PURPOSE:

The purpose of the new member education process of Phi Sigma Kappa is to prepare new members in becoming active members and well-rounded members of the Chapter. This includes prospering academically throughout the process, while learning how to preserve and promote the cardinal principles of the fraternity. These three principles of brotherhood, scholarship and character, as well as a knowledge of the Chapter’s history, comprise the foundation of what it means to be a brother of Phi Sigma Kappa.

Objectives

I. History

In order to fully appreciate what it means to be a part of a long standing organization such as Phi Sigma Kappa, it is crucial to recognize its history. New members are taught about the history behind the fraternity, dating back to the founding of the first chapter in 1873 at the University of Massachusetts, Amherst and up to the present. This includes learning about the largest successful merger in fraternity history between Phi Sigma Kappa and Phi Sigma Epsilon, as well as the founding of our local chapter and its traditions.

II. Principles and Values

Along with an understanding of the Chapter’s history, an active brother also demonstrates the cardinal principles of the fraternity on a daily basis. Brotherhood, Scholarship, and Character are the virtues that influence all of a brother’s actions and decisions. These traits prompt members to be active and upstanding part of the Chapter as well as any other community they are a part of. Additionally, we hope to ensure the success of our new members by instilling the five foundations of bLUeprint in them.

NOTE: The Grand Chapter of Phi Sigma Kappa is experimenting with an eight week new member education plan in some of its’ chapters each week focusing on a different core value. Although the Nu Chapter at Lehigh was not among the chosen chapters, we thought it would be beneficial to tie some of the events in with the core values. The values are: Helping/Empathy, Purpose, Self-Awareness, Character, Love, Teamwork, Courage, and Lifelong Learning.

III. Life in the Chapter

While living in a fraternity building there are several things that must be done in order to make sure that the Chapter continues to function smoothly on a daily basis. This consists of teaching new members how to keep a clean and safe living space. Additionally, part of a safe living environment is learning risk management skills in order to keep members and guests of the fraternity safe from any possible harm. Giving new members these tools will ensure that Phi Sigma Kappa remains a clean and safe space for the future.
IV. Leadership

In order for all of the above traits and tools to be useful, one must have the leadership skills to put them into action. Whether that means leading by example or eventually becoming the president of the Chapter, new members are given the tools to expand their leadership skills as well as demonstrate them. We will teach them about the Executive Board positions that are so crucial to the Chapter’s success and what their duties include. In addition, they are taught about the numerous chairs and committees that help facilitate events and everyday functions of the fraternity. New members will be given tools, guidance and advice preparing them to take over such positions shortly after entering the chapter. This will give them the ability to ensure Phi Sigma Kappa remains successful.

EXPECTATIONS:

Chapter Officers:

Chapter officers are expected to set an example to the other brothers. Chapter leadership will be expected to follow through with the infractions explained below and punish brothers who break the rules explained below. Additionally, chapter leadership is expected to be available for new members at all times to discuss any possible misconduct going on. At least two executive board members will be present at every new member event, besides the inductor, to ensure that all our policies are being followed. Chapter leadership is expected to help new members throughout the entire process in learning our history and secrets. They will also help new members plan for their future in the chapter by explaining the different positions and roles available to brothers.

General Members:

General members are expected to follow the policies set forth by the chapter leadership. This includes the policies explained below. All general members will be able to read through the policies and will be expected to follow through with all infractions. General members are not allowed to host events without consulting chapter leadership and having chapter leadership present. General members are expected to teach by example on how to be a good brother to the new members. General members are expected to help new members in their academics if possible, attend member class dinners, and get to know the new members.

New members:

Throughout the 6 week new member education period, optional new member events will help to foster a connection to the chapter. There will be certain events where attendance will be highly encouraged by the brotherhood and allow the new members to get a feel for life as a full member of the fraternity. If a new member is unable to attend one of these events, he must notify either the Inductor, or the President in advance in order for a makeup to be scheduled. All new members are encouraged to come to the chapter house as much as possible, including meals, and to participate in our community service and philanthropic events.

Alcohol Policy:
Understanding the dangers posed to individuals by the abuse of alcohol, all new member events are to be dry for both new members and brothers. No brothers or new members are to attend a new member event while currently under the influence of alcohol. If a brother or a new member is found to be in violation of this policy the following actions will be taken:

- **First Infraction**
  - A one on one conversation with the Chapter President and Inductor on the appropriate use of alcohol and a clear explanation as to why their behavior was unacceptable

- **Second Infraction**
  - Referral to appropriate counseling services.
  - Barred from all New Member Events. (for brothers only)

**STATEMENT ON HAZING:**

Phi Sigma Kappa has a strong stance against hazing nationally and we at the Nu Chapter do not tolerate it. We create new events each year that the new members and the brotherhood will enjoy together that do not involve hazing. Our Chapter understands the damaging effect hazing has on individuals as well as organization, and therefore hazing of any sort is strictly prohibited. Understanding the University’s and Headquarters’ definition of hazing is an important part of our policy and we encourage both the brothers in currently in the chapter as well as the new members to familiarize themselves with each of these.

**Headquarters’ Statement on Hazing:**

No Chapter, colony, student or alumnus shall conduct nor condone hazing activities. Hazing activities are defined as:

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

In addition, it is worth noting that if a new member wants to partake in being hazed it is still unacceptable. Consensual hazing is still hazing, and therefore not tolerated.

**Phi Sigma Kappa defines hazing as:**
Any mental or physical requirement, request or obligation placed upon any person (a pledge, associate member, member, affiliate, guest) which could cause discomfort, pain, fright, disgrace, injury or which is personally degrading or which violates any federal, state or local statute or law, university or Grand Chapter policy.

1. Forcing, requiring, encouraging, or challenging new members to drink alcohol or any other substance and/or providing such alcohol or other substance;

2. The unauthorized or illegal use of alcohol in any form or quantity during any new member activity;

3. Forcing someone to eat food, even food he may like or enjoy; the eating of spoiled foods or raw onions, goldfish or anything an individual refuses to eat;

4. Dropping food (eggs, grapes, liver, etc.) into mouths;

5. Calisthenics; such as sit-ups, push-ups and runs;

6. Chairings, "polings, " pledge walks or other similar “traditional” activities;

7. Branding;

8. Causing excessive fatigue through physical and psychological shocks;

9. Paddle swats of any nature;

10. Pushing, shoving or tackling or any other physical abuse;

11. Line-ups of any nature;

12. Throwing anything (whipped cream, garbage, water, paint, etc.) at an individual;

13. Theft of any property under any circumstances;

14. Assigning or endorsing "pranks," such as stealing, panty raids, harassing other organizations;

15. Defacing trees, grounds or buildings;

16. Conducting a new member-related activity between the hours of 1 a.m. - 7 a.m. or awakening individuals during these hours (no unauthorized overnight events). New members will not be forced into sleep deprivation.

17. Permitting less than eight continuous hours of sleep for new members each night;
18. Engaging in unauthorized activity which involves compelling an individual or group to remain at a certain place or transporting anyone anywhere, within or outside the city limits (road trips, kidnaps);

19. Conducting unauthorized quests, string hunts, treasure hunts, scavenger hunts, paddle hunts;

20. Conducting activities which do not allow adequate time for study during initiation periods;

21. Expecting participation in an activity that all members are not required to do;

22. Deceiving new members prior to the ritual designed to convince a new member that he will not be initiated or will be hurt;

23. Requiring new members to "march" in formation;

24. Carrying of such items such as coconuts, helmets, swords, burlap bags, shields, paddles, rocks, dog collars, bricks, etc.;

25. Publicly wearing apparel which is conspicuous and not "normally" in good taste;

26. Yelling and screaming at new members;

27. Requiring or endorsing the new members to yell when entering or leaving the chapter house;

28. Playing extremely loud music or music repeated over and over or any other audible harassment;

29. Not permitting new members to talk for extended periods of time (other than as called for in the sequestration period of the Ritual of Initiation);

30. Engaging in public stunts and buffoonery, public displays or greetings to existing members by new members;

31. Requiring or encouraging new members to act like animals or other objects;

32. Nudity (full or partial) at any time;

33. Members messing up the house or a room for the new members to clean;

34. New members messing up the house;

35. Running personal errands (servitude) including "getting me a beer" or the like;

36. Forcing, requiring or endorsing new members to violate any University or Grand Chapter policy or any local, state or federal law.
37. Requiring answering of the phone in any other fashion than a normal “Hello, Phi Sigma Kappa, may I help you,” or answering within a certain number of phone rings;

38. Blackbooks, blacklists, etc.;

39. Special work sessions that would not include existing members as well;

40. Cleaning undesirable parts of the house (the bathrooms, toilets, etc.) that an existing member would not as well;

41. “Special” initiation exams (defined as any exam other than the Annual Brotherhood Examination of the Grand Chapter) that contains useless and/or irrelevant material.

Note: This list is not all inclusive. It is left up to the Grand Chapter to interpret any events not listed here. If you have any questions on any activities (either listed or not listed here) be sure to call the International Headquarters before the event takes place.

Chapter Statement on Hazing:

We also have a program where our new members are to report hazing to their big brother. If the situation arises that the big brother is involved in the hazing situation then the reporting should go to the inductor. From here there will be an automatic standards board hearing to see if the situation described is actually hazing. If the situation is considered hazing the following penalties are incurred:

- **First infraction**
  - A fine of $50 to go to the new member project fund
  - Banned from all new member event for 2 weeks
  - A written apology to the new member(s) in question
  - A one on one conversation with the Chapter President and Inductor and a clear explanation as to why their behavior was unacceptable

- **Second infraction**
  - A fine of $100 to go to the new member project fund
  - Banned from all new member events for the next calendar year
  - Barred from voting on the next new member class

- **Third infraction**
  - A fine of $150 to go to new member project fund
  - Expulsion from the brotherhood

Based on the severity of the offense, it is possible to go directly to the penalty for the second or third tier if determined to warrant a harsher penalty.
It is plausible that the situation can arise that alumni would be involved in a hazing situation. Our alumni have a similar 3 tiered system as follows:

- **First infraction**
  - Send them a letter telling them this is not what Phi Sigma Kappa Stands for and asks them to refrain from these actions in the future.

- **Second infraction**
  - Banned from the chapter for 3 semesters

- **Third infraction**
  - Lifelong ban from the chapter
  - Expulsion from the brotherhood

Additionally, infractions carry over from being an active member to becoming an alumnus. We may seem a little harsh with our punishments for hazing but hazing is a serious issue and no brother deserves to be put through hazing situations.

If any new member or brother would like to report hazing outside of the fraternity, then he can report it anonymously to the university via http://studentaffairs.lehigh.edu/content/report-hazing, as well as call the National Hazing Hotline at: 888-NOT-HAZE (888-668-4293)

**RESOURCES:**

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

**President:**
Thomas Bate  
(917) 520 – 2161  
teb220@lehigh.edu

**New Member Educator (Inductor):**
Daniel Browne  
(732) 403 – 5835  
dfb220@lehigh.edu

**Risk Manager:**
Brandon Weinberg  
(856) 904 – 0177  
bew220@lehigh.edu

**Lehigh University OFSA (and hazing hotline):**
Erin Wilensky  
emw518@lehigh.edu  
(610) 758 – 4157
Lehigh University Police Department:
(610) 758 – 4200

Fraternity’s Alumni Advisor:
Ryan Kirton
(413) 887 – 8466
rykirt@gmail.com

National Headquarters (and hazing hotline):
(317) 573 – 5420
National Hazing Hotline at: 888-NOT-HAZE (888-668-4293)

EVENTS:

Calendar events:

**Week 1 (2/3 – 2/9)**
Monday (2/4) – Opening Presentation on Hazing and Greek Life
- Introduction to New Member education (expectations of new members discussed), Distribution of history book (Hills and a Star) (6 – 7:30)
Wednesday (2/6) – Leadership Workshop #1 (4:00 – 5:00)
Friday (2/8) – First member class dinner (7:00 – 9:30)

**Week 2 (2/10 – 2/16)**
Sunday (2/10) – First Exec Board/NM meeting.
  - History Lesson: Quiz on Chapter 1
  - Inductor meeting (1:00 – 2:00)
Tuesday (2/12) – Chopped Challenge (8:00 – 10:00)
Thursday (2/14) – Head of Standards Presentation (4:30 – 5:00)
Friday (2/15) – Second member class dinner (7:00 – 9:30)

**Week 3 (2/17 – 2/23)**
Sunday (2/17) – Second Exec Board/NM meeting.
  - History Lesson: Quiz on Chapter 2
  - Inductor Meeting (1:00 – 2:00)
Tuesday (2/19) – Discussion on Accreditation (6:00 – 6:30)
Friday (2/22) – Third member class dinner (7:00 – 9:30)
Saturday (2/23) – Big little reveal (6 – 8:30)

**Week 4 (2/24 – 3/2)**
Sunday (2/24) – Third Exec Board/NM meeting
  - History Lesson: Quiz on Chapter 3
Inductor Meeting (1:00-2:00)
Monday (2/25) – Second leadership workshop (5:00-6:00)
Thursday (2/28) – Presentation on Diversity (7:00-8:00)

**Week 5 (3/3 – 3/9)**
Sunday (3/3) – First Chapter meeting
   History Lesson: Quiz on Chapter 4 (12:00-1:00)
Monday (3/4) – Wellness presentation (5:00-6:00)
Thursday (3/7) – Inductor Meeting (4:30-5:00)

**Springs Break (3/10 – 3/16)**

**Week 6 (3/17 – 3/24)**
Monday (3/18) – History Lesson: Quiz on Chapter 5.
   Start to Review all of Hills and a Star
   Philanthropy Meeting (4:30-5:30)
Tuesday (3/19) – Bylaws presentation (5:00-5:30)
Thursday (3/21) – Inductor Meeting (4:30-5:00)
Saturday (3/23) – Initiation begins (7:00)
Sunday (3/24) – Initiation ends (7:00)

**Date:** First Monday (1/28)
**Location:** Chapter House
**In Attendance:** New members and Executive Board
**Activity:** Opening Presentation on Hazing and Greek Life
**Description:** The Executive board meets with the new members and goes over the expectations of the upcoming weeks.
**Core Values Demonstrated:** Purpose, Courage
**Why:** This is a time for new members to ask questions, meet the leaders of the chapter, and get more comfortable after they accept their bid. They will be given all of the resources above, as well as the phone numbers of the brothers in the chapter. Additionally, they will be given our history book, Hills and a Star.

**Date:** First Wednesday (1/30)
**Location:** Chapter House
**In Attendance:** New members and Brothers (Lead by: Leadership chair)
**Activity:** First leadership workshop
**Description:** There will be a two-part leadership workshop organized by our Director of Leadership. New members and brothers will both partake in exercises to test and strengthen their leadership skills.
Core Values Demonstrated: Teamwork, Lifelong Learning
Why: Our new members will be expected to attend our leadership workshops whenever possible. We feel that these workshops are important toward building the leadership for the future of our Chapter. Throughout the process brothers will be expected to share their leadership experience to help add to the effectiveness of the Workshop.

Date: First three Friday nights (2/8, 2/15, 2/22)
Location: Chapter House/Restaurant
In Attendance: New members and one class of brothers
Activity: Class dinner
Description: Brothers from one pledge class will sit down and have dinner with the new members. Core Values Demonstrated: Lifelong Learning
Why: This is a great time for intimate discussion between brothers and makes it easier for new members to meet everyone. It can be hard for new members to make friends with the senior class, but this is a great opportunity for friendships to be made. These dinners will happen once a week and start with the sophomore class, then the junior class, then the senior class. Each pledge class can decide where they want to go out to dinner or if they want to eat at the chapter house. It makes it much easier to meet brothers when everyone breaks up by pledge class. By the end of the last dinner, the new members will have had a chance to relax and eat with every brother. This will make them more comfortable coming to the house in the future for meals with brothers, which is a great time to bond and make friends.

Date: Second Tuesday (2/12)
Location: Chapter House
In Attendance: Brothers and New Members
Activity: Chopped Challenge
Description: Teams of new members and brothers are pitted against each other in a Chopped style cooking challenge. Each team cooks 3 dishes which are judged after each round.
Core Value Demonstrated: Teamwork
Why: This is a fun event that bonds new members and brothers. The new members learn to work together to come up with creative ideas while also learning how to cook in the kitchen, something they will have to do if they live in the house. Maintaining a healthy diet is challenging with the options we have. Having a friendly competition is always a lot of fun and allows new members to get to know a lot of brothers very quickly. Also, new members get to see what kinds of foods brothers make and can take that knowledge with them. This event is great at stimulating brotherhood among all of our members.

Date: Second Thursday (2/14)
Location: Chapter House
In Attendance: New Members and Standards Board
Activity: Standards presentation
Description: New members will meet with the standards board to learn about their role in the chapter as well as our system for punishing brothers.
Core Value Demonstrated: Character
Why: In order to become good brothers in the chapter, new members must understand the rules that we follow and the punishments for breaking those rules. This presentation will be informative for new members and teach them more about how we run our chapter.

Date: Third Tuesday (2/19)
Location: Chapter House
In Attendance: New members and Accreditation committee
Activity: Presentation of Accreditation
Description: The accreditation committee will explain the accreditation process and what is expected of the positions involved in it.
Core Values Demonstrated: Self-Awareness, Character, Purpose
Why: Accreditation is an important part of being in a fraternity at Lehigh. New members will be exposed to all of the leadership positions that fall under our head of accreditation so that they understand our leadership hierarchy as well. Hopefully by this point, new members have already started considering positions they would like to hold in the chapter.

Date: Third Saturday (2/23)
Location: Off Campus House
In Attendance: Big brothers and new members
Activity: Big little reveal
Description: Prior to this night, new members provide a list of their top choices for who they want their Big Brother to be. The new members are then matched up to their Big Brothers (provided the Big Brother has fulfilled the requirements listed below). This night is the “Big” reveal. There is a curtain drop for each Big and Little pair and they then celebrate their pairing by playing various sports video games in a tournament.
Core Values Demonstrated: Lifelong Learning, Purpose, Love
Why: Each New Member will be paired with an active member, known as his "Big Brother" (or simply his Big). Throughout the six week process, the New Members will end up spending the most time with their bigs. Each big is to serve as a guide to his "little" throughout the New Member Education process. Since the Big has a better knowledge of the fraternity and its members and Lehigh in general, he can help his little by pointing out brothers with similar majors or interests, and can show him where to go on campus for different types of help (math tutoring, the writing center, etc). The most valuable asset the big has is his experience, which can give the New Member some sort of perspective as to their own personal experience so far. Big Brothers must fulfill the following requirements:
Good academic Standing (No lower than second tier of the Scholarship Plan)
Have accumulated an amount of House Point Determined By Exec- Board

Note: The number of house points will be determined by the board by looking at the average number of points for each brother after formal recruitment concludes. All Big Brothers are required to meet with the President and Inductor in order to have a more specialized conversation on hazing with regards to their soon to be Little Brothers.

Date: Fourth Monday (2/25)
Location: Chapter House
In Attendance: New members and Brothers (Lead by: Leadership chair)
Activity: Second leadership workshop
Description: There will be a two-part leadership workshop organized by our Director of Leadership. New members and brothers will both partake in exercises to test and strengthen their leadership skills.
Core Values Demonstrated: Teamwork, Lifelong Learning
Why: Our new members will be expected to attend our leadership workshops whenever possible. We feel that these workshops are important toward building the leadership for the future of our Chapter. Throughout the process brothers will be expected to share their leadership experience to help add to the effectiveness of the Workshop.

Date: Fourth Thursday (2/28)
Location: Chapter House
In Attendance: New members and brothers
Activity: Presentation on Diversity
Description: Brothers discuss their different upbringings and speak to the new members about their experiences in coming to Lehigh and joining Greek life. Any new members who would like to share their story will be encouraged to do so. However, no one will be forced to share anything they desire to keep to themselves.
Core Values Demonstrated: Self-Awareness, Helping/Empathy
Why: Part of joining a Greek Organization is contributing to the several unique backgrounds each of its members have. This event helps new members learn and appreciate this. Inclusion is a big part of our brotherhood and we want all of our new members to understand that.

Date: Fifth Monday (3/4)
Location: Chapter House
In Attendance: Brothers and New Members (Lead by: Health and Fitness chair)
Activity: Mental/physical health presentation
Description: Brothers who are passionate about fitness and living a healthy lifestyle will meet
with new members and discuss what activities they do to maintain their fitness.

Core Values Demonstrated: Lifelong Learning, Self-Awareness

Why: Juggling school work, a healthy lifestyle and other extracurricular activities is hard whether or not one is a part of Greek Life. This presentation is intended to help new members see how they can maintain physical and mental wellness while maintaining good grades and activities as well. This that will be discussed will include everything from eating well and exercising to taking time to relieve stress from the everyday tasks that eventually tires out most students.

Date: Last Monday (3/18)
Location: Chapter House
In Attendance: New members, Director of Philanthropy, Philanthropy committee
Activity: Philanthropy Meeting
Description: The new members are encouraged to sit in on one meeting of our philanthropy committee where they discuss current planning effort for upcoming events.

Core Values Demonstrated: Helping/Empathy, Purpose, Teamwork, Lifelong Learning

Why: The new members will be able to work with our Director of Philanthropy in order to learn what goes into the planning of an event and what information needs to be passed on to the rest of the chapter in order to conduct a successful event. The new members will be able to figure out if they would like to continue to attend these meetings in order to assist in further philanthropy planning efforts.

Date: Last Tuesday (3/19)
Location: Chapter House
In Attendance: New members and chapter officers
Activity: Bylaws presentation
Description: New members will learn about our official bylaws, the changes we’ve made to it over time, and how to make a change.

Core Values Demonstrated: Purpose, Character

Why: Our bylaws describe how we are to handle all formal fraternity business and it is important for new members to understand how they work. At this point, they are all almost brothers and will need an in-depth presentation on the way we run. The chapter officers present will help new members to understand how each position in the chapter is affected by the bylaws and the formal responsibilities described in it. This will prepare all new members for elections which usually happen shortly after induction.

Date: Last Saturday and Sunday (3/23, 3/24)
Location: Iacocca Tower
In Attendance: Brothers and New Members
Activity: Initiation
Description: New members will arrive at the house at 7pm on Friday, March 23rd to take the final Phi Sigma Kappa National History test. Then we will begin a ritual, part of which initiates are strongly encouraged to stay overnight at the chapter house. By 7 pm on the 24th, the initiation process will be completed.

Core: Lifelong Learning, Purpose

Why: Our ritual of initiation begins the night before, after the national Phi Sigma Kappa history test. New members will not be forced to stay at the house but will be given a room and will have free time to do homework and eat when needed. If New Members are unable to attend these dates, they will be initiated as soon as they are available to go through the ritual. Our chapter reserves Iacocca tower for part of our initiation.

PROGRAMS THAT ARE UNIQUE TO YOUR CHAPTER AND LAST FOR THE ENTIRETY OF THE NEW MEMBER EDUCATION PROCESS:

Study Hours: Scholarship is one of Phi Sigma Kappa's core values. New members are expected to keep their grades up during the six weeks New Member Education process. In order to help the new members accomplish this, they must spend time with their books during the week. Study hours will be informal. New members will spend time with brothers of the same, or similar major. Brothers are encouraged to help new members with their homework if they have trouble understanding a topic. They can study anywhere they want to: Libraries, the house, rooms, common areas, etc. Study hours is a way for new members to manage their time, study for classes, and receive assistance if they need it. Each new member is encouraged to complete a minimum of 6 hours like this per week. This is the same standard held for brothers who fall below the second tier of the Scholarship Plan.

New Member Quizzes: Once New Member education commences; each new member will receive a copy of "Hills and a Star" which is a book about Phi Sigma Kappa. It covers the history of the fraternity, its merger with Phi Sigma Epsilon, and even discusses the inner workings of the fraternity on a national level. New members are to read one Chapter every week and learn the material, because the book contains valuable information that will be on the entrance examination that is taken before initiation. They will be quizzed on each Chapter so they know what parts are the most important, and have a better chance to retain the material that is presented.

Inductor meetings: The entire class of new members will meet privately with the Inductor once a week to discuss their progress. They will talk about how they feel they have been integrating the cardinal principles of the fraternity into their lives. The inductor will be able to address any concerns that any new member may have.

Executive Board/New Member Meetings: Starting the second Sunday, there will be Executive
board/new member meetings. These meetings will allow new members to experience a more beneficial version of weekly Chapter meetings. Since this is a smaller meeting, an environment is created where new members will be more encouraged to ask questions as well as not become overwhelmed by traditional chapter. There will be two to three of these meetings as to prepare new members for later weeks, where they will start attending regular chapter meetings.

**Chapter Meetings:** Every member of our Chapter is required to attend the Chapter meeting every Sunday. By making one of the meetings informal during New Member education, it enables the new members to attend. This allows them to observe the current brothers at work. New members see the responsibilities of different chair positions and can begin to think about which ones appeal to them. New members get a say in the decision making process, and are kept up to date with all our events.

**Meals (Brotherhood dinners):** All new members are encouraged to spend time at the house while not infringing on their academic and personal pursuits. A good way to spend time with brothers is to eat with them. Meals at the house are a fun way to get to know the brothers and to get used to eating in a fraternity house (as opposed to a dining hall). It is a different atmosphere, because in a dining hall, you could be alone in the midst of 200 people, whereas in the house you are eating around with about 30 of your closest friends.

**Philanthropy event plan:** All new members will work throughout the 6 weeks to develop a comprehensive philanthropy plan to be executed in the next semester. They will work closely with our current philanthropy chair to learn what is required of a philanthropy event so that they will be more prepared in the fall to hold the event. In the past, we often struggle with holding philanthropy events in the fall so this should combat this problem. Additionally, new members will have a chance to learn more about the positions available in the chapter once they are brothers.

**Informal brotherhood events:**
Along with scheduled events comes more informal, unscheduled, and completely optional events. These events allow new members to spend more quality time with the brothers of Phi Sigma Kappa in new ways outside of the fraternity house. These events will still follow all above policies we have set forth and will not be required of any new member.