Phikeia (New Member) Education Plan
Spring 2018

PA Eta Chapter

Written by: John Galvis (Spring Phikeia Educator), and the Phikeia Education Committee
Introduction

The primary objective of the Phi Delta Theta PA Eta Phikeia Education plan is to teach new members about every aspect of the Fraternity and to prepare them for initiation and lifelong committed membership in Phi Delta Theta. The Phikeia will convene every Monday for meetings designed to educate them about the inner workings of the Fraternity including the duties of the executive officers, the regular officers, and the committee system within the Fraternity. They will also learn about the history of both Phi Delta Theta PA Eta and of the entire Phi Delta Theta organization. The Phikeia will be given a copy of this Phikeia Education Plan, the Manual of Phi Delta Theta, the Phi Delta Theta PA Eta Bylaws, and any other documents, historical or otherwise, needed to properly educate them on the Fraternity. Initiation will be held on Sunday, March 25th, six weeks after the Induction Ceremony.

The ultimate goals of this program are to successfully prepare all of the Phikeia for initiation, enhance their scholarship performance, and to provide a challenging educational experience which will cultivate commitment and excitement in these new brothers of Phi Delta Theta.

The Phikeia Education Program was designed to teach the fundamentals of being an effective member of Phi Delta Theta, so that the chapter might enjoy the future leadership of these young men. The program will give the Phikeia the skills, put them into practice, and temper their use with the wisdom of the Fraternity’s principles.

Anti-Hazing Statement (from the Phi Delta Theta Fraternity Executives Association)

• The Association believes that true fraternalism is nurtured in an atmosphere of social and moral responsibility, respect for duly constituted authority and loyalty to the principles of higher education.

• The Association further believes that while social behavior cannot be legislated, a Fraternity without morally sound precepts and practices is not a constructive influence upon college students.

• The Association further believes that a Fraternity has a solemn obligation in the development of its pledges/associates and members and that this responsibility extends alike to the institutions where it is represented; to parents and others who make possible the education of pledges/associates and members; to the communities where chapters are accountable for good citizenship; and to the college Fraternity system of which it is a part.

• The Association further believes that while much progress has been made, one of the most damaging instruments to the Fraternity system is the employment of a program of education which includes hazing, and that this unproductive, ridiculous and hazardous custom has no rightful place in the Fraternity system.

• The Association defines hazing 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 and situations includes 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 the confines of the house; wearing, publicly, apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities, late work sessions which interfere with scholastic activities and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of the educational institution.

**Our Chapter’s Stance On Hazing**

The Phi Delta Theta PA Eta chapter has a strict zero-tolerance policy regarding hazing that follows the guidelines listed above by our General Headquarters. Should any Phikeia experience any of the situations above, they are encouraged to speak up to the Phikeia Educator (John Galvis), President (Harrison Sczapa), Vice President (Maxwell Butchsky), or any other Brother in the Fraternity to correct the situation. They are also encouraged to call the Phi Delta Theta Crisis Hotline, 1-877-563-1848, the Lehigh University Hotline, 1-888-NOT-HAZE, or report the situation at Lehigh.edu/ofsa. The Chapter Advisory Board (CAB) Chair, John Papazian (908-229-4542) can be used as an additional point of contact.

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**Phikeia Weekly Meeting Guidelines**

All members of the Phikeia class will meet every Monday at 9:00 PM. These meetings will take place at the Phi Delta Theta chapter house. Each meeting will consist of the following parts:

**Opening Remarks:**
- The Phikeia Educator will call the meeting to order, review the minutes from the previous meeting, and read the agenda for the current meeting

**Quiz:**
- The Phikeia will be given a written exam on the material assigned during the previous week’s meeting
- A minimum of 80% correct is required to pass each quiz. If a Phikeia does not achieve 80%, he will retake the quiz during the following meeting

**Case Study:**
- The Phikeia will be presented with a theoretical situation in which they will have to make a difficult decision
- Case Studies will be modeled after real events that happened in the Fraternity in the past

**History Lesson:**
- The Phikeia will be given a lesson on the history of the PA Eta Chapter
- Related to the Case Study to allow them to critique the actual decision that was made by the chapter in the same situation they were just given
- After analyzing both decisions, the Phikeia will come up with a final solution to the Case Study allowing them to analyze both each others’ values and the values of the current members of the PA Eta Chapter

**Guest Speaker:**
- Each week, a different guest speaker will visit the Phikeia during their meeting
- These guest speakers will be executive officers, regular officers, and alumni of Phi Delta Theta PA Eta
- Officers will discuss their role in the Fraternity and how it relates to the Phikeia
- Alumni will discuss their experiences with Phi Delta Theta and any advice they have to impart to the Phikeia

**Big Brothers**

Big Brothers will be selected by preference of both the Phikeia and the brothers of Phi Delta Theta PA Eta between the second and third Phikeia Meetings. During the third week of Phikeia Education, a Big Brother Ceremony will be held which will be mandatory for all members of the Fraternity. During this ceremony, the Big Brothers will recite the Big Brother Creed and will commit themselves to assisting their Little Brothers through the process of Phikeia Education. Big Brothers will help the Phikeia in Identity Development by helping them learn who they are as individuals and find their place in Phi Delta Theta. They will each have time to bond with their Little Brothers in both individual and group settings. Big Brothers will attend as many events, including weekly meetings, with the Phikeia as possible in order to help their transition into the Fraternity.

**Expectations of the Phikeia**

**Attire**

As per General Headquarters policies, Phikeia should dress appropriately for all occasions. At certain meetings, with fair notice, you are expected to wear slacks, coat, and tie with your Phikeia button. The pin should be worn over the heart on a collared shirt or sweater, never on a lapel or vest.

**Attendance and Punctuality**

Phi Delta Theta believes that attendance and punctuality at meetings is of paramount importance for every member and we believe the Phikeia should be taught this importance as soon as
possible. Thus, the Phikeia will be held to the same standard with regard to attendance at events as full members of Phi Delta Theta PA Eta. This means that every Phikeia must attend weekly meetings and any philanthropy, community service, and otherwise mandatory non-social events. Any scheduling conflicts will be handled by the Phikeia Educator.

**Academics:**

Academic performance is extremely important to Phi Delta Theta PA Eta. Therefore, the following guidelines in accordance with the policies of the Scholarship Committee will be presented to the Phikeia.

- Phikeia will be required to attend 10 Study Hours per week as per the recommendation of the Phi Delta Theta General Headquarters Guide to Phikeia Education. These hours can be completed at the Phi Delta Theta Chapter House, Libraries, or with assistance from an active brother.
- We believe that academics are the most important aspect of the college experience and that it can be easy to get caught up in fraternity life and begin to ignore the importance of working hard and studying. Therefore, we have decided to include the recommendation of 10 Study Hours per week in order to ensure that the Phikeia do not fall behind academically while working to become a member of Phi Delta Theta.
- Phikeia will be required to meet with our Scholarship Committee and discuss their academic schedule and performance. They will be placed on the Phi Delta Theta Scholarship Program consisting of filling out a weekly/daily planner and being paired with a mentor.
- If a Phikeia has a GPA within the Academic Assistance Levels specified by the Scholarship Committee, he will also be required to submit grade reports as to how he is doing in each class so that the Scholarship Committee can assess his performance.
- A Phikeia who has a GPA within the Academic Assistance Levels will also meet with the Scholarship Chair and create an academic plan tailored to the needs of the Phikeia to improve study skills. He will also be assigned a member of the scholarship committee to monitor his progress and work with him individually throughout the semester.
- Phikeia must have at least a 2.5 GPA to be initiated.

**Exercise:**

If a Phikeia or brother is performing well academically and is on top of their work, they will be encouraged to use remaining study hours to exercise. If desired, the Phikeia can be partnered with a brother to exercise with. Some examples of exercise can include running, hiking, weight lifting, playing basketball, playing racquetball, rock climbing, and more. We believe that a person should be striving to improve not only their academics, but also their personal health. Exercise has also been proven to be great for mental health as well as boosting self-confidence. Our goal is to provide the Phikeia with the option to exercise as a way to strengthen existing relationships, improve themselves, and get to know more brothers. However, if a Phikeia or brother is not performing well academically, they will be encouraged to use their free time to
study rather than exercise. The exercise program will be clearly stated as optional when introduced to the Phikeia.

**Attitude:**

Phikeia are expected to participate in all Phikeia activities and many chapter activities. You should be enthusiastic, thoughtful, self-assured, and willing to do your part in making the chapter a better organization. You should regard the brothers and your fellow Phikeia as your friends. In addition, you are expected to:

1) Meet all members and Phikeia
2) Keep Fraternity business within the Fraternity
3) Follow the rules and policies of the chapter and the International Fraternity

**Financial Obligations**

Phikeia will be required to pay an $85 Phikeia initiation fee to GHQ within 10 days of signing their bid. Once initiated as active members they will be required to pay a $255 member initiation fee. Additionally, Phikeia will have to pay dues directly to Phi Delta Theta PA Eta. The total amount required from each Phikeia is $700.

**Phikeia Education Modules**

Phikeia will be required to complete Phi Delta Theta’s online Phikeia Education modules. All Phikeia must complete all six modules with a grade of at least 80% in order to be initiated as active members. Phikeia will be required to complete one module per week. Completion of the modules will be checked every Friday.

**Phikeia-Planned Event**

In addition to the Phikeia-planned philanthropy/community service event, the Phikeia will be in charge of planning another event that will encompass the entire brotherhood. This event can be related philanthropy, community service, brotherhood, social, or any other idea they can come up with. The purpose of this event will be for the Phikeia to choose something they are truly passionate about and will be able to further strengthen their relationships with the brotherhood and their ability to plan events.

**Phikeia House Project**

This project allows the Phikeia to select an area of the chapter house to renovate or enhance. The project is decided upon and completed by the Phikeia with help from the brotherhood. This allows the Phikeia to work together as a team to create a permanent mark on the chapter they will soon be joining. Another goal of this project is to instill a deeper sense of belonging to the house many of them will be living in. All project related materials will be covered by the chapter budget.
**Phikeia Disciplinary Procedures**

Should a Phikeia not meet the standards that are expected of him, (be it not achieving academically, failing to attend mandatory events, violating Lehigh University Code of Conduct, etc.) he will be subject to Judicial Review and possibly removal from the Phikeia Program. The Phikeia Educator and the Phikeia Committee will evaluate the performance of each Phikeia and give a presentation to the Chapter on a weekly basis outlining any concerns, but also voicing words of praise for each member of the Phikeia. If the Chapter feels the Phikeia is not performing to the standards set by the education program, the Chapter can vote to remove a member from the Phikeia Education Program.

**Phikeia Education Calendar**

The Phikeia Education calendar is subject to change due to inclement weather, personal obligations of the Phikeia Educator, schedules of the Phikeia, and availability of PA Eta brothers. The calendar provides descriptions of planned events, along with preliminary dates for those events.

**WEEK 1 (February 3rd - 10th)**

**Saturday February 3rd 8:00 PM: Induction Ceremony**

The Induction Ceremony will take place on Saturday February 3rd. All Brothers and Phikeia are expected to attend. Following the Induction Rituals, the Phikeia will receive their Phikeia Pins and Phikeia Manuals. After the ceremony and presentation of Phikeia materials, the Brothers will stay and bond with the newly inducted Phikeia.

**Sunday February 4th 2:00 PM: Phikeia Study Hours and Scholarship Meeting**

- Meeting with our scholarship chair to go over their weekly scholarship plan
- Identify classes Phikeia need help with and offer academic support through brotherhood tutoring

**Monday February 5th 9:00 PM: Weekly Meeting 1**

Opening Remarks
Agenda:
- Set precedent about being on time and present at as many events as possible
  - Emphasis will be placed on putting academics first
- Distribute a copy of the Phi Delta Theta PA Eta Bylaws to every Phikeia
  - Discuss voting procedures, academic guidelines, and judicial consequences as listed in the Bylaws
- Discuss 9 Pledges of the Phikeia Oath
  - I pledge myself to Phi Delta Theta
  - I am a new member of Phi Delta Theta and will do everything expected of me to become one
  - I will only act in the best interest of the Fraternity
- I will always abide by the rules and principles we stand for
- I plan to succeed and maintain academic integrity
- I will never act immorally as to negatively reflect the Fraternity
- I will stand strong in supporting my personal beliefs and those held by Phi Delta Theta
- I will follow the bylaws and respect my brothers’ well-being and property
- I will strive in all ways to transmit the Fraternity to those who may follow after not only not less, but greater than it was transmitted to me

- Phikeia will introduce themselves to the rest of their class as well as any brothers in attendance by stating their name, hometown, major, and interests. Everyone in attendance will also answer the question, “Why did you choose to join Phi Delta Theta?”

- Distribute a copy of the Phikeia Education Plan to every Phikeia
  - Read and discuss as a group, emphasizing the Anti-Hazing policy and Hazing Hotlines

Assign Chapters 1 and 2 of the Phikeia Manual

Guest Speaker: Harrison Szczapa, President
- Harrison will extend a welcome to the Phikeia and explain the role of the president

Guest Speakers: Jonathan Schuette (Social Chair) and Thor Gilman (Risk Manager)
- Jonathan will explain his duties as the Social Chair of the Fraternity
- Jonathan and Thor will lead the Phikeia in a risk management exercise

**Wednesday February 7th 6:00 PM: Phikeia Dinner at Phi Delta Theta House**
- The Phikeia will have dinner at the chapter house. During this time they will be introduced to our Chef, Kelly, and will be taught the kitchen general rules and meal time etiquette. Phikeia will be required to eat at least one meal at the chapter house per week during the Phikeia Education process. The Phikeia will also be responsible for cleaning the kitchen one day a week. This is to familiarize the Phikeia with the kitchen cleans rotation that every brother living in the chapter house takes part in.

**Thursday February 8th 8:00 PM: Animal House Viewing**
- The Phikeia will watch Animal House. I believe it is important to see where the current stereotype of Greek Life came from and to see this American classic. From this film, the Phikeia will learn the reasons that Greek Life gets such a bad reputation in the mainstream media, as well as to learn what not to do when the chapter will become theirs to govern in a short time. Food will be provided.

**Friday February 9th 7:00 PM: History Lesson: Unrecognized and Dissolved Fraternities**
- During this event, the Phikeia will learn about the actions that have led fraternities at Lehigh and across the nation to lose their national recognition. Some of these chapters at Lehigh include Sigma Chi, Kappa Sigma, Delta Phi, Lambda Chi Alpha. The goal of this event is to have Phikeia identify the type of behavior that results in dissolution and be able to correct it.
Saturday February 10th: Event TBD
- See list at end of document

**WEEK 2 (February 11th-17th)**

Sunday February 11th 2:00 PM: Phikeia/Brotherhood Study Hours and Scholarship Meeting
- Meeting with our scholarship chair to go over their weekly scholarship plan
- Monitor and discuss Phikeia academic progress
- Continue to offer tutoring for Phikeia if needed. This tutoring will take place during the brotherhood study hours that day.

Monday February 12th 9:00 PM: Weekly Meeting 2

Opening Remarks
Agenda:
- Evaluate the performance of each Phikeia with regard to attendance and punctuality
- Distribute Quiz on Chapters 1 and 2
- Case Study #1
- Ask Phikeia to begin thinking about preferences for Big Brothers
- Assign Chapter 7 of the Phikeia Manual

Guest Speaker: Max Butchsky, Vice President
- Max will speak and explain the position of Vice President in the Fraternity. Phikeia will be asked to attend one committee meeting a week of their choosing (the commitment required of all active brothers as well) for the rest of the Phikeia Education period. By the end of the process they should have an idea of which committee they would like to be a permanent member of following initiation.

Tuesday February 13th 7:00 PM: Philanthropy and Community Service Meeting

The Phikeia will meet with the philanthropy and community service chairs who will discuss their roles in the fraternity as well as to introduce them to our national philanthropy and the local organizations that we support. Following this, the Phikeia will be tasked with planning, organizing, and following through with a community service or philanthropy event of their own. They will also be encouraged to get background checks and begin joining brothers at their regular community service events.

Wednesday February 14th 7:00PM: Phikeia-Brother Bonding Event #1

- The Phikeia will watch a movie with the brothers and pizza and buffalo wings will be provided. The Phikeia will watch a movie called *The Skulls* with the brothers
- *The Skulls* is a movie about an elite college in which a secret organization exists that only a select few are allowed to join. The members of this organization take great strides to protect their secrets and maintain a level of exclusivity; however, at times, they cross legal and moral boundaries to do so. This movie will be a valuable talking point for the
Phikeia in making sure that while they should value their experience in Phi Delta Theta, they should not get caught up in the group mentality and should make sure to remember to be thinking about their own morals.

- After the movie, they will be asked to reflect on how the movie relates to their experience joining Phi Delta Theta

**Thursday February 15th:** Event TBD
- See list at the end of document

**Friday February 16th 7:00 PM: Lehigh Wrestling Match**

The Phikeia will be encouraged to attend the Lehigh vs. Oklahoma wrestling match at Grace Hall. I believe this is a good way to get the Phikeia to be involved in the Lehigh community as well as show support for Lehigh Athletics.

**WEEK 3 (February 18th – 24th)**

**Sunday February 18th 2:00 PM: Phikeia/Brotherhood Study Hours and Scholarship Meeting**
- Meeting with our scholarship chair to go over their weekly scholarship plan
- Monitor and discuss Phikeia academic progress
- Continue to offer tutoring for Phikeia if needed. This tutoring will take place during the brotherhood study hours that day.

**Monday February 19th 9:00 PM: Weekly Meeting #3**

Opening Remarks

**Agenda:**

- Review the events of the last week
- Ask the Phikeia how the first Phikeia-Brother bonding event went
- Collect Big Brother Preferences
- Distribute Quiz on Chapter 7
- Case Study #2
- Assign Chapters 3, 4, and 10 of the Phikeia Manual
- Discuss dues collection

**Guest Speaker: Jonathan Hou, Warden**

- Talk about consequences for actions within the Fraternity. He will be emphasizing personal accountability and commitment to the brotherhood.
- The Phikeia will have already met the Warden, but this will be an opportunity for him to speak officially

**Monday February 19th: Kappa Delta Philanthropy Event**
- Phikeia will be given the option to either participate in or attend Kappa Delta’s philanthropy event to raise money for their national philanthropy, Preventing Child Abuse America. The event is a competition where fraternities and sororities can work together to choreograph a dance. I believe this would be a good opportunity for the Phikeia to make new connections and see the philanthropic side of Greek Life.

**Tuesday February 20th: No Event Scheduled**
- Due to 4 O’Clocks, Phikeia will be given the day off
- Phikeia will be encouraged to study during this time

**Wednesday February 21st 7:00 PM: Treasurer Meeting**
- Michael Middlebrook, Treasurer, will lead the meeting and discuss the financial obligations of being a member of the fraternity.
- Will begin collecting the dues and setting up payment plans if necessary

**Friday February 23rd 4:00 PM: Sexual Education Meeting**
- This event will be an overall discussion on consent and overall sexual interactions. Brothers will be encouraged to attend this event as well. During this event, we will discuss how to have responsible and safe sexual interactions. Some examples of topics that will be discussed are listed here:
  - What is the difference between sexual assault and sexual harassment?
  - How to identify and prevent sexual harassment
  - How to create a community that prevents sexual harassment and assault?
  - What is consent and how is it given?
  - How can bystanders intervene?

Additionally, brothers and Phikeia will act out skits that portray sexual encounters and be required to identify what was wrong in each scenario. The goal of this event is to inform Phikeia about having safe, consensual interactions, as well as being able to identify and prevent sexual harassment/assault.

**Saturday February 24th 6:00 PM: Big Brother Ceremony**
- The Big Brothers will be paired with their Little Brothers according to the event description above

**WEEK 4 (February 25th – March 3rd)**

**Sunday February 25th 2:00 PM: Phikeia/Brotherhood Study Hours and Scholarship Meeting**
- Meeting with our scholarship chair to go over their weekly scholarship plan
- Monitor and discuss Phikeia academic progress
- Continue to offer tutoring for Phikeia if needed. This tutoring will take place during the brotherhood study hours that day.

**Monday February 26th 9:00 PM: Weekly Meeting 4**
Opening Remarks

Agenda:
- Have a discussion about how the Phikeia think they performed on their 4 O’Clocks the previous week
- Distribute Quiz on Chapters 3, 4, and 10
- Case Study #3
- Assign Chapters 5 and 6 of the Phikeia Manual
- Continue dues collection for Phikeia on payment plan

Guest Speaker: Patrick Ellison, Secretary
- Will discuss the role of Secretary within Phi Delta Theta
- Demonstrate the importance of organization and accountability
- Will take down all contact information and necessary information

Guest Speaker: Dan Corragio, Community Service Chair and Michael Simoneau, Philanthropy Chair
- These two Committee Chairs will reflect on the community service and philanthropy commitment of Phi Delta Theta and discuss the community service/philanthropy event that the Phikeia will plan

Tuesday February 27th: No Event Scheduled
- Due to 4 O’Clocks, the Phikeia will be given this day off
- Phikeia will be encouraged to use this time to study for their exams

Wednesday February 28th 7:00 PM: Phikeia-Brotherhood Bonding Event/Ghostland Boys Viewing
- The Phikeia will be encouraged to attend a brotherhood hangout night that will include a viewing of Ghostland Boys, a movie written by alumnus Corey Schmalzle. Food will be provided.
- After the viewing, the Phikeia will reach out to Corey and comment on the film

Friday March 2nd 8:00 PM: Phikeia-planned Brotherhood Event
- The Phikeia will be given a small budget to plan a brotherhood event that will encompass the entire Fraternity. The Phikeia are free to plan whatever they would like. The goal of this event is for the Phikeia to further get to know active brothers in a setting of their choosing.

WEEK 5 (March 4th – March 10th)

Sunday March 4th 12:00 PM: Phikeia Retreat

The Phikeia Retreat will consist of a hike (weather permitting) with Big Brothers and many other members of the fraternity who wish to join. The Phikeia will have lunch with brothers and then
go on a hike lasting until dinnertime. With this event, we hope to promote further connections between brothers and the Phikeia as well as spend some well-needed time outdoors and away from the pressures of academics.

(In the event of cold temperatures or snow, we will plan to have the retreat at a bowling alley or similar location instead. The decision as to which retreat we will enact will be made a couple weeks before the scheduled date)

Monday March 5th 9:00 PM: Weekly Meeting 5

Opening Remarks

Agenda:
- Have a discussion about how the Phikeia-Brother Bonding Event went
- Distribute Quiz on Chapters 5 and 6
- Case Study #4
- Assign Chapters 8, 9, 11 and 12 of the Phikeia Manual

Guest Speaker: Phi Delta Theta PA Eta Alumnus
- A member of the Phi Delta Theta PA Eta Alumni will come speak about their continued involvement in the Fraternity even out of college
- He will also speak on Professional Growth and Development as someone who has been through work experience and post-college life

Wednesday March 7th 8:00PM: Brotherhood Night 2
- The Phikeia will be encouraged to attend the second brotherhood hangout night that the Brotherhood Chairman has planned
- Food will be served

Thursday March 8th: Event TBD
- See list at the end of document

Friday March 9th 8:00 PM: Phikeia Historian Night
- The Phikeia will meet with the Historian to discuss the history of both the originally colonized Phi Delta Theta PA Eta and the more recent recolonization
- In addition to learning about the history of the organization, Phikeia will also learn about how Phi Delta Theta has influenced each brother that is in attendance.
- This event is planned toward the end of the Phikeia Education process to help merge the history that they have now learned about Phi Delta Theta as a whole with the history of the chapter itself

Day TBD: Phikeia Philanthropy Event

WEEK 6 (March 18th – March 25th)

Sunday March 18th 2:00 PM: Phikeia/Brotherhood Study Hours and Scholarship Meeting
- Meeting with our scholarship chair to go over their weekly scholarship plan
- Monitor and discuss Phikeia academic progress
- Continue to offer tutoring for Phikeia if needed. This tutoring will take place during the brotherhood study hours that day.

**Monday March 19**

9:00 PM: Weekly Meeting 6

**Opening Remarks**

**Agenda:**
- Have a discussion about how the Philanthropy/Community Service Event went and how it could be improved for the future
- Have a discussion about how the third Phikeia-Brother Bonding Event went
- Distribute Quiz on Chapters 8 and 9
- Case Study #5
- Reflect on the entire Phikeia Education process
  - What went well?
  - What could be improved upon?
- The Phikeia will be assigned to read through the Phi Delta Theta PA Eta Bylaws as thoroughly as possible to prepare for being a fully initiated brother of the chapter

**Guest Speaker: William Orsland, Recruitment Chair**
- Will stress the importance of recruitment, especially because the Phikeia will now be brothers and will need to help the Fraternity

**Tuesday March 20**

6:30 PM: House Manager Meeting
- Phikeia will meet with our House Manager to discuss what it is like to live in the chapter house. The meeting will be focused on the rules and systems we have in place to take care of our chapter house. The goal of this is to get the Phikeia to understand the high standard that is expected of them once they move in to the chapter house the following semester.

**Thursday March 22**

- Event TBD
  - See list at the end of the document

**Friday/Saturday March 23** - March 24: Relay for Life
- The Phikeia will be encouraged to participate in Relay for Life as it is a good introductory event into the world of philanthropy and will help enforce the ideas of helping people and giving back.

**Sunday March 25**

4:00 PM: Phikeia Exam and Initiation
- The Phikeia Exam will be distributed to each Phikeia. They will take the exam and must get 80% correct in order to graduate from the Phikeia Program. Then the Phikeia will become full members of the Fraternity through the initiation ceremony.
List of Events with dates TBD

**Phikeia Philanthropy event**

The Phikeia will be expected to plan out and execute a philanthropy event that works with or supports a charity that they have a special attachment to, a cause supported by the Pennsylvania Eta Chapter in the Bethlehem area, or our national philanthropy, the ALS foundation. This event will likely take place in the fifth week of Phikeia Education.

**Dinner and planned event with the Zeta Tau Alpha Sorority**

In an attempt to circumvent the party atmosphere or Lehigh, PA Eta will be encouraging more alternative events with our fellow greeks in order to better foster relationships across greek life.

**Dinner and planned event with the Alpha Gamma Delta Sorority**

In an attempt to circumvent the party atmosphere or Lehigh, PA Eta will be encouraging more alternative events with our fellow greeks in order to better foster relationships across greek life.

**Dinner and planned event with the Kappa Alpha Theta Sorority**

In an attempt to circumvent the party atmosphere or Lehigh, PA Eta will be encouraging more alternative events with our fellow greeks in order to better foster relationships across greek life.

**Alumni Night**

Our alumni relations chair will be planning a night where our Alumni can come back and meet with the Phikeia. The goal of this event is for the Phikeia to see the origin of Phi Delta Theta at Lehigh and also see how the Alumni have been influenced by Phi Delta Theta.