New Member Education, Spring 2019
Theta Chi, Beta Sigma Chapter
Zachary Weinert, Marshal
**Purpose:**

“I believe in Theta Chi, its traditions and its ideals.”

The introductory sentence of the creed of Theta Chi is more than a collection of words. Our creed sets forth the expectations of how a brother of Theta Chi is expected to conduct his life. It also proposes the ideal goal for a proper New Member Education program. As the Marshal of the Lehigh Chapter of Theta Chi, it is my duty to instill the values of our Fraternity and Alma Mater in those who wish to become our newly initiated brothers.

To accomplish this, I must not simply guide the New Member through our rituals and activities, but must also monitor and speak with each on an individual basis to ensure that he has a clear understanding of what is expected.

The term “Marshal” is used herein as Theta Chi’s New Member Educator. Marshal is a ritualistic term and the traditional way of referring to a Theta Chi New Member Educator.

The Constitution and Bylaws of Theta Chi Fraternity define the role of the Marshal in this way:

“The Marshal shall be responsible for the education of the New Members. His responsibilities shall include development of the educational program and conduct of the entire educational process, and shall continue until the New Members have been properly prepared for initiation. He shall assist the treasurer and the secretary in the collection of fees and the filing of forms required by subsections 4(c) and 4(e) in connection with the registration of New Members and the initiation of members. He shall at all times serve as an example for New Members and members to follow, and shall make certain that no hazing practices are allowed to take place in the educational program or otherwise, or tolerated under any circumstances. He shall make certain that every New Member is assigned an undergraduate member as a big brother or other mentor to assist him in learning about the Fraternity.”

This year, the principal theme of the program will be the guiding New Members through the Resolute Journey, in accordance with the values of Theta Chi.

My New Member Education program is designed to educate and assimilate my new brother into the proud and honored ideals and ways of Theta Chi. In addition to the goals we set as a chapter, the goals of the Resolute Journey are broken up into five main areas:

Area I: Leadership and Teamwork Development
Area II: Alma Mater First
Area III: Social Competence and Development
Area IV: Life After Graduation
Area V: Theta Chi for Life and the Assisting Hand

Additional Goals:
- Instill in the New Member the sacred values and ideals of my fraternity.
- Instill a sense of pride for the Chapter house as a building as well as the institution it represents.
- Teach the New Member to the best of my ability how to run and care for the Chapter.
- Create an atmosphere of deep and meaningful brotherhood within the Chapter as a whole.
- Create lifelong bonds between the New Member and current brothers alike
• Teach them to leave the house in a better state when they graduate than it was when they joined.
• Develop motivated and dedicated future brothers.
• Foster personal and intellectual growth as well as academic and fraternal growth.
• Develop the New Member’s time management skills for future success.
• Use both fraternity and Lehigh resources to support their academics.
• Initiate a young man I can personally be proud to call my brother.
• Create a sense of responsibility to the broader Lehigh community.

Expectations:

Our program further defines the role of the Marshal as the overseer of the development of the following foundational responsibilities of a brother of Theta Chi:

Scholastic Responsibility: The top priority for a brother of Theta Chi is academics. The well-being of the Chapter, fraternity, and the entire University fraternity system depends upon achieving and maintaining a high degree of scholarship. Academic excellence should be valued above all else as prescribed by our maxim - Alma Mater first, and Theta Chi for Alma Mater.

Character Responsibility: As one becomes part of a larger organization, that individual takes on the shared responsibility of upholding the organization’s image and reputation. The moral conduct and personal behavior of each member reflects the total Chapter image to the University administration and to the public. This makes it imperative that each individual member acts as a true gentleman of Theta Chi, and thereby upholds the sacred values of this fraternity.

Leadership Responsibility: A brother of Theta Chi must constantly strive to better his Chapter while growing as a member of the same. This striving includes being ready to accept leadership roles when needed and to serve to his best ability at all times. Not only this, but each New Member should strive to hold an elected position within the Chapter. It is critical for the continuation of the Chapter that New Members are fully prepared and capable to take on these leadership roles.

Membership Responsibility: Policies and regulations are established by the University and the Fraternity for the good of all. It is expected that members comply with all such rules and practices including the elimination of hazing, the legal and responsible use of alcohol, and an active stance against the use of illegal drugs. Every member shall attend all Chapter meetings, official functions, and shall participate fully in Chapter activities. It is also the responsibility of each brother to play an active role in the continuation of the Chapter by actively recruiting New Members who are a good fit. A member must also realize that the responsibility of brotherhood do not end upon graduation but last a lifetime.

Financial Responsibility: Every member is expected to pay all bills presented to him in a timely manner. Prompt payment ensures smooth operation of the house and avoids
accumulating debt with the fraternity. Financial challenges to an individual and their family can arise. Any issues of this kind should be brought to the attention of the President, Treasurer, Chapter Advisor, and Alumni President as soon as they arise, so that various solutions can be explored, such as payment plans.

**Self Responsibility:** Each Member owes it to himself to uphold these responsibilities, not only for his own sake, but for the sake of his brothers as well. He must take care of his personal health, well-being and appearance. He must also do all in his power to understand the meaning of the Ritual of Theta Chi Fraternity and follow its oaths and ideals to the utmost of his ability.

As the one leading the New Member through this program, I hold myself to a higher standard regarding these critical areas of responsibility. One of the most important aspects of this accountability is ensuring the safety and well-being of our New Member. No hazing of any kind will be tolerated. Primarily, this is accomplished by ensuring both the brotherhood and the New Members are familiar with what constitutes hazing, and by discouraging any such behavior. It is also my responsibility to foster an environment where people are comfortable reporting any incidents of hazing to myself and the Lehigh administration. The Constitution and Bylaws of Theta Chi Fraternity prohibit all forms of hazing.

Theta Chi fraternity sets high and meaningful expectations of both its New Members and brothers. During his time as a New Member, the brotherhood will teach him what he needs to know in order to grow into a contributing brother of Theta Chi fraternity. First and foremost, Theta Chi is a fraternity at an educational institution, and as such, the success of our future brothers is integrally connected to their academic success. We expect our New Member to attend the library regularly, as well as take advantage of the knowledge of older brothers by recognizing them as vital educational resources. Our fraternity also thinks that it is important that we acknowledge that we are a part of the local and school community; as such, the Chapter’s participation in philanthropy is part of its core beliefs. The New Member, since he will be expected to organize and run our future philanthropy events, will be expected to help the brothers organize and run all philanthropy events that occur during the spring semester. As a brotherhood, we also have every member of the Executive board, as well as various other minor officer positions, give presentations to expose the New Member to many leadership opportunities that they will at some point need to take over. The New Member is offered a shadowing program to gain a deeper understanding of the daily responsibilities of those positions, if the New Member expresses interest in a particular position.

During the New Member process, the active members recognize that it is their duty to teach and help the New Member in order to have a successful program. This is done by acting as role models, answering questions, giving presentations, and offering advice. Many of the older brothers act as tutors, and help the New Member prepare for tests and offer guidance (when appropriate) on challenging homework assignments or projects.
Statement on Hazing

The Fraternity prohibits absolutely all physical hazing, paddling, uncalled-for humiliation, and public displays in connection with pledging and pre-initiatory activities, and subscribes to the National Inter-fraternity Conference resolutions and the Fraternity Executives Association’s “Statement of Position on Hazing and Pre-Initiatory Activities” which condemn all forms of hazing in connection with New Member Education and pre-initiatory activities. The Beta Sigma Chapter shall carry out the Fraternity’s policy and conform strictly to this policy, not only to escape the danger of bringing discredit to the Fraternity and injuring the entire fraternity cause, but also to build higher respect for the Beta Sigma Chapter and the Fraternity in the minds of New Members and to instill a finer type of loyalty thereby. The Fraternity prohibits all forms of public initiation, and pre-initiatory and initiation activities shall not be permitted to interfere in any way with the scholastic obligations or class attendance of those involved. The Brotherhood follows national “no hazing policies,” and fully understands that any action considered to be hazing is intolerable.

The New Member will be clearly informed at the start of the New Member Education process about Lehigh’s and Theta Chi’s anti-hazing policies through a group meeting with the President and Vice President. This will be a confidential and open discussion between the President and the New Member, during which, they will be informed of the abundant resources afforded to them by the school, the fraternity, alumni, and nationals. This meeting will hopefully facilitate more discussions periodically throughout the process about any concerns the New Member might have about the program. This constant feedback about the success and failures of the program can help us continuously revise and strengthen the program.

Furthermore, the New Member will be given contact information for at least two members of the Alumni Board who they can contact regarding any issues of hazing or anything else about the NME program or the fraternity about which they have concerns. In addition, at the commencement of the NME program the New Member Educator will obtain contact information for his parents or guardians and supply that to the Alumni Board. Our Alumni Board will then reach out to the parents or guardians with information about the fraternity.

Resources

President
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Week One

Note: Depending on the size of the new member class, the schedule may be more flexible to fit everyone’s needs. With this in mind, all times are subject to change if conflicts arise.

Meeting One:

Date: Monday, February 4th, 6pm
Location: Chapter House
Attendance: The entire brotherhood, full new member class, Marshal
Attire: Business casual

- New members will meet in the chapter room to begin the Resolute Man application and sign the Theta Chi Pledge Honor Code
- The Marshal will teach the new members about Theta Chi history and structure as well as the creed

Homework:
- Begin to memorize the creed of Theta Chi

Why:
- Start the pledging process by completing paperwork
- Begin learning general history of Theta Chi
Meeting Two:

Date: Wednesday, February 6th, 6pm

Location: Chapter House

Attendance: Executive Board, full new member class, Marshal

Attire: Casual

- New members will continue to learn the creed by reciting it
- Executive board will give introductions as well as explain their positions in the chapter
- New members will be asked how they can contribute to the successes of Theta Chi

Why:
- The new members will be introduced to positions in Theta Chi
- New members will also consider how they can impact Theta Chi positively

Meeting Three:

Date: Friday, February 8th, 4pm

Location: Chapter House

Attendance: Full new member class, Marshal

Attire: Business casual

- New members will be tested on their knowledge of the creed by reciting it as a group
- The marshal will talk to the New Members about sacred purpose
- The marshal will explain to the new members that the creed represents the expectation of the daily life of a Theta Chi

Homework:
- Come to the next meeting with an idea of how they can change their daily life in order to better represent a Theta Chi

Why:
- New members will learn the core values of a Theta Chi
- New members will think about whether their habits align with the values of Theta Chi

Week Two

Meeting One:

Date: Monday, February 11th, 6pm

Location: Chapter House

Attendance: Full new member class, Marshal, Vice President of Health and Safety

Attire: Casual

- The Vice President of Health and Safety will speak about the importance of keeping each other healthy and safe
- New members will talk about their ideas on how they can improve their habits in order to better represent the values of Theta Chi

Why:
- The Vice President of Health and Safety’s talk is especially relevant today because of the recent events in the news about the injuries and dangers commonly associated with fraternity life
Meeting Two:

Date: Wednesday, February 13th, 6pm

Location: Chapter Room

Attendance: Half of the brotherhood, full new member class, Marshal

Attire: Business casual

• Half of the brotherhood will formally introduce themselves to the New Members
• Brothers will also talk about how their backgrounds and experiences impact their individual beliefs and actions
• New members will share their backgrounds to the Brotherhood
• The Marshal will talk about the role of Theta Chi in the community

Homework:
• New members will be asked to think about the stereotypes of Greek life and whether they are accurate
• New members will also be encouraged to find a club or student organization to join

Why:
• New members will formally meet half the brotherhood and learn their backstories
• New members will gain insight into how brother’s backstories impact their lives and actions
• New members will be invite to consider how a brother of Theta Chi can contribute to the campus community

Meeting Three:

Date: Friday, February 15th, 6pm

Location: Chapter House

Attendance: The other half of the Brotherhood, full new member class, Marshal

Attire: Business casual

• The other half of the brotherhood will formally introduce themselves and share their backgrounds in the same way as the previous meeting
• The Marshal will talk about significant cultural events on and around campus and gauge interest in attending an event as a group
• The Marshal will also talk about the differences between a friend and a brother
• New members will be asked to begin choosing who their big brothers will be

Why:
• New members will formally meet the other half of the brotherhood and learn their backstories
• New members will be taught that they should feel comfortable being critical and honest with their brothers on a higher level that with friends

Week Three

Meeting One:

Date: Monday, February 18th, 6pm

Location: Chapter House

Attendance: Full new member class, Marshal

Attire: Business casual
New members will talk about why they wanted to join a fraternity as well as what they hope to gain from the fraternity experience
New members will be asked to define "brotherhood"
The Marshal will talk to the new members about why people leave/drop a fraternity and what can be done to facilitate their continued membership
New members will talk about how rush was successful this year and how it can be better in the future

Homework:
New members will be asked to come to the next meeting with an idea about how Theta Chi can better recruit in the future

Why:
New member will have the opportunity to think about what brought them to Theta Chi and what they can do to convince others to join
New members will reflect upon why they decided to join Greek life and what their goals are while they are part of the house

Meeting Two:

Date: Wednesday, February 20th, 6pm
Location: Chapter House
Attendance: Full new member class, Marshal, Scholarship Chair
Attire: Casual

• The Scholarship Chair will review the new member’s resumes and suggest revisions if needed
• New members will also be asked about their spending habits and how they can budget their money better
• The Scholarship Chair will teach the new members how they should prepare and present themselves during an interview

Homework:
New members will be asked to dress as if they were going to take an interview for the next meeting

Why:
Professional development is very important for all new members
It is important to ensure that all Theta Chi members present themselves well in a professional setting

Meeting Three:

Date: Friday, February 22nd, 4pm
Location: Chapter House
Attendance: Full new member class, Marshal, Scholarship Chair
Attire: Business casual

• The Scholarship Chair will talk to the new members about how they can balance fraternity life with their academic life
• The Scholarship Chair will also go over the academic program that Theta Chi offers such as the academic mentor program
• The Scholarship Chair will assign academic mentors to each new member, these academic mentors will remain the same for the entirety of their time in Theta Chi
• New members will also be told that it is their responsibility to hold each other responsible for academic success, this message will be tied back to our motto, “An Assisting Hand”
Why:
• It is important for brothers to keep each other accountable for academic success and to lend "an assisting hand" in the event that they are struggling
• New members will learn about the systems that the fraternity has in place to ensure their continued success throughout their fraternity experience

**Week Four**

**Meeting One:**

Date: Monday, February 25th, 4pm

Location: Chapter House

Attendance: Full new member class, Marshal

Attire: Business

• A volunteer from the brotherhood will show the new members how to tie a tie
• New members will practice tying a tie
• New members will peer-review each others resumes

Why:
• It is an important and helpful tool to be able to review a peer’s resume
• The ability to tie a tie well is crucial to looking the part you are applying to

**Meeting Two:**

Date: Friday, March 1st, 6pm

Location: Chapter Room

Attendance: Entire brotherhood, full new member class, Marshal

Attire: Business casual

• New members will reveal who their big brothers are in the Big Brother Ceremony

Homework:
• New members will be asked to bring in their resumes for the next meeting

Why:
• This is one of the most treasured traditions in the house as current brothers learn who their little brothers are
• This is a special time for the new members because they officially join a Greek family and take their first step toward full membership

**Week Five**

**Meeting One:**

Date: Monday, March 4th, 4pm

Location: Chapter House

Attendance: Full New Member Class, Marshal

Attire: casual

• New members will be asked to find a way, that is meaningful to them, to volunteer at least 10 hours of their time
• New members will be asked to contemplate how Theta Chi’s motto, “an Assisting Hand”, can be applied to their lives
• The Marshal will also talk to the new members about Theta Chi’s national philanthropy, the United Stated Service Organization

Why:
• New members will think about how they can lend an assisting hand to those in in their lives and in their communities
• New members will choose a cause that is important to them and volunteer their time to help

Meeting Two:

Date: Wednesday, March 6th, 6pm
Location: Chapter House
Attendance: Full new member class, Marshal, Historian, Alumni Advisor Gary Tilles
Attire: Business casual

• Our Alumni Advisor will come to present to the new members to ensure that each new member is well versed in Theta Chi history
• The meeting with our Alumni Advisor will culminate in a history test given by the Marshal
• New members will participate in the Reverse Candle Pass activity to signify the beginning of the end of the pledging process

Why:
• New members will be again taught the history of Theta Chi and tested on it in order to ensure that they will carry our shared history with them thought their time at Lehigh and beyond
• The end of pledging will begin with the Reverse Candle Pass activity

~~~~~~~~~~~~~~~~~~~~~~ Spring Break ~~~~~~~~~~~~~~~~~~~~~~~

• New members will be asked to make a symbolic paddle for their big brother over break

Week Six

Meeting One:

Date: Monday, March 18th, 6pm
Location: Chapter Room
Attendance: Full new member class, Marshal, Standard Chair
Attire: Business casual

• The Marshal will talk to the new members about the importance and the process of holding leadership positions within the fraternity
• The Marshal will also talk to the new members about how they can stay involved with the fraternity both after initiation and after graduation
• New members will be asked to register for the Alumni Mentor Network
• The Marshal will stress to the new members that while not all of them can serve on exec, there are many opportunities to lead without a position
• The Standards Chair will go over the standards process with the new members

Why:
• The main points of this meeting is to stress the importance of developing leadership traits within the fraternity that can be later applied to other aspects of life
• New members will also be prompted to think about how they can still lead without an executive position
• New members will learn about the standards process so there is no confusion about what kind of conduct is acceptable

Meeting Two:
Date: Wednesday, March 20th, 6pm
Location: Chapter House
Attendance: Full new member class, Marshal
Attire: Business casual

• The Marshal will remind the new members of expectations that the house has of them for how they develop relationships with and support fellow brothers
• New members will complete the “Man in the Mirror” activity to reflect on who they are and how they can change to become the man that they strive to be

Why:
• New members will be invited to individually reflect on “the man in the mirror” and think about how they can improve the man that they see
• New members will also be reminded one more time before initiation the expectations of relationships between brothers

New Member Initiation Ceremony
Date: Friday, March 22nd, 6pm
Location: Chapter Room
Attendance: Full new member class, entire brotherhood
Attire: Business

• The New Member Education Program comes to an end, and brotherhood rituals from the National Fraternity are performed.

Why:
• The Program deserves a culmination, and this marks the moment when the transition to a Brother is completed. It’s a moment of unity, celebration, and reflection.

Additional Events:

Yes Means Yes
Date: Wednesday, March 6th, 6pm
Location: Chapter House

Attendance: Brotherhood, new member class, new member educator

Description: Inspired by the Army’s SHARP (Sexual Harassment Assault Response and Prevention) Program, as well as recent news regarding Title IX and the general shift seen in colleges across the country, “Yes Means Yes” will be a discussion on consent and overall sexual interactions. All members (new and current) will be required to attend and participate in a house-wide discussion on how to have responsible sexual interactions. Brothers will first act out SHARP Vignettes, which are scenarios portraying violations in obtaining proper consent and incidents of sexual harassment. The President and Vice President of Health and Safety will then lead a discussion explaining what was wrong in each scenario and how brothers can fix it, or prevent it if they are a bystander. Some of the main topics of this discussion will include, but are not limited to:

• What is the difference between sexual harassment and sexual assault?
• How can we create a community that prevents sexual harassment/assault?
• What is consent? How is it given?
• What’s the difference between yes means yes and no means no?
• Why the shift? What is a bystander in terms of sexual harassment and/or assault?
• How can bystanders intervene?

To close, we will watch and discuss the video “Who Are You?” This film presents a hypothetical situation of sexual assault. It asks the question of who could have prevented it by showing all of the people who saw the warning signs and chose not to act. The film then shows how various players can intervene to stop an assault before it happens. <https://www.youtube.com/watch?v=iUj2OHLAG3w>

Why: Our culture is increasingly becoming cognizant of the prevalence and harm of sexual harassment and other scenarios, and we want brothers of Theta Chi to be able to identify a situation, act in the best interest possible, and create positive change in the broader Greek community.

The Group

Date: Tuesday, March 19th, Nighttime

Location: Chapter House

Attendance: The new member class, and the new member educator

Description: At The Group, the new member class and new member educator venture to a spot in the chapter house, dim the lights, and form a circle. Starting with the new member educator, each participant faces away from the group and talks about whatever comes to their mind. Having a specific target to focus on and being faced away from the group produces an organic state of vulnerability, and participants often talk about their families, insecurities, and fears. It is, in my opinion, the most powerful event we run.

Why: In college, especially in a male Greek setting, students are afraid to express their vulnerabilities and emotions. The Group is a setting removed from the noise and chaos of everyday life, in which you can be supported by your friends without having to look them in the eye. Perhaps, most importantly, The Group shows the new members that they can bond on a spiritual level, as well as a social one. Despite our outward differences, at our cores, many of our fears and emotions are the same.
Chapter Trip to New York

Date: March 2nd (Subject to change based on availability and weather forecasts)

Location: New York City

Attendance: brotherhood, new member class, new member educator, alumni

Description: This trip is designed so that brothers and new members can get closer over a trip to NYC. On this trip brothers and new members will walk the parks of Central Park and partake in other tourist attractions around the city. Along with being a tourist, the goal of this trip is to meet with alumni and for the new members to meet with older brothers in their greek family.

Why: Although most people at Lehigh are local to the area and have most likely traveled to NYC, not everyone has. With NYC being only 2 hours away, this is a fun and easy brotherhood and new member trip in which the house and the new members can bond a little bit. In addition, there are many alumni that live in or near the city and is an easy place for everyone to meet up.

Programs Unique to Chapter

Academic Mentor Groups
Each New Member will be paired with an academic mentor in the house. The mentors will be the brothers in the house with good academic work ethics who have the same or a related area of study. The Scholarship Chair will pair the New Member with a brother who can help meet his direct academic needs during these mentor sessions. This partnership will allow the New Member to work with a brother to keep their grades up during New Member Education, while developing good work habits for the future. The New Member will now have someone they can easily go to when they need help studying, or with any other issues they may have. The Scholarship Chair will be responsible for making these pairs, and will also serve as a mentor and resource for the New Member. This educational opportunity allows New Members to connect with brothers and develop their work ethic. The Scholarship program has been revamped this year to provide brothers with various categorizations of lower GPAs corresponding academic support and oversight. The New Member will be immediately included in these efforts to build an enhanced support system.

Study/Gym Hours
Our optional study hours for Brothers and New Members go hand in hand with the time management plan. It is highly encouraged to take advantage of the two hours set aside every weekday to keep up with academics. Furthermore, any member whose previous semester GPA is below the all men’s average is required to log at least 15 hours a week with the Academics Chairman to ensure academic improvement. If the New Member or brother feels on top of all of their class work, it is suggested that they to use this time for exercise. It is our belief that a person should be constantly striving to improve their personal fitness, as well as their academics. Aside from the obvious health benefits, exercise has been shown to aid in mental health, as well as to improve self-confidence and provide a host of other benefits. If someone chooses to use this time for the gym, he is encouraged to go with a partner, both for safety as well as for fostering personal bonds. However, it will be made clear that this is an optional activity, and that the New Member may spend this time however they see fit. While the Chapter allocates two hours for study every day, members are encouraged to allocate as much time as needed for their academic success. It is an important part of “Identity Development” and “Professional Growth and Success” to identify one’s strengths and weaknesses and set up a course of action for growth as a student and a brother of Theta Chi. By spending time either
studying or working out with the brothers, the New Member will be developing “Collaborative Connections.” Through mentorship and time-management, the Marshal will enable the New Member to get the most out of his time, and to use it most efficiently.

Textual Analysis of the Creed
The New Member will have a written copy of the creed. He will be instructed to read and analyze what he believes the creed means and how it applies to him individually. These ideas will be discussed one on one in a private setting with the Marshal and linked to past fraternity subjects that we have talked about. These meetings persist bi-weekly throughout the Program, as the New Member’s interpretation of the creed grows and evolves. In essence, the Marshal aims to build on members “Identity Development” as they align their values to the values expected from a brother of Theta Chi.

Wednesday Night Shirt & Tie Dinner
All members are encouraged to attend Chapter Dinner every Wednesday night. These dinners will sometimes be accompanied by a speaker from the University. This allows our Chapter to maintain relations with university staff and faculty, as well as improve our knowledge about the happenings of our campus community. The New Member and brothers are highly encouraged to invite any facility member (professor, coach, LUPD, etc.) to these dinners. Sometimes a local alumnus will be invited, allowing the brothers to reconnect with past generations of our Brotherhood. The dinners will also serve to increase Brotherhood bonding. A strict shirt and tie dress code is mandated. This event develops “Collaborative Connections” and “Professional Growth & Success” by encouraging a sense of community in the Chapter and by reaching out to the University community.