

THETA XI FRATERNITY

Alpha 9

THE CORE EDUCATION PROGRAM FOR ASSOCIATE MEMBERS

MEMBERSHIP EDUCATORS GUIDE

(FOR USE WITH THE 2013 EDITION OF THE QUEST)

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Alpha 9

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“We were all deeply sensible of the importance of the occasion since from this night we receive the new made member as a brother. And in doing so it becomes us to pause well, and consider, and realize, if possible, the sacred character of the occasion, since henceforth we all must be responsible for the character and making of the man. It becomes us as true brothers, joined hand in hand and bound together by indissoluble ties, to take it upon ourselves, each and all of us, to endeavor to instill in his youthful mind the high and noble principles which we profess to keep.”

(Thomas Cole Raymond, on the Initiation of Edward Morrison May 7, 1864)

Since the founding of the Fraternity and the initiation of Edward Morrison as Alpha 9, Theta Xi has taken very seriously the process of educating new members and making them brothers. We foster Theta Xi's values among our members through education. The **Alpha 9** program was created for that purpose.

Named in Brother Morrison's honor, the **Alpha 9** program is a guide to help chapters educate their new members in all areas of fraternity life with emphasis on the Fraternity's history, organization, and values. The Associate Member Core Education Program is the heart and soul of **Alpha 9**.

Just as on that night in May of 1864, today we are all responsible for educating and holding each other accountable to our guiding principles and professed values. Utilizing **Alpha 9** allows us to achieve that goal!

Notes for the New Member Educator

REMEMBER: Your job as the New Member Educator is not necessarily to do all of the teaching and facilitation. Your role is to **coordinate** the education program and involve others as indicated in the chart below. Involve these and others, as needed, to effectively complete the Core Program and help AMs have a good experience.



This chart summarizes the AM education program. Details and a facilitation guide for each program begin on page 7. (▲ indicates a handout)

ACTIVITY	TOPIC	WHAT YOU WILL NEED	WHO SHOULD BE INVOLVED
MANDATORY			
AM Ceremony	Pinning of new AMs	<ul style="list-style-type: none"> • Ceremony Checklist & Script • (Appendix C&D) • Candles • Quests • AM Shields • AM education schedule (▲) 	<ul style="list-style-type: none"> • All brothers • Alumni (at least one) • Guests: parents, friends, girlfriends, school dignitaries
Big Brother Orientation Meeting	Introduction and orientation for Bigs and Littles	<ul style="list-style-type: none"> • Ice Breakers • “discussion ball” • Chapter Info notebooks 	<ul style="list-style-type: none"> • Big brothers
Core Program 1	<ul style="list-style-type: none"> • Rights & Respon. of new members • ΘΞ Statements of Position • Risk Management Trivia Game • Personal conduct • Shaking Hands 	<ul style="list-style-type: none"> • Flip chart and markers • Trivia game facilitator guide and game sheets (▲) • <i>How to Shake Hands</i> (▲) 	
Core Program 2	<ul style="list-style-type: none"> • Financial Obligations • Chapter By-Laws • Leadership Initiative • Chapter offices • Committees 	<ul style="list-style-type: none"> • Copy of chapter budget (▲) • Lifetime Membership Card and Shingle (to show) • You Tube video 	<ul style="list-style-type: none"> • Treasurer • Vice President • Graduate(s) from Presidents and/or Rising Stars Academies

Core Program 3	<ul style="list-style-type: none"> • History – <i>Theta Xi Jeopardy</i> • Chapter history 	<ul style="list-style-type: none"> • Power Point • TX Jeopardy game (on Power Point) 	<ul style="list-style-type: none"> • Vice President • Risk Management Chairman
Core Program 4	<ul style="list-style-type: none"> • Chapter Programs • The Greek community • Role of Alumni • District Organization 	<ul style="list-style-type: none"> • Candy (or other prizes) for the District activity • Thomas Cole Raymond statement (▲) 	<ul style="list-style-type: none"> • Alumni • Greek life professional from campus
Core Program 5	<ul style="list-style-type: none"> • The importance of ritual <p>(NOTE: This session is about ritual in broad context; it DOES NOT, in any way, reveal any of our secrets.)</p>	<ul style="list-style-type: none"> • <i>Living Your Ritual</i> video on You Tube • Prospective Initiate Letters for AMs (▲) 	<ul style="list-style-type: none"> • President • Big Brothers
Ritual Initiation	<ul style="list-style-type: none"> • Initiation 	<ul style="list-style-type: none"> • Form A Book 	<ul style="list-style-type: none"> • All brothers • Alumni

OPTIONAL

Big/Little Retreat	See Appendix J
AM Service Project	See Appendix K
Optional Pre-Initiation Ceremonies	See Appendix L (available on request from HQ)

BE CREATIVE! Make the program as interactive and engaging as possible. Some facilitation tips are included here, but feel free to utilize other ideas as well.

REMEMBER THE #1 RULE OF GOOD EDUCATION: DO NOT READ ALOUD TO THE AMs ANYTHING THEY CAN READ FOR THEMSELVES! Be prepared to summarize and present material in your own words.

DON'T FORGET:
The chapter must pay for the initiations AT LEAST 10 days prior to the requested initiation date and MUST RECEIVE PERMISSION from Fraternity Headquarters BEFORE ANY NEW MEMBER IS INITIATED.

The Associate Member Philosophy



Remember that all AM education programs must be completed and new members initiated within 63 days of pinning (49 days for *All True Men* chapters and colonies). The Fraternity Constitution and By-Laws also require that all new members receive complete instruction in the Fraternity's Core Education Program, though a portion of the required instruction can be conducted after initiation if the chapter so desires.

- The Core AM Program is an **alcohol-free** program. Chapters using alcohol during any AM program of activity are in violation of Theta Xi's Risk Management Policy.
- The Core Program is also an equality-based program. AMs have the same rights as initiated Brothers with two exceptions: they do not vote and they do not have knowledge of *The Ritual*. New members are to be educated in a supportive environment that provides a positive introduction and orientation to Theta Xi.
- Chapters are encouraged to **complete and initiate each new member class in the minimum amount of time possible, ideally from 5 to 7 weeks.**
- Study Hours for AMs are encouraged, but **cannot be mandatory** unless the study hour rules also apply to initiated brothers.
- Theta Xi Fraternity prohibits the hazing of AMs. Any activities not included in this *Alpha 9* Core Program must provide for **equal** participation by initiated members and AMs. Otherwise, approval of the Grand Lodge is required.
- Be sure to include social activities that foster friendship, brotherhood, and good, clean fun throughout the AM period and which include active brothers, involved alumni, university administrators, and parents.
- Theta Xi was one of the first fraternities to eliminate the term "pledge" and replace it with "associate member." *Perception is reality* in the eyes of the general public, and a "pledge" is perceived as second class and inferior to older fraternity brothers. "Associate Member," however, is a neutral term and offers us the opportunity to explain our new-member philosophy: equality and positive educational programming for members who have not yet been initiated but who have equal standing with the other members of the chapter.

The use of "Associate Member" separates Theta Xi from other fraternities that still use the term "pledge" in language, philosophy and practice. This difference should be presented in recruitment as a distinct advantage for those who choose to join Theta Xi!

Orientation Meeting with Big Brothers

(To be held after the AM Ceremony but prior to Core Program One)



See **Appendix A & B** for information about a Big Brother program, selection *criteria for Big Brothers*, and a sample *Big Brother contract*.

See **Appendix E** for sample *ice breakers to use in this session*.

Preparation For This Session

- Be sure that all big brothers attend and participate
- Select ice breakers or other get-acquainted activities (Appendix E)
- Prepare a Chapter Information Notebook for each AM (A 3-ring binder is probably best, but a folder with pockets and other options work as well. This provides a place for AMs to collect important papers and materials throughout the AM process)
- Prepare copies of the AM education schedule, if not already presented at the AM Ceremony (See Appendix F for a sample schedule)
- Bring a “discussion ball”

Agenda:

- Introduce Big Brothers
- Discuss Hazing and the Fraternity Policies
- Distribute Chapter Information Notebook
- Review Core Program meeting schedule and programs
- Make assignments for the next meeting

Introduction of Big Brothers

30 Minutes

Pair up big brothers (BB) and little brothers (LB) and have them spend some time getting acquainted. (Appendix E includes a list of icebreaker questions or you may find other get-acquainted activities online.)

After sufficient time has elapsed, reconvene the group. Ask each BB to “introduce” his LB to the group, telling something(s) he learned about his LB. After a round of this, have the LBs do the same, telling what they learned about their BBs.

FACILITATION TIP: Use a ball of some description to help this activity flow and keep them engaged. Toss the ball to the first BB to speak, then he tosses it to the next one, etc. This way, you only talk when you have the ball, and the members

are responsible for “deciding who goes next.” Koosh or nerf balls work great, but any kind of ball will work.

Discussion of Hazing and Fraternity Policies

15 Minutes

Introduction -- Hazing, in any form is demeaning to the person(s) being hazed and to the Fraternity as a whole. Theta Xi's position on hazing is very clear. It is contrary to everything we stand for, and contrary to our core values and beliefs about the dignity of our members and the honor of the Fraternity.

ACTIVITY: Ask each AM to take a few minutes to read the *Statement of Position on Hazing*, page 113 in *The Quest*, particularly the last paragraph, that begins “The Fraternity believes...” Give them a few minutes to do this quietly.

When all have finished reading, use the following questions to lead a discussion of hazing. (Some possible responses you might receive are indicated. If these do not come up, you should include them in the discussion, but it is most important to allow the AMs to talk and contribute as much as possible.

- **How does hazing affect the individual?**
(POSSIBLE RESPONSES: physical harm, psychological harm, loss of self-esteem, person hazing can be held accountable for a criminal act)
- **How does hazing affect the chapter?**
(POSSIBLE RESPONSES: hinders bonding of new members to current chapter members, sends message that Fraternity and chapter policies are irrelevant, can lead to chapter closure)
- **Was anyone hazed during the recruitment process?**
TALKING POINTS: NO...you were not hazed during recruitment! We promote NO HAZING during recruitment and we must deliver what we sold during the recruitment process. Hazing is inconsistent with every Fraternity ideal we stand for – and is not what we promoted in recruitment.
- **Would you have accepted your bid if you had been hazed? Why not?**
- **What does it mean about you as a person that we are committed to a 100% non-hazing program?**
- **Why do you think we refer to you as Associate Members (rather than pledges)?**
- **Who should you talk to if you believe you are being hazed?**
Suggest any or all of those listed below:
 - *Big Brother*
 - *Chapter President*
 - *Chapter Advisor*

- Fraternity headquarters staff
- Campus Greek Advisor

Review of Core Program Meeting Schedule

10 Minutes

If AMs did not receive this at the AM Ceremony, it should be given to them at this time. It is a schedule or calendar of all AM Education meetings and activities leading up to **and including initiation**. It should also include *Quest* reading assignments and other “homework” assignments. Take a few minutes to review the schedule with the AMs and their big brothers. (See Appendix F for a sample.)

Distribution of Chapter Information Notebook

5 Minutes

The membership educator should have prepared a notebook for each AM that contains the following information:

- name and contact information for all brothers and AMs
- list of chapter and alumni officers
- chapter advisor and campus Greek affairs contact information
- chapter by-laws
- house rules (where applicable)
- local chapter history

(Some chapters maintain a chapter/house house policy manual that includes this plus additional local information.)

Assignment For Next Meeting

(1) Readings from *The Quest*:

- Statements of Position (pages 108-112)
- Our Individual Quest (pages 4-20)
- Pay particular attention to the Rights and Responsibilities of an Associate Member on page 8. In your own words, be prepared to talk about what you think is meant by each. See Facilitation Tip below.



FACILITATION TIP: Assign the 12 items on the list to pairs of AMs, so that they have to meet prior to the next session and discuss how they will present to the group. Example: one pair might be responsible for items 1-3, another group for items 4-6, etc. The number of AMs will determine how you make the assignments.

Core Education Program 1

Preparation For This Session

- Bring *How to Shake Hands* handout (Appendix G)
- A flip chart or white board (for keeping score in TX Jeopardy)
- Print out copies of the risk management trivia game **AND** facilitator guide. You will need copies of Round 1, 2 and 3 sheets for each AM. (Appendix M, Appendix N)

Agenda

- Play *Managing Risk: The Bond of Brothers*
- Rights and Responsibilities Activity
- Review The Fraternity Statements of Position
- Discuss Our Personal Quest

Managing Risk: The Bond of Brothers

45 Minutes

Introduction: Explain that Theta Xi's Risk Management Policy is designed to help provide a safe environment and Fraternity experience for brothers and their guests. The policy is mandatory and there are consequences to members and the chapter for violating the policy.

The following activity is a risk management education program, approved by the national Theta Xi HQ for use in AM education. The program should be used in the education of each class of AMs. The program is interactive and is based on a trivia game model, hopefully creating an engaging and enjoyable learning activity. Teams compete to score the most points in the trivia game, while learning the key elements of our Risk Management Policy.

WHAT YOU WILL NEED

Copies of the Question Sheets (Round 1, Round 2, and Round 3 for each AM).

"Managing Risk: The Bond of Brothers" is designed for small groups to earn points by working together to answer three rounds of questions and case studies related to various aspects of risk management. The activity takes 30-45 minutes, and can be done by any size group.

See Appendix M, where you will find the question sheets for each round of the game. You will find the Managing Risk **Facilitator's Guide in Appendix N**. It includes complete instructions and the correct answers to all the questions, to be used in debriefing each round and totaling points, etc.

These can also be downloaded from the Theta Xi website:

<http://thetaxi.org/Chapters/resources.php>

You will need to print a set of trivia question sheets for **EACH** of your Associate Members...and one copy of the guide for the facilitator. **REMINDER: Make sure to keep the facilitator's guide away from the Associate Members; it contains the answers...and would take all the fun out of the competition!**

Don't hesitate to contact someone at Fraternity HQ if you have questions.

Rights and Responsibilities of New Members **15 Minutes**

As assigned at the last meeting, have the AMs share their understanding of the 12 items on the Rights and Responsibilities list (*Quest*, page 8). For example, the leader can read item #1, then have the AMs who were assigned that item to talk about it: What does that mean to you? Why is it important? How might it affect a chapter negatively if this is not valued and deemed important? Then do the same with item #2, etc.

The Fraternity Statements of Position **15 Minutes**

Explain that Theta Xi Fraternity has Statements of Position on a few issues that are of key importance to the life of the organization. Use the following questions to engage the AMs in a discussion, to follow up on their reading of the Statements (assigned in the last session):

- Why do we have Statements of Position?
- Based on your reading, why do you think we don't have "Little Sisters" in Theta Xi? Do you agree or disagree with this position? Why?
- Why is it important for us to have a Statement of Position on Human Dignity? What does that mean to you? Did any of you have an experience in high school where someone was not treated with dignity as a human being? What happened? How did the lack of dignity affect the person or the organization?

Personal Conduct **10 Minutes**

Explain to the AMs that members of Theta Xi have certain obligations. One of those obligations is in the area of finances, which will be discussed in the next session. Theta Xi men also have an obligation to take responsibility for their personal behavior at all times. Remind them that they read about personal conduct in the assignment from *The Quest*. Use these questions to get the group talking briefly:

- Why is a positive attitude important?
- Why is cooperation in the chapter important?
- Can you remember time when you were in a group that DID NOT cooperate well? What happened?
- What does it mean to "conduct yourself as a gentlemen?" (*Quest*, page 12)

Assignment For Next Meeting

- (1) Readings from *The Quest*:
The Leadership Initiative (pages 31-34)
- (2) Read the Chapter By-laws in the Chapter Information notebook (See facilitation tip below.)

FACILITATION TIP: Consider making the following assignment – “As you read through the Chapter By-laws, find one thing that you do not understand or want to know more about, such as WHY a particular by-law is included, etc. Write down your question and bring it to the next session.

Closing Activity (“Good Handshakes”)

5 Minutes

Distribute the *How to Shake Hands* handout (Appendix G) and talk about it briefly. Then, ask the AMs to stand in a circle. Remind them that one of the things they read in *The Quest* was the importance of a good handshake and confidence in introducing yourself. To close this session, the leader should go around the circle and have each AM shake hands and introduce himself **TO THE EDUCATOR** as if meeting for the first time. Keep going until each has extended a firm, appropriate handshake and has introduced himself with confidence.

Core Education Program 2

Preparation For This Session

- Have the chapter Treasurer prepared to explain the financial obligations for members
- Have the chapter Vice President prepared to discuss chapter committees and opportunities for leadership and involvement
- Prepare copies of the chapter budget
- Bring a copy of a Lifetime Membership Card and a shingle (membership certificate) to show
- Arrange for a way to show a You Tube video, either via laptop, television or projection system
- Locate the “Presidents/Rising Stars Academy 2007” video on You Tube and save link to desktop for easy access. Link:

<http://www.youtube.com/watch?v=6muhsswKBW0>

- If possible, arrange for a chapter member who has attended Presidents Academy or Rising Stars Academy to present the Leadership Initiative section.
- Prepare a list of the chapter committees (if not included in the Chapter Information notebook distributed earlier)

Agenda

- Discuss Individual Financial Obligations
- Review Chapter/ Colony By-laws
- Explain the Leadership Initiative and show Academy video
- Review the Duties of Chapter Officers and Chapter Committee Structure

Individual Financial Obligations

20 Minutes

The chapter treasurer (or someone he designates) should present the following information to the AMs. It is helpful for them to see a copy of the chapter budget, to give them some idea of how the money is allocated. It is also important to point out that the portion of dues that is sent to the Fraternity HQ is used for programming, educational programs, the chapter visit program and resources for support of the chapter and alumni.

- Each member of Theta Xi fraternity is obligated to support the chapter through the payment of dues. Fees all members must pay include (1) the individual one-time initiation fee and (2) chapter dues.
- Initiation fee includes shingle and lifetime membership card (show these)
- Why do we collect dues?
- Where does the money go? (distribute and explain the chapter budget)

- What options are available for making payment of dues? (Explain the payment options the chapter provides its members)

Chapter By-Laws

15 Minutes

Follow up on the assignment from the last session: AMs are to bring in a question they had from their reading of the Chapter By-Laws. Briefly introduce the activity by explaining why chapters have by-laws, and that they are designed to address concerns that are more specific to the chapter than the Fraternity Constitution covers.

Then ask the AMs to read the question they brought from the By-Laws assignment. Attempt to answer their questions as fully as possible, but don't hesitate to say you don't know, then research the answer before the next session.

Introduction of Theta Xi's Leadership Initiative

15 Minutes

(To be led by a graduate of Presidents Academy or Rising Stars Academy whenever possible)

Summarize the following introduction for the AMs: Theta Xi embarked on a mission to become one of the nation's leading leadership fraternities. This effort is known as our Leadership Initiative. Part of your Quest for Theta Xi involves personal development. The national organization is committed to helping us realize our leadership potential to the fullest. In the chapter, it is our mission and responsibility to you to make you the best man that you can be. Society places great demands on us as fraternity men to be leaders on-campus and later in our communities.

To aid you in that quest and to make Theta Xi Fraternity a stronger organization, Theta Xi has developed the following guidelines and programming opportunities.

- Promote every member's involvement on campus in a leadership position
- Recruitment and academic guidelines that seeks to recruit scholars
- Newell District Leadership Academy (area leadership and educational programs held every spring)
- Rising Stars Academy (national leadership development weekend for new initiates)
- Presidents Academy (national leadership training weekend for chapter presidents)

Show the Presidents Academy 2007 video to the group (see link above), explaining that this is one example of the programs that are part of the Leadership Initiative. After the video, ask the group for reactions or questions.

Duties of Chapter Officers

10 Minutes

Successful organizations are governed by executive officers. Use this time to discuss the duties of the Executive Board officers. Be sure to include some of the practices that are unique to Theta Xi, such as the fact that the Vice President serves as the recording secretary for the chapter, and that various chapters, at their discretion, assign duties to the Stewards that best help them carry out their chapter program. Be sure that the AMs are made aware that the Executive Board meets regularly, prior to the chapter meeting each week.

Chapter Committee Structure

10 Minutes

Briefly review the chapter's committees, making sure that the AMs understand what each committee is responsible for. If not already done, consider assigning each AM to a committee or allow him to select a committee to join for the balance of the academic term.

Assignment For Next Meeting

(1) Readings from *The Quest*:

- Chapter Quest (pages 21-30).
- Fraternity History (pages 43-89)

In the next session, you will play ***Theta Xi History Jeopardy***, which will be based on the readings from pages 43-89. Remind the AMs to read carefully and come prepared to compete for points (and maybe prizes). You should decide ahead of time whether they will be competing in teams, and how those teams are constructed because they may want to read/study together with their teammates.

Core Education Program 3

Preparation For This Session

- Arrange for an alumnus or well-informed chapter member to present local chapter history
- A flip chart or white board (for keeping score in TX Jeopardy)
- Laptop and projector
- Prize(s) for the TX Jeopardy winners (OPTIONAL)
- Score keeper(s) to track and record the scores as the game goes along.
- Complete list of TX Jeopardy questions and answers (for the “game host”) – See Appendix O
- TX Jeopardy Power Point game

The game (Power Point slideshow) can be found online by following:

- ▶ www.thetaxi.org
- ▶ **Undergraduates**
- ▶ **Chapter Resources**
- ▶ **Chapter and Alumni Programs/Information**

Agenda

- Review Local Chapter History.
- History –Theta Xi Jeopardy Game

Local Chapter History

15 Minutes

This should be a brief history of your local chapter. Consider having an alumnus present this information, or an active brother who has a good knowledge of the history. Where possible show the AMs some pictures or other memorabilia from the early chapter days.

History of Theta Xi – Theta Xi Jeopardy

45 Minutes

HOW TO PLAY

Jeopardy is very familiar to nearly everyone. Theta Xi Jeopardy is set up very much like the version of Jeopardy that everyone is familiar with: six categories of questions, with five questions in each category. Within each category, the questions get progressively harder as they increase in point (money) value. You should feel free to structure the game in whatever way works best for your situation, taking into consideration the number of Associate Members, etc. You may find that you need to run two games concurrently, in different locations, because of the size of your group. In that case, you

may consider letting the winning team from each group compete against each other in “final Jeopardy.”

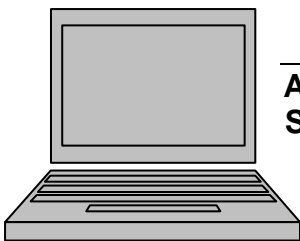
Here are some basic rules and procedures for your use. Feel free to tweak them or make changes as needed. **REMEMBER: The goal is that your AMs learn some things about Theta Xi History!**

► Choose teams, evenly divided. Each team will need to elect a captain or spokesman. Since this is a team competition, the ideal size for each group should be no more than 4 or 5. However the number of teams should probably not exceed 5 or 6. You will need to structure this according to the number of AMs you have. (With 12 AMs, you would want 3 teams of 4, for example.)

► The facilitator asks questions; team members raise their hands to answer. The team then has five seconds to confer before the answer is due from the team spokesman. As in Jeopardy, the team with the correct answer chooses the next category and question. The score keeper must be alert and not fall behind, recording each team's score on flip chart or whiteboard as you go along. When a question is missed, the other teams have the option to try answer the question. The team with the last correct answer gets to choose the next question.

**See Appendix O for a complete list of questions and answers.
The facilitator will need this in order to know whether an answer
is correct, so that other teams can try to answer it before the correct answer is
revealed.**

Play continues until all questions have been asked. When both games have concluded, gather the two teams with the most points for "Final Jeopardy". The two teams can wager part or all of their point totals in order to win. The winning team should receive a prize of some sort if possible, or some other form of affirmation/praise, whichever the facilitator decides. The “bigger deal” you make of it, the more value it will have for all concerned.



A NOTE ABOUT THE THETA XI HISTORY POWER POINT

SLIDESHOW: You will see that when you click on a dollar amount (People for \$400, for example) the question will appear. Two

subsequent clicks will reveal the correct answer. Obviously, the facilitator will want to refrain from showing the correct answer until

every team has had a chance to try and answer if they choose to. The list of all questions/answers in Appendix O will help with this. Clicking the arrow on the left of the screen takes you back to the game board.

Assignment For Next Meeting

(1) Readings from *The Quest*:

- Chapter Programs & Activities (pages 25-30)
- District Organization (pages 35-41)
- Alumni Involvement (pages 20-21)

(2) Using the Fraternity website (www.thetaxi.org) and *The Quest* as resources, determine the following: Which district is our chapter in? What are the other chapters/schools in our district? What are the closed chapters in our district (name of chapter and school)? Bring this information with you to the next meeting.

Core Education Program 4

Preparation For This Session

- Invite an active alumnus to attend this session and present information about the role of alumni in the Fraternity
- Invite a representative from the Greek Life office on campus to attend the session and talk about Greek life on your campus.
- A bag of individually wrapped candy bars for “prizes” to go with the District activity below
- Prepare Thomas Cole Raymond handout (Appendix I)

Agenda

- Review Chapter Programs & Activities
- Discuss District Organization
- Discuss Your Campus Greek Community
- Review the alumni aspect of the Fraternity

Your Campus Greek Community

15 Minutes

This review of Greek Life at your school (hopefully to be presented by a representative of the Greek Life Office) should include the following:

- What is the governing body for Greek life at your school (IFC, IGC, etc)?
- What is its purpose? (unite Greeks, promote the system, adopt and enforce policies, etc.)
- What other Greek organizations exist at your school? (men’s and women’s groups)
- How does the chapter GPA compare with that of other fraternities on campus?
- The Greek governing body provides members with another opportunity to take a leadership role outside their chapter experience to promote Theta Xi to the Greek and campus community.

The Value and Role of Alumni

15 Minutes

(Ideally to be presented by an active alumnus. Note: This section could be moved to a weekend bonding retreat if it is more feasible for an alumnus to be present at that time.)

Points for presentation and discussion:

- Theta Xi is a life-time experience.
- Your chapter’s alumni organization (alumni association, house corporation, etc).
- The role of the Delegate to the Grand Lodge (chapter advisor)

District Organization

10 Minutes

Explain the Fraternity's district plan.

- Point out which district the chapter is a part of, along with the other chapters in your district.
- This is a good time to emphasize that one advantage of membership in a national fraternity is the opportunity it provides members to visit with brothers from other campuses to share the brotherhood and to learn from each other to strengthen their chapter's operations.
- Explain the proper behavior to follow in visiting another chapter, such as to respect the other chapter's policies, property, and members.

FACILITATION TIP: If the AMs completed the assignment from last week, they should have researched some of the specifics about your chapter's district. Call on them to report what they found out. Which district is your chapter in? What are the other chapters/schools in the district? Consider bringing in a bag of individually wrapped candy bars and give a "prize" to any AM who comes up with the correct answers.

Chapter Programs and Activities

10 Minutes

The programs of the Fraternity help chapters improve their operations and members to better themselves. Use this time to briefly review the following Fraternity programs:

- **Values into Action**
Values into Action is an award winning educational program that will help new members identify their own values and better understand the values of Theta Xi Fraternity. It includes values clarification exercises.
- **Brother to Brother**
A substance abuse educational program, *Brother to Brother* teaches the intervention process to help one confront a brother, friend, fellow worker or family member who has an abuse problem. Intervention's goal is to have the abuser admit to the problem and agree to seek the treatment they need to overcome their abusive behavior.
- **More Good Men**
More Good Men is the Fraternity's comprehensive guide for recruitment and includes the resources, programming ideas and strategies that lead to successful recruitment of new members.
- **Blueprints**
Blueprints is the chapter's self-evaluation and goal setting guide

Assignment For Next Meeting

- (1) Read Thomas Cole Raymond handout and be prepared to talk about your impression of it, what you find interesting, etc.
- (2) Announce the deadline to submit individual initiation fees, if not done already.

Core Education Program 5

Preparation For This Session

- Arrange for a way to show a You Tube video, either via laptop, television or projection system
- Locate the “Living Your Ritual” video on You Tube and save link to desktop for easy access. Link: <http://www.youtube.com/watch?v=-pwLmF60bkE>
- Work with chapter president to prepare Prospective Initiate letters for AMs, to be distributed at the close of this session. (Make sure that the president signs them.) **See Appendix H for a sample.**
- Arrange for big brothers to participate in this session

Agenda

- Review Thomas Cole Raymond statement
- View and discuss *Living Your Ritual* video
- Announce initiation day and time and distribute prospective initiate letters

Introduction

5 Minutes

Talking Points: Rituals have been important to organizations and individuals since before the founding of Greek life. Usually these rituals encompass values that are universal in nature and that serve as a guide to live by as a better person. For Theta Xi Fraternity, we are bound together by sharing the guiding principles of our ritual and *The Ritual* holds a sacred place in our hearts. In this session we meet with you as prospective initiates to discuss and to share with you the importance of ritual prior to your initiation.

Thomas Cole Raymond Statement

10 Minutes

AMs were asked to read the statement (Appendix I) before this session. Ask each of the to share their reactions, questions or impressions to the statement.

FACILITATION TIP: As the AMs begin to respond and share their reactions to the Raymond statement, try to be comfortable with silence and not jump in if they seem reluctant to talk. “Wait them out” and make sure that every AM has a chance to speak. Their reactions to what they read are important to set the stage for the discussion about Ritual to follow.

“Living Your Ritual”

20 Minutes

Show the “Living Your Ritual” DVD. (Introduce it by explaining that the video was developed by the North American Interfraternity Conference, commonly referred to as the NIC. The NIC is the umbrella organizations for more than 75 men’s fraternities.)

Follow-up Discussion -- Use the following prompts/questions to help AMs discuss the video and their other readings:

- What other groups or individuals have rituals?
Seek these answers: the armed forces, schools, religious organizations, other fraternal organizations (Masons, Elks, Shriners, etc.)
- What might be the morals/principles/virtues that are encompassed in these rituals?
Seek these answers: honesty, integrity, justice, sincerity, unity
- Why are these rituals important?
Seek this answer: They remind us of the values that inherently make us better people.
- How does one instill these values in the members of an organization?
Seek these answers: communicate them clearly and regularly, discuss them regularly, live them because every one knows that actions speak louder than words
- Why are fraternity rituals secret?
 - *For fraternities, in the mid 1800’s when many were founded, students were not permitted to hold debates without faculty oversight, thus secret societies were established.*
 - *The principles and rituals remain secret in respect for the tradition under which our founders established their organizations.*
 - *By maintaining secrecy, these founding principles are elevated in importance.*

What Ritual Means to the Brothers

20 Minutes

Have big brothers share statements or stories of how the Theta Xi’s Ritual has impacted or influenced their lives, **without revealing any of the secrets**, of course. Encourage the AMs to ask questions of the big brothers (or others). The purpose of this exercise is to share thoughts concerning ritual and introduce the AMs to the life-long value of The Ritual of Theta Xi. This discussion is intended to show the AM that The Ritual not only applies to the undergraduate Fraternity years, but also serves to guide each brother throughout his life.

Announcement of Ritual Initiation

5 Minutes

Distribute Prospective Initiate letters to the AMs announcing the date and time of their initiation. Answer any questions they have and remind them to dress appropriately (shirt and tie or jacket and tie, based on the chapter’s preference). Also, remind them that their Initiation Fee must be paid to the chapter treasurer (if not already paid) in order to proceed with their initiation.

<p><i>DON’T FORGET: The chapter must pay for the initiations AT LEAST 10 days prior to the requested initiation date and <u>MUST RECEIVE PERMISSION</u> from Fraternity Headquarters <u>BEFORE ANY NEW MEMBER IS INITIATED.</u></i></p>
--

Consider having the AMs complete the Form A's in the chapter's Biographical Data Book PRIOR to the initiations, while they are waiting. This way, they will be ready to be mailed to HQ with no further delay. They are due within 48 hours of initiation.

Conduct Ritual Initiation

Memorizing the roles in the initiation ceremony is critical to performing the individual initiation(s) properly and is in accordance with the wishes of our honored founders. Performing initiation properly demonstrates respect for the new member and places the chapter's value and respect for *The Ritual* in proper focus.

Finish Ritual meeting

Following Initiations, conduct a Ritual Meeting to introduce new brothers to *The Ritual* and their Ritual obligations. It is not necessary to schedule any business; officers are simply to respond "no report" when called upon at the appropriate time. Make sure your chapter president is prepared to read the **Charge to New Initiates** and that the two required Ritual orientation meetings are scheduled and announced.

Welcome New Initiates

If not done prior to initiations, have new initiates complete their "Form A" Record of Membership in the chapter's Biographical Data Book so that the chapter secretary can submit it to Fraternity Headquarters. **This form is to be mailed in within 48 hours of initiation** and is used for three important functions: (1) to enter the new initiate into the Fraternity Headquarters permanent data base, (2) to order the new member's shingle, and (3) to order his Life Membership Card.

Consider planning a welcoming event of some type (for example: a special dinner or meal at which the new initiates are the special guests of the chapter).

Big Brother's Role and Responsibilities:

Each AM is assigned a big brother from the chapter, preferably an upperclassman. The relationship between the big and little Brother is a personal one. The former is neither a preacher nor master, but instead, assumes the role of advisor, confidant, and mentor. It is a relationship that will last for life.

When used properly, this system strengthens the chapter's willingness to assume responsibility for others and makes for congeniality and solidarity. Also, as an advisor, the big brother is likely to be more conscious of his own behavior and conduct, realizing he is under almost constant scrutiny by his "Little Brother".

Big brother selection should be completed prior to the formal AM Ceremony so that the big brother can participate by pinning his little brother.

He must also attend the big/little brother orientation meeting at the beginning of the AM education program.

Minimum Standards for Big Brother Selection:

- Candidates should have a minimum cumulative GPA of at least 2.5.
- Candidates must be in financial good standing with the chapter.
- Candidates must have a record of respect for chapter policies and a record of responsible behavior (this judgment is to be made by the Membership Education Chairman and the Chapter President).

Big Brother selection and pairings should be made by the Membership Educator with input from the Chapter President (and Membership Education Committee, if utilized).

Rating Candidates (rate each candidate on a 1-5 scale, with 5 being the highest):

- | | |
|---|-------|
| 1. Quality of the candidate (sincerity, good communication skills, positive role model, etc.) | _____ |
| 2. Attitude (team player, enthusiastic, will give time to little brother) | _____ |
| 3. Involvement (committees, meetings, chapter/chapter leadership) | _____ |
| 4. GPA (standard is 2.5, rate on basis of 2.5 = 1 to 2.9 or higher = 5) | _____ |
| 5. Knowledge (chapter & Fraternity history, policy, procedures Risk Management Policy, The Purpose) | _____ |
| 6. Campus involvement (rate at 1 point per activity) | _____ |
| TOTAL | _____ |

Although the personalities of the big and little Brothers should be similar and compatible, **an effort should be made to avoid pairing individuals who may already be well acquainted or friendly with each other.** The goal is to have new members meet and interact with as many members as possible. Further, the shortcomings of friends are sometimes likely to be overlooked and, if unaddressed, can lead to problems for the Little Brother with other members of the chapter.

A big brother must sign a contract (see Appendix B) that holds him accountable to the chapter, to his little brother, and to himself as a man of honor and integrity.

The contract should be signed prior to the AM Ceremony and kept on file by the chapter.



Big Brother Contract

I, _____, as big brother to _____, agree to perform the following duties and execute the obligations listed below. Further, I realize the importance of my role as a big brother and will remove myself if I see that I am providing inadequate instruction and guidance to my little brother.

I will:

- 1) Meet with my little brother weekly to review and stress the importance of his grades, his involvement in the chapter and campus activities, and promoting Theta Xi to his friends and classmates.
- 2) Make sure my little brother is taught what it means to be a Theta Xi and make a personal goal to see that my little brother is initiated as soon as possible.
- 3) Participate with my little brother in all chapter activities and when requested at AM meeting and activities.
- 4) Concentrate on the personal development of my little brother by encouraging leadership, goal setting, time management, study habits and team building skills.
- 5) Make sure my little brother is assigned to, and actively involved with, at least one standing committee.
- 6) Agree to fully memorize and perform the role of usher for my little brother's Ritual initiation.
- 7) Send a letter of welcome to my little brother's parent(s).

I understand that if I do not "live up" to these responsibilities, I will be removed as a big brother and my little brother will be assigned to another brother.

Signature of big brother: _____ Date: _____

Witnessed: _____
(Membership Educator or Chapter President)


AM Ceremony Checklist

The Core Education Program begins with the Associate Member Ceremony (see script in Appendix B). All chapter members, parents, prominent administrators, faculty, and area alumni should be invited to this public ceremony.

The following check list will help you ensure that the ceremony is well presented:

- Set date for ceremony at least three weeks in advance.
- Notify Fraternity Headquarters of your plans to conduct the AM Ceremony and order AM shields and copies of *The Quest*.
- Secure room and location for the ceremony. The ceremony is most effective in a setting that promotes dignity or solemnity. The chapter house is fine if it has a large enough room, but other locations can be used such as the campus chapel, a board room or well-appointed commons area. Some outdoor settings might also be appropriate, such as a formal garden or patio as long as the site is reasonably free from “noise pollution”.
- Reserve adequate number of chairs, tables, and a podium for the ceremony.
- Send invitations via phone, email and or mail to prominent administrators, faculty, area alumni, and other guests for the ceremony (at least 3 weeks ahead).
- Arrange for food/beverages to be served if a reception is planned following the ceremony.
- When a bid is accepted instruct each new AM to invite his parents, girlfriend, etc. to the Ceremony. Provide him the date, time, site, and the appropriate attire.
- Send invitations to parents via phone, email, and/or mail as soon as bids are accepted.
- Make adequate copies of the script for all participants with speaking roles.
- President meets with officers and big brothers to “rehearse” the ceremony, instruct them about pinning the AMs, etc
- Notify chapter members of date, time, and appropriate dress for the ceremony.

- Instruct members who are assisting with the ceremony on the date, set-up of podium, chairs, tables, placement of candles, AM pins and *Quests* at ceremony site.
- Set-up the ceremony site.
- Conduct the ceremony.
- Send thank you notes to university administrators who attend the ceremony.
- Register AMs with Headquarters, using on-line registration...see tip below.

	T I P	Set up a laptop at the site of the AM Ceremony, login to the national website (www.thetaxi.org) and have AMs enter their own information on the AM report form, either just prior to, or just after the Ceremony. This means that the chapter secretary does not have to collect the information then enter it himself later.
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Associate Member Ceremony

Note: This ceremony is to be read by the Chapter/Colony President and other chapter officers and members as indicated in the document. It can be used for one or more Associates. The words in *Italics* must be exchanged with those in parenthesis when used for one Associate Member. A colony should substitute the word “Colony” for “Chapter” throughout this document.

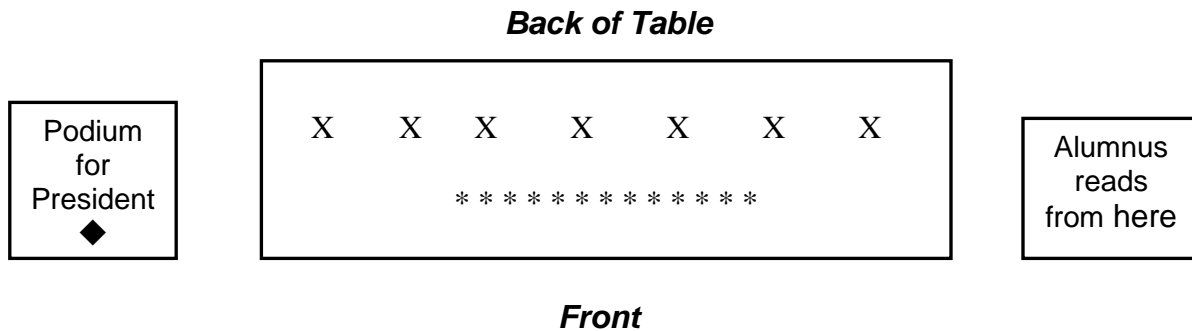
Candles should be placed at the front table behind the Associate Member Shields which are set in a line in front of the candles. Use one large pillar candle and seven additional candles set up in a line that are lighted in accordance with the script that follows (please use the diagram provided for specific directions on the set-up of the table).

Table set up and positioning of members

Legend:

- ◆ Large Pillar Candle
- X Officer Candles
- * AM Shields (as needed)

*Other six officers form line here behind table
when they come forward*



President:

“We have gathered here today to welcome to the _____ Chapter of Theta Xi Fraternity these *new Associate Members* (this new Associate Member). It is our hope that as the result of this brief ceremony and the exchange of vows, that you as an Associate Member, will have a better understanding of the ideals of our Fraternity and will have instilled in you a loyalty for Theta Xi which it deserves.

The Fraternity is an outgrowth of an individual’s desire and need for more closely knit social companionship during his college life than he would get through clubs or other societies. Because of this fact, and the fact that the Fraternity promotes individuality, it lays stress on the high quality rather than quantity in its search for members. It realizes that you, as the Associate Members of today, will become the leader of tomorrow.

We, as a Fraternity, are successful only as we look to the future and plan ahead for the safe and progressive continuance of the work we have started. The fate of our Fraternity and its future leadership will be largely the responsibility of you, whom we are admitting into our circle, first as an Associate Member and later as an initiate. Our history has been one of honorable and steady progress since our founding in 1864, and our growth has been both careful and conservative, until at the present time we have attained a high standing fraternally, socially, and financially. We do not intend to stop here. Theta Xi, with your help, and the help of its loyal Brothers will progress yet further.

Never forget that this progress will depend on you, the prospective Brothers of our Fraternity. You have demonstrated your willingness to accept the responsibilities of membership in our Fraternity and have been selected to share the benefits of our past experiences, as the most capable to lead our Fraternity to new heights.”

(At this time, with no further prompt, the chapter executive officers, alumni representative(s) and/or chapter advisor of the chapter approach the front of the room to read the Purpose of Theta Xi. Chapter officers line up in the order that they are assigned by the chapter president to recite their portion of The Purpose.)

President:

“Every worthy organization has its guiding principles to help light the way for its members to achieve success. In Theta Xi we are guided by our Statement of Purpose and our sacred and secret Ritual. While the Ritual will be shared with you at the time of your initiation, today we share with you The Purpose of Theta Xi and the importance of each of our seven statements of purpose.

This first large candle symbolizes the entire Purpose of Theta Xi. I charge you to concentrate on each individual statement as it is read to you by our alumni representative and chapter executive officers to determine your willingness to accept these guiding principles from this day forward.”

(As Chapter president lights the large pillar candle, the Alumni Association president, Chapter Advisor, or their representative reads the introduction to The Purpose)

Alumnus:

“Theta Xi works to provide a college home environment for its active members in which fellowship and alumni guidance lead to wholesome mental, moral, physical, and spiritual growth. To that end, Theta Xi actively supports and augments college and community efforts to make individual members more mature and chapter groups more useful units of society. Through the _____ Chapter’s alumni and undergraduate leadership, Theta Xi endeavors to assist each member to develop the following:

(Alumnus remains at his place in front of the room for the remainder of the ceremony)

President:

(takes one small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“One, Intellectual curiosity that assures the highest scholarship rating consistent with his ability;”

Vice President:

(takes the next small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“Two, habits that lead to better mental and physical health;”

Treasurer:

(takes the next small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“Three, sincerity in his association with others and confidence in himself;”

Senior Steward:

(takes the next small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“Four, responsibility to chapter, college, community, and country;”

Junior Steward:

(takes the next small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“Five, leadership that comes from practicing the principles of democratic self-government;”

Secretary:

(takes the next small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“Six, interests and activities outside regular scholastic studies that employ spare time to advantage;”

Scholarship Chairman:

(takes the final small candle, lights it off the pillar candle, returns it to its place on the table and states from memory):

“And Seven, spiritual understanding that provides a reservoir of strength to draw upon when faced with conditions beyond comprehension.”

President:

“As I call your name, please step forward accompanied by your Big Brother.”

(The Chapter President should individually call each Associate Member forward with his Big Brother, who should present a copy of *The Quest* to his Little Brother and pin the shield on his Little Brother’s shirt at the location of his heart. They should then return to their respective seats as the next new member is called.

When all have been called and are again seated, the President continues:)

President:

“We have given you, as a token of our belief in you, our Associate Member Shield which is one of the most respected emblems of our Fraternity. We know that you, in respecting it, will respect your future Brothers and yourself the more.

In view of the fact that you have accepted this token, we wish to enter into a mutual contract, a contract in which we all shall bind ourselves to the furtherance of our ideals, and to the ideals of our Fraternity.

Should anything untoward develop which might lead our Chapter to believe that your desirability as a member was in question, we reserve the privilege of holding our contract with you in abeyance until those objections might be overcome.

Brothers of the _____ Chapter of Theta Xi Fraternity: Do you accept these Associate Members as Prospective members (this Associate Member as a Prospective member) of our Fraternity, and promise to help them (him) and secure *their* (his) respect and support for the ideals of our brotherhood?”

Chapter members answer in unison:

“We do!”

President:

Brothers of the _____ Chapter of Theta Xi Fraternity: Do you promise to respect and value each Associate Member of the _____ Chapter, and work to ensure that they have a positive and valuable Associate Member experience that will provide the opportunity for a lifetime of Fraternity involvement and commitment?

Chapter members answer in unison:

“We do!”

Brothers of the _____ Chapter of Theta Xi Fraternity: In support of our belief in individuality, and of the policies and values of our Fraternity, do you promise to ensure that the activities of the Associate Members shall be only those which are good and useful, and that you will guard them against any actions that may be considered harmful or in violation of the policies of this Fraternity, or which may bring dishonor to Theta Xi?

Chapter members answer in unison:

“We do”.

President:

“Associate members [or Associate Member (last name)], you have heard the pledges of the Brothers of this chapter. In exchange, we ask that you give a corresponding pledge, by which you bind yourselves (yourself) to the Fraternity as its future members (member), holding yourselves (yourself) in readiness for our official notification of the time and place of your initiation, which will be at such time and under such conditions which are consistent with the rules of this school, and with the policies of this Fraternity.

Associate Members [or associate member (last name)] of the _____
Chapter of Theta Xi Fraternity, please stand.”

(Associate Members stand)

President:

“Do you accept the pledge of our Chapter which has just been made to you, and do you, in exchange, commit yourselves (yourself) to the Fraternity under the condition outlined, binding yourselves (yourself) to a kindly consideration of others? If you accept this pledge, respond in unison: We (I) Do”

Associate(s) answer in unison:

“We (I) Do”

President:

“Do you accept the responsibility for exemplary conduct, since personal actions reflect not only upon yourself, but also upon the chapter, our beloved Fraternity, the Greek System, and the University? If you accept this pledge, respond in unison: We (I) Do.”

Associate(s) answer in unison:

“We (I) Do”

President:

“Do you accept the responsibility to continually strive for excellence from this first moment of your affiliation with the Fraternity and also work to ensure your right to be treated and regarded with the same respect as any initiated member of the Theta Xi Fraternity? If you accept this pledge, respond in unison: “We (I) Do”.”

Associate(s) answer in unison:

"We (I) Do"

President:

"We have given our pledges. Let our Associate Member Shield be a visible reminder of them. Wear the Shield with the pride in which it deserves to be worn. Its colors shall become your colors; keep them bright and true as they now are. Remember that Theta Xi will never fail a member who does not fail it.

I offer you my congratulations."

Recommended:

At this time, alumni and chapter members of the chapter should all step forward and offer handshakes and their personal congratulations to the new Associate Member(s).

Optional:

President also asks parents and other guest to come forward to offer their congratulations and to join all new members at the reception to follow.

- What would you be doing right now if you were not here?
- Where were you living at age 5?
- Have you met anyone famous? Who, where?
- What kind of music is on your IPOD) right now? What do you listen to the most?
- What's your favorite time of day? Why?
- What is your favorite season. Why?
- What was your least favorite chore when you were growing up?
- If you could be any TV character, who would you be?
- If you were a _____, what would you be? (Insert: car, animal, musical instrument, circus performer, etc.)
- Introduce the person you were just talking with to the larger group.
- If you borrowed a shirt from a friend...and it got ruined...if you COULD replace it without the friend knowing it, would you?
- If you could see a video of your brothers telling exactly what they think of you...would you want to see it?
- Which is more important...to be able to laugh or cry?
- What one thing would you want to make sure is written about you in your obituary?
- If you could re-structure the hours of daylight and darkness, how would you do it? (How many hours of light...how many hours of darkness?)
- Talk about your most embarrassing moment.
- Who has influenced you the most to become the person you are now?
- Talk a person who "believed in you" when not everyone else did.

Core Program 4 **Tuesday, October 20 -- 7:30 PM**

- Chapter Programs and Activities and Alumni in Theta Xi
- The Greek Community
- Theta Xi District Plan
- FOR NEXT MEETING: Read "Thomas Cole Raymond Statement"

Ritual Meeting (Brothers Only) **Sunday, October 25 -- 9:00 PM**

- Final initiation vote

DEADLINE TO PAY INITIATION FEE **Monday, October 19**

(To be mailed to HQ by October 21, along with online Permission to Initiate Form)

**NOTIFY AMs of the day/time and specifics for their upcoming initiation.
See sample letter in Alpha Nine Core Program**

Open Chapter Meeting (For AMs and Brothers) **Sunday, October 25 -- 7:30 PM**

Core Program 5 **Tuesday, October 27 -- 7:30 PM**

- View "*Living My Ritual*" from NIC
- Thomas Cole Raymond statement
- Preparation for *Ritual Initiation*

RITUAL INITIATION **Friday, October 30**

Meet at _____ at _____ PM

***This schedule should be given to Associate Members
at the time of the AM Ceremony and Pinning, along with
their Quests and AM shields.***

***It is also strongly recommended that you
provide a copy of this schedule to any parents of AMs
who are attending the AM Ceremony.***



There is more to a good handshake than meets the eye. In fact, many people will form an opinion of you by the quality of your handshake.

A good handshake consists of:

- Keeping your fingers together with the thumb up and open
- Sliding your hand into the other person's so that each person's web of skin between thumb and forefinger touches the other's
- Squeezing firmly, but not too firmly, for about three seconds
- "Pumping" once or twice from the elbow
- Releasing after the shake, even if the introduction continues
- Eye contact with the other person

Always extend a hand when:

- Meeting someone for the first time
- Greeting someone you haven't seen for a while
- Greeting your host/hostess
- Greeting guests
- Saying goodbye to people at a gathering
- Someone else extends a hand

Appendix H
PROSPECTIVE INITIATE LETTER

Date

Mr. (name of Associate Member)
Campus Street Address
City, State, Zip Code

Dear Associate Member (insert last name):

The time for your initiation is rapidly approaching!

I am taking this opportunity to give you some instructions for your initiation and to discuss the Ritual ceremony itself.

When the time comes for your Ritual initiation, a member will call for you and escort you to the ceremony. You should go with him and listen to the instructions he gives you. This member will be your guide for the ceremony and his role is to help you throughout the ceremony. Be assured that during the course of your initiation no activities will occur which will place you in any physical or mental harm. Theta Xi's Ritual initiation ceremony will mark your formal acceptance into the Bonds of our Fraternity.

Once you receive this ceremony, you will be a member of Theta Xi for life. While you are going through the initiation ceremony, pay special attention to the words spoken to you. This ceremony is an exact duplication of the ceremony designed by our founders in 1864. Word for word, the statements you hear will be those written and spoken by our founders.

Pay special attention to the affects and sights you will witness. Remember, everything you will see is as our founders designed it in 1864!

During the course of this ceremony you will be required to take an oath by placing your hand upon the Book of Truth. The oath you take will become your common link with over 65,000 members who have been initiated into Theta Xi. In fact, it will be the only true common link we all have with each other. Every member throughout the country shares the oath, but beyond the oath everyone's Fraternity experience is different. We all know different members, experience different programs, and live in different houses. It is through our oath and the standards we pledge to uphold, that we have the basis of the common bond that makes us all brothers in the bonds of Theta Xi.

Enjoy your initiation. We look forward to welcoming you into the brotherhood of Theta Xi!

Fraternally,

John Doe, Chapter President

Thomas Cole Raymond (Alpha 5) was the first to document the importance of our Ritual. His thoughts are as applicable to Theta Xi's today as they were when he penned them in 1864. Brother Raymond wrote these words prior to the initiation of Edward H. Morrison, Alpha 9, the first new member after the honored Founders, and in whose honor Theta Xi's membership education program is named:

"The Fraternity assembled this evening for the purpose of initiating Mr. Morrison. The time previous to his arrival was occupied in rehearsing the initiation service. This being our first initiation it was consequently highly interesting and impressive. We were all deeply sensible of the importance of the occasion since from this night we receive the new made member as a brother. And in doing so it becomes us to pause well and consider and realize if possible the sacred character of the occasion, since henceforth we all must be responsible, in a measure, for the character and making of the man. It becomes us as true brothers, joined hand in hand and bound together by indissoluble ties, to take it upon ourselves, each and all of us, to endeavor to instill into his youthful mind the high and noble principles which we profess to keep. To give to him that due appreciation of his duties as a brother and a cherished friend, which will best fit him for the new sphere in which he is to move, which will best fit him to advance the sacred objects of our Brotherhood. And in striving to fulfill all these duties, is there any better mode of accomplishing this sacred end, than by our own example, by our own treatment of one another? Is there any better way of showing to him that the principles which bind us together are deeply felt by all? This is the only way we can prove to him the sincerity of our vows, and the only way that we can demonstrate to him that he has indeed found true friends. The initiation was conducted without any special occurrence,"

(Thomas Cole Raymond, 1864)

Building the Bonds Retreat

A retreat can have great value for the chapter, especially as it bonds new members to the chapter. The retreat should be attended by all AMs and their big brothers (other brothers are also welcome). The program should be facilitated by the membership educator and/or chapter alumni.

This activity should be an overnight retreat (away from the chapter house), for at least 24 hours. The retreat can be at a campground, cabins, a hotel, or at someone's home (parent, alumni, etc.). The retreat should focus on building friendships through communication and discussion of the Fraternity's vales as expressed in the Statement of Purpose and in team-building by working together to plan the upcoming community service project. Planning a recreational activity (float trip, skiing, volleyball, etc) will round out a full day of activity.

REMEMBER: All AM activities must be alcohol-free.

Consider using an interactive program from *Values Into Action* (available for download at www.thetaxi.org) at the retreat. Also, see Appendix E for sample ice breaker questions.

Advance planning is critical to allow invited alumni time put the event on the calendar.

Big Brothers should attend with the Little Brothers with a few other members included if numbers are low. The Chapter President and Membership Educator should attend along with one or two alumni. The participants can be teamed up to prepare meals and handle the necessary clean up duties.

Sample Schedule

Friday	Afternoon	Departure
	Early evening	Set up and prepare dinner
	Evening	Ice Breakers and <i>Values Into Action</i> activity
Saturday	Morning	Prepare breakfast/brunch
	Late Morning	Leadership programming, communication building, goal setting, etc.
	Afternoon	Recreation
	Early Evening	Prepare Dinner
	Late Evening	Have some fun! – Hold' em Tournament, movie, campfire and swap fraternity stories, trivia tournament, etc.
Sunday	Morning	Return home

The Fraternity's public motto is "Juncti Juvant – United They Serve". Expecting Associate Members to conduct a community service or philanthropy project can be of great value...for them, for the chapter, and for the community. Consider asking the AMs to design and organize a project that will contribute to the greater community during the AM period. Their engagement in this project will tell you a lot about who they are as men and about what they truly value. You will also learn a lot about their potential leadership skills as you observe them.

Spend some time having the AMs brainstorm possible projects early in the process. Make sure that they understand that while they have responsibility for the project, it should include the participation of initiated brothers and AMs on an equal basis. **IT IS CRUCIAL TO REMEMBER** that this is a project that benefits the community, **NOT** a project that benefits the chapter specifically. This would not include chapter house improvements, for example. This is to be planned, organized and conducted by the AMs taking the lead role. The reason for including this experience is to teach them something about our values, as reflected in Juncti Juvant, and to allow them an opportunity to develop their leadership skills and grow closer to each other and the brotherhood through shared interaction and engagement.

- Consider suggesting a project for one of Theta Xi's two National Service Projects, Multiple Sclerosis or Habitat for Humanity.
- Consider organizing a real "service" project that is "hands on" and participatory, such as participating in a Habitat build, campus or community clean up, raking yards for senior citizen after-school tutoring for children, etc. (As opposed to a passive fundraising project)
- Also consider the value of organizing a project that benefits a local organization in need. Your campus Greek Advisor and/or local alumni may be helpful in providing recommendations.

FACILITATION TIP: At an appropriate point prior to the final initiation vote, have the AMs attend an open chapter meeting and make a presentation to the brothers about the service project: What they did, how they organized and implemented it, what success they had, what they learned, who emerged as leaders in the group, etc.

Appendix L

Additional Programs and Activities

You will find some suggestions for additional programs and activities below.

Optional Ritual Pre-Initiation Activities/Ceremonies

Four optional pre-initiation ceremonies have been approved for use by the Grand Lodge. They are:

- *The Founding of Theta Xi*
- *The Council of Seven Leaders*
- *Symbols & Oath*
- *The Ceremony of Development.*

Instructions and scripts for these activities are available on request from Fraternity Headquarters.

Educational Activities

Sing! – Theta Xi has historically been a singing Fraternity. Some of the *Songs of Theta Xi* can be found in *The Quest* (pages 108-111). Many of our chapters teach some of our songs to their members and include them in the life of the chapter. Many sing **Amici**, for example at meal time, or at the conclusion of meetings. **The Sweetheart Song** is perfect for serenading your chapter sweethearts...and they love it! The **Theta Xi Prayer** is set to music as well, and is routinely used by many chapters, both in spoken or sung form.

The Theta Xi Prayer – The majority of Theta Xi men, undergraduates and alumni, know this prayer (*Quest*, page 104). It is used at national events and chapters across the country. Teach it to your new members each year.

The Purpose of Theta Xi -- While not a part of the formal Alpha 9 program, nearly all chapters expect their members to memorize the Purpose (*Quest*, page 5). Chapters use it to begin or conclude meetings, for example. Recited in unison, and repeated regularly, it is inspiring and keeps us focused on our core values. As with many things, remember that the point is not to see if they can memorize it, or how quickly they can recite it; the idea is to learn it so that, over time, we all begin to live it!

Greek Alphabet – Obviously, all Greeks should know the Greek alphabet completely, both recognition of the letters and their names...and the correct order. While nearly all chapters expect their AMs to memorize the alphabet, consider making it an interactive learning activity so that it is fun as well as educational. For example: Print the 24 Greek letters (upper case) on index cards, one per card. Shuffle them and see how

long it takes AMs to arrange them in order. Make it a contest between AMs or let them work in pairs. OR...prepare a second set of cards with the name of the Greek letter written out. As before shuffle them, and see if the AMs are able to match the names with the letters AND get them in the right order. This is interactive and competitive, which normally appeals to young men. They will have a good time, and will learn.

***This is much more effective than giving a quiz
or making them recite the letters!***

Etiquette – Etiquette and good manners are vitally important for young men, which is why they are included in *The Quest*. Consider ways to teach these skills, such as having a guest speaker in to talk about etiquette. There are always female faculty/staff members on campus who are very good at this, and it's a good workshop for your non-Ritual meeting time. To be really creative, gather all the necessary pieces of flatware, stemware and dishes, and expect each AM to be able to demonstrate that he knows how to "set a place setting." Consider this as a "check off" activity: the AM must do it correctly in order to complete the assignment, even if he must make several attempts.

Workshops – Fraternity HQ can provide information and suggestions about how to host educational workshops. These are good for everyone, brother and AMs. Topics can include health/wellness issues, academic success, resume building, dress for success, financial planning and budgeting, basic auto maintenance and/or home repair and maintenance skills.

Brotherhood/Social Activity

Nothing is more important to the health and life of a chapter than this: Regularly scheduled brotherhood activities.

- "regular" = at least every two weeks, whenever possible
- "brotherhood" = does not include women and does not include alcohol!

The range of possible activities is essentially limitless, and many of them require little or no financial output. Movies, bowling, paintball, hiking, canoeing, camping, volleyball, etc, etc. The key is that brothers (and AMs) are engaged together, having fun, building relationships. If the chapter makes it a priority by putting it on the calendar and does it consistently, it will become "institutionalized" within the life of the chapter very quickly. There is plenty of time for women and responsible alcohol use. But **NOTHING** takes the place of this kind of brotherhood activity.

Here are just a couple of examples of activities that are physical AND good for brotherhood building.

Hoops -- Any activity is acceptable for AMs as long as it includes the equal participation of active members. A pick up basket ball game that is "brother vs actives" is NOT okay. A game that includes both on both teams is perfect. Too make it more interesting,

consider a basketball game where EACH team member must score a basket before the others can score again. So, player 1 makes a basket, but he can't shoot again until all the other players on his team have scored. This requires good team work and communication. It's definitely a team builder. Frustrating...and fun!

Family Line Olympics – Consider setting up some friendly competition between family lines. Example: An Associate Member, his Big, and his Grand Big form a team that competes against a similar family team. This is good to engage older members, especially if they have a Grand Little or Grand Grand Little playing. This works well with volleyball, for example, where a big team is not needed in order to have fun. It can be set up as a tournament with prizes to the winner, etc. (Maybe the losing team buys pizza!)

Appendix M
Trivia Game Sheets (Round 1, 2 and 3)

The trivia game sheets for *Managing Risk: The Bond of Brothers* are found on the following three pages. **You will need a copy of each sheet for each Associate Member.**

Managing Risk... ...*the Bond of BrOthErs*

TEAM: _____

ROUND 1 SCORE: _____

ROUND 1 (15 possible points)

1. Brothers, all of legal drinking age, purchase their own alcohol to bring to a chapter event, and drink it, getting very drunk in the process. Is this a violation of our Risk Management policy (1 point)
2. True or False: Open parties (an event with unrestricted access by non-members where alcohol is present) are prohibited. (1 point)
3. If you are planning to co-sponsor a recruitment event with a local business, which ones can you NOT partner with? (There are two answers, each worth 1 point.)
4. Why are drinking games a violation of Risk Management policy? Is Beer Pong considered a drinking game? (There are two answers, each worth 1 point.)
5. True or False: All recruitment or rush activities associated with Theta Xi chapters must be dry, including "bid night" activities. (1 point)
6. Ten brothers, ages 18-23, are hanging out at an off-campus apartment. They pooled their money and one brother ran to the store to buy beer and liquor. All of the brothers remained inside the house, played beer pong, and drank. Did the chapter violate the Risk Management policy? Which ones? (3 possible points)
7. It is 3:00 AM and Joe Party Animal (200 pound male), is going to sleep with a blood alcohol level of .20. Assuming his body metabolizes alcohol at a constant rate of .015 per hour, at what time will he be legally capable of driving a car? At what time will he be sober (BAC = 0)? (2 possible points, one for each correct answer)

CASE STUDY

Brian is the chapter's recruitment chairman. Rush has been slow this semester and Brian has an idea he thinks will help. He decides to throw a party with another fraternity on campus, not as a rush event, but as a social gathering. The other fraternity has told Brian that they will pay for the alcohol from their chapter checking account. Should Brian continue with the party? Why or why not? (3 points)



Managing Risk... ...the Bond of BrOthErs

TEAM: _____

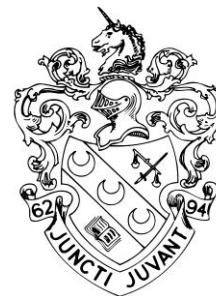
ROUND 2 SCORE: _____

ROUND 2 (10 possible points)

1. Are scavenger hunts, quests and road trips considered hazing? (1 point)
2. True or False: If the Associate Members eagerly and honestly agree to haze themselves or be hazed, it is NOT a violation of Fraternity policy. (1 point)
3. A number of actives and AMs, participating equally and without the use of alcohol, play a game in which the un-athletic members dress in banana costumes, and other half in gorilla suits. The “bananas” are hunted down and stripped to their underwear by the “beasts,” then paraded down sorority row. The game, approved by the members, was designed by the Health and Wellness Chairman to encourage better physical fitness. Is this hazing? (2 points)
4. Zeta Omicron chapter has two Associate Member activities they are considering using. Activity 1 is not part of Alpha Nine but it does involve equal participation of brothers and AMs. Activity 2 is not part of Alpha Nine and is designed for AMs only, with no brothers participating.
 - Is Activity 1 allowed, according to Theta Xi policy? (1 point)
 - What needs to happen in order for Activity 2 to be allowable? (1 point)
5. True or False: Hazing is illegal (either a felony or misdemeanor) in every state where Theta Xi has a chapter. (1 point)

CASE STUDY

Two days before the Initiation ceremony, the AMs (who have already paid their initiation fees and received approval by HQ for Initiation) are summoned to the chapter house. Each AM is escorted to a dark room where he is asked to sit in a chair, holding a cup. A voice from the darkness says, “We hold in our hands two marbles, one black, one white. The marbles that we drop into your cup will indicate whether or not you are worthy to join our brotherhood. Even ONE black marble, means no.” The brothers file by the waiting AM and drop their marbles into the cup. At the conclusion, the lights are turned on and the AM discovers that ALL of the marbles are white. He is heartily congratulated by the brothers. Is this hazing? Why or why not? (3 points)



TEAM: _____

ROUND 3 SCORE: _____

Managing Risk... ...*the Bond of BrØthĒrs*

ROUND 3 (10 possible points)

1. Kevin's girlfriend, Susan, wants to learn to pole dance. She asks Kevin to build a pole for her in the chapter house so she can practice with minimal clothing on. She does so, and draws a crowd of brothers. There is no alcohol present. Is this a violation of the Risk Management policy? (2 point)
2. Over winter break, five brothers were all that remained in the chapter house. One of the brothers decided to show the others his unloaded Colt .45 automatic pistol and valid concealed handgun permit. Is this a violation of policy? Why or why not? (2 points)
3. If there is a conflict between FIPG, Theta Xi Fraternity's Risk Management Policy, and University guidelines, which one must you follow? (1 point.)
4. True or False: It's permissible to store fireworks in the chapter house as long as they are not used inside the house or anywhere on chapter property. (1 point)
5. True or False: The Risk Management Policies of Theta Xi are stricter than those of many other fraternities? (1 point)

CASE STUDY

Epsilon Kappa chapter has a door in the 2nd story hallway that opens out onto a fire escape ladder. However the locking mechanism does not work, so vandals have broken in through the fire escape door to steal laptops and cash from brothers' rooms. In response to member complaints, the house manager walled off the door from the outside with 2x4s and a 3/4 inch sheet of plywood. Is this reasonable risk management? Why or why not? (3 points)



Managing Risk...
...the Bond of BrØthĒrs

Leader's Guide

INTRODUCTION

This is a risk management education program, approved by the national Theta Xi HQ for use in Associate Member education. The program should be used in the education of each class of Associate Members. The program is interactive and is based on a trivia game model, hopefully creating an engaging and enjoyable learning activity. Teams compete to score the most points on the trivia game, while learning the key elements of our Risk Management Policy.

WHAT YOU WILL NEED

- Copies of the Question Sheets (Round 1, Round 2 and Round 3) for EACH participant
- Pens or pencils for each participant
- Newsprint or whiteboard and marker for posting and tallying scores. You will need to draw a grid, and can do this ahead of time. You will need to record a score for each team, for each round, then a final total score. For example:

NAME of TEAM	Round 1	Round 2	Round 3	TOTAL SCORE
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- This Leader's Guide
- Prizes for the winning team (optional)
- A ball of some kind to use in the closing circle (optional)

ACTIVITY INSTRUCTIONS

Divide the participants into small groups of equal size (4-8 men per group is ideal, but for a small class of Associate Members, this activity can be done as an individual competition. It's more fun in groups though!) The larger the space, the better, so that the small groups can be as far away from each other as possible. They don't want to be overheard by the other groups as they are discussing/answering the questions.

Groups should preferably be seated at tables, to make writing easier.

Give the teams **60 SECONDS to choose a name** for their team. Have them announce the team names and list them on the board/flip chart. (see example above)

Ask each team to **appoint an official Recorder**. This person will keep the "official copy" of the Question Sheets for his group and will record the group's answers and score them. He will also report the score for each round to the facilitator. (Other group members may write on their sheets, but the Recorder will keep the official one.)

Distribute the Round 1 Question Sheets (one per person). Allow about 5 minutes for the groups to talk, then call time.

Once time has been called for Round 1, the leader/facilitator announces the correct answers AND the explanation of the policies, as provided in this Leader's Guide.

NOTE: This is the opportunity for the leader, or other chapter members, to share some information that will be educational for the Associate Members. This can be done very briefly, but effectively. The Leader's Guide provides some information beyond just giving the right answers for this purpose. There is also a section entitled "While We're Talking About It..." for most of the questions. This includes some extra information that is related to the question, though not specifically scored for the game. Use it as a way to take advantage of "the teachable moment."

Repeat for Rounds 2 and 3

At the conclusion, **total the points for all three rounds and announce the winner**. (In the case of a tie, you may want to be prepared with a tie-breaker question. This could include some facet of your local chapter history, or something about your university, or something risk management related that is not part of this activity, etc.)

A TEACHING TIP: After the program is finished and the winner has been announced, consider the following **"5 Second Toss"** closing exercise: Have the participants stand in a circle, facing each other. Toss a ball around the circle saying "when you catch the ball, you have 5 seconds to say something you learned, or re-learned, during this activity...then toss the ball to someone else, who in turn will tell something he learned." Etc. Let this go for a couple of minutes until everyone has had a chance to say something, or the group has run out of things to say.

Managing Risk... ***...the Bond of BrØthĒrs***



ROUND ONE (15 total points)

1. Brothers, all of legal drinking age, purchase their own alcohol to bring to a chapter event, and drink it, getting very drunk in the process. Is this a violation of our Risk Management policy? (1 point)

THE ANSWER

NO, it is not a violation of RM policy, though it's probably not a good idea to get very drunk. (1 point)

WHILE WE'RE TALKING ABOUT IT.....

This is a BYOB event and the guys are legal....so it's not a violation of policy.

2. True or False: "Open parties" (an event with unrestricted access by non-members where alcohol is present) are prohibited. (1 point)

THE ANSWER

True (1 point)

WHILE WE'RE TALKING ABOUT IT.....

Here's the definition of an "open party:" An event where access is not restricted (no guest list or other way to monitor who's there AND there is alcohol present. Remember, you can hold an open party as long as it is dry.

3. If you are planning to co-sponsor a recruitment event with a local business, Which ones can you NOT partner with? (There are two answers, each worth 1 point.)

THE ANSWER

A bar or tavern* (1 point)

An alcohol distributor (1 point)

WHILE WE'RE TALKING ABOUT IT.....

*FYI...A tavern is defined as an establishment that generates more than half of its annual gross income sales from alcohol.

4. Why are drinking games a violation of Risk Management policy? Is Beer Pong considered a drinking game? (There are two answers, 1 point each)

THE ANSWER

Part One -- The answer is correct if it includes the idea that drinking games create duress or encourage drinking at a rate that is beyond what would be considered "normal, social, responsible drinking."

Drinking games tend to be designed to promote drunkenness at a quick pace. (1 point)

Part Two – YES, beer pong is a drinking game (1 point)

WHILE WE'RE TALKING ABOUT IT.....

Think about what you are promoting in your house! A pong table promotes the image of a chapter that promotes the use of alcohol....just as neon beer signs do. Is this the image you want others to base a judgment about you on? Let's face it, if the nicest piece of furniture in your house is a pong table, there may be a problem here.

5. True or False: All recruitment or rush activities associated with Theta Xi Chapters must be dry, including "Bid Night" activities. (1 point)

THE ANSWER

True (1 point)

WHILE WE'RE TALKING ABOUT IT.....

There are several reasons why rush and recruitment activities must be dry. One of them is that in most cases, the guys we are recruiting are not of legal drinking age, so to provide alcohol to them, or host an event where alcohol is available would be a violation of both state/federal law and our Risk Management policy. BUT EVEN MORE IMPORTANT....we need to get to know the men we are recruiting when they are NOT drinking. In their "unaltered" state, we will learn more of who they truly are...as men, as students, as friend and potential brothers. Their personalities, confidence, communication abilities and potential to be contributing members can be best seen NOT when they are drinking, but when they are participating in philanthropy/service with us, playing intramurals with us, studying with us, and socializing with us when no alcohol is present.

6. Ten brothers, ages 18-23, are hanging out at an off-campus apartment. They pooled their money and one brother ran to the store to buy beer and liquor. All of them remained inside the house, played beer pong, and drank. Did the chapter violate the Risk Management policy? Which ones? (3 possible points)

THE ANSWER

Yes, this is a violation of Risk Management policies. They get 1 point for naming each of the following:

- Pooling money to purchase alcohol (1 point)
- Underage drinking (1 point)
- Drinking games – beer pong (1 point)

WHILE WE'RE TALKING ABOUT IT.....

Pooling money to purchase alcohol is a violation because it changes the situation from BYOB to what is now a “fraternity event or activity.” That means that the liability has shifted to the chapter, and therefore, to the Fraternity. It’s also VERY LIKELY that when you pool money to purchase alcohol, chances are good that alcohol is going to be purchased for underage drinkers, leading to a second risk management violation.

FOR FURTHER DISCUSSION: What constitutes a chapter “event” when it comes to assigning responsibility or liability? The answer is not entirely clear, legally speaking. The best approach is to apply the “reasonable onlooker” rule: If an onlooker were to observe the activity in question, would he/she reasonably infer that it is a “Theta Xi activity?” (That inference may be based on the number of participants, the location, or the ratio of Theta Xi’s to non Theta Xi’s, etc.) If the answer is YES, it’s probably good idea to have second thoughts about the activity.

7. It is 3:30 AM and Joe Party Animal (200 pound male), is going to sleep with a blood alcohol level of .20. Assuming his body metabolizes alcohol at a constant rate of .015 per hour, at what time will he be legally capable of driving a car? At what time will he be sober (BAC = 0)? (2 possible points, 1 for each correct answer.)

THE ANSWER

- 11:30 AM to drive – he should be at or below .08 (1 point)
- 5:00 PM to be sober – BAC should be 0 (Accept any answer between 5:00 and 5:30 - 1 point)

CASE STUDY

Brian is the chapter's recruitment chairman. Rush has been slow this semester and Brian has an idea he thinks will help. He decides to throw a party with another fraternity on campus, not as a rush event, but as a social gathering. The other fraternity decided to pay for alcohol with their chapter checking account. Should Brian continue with the party? Why or why not? (3 points)

THE ANSWER

Brian should NOT continue with the party because "No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups or organizations."

- 1 point if you said no but did not give the reason
- 3 points if you said no AND gave the correct reason

WHILE WE'RE TALKING ABOUT IT.....

It is never okay to purchase alcohol with chapter money, for any reason, or to participate with another group that is doing so. To use chapter funds to purchase alcohol automatically shifts the liability for any potential harm to the chapter.

Extra question for discussion: What if chapter money is used to purchase alcohol for an event at which alumni will participate (such as a wine and cheese party, etc.)? Is that allowed? ANSWER: NO, that is still a violation of the policy.

ROUND TWO (10 total points)

1. Are scavenger hunts, quests and road trips considered hazing? (1 point)

THE ANSWER

Answer: These activities are NOT considered hazing, in and of themselves. They would be considered hazing if they were designed to cause ridicule or embarrassment, or were demeaning or harassing to participants...OR if they did not include equal participation of brothers and AMs. Obviously, the activity must be compliant with all laws, University regulations, and Fraternity policies.

WHILE WE'RE TALKING ABOUT IT.....

Activities that happen away from the chapter house or fraternity property can sometimes be a "slippery slope." Anytime you leave the chapter house, you lose a little bit of control, oversight and scrutiny over what is going on. That doesn't mean that it should not ever occur, but chapters are wise to be aware that the less you control the environment, the more potential danger there is of risky behavior.

2. True or False: If the Associate Members eagerly and honestly agree to haze themselves or be hazed, it is NOT a violation of Fraternity policy. (1 point)

THE ANSWER

FALSE. It is still hazing, even if the Associate members "say" they agree. (1 point)

WHILE WE'RE TALKING ABOUT IT.....

Remember: In the relationship between brothers and AMs, there is a "power differential" factor. Even though the ground appears to be level, the fact is that there is imbalance in the relationship when it comes to "power." The AM is motivated by a desire to belong, to be included, to fit in, to be accepted. The brother, essentially, holds power over the AM in that he has something the AM wants, namely his positive vote to include the AM. Therefore, to argue that "they are on the same level so the AM could have said NO," is functionally not true. His ability to say NO is overridden by his desire to belong and be accepted.

3. A number of actives and AMs, participating equally and without the use of alcohol, play a game in which the un-athletic members dress in banana costumes, and other half in gorilla suits. The “bananas” are hunted down and stripped to their underwear by the “beasts,” then paraded down sorority row. The game, approved by the members, was designed by the Health and Wellness Chairman to encourage better physical fitness. Is this hazing? (2 points)

THE ANSWER

YES. “Any action taken or situation created, intentionally...to produce mental or physical discomfort, embarrassment, harassment, or ridicule” is hazing. Also, “the wearing of public apparel which is conspicuous and not normally in good taste, engaging in public stunts and buffoonery” is also considered hazing. (2 points)

WHILE WE’RE TALKING ABOUT IT.....

Remember, here are the questions to ask when trying to determine if an activity is considered hazing:

- Does it create mental or psychological discomfort, fear or worry?
- Does it create physical discomfort or pain?
- Does it cause embarrassment?
- Does it involve harassment or ridicule?

If the answer to any of those is YES, it’s hazing.

4. Zeta Omicron chapter has two Associate Member activities they are considering using. Activity 1 is not part of Alpha 9 but it does involve equal participation of brothers and AMs. Activity 2 is not part of Alpha 9 and is designed for AMs only, with no brothers participating.
- Is Activity 1 allowed, according to Theta Xi policy? (1 point)
 - What needs to happen in order for Activity 2 to be allowable? (1 point)

THE ANSWER

Part One: YES. As long as the activity involves equal and shared activity among AMs and brothers, it’s fine, ASSUMING that it is legal and meets all other Risk Management policies. (1 point)

Part Two: If the activity is not part of Alpha 9 AND does not involve equal participation, it must be approved by the Grand Lodge. A general exception to that has to do with teaching the history of your local chapter, which of course can’t be part of Alpha 9, as long as the activity is otherwise consistent with Risk Management policies. (1 point)

5. True or False: Hazing is illegal (either a felony or misdemeanor) in every state where Theta Xi has a chapter. (1 point)

THE ANSWER

TRUE. Hazing is illegal (either felony or misdemeanor) in 44 states. The states with no anti-hazing laws currently are not states where we have chapters. The states with no anti-hazing laws are Alaska, Hawaii, Wyoming, New Mexico, South Dakota and Montana (1 point)

CASE STUDY

Two days before the Initiation ceremony, the AMs (who have already paid their initiation fees and received approval by HQ for initiation) are summoned to the chapter house. Each AM is escorted to a dark room where he is asked to sit in a chair, holding a cup. A voice from the darkness says, "We hold in our hands two marbles, one black, one white. The marbles that we drop into your cup will indicate whether or not you are worthy to join our brotherhood. Even ONE black marble, means no." The brothers file by the waiting AM and drop their marbles into the cup. At the conclusion, the lights are turned on and the AM discovers that ALL of the marbles are white. He is heartily congratulated by the brothers. Is this hazing? Why or why not? (3 points)

THE ANSWER

YES. This is considered hazing because it intentionally creates a situation where the Associate Member is made to feel worried or fearful that he may not get into the Fraternity, when in fact the members already know that he will be initiated. Remember, by this point the AM has already paid his initiation fee, the chapter has held the final vote and permission to initiate should have been granted by HQ. Clearly, the point of this activity is "muscle flexing" on the part of the members, and is not consistent with our commitment to respect, equality and honorable behavior. (2 points)

WHILE WE'RE TALKING ABOUT IT.....

The Associate Member process is a transparent one. One way to say it is: "We have secrets to keep, but we have nothing to hide." For that reason, chapters are expected to provide, at the time of pinning, a schedule of the AM activities, including educational programs and other activities AND the scheduled date for initiation. Remember that the AM's initiation fees and a request for permission to initiate are due at HQ 7-10 days prior to the anticipated initiation date.

ROUND THREE (10 total points)

1. Kevin's girlfriend, Susan, wants to learn to pole dance. She asks Kevin to build a pole for her in the chapter house so she can practice with minimal clothing on. She does so, and draws a crowd of brothers. There is no alcohol present. Is this a violation of the Risk Management policy? (2 points)

THE ANSWER

YES. "The employment or use of strippers, exotic dancers or similar, whether professional or amateur...." is prohibited. Period. (2 points)

WHILE WE'RE TALKING ABOUT IT.....

Plain and simple...this behavior is demeaning to women, even if the woman herself is willing to be viewed in this way. Ask yourself: If this were my girlfriend or little sister, would I feel good about my fraternity brothers viewing her in this way?

2. Over winter break, five brothers were all that remained in the chapter house. One of the brothers decided to show the others his unloaded Colt .45 automatic pistol and valid concealed handgun permit. Is this a violation of policy? Why or why not? (2 points)

THE ANSWER

YES. "The possession and/or use of firearms or explosive or incendiary devices of any kind within the confines and premises of the chapter house is prohibited." (2 points)

WHILE WE'RE TALKING ABOUT IT.....

This means that no firearms, even unloaded ones, are to be stored on fraternity property. ALSO...On most campuses, the school security departments are happy to store guns for students and make them available as needed.

3. If there is a conflict between FIPG, Theta Xi Fraternity's Risk Management Policy, and University guidelines, which one must you follow? (1 point.)

THE ANSWER

Answer: Whichever is the most strict. There is a common misconception that if the school (IFC, say) says that something is okay, then it's okay...regardless of what Fraternity policy says. IT'S NOT TRUE. Whichever policy is most strict is the one to follow. (1 point)

4. True or False: It's permissible to store fireworks in the chapter house as long as they are not used inside the house or anywhere on chapter property. (1 point)

THE ANSWER

FALSE. Fireworks are "incendiary devices" and are a strict violation of the Risk Management policy. (1 point)

5. True or False: The Risk Management Policies of Theta Xi are stricter than those of many other fraternities? (1 point)

THE ANSWER

FALSE. Our Risk Management policies are actually consistent with, and shared with, most other NIC chapters. (1 point)

WHILE WE'RE TALKING ABOUT IT.....

All the IFC groups on your campus have the same policies as ours. Our willingness to abide by them, as men of integrity and honor, may be one of the things that separates us from other groups.

CASE STUDY

Epsilon Kappa chapter has a door in the 2nd story hallway that opens out onto a fire escape ladder. However the locking mechanism does not work, so vandals have broken in through the fire escape door to steal laptops and cash from brothers' rooms. In response to member complaints, the house manager walled off the door from the outside with 2x4s and a 3/4 inch sheet of plywood. Is this reasonable risk management? Why or why not? (3 points)

THE ANSWER

This is not reasonable risk management because the fire code has been violated. Good risk management calls for fixing the locking mechanism. Besides, walling off the door from the outside still makes the house accessible to an intruder who can remove the boards.

- They get 1 point if they say that it's NOT reasonable risk Management but don't give a reason

OR

- They get 3 points if they say no AND give a solid reason and solution

NOTE: They either get 1 or 3 points, not 4!

WHILE WE'RE TALKING ABOUT IT.....

Remember: Risk management is not just about alcohol and hazing. There are a number of other house and property maintenance issues that can (and do) lead to risk and safety concerns. These include keeping walks and driveways shoveled and clear from snow, keeping the furnace room clean, keeping up with house maintenance, etc.

Appendix O
Theta Xi Jeopardy: Questions & Answers

BEGINNINGS

- 200** Question: Theta Xi was founded at RPI in on this date?
Answer: April 29, 1864
- 400** Question: The first letter in the Greek alphabet, this became the name of the first Theta Xi chapter?
Answer: Alpha
- 600** Question: Famous for its shirt collar factories in the 1800's, this town on the Hudson river is still home to our founding chapter?
Answer: Troy, NY
- 800** Question: This major American historical event was coming to a close, as Theta Xi was beginning?
Answer: The Civil War
- 1000** Question: The Founding Fathers were originally members of this local fraternity?
Answer: Sigma Delta

PEOPLE

- 200** Question: William S. Mason, Beta 145, owned a world famous collection of paper and memorabilia related to this man, the Patron Saint of Theta Xi?
Answer: Benjamin Franklin
- 400** Question: Artist Jim Davis, from Kappa Kappa chapter, donated 1 Million dollars to his alma mater, money he made drawing this successful cartoon cat?
Answer: Garfield (the cat)
- 600** Question: Though the National Convention is the supreme authority of Theta Xi, this body is empowered to oversee Fraternity policy between National Conventions?
Answer: The Grand Lodge

800 Question: Alpha 11, this first National President became known as The Grand Old Man of Theta Xi? (A major textbook publisher today still bears his name.)

Answer: Major William Wiley

1000 Question: The first recipient of the Order of the Unicorn, his last name is one very familiar to generations of men.

Answer: Edwin Gillette (Alpha 100)

PLACES

200 Question: Theta Xi's Beta Chapter was founded at this prestigious Ivy League school in 1865?

Answer: Yale University

400 Question: Since 1924, this Midwest city has been home to the national headquarters of Theta Xi?

Answer: St. Louis

600 Question: The opening of Theta Chapter at this school in Indiana marked the first westward expansion for Theta Xi?

Answer: Purdue University

800 Question: The founding of Nu Chapter at Cal - Berkley in 1910 marked This milestone?

Answer: First chapter on the west coast

1000 Question: This SEC football powerhouse became home to Theta Xi's Alpha Alpha Chapter in 1921?

Answer: Louisiana State University

THINGS

200 Question: A result of the merger with Kappa Sigma Kappa, Theta Xi gave up the white carnation and adopted this official fraternity flower?

Answer: Blue Iris

400 Question: The official colors of the Fraternity?

Answer: Azure Blue and Silver

- 600** Question: This symbol of Theta Xi has been changed only twice in our history, once in 1933, and again in 1962?
Answer: The Coat of Arms (Crest)
- 800** Question: This membership education program was introduced in 1925. It's name honors the Fraternity's first new member?
Answer: Alpha 9 (Core Program)
- 1000** Question: The badge of Theta Xi is never to be worn on this kind of garment?
Answer: A collarless shirt

HONOR

- 200** Question: Only about 50 alumni have been elected to this highest honor of the Fraternity, honoring distinguished and lifetime service?
Answer: The Order of the Unicorn
- 400** Question: Only the top 5% of chapters are eligible for this award every year, the most coveted one a chapter can win?
Answer: Memorial Trophy
- 600** Question: Theta Xi's public motto, Juncti Juvant, is best translated?
Answer: United, they serve
- 800** Question: This distinction belongs to Edward H. Morrison, initiated just Eight days after the founding?
Answer: The first new member of Theta Xi
- 1000** Question: One of two national philanthropies, they honored Theta Xi in 1986 as the outstanding volunteer organization of the year.
Answer: National Multiple Sclerosis Society

ODDS & ENDS

- 200** Question: First published in 1892, this official magazine of the Fraternity is now published in electronic form
Answer: The Unicorn
- 400** Question: The merger with this Fraternity in 1962, added 21 new chapters to the Theta Xi chapter roll?
Answer: Kappa Sigma Kappa

600 Question: Often confused with its plural form, this is the proper designation for an individual chapter or university graduate?
Answer: Alumnus

800 Question: Not yet a general fraternity, prior to 1926, you had to be this
In order to be a member of Theta Xi Fraternity.
Answer: Engineering student

1000 Question: This Theta Xi holiday, celebrated on September 28,
Commemorates the founding of Kappa Sigma Kappa
Answer: Emblem Day

FINAL JEOPARDY

5000 Question: This chapter has never had a charter, and yet it has never closed?
Answer: Alpha Chapter