



Facilitator's Guide

Chi Psi New Member Education

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Introduction

Levels of Engagement

HIGH

Participants are fully engaged in the Alpha's activities, learn through the examples set by Brothers, and build relationships across New Member Class lines

MEDIUM

Brothers engage their New Member Class members in a few events

Low

Participants read the Chi Psi Story, memorize facts, take a quiz each week

New Member Education is designed to integrate new recruits into the Alpha before their initiation. It is a process that breaks down barriers between participants and Brothers through shared activities. It prepares participants for leadership opportunities by modeling for them the behavior expected of Brothers and teaching them important social skill sets. Finally, it builds lifelong friendships that supersede the lines of class year and initiation class.

The typical fraternity pledge semester was developed after World War II and was not, in fact, part of the Chi Psi experience for many decades. Generations of Chi Psis were initiated without any sort of pledging activity. They were evaluated on the strength of their character and the congruence of their values with that of Brothers. They were assigned no quizzes, no reading, and no tasks. The focus remained entirely on making them the Brothers' true friend. It is in this simple spirit of building lifelong relationships that New Member Education is designed.

As the #34, you've inherited the grand responsibility of creating this experience. Your job is the facilitation of these friendships. This manual is designed to help you make this happen.

The experience you create for your Alpha's newest men must be more than simply reading The Chi Psi Story, attending meetings, and taking quizzes. You must create a comprehensive experience that integrates them into the fabric of the Alpha. Your job is that of mentor, social coordinator, example setter, and conflict manager.

This manual outlines for you, #34, the ways in which you can facilitate a successful experience. By success, we mean

- An experience which helps participants forge lifelong friendships with an Alpha's Brothers
- Activities which incorporate participants into the Alpha and prepare them for the responsibilities of Brotherhood, and
- Experiences that teach valuable life skill sets and advance participants' development.

This experience is not easy to create. Even in the absence of hazing, many Alphas fail to achieve at the high level we have described in the chart to the left.

Throughout the manual, you'll receive guidance through notes, discussion prompts, and optional formats for facilitation.



Notes

These are present to help you create the appropriate atmosphere in the Alpha and the appropriate mindset on the part of your Brothers and the participants. Read the notes and share them with those assisting you. They address some of the most difficult tasks you'll face in creating the best possible experience.



Discussion Prompts

These are provided to you as guides in helping participants understand the reasons we value our Fraternity and its history. Use them to stimulate thought provoking discussion at meetings about the highest-level meanings behind our history. Rise above simple fact memorization and focus on the reasons why these stories are important.



Experiential Activity Options

We've attempted to provide you options where appropriate for ways in which you can address specific topics, for example, the Cornell Fire story or how to create important structures like the Big Brother Program. These events will range in scale giving you several options to choose from to best suit your Alphas needs and abilities.

These are not the only acceptable options available to you, and we encourage you to share with the Central Office alternate ways in which you've discovered success. However, anything you do within the bounds of the experience you are creating must be free from hazing, organized alcohol consumption, and otherwise inappropriate behavior. You are encouraged to work with staff in the Central Office or members of your Alumni Advisory Board to ensure that your planned experience is appropriate and primed for the greatest success.



Virtual Engagement

These notes provide tips and tricks for how to engage and facilitate aspects of New Member Education in an online way, in addition to the traditional in-person format.



The Facilitator

The #34 is one of the most important officer positions in your Alpha. He should be elected by the Alpha in the term prior to taking office (for example, the fall semester facilitator should be elected before the Alpha adjourns for the summer). **He should seek out training**, either from a successful predecessor or the Central Office.

Upon his election as #34, **he should schedule meetings with the campus Greek Life Advisor, Alumni Advisory Board Chairman, and the group's Alpha Success Advisor.** In these meetings, the #34 should outline transparently his goals and how he plans to achieve them. These meetings should build positive working relationships with these important resources and help prevent any unforeseen problems from developing. Nothing transpiring as part of New Member Education needs to be kept secret from these individuals. Rather, it should be an experience you feel comfortable and proud to share with them.

The #34 is responsible for the success of New Member Education: a grand responsibility which should not be taken lightly. He is charged with ensuring that each new class of Chi Psi initiates is a functional and capable part of the Alpha. To accomplish this, he requires help. While each Alpha should have one and only one elected facilitator, **a team of assistants must be selected or elected to assist him.** This creates a manageable amount of work for a group of people, as opposed to an insurmountable amount of work for one. A large Alpha recruiting 20 new Chi Psis a semester may require as many as four assistant facilitators.

Finally, the #34 is the most important line of defense against hazing and organized alcohol consumption. He is responsible for setting an expectation with the Alpha that hazing will not take place and no events will encourage the consumption of alcohol. He must also ensure that individual Brothers do not ignore this expectation. Strategies for this are found in the CommunityEdu risk management program that new members are required to complete and The Chi Psi Educational Trust Brotherhood Workshop Program.



Implementation

New Member Education should be completed in only as much time as needed to prepare the Alpha's future Brothers for their initiation. The New Member Education experience should never be lengthened for the sake of being longer or more arduous.

In order to maximize the New Member Education's effectiveness and practicality, it should be completed within the shortest of either:

- A) An 8-week period, or
- B) The maximum length of pledging period allowed by your host institution.

Included in this guide is a sample curriculum for 4, 6, and 8-week breakdowns of these program.

Please select the version that most aligns with your Alpha and university calendar. Situations occur that require an Alpha to extend the New Member Education experience, but these scenarios must be treated properly for the benefit of the Alpha and the men going through it. Time extensions should only be applied to New Member Education for worthwhile purposes, and these extensions should be implemented with the approval and assistance of the Central Office and the Office of Greek Life.

As the #34, you have the responsibility of organizing the New Member Education experience so that it fits into an appropriate time frame and fulfills all of its objectives and expectations.



A Note on Scheduling

For New Member Education to work, you need to know when your major events and activities will take place before it begins. These include the Formal Pledging Ceremony, Brotherhood Retreat, Program for Self-Development, Rowe Regional Leadership Conferences, and Initiation. The dates of these must be shared with participants at the beginning of the process so that they may plan around them. Do not leave them in the dark or surprise them at the last minute. Doing so usually produces subpar attendance or performance on their part, which defeats the purpose herein.

You do not need to share the intimate details of Initiation with participants, but you must tell them the date for which their Initiation is scheduled and the time commitment they are expected to make to it at the beginning of New Member Education. Failure to do so is unfair, undermines your expectation that they balance their schoolwork and extracurricular activities with Chi Psi, and is considered hazing by many host institutions.



A Note on Reporting

Chi Psi Fraternity sponsors the **Anti-Hazing Hotline at 888-668-4293 or 888-NOT-HAZE**. We encourage you to share this anonymous reporting line with your new members so that they feel comfortable notifying the proper channels in the event that hazing does occur. It is up to each and every Brother to take accountability for the culture of their Alpha and the type of experience that they want to give their new members.



Hazing Prevention

Chi Psi Fraternity opposes all forms of hazing. For individual members targeted, hazing damages their self-esteem. From an organizational perspective, hazing degrades and contradicts the values of the Fraternity. Hazing is a crime, and those who participate and perpetrate hazing should expect to be punished.

Chi Psi Defines Hazing as Follows:

Any action taken or situation created by any member, whether on or off Alpha, candidate Alpha, or Fraternity premises, with or without the consent of another party, used to punish, harass, embarrass, intimidate, create discomfort, abuse, torment, criticize, ridicule, create unnecessary, needless, unpleasant, disagreeable, difficult, absurd, abusive, offensive, or ridiculous tricks or tasks, including those of a foolish, deceptive, or fraudulent nature.

This includes, but is not limited to:

- Personal servitude (doing errands, providing transportation, etc.)
- Line-ups
- Unreasonable tests and/or learning or memorizing needless information
- Any type of deception which creates anxiety
- Sleep deprivation or requiring new members to spend the night in places other than the new member's residence
- Unreasonable commitment of time to any type of task
- Taking new members on unplanned trips
- Demanding attendance at meetings without reasonable notice
- Tasks such as cleaning or event set-up unless these tasks are required for all members
- Participation in activities for the amusement of members

There will be many reminders of hazing prevention throughout this guide. As the #34, your role in hazing prevention is critical.

New Member Education Sample Curriculums

8 Weeks:

- Week 1: Preamble, Chi Psi Terminology, Formal Pledging
- Week 2: Virtues of a Chi Psi Gentleman, The Chi Psi Brother, Risk Management policies, Civil War Story
- Week 3: The Cornell Fire
- Week 4: Beginnings of the College Fraternity, The Founding of Chi Psi, The Philip Spencer Story, Structure of National Fraternity
- Week 5: Your Alpha's Local History, Overview Alpha Operations and Leadership Roles, Big/Little
- Week 6: The Stanley Birge Story, The History of the Fraternity
- Week 7: PSD
- Week 8: Initiation

6-Weeks:

- Week 1: Preamble, Chi Psi Terminology, Chi Psi Values and the Chi Psi Gentleman, Civil War Story, Formal Pledging
- Week 2: Beginnings of the College Fraternity, The Founding of Chi Psi, The Philip Spencer Story, Structure of National Fraternity
- Week 3: The Cornell Fire, Risk Management Policies, Big/Little
- Week 4: Your Alpha's Local History, Overview Alpha Operations and Leadership Roles, PSD
- Week 5: The Stanley Birge Story, The History of the Fraternity
- Week 6: Initiation

4-Weeks:

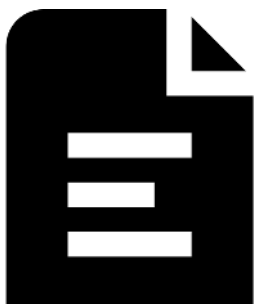
- Week 1: Preamble, Chi Psi terminology, Chi Psi Values and the Chi Psi Gentleman, Civil War Story, Philip Spencer Story, Formal Pledging
- Week 2: Alpha Designations, Cornell Fire, Risk Management and Gordie Bailey, PSD
- Week 3: Chi Psi Founding History, Local History, Big/Little
- Week 4: Birge Story, Structure of National Fraternity, Overview Alpha Operations and Leadership Roles, Initiation



A Note on Selecting a Schedule

It is likely that your institution has guidelines on length of New Member Education processes. Please consider your University's rules regarding new member periods before selecting a Sample Schedule. These may be modified to the Alpha's preferences. The 8 week schedule is preferred, if the option is consistent with University Policy.





Including Technology

Leverage all of your resources when constructing your lessons. Do not be afraid to put together a presentation or invite an alumnus to present through a video call.

Additionally, if you have a new member who cannot attend in-person, make sure that they are able to participate virtually. Going the extra step to accommodate will demonstrate the Alpha's care for each new member's participation and prevent alienation.

Sample New Member Meeting Agenda

New Member Education meetings are the primary forum for discussion of lessons, assignments, songs, goals and progress. As the #34, it is important that you know how to facilitate proper weekly meetings throughout New Member Education.

The meeting should be held in a comfortable space and in a collaborative setup conducive to group discussion (such as a round table). It should last approximately one to two hours. What follows is a typical meeting schedule.

1. Recitation of the Preamble: Brothers present should recite this with new member participants.
2. Collection of names and contact info for potential recruits from the new members to build your names list
3. Reports of new member class officers if applicable: These reports should include accomplishments for the week and progress reports on any special or long-term projects or events in planning.
4. Distribution of any handouts to be used during the meeting
5. Review of any assignments given the previous meeting
6. Facilitated discussion on lesson or completion of one of the experiential options that accompany the lesson: During discussions the #34 should use his facilitator guide as a reference but should not dominate the discussion. Discussions are most productive if the #34 guides the responses of the participants to lead them to the right answer as opposed to simply providing it for them.
7. Singing of songs previously assigned
8. Distribution of any handouts or instructions for next week's assignments
9. Discussion of the goals of the participants for the coming week: This will include progress needed on special projects and assignments for next week. Encourage them to set deadlines for each other for things that need to be accomplished by certain points during the coming week or by next meeting
10. Comments for the good of the New Member Education Meeting: Ask everyone in the room to give a brief remark expressing how they feel about the meeting, the program, etc. These can be suggestions, quotes, remarks, thoughts, humorous comments, etc.



Involving Constituents

Each New Member Education Meeting will be more effective if active Brothers and involved alumni are present to participate in (but not dominate) discussions. Your duty as the #34 is to ensure that these Brothers respect the fact that New Member Education Meeting is about the participants. Brothers should be encouraged, however, to provide personal examples of displays of Chi Psi values discussed during the meetings. This may serve as a bonding tool.



Consider inviting guest speakers to New Member Education Meetings to enhance the quality of discussions. These may be involved campus professionals, faculty members, alumni, Alpha officers, or other senior Fraternity figures. Always take advantage of Central Office staff members or National Fraternity Board members that may be in town by including them in your schedule.

The more constituents you are able to engage in Alpha activity, the more connected your new members will feel to the fraternity and community as a whole.



A Note on Brotherhood Meetings

The new member class is the future of your Alpha. You recruited them to replace active Brothers as they graduate so it is important that New Members are assimilated into every aspect and activity of the Fraternity.

Whenever possible, the Alpha should make every effort to integrate New Member Education participants into the Alpha's routine.

New Members should attend Brotherhood meetings to condition them for future participation. Because these newly recruited men are the future of the Alpha, some Alphas allow New Members to vote on certain issues. If the Brotherhood needs to discuss secret matters, the #1 may simply ask the non-initiated attendees to leave in a respectful manner that does not leave the new members feeling excluded from Alpha matters.

Lesson 1

Reading Assignment: p. 7 -
The Preamble

Chapter 1 - Your Commitment
to Chi Psi

Core Concepts and Values Explored:

- Chi Psi's Purpose as an Organization
- Operating from this Statement of Purpose

Agenda Items:

- Introduction to Chi Psi and New Member Education
- Syllabus and Semester Calendar
- Introduction to the Chi Psi Gentleman
- Review of the Formal Pledging Ceremony
- Introduction to The Preamble

An Excerpt from The Chi Psi Story

"As Franklin B. Hussey, X' 1882, said more than a century ago in words resonant with truth today, 'Chi Psi wants not parts of men but men of parts ... Chi Psi chooses her men not merely for college days but for life.'"

- Chapter 1, Pg. 11

Lesson 1 provides an introduction to Chi Psi values and how we use them to pursue excellence and meaning in our lives. For many, the concept of a “gentleman” seems out of touch and out of date. The Chi Psi Gentleman, however, is a concept undaunted by the test of time. Certain values and traits are timeless and transcend generational trends. A man of character today may speak, act, walk and dress differently than his predecessors, but he shares with them the commonalities of character, personality, and values.

The Founders of Chi Psi felt the need to supplement their lives by creating an enduring society of gentlemen-scholars committed to each other and the common ideals that they shared. As they intended, that society has endured, as have the principles upon which they established it. Use this lesson to promote discussions about how Chi Psi values apply to your life and the lives of New Member Education participants.

The Preamble

Aside from what lies in our ritual, no piece of prose identifies more clearly the purpose of Chi Psi Fraternity than the Preamble to our Constitution. This piece of literature explains the motivations behind our Founder’s actions. We use it to set the tone of our meetings on both a national and local level. Our most senior alumni still know the preamble by heart. It is an important statement of value and a reminder of the reasons we exist.

The Preamble is recited at the beginning of our Alpha Meetings and any formal meeting of the National Fraternity (for example, the Convention Session). It should be recited (or read) at the beginning of each meeting.

This is a rare case in which memorization is important. Allow participants to use their copy of The Chi Psi Story for a reference, setting the expectation that they have it completely memorized before their initiation. Individuals retain information at different paces, so you should not expect all the participants to memorize the Preamble by the end of the first week of the new member period. Stress the importance of the meanings contained within the Preamble to the participants. Start with WHY? Recite the Preamble with the participants. If participants see how important it is to the Brotherhood it will naturally encourage the participants to take pride in it as well.



A Virtual Chi Psi Story

PDF-versions of The Chi Psi Story are available for viewing / downloading on Chi Psi’s website. This is a great way for new members to access the material if they go out of town and forget their physical book. Also, if your order of Stories for your class has not arrived yet, you can use the PDFs on the website to not fall out of schedule.

Option 1: Dedicate an entire meeting to a thorough discussion of the Preamble and what it means. Enlist senior Brothers to discuss their interpretation of the three paragraphs through examples from their experience in the Fraternity.

Option 2: Dedicate 15 minutes per paragraph spread over three meetings, with a closing discussion to take place during a fourth meeting. Enlist the shared experiences of senior Brothers to help you illustrate the meanings behind the paragraph.



Discussion Prompts

First Paragraph: *Forming friendships is difficult.*

- Why is it difficult to form the kind of friendships we have in Chi Psi?
- What is an elevated and refined friendship?
- What are some examples of “petty jealousies and misunderstandings?”
- Are our elevated and refined friendships immune from them? Then how do they overcome and survive?

Second Paragraph: *Forming these friendships is essential.*

- What happens without these friendships?
- Why are they so important?
- Give me examples of the “stern dictates of selfishness.”
- What do we mean by “mutual concession and forbearance?” Give me examples.

Third Paragraph: *So, here’s how we’re going to ensure that these friendships are formed.*

- What is a “true friendship?” Give me examples of what true friends do.
- Why do we draw a difference between intellectual, moral, and social life?
- What is “liberality of sentiment?” Why is it due to others and why do we value it

- In what ways does our Alpha function both “individually and collectively?” [A good example here is academics. Individuals perform well in classes, and the Alpha performs as a collective of individual performance. Tie this into behavior, in that all Chi Psis are judged by the actions of one Chi Psi.)
- What is the “rude gaze of public scrutiny?” Why do we veil our transactions from it? What does this mean for us today, as compared to our founders

Closing Discussion

- What does the Preamble tell us about the purpose of our organization? [The simplest answer here is the synthesis of the meanings of each paragraph: Friendships are hard to make, but they’re essential or else horrible things happen, so we exist to ensure that they are formed. But push your participants to form them into their own words.]
- Why would we recite this at the beginning of a meeting? What function does it serve?
- Why do we memorize this?
- Based on Preamble...this statement of purpose for our organization...what do we mean by a Chi Psi Gentleman? What makes someone a Chi Psi Gentleman?

Formal Pledging Ceremony

Obviously, these discussion points are to be used after the participants have all been through the Ceremony.

The formal pledging ceremony serves as an introduction to Chi Psi. Remember that participants have not yet completed New Member Education and are not yet prepared to have revealed to them the inner secrets of the Brotherhood.



Discussion Prompts

- What does the formal pledging ceremony mean to you? Why do you think the ceremony is conducted?
- What promises did you make during the ceremony? What is the significance of this promise?
- What promise did the fraternity make to the you? What is the significance of this promise?
- What is the difference between pledging Chi Psi and pledging yourself to Chi Psi?
- How does this relate to the Preamble? What elements and themes are present in both the preamble and the formal pledging ceremony?



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A Note on the term “Pledge”

Remember that the word “pledge,” when we use it, is a verb. Young men pledge themselves to our Fraternity. The word is a reference to the commitment they make to our values and our mutual success. Referring to a young man as a “pledge” should never create an opportunity to treat him as less of a person. At all times, Chi Psis should treat those participating in New Member Education with dignity and respect.



Lesson 2

Reading Assignment:

Chapter 2 –
The Chi Psi Gentleman

Chapter 3–
The Chi Psi Scholar

Chapter 4 –
The Chi Psi Brother

Agenda Items:

- All attendees recite The Preamble together
- Submit potential recruit information
- Recap Lesson 1
- Discuss the Chapters of The Chi Psi Story
- Read the Chi Psi Civil War Story as a group (p. 55)
- Experiential Chi Psi Gentleman Activity
- Sing a Chi Psi Song



An Excerpt from The Chi Psi Story

"Our attempt to build the kind of character that is informed by texts such as the Bible and the works of Aristotle, Plato, Augustine, and Shakespeare must compete with the adulation and imitation of the vulgar values and habits of current media idols."

— Chapter 2, Pg. 22

The Chi Psi Gentleman

Living Chi Psi values and learning what it is to be a true gentleman are invaluable parts of being a Chi Psi. As we consider these values, it is important to study the history and the actions of our Brothers that have reinforced them. The greatest benefit reaped by each participant will be the development of lifelong, elevated and refined friendships with men who share these values. Every Brother has a duty to his fellows and his Fraternity, and they to him.

Lesson 2 discusses the subtleties of building these relationships, privileges and responsibilities of being a Brother in Chi Psi, and specific instances and interpretations of a friendship and Brotherhood more powerful than most will ever know.



Discussion Prompts

- What are the seven enduring virtues of a Chi Psi Gentleman?
 1. Self-sacrifice
 2. Self-control
 3. Fidelity
 4. Charity
 5. Courage
 6. Good judgment
 7. Sense of fair play
- It is an old saying that "from he who is given much, much will be expected." Explain this in the context of Chi Psi
- Why do you think these particular traits are important to Chi Psi
- Last week you were introduced to the Preamble which contains Chi Psi's WHY? Based on what we've read and discussed to this point what are Chi Psi's values and why are they relevant today?
- Based on what we read in Chapter 4, what do you think it means to be a Brother of Chi Psi
- Describe the Civil War Incident. Why might this story be important to Chi Psi Fraternity?
- What is the most lasting impression of this story for you specifically?



OPTIONAL BUT RECOMMENDED SUPPLEMENTAL ACTIVITIES



Experiential Activity Options

Lesson 2 focuses on what it means to be a Chi Psi Brother. Following the discussions of each lesson New Members should have a strong understanding of the values that the Fraternity holds dear and what it means to be a Chi Psi Gentleman. In choosing an experiential activity you should select one that reinforces the values, traits, and characteristics of a gentleman.

While these are great activities to include, you should not limit yourself to the activities listed below – be creative! If you are considering an activity not listed here, please contact your Alpha Success Advisor to discuss. As the #34 you should work to ensure that each activity you pair with the lesson reinforces the concepts discussed.



Dance Lessons

Every gentleman should know how to cut a rug. Host a date function or invite a sorority over and hire a dance instructor to give Brothers dance lessons. Learn how to Cha-cha, Waltz, Ballroom, Line dance, etc. This is also a good opportunity to discuss and teach how Chi Psi Gentlemen are expected to treat women.



Dress For Success

Every man should learn how dress for various settings and occasions so that he can make the best first impression possible. Invite a local alumnus or men's clothing store associate to the Lodge or take a field trip to the clothing store. Have them teach Brothers and participants the basics of buying a suit, tying a tie/bowtie, shining shoes, mixing and matching styles, sewing a button, etc.



A Note on Alcohol

Alcohol and New Member Education do not mix. At no point should you plan or execute an event that focuses on the consumption of alcohol. Doing so endangers lives and the continued operation of your Alpha. Even the most innocuous situation involving structured drinking can be interpreted as an expectation to drink on the part of your participants, and that can lead to disaster. If you need help developing themes for events or activities that are not centered on alcohol, contact the Central Office for ideas.

It is important for you to understand, as the #34, that you can be held liable or found guilty in situations involving hazing or alcohol-related injuries. Strategies for preventing this are found in the Fraternity's CommunityEdu and Brotherhood Workshop Program.

OPTIONAL BUT RECOMMENDED SUPPLEMENTAL ACTIVITIES

Golf Lesson

Many Brothers, active and alumni, love to golf. Take your new members to a driving range and invite an alumnus or senior Brother to give a golf lesson. Include an overview of the rules, proper form, and general etiquette on the golf course. Get a few buckets of balls and have a good time!



Virtual Poker Night

If you need an idea for guys that are spread out or if your Alpha doesn't own Poker chips, there are countless ways to connect online. Virtual Poker and hopping on a video call can be a great way to educate new members on one of the most common card games in America.



Cooking Lessons

Every man should learn a few basics about cooking. Ask a Brother's mother, a local alumnus or a family member of an alumnus to come in and give some basic cooking lessons. Following the lesson host a date function where New Members work together to prepare a meal for their dates. This also a great opportunity to discuss and teach how Chi Psi Gentlemen are expected to treat dates.



Car Maintenance Workshop

Every man should know the basics of maintaining their car. Invite a local mechanic or a local alumnus in to teach Brothers how change a tire, wax a car, jump-start a car, change the oil, replace a fan belt, etc. and complete all the regular maintenance on their vehicles.



Dinner Etiquette

Invite a local alumnus and his wife, someone from the career services office, or the parents of a Brother to host an etiquette dinner as a New Member Education activity. Have them teach the basics of table manners, dining etiquette, and hosting a dinner or lunch party. Later in the week have New Members show off newly learned skills by hosting dinner for a sorority or dates.



Following the completion of an experiential activity, the #34 should wrap the activity up by leading a discussion that ties it back the values and core concepts covered in the lesson, asking questions like "How does this relate to the value of _____?" to facilitate learning.

Lesson 3

Reading Assignment:
Chapter 9 - The Cornell Fire

Core Concepts and Values Explored:

- Self-sacrifice
- Self-control
- Fidelity
- Courage
- Good judgment

Agenda Items:

- All attendees recite The Preamble together.
- Submit potential recruit information
- Recap Lesson 2
- Discuss the Cornell Fire
- Experiential Activity
- Sing a Chi Psi Song.



The Cornell Fire

The Cornell Fire is far more than just a simple Chi Psi story. This lesson allows New Members to explore Chi Psi's values in action. Use discussion and experiential activities in this lesson to help participants understand why these values are so important to Chi Psi.

This lesson consists of three parts: an introductory discussion of Chi Psi's core values, an activity to explore those values, and a concluding discussion bringing it all together.

An Excerpt from The Chi Psi Story

That twenty-six young men should have met a test so severe with so much coolness and instinctive self-sacrifice should strengthen our faith in human nature and the bonds of Chi Psi. Each counted his life as less than the needs of his friends.

-Chapter 9, Pg. 184

Part 1

Begin the lesson with an introduction and discussion of core values and concepts.



Discussion Prompts

- Have a discussion on the values. If the members have read the story prior to this lesson, have them define each of the values and explain their meaning. Some members may wish to include other values that are similar to the ones above. This is OK. Ensure that all values are covered.
- If the members have not read the story, there can be a beginning discussion on self-sacrifice or acts of devotion (big or small) towards one another.
- If having a guest speaker, it may be a good idea to provide them the story beforehand to make it easier for them to relate their experiences to the values



Part 2 Cornell Fire Reading

This is a great activity to invite Bigs to, to bond with their Littles. Whether you decide to build a campfire, gather around a fireplace, or pull up the fire stream on Netflix - it is important to set the mood in this activity. Some Alphas pair the Cornell Fire reading with the PSD storytelling segment for added gravity. Read the story with everybody in the room taking turns on different paragraphs. Go around the room until the story is concluded, and then continue discussion questions.

PART 3 - Conclude with the processing questions to link the concepts to the exercise.



Zoom Fire

This is one of the most important lessons – don't let people miss out! Use video calls to get the whole group together and Screen Share a Fire video with the group. It sounds cheesy, but these bonding activities are essential to build community virtually.



Discussion Prompts

- Which values of a Chi Psi Gentleman were exemplified in this story by whom and how?
- In the exercise, were any of the values demonstrated by any of the participants? Which ones?
- Was there any challenge of the Status Quo?
- Why is this story/exercise important to Chi Psi? Why is it relevant today?
- What in this story/exercise specifically resonates with you and why?
- What is the connection between the exercise you went through and the values discussed at the beginning?
- How does the story of the Cornell fire help you to understand the basic principles of what Chi Psi is about?



OPTIONAL BUT RECOMMENDED SUPPLEMENTAL ACTIVITIES

FOR PART 2 - Choose one of the following



Experiential Activity Options

Building a Campfire

Teach participants the basics of building a fire. This can be done in several ways:

- Have a Brother or expert guest teach the participants how to build a campfire.
- If one or several of the participants is proficient in campfire building, have him/them lead in the instruction.
- Before meeting for the lesson, have the class split into small groups and have them research the best methods of building a fire; with each group prepared to demonstrate their method at the lesson.
- Before meeting for the lesson, have the class split into small groups and assign a different method of building a campfire, have each small group demonstrate the method, then have the entire group compare and contrast each method.

Following the fire building lesson, gather the Brotherhood for a bonfire or fire side chat. Ask a senior Brother or an alumnus to read the Cornell Fire story.

Fire Safety Lesson

Have the local Fire Chief or representative conduct a short session on fire safety within the Lodge. The following concepts presented may include:

- Learn the types of fires and the different types of fire extinguishers needed for each.
- review basic fire safety.
- Review safety and evacuation plans.
- Review University and City/Town fire codes/standards and how they came about. (This one sounds incredibly boring, but if you have a good instructor, it can actually be quite entertaining. Needs research and a top-notch presenter, though.)
- Have the guest tell stories of his/her experiences.
- Have the participants go through a fire inspection of the Lodge with the Fire Chief/Inspector.
- Go to a local fire station to speak with the firefighters of their experiences; informing the firefighters beforehand of the core concepts and values



A Note On Events

You've heard the adage that "there are no recruitment events." Why? Because "every event is a recruitment event." The same mantra applies to New Member Education. Don't waste your time planning events for the participant class when you could be planning events that engage the entire Alpha with the class. Your job as the #34 is to create unity between Brothers and participants.

Lesson 3

Reading Assignment:

Chapters 5, 6 and 8

Core Concepts and Values Explored:

- Fidelity
- Self-Control
- Brotherhood

Agenda Items:

- All attendees recite The Preamble together.
- Submit potential recruit information
- Recap Lesson 3
- Discuss the Beginnings of College Fraternity (Chapter 5)
- Discuss the Founding of Chi Psi (Chapter 6)
- Discuss the Philip Spencer Story (Chapter 8)
- Experiential Activity
- Sing a Chi Psi Song.

An Excerpt from The Chi Psi Story

Products of a nineteenth-century liberal arts education, most [of the Founders] could communicate fluently in Greek and Latin, discuss with great passion the philosophies of Plato or John Locke, and expound on what it meant to be a human being. The Chi Psi they founded was based on their most strongly held principles and ideals.

-Chapter 6, Pg. 80



The Founding of Chi Psi

The college fraternity is one of the most time-honored institutions in our nation's history. Many fraternities have unique and interesting circumstances surrounding their origins, but few have a story so instrumental in determining the organization's character and direction as Chi Psi. It is remarkable to consider that the principles held so highly by our ten founders are still relevant and influential today. Their endurance over such a long and challenging history is a true testament to their strength and significance.

The stories of Chi Psi's founding and the death of Philip Spencer provide compelling support for the reasons behind our organization's existence. A study of our earliest history, therefore, behooves all of our future Brothers and reminds those already initiated of the reasons they pledged themselves to Chi Psi.

This lesson includes chapters five, six, and eight of The Chi Psi Story. Participants should read all of these chapters before this lesson.

Chapter 5: *Beginnings of the College Fraternity*

Chapter 6: *The Founding of Chi Psi*

Chapter 8: *The Philip Spencer Story*



A Note on Quizzes

Many Alphas have relied on quizzes and tests to ensure understanding on the part of participants. However, at their best, these quizzes fall short of ensuring the highest level of understanding of meaning and value. At their worst, they encourage Brothers to chastise participants for failing quizzes designed to be impassible

We encourage you to embrace a higher level of engagement. Ask questions and challenge ideas. Let the participant show you he understands through his conduct and the quality of the friendships he builds leading up to his initiation. A quiz cannot demonstrate effectively these important achievements. A quiz alone cannot demonstrate effectively these important achievements

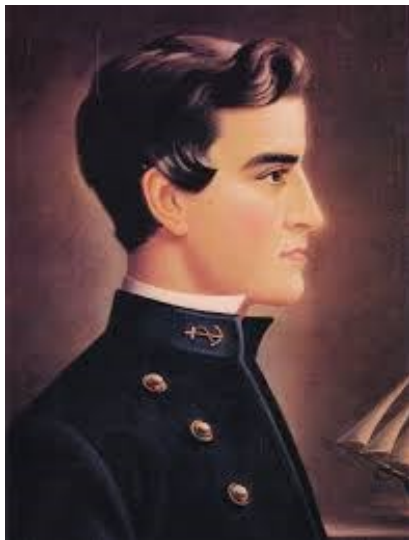
Remember that lineups, verbal quizzing, and similar public displays of fact memorization constitute hazing



Discussion Prompts

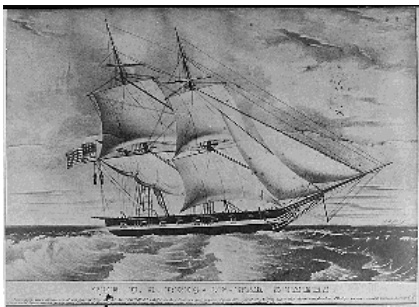


- What was the first Greek Letter Society and when was it founded?
- How many fraternities were founded at Union? What became the college's nickname as a result?
- Describe the environment at Union College at the time of Chi Psi's founding. Why did the Founders of Chi Psi decide to start their own society?
- As New Member Education participants read them, ask them to consider the reasons motivating our ten founders to create Chi Psi Fraternity. What was missing in their lives, and how did the Fraternity fill that void? What drew them together, and what was their vision for the Fraternity?
- Ask them if it still fills that void today, and in what ways it improves their collegiate experience. Is Chi Psi relevant in today's higher academic environment? How do they expect it to better your life after you graduate?



NOTE: These questions and concepts return to that central theme discussed in lesson 2, that Chi Psi provides something not found anywhere else. Discuss with them your experience in the Fraternity.

- The Brotherhood the Founders created was shaken by the fate of Philip Spencer, but his plight forged the indelibly strong foundation of the Fraternity we know today. Ask New Member Education participants to think about the true significance of the Philip Spencer story and why we honor it today in our literature, poetry, song, deeds, and thoughts
- What do they think the effect of Philip's plight had on Chi Psi? Ask them to focus discussion on the aspects of the stories that they think are significant.
- Ask them to characterize Philip Spencer and challenge them to explore why many characterized him negatively. Was he a rogue? Was he a troublemaker? Was he misunderstood?



OPTIONAL BUT RECOMMENDED SUPPLEMENTAL ACTIVITIES



Experiential Activity Options

University Conduct

A core theme of the Philip Spencer story is expedited judicial proceedings resulting in an erroneous sentencing. Invite a representative of your university's conduct office to your New Member Education process in order to outline and explain the university's disciplinary process. The goal of this activity is to give New Members and Brothers an idea of the conduct process while building relationships on-campus. A positive relationship with your conduct office can make a big difference if the Alpha ever finds itself in hot water!



History of Fraternity & Sorority Life

Invite a professional from your University's Greek Life Office to share some history on Fraternities and Sororities at your campus. Greek Life has a rich history in colleges and universities, and this activity can help instill a sense of inheritance in your new members. They are building on a long traditional of Chi Psi excellence, and it is important that they feel the weight of that and not take the Fraternity for granted!

The Great Debate

Divide your New Member Class in half and have them debate the value of Greek Life in the 21st Century. The goal of this activity is to have them think critically about the challenges prevalent in Greek Life, and how Chi Psi can be a positive force in the community. Additionally, it will prepare them in the event that they are questioned about their membership in a Fraternity, and hopefully equip them with respectful, substantive answers to people who do not approve of Greek Life.



A Note On Alphas

New members should learn about the other Alphas in Chi Psi. While a complete memorization of each name, location, year founded, etc. is an excessive expectation, participants should be familiar with the Fraternity's active Alphas. The purpose of this is not pure fact memorization but to instill a sense of the National community Chi Psi provides individuals joining a local Alpha. It is important to identify with the mission of the Whole Fraternity.

Lesson 5

Reading Assignment:

For this lesson, you will need to put together some information on your Alpha's own local history.

Core Concepts and Values Explored:

- Alpha's founding (and re-founding if applicable)
- Local history
- Local alumni
- Notable university alumni
- Prominent campus figures (Greek Advisor, Dean of Students, Faculty Advisor)

Agenda Items:

- All attendees recite The Preamble together
- Submit potential recruit information
- Recap Lesson 4
- Discuss Local History
- Experiential Activity
- Sing a Chi Psi Song

An Excerpt from The Chi Psi Story

Charters, like your membership, are a privilege. They are not given unconditionally. Each Alpha holds its charter in trust from the National Fraternity and must always uphold the principles, traditions, and standards of Chi Psi, never tarnishing the name of the Fraternity, keeping “Purple unmingled and Gold untarnished.”

-Chapter 13, Pg. 245

Local Alpha History

Every Alpha, while an integral part of the National Fraternity, has grown and developed under the forces of its own history. In cases like Alpha Psi, their stories have become part of the holistic Chi Psi narrative. Others may only be known to the men of that particular Alpha. In both cases, these proud narratives are integral to the understanding of what it means to be a part of that Alpha of Chi Psi.

A New Member Education syllabus should allot time for a discussion of the Alpha’s own history. To facilitate this, one of your best resources lies in distinguished alumni that are tied closely to the Alpha’s formative experiences. Invite them to a New Member Education Meeting to share their experiences. Ask Brothers to attend and ask questions.

Meeting Prep:

- Review Alpha history for your own benefit. The Central Office can help you with this if you do not have access to it.
- if hosting a guest speaker (school officials or local alumni), contact them and schedule their visit at least three weeks in advance.



Discussion Prompts

- Discuss the founding/ re-founding of the Alpha, focusing on WHY Chi Psi came to campus? Why is that WHY still important and relevant today?
- Talk about notable alumni of the University and community. Why are these important stakeholders for Chi Psi? What does Chi Psi do to further the development of these relationships?
- Introduce faculty visitor (Greek Advisor, Dean of Students), ask them to talk about interactions with Chi Psi and other student orgs
- Discuss what Chi Psi can do to offer a value-added experience not only for our members but for the greater campus



Alumni Calls

Alumni are a critical portion of Local Alpha History. Reach out to them well in advance of this lesson and include a variety of Alpha Years if available. Alumni have busy schedules, so make sure to be accommodating with your meeting time in order to have as many alumni as possible present. Connecting the new member class to alumni is an important component of building an Alpha’s legacy.



OPTIONAL BUT RECOMMENDED SUPPLEMENTAL ACTIVITIES



Experiential Activity Options



Invite a Group of Alumni to Speak

Contact local founders/re-founders if available or other prominent alumni. Ask 2-3 alumni to attend the meeting in-person or virtually and assist with the local history lesson.

Have them talk about the founding of the Alpha and what the vision of the local founders was and WHY their vision is still important and relevant today. Ask them to talk about their experience as Chi Psis from the time they pledged until today and why they choose to still stay active and involved.



Host Joint Function with a NPHC/MGC Sorority

All organizations have rich histories that their members take pride in. Host a joint event with one of these groups and take the time to learn a little about each other's respective organizations' history. This is a great way to strengthen Chi Psi's connection to the broader Greek Community.



Campus Walking / Driving Tour

Have a few Brothers take the participants on a tour of campus pointing out things that are important to know in general, as well as about Chi Psi and the Greek Community. While most students take a tour during the application process, there are so many campus resources available to undergraduates that are underutilized, like counseling services. Help your New Members take full advantage of what your campus has to offer!



A Note on Alumni Participation

Throughout New Member Education, participants should interact with the Alpha's alumni. Facilitating this interaction requires communication with both groups. Invite alumni to New Member Education Meetings, dinners at the Lodge, Brotherhood events, etc. Encourage the participants to engage alumni, ask them about their experiences in Chi Psi, and network with them. This interaction reinforces the duration of the Chi Psi experience after graduation and reminds everyone of their lifelong commitment to the Fraternity.

Following alumni interaction, it would behoove New Member Education participants to ask alumni about their experience. Why they think alumni come back? Why do they think alumni still stay involved? Be sure to make the distinction that alumni are still Chi Psis, not were.

OPTIONAL BUT RECOMMENDED SUPPLEMENTAL ACTIVITIES



Look Through old Lodge Photos

When you invite alumni to meetings, encourage them to bring old photos from their undergraduate years so that New Member Education participants can look through them and hear stories about their experiences. Additionally go through pictures, paintings or portraits in your Lodge and discuss significant figures, events, or dates.



Write Letters to Alumni

Writing letters to alumni is a great exercise to end the local history lesson. Have New Members write a letter to an alumnus. Participants should introduce themselves and WHY they chose to pledge Chi Psi, thank the alumnus for their continued support and involvement, and lastly invite them to attend an upcoming event (i.e. homecoming, the upcoming initiation, etc.). This is also a great opportunity to teach the participants how to write a proper letter. You would be surprised how many undergraduates do not know how to write and address a letter.



Host a Professional Development Event with a Local Alumnus

Ask an alumnus to come in and speak about his professional experience. Have him talk about his Chi Psi experience and how that helped advance his professional career. Ask him to discuss skills that helped make him successful (financial management, interview skills, dress for success, etc.). You can re-use this activity with a variety of professional fields, and it may even help connect your Brothers and New Members with internship/employment opportunities!



Lesson 6

Reading Assignment:

Chapters 7 and 10

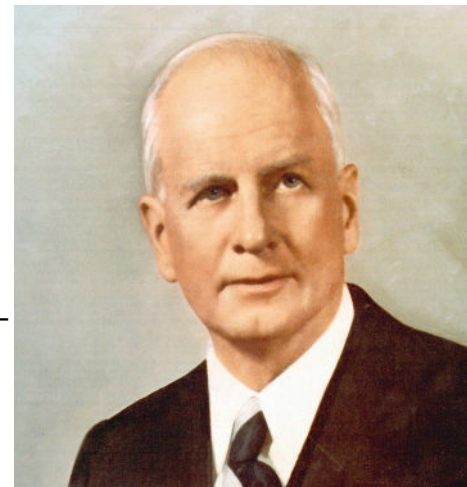
Core Concepts and Values Explored

- The Chi Psi Gentleman
- Alumni and Stakeholder Relationships
- Recruitment
- Time Management

Agenda Items:

- All attendees recite The Preamble together
- Submit potential Recruitment information
- Recap Lesson 5
- Discuss Stanley Birge
- Experiential Activity
- Sing a Chi Psi Song

The Personification of Chi Psi: Stanley J. Birge, X 1908, I 1014



We study our history as a flowing narrative that breathes life into our values. Without the support of a poignant and exemplary past, they are but simple words inked to page over a century and a half ago. The most powerful tool we have in helping New Members to understand Chi Psi values is historical example. While our history supports our values, it is the example set by Chi Psi Brothers that makes our history so supportive.

Lesson 6 continues participant's analysis of Chi Psi's unique and exalted history and provides them one of the most notable and stellar examples of a Chi Psi Gentleman. **We recommend including the Recruitment Chairmen, since Br. Birge's recruitment philosophy persists today!**



Discussion Prompts

- Begin by talking about Stanley's level of commitment to the Fraternity (i.e.: his involvement as recruitment chairman, #1 at two Alphas, and as an alumnus)
- If Stanley had the highest level of commitment, what should the Fraternity's standard be for Brothers and New Members?
- Introduce participants to key concepts found in Chi Psi's Ritual: The obligations of fraternal life, time and financial commitment, pursuing individual and collective excellence, only bringing the best of criticism upon the organization, etc. This is a good opportunity to connect it back to The Preamble.
- Transition this into a discussion on gentlemanly behavior. Chi Psis are first and foremost gentlemen. What does this mean to you? What are the characteristics of a true gentleman? What does a Chi Psi Gentleman stand for? What things should every gentleman know how to do?
- Introduce the Alpha's upcoming Program for Excellence event that will reinforce gentlemanly behavior and valuable life skills (see optional experiential event options for examples).
- Ask about their experience being recruited to Chi Psi. What was it that attracted them to Chi Psi? How were they recruited? Try to steer them back towards the Gentlemanly behavior and shared values of the Brotherhood. Tie this back into 365-day dynamic recruitment and Stanley's approach to it.
- End with the Recruitment Chairman discussing his role in the Brotherhood while introducing New Member Education participants to the Alpha's recruitment model.

An Excerpt from The Chi Psi Story

He believed that, just as each man had a commitment to the Fraternity, the Fraternity had a commitment to its members: to expect the best from them, to provide a framework for enhancing their college education, and to cultivate a truly elevated and refined friendship within the circle of members. Stanley wanted to ensure that Chi Psi added something of value to the life of each man who passed through its portals. He wanted Chi Psi not just to make better fraternity men, but to make better human beings.

-Ch. 10, Pg. 190

OPTIONAL BUT RECOMMENDED SUPPLEMENTAL ACTIVITIES



A Note on Respect

It is easy to forget the true nature of respect in our Fraternity. In many hierarchical organizations, respect is given without question to those with higher rank. But this isn't how Chi Psi works.

A senior has, in fact, no more authority or power than a newly-initiated freshman. Any additional influence he may have comes from the respect he has earned through shared experiences. One simply cannot expect a new recruit to afford him such blind respect in the absence of these shared experiences.

To demand this contradicts the oaths we take and the values we hold dear. In fact, it is the new recruit who should be afforded respect, offered in good faith, in exchange for his good faith pledge to our organization.

In short, they don't earn your respect; you earn theirs.



Experiential Activity Options



Chapter Builder

Chi Psi provides ChapterBuilder recruitment technology to all of our Alphas. This platform and mobile app help streamline the most cumbersome parts of recruitment and saves hours of time and energy. Get your New Members on ChapterBuilder ASAP so they can add names to your Alpha's recruitment list and start learning Chi Psi's 365 values-based recruitment model!

Recruitment Training Session

The Stanley Birge lesson provides the perfect opportunity to introduce New Members to Chi Psi's dynamic recruitment model. Have the recruitment chairman / committee come in and run a recruitment seminar. Topics should include how to build a names list of recruits, proper conversation, and how to communicate the value of Chi Psi. Highlight that recruitment is NOT only the week of university recruitment events. New Members provide the best avenues of recruitment with all of their new connections on campus. Get them plugged into ChapterBuilder early and make sure to leverage their networks and get them invested in growing the Alpha early! Doing so builds a recruitment culture in the Alpha



New Member-Hosted Recruitment Event

Remember that every event is a recruitment event. Have the New Members plan an event and make it a priority for everyone in the Alpha to bring recruits. See who can bring out more recruits: New Members or the Brothers?



Coffee Date or Cold Call Challenge

Have the Brothers challenge the New Members to a cold call or coffee date competition. See who can complete more cold calls and/or coffee dates in one week. This is a great way to introduce the New Members to the action items of the Alpha's recruitment strategy for practical experience.



OPTIONAL BUT RECOMMENDED SUPPLEMENTAL ACTIVITIES

New Member Class Project

A Class Project can go a long way in bonding the New Member Class through working towards and achieving a common goal. However, like many aspects of New Member Education, a Class Project can quickly turn into hazing if not appropriately administered and monitored. It is recommended that the New Member Educator develops a list of Class Project ideas for approval by the Executive Committee. Ideas can include crafting an item for use by the Alpha like Fraternity cornhole boards with Purple and Gold paint. Once you have a list, have the New Member class vote on the project they want to complete. The Class Project should be fun, engaging and of course alcohol free, and we strongly recommend incorporating Big Brothers so that Actives and New Members are involved.



Grilling Lessons

As mentioned in a previous experiential, every man should know how to cook. Every man should also learn how to grill. There are countless grilling practices, techniques, and variations to learn. Ask a local alumnus or a Brother's family member to come in teach the basics of grilling. While New Members learn the basics of manning the grill, this easily turns into a Brotherhood cookout and way to engage alumni.



Signature Activity

Another New Member activity that can be really impactful is a Signature Activity. A useful tool for integrating your New Members with older classes of Brothers, this activity has been warped in the past to be an exchange of personal servitude for signatures. This is detrimental, and completely defeats the purpose of what can be a meaningful New Member activity. Here is a proper approach to this. Have Active Brothers submit a list of 3-5 things they are interested in to the New Member Educator. These can include video-games, sports, restaurant spots, campus activities, etc. The New Member Educator then presents these lists to the New Members, who select the Activities to complete with the Brothers. The benefit of this is twofold. The Brother knows that he has control over the activities with the New Member and therefore has more interest in participating, and the pressure of the unknown is removed from the New Member – Both parties know exactly what they are signing up for. Let you New Members know that any type of personal servitude constitutes hazing.



Habitat for Humanity

This service opportunity is a great way to get New Members and Actives out into the community. Giving back to your host community is an important obligation of the Alpha. Chi Psi does not have a National Philanthropy so Alphas can choose where to spend their time.



Lesson 7

Program for Self-Development

Core Concepts and Values Explored

- Personal Development
- Goal Setting
- Mutual Assistance

Program for Self-Development

The Program for Self-Development (PSD) is an integral part of the New Member Education experience. Although the PSD does not have to occur in week 7, it shouldn't occur before week 5 (assuming you have the time in your process – see Sample Agendas) and should be completed prior to initiation.

The PSD helps participants look inward and understand the importance of:

- Personal Development - Understanding his own personality and how to use this understanding to reach his full potential
- Goal-Setting - Establishing short-term and long-term goals
- Mutual Assistance - Being more self-disciplined in relying on his own abilities as well as on the strengths of others

While identifying their primary motivational strengths and learning styles, participants learn the importance and use of peer-group feedback. Participants also learn the consequences of inappropriate goal setting and ways to recover from those effects. Since the program relies on both individual and group participation, it allows the participants to achieve a better understanding of one another.

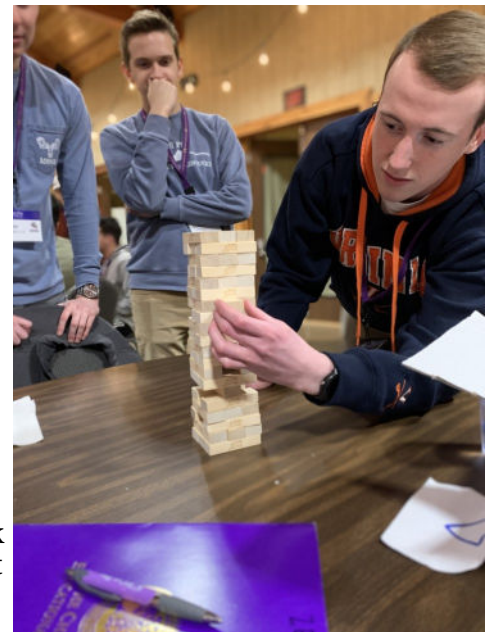
This weekend program is usually conducted off campus, away from the normal routine of New Members and Brothers. An alumnus PSD Facilitator provides assistance to the group and helps individuals acquire a greater degree of self-knowledge. Many former participants now use the principles of the PSD to plan both their professional and personal lives.

Get excited about the PSD. It's fun, and it's great! As the #34 you have to promote it. It is integral to the overall success of the Alpha.

Program for Self-Development FAQs

How do I schedule a PSD?

As the #34 you need to work with your Alpha Success Advisor / the Central Office to find a PSD instructor(s) who works well with your Alpha and who is committed to facilitating the program year after year for the Alpha. While having a regular facilitator for the program is ideal, this does not always work due to job, family, or career changes. Facilitators can be from any Alphas, but if you have somebody specific in mind like a talented young alumnus, feel free to include recommendations. Otherwise, the CO Staff will do their best to find a facilitator that will complete the program for the group!





How many PSDs should my Alpha have each year?

There are two options for PSD facilitation depending on the Alpha: an Alpha who only takes one new member class a year typically only hosts one PSD during an academic year; an Alpha that takes two new member classes a year has the option, depending on new member class size to facilitate the PSD for each new member class separately or combine the fall and spring new member classes for one PSD.

When Should we Plan our PSD?

As the facilitator you should begin working with your #1 to plan your PSD at least two months in advance. Alumni and Alphas have to plan early. If you want to conduct a PSD on November 5th, then you should have a facilitator committed by October 5th. The initial discussions about the PSD should have occurred several months in advance of securing your facilitator (That means you need to start planning your PSD a semester in advance).

Selecting THE DATE is critical. The entire executive committee of the Alpha should be involved in the date selection, so all conflicts are eliminated. Be mindful of University events, holidays, and football games.

What do participants need to know?

The young men involved must have a fair knowledge of each other. So, the PSD should be held about four-five weeks AFTER they have been formally pledged into the fraternity.

Where should the PSD be held?

Contact a local alumnus as ask if they would be willing to host the PSD in their home. Additional options can include a camping site (weather permitting), a parent's house of a Brother or New Member, or renting a big AirBNB in your area with suitable outdoor space. A critical element, particularly of the storytelling portion of PSD, is to be in a space outside of the Alpha's element. Make sure you start to look for a location early. Securing a location is the responsibility of the Alpha, but of course feel free to contact your Alpha Success Advisor if you need support. Lack of planning on your part is not an emergency on our part.



A Note on Equipment Rental

Some Campus Recreation centers have equipment rental for outdoor activities. For example, Texas Tech University allows students to rent camping tents for a small rental fee. Take advantage of opportunities like this, particularly if your PSD is an outdoor experience, assuming the weather is nice.



How do we get materials?

Let the Central Office and PSD facilitator know how many men plan to participate at least 4 weeks in advance.

The Central Office will ship PSD Workbooks and other materials to either the Alpha or the PSD facilitator. These materials should arrive no later than ONE WEEK prior to the PSD. Once materials have been received, please contact your facilitator and review the contents of the materials. If you are missing materials, please notify the Central Office immediately.

Why should you conduct a PSD for each new member class?

The PSD assists in the cultivation of elevated and refined friendships while continuing to demonstrate and teach the ideals and values of Chi Psi. On Friday night, each participant shares his “life story.” Participants are asked to speak about themselves for at least 10 minutes and are challenged to make themselves vulnerable while sharing with the group. By the end of the night, participants will have developed an intimate understanding and appreciation for the life experiences their peers have shared. Facilitators and participants always comment that they have learned enormous amounts about each other and that they thought they were close before but left feeling closer to each other than ever before. On Saturday, participants discuss self-evaluation and personal/professional goals. This rounds out the weekend because participants get to see where their peers have come from, where are they now, and where they are headed in the future. The entire weekend adds to the family experience of the fraternity. The idea that “who we are” is part of an elevated and refined friendship makes Chi Psi an even more special experience. By knowing each other intimately, we can better serve each other and demonstrate true Brotherly spirit.

What else should I do?

Organizing transportation to and from the PSD location is a critical part of the New Member Educator’s job. Food during the weekend also has to be planned for. You will need to provide breakfast and lunch on Saturday, as well as snacks and soft drinks throughout the weekend.

Itinerary for the Weekend

Participants should plan to leave the Lodge no later than 6:00 PM on Friday evening. The program should begin around 7:30 PM and will conclude once participants have completed the Friday night exercise. Programming will begin early the next morning and will conclude mid afternoon. Participants will be gone less than 24 hours.



A Note on Hazing

Among your many responsibilities as the facilitator is the prohibition and prevention of hazing in your Alpha.

You need to set the tone with both Brothers and participants that line-ups, personal servitude, errands, etc. are not to be tolerated. You need to pressure your Standards Board to hold those who break this rule accountable with real and visible penalties.

If you don't know how to do this or don't understand what qualifies as hazing you need to ask for help immediately from your Greek Life Advisor or the Central Office. Asking for help won't get you in trouble, but a hazing violation is quick way to ruin your fraternal experience.

Lesson 8

Initiation

Core Concepts and Values Explored

- Chi Psi Values
- Brotherhood



Initiation

The New Member Education Experience ends with the initiation of the New Members as we fully welcome them into the Brotherhood. The #34 should work closely with the #5 to ensure that initiation is a meaningful and fulfilling experience for New Member Education participants. The initiation should not be a test, but rather a time of welcoming and celebration. Initiation should be conducted in such a manner and on such a level that the President of the College or University could be initiated with dignity.

The #34 should also use the final New Member Education meeting as an opportunity to discuss the meaning contained within our Ritual and relate the Ritual back to activities completed during New Member Education. The #34 should refer to the #5s manual and the Rituals and Traditions manual for discussion prompts related to initiation.



A Note on Unity

Don't worry about stimulating "new member class unity." Your new recruits are going to become friends on their own without your help. If you try to build it intentionally, you run the risk of alienating or isolating them from the rest of the Alpha. It can be directly counter to the point of the experience you're trying to create and can result in a compartmentalized, fractioned Alpha with up to eight individual units.

Focus, instead, on stimulating "Alpha unity." When cultured appropriately, an Alpha is unified throughout its ranks, freshmen and seniors partner to achieve the Alpha's goals, and friendship groups do not materialize into conflicting cliques or factions. This is much more difficult and, thus, worthy of your efforts.

Work with the Brotherhood Chairman and Social Chairman to create events for both Brothers and participants. If you can accomplish that, you will be well on your way to a truly excellent New Member Education program

#34

Recourses

Big Brother/Little Brother Program

Relationship Development

Brotherhood Retreat

Philanthropy or Community Service Project



Big Brother Little Brother Program

Core Concepts, Values, and Key Elements of a Big Brother/Little Brother Program:

- Brotherhood Relationships
- Mentorship
- Leadership Development
- Assimilation into the Brotherhood
- Increased Participation
- Increased Upperclassmen Involvement (when plugged into a greater family system)

Participants in the New Member Education program will benefit from their pairing with a mentor from a more senior class in the Alpha. This individual is commonly known as a “Big Brother,” and he provides the participant with an additional resource as he proceeds toward his initiation.

As the facilitator, you should do your best to pair participants with mentors that will help them balance their academics, involvement with the Alpha, and extracurricular activities. Make sure that you balance the wishes of individual Brothers with those goals. The best Big Brother/Little Brother pairings are usually not based on friendship or existing relationships, but the ability to positively influence participants towards a better understanding of Alpha values and Chi Psi history.

The Big Brother should treat this as an added responsibility. It is his job to make sure that his Little Brother is learning the meaning of Brotherhood, enjoying his experience, and building bonds with Brothers outside of his own New Member class.

This program can, when implemented ineffectively, create compartmentalized groups or “families” with the Alpha. Ensure that your mentorship program facilitates Alpha unity and prevents isolation of any particular group.



A Note on Fraternity And Alpha Songs

Part of Chi Psi’s rich history lies in its singing tradition. It is important for new Brothers to learn these songs so that they may celebrate our history and connect themselves to the Fraternity’s many generations of singing gentlemen.

*While learning each song listed in *The Chi Psi Story* and on the online community would be an unreasonable expectation, having Brothers teach the participants some of the most frequently sung songs will behoove the participants as they become Brothers and participate in local, regional, and national events.*



Big Brother Little Brother Responsibilities

It is often through the Big Brother/Little Brother program that New Members come to understand our beliefs and values on a personal level. With this relationship comes much responsibility, both for the Big Brother and Little Brother. However, the aim of the relationship is simple: To provide the New Member with a friend and mentor who will help him through the New Member Education experience.

It is often through the Big Brother/Little Brother program that New Members come to understand our beliefs and values on a personal level. With this relationship comes much responsibility, both for the Big Brother and Little Brother. However, the aim of the relationship is simple: To provide the New Member with a friend and mentor who will help him through the New Member Education experience.



Little Brother Responsibilities

- Meet with his Big Brother at least once a week
- Discuss with his Big Brother any difficulties and problems
- Use his Big Brother as a link for fraternal, academic, and social issues

Big Brother Responsibilities

- Be in good financial standing with the Alpha
- Be at or above the all men's average
- Serve as a positive role model for his Little Brother
- Monitor Little Brother's academic performance (complete study hours with his Little Brother)
- Assist Little Brothers with assimilation into the Brotherhood
- Act as a sounding board when needed
- Serve as a confidant to your little Brother
- Introduce and explain key concepts of New Member Education to your Little Brother
- Spend time with his Little Brother at least once a week
- Help and hold his Little Brother accountable for completing the requirements of New Member Education



Pairing up Big Brothers and Little Brothers

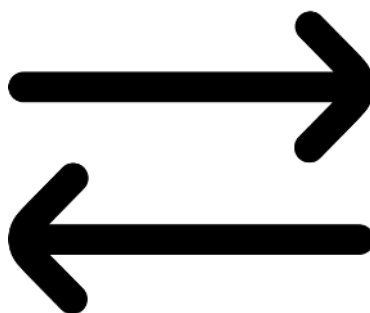
Ask each Brother that wishes to become a Big Brother to submit three names of participants that they would like to mentor. In order to be eligible to become a Big Brother, the Brother should meet all the minimum standards set by the Alpha (GPA, philanthropy hours, attendance, and extra-curricular involvement). Each New Member Education participant should also select his top three choices for Big Brothers. The #34 should use these requests along with his knowledge of New Members and Brothers to pair Big Brothers and Little Brothers.

Revealing Big Brothers and Little Brothers

The reveal is when Big Brothers are made know to their Little Brothers. The reveal should take place in the early stages of New Member Education so that New Members have a mentor throughout the entire process. As the #34 you are encouraged to find a safe, fun, and engaging way to reveal Big Brothers that is **alcohol free**. Consider pairing this reveal with a popular Brotherhood event to get more of the Alpha involved in the reveal!

Monitoring Progress

- During the weekly New Member Education and Alpha meetings make sure that each Big Brother is helping contribute to the process. Big Brothers should be serving as mentors helping New Members with their personal development. They should be in regular contact and making an effort to spend time with their little Brothers
- Use the Big Brothers as a resource to help reinforce information that has been conveyed to the participants.
- If needed, take a big Brother aside and talk to him about the goals/expectations that were outlined at the beginning of the program. Motivate him to consistently engage with his Little Brother.



A Note on Big / Little Retention

Big Brothers can be a first contact for the New Member Educator when it comes to concerns with a Little Brother. Whether it be a disciplinary problem, grades, attitude, or not demonstrating commitment and respect for the New Member Program – consider utilizing the Big Brothers as an intermediary. Bigs often have greater connection with the New Members and can be more effective in facilitating challenging conversations.

It is critical that Bigs understand the significance of their responsibility – they are not just adopting a younger drinking buddy. They are taking on the role of mentor to the newest generation of Chi Psis in the Alpha, and showing them what being a Chi Psi means.



Family Reunion

As apart of your Alumni Weekend, a separate get together, or a virtual connect encourage Fraternity families to gather and get to know the New Member(s). A lot of our Alphas have Big/Little lines that span decades and can be another tool to consider for engaging your alumni and plugging in your New Members with the Chi Psi spirit. Use this opportunity to have alumni tell your New Member about Chi Psi from different generations and instill a sense of history to the organization. The more alumni you can incorporate into your New Member Education process – the better!

Activities for Big Brothers and Little Brothers

Big Brothers and Little Brothers should regularly participate in activities together to continue strengthening the relationship. As the #34 you should be encouraging Big Brothers to hang out with their Little Brothers as much as possible. Below are a few examples of great Big Brother/Little Brother activities.

Big Brother/Little Brother Community Service Project

Send the Big/Little Brother pairs out to serve the community. Set a time for the pairs to serve at the local animal shelter, food bank, Habitat for Humanity, salvation army, etc. This helps reinforce Chi Psi's community relations while giving an opportunity for Big/Little pairs to continue to develop relationships.

Big Brother/Little Brother Night

Have the New Members and their Big Brothers get together for a couple of hours one night. Ask Big Brothers to share with the group what Chi Psi means to them, talk about their local and national experiences, tell funny stories about other Big Brothers in the room, etc. The goal of the activity is to illustrate for New Member Education participants what Chi Psi means to Brothers. When done early on in the New Member Education experience and when conducted properly, this activity can instill a strong sense of community and Chi Psi pride in New Member Education participants. This can either be a separate event, or incorporated into the Program for Self Development.

In addition to the Big/Little activities mentioned above Big/Little should regularly participate in small activities together.

Example Big Brother/Little Brother Activities

- Bowling
- Golfing
- Going to the Gym Rec.
- Taking him out into the nearest city
- Big Brother Little Brother hiking, rafting or camping trip
- Going to a local college sporting event
- Basically anything fun



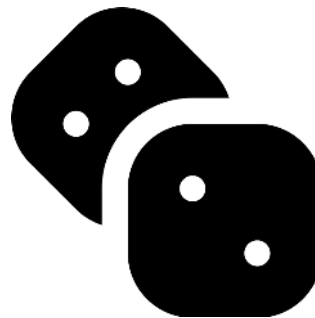


Connecting over Break

Many Alphas initiate at the start of the semester rather than the end, so that they can do a GPA check on their New Members to ensure that they meet the GPA requirements of the Alpha. That means that you have long periods of time where a New Member is away from the Alpha, and it is important to keep them interested in the Fraternity while on Break – whether it is Winter / Summer Break.

Consider who is in the vicinity of your New Members geographically, and do your best to encourage Brothers and New Members to meet up if they are in the same area. Hanging out over Breaks will keep the Fraternity in the minds of your New Members, and help keep their desire to join high! You would hate to lose some New Members because they drift away from the Fraternity and do not feel connected while they are home.

Even if you are not in the vicinity of New Members, there are countless ways to connect. Consider planning a large group virtual call halfway through your Break, have a movie night / TV show watch party as an Alpha while on FaceTime or Zoom, play virtual poker, or schedule time for guys to play group party games together in Discord.



A Note on Serenades

Sorority serenades are not only a great recruitment tool for gathering names of potential recruits, but also a great bonding activity for your New Member Class. Get the men together and work on a popular song for a sorority! Bonus points if one of them can play the guitar. There is nothing like singing in front of 200 cheering women to bond the guys together and increase Chi Psi's campus presence. Make sure to highlight again that Chi Psi is a singing Fraternity, and while this task is daunting, serenades go a long way in making positive impressions with



A Note on New Member Leadership

An important aspect of mentorship lies in conditioning New Members for future leadership positions.

To do this, You should consider the new member class electing its own officers and helping them to organize projects and expectations. This can be particularly effective in larger Alphas.

These officers, and any other interested participants, should receive an invitation to the Alpha's executive committee meeting. Should the committee need to discuss any secret matters, the #1 may simply ask the non initiated attendees to leave.

Brotherhood Retreat

One of the most valuable experiences you can create within New Member Education is the Brotherhood Retreat. To be implemented effectively, these require detailed planning and preparation. New Members should assist you in choosing a practical date for the retreat, and should contribute to the selection of a location. Encourage Brothers to attend and focus on creating a weekend retreat that will foster the development of relationships. Consider holding a New Member Education meeting while away. Invite area alumni to join you for dinner to speak to New Member Education participants.

This can be a separate event that includes the entire Alpha, or you can consider incorporating a PSD into the event. The Program for Self Development is an excellent addition to a weekend Brotherhood Retreat. All facilitation-related expenses are paid by The Chi Psi Educational Trust, and the Central Office will help you schedule a PSD for your retreat.

New Members should know the date and location of its retreat as soon as they are established. The weekend should be productive, uplifting, and engaging. This must be an absolutely dry event.





Alpha Lodge Project

Many Alphas encourage their New Members to complete a project during new member education period. This provides them with an opportunity to improve the Alpha, its Lodge or housing space, and the spirit fostered there. Projects should be well-organized, safe, and productive. They may not be an imposition of servitude, and the New Members should conceive and complete its project out of its own willingness to benefit the Alpha. Encourage Brothers to offer their assistance, as these projects often provide invaluable relationship development opportunities.

Note that this is not an opportunity for New Members to serve as laborers or serfs in the service of the Alpha. If you have questions about the appropriateness of a project, please contact the Central Office.

Philanthropy or Community Service Project

In place of the projects described above, New Member Education participants may complete a philanthropy or community service project. While service is not a part of Chi Psi's mission it does complement Chi Psi's mission of building better men. Giving back to the community is a humbling experience that raises awareness amongst our members and key stakeholders. Allow the New Members to showcase their organizational skills by designing and implementing its own idea, but encourage Brothers to offer their assistance, as these projects often provide invaluable relationship development opportunities.





For more information or ideas,
visit chipsi.org or contact your
Alpha Success Advisor.