



Positive Pledge Education Assessment 2019 – 2020 Academic Year

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The Positive Pledge Education Assessment (PPEA) is designed to support and promote the safety and quality of the new member experience in Beta Theta Pi. The checklist below includes required, recommended and prohibited components of effective programs and sample questions for discussion with the VP of Education and his advisor.

PPEA certification is required for all chapters during the 2019 – 20 academic year.

Deadlines:

- Fall 2019: Chapters taking fall new members must have their programs certified by **September 1 or two weeks prior to induction**, whichever is earlier.
- Spring 2020: Chapters taking winter / spring new members must have their programs certified by **January 1 or two weeks prior to induction**.
- Chapters that take more than one new member class per year must have each program separately certified (due to officer turnover).
- Colonies established during the 2019 - 20 academic year do not need to be certified by the district chief, as their member education will be directed by the on-site colony development coordinator. Contact Director of Expansion Zach Lepperd with questions about expansion campuses (zach.lepperd@beta.org).
- Chapters participating in Son of the Stars, Beta's pilot member orientation program, do not need to be certified by the district chief. District chiefs will be provided a list of chapters participating in Son of the Stars. Contact Associate Director of Leadership & Education Claire Dixon with questions about Son of the Stars (claire.dixon@beta.org).
- If a chapter doesn't have a new member program, or the one they have is inadequate, contact your Director of Chapter Operations. They can provide some template programs to work from.

PPEA Certification Process:

1. District chief contacts the VP of Education and his advisor to confirm upcoming recruitment dates; they agree on a timeline for PPEA certification.
2. VP of Education, Chapter President and at least one advisor review the current program against this checklist and revise as needed.
3. Chapter sends new member education materials to the district chief, including any handouts, quizzes or manuals. This should also include a printout of or link to the calendar for new member events and the chapter calendar.

4. District chief reviews materials using the checklist below.
5. District chief schedules a call with the VP of Education and his advisor to discuss feedback and ask questions about the program. If his schedule allows, the leadership consultant should be on the call.
6. VP of Education, working with his advisor, revises new member program based on district chief feedback within a specific timeframe (district chief should set a clear deadline and follow up with a reminder).
7. VP of Education sends revised new member program materials back to the district chief.
8. District chief reviews program to confirm that changes have been made.
9. District chief submits certification and pledge program via the link below. Copies of the certification are sent automatically to the district chief, regional chief and Director of Chapter Operations.

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Outcomes for New Member Education

New member programs should be designed to achieve these outcomes:

Introduction to Beta Theta Pi

- New member knows Beta's five core values and knows how to apply them to his daily life.
- New member understands chapter's leadership structure and has met all members of the executive team.
- New member feels a strong sense of belonging in his chapter.

History, Ritual and Lore

- New member has learned the founding history and lore of Beta Theta Pi Fraternity.
- New member has learned the founding history and lore of his local chapter.
- New member has participated in at least one Eye of Wooglin ceremony.
- New member can sing several Beta songs, including songs that are part of ritual ceremonies.

Brotherhood

- New member has built deep, authentic friendships with several members of his new member class.
- New member has positive and personal relationships with several upperclassmen / initiated members of the chapter.
- New member has met more than one chapter advisor / house corporation board member and understands the role that volunteers play in supporting the chapter.
- New member believes that members of the chapter care about him.

Personal Growth

- New member believes that the chapter supports his academic achievements and wants him to be a successful student.
- New member understands the role of the Kai Committee and other mechanisms for personal and group accountability within the chapter.
- New member has been educated on Beta's Risk Management Policy and applicable campus policies regarding alcohol, hazing, sexual assault and safe event planning.

- New member has been trained on appropriate steps to prevent and respond to risk and risk management issues, including how and to whom to report concerning events or behavior.
- New member will have experienced at least one fraternity or university sponsored workshop or program on a topic of personal growth.
- New member has been presented opportunities to participate in Beta's leadership development programs or leadership programs sponsored by the campus.

Home

- New member feels a strong sense of belonging.
- New member feels welcome in the chapter facility.
- New member believes that the chapter supports his personal values and he is not asked to compromise himself, his values or his beliefs to be a member of the Fraternity.
- New member has demonstrated respect for other members, guests and the community.

General Orientation

- New member understands the financial obligations of being a member, where his money goes, and is current in his financial obligations.
- New member understands the academic requirements of being a member and has demonstrated an ability to consistently meet that standard.
- New member understands the requirements for attendance at meetings and other events and is prepared to meet those obligations.
- New member understands his obligations toward a chapter home, including financial obligations and expectations to live and eat in the facility, and has demonstrated respectful treatment of the chapter home.

Required New member Education Program Components

For a program to be certified, it must contain all items listed below. These items must be identifiable in the written program and easily understood by the reader.

- A written calendar of all activities including date, time, location and names of exec members scheduled to attend or facilitate.
- Clear involvement from advisors and alumni.
- Written outlines, scripts or facilitation guides for all events, activities, tests and other materials.
- Documented training about Beta's Risk Management Policy early in the program, ideally before the first social function of the new member period.
- A clear set of written expectations for the new member period and positive accountability measures.
- Have a positive initiation week with all rituals and complementary ritual reviews.
- Approval for any local rituals or adaptations of ceremonies outlined in the Ritual Book.

Red Flags in the New Member Program

The items listed below are red flags that should be discussed with the VP of Education and advisors and remediated before certification.

- Advisors do not know the content of new member education.
- Advisors do not know the schedule of events for pledging.
- Advisors are not invited to new member meetings or other events.
- Advisors do not attend new member events.
- Advisors do not know the schedule for initiation week activities.
- VP of Education appears to be disorganized and unsure which activities are happening when.

- Chapter president does not know when and where new member activities are happening, or the agenda for those events.
- VP of Education is given complete control and autonomy over the program, with no input from other officers or advisors.
- No organized calendar before the start of the academic term.
- Not having a consistent time or location for new member meetings.
- Not knowing when or where initiation will be held.
- Initiation scheduled for a Friday or Saturday night, or at another time that could be conducive to having parties or alcohol.
- Excessive or unusual hours with no clear objective or purpose. An example is house hours where new members must be at the house every day except when in class.
- Excessive study hours in a specific location.
- New members are asked to do tasks or duties that are different or beyond what initiated members are asked to do. Examples are cleaning the house or designated driver duties.
- New members are required to schedule interviews with upper-class members in a way that could lead to personal servitude or inappropriate activities to “earn” a signature.
- New members are subject to unusual or unnecessary rules. Examples might be requiring new members to wear specific clothing, prohibiting new members from going into certain parts of the chapter house or requiring periods of silence.
- New members are asked to surrender their wallets, cell phones or other personal belongings.
- New members are asked to sleep over at the house or anywhere other than their normal bedroom, for any amount of time.
- Retreats or off-campus activities requiring an overnight stay or large chunks of unprogrammed time.
- Scavenger hunts, excessive memorization, or other special activities only the new members are required to complete.
- New members serving as sober monitors for social functions.
- No criteria for serving as a big brother.
- No training or documented expectations for big brothers.
- No training or documented expectations for how initiated members should treat new members.
- Chapters that have “pledge reviews” without clear objectives, criteria or process.
- Excessive length of the new member program (more than eight weeks), with big gaps between the end of education and initiation.
- Initiation or other rituals when exec officers are off campus. An example is holding initiation during CPLA or Keystone weekends.
- Wording or language to indicate that the chapter has developed their own values and purposes that are different than Beta Theta Pi’s.
- Local traditions or rituals that are not approved by the district chief, per Chapter X of The Code of Beta Theta Pi.

Questions for Discussion with New Member Educator and Advisor

- When was the last time the program was revised?
 - The program should be reviewed and updated every year. However, chapters should avoid major rewrites every year unless directed by their district chief.
- Do advisors come to new member meetings?
 - Advisors should know about all scheduled events with new members and be invited to attend.

- The Member Education Advisor or Chapter Counselor should ensure that an advisor is attending new member meetings, events and all initiation activities.
- How often does the VP of Education talk to his advisor?
 - Ideally, they are speaking or meeting at least every other week leading up to new member education and checking in weekly during busy periods (first week after recruitment, week leading up to initiation).
- Where are new member meetings held?
 - Meetings should be held where they can be conducted in a professional manner, ideally with AV support. A classroom on campus is the best location. If the chapter house is used for meetings, the space should be conducive to a productive meeting.
- Who runs new member meetings?
 - Obviously, the VP of Education should be the primary facilitator. But other exec members, advisors, campus professionals and alumni should be asked to help teach and train. Some chapters with large new member classes use a committee; if that's the case ask how those committee members are screened and appointed.
- When is the initiation date shared with new members?
 - The date should not be a secret. It should be shared with the new members at the beginning of pledging.
- Where will initiation be held?
 - The location should be conducive to a polished and meaningful ceremony and should be scheduled well in advance.
- How is the rest of the chapter informed about new member activities?
 - During chapter meetings the new member educator should give an update about what the new members are learning and other activities planned for the week.
- How are big brothers selected and matched?
 - Serving as a big brother is a serious responsibility that should only be granted to members in good standing who are good role models.
 - Big brother training resources are located here: <https://beta.org/resources/chapter-resources/member-education/>
- If a new member needs to be released from the program, how is that handled?
- How much time during your weekly exec meeting is devoted to talking about the new member program?
 - The entire exec team should have a weekly update about the new member program.
- Is there a GroupMe or other group chat / text method you use to communicate with new members? Who is in that group?
 - If there is a text group or special communication method for new members, all members of exec and at least one advisor should be in the group.

- How do you train the chapter about hazing and appropriate treatment of your new members?
- Have you ever had problems in the past with hazing, or members going rogue and messing with the new members?
 - If district chief knows that the chapter has past hazing incidents, share that knowledge and the consequences the chapter faced.
- How do you involve the fraternity / sorority life office in your program?
 - Chapters should share the program with their campus professionals and engage them in the process; for instance, by asking someone from the fraternity / sorority life office to facilitate a portion of the program.
- What are your “lessons learned” from previous new member classes?
- How can I [the district chief] help make your program successful?