Introduction

The Zeta Tau Alpha New Member plan for the 2019 Spring semester is designed to facilitate growth, learning, friendship, and goal setting among the New Member class and current ZTA sisters. The New Member activities will encourage New Members to reflect on their own personal values and ZTA values in a safe environment. Many of the activities running during the week are set up as events supporting sisterhood. On Sundays, the New Members will have their New Member meetings, which follow a curriculum developed by the Zeta Tau Alpha International Office. Initiation will take place on March 1st, 2019. The New Member Coordinator will be distributing this to the New Members themselves, as well as sending a copy to the parents of the New Members to keep them informed on what’s going on in their daughter’s life!

After Initiation

After initiation, the 2019 Spring New Member class will go through Post Initiate Education (PIE), which is a series of short lessons on the ritual values and ceremonies of ZTA.

Underage Drinking and Other Illegal Activities

Sisters and New Members of Zeta Tau Alpha are expected to abide by all state and federal laws. The current sisters have been formally briefed on the seriousness of providing alcohol to students that are underage or pressuring underage sisters to consume alcohol or partake in other illegal activities. The New Member education process is dry and there will be no alcohol present at any official and unofficial New Member education events. Official New Member events are events that New Members are expected to come to, like New Member lessons and the New Member Retreat. Unofficial New Member plans are optional events with the purpose of strengthening bonds within the chapter, like movie marathons and spa nights. If any sister, New Member or Active Member, is found to be in violation of these policies, they will be taken to our Judicial Board for a hearing, and the board will decide the sanction they deem appropriate.

Hazing

Zeta Tau Alpha does not tolerate hazing of any type. The New Member activities will be hazing free. Every member of Zeta Tau Alpha has read and signed both the Lehigh and Zeta Tau Alpha policies on hazing. The following paragraph was sent to and signed by all big sisters in order to facilitate a better understanding among the sisters closest to our New Member class:

“ZTA has a zero tolerance policy regarding hazing. As a Big Sister you are in a unique position of power. Your Little Sister is looking to you and trusting you to be there for her and act in her best interests. Your suggestions to her are more influential than those of others in the chapter. Your little sister should not be doing any favors and/or chores for you that you suggest. Requests like “do my laundry” or “bake me cookies” are not reasonable. ZTA New Members are NOT required to go out and should not be pressured to do so. New Members are welcome at all ZTA events, but should never feel obligated to go to social events. New Members should not be pressured to consume alcohol. Pressure and/or encouragement to drink provided by a Big Sister will be considered hazing. Zeta Tau Alpha does not condone any form of hazing by any member, new member or alumnae member. Such activities conflict with the Fraternity’s ideals and traditions and project a negative image of the organization. ZTA collegiate chapters must develop new member programs that reflect the true meaning and high standards of sisterhood. These programs must not demean, embarrass or endanger members or new members.

Link to hazing prevention and reporting form: http://studentaffairs.lehigh.edu/hazing-prevention Sisters can also report hazing by contacting OFSA and Student Affairs or calling the hazing hotline (888-668-4293).

Z-E-T-A Groups

Upon signing their bid to Zeta Tau Alpha, New Members will be placed in a Z-E-T-A letter group. Each sister of the chapter is assigned to a letter group, and we use these groups for attendance in other organizations’ philanthropy events, Panhellenic events, and other campus events. The New Member class will be split up evenly among the four groups, and will be mixed in with sisters of various ages, giving them an opportunity to interact with girls that they might not otherwise get a chance to. Letter groups are assigned for events, but if a New Member, or any sister, cannot make that particular event, all she has to do...
is find someone from another letter group to replace her. As only one quarter of the chapter is in each group, it is very easy to
find a replacement in the other three quarters of the chapter, thus making it easy for any member to stay true to their
commitments outside of Zeta. Members are still encouraged to find a replacement if they have an excusable reason, however, if
they are unable to they will not be penalized.

Calendar of Events

Each Sunday, the New Members will participate in New Member Meetings, as detailed by our International Office. Each lesson
has a theme, relating to the core values of being a Zeta Tau Alpha. The VPII will be facilitating all lessons, and each member of
the Executive Committee will be in attendance at least once, so that the New Members can meet them all. After each lesson, the
New Members and VPII will discuss how the Zeta Tau Alpha lesson fits into their Lehigh bLUeprint. The title of this program is
“Zeta is Forever,” and it is meant to show New Members how being a Zeta Tau Alpha can last beyond your college years.
Orientation and New Member lesson #1. The purpose of orientation is to prepare new members for the rest of the program. It is
very upbeat, and shows pride in Zeta Tau Alpha. Lesson one is about loyalty. New members will focus on what being loyal
means to them and how to be loyal to Zeta Tau Alpha. After lesson #1, we will talk about the bLUeprint foundation of creative
curiosity, and how developing a creative and curious outlook on life will influence their loyalty to Zeta Tau Alpha. Lesson #2
focuses on the responsibility of being a Zeta Tau Alpha and the privileges of membership. After this lesson, we will talk about
Identity Development, and how being a Zeta Tau Alpha will influence each New Member’s unique persona. Lesson #3 is about
service. New members will develop individual character and prepare for service to the Fraternity, the community, and the world.
We will then talk about Collaborative Connections, and how the new resources given by Zeta can influence their relationships in
the world. Lesson #4 is about leadership. It explains the Fraternity’s organizational structure, teaches about our tradition of
leadership within the Greek community, and exposes new members to leadership opportunities on campus. We will then talk
about Inclusive Leadership, as Zeta Tau Alpha highly emphasizes being a leader in the community. Lesson #5 is about
commitment. This is the final meeting before Zeta Week, and ensures that the new members understand the organization and the
lifetime commitment required of each Zeta Tau Alpha. We will also be reviewing all of the information that we have learned up
until this point to help the New Members prepared for their initiation test. We will then talk about how this can contribute to
Professional Growth and Success, and how Zeta can make a difference for the rest of your life.

Berry Buddy events: Our temporary big sisters are referred to as “Berry Buddies.” The Berry Buddy events are highly encouraged
social events at the house for New Members and potential big sisters. There are no direct penalties for missing Berry Buddy
events, for these events are only for the purpose of creating and strengthening friendships. Although Berry Buddy events are a
great way to get to know sisters who intend on becoming bigs, a New Member’s big selection will not be affected if a Berry
Buddy event is missed. At these events there will be food and icebreakers, and new Berry Buddy assignments will be given for
the next week. There will be one event per week for the three weeks after Bid Day. The VPII will be the point person, as it is she
who will be facilitating all of these events and picking the next weeks berry buddies.

Week 1: Orientation

This first week is designed to help the new members become familiar with each other, as well with current members of ZTA.
Many of the events are events that current members will be strongly encouraged to attend. We hope these events will make new
members realize from day one that they are considered full members and are no different than any other member of our house. It
will also give them a chance to have some fun with their new sisters.

Movie Monday: Each Monday night at 8pm, there will be a movie and popcorn in the chapter room. This event is optional
and open to every sister. This event is intended to provide an informal gathering to promote sisterhood. Our Director of
Sisterhood is in charge of picking the movie each week. The VPII will always be around to be of assistance for this event.

New Member activity: This event, “House Bingo” will be a chance for the new members to have fun with each other as
well as the current members. All members living in the house and New Members are encouraged to attend this optional
event. This event’s purpose is for the New Members to get more familiar with the house and the women who live in it. Each sister who lives in the house submits fun, identifiable facts about herself to the New Member Educator who assembles the facts into a bingo board. To win the board, the New Members will act in pairs to figure out with sister matches which fact. The sisters will be in rooms corresponding to their fact, or the room of their choice. The pair that wins the game gets to choose the theme for the movie marathon the following day.

**Berry Buddy Sisterhood Dinners:** Sisterhood dinners, from 6-7pm, are optional opportunities for the New Members to come to the house to eat and talk with older sisters who they may not otherwise get a chance to interact with frequently. Each dinner will be with a different class. This event is optional for all New Members. This dinner will be a chance for new members to spend time with their berry buddy as well as get a chance to meet other berry buddies.

**Orientation:** This will be the first of the new members’ mandatory meetings. The theme of this meeting is opportunity. The Purpose is: “The orientation meeting prepares new members for the balance of their program. It is built around the ‘big picture’”

**Formal Pledging Service:** The Pledging Service will be mandatory and takes place in the chapter house. Afterwards we will have a review of what the service means. The following paragraph is distributed to the New Members:

> “The Pledging Service is a beautiful service where new members pledge their loyalty to the chapter, and the sisters in turn pledge their loyalty to the new members. The service is relatively short and does not contain hazing of any type—it’s simply to promise that Zeta Tau Alpha’s make to each other at the beginning of the new member journey. Zeta Tau Alpha does not have a pledging period and the new members are not referred to as “pledges.” This service is the first step in becoming a sister of Zeta Tau Alpha and is your first glimpse into the rituals and traditions that Zeta sisters through time and distance hold so dear.”

The point person for this event will be our Ritual Chairman, who is in charge of facilitating the entire ceremony.

**Week 2: Seek Greatness**

The purpose of this week will be to help new members tap into their inner greatness so that they can make an impact on both their chapter and on the world around them. We will learn about the creed of Zeta Tau Alpha and find personal connections to it.

**Sisterhood Dinner:** Sisterhood dinners, from 6-7pm, are optional opportunities for the New Members to come to the house to eat and talk with older sisters who they may not otherwise get a chance to interact with frequently. Each dinner will be with a different class. This event is optional for all New Members. This dinner will be a chance for new members to spend time with the sophomore members of ZTA and get a chance to know them better.

**Sexual Assault Program:** This will be an event led by BTS and ZTA members Malini Ray and Phoebe Lindos. We will work to determine the content of the meeting to help educate our new members on sexual assault. This will be a mandatory event for everyone in the chapter, with excused absence if necessary.

**Berry Buddy Game night:** This is a fun opportunity for new members to come up to the house and play games with berry buddies and have a fun night. There will be food and tons of different games going so that new members have a chance to have fun and spend time with as many berry buddies as possible. This event is optional.

**Week 3: Seek Understanding**

The purpose of this week is to learn about the responsibilities and privileges of ZTA membership. As well as learn about where ZTA comes from and where it is now. New members will see how ZTA operates and they can contribute.

**Sisterhood Dinner:** Sisterhood dinners, from 6-7pm, are optional opportunities for the New Members to come to the house to eat and talk with older sisters who they may not otherwise get a chance to interact with frequently. Each dinner will be with a different class. This event is optional for all New Members. This dinner will be a chance for new members to spend time with the junior members of ZTA and get a chance to know them better.
**Alcohol Education:** We will have a peer health advisor giving the presentation, “Calling the Shots” to all chapter members. It is mandatory for the New Members to attend this program, and points for current members to attend. We think it is important all of our sisters have the training to make good choices when they make the choice to drink. “The demonstration's purpose is to identify student knowledge regarding alcohol and specifically to convey actual versus perceived alcohol consumption of Lehigh students in an effort to make students cognizant of what they are drinking. This training will discuss how to raise awareness of the effects of alcohol, explain the bystander effect.”

**Berry Buddy Ice Cream Social:** This event will be the final opportunity for new members to spend time with the berry buddies and help figure out who they might want as their big sister. This is an optional event. The day after this event, new members will need to fill out the big selection form.

**Big and Little Selection Process:** For a member of ZTA to be qualified to be a big sister, she needs to maintain a GPA of 2.8 and want to be in the program. Big sisters and Little sisters are matched together after filling out a Google Form ranking their preference for their Big or Little sister and answering questions about what they expect from their Big or Little Sister. Then, the VPII and the President will go through and match Big/Little pairs separately and together to avoid any possible bias.

**Big Sister Ceremony:** This is a mandatory ritual for the entire chapter. Little sisters will find out who their big sisters are, as outlined in the Ritual Book of Zeta Tau Alpha. The point person for this Big Sister Ceremony will be our Ritual Chairman, who is in charge of facilitating the entire ceremony.

**Week 4: Seek Purpose**
The purpose of this week is to help the new members seek purpose. They will get to learn the purpose of ZTA as an organization and what part they can play in that.

**Center for Academic Success:** This event will be mandatory for the New Members and points for current members to attend. Through the Academic Chair, someone from the Center for Academic Success will come to the house to speak about time management and other helpful tips for academic success. The speaker will also stress ways to support each other with academics.

**Crafting with members of Theta:** This event is an opportunity for the new members to get to know the members of another sorority, or spend time with friends that joined a different sorority, and have an opportunity to make a fun craft. It will be a great way for the new members to connect with members of another organization.

**Week 5: Seek Sisterhood**
The purpose of this week is to learn about sisterhood. We want to help the new members deepen friendships and learn about the importance of having sisters. Additionally, we want them to understand the meaning of Zeta is Forever.

**Sisterhood Dinner:** Sisterhood dinners, from 6-7pm, are optional opportunities for the New Members to come to the house to eat and talk with older sisters who they may not otherwise get a chance to interact with frequently. Each dinner will be with a different class. This event is optional for all New Members. This dinner will be a chance for new members to spend time with the senior members of ZTA and get a chance to know them better.

**New Member Retreat:** The New Member retreat will be highly encouraged for New Members and EC. The purpose for the New Member Retreat is for the New Members to get to know each other in a new environment and feel more comfortable with each other. This plan for this event is to precede the event with a discussion about ourselves and who we are as leaders and individuals. This is be aided by taking personality tests and small activities. Then, we will go to
play laser tag as a fun way to build team working skills and bonds within the New Member Class. We will return to the house after to debrief the event and talk about what worked while playing together and how we see the game as a bigger part of being in ZTA. If laser tag does not work for us, I have a second option of going to the residence of a local alum, Leslie Kingston. She is our current housing director, and very close with our chapter. The retreat with Leslie would consist of brunch, a reflection on the New Member education period thus far, a scrapbook making activity, some downtime with sisterhood bonding, and a movie with popcorn. The VPII will be arranging all of these details ahead of time, and various members of the Executive Committee will be in charge of different aspects of the day.

Leslie Kingston contact info: 908-763-1440
leslie.kingston@gmail.com
1232 Oakside Dr.
Bethlehem, PA

Week 6: Seek the Noblest (Zeta Week)
This is the final week of the new member period. The purpose of this week is to ensure new members understand the organization and the lifetime commitment required of each ZTA. This week is packed with Sisterhood events. The New Members are expected and encouraged to go to two Sisterhood Events this week.

  * **ZTA Trivia and Big/Little Newlywed Game:** This is the kick-off event of Zeta Week. It is a highly encouraged event for all of the big sister/little sister pairs to have fun, and learn a little bit more about each other. Even if big/little pairs don’t want to participate, it is still a fun game, where everyone can learn a little bit more about one another, and bond before initiation. It is also open to all members of ZTA by incorporating trivia on ZTA in general and offers bonus points to those who participate.

  * **New Member Test:** The New Member Test is an exam written by our International Office about the history of Zeta Tau Alpha, and it is required for all New Members to pass before being initiated. The New Member Educator will proctor this exam, and will be available all week prior for extra study help.

  * **Exercise Class:** This is another fun event during Zeta Week to promote sisterhood bonding. The New Members and anyone else who signs up will go to an exercise class in the gym. The VPII and Sisterhood Directors will be making all of the reservations and arrangements. This event is offered to everyone in the sorority and a bonus point for those in attendance.

  * **Pizza Party:** This is another fun event during Zeta Week to promote sisterhood bonding. The New Members and anyone else who signs up will have the opportunity to take a study break in Linderman Library and get pizza in one of the conference rooms. This Sisterhood is most accessible to new members because the Sisterhood Event is brought to them in the library. The VPII and Sisterhood Directors will be making all of the reservations and arrangements. This event is offered to everyone in the sorority and a bonus point for those in attendance.

  * **ZTA Spa and Movie Night:** This program is the last event of Zeta Week. It is designed to be a casual way for members to bonds and relax together. This event is 5/5 points for any sister of the chapter who attends. The VPII and the Sisterhood Directors will be facilitating this event.

After initiation the new members will have two additional lessons with both the New Member Educator and the Ritual Chairman. The lessons are **Seek Meaning** and **Seek Commitment**. These lessons are designed to go over initiation in order to help them take it all in. We will discuss the symbols and ritual to help them have a deeper understanding of their meaning. We also will use these lessons to help the newly initiated members understand the values found in the initiation ritual.

As for social events, we have two this coming semester, a date party and a Spring formal. These have not been scheduled yet, so we do not have a date to put on the calendar. Our Director of Social Events will be scheduling both events sometime in the coming semester. New Members are more than welcome to attend, but are by no means required to.
We understand that there may be various social events throughout the week. New Members may choose to attend these events on their own prerogative. They are absolutely not required to attend any social event during the week, but may choose to attend if they wish.

**Attendance Policy**

All members are required to maintain an active role in the chapter. Most events are eligible for attendance points. Point values will be reviewed by the Recording Secretary and Points Chairman at an upcoming New Member meeting. Members and new members are expected to earn a minimum of 85% of the possible points each month to remain in good standing, which includes eligibility for initiation.

Certain events are considered critical to the success of the chapter and Fraternity. The importance of these events, members and new members are expected to attend all mandatory events. Mandatory events include: Initiation, Rituals, Post Initiate Education (PIE), Elections, all recruitment related events and activities, fundraising event benefiting the ZTA Foundation, Formal Chapter Meetings, Bid Day, and other events as recommended by the Executive Committee and with approval of the Director of New Chapters.

**Excuses for Mandatory Events**

Since mandatory events are important to the success of the chapter and Fraternity, members and new members should make every effort to attend them and acceptable excuses for not attending are limited to those listed below. Excuses should be emailed to both brk319@lehigh.edu and lehighztaexcuses@gmail.com.

- Sickness with documentation from a doctor
- Death or funeral
- Class or exam (during the event)
- Family emergency
- Family celebration (e.g. wedding that has been scheduled and planned in advance)