New Member Ed Quick Guide

Foundations of Excellence for ALL Chairs and Officers:

- Hold a transition meeting with previous position holder
- Set SMART Goals for the semester
- Clarify budget with #4
- Have weekly meetings with stakeholders
- Come prepared to Alpha meetings to report
- Communicate appropriately. Older alumni volunteers prefer calls or email. Younger alumni may be fine texting.
- Meet with your Alpha Success Advisor

New Member Educator Best Practices:

- The primary goal of the New Member Educator is to provide a safe, fun, and educational experience for all New Members.
- Reference the New Member Ed Facilitator Guide for sample curriculum schedules (page 8) and lesson plans.
    - The New Member Education schedule should be created and approved before the start of the upcoming semester.
- Outline all expectations (events, engagement, financial) in the first meeting.
- The focuses of the New Member Education process **set the example for what your Alpha values and impact the kind of Brothers they will be**. Requiring pointless tasks teaches New Members to not take the Brotherhood seriously. Emphasizing bonding, service, and leadership set a positive example for being a Brother.
- Chi Psi has two nationally sponsored New Member Education platforms, Community EDU and Mental Health Well-Being. All Chi Psi **New Members are required to complete both programs** before their initiation, and their **completion impacts your Alpha's insurance cost**.
    - <50% completion increases insurance by 10%
    - 50-70% completion increases insurance by 5%
    - >90% completion decreases insurance by 5%

Ways to Elevate the New Member Experience:

- Incorporate a **service event**, like a trail cleanup, exclusively for New Members as a bonding activity to convey the value of service within the Brotherhood.
- Have New Members take **0.5/assistant positions** within the Alpha.
    - Conveys expected level of engagement within the Brotherhood
    - Prepares them to be better position holders
    - Allows them to feel they have an impact on the organization
- **Engage seniors to lead Programs for Excellence (P4Es)** to teach life skills in New Member meetings.
    - Examples: Golf Etiquette, How to Change a Tire, Dress for Success, Formal Dining Etiquette
- Schedule a **Program for Self-Development (PSD),** an off-campus bonding retreat facilitated by an alumnus and *paid for by the national Education Trust*. Reach out to your Alpha Success Advisor to schedule.
- If your Alpha struggles with consistent recruitment, include this 1-hour Recruitment Training course in your curriculum to **break recruitment misconceptions** and set a **minimum standard of recruitment knowledge**.

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SMART Goals – Bring structure and accountability into your goals and objectives! Instead of vague resolutions, SMART goal setting creates verifiable trajectories towards a certain objective, with clear milestones and an estimation of the goal's attainability.

Write out one goal for your position using the SMART Goal framework and share it with your Alpha leaders.

SPECIFIC – What do you want to achieve? Be concrete and action-oriented.

MEASURABLE – How will you know when you have accomplished the goal?

ACHIEVABLE – The goal should require work but be reasonably attainable.

RELEVANT – Is this a worthwhile goal or is it the right time?

TIMELY – Set a time limit for accomplishing the goal.