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**New Member Education Planning Activity**

The intent of this program is to support students and organizations in a thoughtful and diligent process to review the execution of proper new member education programming. New member education is vital in helping students adjust to not only life at the University of Tennessee but also membership within your organization.

Sorority & Fraternity Life staff do not expect perfection in the execution of programming and recognize that each individual organization may have their own policies and procedures already in place. The purpose of this activity is to help guide you through the development, revision, and implementation of your new member education program to ensure that new members are having a safe and informative experience.

If you and/or your officers have any questions about this resource, please contact Trey Robb, Assistant Director for Fraternity & Sorority life. He may be reached at (8656) 974-2236 or at [treyrobb@utk.edu](mailto:treyrobb@utk.edu).

This activity is only a resource provided by the University of Tennessee, Knoxville based on insurance provider requirements, inter/national organizations’ resources, and best practices within the profession of fraternity and sorority advisement. You should always observe and understand federal law, state law, local law, inter/national organization policies, and University of Tennessee policies. Information and resources provided have been adapted from Duke University Office of Fraternity and Sorority Life.

**NEW MEMBER EDUCATION PROGRAM OF ALPHA BETA GAMMA FRATERITY**

ALPHA BETA GAMMA FRATERNITY

Lambda-Beta Chapter/Colony

NEW MEMBER EDUCATION POLICIES

University of Tennessee

December 10th, 2015

This area is for your inter/national organization’s new member education policies. Having your inter/national organization’s policies in your new member education plan will ensure that you, your members, and the organization recognize the framework provided to you that you should be operating in.

You should insert all of your inter/national organization’s new member education and membership responsibility policies. Information in this area may include, but not be limited to, policies on:

* Hazing
* Health & Safety of Members
* Failure to Meet Education Parameters
* Initiation Timelines & Expectations
* Physical Assault & Abuse

The following are sample policies and statements taken from Sigma Phi Epsilon and Phi Delta Theta resources and serve as examples of the type of policies you should include in your programming.

*“The Fraternity will operate in such a manner as to exhibit respect, care, and concern. The Fraternity abhors any form of sexually abusive behavior collectively or by an individual, be it physical, mental, or emotional in nature. Neither a Sigma Phi Epsilon Chapter nor any member thereof should encourage, support, or participate in any action which in any manner demeans, belittles, or damages another person.”* – Sigma Phi Epsilon

*“‘Any pre-initiation activity shall be of a constructive nature in accordance with the purposes and objectives of the Fraternity, and all forms of hazing and those activities commonly associated with “Hell Week’ are prohibited.’ Pursuant to a resolution adopted at the 1975 Grand Chapter Conclave, all undergraduate chapters of SIGMA PHI EPSILON FRATERNITY are required to review this Bylaw at the beginning of the academic year and to adopt a motion supporting this policy.”* – Sigma Phi Epsilon

*“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.”* – Phi Delta Theta

**LAMBDA-BETA CHAPTER/COLONY NEW MEMBER EDUCATION PROGRAM**

This area is where you will create or edit your local organization’s new member education plan and procedures. Resources in this area come from the University of Tennessee, Knoxville Office of Sorority & Fraternity Life. You are encouraged to utilize any resources from your inter/national organization as well.

**PURPOSE & OBJECTIVES**

Before you outline what you want to teach your new members, establish a feasible purpose and set of objectives. Your purpose should explain why your organization is implementing programming to educate new members. Your objectives are goals that you have in place for new members to reach. They should be realistic to the new members and set a foundation for their future membership within your organization. Topics often involve learning the values of your organization, gaining understanding of leadership, loyalty, and brotherhood, as well as reviewing risk management procedures.

**CURRICULUM COMPONENTS**

This portion of your education plan should outline what topics you want or need to cover with your new members. What exactly do you want new members to know about the history and tradition of your organization? Do you want to teach them about the history of IFC and other Greek systems? How much do you want to share about values, philanthropy, and scholarship? Are you going to offer lessons on leadership or involvement? Will you want different guests to come to meetings and speak on varying topics?

Don’t be afraid to get specific with your curriculum. When planning, don’t just list out what you want to teach new members. Gather resources and information that you will teach from and consider creating or providing this information in a binder/pamphlet form to new members. Decide on if you want to have speakers visit, special activities planned, trips to local businesses, or a final quiz/test component to your curriculum. Be sure to include your organization’s policy on hazing as well as the University of Tennessee’s policy in order to keep your program, instructors, and new members accountable.

**SCHEDULE**

Next you need to make a schedule outlining when and in what order you will teach the curriculum. Consider your inter/national organization’s policies on initiation timelines as well as large university events, such as Homecoming, that may interfere with meetings. Do you want to meet once a week? How long will your meetings last? Do you have enough information to cover the full time you’ve allotted per meeting? Consider all possibilities when creating your schedule and find what works best for your organization.

**SYLLABUS**

Your new member education programming should provide a syllabus to all new members, outlining the objectives, purpose, scheduling, and requirements for the program. Create a syllabus that fully explains the commitment new members will be making, as well as any expectations that need to be met in order to reach initiation.

**IMPLEMENTATION**

The final portion your program needs to outline how the meetings and curriculum will be implemented. Will you have one new member educator leading each meeting? Do you want to incorporate mentors/big brothers to help assist new members in their education? Create a plan on how the program will be brought to life.

*Keep a record of all files and resources gathered or created as part of your new member education program. Below are sample documents you should use/create as part of your program.*

***ALPHA BETA GAMMA FRATERNITY* NEW MEMBER EDUCATION PROGRAM**

**Purpose**

The purpose of the *Alpha Beta Gamma Fraternity – Lambda-Beta Chapter* New Member Education Program is to equip our new members with the education, experience, and a foundation to become a leading member of our fraternity. Through the program, members will learn the expectations required of them to be an outstanding member of our organization and will develop the qualities associated with becoming a well-rounded leader. We strive for academic excellence, honor among brothers, and service to our community.

**Objectives**

We strive to reach the following goals for our new members through this program:

* To gain an understanding of the history and foundational values of *Alpha Beta Gamma Fraternity*
* To gain an understanding of the history of the Interfraternity Council and other governing fraternity & sorority councils at our university
* To be equipped with the knowledge of scholarship, risk management, campus involvement, personal values, and leadership responsibility
* To create a foundation of the importance and need for philanthropy and community service
* To grow as a brotherhood, creating communion between new members and active members
* To set a standard of excellence concerning academic standing and risk management

***ALPHA BETA GAMMA FRATERNITY* NEW MEMBER EDUCATION PROGRAM**

**COURSE CURRICULUM**

**Main topics to cover:**

* Alpha Beta Gamma History
* Lambda-Beta Chapter History
* Overview of the Fraternity System at the University of Tennessee
* History of other Greek Councils
* Overview of the role & purpose of IFC
* Officer Breakdown
* Values & Leadership
* Scholarship Programming
* Risk Management Programming
* Brotherhood

1. Alpha Beta Gamma History
2. Founding date, university
3. Founding fathers
4. Motto
5. Crest
6. Creed
7. Lambda-Beta Chapter History
   1. Founding date at University of Tennessee
   2. Annual Philanthropy Events
   3. Annual Social Events
   4. Annual Brotherhood Activities
   5. Membership Expectations
8. Fraternity System / IFC
   1. Founding of IFC & it’s purpose
   2. Other IFC chapters at the University of Tennessee
   3. Other governing Greek councils at the University of Tennessee (Panhellenic, MGC, NPHC)
   4. Office breakdown
   5. Role of Headquarters
   6. Fraternity & Sorority Life Advisors
9. Values & Leadership
   1. Founding Values
   2. Personal Values \*workshop/exercise
   3. Time Management
   4. Leadership Styles
   5. What Being a Leader Means/Looks Like
   6. Campus Involvement
10. Scholarship Programming
    1. Academic Integrity
    2. GPA Requirements
    3. Study Hall Hours
    4. Academic Resources Available
11. Risk Management Programming
    1. Hazing Policy – Fraternity & UT
    2. Alcohol Awareness Policy – Fraternity & UT
    3. Crisis Management Plan
    4. Membership Expectations
    5. Member Honor Code
12. Brotherhood
    1. New Member Retreat
    2. Chapter Retreat
    3. Big Brother Program
    4. Mentor Program (By Major)

**Potential Speakers**

* Jake Hollman – New Member Educator
* Adam Poster – President
* Liam Hines – Risk Management Officer
* Zack Haden – Scholarship Chair
* Brian Johnson – Chapter Advisor
* Trey Robb – IFC Advisor
* Chris Roberts – Big Brother Chairman

**Meeting Places**

* *Alpha Beta Gamma* *House* (Fraternity Park)
* Palo Duro Canyon – New Member Retreat

**Resources**

* *Alpha Beta Gamma Fraternity Membership Guidebook*
* *Alpha Beta Gamma Fraternity Policies & Procedures*
* *Alpha Beta Gamma, Lambda-Beta Bylaws & Constitution*
* University of Tennessee Student Code of Conduct
* Nicindy.org
* Other resources as required

***ALPHA BETA GAMMA FRATERNITY* NEW MEMBER EDUCATION PROGRAM**

**SCHEDULE**

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| --- | --- |
| **Week One: September 2nd**  **September 6th**  **September 7th** | 6:30 PM – New Member Meeting  6:30 PM – Weekly Study Hall  6:00 PM – Weekly Chapter Meeting |
| **Week Two: September 9th**  **September 13th**  **September 14th** | 6:30 PM – New Member Meeting  6:30 PM – Weekly Study Hall  6:00 PM – Weekly Chapter Meeting |
| **Week Three: September 16th**  **September 20th**  **September 21st** | 6:30 PM – New Member Meeting  6:30 PM – Weekly Study Hall  6:00 PM – Weekly Chapter Meeting |
| **Week Four: September 23rd**  **September 27th**  **September 28th** | 6:30 PM – New Member Meeting  6:30 PM – Weekly Study Hall  6:00 PM – Weekly Chapter Meeting |
| **Week Five: September 30th**  **October 2nd – 4th** | 6:30 PM – New Member Meeting  New Member Retreat, Smokey Mountain National Park |
| **Week Six: October 5th – 10th** | **HOMECOMING WEEK, MEETINGS TBA** |
| **Week Seven: October 14th**  **October 17th** | 6:30 PM – New Member Meeting, Final Written Exam  5:00 PM - Initiation |

***ALPHA BETA GAMMA FRATERNITY* NEW MEMBER EDUCATION PROGRAM**

**Syllabus**

1. **OVERVIEW**

Alpha Beta Gamma’s new member education program is based on the ideals espoused Open Motto: Leadership, Scholarship, Fellowship, and Service. The New Member Program will challenge you to reach your potential as a leader and a member of Alpha Beta Gamma.

1. **OUR EXPECTATIONS AND YOUR EXPERIENCE**

As an organization founded on the principles of fellowship, Alpha Beta Gamma expects that all members treat each other with dignity and respect.

The Fraternity’s aim and purpose is to *promote fellowship and mutual trust among its members, and we fundamentally oppose any activity that could be considered mentally, physically, or emotionally unsafe*.

Members and new members who become aware of behavior that is not consistent with our shared standards should contact the National Headquarters at (888) 555-4444 or the Dean of Students Office at Texas Tech University at 806-742-5433.

1. **MEMBERSHIP COMMITMENT**

Membership is a lived commitment to the values and initiatives of fellowship in Alpha Beta Gamma. Fulfilling your role as a member of Alpha Beta Gamma includes fulfilling your time, financial, and academic obligations.

1. TIME COMMITMENT – 5 hours per week, including: These should not be different than expectations for active members
2. One new member meetings per week. New member meetings will occur on Wednesday from 6:30 PM – 8:00 PM.
3. Weekly study hall on Sunday from 6:30 PM – 8:30 PM
4. Attendance at 90% of chapter meetings;
5. Attendance at 90% of fraternity events (including social activities); and
6. Attendance at 100% of service/philanthropy events.
7. FINANCIAL COMMITMENT All financial obligations should be listed. New Members should not be paying for things that dues should cover.
8. New Member Fee: $70.00 (due prior to pre-initiation);
9. Initiation Fee: $195.00 (due prior to initiation);
10. Member Badge: $15.00 (due prior to initiation); and
11. New Member Chapter Dues: $150.00 per semester due on September 15th and February 15th
12. ACADEMIC COMMITMENT
13. Sign a grade release form (IFC Green Card);
14. Maintain a minimum GPA of 2.75;This should not be different than active members
15. Provide the New Member Educator with a copy of your course schedule;
16. Abide by the Texas Tech University Code of Student Conduct/Student Handbook
17. **REQUIREMENTS FOR INITIATION**

In order to be eligible for initiation, an associate member must:

1. Pass the final written exam with at least a 75%
2. Have provided all financial commitments
3. **TOPICS, OBJECTIVES, & ASSIGNMENTS**

**September 2nd: Orientation**

Topics: New member expectations

Time commitment

Financial commitment

Academic expectations

Overview of new member education process

Expectations of new members at social events

Requirements for initiation

Introduction to *The New Member Manual Of Alpha Beta Gamma*

Alpha Beta Gamma’s hazing policy

On-campus resources

Assignments: Complete pages 1-4 in *The New Member Manual of Alpha Beta Gamma*

**September 9th: Chapter History**

Topics: Founding Fathers of Alpha Beta Gamma

Timeline of organization & growth

History at the University of Tennessee

Chapter insignia, badge, letters, coat of arms

Chapter motto and creed

Chapter values

Assignments: Complete pages 5-10 in *The New Member Manual of Alpha Beta Gamma*

Memorize motto and creed

**September 16th: Membership Responsibilities**

Topics: Scholarship programming

Campus involvement

Risk management

Time management

Personal financial responsibility

Assignments: Complete pages 11-13 in *The New Member Manual of Alpha Beta Gamma*

**September 23rd: Service and Philanthropy**

Topics: National philanthropy

Local organizations/partners

Philanthropy events

Community service responsibilities

Assignments: Complete pages 14-17 in *The New Member Manual of Alpha Beta Gamma*

**September 30th: Personal Values and Growth**

Topics: Individual values and goals

Leadership workshop

New member connections activity

Assignments: Complete pages 18-25 in *The New Member Manual of Alpha Beta Gamma*

**October 2nd – 4th: New Member Retreat**

Topics: New member and initiated member relationship building

Brotherhood dynamics

Team building

Assignments: None

**October 5th – 10th: HOMECOMING WEEK**

**October 14th: Ritual**

Topics: Ritualpractices

Ritual importance

Assignments: Memorize Alpha Beta Gamma founding information

**October 17th: Initiation**