leadership strategies and unpacking the organizational norms that both help and harm the operation of a Greek chapter.
Purpose: This event allows New Members to explore their individual personality types to identify their strengths and weaknesses as a leader. The seminar will help them learn new ways to play to these strengths and minimize the effects of their weaknesses in the development of their unique leadership style.

Week 3: February 17 - 23 (Intellectual Development)

Date: Wednesday, February 21
Time: 4:00 - 5:00 PM
Location: Phi Kappa Theta
Event: Study Skills Workshop
In Attendance: Brotherhood and New Members
Description: Prior to the workshop the chapter Academic Chair will work with members to build a weekly schedule that is inclusive of class, study, work, personal time, chapter time. A study skills workshop will be organized through Jada Green in the Center for Academic success open to all members of the fraternity to assist the brothers in identifying the academic strategies that work best for them and the ways that they can use their individual skills most effectively.
Purpose: This workshop will allow new members to identify which studying strategies work best for them as they prepare for the midterm exam period. In addition, constructing weekly schedules will allow them to learn the value of budgeting of time and self-discipline as they encounter busier schedules throughout their college careers.
Week 4: February 24 - March 2 (Spiritual Development)

Date: Saturday, February 24  
Time: 6:00-10:00 PM  
Location: Phi Kappa Theta  
Event: New Member Dinner and Big-Little  
Ritual Who: Brotherhood, Alumni, and New Members  
Description: The brotherhood in its entirety will convene inside the Phi Kappa Theta chapter building, this is not limited to only current brothers but alumni as well. The New Members who have known about the Big Brother program for some time and have already selected potential Brothers to be their Big will receive a Big to me a personal mentor for them. After receiving their Big they will then proceed to dinner at a venue of their Big-Little Lineage’s choice to enjoy time and learn more about the brother's in their lineage.  
Purpose: Beyond the concerns on the overall unity and longevity of the chapter there is also a strong personal need to have a specific friend and mentor whom a New Member and upon initiation, members will need the assistance of their Big Brother and vice versa. Topics such as academic problems and questions, fraternity questions, as well as personal dilemmas may and do arise throughout one’s time here at Lehigh and Phi Kappa Theta. It is the duty of the Big Brother to make every effort to ensure the exceptional development of the New Members within the Alpha chapter of Phi Kappa Theta as well as an understanding of one’s role in the Greek community at Lehigh University and the greater community as a whole. This event creates an 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 and other members of their lineage, stretching beyond current members of the chapter. Building connections with older alumni is one of the most beneficial aspects of joining a fraternity, and this event is crucial in building and maintaining these connections for the future. More information regarding the Big Little Mentorship program can be found below under the “Ongoing Practices” heading.

Date: Wednesday, February 28  
Time: 4:00 - 5:00 PM  
Location: Chapter House  
Event: Spirituality Workshop  
In Attendance: All Brothers, New Members, New Member Educator, and Spiritual Development Goal Leader  
Description: The workshop will be led by representatives for the Religious Studies and Philosophy departments who will facilitate a discussion to help members develop a definition of spirituality and what it means to an individual member. The workshop will also present various types of religious and spiritual outlets, resources, and development opportunities on campus and in the Bethlehem community.
Purpose: This discussion is intended to give New Members a working definition of spirituality as it relates to themselves individually and will serve as a starting point for their own investigation into their individual spiritual curiosities.

**Week 5: March 3 - 9 (Social Development)**

Date: Sunday, March 4  
Time: 3:00 - 4:00 PM  
Location: Phi Kappa Theta  
Event: Philanthropy/Community Service Challenge (adding SDG reference, Conference call with DR Orphanage reps, connect back to SDGs)  
Who: Philanthropy Chair, Community Service Chair, and New Members  
Description: New Members will be tasked with planning and, with the support of the whole brotherhood, executing a philanthropy or community service event of their choice. The Chapter Community Service and Philanthropy Chairs will present and discuss the 17 United Nations' Sustainable Development Goals to assist the New Members in identifying an area of focus for their project and provide resources and information for on campus and local community support. This event is purposefully open ended to provide the New Members to pursue a cause they are passionate about.  
Purpose: New members will gain firsthand experience and learn what it takes to organize an event similar to those completed by the fraternity.

Date: Wednesday, March 7  
Time: 3:00 - 4:00 PM  
Location: Phi Kappa Theta  
Event: Conference Call with Representative From Hogar Escuela Armando Rosenburg  
Who: Philanthropy Chair, New Members  
Description: New Members will be given the opportunity to call Antonio Paredes, the head groundskeeper of the school and orphanage where brothers serve during the Dominican Republic Service Trip over Spring Break. The Philanthropy Chair will discuss the content of the service trip and Antonio will explain the services and operations of the school and orphanage facilities. This will lead to a discussion of the ways that the work we do in country and the mission and operations of Hogar Escuela Armando Rosenburg work towards accomplishing the first four UN SDGs which include working towards improvements in poverty, hunger, health and well being, and quality education.

**Spring Break March 10-17**

**Week 6: March 18-24 (Fraternal Development)**

Date: Sunday, March 18  
Time: 7:00 - 8:00 PM  
Location: Chapter House
Event: Brotherhood Event Challenge
In Attendance: New Members and Brotherhood (Iron Pigs, Phantoms game, Lehigh sporting event; be more specific)
Description: New Members will utilize the knowledge of and relationships with the Brotherhood they have gained through the New Member Education process to plan and implement a brotherhood event of their choosing during the final week of the program. Potential events include, but are not limited to, a trip to a local minor league sporting event (Lehigh Valley IronPigs, Lehigh Valley Phantoms), a Lehigh University sporting event, a local recreational activity (hiking trails, Blue Mountain Ski Resort), or a team building exercise (Lehigh Ropes Course, Escape Room). This event is purposefully open ended to provide the New Members to plan an event that both their class and the brotherhood at large would genuinely enjoy.
Purpose: This event is intended to give new members the opportunity to interact with brothers outside of normal day-to-day routines. It is intended to build and strengthen the relationships between the New Member class and the Brotherhood as the New Members approach full membership. They will also gain firsthand experience and learn what it takes to organize an event similar to those completed by the fraternity.

Date: Saturday, March 24
Time: 7:00 - 8:00 PM
Location: Holy Infancy Church
Event: Formal Initiation
Who: Brotherhood and New Members
Description: All brothers and New Members will meet at Holy Infancy Church to reflect on the experience they had during the New Member Education program and the ways the lessons they learned throughout the program will shape their involvement in the fraternity moving forward. New members will be given the opportunity to share stories and lessons they learned throughout the process. Brothers will be given the opportunity to provide feedback on the new members experience during the program and guidance for them going forward as brothers of the fraternity. New Members will also be presented with their Phi Kappa Theta pins.
Purpose: New members will be formally initiated into the Phi Kappa Theta fraternity and conclude their New Member Education.

Ongoing Practices:

Mentorship Program:
During our program, particular emphasis is placed in our Big/Little Brother Mentoring program. Although communication between all Phi Kaps is encouraged, the Big/Little program allows for a special bond to be developed between two brothers which might not otherwise exist. Ideally these brothers would be able to talk to their Bigs/Littles about issues they might otherwise have reservations. Furthermore, each Big Brother can ensure that his own Little is being looked after, and is heading down the right path in life. More information about the purpose of and need for
the Big/ Little Mentorship Program can be found in Big/Little event description under the “Purpose:” heading.

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. We expect every Brother to take on a Little Brother before graduating in order to ensure the longevity of this chapter’s family lines. Although we hope all brothers will take on a little there are requirements as to who can take on a New Member as their Little including but not limited to:

- Good standing with the chapter and the university pertaining to behavior, finances and grades
- Must be involved with the chapter (attendance at meetings and chapter events), and initiative to see future success of the fraternity
- Must have a personal connection with the mentee and a desire to see him grow

Each brother will be assigned a little on mutual preference, as fairly as possible. Some may have two littles, while others may not have a little until their Junior years, depending on the size of the new member class. Additionally incentive will be given in the form of house points to encourage Bigs and Littles to room together, allowing them to grow closer as they live together.

**Development Goal Activities:**
Beginning immediately after initiation, we want to integrate the New Members into the weekly activities that help keep our Chapter running. These activities also aim to strengthen the New member’s to develop a better working relationship with the associate members of the Chapter and to reinforce the five development goals of the new member education plan.

**Leadership: House Cleans**
- Date: Sunday’s
- Time: 12:00-2:00 PM
- Location: Phi Kappa Theta
- Who: All Brothers and New Members
- Description: New members will join brothers with the cleaning responsibilities around the Chapter House. New Members (number will depend on the size of the New member class) will rotate each week as a foremen in charge of assigning cleaning areas to the rest of their class and to brothers and making sure all cleans are completed correctly and on time.
- Purpose: New members will have a better understanding of the responsibilities of living in and respecting the chapter facility. In addition, the foreman role will allow new members to experience leading and holding accountable a group of brothers, not only from their class, but from the brotherhood as a whole.

**Intellectual: Study Hours**
- Date: Mondays - Thursdays
- Time: 7:00 - 10:00 PM
Library: New Members will be encouraged to join brothers to study and do work. These sessions are open to members to come and go as they please. Brothers are encouraged to tailor their study hours experience to be the most productive for the individual. Brothers will also be encouraged to shared ideas and strategies with others in attendance to assist others in developing their own.

Purpose: Library hours allow New Members to have three dedicated hours to academic work each day. These library hours demonstrate our chapter’s commitment to academic success and works to instill a similar mindset in the New Members. This also provides a setting in which brothers can shared individual skills and strategies with others to help them be more productive.

Social: Victory House/Homework Club
Date: Tuesdays or Thursdays
Time: 4:00-5:00 PM
Location: Victory House or Cathedral Church of the Nativity, South Bethlehem
Who: Two New Members and Two Brothers (Determined by rotation)
Description: New Members will join brothers in volunteering at either Victory House or with Homework Club through the CSO (depending on availability) in the South Bethlehem Community.
Purpose: New members will gain a more realistic portrayal of the South Bethlehem community and its members by spending time with a more underprivileged population. New Members will also learn the value of consistent, prolonged engagement with specific community organizations.

Fraternal: Brotherhood Dinners
Date: Wednesday’s
Time: 6:00-7:00 PM
Location: Phi Kappa Theta
Event: House Dinner
Who: Brotherhood and New Members
Description: New Members will join the brotherhood at dinner. During dinner, a discussion regarding house ritual and history will be facilitated by the New Member Educator and the Ritual Chair (Casey Breuer).
Purpose: New members will start to learn the origins and traditions that the fraternity is based on and gain another opportunity to bond with members of the brotherhood.

Spiritual: Weekly Debrief Meetings
Date: Sunday’s
Time: 2:00 - 3:00 PM
Location: Phi Kappa Theta
Who: New Member Educator, Assistant New Member Educator, President, and New Members
Description: At the end of each week, the new member educator will meet with the entire new member class, without any distraction from the brotherhood. At the meeting, topics covered will be goals accomplished for that week, learning outcomes that may have been achieved, and an overall assessment of specific workshops, group unity, and assimilation into the brotherhood. The New Member Educator will ask for any concerns, criticisms, or input from the new members, and will record all suggestions. He will then meet privately with each new member to discuss specific details regarding their individual experience within the program. This conversation will not be limited to solely new member matters, but can include the status of their school work or extracurricular activities.
Purpose: The meetings with the entire new member class will provide an atmosphere conducive to discussion regarding the new members’ interpretation of success of the program at that specific time. The individual meetings will ensure that every individual is able to voice his opinion both in front of his fellow associate members as well as privately, on a one-on-one basis with the new member educator. During this session New Members will provide feedback on what is working well and where improvements in the NME program can be made. All suggestions will be documented by the New Member Educator and assessed by members of the executive board and by the chapter for implementation. Any ideas implemented will be documented with their projected implementation date. Any ideas not implemented will include the specific reason for their exclusion.

Weekly Evaluations
The above debriefing will also be mirrored with the associate members of the brotherhood at Sunday Chapter meetings. The New Member Educator will discuss with the active brotherhood any problems, suggestion, or area specific aspects of the program that the new members enjoyed. Brothers will then be able to offer possible solutions to any problems or means of improving any pre-existing components of the program. This open discussion setting will allow the entire brotherhood the opportunity to change or improve any aspect of the program, and shifts the responsibility solely from the new member educator to the entire brotherhood. This provides an opportunity to foresee any possible changes that need to be made to events, workshops, or activities in the near future.
In addition, each Sunday following the debriefing meeting with New Members and at the Chapter Meeting with all associate members each brother will be asked to fill out the following table:
what this means to you

what this means to the chapter

<table>
<thead>
<tr>
<th>Leadership Development</th>
<th>Intellectual Development</th>
<th>Fraternal Development</th>
<th>Social Development</th>
<th>Spiritual Development</th>
</tr>
</thead>
</table>

The purpose of this evaluation is to determine the way that each member of the brotherhood understands each of the five development goals and the implications these goals have on the way the Chapter as a whole functions and grows. The long term goal of these evaluations is to see the evolution of the brotherhood’s responses to these questions as our New Member Education Plan and our Member Education Plan are implemented simultaneously.

At the end of the New Member Education period, each newly initiated member will have a meeting with the president and new member educator. They will have a complete debrief where they can discuss the effectiveness of each event. Here, they will talk specifically about adding events they believe will be more helpful and deleting events that they think found uneffective.