

The background of the cover features a large, faint, dark grey silhouette of a lion's head, facing left. The lion's mane is detailed with leaf-like patterns. In the upper left corner, there is a shield with vertical stripes and a top section with stars, resembling the US flag. Below the lion's head, there are several scales of justice, also in a dark grey tone. The overall background is a dark grey color, with a bright orange triangle in the bottom right corner.

THE PHIMU DELTA FRATERNITY

2018 LEADING THE
LION PRIDE
FACILITATOR GUIDE

WWW.PHIMUDELTA.ORG



Welcome

Dear Vice President of Member Development,

Congratulations on accepting your position with Phi Mu Delta Fraternity! This is an exciting time for you and the chapter. As the Vice President of Member Development, you have the privilege of educating the new members. Leading the Lion Pride is a critical part of their experience, this is when the new members will learn about the expectations of membership, chapter operations, values, character education, and the lifelong commitment they make during initiation. This program was adapted from two existing programs at Ohio Northern University (Mu Beta) and at the University of New Hampshire (Nu Beta). Thank you for sharing your programs and allowing the entire membership to learn from your success.

You are entering into this position with many resources available to you and even more support for your success. Your work is important, and your work is challenging, therefore the entire National Fraternity stands behind you for support.

This amazing opportunity comes with great responsibility. For new members to truly understand what it means to be a brother of Phi Mu Delta, we have outlined this program for you but this program requires more planning, attention to detail, and leadership than in previous years.

I reiterate, if you need help with this, the support is here for you. The National Office and volunteers are ready to assist in any way possible. Utilize these connections, and I have no doubt you will be successful. Most importantly, have fun and enjoy educating the new members of Phi Mu Delta!

Sincerely,

Jackie Hackett
Director of Chapter Services & Growth



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How to Use This Guide

This is a comprehensive resource to execute the New Member Orientation Program, Leading the Lion Pride, in your chapter. This guide provides resources about the weekly educational sessions, the big brother program, videos you can use, and speakers. There are several components to each week: an overview agenda, step-by-step facilitation guides, and activities.

Overview Agendas

At the beginning of each week's facilitation guide, there is an overview agenda that will outline the length of the session, materials needed, the topics of discussion for that week, speaker suggestions, and chapter members that should attend. These are estimated times for sessions and depending on the size of your new member class, they may need to be adjusted but you are expected to cover the content in the facilitation guide.

Leading the Lion Pride Facilitation Guides

After the overview agenda, you will find step-by-step facilitation guides to follow throughout the New Member Orientation Program. There are discussion questions, points to cover, and explanations, plus processing questions for the activities.

ACTIVITIES

There will be several activities each week, some for new members to get to know one another and some will relate to the content being delivered. These activities are just as important as the content being delivered and allow the new members to learn in various ways.

CHALLENGE ACTIVITIES

In addition to the activities provided in the step-by-step facilitation guide, there are "Challenge Activities" provided. These activities may be used in place of the ones outlined in the guide but may require additional materials or time. There are additional activities outlined in the NIC's Building Brotherhood Manual provided to the VP of Member Development at Officers' Academy that the chapter may use.

SPEAKERS

Each educational session will incorporate a speaker coming to the meeting and talking with the new member class. This will require adequate planning and preparation on your part to ensure there are speakers at **EVERY** session. Each week will have a list of possible speakers that you can invite to your meetings.

Big Brother Program

There are resources included in this guide to help chapters have consistent and successful big brother programs. Big brothers should be announced Week 2 of the New Member Orientation Program and there is a list of expectations and responsibilities included for reference. Big brothers are expected to attend the New Member Orientation Programs with the new members and sign a contract.

BIG BROTHER/LITTLE BROTHER ASSIGNMENTS

The big brothers should be *actively* involved in the New Member Orientation Program. Outside of the weekly educational sessions, the big brothers are expected to work with the little brothers and complete assignments. These assignments are in the new members' workbook and should be completed before the following week's meeting.

National Exam

Each new member will be asked to take a national examination to ensure that he is learning the material in New Member Orientation. The exam will be administered online and a sample exam is provided at the end of this guide. All new members will take this exam and score at least an 80%. He may complete the exam as many times as he needs in order to achieve this score.

IMPORANT NOTE: The New Member Exam is not used to determine if a new member is initiated, rather to determine if the chapter/colony has properly implemented the new member orientation curriculum.

Facilitation Guide Legend

10/10	<p>Recommended Timing Guideline First 10 = minutes per activity/discussion Second 10 = total running time in the session</p>
	<p>Small Group Discussions Break the new member class up into small groups for discussions</p>
	<p>Workbook Refer new members to write in or read in their workbooks</p>
	<p>The Oracle Refer new members to read sections of The Oracle</p>
	<p>Show multimedia Play video or display image for new members</p>
	<p>Processing</p> <ul style="list-style-type: none"> • Text will appear in this font, bulleted, and with this picture when processing questions should be asked aloud.
Instructions	Text will appear bold when instructions are to be given
Script	Text will appear undecorated when it needs to be read out loud.
Facilitator Tips	Notes to be aware of as you facilitate will appear in this font.

Introduction

Expectations

The New Member Orientation Program starts before you have any new members accept their bids. Throughout the program, there will be activities, speakers, and discussions, of which you cannot procrastinate to prepare. The discussion guide and activity suggestions are included in this facilitation guide; however, it is your responsibility to secure speakers each week.

Hazing Policy

No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Hazing activities are defined as: "Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulation and policies of the educational institution or applicable state law.

Materials

Once the National Office receives your chapter's Induction Report, The Oracles will be shipped to you. This is the membership manual for the Fraternity and provides the new members with important information that you will reference throughout the New Member Orientation Program. In addition to The Oracle, new members will download a PDF workbook from www.phimudelta.org. You should provide the new members with binders to store these documents:

- The Oracle: Phi Mu Delta's Membership Manual
- Leading the Lion Pride Workbook

Learning Outcomes

As a result of participating in the New Member Orientation Program, new members will...

- Identify the ideals of Phi Mu Delta Fraternity
- Articulate the purpose of a fraternity on a college campus
- Understand and meet the expectations of membership
- Build friendships with fellow new members, active members, alumni, and volunteers
- Describe the history of fraternities and sororities and of Phi Mu Delta Fraternity
- Recognize positive wellness behaviors for an individual and the chapter
- Understand the risk management policies of Phi Mu Delta
- Strategize positive recruitment efforts for identifying and recruiting potential new members
- Articulate the importance of time management and scholarship within the fraternity experience

CONTACT INFORMATION

PRESIDENT	
VP OF MEMBERSHIP	
VP OF FINANCE	
VP OF MEMBER DEVELOPMENT	
VP OF ADMINISTRATION	

CHAPTER ADVISOR	
MEMBER DEVELOPMENT ADVISOR	
ACADEMIC ADVISOR	
FINANCIAL ADVISOR	
JUDICIAL ADVISOR	
CAMPUS GREEK ADVISOR	

Sample Calendar for New Member Orientation

	Meeting Agenda	Education Content	Ritual Activity
Week 1	Induction Ritual Collect fees Complete Induction Report Introductions		Induction Ritual
Week 2	Expectations & Rights Basics Teamwork	Introduction to the Fraternity	Select Big Brothers
Week 3	Values 6 Pillars of Character	Character Education	Announce Big Brothers
Week 4	History Mission, vision, & values	History	
Week 5	Individual Wellness Chapter Wellness Recruitment Risk Management Scholarship	Wellness	
Week 6	Leadership Chapter Operations Civic Engagement	Leadership	
Week 7	Lifelong Membership Alumni Initiation Preparation	Lifelong Membership	
Week 8	Initiation Ceremony Post-Initiation	Initiation	Initiation Ceremony

PHI MU DELTA FRATERNITY

LEADING THE LION PRIDE SYLLABUS

CHAPTER: _____ VP OF MEMBER DEVELOPMENT: _____

PHONE NUMBER: _____ EMAIL: _____

This syllabus is to be turned in prior to beginning the new member orientation. Failure to submit could result in risk management violations from the National Fraternity.

WEEK	DATE/TIME	LOCATION	OBJECTIVES/OUTCOMES	SPEAKER	ACTIVITY/EVENT	INFORMATION COVERED
1	INDUCTION CEREMONY <i>Induction Report and Fees are due to the National Office immediately following the ceremony. Big Brothers should be assigned during this ceremony.</i>					
2						
3						
4						

PHI MU DELTA FRATERNITY

LEADING THE LION PRIDE SYLLABUS

WEEK	DATE/TIME	LOCATION	OBJECTIVES/OUTCOMES	SPEAKER	ACTIVITY/EVENT	INFORMATION COVERED
5						
6						
7						
8	INITIATION CEREMONY <i>Initiation Report and Fees are due to the National Office immediately 10 days PRIOR to the Ritual.</i>					

I understand and certify that this is the new member education curriculum for the _____ chapter. Any deviations or changes need to be submitted for approval or my chapter could face risk management violations from the National Fraternity.

SIGNATURE: _____ **DATE:** _____

Printing Instructions

WORKBOOKS

There are several ways to access the Leading the Lion Pride Workbook and Facilitation Guide for the New Member Orientation. This flexibility is in place to more effectively meet chapter needs without placing significant strain on the resources of the chapter/colony. Chapters/colonies may download the PDF version from website, www.phimudelta.org, or they may contact the National Office and have the workbooks sent to them for a charge.

FACILITATOR GUIDES

Each chapter/colony will receive one printed copy of a Facilitator Guide each year at Officers' Academy. A PDF version will be available on the website and a chapter/colony can print additional copies on their own if it would like. Similar to the workbooks, additional copies can be purchased from the National Office for a charge.

Where to Meet

The location and set-up of the educational sessions will be critical for facilitating a successful learning environment and flexibility for activities. It is recommended to hold meetings outside of the chapter house and at a location on campus for easy access for new members. It should be a private space with a large area because:

- *Limit distractions:* In a public space, there is a strong likelihood that new members and facilitators will become distracted, which takes away from the importance of new member education
- *Activities:* Public spaces and chapter houses can cause new members to feel uncomfortable during activities or discussions. It is important the new members and facilitators feel comfortable talking and participating throughout the program.
- *Speakers:* It is easier and more approachable for speakers if you are meeting in an on-campus building.
- *Set up:* It is easier to arrange the room to be conducive to open discussion among the new members.

ROOM SET UP

Ideally, you should set up a room in a manner that facilitates open discussion with enough room for interaction during activities.

- Arrange chairs in a semi-circle or U shape. It is ideal if new members can see each other. This will create a better environment for discussion, and it will help new members feel more connected.
- The room should have desks or tables so that the new members can easily write in their workbooks.
- Technology: Some sessions have videos that you will need a screen to display

Reports

INDUCTION REPORT



INDUCTION REPORT

As of August 6, 2016, all chapters and colonies must submit an Induction Fee immediately after the submission of the Induction Report. The Induction Fee is \$30/Inductee and all checks will be made out to "Phi Mu Delta" and sent to:

Phi Mu Delta Fraternity
216 Haddon Ave., Suite 602
Haddon Twp., NJ 08108

Basic Information

Chapter/Colony *

Date of Induction Ceremony

Total Number of Inductees *

Anticipated Date of Initiation

VP of Membership *

Names of Inductees

Please provide the names and emails of all your new members that were inducted.

Inductee 1

Email 1

Within 48 hours of your Induction Ceremony, the chapter must submit an Induction Report and send the Induction Fees to the National Office.

If you have more than 10 new members, you must submit more than one report.

TIP: Submit this report and collect fees immediately following the ceremony!

Along with the Induction Report, all chapters and colonies must submit the Leading the Lion Pride Outline for their chapter in order to start new member orientation. This report outlines the dates of new member education, activities planned, and speakers planning to attend.

INITIATION REPORT

TEN DAYS **PROIR** to the Initiation Ceremony, chapters must complete the Initiation Report that certifies all new members listed on the report have paid their \$300 initiation fee. Once this report has been received by the National Office and payment has been verified, the new members' badges will be shipped to the chapter.

Not submitting the report or pay fees within the ten days will result in a delay in shipping the badges that are used during the Initiation Ceremony.

If a chapter does not submit a report or verify payment of initiation fees and continues to initiate, the chapter will be assessed a fine from the National Fraternity.

INITIATION REPORT

Basic Information

Chapter/Colony *

Date of Initiation *

Total Number of Initiates *

I certify that New Members have paid their \$300 Initiation Fee, in full. I understand that if the chapter proceeds with Initiation of members before all fees are paid that the chapter will face a fine from the National Office.

VP of Membership *

VP of Membership's Email *

VP Membership Phone number * - -

VP of Finance *

VP of Finance Email *

VP of Finance Phone number - -

Names of Initiates

The names provided will be used to create the membership certificate and cards.
Please spell names correctly and how you want them to appear on all documents (i.e. the Initiation Certificate).

Initiate 1

Big Brother Program

The purpose of the Big Brother Program is to provide mentorship and fellowship for new members during their new member education. The role of big brother should be considered one of the most important leadership roles in the chapter. These individuals are not just friends to the new members, they are role models and mentors for life inside and outside the fraternity.

Expectations & Eligibility

As with any leadership role within the chapter, there are expectations that members should meet in order to be a big brother. It is not a right to become a big brother to a new member, it is a privilege that should be taken seriously and with careful consideration. Individual chapters may expand upon these expectations and eligibility; however, at a minimum, to be considered, a potential big brother must:

- Have an established GPA that is at or above the men's average on campus
- Be financially secure
- Be in good standing with the chapter (not on academic, financial or social statuses)
- Demonstrate dedication and maturity in living the ideals of Phi Mu Delta
- Be able to devote the time to the new member
- Be able to attend all Leading the Lion Pride meetings with the new members
- Serve as a mentor and role model for all new members
- Preferably have been in the chapter at least two semesters

Responsibilities of Big Brothers

- Act as a role model and mentor to the little brother throughout membership
- Attend and participate (when requested) in all new member meetings and events
- Ensure the values of Phi Mu Delta are maintained throughout the program
- Ensure no alcohol is present as new member activities
- Ensure that the Founders' Creed is understood and translated through action
- Provide resources for the little brother, whether on campus or in the community
- Create a trusting relationship with the little brother to provide a safe place for him to share doubts, stresses or hardships he may be facing
- Promote academic success for the little brother
- Abide by the National and local constitution and bylaws
- Assist your little brother with all the Leading the Lion Pride assignments

Pairing Big Brothers and Little Brothers

In order to have a strong relationship between the big brother and the little brother, pairing big brothers and little brothers should be a mutual interest process. Listed below is a sample process in order to pair them.

- Determine who is eligible and interested in serving as a big brother
- Have potential big brothers create a list of new members they are interested in mentoring
- Have new members create a list, based on the eligible members, of whom they want to be their big brother
- Compare the two lists and match them based on mutual interest

Big Brother Reveal

The announcement of big brothers occurs as a separate event during the second week of Leading the Lion Pride. Big brothers should consider bringing a gift of some sort for their little brother (i.e., a set of letters to wear or fraternity related merchandise). The ceremony should be a special event for new members. **Alcohol is prohibited at all new member activities, including those surrounding big brothers.**

Big Brother/Little Brother Assignments

The big brothers should be actively involved in the New Member Orientation Program. Outside of the weekly educational sessions, the big brothers are expected to work with the little brothers and complete assignments. These assignments are in the new members' workbook and should be completed before the following week's meeting.

Removing Big Brothers

If a big brother fails to meet the expectations, he should be replaced or switched. This mentorship program is for the benefit of the new members and if their experience is hindered by the big brother being unable to perform the duties, he should be granted a replacement.

Week 1: Introduction to the Fraternity

Agenda

Session Length: 90 minutes

Learning Outcomes for Week 1

- Describe the expectations of membership in Phi Mu Delta
- Create expectations of each other as a new member class
- Understand the requirements of initiation
- Articulate the purpose of fraternities on a college campus
- Understand team dynamics and how to work in a team
- Build relationships with one another through team building activities

Materials Needed:

- The Oracle: Phi Mu Delta's Membership Manual
- Leading the Lion Pride facilitator guide
- Leading the Lion Pride workbook

Suggested Speakers:

- Chapter Advisor
- Membership Development Advisor
- Campus Greek Life Advisor
- Alumnus

10/10	WELCOME & INTRODUCTIONS
	<p>Welcome the new members. Explain these sessions are an important learning opportunity to prepare them to be effective members. Show them the calendar of events – when will meetings be and when is initiation</p> <p>Introduce yourself (Name, year, hometown, fun fact)</p>
15/25	EXPECTATIONS
<p>The Oracle: Pages 27-32</p> <p>Workbook: Pages 3-8</p>	<p><i>Explain the expectations of Leading the Lion Pride</i></p> <ul style="list-style-type: none"> • Bring The Oracle & Workbook each meeting • Some workbook sections will be completed with big brothers outside of these sessions • Actively participate in all sessions and activities <p>Explain the expectations of membership within Phi Mu Delta</p> <p>Explain the expectations of initiation</p> <p>Have them develop expectations of each other</p> <p>Read and explain the HAZING POLICY</p>
10/35	ACTIVITY: WHY AM I HERE?
	<p><i>Have everyone sit in a circle</i></p> <p>Highlight that joining Phi Mu Delta is a commitment and something not everyone is willing to do.</p> <p>Have each participant take a minute to think about why he decided to join Phi Mu Delta</p> <p>Go around the circle and have each person answer the question, "Why am I here?"</p> <p>After everyone has shared:</p> <ul style="list-style-type: none"> • What similarities do we see between the reasons we are all here? • zHow can we use this to help support each other?

10/45	WHAT IS FRATERNITY?
The Oracle: Pages 10-11	<ul style="list-style-type: none"> • What is a fraternity? Can any articulate the definition? • How has your perception of fraternity changed since you have decided to join? • What has impacted your perception? <p><i>Use The Oracle to help explain what a fraternity is</i></p>
10/55	FRATERNITY VS. CLUB
Workbook: Page 9	<p><i>Break the group up into small groups (3-4 to a group)</i></p> <p>In each group, have them discuss the differences between a fraternity and a club and complete the workbook</p> <p>Have them share their answers with the larger group</p> <ul style="list-style-type: none"> • What similarities do we see between the reasons we are all here? • Why should we discuss the difference between a fraternity and a club?
10/65	BUILDING A TEAM
	<p>Have them think about a team experience that was really effective, either that they were on or know about</p> <ul style="list-style-type: none"> • What existed within that team and what did people do to make that such an effective team? <p>Have them think about a team experience that was really ineffective or frustrating</p> <ul style="list-style-type: none"> • What existed within that team and what did people do to make that such an ineffective team? • What are some differences we can identify between the effective and ineffective teams? • Why is teamwork important to fraternity?

15/80	<p>ACTIVITY: THE GREAT DIVIDE</p> <p>Standing shoulder to shoulder together in a line, all members of the group must move across a space of indeterminate length while keeping their feet in contact with the feet of group members on either side of them. You will decide when the group has reached its destination.</p> <p>RULES:</p> <ol style="list-style-type: none"> 1. If at any point (even when some have already reached the destination) two members break apart at the feet, the entire group must return to the beginning. 2. Group members must maintain their original position in line throughout the activity. 3. Shoes may not be tied together. 4. Legs may not be tied together. <p>Processing Questions</p> <ul style="list-style-type: none"> • Did a leader emerge? • How did the group arrive at an accepted method of moving forward? • What helped and what hindered this process? • What kinds of support did members give to each other? What kinds of things required special attention in order for the group to succeed? Did people listen to each other? Did people feel free to offer ideas and suggestions? How does this relate to teamwork?
10/90	SPEAKER
	Introduce the speaker and give them 10-15 minutes to speak to the new members about fraternity, fraternity life, expectations, teamwork, etc.
	CLOSING
	<p>Thank them for their participation in the today's activities and remind them of the next meeting time and location.</p> <p>Initiation Date: _____</p> <p>Fees due on: _____</p>

Week 2: Character Education

Agenda

Session Length: 90 minutes

Learning Outcomes for Week 2

- Foster fellowship among new members through team building activities
- Evaluate one's own values through a values assessment
- Understand the differences in people's values
- Recognize the possible incongruence between values and actions
- Identify the six pillars of character
- Know what it means to be a man of good moral character
- Understand the consequences of not living one's actions

Materials Needed:

- The Oracle: Phi Mu Delta's Membership Manual
- Leading the Lion Pride facilitator guide
- Leading the Lion Pride workbook

Suggested Speakers:

- Chapter Advisor
- Judicial Advisor
- Campus Greek Life Advisor
- Alumnus
- Student Conduct Office

Chapter Members that Should Attend:

- Big brothers

10/10	WELCOME & CHECK IN
Workbook: Page 13	<p>Begin the session by having the new members take the Check In Assessment in their workbooks.</p> <p>Review each question and answer:</p> <ol style="list-style-type: none"> 1. Newly inducted members are: new members NOT pledges 2. Review the expectations of membership with them 3. Discuss and review the purpose of a fraternity 4. PMD, Mud, PhiMud, NOT Phi Mu 5. List ways they can be successful – actively participate, engage in the program outside of these meetings, work with your big brother on assignments in workbook
10/20	ACTIVITY: NAME BINGO
Workbook: Page 14	<p>As a fun opening activity to get new members to know each other a little better have them complete the Name Bingo activity in their workbooks.</p> <p>Walk around the room and find someone that matches you. Write their name in the box and ask them the follow up question to get to know them! Then, move on to someone else. Try to learn as many names as possible!</p>
5/25	VALUES
	<p>Open a discussion with the question: What are values?</p> <ul style="list-style-type: none"> • How do we know what someone values? • What do values mean in the context of the fraternity?
10/35	ACTIVITY: VALUES ASSESSMENT
Workbook: Pages 15-16	<p><i>Have them complete the values assessment individually.</i></p> <p>Once everyone completes it, have them get into small groups (3-4 to a group) and discuss the questions on Page 7 of the workbook.</p> <ul style="list-style-type: none"> • Why did we start Leading the Lion Pride with talking about our values?

15/50	ACTIVITY: FOUR CORNERS
	<p><i>Tape the four signs on the walls before the start of the session</i></p> <p>When the statement is read, move the corner that matches your beliefs - you can choose between agree, strongly agree, disagree, strongly disagree. You may not stand in the middle you must choose a corner.</p> <p>In between questions, see if anyone is willing to share why they are standing at that corner.</p> <ul style="list-style-type: none"> • It's okay to skip class if I know I'm going to pass • Technology is getting in the way of our ability to communicate face to face • There is no harm in posting a picture to TFM or tagging TFM in a picture • Since I'm a new member, I don't need to participate in the Phi Mu Delta events It's okay to use your mom's credit card at a book store to buy a book without asking her first • It' s okay if you let your friend cut in front of you in a long line to buy tickets for a movie or a concert. • It's okay to cheat on online quizzes, they're online! • It's okay to take Adderall or Ritalin, that's not prescribed to me, to cram for a test before finals • It's okay to fib and round up on my service hours so I don't get fined <p>Processing Questions</p> <ul style="list-style-type: none"> • Why did we do this activity? • What was easy about that? What was not? • What did you learn about yourself? • How did the choices of others affect the confidence you had in your opinion? • Is there a disconnect between what we say and what we do? <p><i>Values are our daily actions.</i></p>

10/60	CHARACTER
Workbook: Page 18	<ul style="list-style-type: none"> • What does it mean to be a man of character? What is your definition of character? <p>As you go through the Six Pillars of Character, see how much they know about each pillar and then provide the information. Have them write notes in their workbook on page 23.</p> <p>Trustworthiness: Be honest, don't deceive, cheat or steal. Be reliable, do what you say you will do, be loyal, have the courage to do the right thing</p> <p>Respect: Treat people with respect, use good manners, be considerate of others, don't threaten or harm someone</p> <p>Responsibility: Persevere: keep trying, use self-control, think before you act, always do your best</p> <p>Fairness: Play by the rules, don't take advantage of people, be open-minded, listen to others</p> <p>Caring: Be kind, be compassionate, express gratitude, forgive others, help people in need</p> <p>Citizenship: Make the community better, stay informed, obey laws and rules, protect the environment</p>

TRUSTWORTHINESS	Blue: Think True Blue	<ul style="list-style-type: none"> • Be honest • Don't deceive, cheat or steal • Be reliable—do what you say you'll do • Have the courage to do the right thing 	<ul style="list-style-type: none"> • Build a good reputation • Be loyal—stand by your family, friends and country
RESPECT	Yellow/Gold: Think the Golden Rule	<ul style="list-style-type: none"> • Treat others with respect; follow the Golden Rule • Be tolerant of differences • Use good manners, not bad language • Be considerate of the feelings of others 	<ul style="list-style-type: none"> • Don't threaten, hit or hurt anyone • Deal peacefully with anger, insults and disagreements
RESPONSIBILITY	Green: Think being responsible for a garden of finances; or as in being solid and reliable like an oak	<ul style="list-style-type: none"> • Do what you are supposed to do • Persevere: keep on trying! • Always do your best • Use self-control 	<ul style="list-style-type: none"> • Be self-disciplined • Think before you act—consider the consequences • Be accountable for your choices
FAIRNESS	Orange : Think of dividing an orange into equal sections to share fairly with friends	<ul style="list-style-type: none"> • Play by the rules • Take turns and share • Be open-minded; listen to others • Don't blame others carelessly 	
CARING	Red : Think of a heart	<ul style="list-style-type: none"> • Be kind • Be compassionate and show you care • Express gratitude • Forgive others • Help people in need 	
CITIZENSHIP	Purple : Think regal purple as representing the state	<ul style="list-style-type: none"> • Do your share to make your school and community better • Cooperate • Get involved in community affairs • Stay informed; vote 	<ul style="list-style-type: none"> • Be a good neighbor • Obey laws and rules • Respect authorities • Protect the environment

Have all the members stand in a straight line, side by side.

You will read a sentence that begins with "Cross the line if..." After every statement, members step out if they identify with the statement and then return to the starting point.

Cross the Line IF...

- You're from out of state
- You have siblings
- You're an only child
- You're adopted
- You plan to pay your own dues
- You never thought about joining a fraternity before joining Phi Mu Delta
- You have a job
- You've ever done something you regretted
- You've ever cheated on a test
- You have food allergies
- You've had an immediate family member pass away
- You want to have a family one day
- Your parents are divorced
- You have participated in a racial, sexual, or cultural joke
- You don't like these jokes, but do nothing to stop them
- You are willing to understand, support, and celebrate diversity
- You have been completely honest during this activity

Processing Questions

- How did you feel when you got to choose your answer as opposed to when you had no say in the answer?
- Were there times when you just went with the flow instead of going with how you really felt? If you're comfortable sharing, which statements were they?
- How did you feel when there were lots of people on your side of the line? How about when there were very few people on your side of the line?
- What questions do you have or want to offer to the group?
- What do you think the purpose of this activity was?

10/85	SPEAKER
	Introduce the speaker and allow him/her to speak for 10-15 minutes about values, values congruence, living the values of the organization, what consequences there are for not living ones values.
5/90	CLOSING
	<p>Thank you for participating and being vulnerable in today's activities. Today took trust in one another and is an important component of brotherhood.</p> <p>Initiation Date: _____</p> <p>Fees due: _____</p>



Week 3: History

Agenda

Session Length: 90 minutes

Learning Outcomes for Week 3

- Identify the chapter's local history and important chapter information
- Understand the history of fraternities and sororities
- Explain the history of Phi Mu Delta Fraternity
- Understand the mission, vision, and values of Phi Mu Delta Fraternity
- Understand the Founders' Creed of Phi Mu Delta

Materials Needed:

- The Oracle: Phi Mu Delta's Membership Manual
- Leading the Lion Pride facilitator guide
- Leading the Lion Pride workbook

Suggested Speakers:

- Chapter Advisor
- Campus Greek Life Advisor
- Alumnus

10/10	WELCOME & CHECK IN
Workbook: Page 19	<p>Begin the session by having the new members take the Check In Assessment in their workbooks.</p> <p>Review each question and answer:</p> <ol style="list-style-type: none"> 1. Trustworthiness, respect, responsibility, fairness, caring, and citizenship 2. \$300 3. Actions 4. Discuss their answers and how they be a man of good moral character.
10/20	CHAPTER INFORMATION
Workbook: Page 20	<p>Discuss the local chapter, campus, and community information</p> <p>How was your chapter started? If it started from a local, what was the local's designation? What is the chapter's chartering date?</p> <ul style="list-style-type: none"> • Why should we learn about other chapters on our campus?
10/30	HISTORY OF FRATERNITIES & SORORITIES
The Oracle: Pages 14-15	<p>Highlight key facts about the history of fraternities and sororities</p> <ul style="list-style-type: none"> • Why were fraternities and sororities founded? Is that still relevant today?
10/40	PHI MU DELTA HISTORY
The Oracle: Pages 34-39	<p>Highlight key facts about the creation and history of Phi Mu Delta.</p> <ul style="list-style-type: none"> • Does anything surprise you? Why or why not?
15/15	MISSION, VISION, VALUES
Workbook: Page 24	In small groups, have the new members work in their workbooks to discuss the mission, vision, and values of Phi Mu Delta.
25/80	CREED BREAKDOWN
Workbook: Pages 25-26	<p><i>Have 5-6 members of the chapter ready to discuss different sections of the creed.</i></p> <p>Break down the creed into four sections, have chapter members discuss why that section resonates with them and how they believe they can enact it in their daily lives.</p>

10/90	ACTIVITY: ORDER MATTERS
	<p>Without talking, members of the group should arrange themselves in various orders.</p> <ul style="list-style-type: none"> • Numerically by birth date • Alphabetical (by first or last) <p>Processing Questions</p> <ul style="list-style-type: none"> • What are the basic requirements of effective communication? • What other means of communication can be substituted for speech? • Do people pay closer attention to each other when they are deprived of the power to speak? • How does this activity relate to the chapter setting?
	CLOSING
	<p>Thank them for their participation in the day's activities.</p> <p>Initiation Date: _____</p> <p>Fees due on: _____</p>

Week 4: Wellness

Agenda

Session Length: 90 minutes

Learning Outcomes for Week 4

- Define personal wellness – physical, mental, and financial health
- Describe the difference between mental and physical health
- Understand one's own personal wellness
- Recognize the wellness of the chapter through a wellness assessment
- Identify anything that can negatively influence the chapter
- Understand risk management
- Identify dynamic recruitment strategies
- Describe the importance of strong academics in the fraternity
- Build fellowship among new members through team building activities

Materials Needed:

- Notecards (1 per new member)
- The Oracle: Phi Mu Delta's Membership Manual
- Leading the Lion Pride facilitator guide
- Leading the Lion Pride workbook

Suggested Speakers:

- Chapter Advisor
- Campus Greek Life Advisor
- Academic Advisor
- Recruitment Advisor
- Campus health and wellness center
- Community health and wellness center

Chapter Members that Should Attend:

- Big brothers
- Recruitment chair
- Risk management chair
- Scholarship chair

10/10	WELCOME & CHECK IN
Workbook: Page 27	<p>Begin the session by having the new members take the Check In Assessment in their workbooks.</p> <p>Review each question and answer:</p> <ol style="list-style-type: none"> 1. 1918 at the Universities of Connecticut, Vermont, and New Hampshire 2. Clarence Dexter Pierce, Arthur Conrad Bird, Otis Raymond Garland, Charles S. Rising, Robert C. Stimson, Lloyd Woodward 3. National Federation of Commons Clubs 4. Princeton Orange, black, and white 5. Life 6. NIC, NPC, NAPA, NALFO, NPHC, NMGC
10/20	WELLNESS ASSESSMENT
Workbook: Pages 28-30	<p>Have the new members complete the personal wellness assessment. Once each new member has scores, pose the following questions:</p> <ul style="list-style-type: none"> • What score was the highest? Lowest? • How does your score compare to what you thought it would? • How can you improve your overall personal wellness? • Why should we discuss personal wellness during new member education?
10/30	CHAPTER WELLNESS ASSESSMENT
Workbook: Page 33	<p><i>Walk the new members through the Chapter Wellness Assessment - BE HONEST.</i> It is important for new members to understand the state of the chapter. This is supposed to help new members understand what a successful, healthy chapter looks like, not critique what is or is not happening.</p> <ul style="list-style-type: none"> • Why did we do this? • What does the chapter do well? • What does the chapter need to work on? • What are things that can negatively impact the chapter?
10/40	RISK MANAGEMENT
The Oracle: Pages 84-88	<ul style="list-style-type: none"> • What are risks? What risks to do we take everyday? Why do we take risks? <p>Review the risk management policies for the National Fraternity and chapter.</p> <p>Explain why we have risk management policies and liability insurance.</p>

10/50	RECRUITMENT
The Oracle: Pages 89-91	<p>The livelihood of the chapter is dependent upon recruitment and bring high quality men into the chapter.</p> <p>Explain dynamic recruitment strategies and how to identify, find, and recruit potential new members.</p> <ul style="list-style-type: none"> • Recruitment is NOT having large scale events and posting flyers, its building RELATIONSHIPS and meeting new people that meet the expectations and would positively influence the chapter.
10/60	ACTIVITY: MIND JOGGERS
	<p>Recruitment does not end when the new member class begins class and does not start at the beginning of the semester.</p> <p>Pass out the note cards and ensure each new member has a card. Recruitment is NOT having large scale events and posting flyers, its building RELATIONSHIPS and meetings new people that meet the expectations and would positively influence the chapter.</p> <p>Now that you know the expectations, mission, vision, values, of the fraternity and members of the brotherhood, who else meets these?</p> <p>On the note card WRITE 3 names of men on campus (friends, classmates, coworkers, etc.) who are not in a fraternity that would be great additions to the fraternity. In addition to his name, write his phone number.</p> <p><i>Collect these cards and give them to the Recruitment Chair to contact.</i></p>
10/70	SCHOLARSHIP
	<p>Have the Scholarship Chair come to this session and discuss the chapter's academic plan.</p> <p>Why does the chapter have an academic plan?</p>

10/80	ACTIVITY: SPEED DATING
	<p>This activity is similar to the concept of speed dating and is designed for all members to have the opportunity to briefly meet each other. Divide the group in half, with on half seated in a row at a table. Each person on the other half of the team spends about a minute talking individually to each of the seated members. When the minute is up, each individual moves to the next seated team member and repeats the process. This continues until all members have met. Include big brothers in this activity.</p> <p>Questions to ask for each station:</p> <ul style="list-style-type: none"> • Tell each other about your favorite childhood experience. • Why did you attend this school? • Favorite family vacation • What do you want to do after graduation and why? • What do you want to accomplish in Phi Mu Delta? • Favorite US President and why • Favorite book
10/90	SPEAKER
	Introduce the speaker and allow him/her to speak for 10-15 minutes on wellness, whether it be individual or chapter wellness.
	CLOSING
	<p>Thank them for their participation in the days activities and remind them of the next meeting time and location.</p> <p>Initiation Date: _____</p> <p>Fees due on: _____</p>

Week 5: Leadership

Agenda

Session Length: 90 minutes

Learning Outcomes for Week 5

- Define leadership
- Identify their own leadership styles through the True Colors Inventory
- Explain Roberts' Rules of Order to prepare for chapter meetings
- Recognize the different chair positions and committees within the chapter
- Explain the four keys to accountability
- Understand their role within the chapter to hold others accountable
- Distinguish between the different types of civic engagement
- Develop a civic engagement project to be implemented during their new member semester

Materials Needed:

- The Oracle: Phi Mu Delta's Membership Manual
- Leading the Lion Pride facilitator guide
- Leading the Lion Pride workbook

Suggested Speakers:

- Chapter Advisor
- Campus Greek Life Advisor
- Judicial Advisor
- President of the Institution
- Civic Engagement Office

Chapter Members that Should Attend:

- Big brothers
- All executive board members
- Sergeant-At-Arms
- Committee chairs

10/10	WELCOME & CHECK IN
Workbook: Page 35	<p>Begin the session by having the new members take the Check In Assessment in their workbooks.</p> <p>Review each question and answer:</p> <ol style="list-style-type: none"> 1. _____ (chapter specific) 2. (chapter specific) 3. 25 4. Building relationship with people 5. (chapter specific) 6. Friendship and fellowship – a group of men with common values, interests, and goal that make a lifelong commitment to better themselves.
10/20	ACTIVITY: LEADERSHIP INVENTORY
Workbook: Pages 36-37	<p>Have the new members complete the True Colors Personality Assessment. Once each new member has scores, pose the following questions:</p> <ul style="list-style-type: none"> • What is your primary color? • Does this surprise you? Why or why not? • Now that you know your personality traits and the traits of others, what can you do with this information?
10/30	OFFICER DESCRIPTIONS
	<p><i>All executive board members should be in attendance</i></p> <p>Each officer should discuss their position and answer the following questions:</p> <ul style="list-style-type: none"> • What are the primary responsibilities of this position? • What is something they accomplished in their role this year? • What is a goal they want to accomplish? • What advice do they have someone wanting to take on a leadership role in the chapter?
10/40	CHAPTER MEETINGS
The Oracle: Pages 79-81	<p><i>The Sergeant-At-Arms should be here</i></p> <p>He should discuss his role within the chapter and go over Robert's Rules of Order</p> <p>The basics are covered in The Oracle</p>

5/45	COMMITTEES
	<p><i>Each committee chair should be here</i></p> <p>Each should discuss his committee and what the expectations for committee members are</p>
10/55	ACTIVITY: MAKING EXCUSES
	<p><i>Have scripts for this printed out ahead of time to give to volunteers!</i></p> <p>Ask the group for 5 volunteers. Assign roles and pass out copies of the skit to the volunteers. Have them act out their parts, preferably with feeling.</p> <p>President: Okay, it's the day of the philanthropy event, are we ready?</p> <p>Philanthropy Chair: I had a test, three papers, and worked all night. There wasn't any time left to plan the philanthropy event!</p> <p>PR Chair: I thought it was tomorrow! I haven't promoted the event at all yet!</p> <p>Committee Member: I didn't think anyone would notice I didn't do anything yet...</p> <p>Committee Member 2: I came to the meeting and participated but I forgot to remind the PR chair to make the flyers...</p> <p>President: (Shaking his head, looking at audience . . .) "I think something's wrong here."</p>
	<p style="text-align: center;">Processing Questions</p> <ul style="list-style-type: none"> • What is the moral of the story? • What could these members have done to be more accountable, to use self-restraint and to strive for excellence? • How do you think the members felt about not having the philanthropy event planned? How should they have felt? • How do you think the president felt? • We all make mistakes sometimes. How should you handle a situation when you are unprepared but want to make up for it?

10/65	ACCOUNTABILITY
Workbook: Page 39	<p>Have someone in the group read the "Story about Somebody, Everybody, and Nobody" aloud</p> <ul style="list-style-type: none"> • How does this relate to the activity we just did? • Do we do this in our everyday lives? What is the result when we assume someone else will do something that needs to be done? <p>SIMPLE Model for Accountability S - Set expectations I - Invite commitment M - Measure progress P - Provide feedback L - Link to consequences E - Evaluate effectiveness</p> <p>There are four keys to successful accountability: - Responsibility: a duty that binds to the pursuit of action - Answerability: being called to account - Trustworthiness: a trait of being worthy of trust and confidence - Liability: being legally bound to a debt or obligation</p> <ul style="list-style-type: none"> • How does this relate to character education? • What does this have to do with leadership? • How can new members hold the leadership accountable?
10/75	CIVIC ENGAGEMENT
Workbook: Page 40	<p>Using the workbook, walk the members through the different types of civic engagement and have them determine different examples of each type.</p> <ul style="list-style-type: none"> • Why do we do civic engagement? • How does this relate to Phi Mu Delta? • How does this relate to the Founders' Creed? • What do we gain by participating in civic engagement? <p>What impact can we have through civic engagement?</p>
10/75	CIVIC ENGAGEMENT
Workbook: Page 42	<p>Explain the civic engagement project.</p> <p>Once the project is finished, have them complete Page 42 in the workbook.</p>

10/90	SPEAKER
	Introduce the speaker and allow him/her to speak for 10-15 minutes on leadership, accountability, chapter operations, civic engagement, or how these relate.
	CLOSING
	<p>Thank them for their participation in the days activities and remind them of the next meeting time and location.</p> <p>Initiation Date: _____</p> <p>Fees due on: _____</p>

Week 6: Lifelong Membership

Agenda

Session Length: 90 minutes

Learning Outcomes for Week 6

- Recognize what the Alumni Association and House Corporation are
- Determine the importance of the lifelong membership in Phi Mu Delta
- Describe the difference between ritual and Ritual
- Identify the why, how, and what of Phi Mu Delta
- Understand the expectations of the Initiation Ritual

Materials Needed:

- Screen/Projector
- Laptop
- Speakers
- The Oracle: Phi Mu Delta's Membership Manual
- Leading the Lion Pride facilitator guide
- Leading the Lion Pride workbook

Suggested Speakers:

- Alumnus
- Campus Advisor
- Alumni Association Leadership (if applicable)
- House Corporation Leadership (if applicable)

Chapter Members that Should Attend:

- Big brothers
- Chaplain
- Alumni Relations Chair
- Executive Board members

10/10	WELCOME & CHECK IN
Workbook: Page 43	<p>Begin the session by having the new members take the Check In Assessment in their workbooks.</p> <p>Review each question and answer:</p> <ol style="list-style-type: none"> 1. Roberts' Rules of Order 2. One 3. FALSE 4. Brother President 5. FALSE 6. Chapter management, scholarship, communication, recruitment and membership, finances, programming, civic engagement
10/20	ALUMNI
Workbook: Page 44	<p>Define Alumni Association and House Corporations</p> <p>If you have an Alumni Association and/or a House Corporation, list who serves on these boards.</p> <ul style="list-style-type: none"> • You are new members, why should we discuss alumni relations?
10/30	SPEAKER
	Introduce the speaker and have him talk about his experiences in Phi Mu Delta, as an undergraduate and now as an alumnus.
15/45	ACTIVITY: PMD JEOPARDY
	<p>To help the new members study for their National Exam and learn more about Phi Mu Delta:</p> <p>Play PMD Jeopardy: www.jeopardy.rocks/pmdjeopardy</p>
10/55	LITTLE R, BIG R
	<p>Ask someone in the group to describe the first 10 minutes of their day</p> <ul style="list-style-type: none"> • Is it the same everyday? Why? <p>Little 'r' rituals are the things we do every day, the way we live our lives and how we go about our days. These are our daily habits.</p> <p>Big 'R' is where we learn the values of Phi Mu Delta. It is a constant. How can we make our Big 'R' ritual a part of our Little 'r' ritual?</p>

5/60	SECRET THOUGHTS OF THE RITUAL
	<p>Watch the Secret Thoughts of the Ritual video https://www.youtube.com/watch?v=EQenWQVcZgM</p> <p>Living the Ritual mean that we put our Big 'R' ritual at the core of what we do. All that we do should flow from the lessons, teachings and recommendations found in our Ritual.</p>
10/70	WHY, HOW, WHAT
Workbook: Page 46	<p>In the workbook, there is a circle diagram that has WHY, HOW, and WHAT written in them.</p> <ul style="list-style-type: none"> • What is the WHY? (Big R) • What is the HOW? (Little r) • What is the WHAT? (Our actions)
10/80	RBC
Workbook: Page 45	<p>In the bottom section of the pyramid, write what the new members say about a CLUB</p> <ul style="list-style-type: none"> • What is a club? • What does a club do? • What is the purpose of a club on a college campus? <p>In the bottom section of the pyramid, write what the new members say about a BROTHERHOOD</p> <ul style="list-style-type: none"> • What is a brotherhood? • Who has brotherhoods? • What is the purpose of a brotherhood on a college campus? • Why do brotherhoods exist outside of college campuses? <p>In the bottom section of the pyramid, write what the new members say about a RITUAL</p> <ul style="list-style-type: none"> • What is a ritual? • Who has rituals? • Why do fraternities and sororities have rituals?
10/90	THE RITUAL
	<p>Dress: Badge Attire (button down shirt, slacks, dress shoes)</p> <p><i>This is an alcohol and substance free event, anyone intoxicated will be asked to leave.</i></p>

	CLOSING
	Thank them for their participation in the day's activities and remind them of the next meeting time and location. Initiation Date: _____ Fees due on: _____

New members should complete the National Examination PRIOR to the Initiation Ceremony and score at least an 80%.



Initiation Ceremony

The Ritual Committee

With direction from the Chaplain, the ritual committee is responsible for ensuring a smooth and successful Initiation Ceremony that is special for the new members.

The ritual of Phi Mu Delta is the core meaning of its existence and should be treated as such. Each Initiation Ceremony should be treated with the upmost respect and consideration.

The ritual committee is appointed by the president of each chapter and will consist of 12 men and should consist of (if possible) an equal representation from all three upper classes.

The ritual committee should be practicing the Initiation Ceremony regularly to ensure smooth transitions and effectiveness of the ceremony. Everyone participating in the ceremony should be COMPLETELY SOBER.

Those participating in the Initiation Ceremony should practice reciting their lines to ensure it is a fluid conversation and not read like a script.

Post Initiation Meeting

IMMEDIATELY FOLLOWING the Initiation Ceremony, the entire chapter should sit together and discuss the ceremony with the new members.

This should be a conversation had with the entire chapter so that new members understand that it is a lifestyle, not a ceremony that happens once a semester. The initiated members can discuss their favorite parts of the ritual, what it means to them, and how they live it in their daily lives.

SCENE 1

What is the significance of this scene?

- What is a good fraternity man and why is it difficult to be one?

Discuss the following statement: "The way to indifference and neglect of duty is paved with good but thoughtless intentions."

- What does this mean?
- How does this relate to our chapter?

"Recognizing that leaders of men must be persons of ability and education, they knew that in the eyes of the gods that all men are equal."

- What does this mean?
- How does this relate to Phi Mu Delta today?

SCENE 2

What is the significance of this scene?

- What is the meaning of death in this scene?

"Democracy recognized the true worth and potential values of every man."

What does Phi Mu Delta mean? Fraternity? Democracy? Service?

"Keep these ideals always with you that the eye may never be dimmed."

- What does this mean?

SCENE 3

What is the significance of this scene?

Break down the Oath for the new members.

- What does it mean?

Explain the grip and the password (and how it changes).

"The jeweled badge whose significance you have just had explained to you, is to be worn on the shirt or vest directly over the heart at all time. It may never be worn in any other place or in any other manner."

- Where and how do we wear our badges?

Challenge Activities

Personal Coat of Arms

Materials: pencils, blank sheets of paper

Time Needed: 75 minutes

Task: Distribute blank sheets of paper for each member. Ask each brother to draw his own personal coat of arms. It is up to his own creativity, imagination, and artistic skills to come up with his personal rendition. The drawing should include symbols which represent some personal values, how the fraternity come into his life, and significant influences in his life. An open motto should accompany his picture. Each brother should take a turn and describe his coat of arms and symbols to the entire group.

Discussion Questions

- What are significant things you learned about others as a result of this exercise?
- Was this difficult? Why?
- What types of symbols did people use?
- Did anyone use non-fraternity symbols?
- Did that surprise you? Why/why not?
- What were some similarities and differences seen in each person's coat of arms?

Magic Carpet

Materials: 4' x 5' piece of tarp or plastic cloth per 8-12 people.

Time Needed: 30 minutes

Task: Have all group members stand on the tarp/cloth. Their goal is to turn the tarp/ cloth over without touching the ground surrounding it. All participants must maintain contact with the tarp/cloth at all times. This eliminates the options of carrying participants on shoulders and other balance related concerns.

Discussion Questions

- What was your role in regard to coming up with a solution?
- Were you active or passive?
- Who did the most work?

The Maze

Materials: maze: tape or chalk to create maze

Time Needed: 30 minutes

Task: A grid is taped out on the floor 5 squares x 7 squares. The facilitator determines the pattern participants will have to follow in order to get from one side of the grid ('maze') to the other. However, the facilitator will not share the pattern with participants. The group must then discover how to travel through the maze determined by the facilitator.

Rules:

1. One person at a time enters the maze and travels one square at a time until an error is made (does not step onto the correct square of the travel pattern). Then, another member of the group attempts to discover the pattern.
2. Once the pattern through the maze has been discovered, each member of the group, one at a time, must travel correctly through the maze. If an error is made, the whole group has to start again.
3. The other group members may give assistance to the person traveling through the maze. Options for assisting: verbal or nonverbal.

Discussion Questions

- How did members initially treat the challenge?
- What behaviors helped the group succeed?
- What paths do we follow in our chapter?
- Who has created these paths?

Reverse Candle Pass

Materials: chapter gavel or large dripless candle

Time Needed: 60 minutes

Task: Depending on the size of the chapter, you might want to break the group into smaller groups of 10-12. This is an intense sharing exercise that will require a great deal of time. The traditional gavel pass involves the passing of a gavel and each member speaking his mind. With a Reverse Candle/Gavel Pass, the person that holds the candle/ gavel does not speak. When a brother gets the gavel/candle, 11-12 others tell him how much they value his membership in the fraternity or what they appreciate most about him. Allow each individual to share for 2-3 minutes. When all have spoken to the members holding the gavel/candle he passes it to the next participant. Continue until all members have been "appreciated."

Fairness in Recruitment

Materials: slides of scenario

Time Needed: 20 minutes

Task: You can only give one bid to the men listed on the screen. Who do you choose to bid? They can only make the decision based on the information provided.

Sam Service: Everyone in the chapter likes him, the women love him, and he has done a lot of community service.

Sean Super: Has a 3.9 GPA and works full time to put himself through school.

Adam Abroad: Is a junior, and just returned from a year aboard.

Ian Involved: Everyone knows him on campus because he is so involved, his GPA is a 2.5 (the chapter standard is a 2.5).

Larry Legacy: His dad, uncle, and grandfather are all alumni of the chapter.

Discussion Questions

- Was your decision easy or difficult?
- Did everyone in your group agree from the start?
- Did you find yourself defending a certain PNM?
- Why do you think you did that?
- How was your group able to finally arrive at a consensus?
- Which theory of substantive fairness did your group follow?

Playing Card Hierarchy

Materials: one deck of playing cards and four signs indicating the groups (JQK; 8,9,10; 5,6,7; and 2,3,4)

Time Needed: 10 minutes

Task: Take enough cards from the deck so that you have one for each of the participants. Make sure you have roughly even numbers from each hierarchy group. Say, “Everyone will get a card. DO NOT LOOK AT IT! You will put the card on your forehead so others can see it. Depending on what card you have, people may or may not want to be with you. If you have a jack, queen, king or ace, you definitely have lots of friends and people want to be with you. If you have an 8, 9 or 10, most people want to be with you. If you have a 5, 6 or 7, not many want to be with you. If you have a 2, 3 or 4, most people do not want to be with you. You will find this out by asking your classmates questions, such as:

Would you go to the game with me tonight?
Would you walk to class with me?
Want to work with me on the philanthropy event?
Would you like to get lunch with me?

Those who are asked the questions will respond according to the group in which the asker belongs, using both verbal and nonverbal communication. As soon as you think you know your group, go stand by that sign.

Discussion Questions

- How many questions did you have to ask before you knew which group you were in?
- What kinds of responses did you get from people when you asked to hang with them?
- If you were in the 2/3/4 group—how did that feel?
- How would it feel if that wasn't a game?
- How does it feel to be in the J/Q/K/A group?
- What does it mean to be left out?
- What does respect mean?
- What would have been a more respectful way to answer someone that was a 2/3/4 when they asked you to hang with them?
- If you really don't feel like hanging with someone, how can you tell them that respectfully?

Pin and Flag

Materials: the fraternity flag and a badge

Time Needed: 30 minutes

Task: All members hold onto the edges of the flag with a fraternity badge in the center. The flag should be held strong and taut (representing a strong chapter). The facilitator should share the analogy of the flag and chapter. The facilitator states some of the problems and challenges that the fraternity is facing. For example:

Have you missed chapter meetings?

Have you skipped class?

Have you damaged the house? (if applicable)

Have you not paid your dues on time?

Have you missed a recruitment event?

Have you missed a philanthropy event?

Have you cheated on a test?

Have you not held someone accountable for doing something but complained about it behind their back?

If a member can relate to the statement he must let go of the flag. The facilitator should discuss how each area hurts the chapter after each statement. With each statement members will let go and the flag will develop ripples and sag. The facilitator should discuss the value of each and every member of the chapter and how each person has to contribute to his full ability to make the chapter strong. Each member should share how he is going to keep the fraternity going strong.

National Examination

1. When was Phi Mu Delta founded?
1918
2. Where was Phi Mu Delta founded?
Universities of Connecticut, New Hampshire, and Vermont
3. What organization was Phi Mu Delta founded from?
The National Federation of Commons Clubs
4. Who are Phi Mu Delta's founders?
Clarence Dexter Pierce, Arthur Conrad Bird, Otis Raymond Garland, Charles S. Rising, Robert C. Stimson, Lloyd A. Woodyard
5. TRUE or FALSE. Phi Mu Delta was the first national fraternity to accept men regardless of their race or religious affiliation.
TRUE
6. What are the ideals of Phi Mu Delta?
Brotherhood, Service, and Democracy
7. What are the official colors of the fraternity?
Princeton Orange, Black, and White
8. What are the nicknames of Phi Mu Delta?
PMD, Phi Mud, Mud
9. What is the national philanthropy?
Saint Jude Children's Research Hospital
10. What is the official flower of Phi Mu Delta?
The jonquil
11. What are the mascots of Phi Mu Delta?
Lion or raccoon
12. Who is the patron saint of Phi Mu Delta?
Abraham Lincoln
13. What is the national publication of the fraternity?
The Triangle

14. What is the 1918 Society?
An undergraduate giving society where members are encouraged to donate \$19.18 annually to the Education Foundation
15. TRUE or FALSE. Once a member accepts his bid, he has full membership rights in the chapter.
TRUE
16. Newly inducted members are called _____.
New Members
17. Once initiated, you are a member for _____.
Life
18. Who is serving on the National Council?
President: Paul Kittle, VP of Membership: Joe Dorion, Secretary: Joe Thompson, VP of Finance: Dave Smittle, Members-at-Large: Tom Kier & Ryan Grogan, Undergraduate Reps: Alex Fries & Mitch Larson
19. What is an Alumni Association?
An organization that provides support and assistance to the undergraduate chapter and maintain social contact with the alumni from a particular chapter.
20. What is a House Corporation?
An organization that controls the property owned and maintained by the local chapters and the fraternity.
21. Who are the District Governors?
Ronnie Brown, Derrick Dubois, and Sam Waltemeyer
22. Where is the National Office located?
216 Haddon Ave, Suite 602 Haddon Twp., New Jersey 08108
23. Who is the Executive Director?
Tom Murphy
24. How are the chapter designations assigned?
The first letter indicates the region where the chapter is located and the second letter indicates the order it was formed within that region.
25. What is the supreme legislative body of the National Fraternity?
National Conclave
26. TRUE or FALSE. The National Fraternity only recognizes three statuses: new member, active member, and alumnus.
TRUE
27. What are the seven components to the National Accreditation Program?
Chapter management, scholarship, communication, membership and recruitment, finances, civic engagement, and programming.

28. What are the three levels a chapter can achieve in the National Accreditation Program?
Gold Standard (above 90%), Silver Standard (80%-89%), Bronze Standard (79%-80%)
29. What is the minimum chapter size expectation?
25
30. Name the programs hosted by the National Fraternity.
Conclave, Sapphire Leadership Institute, Navigator, Officers' Academy, Regional Recruitment Workshop, Regional Leadership Summit
31. When is the National Conclave held?
Biannually on the even numbered years
32. TRUE or FALSE. Everyone is invited to attend National Conclave.
TRUE
33. What is Sapphire Leadership Institute?
Held biannually to assist all undergraduate members who are interested in learning more about leadership.
34. What is Navigator?
An elite program designed to introduce newly initiated members to the possibilities of lifelong membership.
35. What is Officers' Academy?
Held every January designed to provide the nuts and bolts training to all newly elected officers.
36. What is the Regional Leadership Summit?
A leadership program designed to assist chapter leaders in addressing current organizational issues and seek solutions.
37. What is the Regional Recruitment Workshop?
A training program designed to provide chapters and colonies with dynamic recruitment strategies.
38. What is the ENGAGE program?
Phi Mu Delta's comprehensive membership development program.
39. Values are articulated through our _____.
Actions
40. List the 5 executive offices within the chapter.
President, VP of Membership, VP of Finance, VP of Member Development, VP of Administration.
41. Which chapter officer oversees the recruitment committee?
VP of Membership
42. Which chapter officer oversees the service committee?
VP of Member Development

43. Which chapter officer oversees the philanthropy committee?
VP of Finance
44. What is the parliamentary procedure used during chapter meetings?
Robert's Rules of Order
45. Name the six ways the chapter can grow the names list (cylinders of recruitment).
Referrals, summer recruitment, member positioning, membership drives, marketing for names, rush.
46. What are the six pillars of character?
Trustworthiness, respect, responsibility, fairness, caring, citizenship.
47. What are the four keys to successful accountability?
Responsibility, answerability, trustworthiness, liability.
48. What is civic engagement?
Working to make a difference in the civic life of our communities and developing the combination of knowledge, skills, values, and motivation to make a difference.
49. What are the 4 types of civic engagement?
Organizational involvement, individual volunteerism, electoral participation, creative representation.