**Kappa Alpha Order**



**Enhanced Membership Experience**

**Spring 2019**

**Epsilon Lambda Chapter**

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**Introduction**

It was the duty of every member of our chapter to investigate potential new members before extending them a bid of membership. As an Order, we look for individuals who previously possess the same qualities and ideals as ourselves. It is through recruitment that we examine a man’s qualities to make a determination on whether he can become a valuable member to our chapter and to Kappa Alpha Order. It is also the duty of each member of the chapter to aid in the education of these men. The purpose of new member education is to educate young men on the manners, principles, history and traditions of both Kappa Alpha Order and the Greek community. From the very first public induction, new members are welcomed as brothers and should be treated accordingly throughout their education and preparation for initiation. As the new member educator, I am responsible for not only the education of the new members, but also their assimilation into the active chapter.

**Recruitment**

Recruitment is the lifeblood of Kappa Alpha. Hundreds of young men join Kappa Alpha Order every year. Once the spring semester begins, Kappa Alpha Order begins a formal rush process. Throughout the process and during the distribution of bids, Kappa Alpha Order will not provide alcohol and all members and potential new members will refrain from the use of alcohol. We, as a chapter believe that in order to guarantee the optimum recruitment, all members must have a clear mind.

**Anti-Hazing Statement** (From the Kappa Alpha Order National Administrative Office)

(a) Hazing, as that term is used in the Kappa Alpha Laws, shall be further defined as any act or omission by any member of the Kappa Alpha Order directed against any other member which with or without intent: (1) Is likely, with reasonable possibility, to cause bodily harm or danger, offensive physical punishment or disturbing pain; (2) Is likely to compromise the dignity of a member, cause embarrassment or shame to a member to be the object of malicious amusement or ridicule, or cause any psychological harm or substantial emotional strain; or (3) Will, unreasonably or unusually impair a member’s academic efforts.

(b) This definition of "hazing" includes any requirement by a member which compels a member to participate in any activity which is illegal, which is known by the compelling person to be contrary to a member's moral or religious beliefs or which is contrary to the rules or regulations of the member's institution of learning

(c) Consistent with the above definition, the following specific examples of "hazing" are prohibited, but not limited to, the following: (1) Transporting a member against his will; (2) Marking or branding of a member; (3) Preventing a member from attending class; (4) Forcing a member to eat or drink against his will, and requiring or encouraging a member to participate in any activity which is involved with consumption of prescribed quantities of alcoholic beverages; (5) Requiring a member to perform personal service or acts of servitude to include serving as a designated driver as part of a chapter organized designated driver program. Amended October 19, 2007. (6) Conducting any and all forms of lineups; (7) Paddling and/or striking in any manner; (8) Preventing a member from practicing personal hygiene; (9) Causing a member to be indecently exposed; or (10) Requiring a member to dress in a manner causing ridicule or humiliation. (11) Pledge books or signature books, including any compilation of names and/or of personal data related to active members, or members awaiting initiation, that is required of a member awaiting initiation as a component of his pre-initiation education. Adopted October 24, 2002.

(d) Furthermore, participation in or condonation by an Active Chapter as a unit, a member of an Active Chapter, or any other member of the Kappa Alpha Order involving any member of the Order in any activity which does not have an independent immediate, positive purpose shall constitute an act of hazing.

(e) Members as herein mentioned shall include all initiated and uninitiated members of the Order. Adopted August 6, 1980.

**Our Chapter’s Personal Statement Regarding Hazing**

 The Epsilon Lambda chapter of Kappa Alpha Order maintains a strict zero- tolerance policy regarding hazing that corresponds with the guidelines listed above. In recent years, Miami University has unrecognized several chapters due to hazing related incidents. Kappa Alpha Order has challenged the negative reputation surrounding the Greek community today. We have done so by establishing a well-organized and disciplined new member education process that we believe separates us from the norm. In tandem with our new member education process is our internal process to deal with suspected hazing and hazing allegations. Active brothers, alumni, and our national office all play important roles in this process. In addition, our chapter works together with OCS (Office of Community Standards) and IFC (Interfraternity Council) to resolve any allegations.

**New Member Education Goal**

There are many reasons for joining a fraternity - the most important of which you will not know until after your initiation. One benefit of fraternity membership is the opportunity to live and work together as a team and as brothers. This program is designed to guide you through the new member period and prepare you for initiation. Throughout the next seven weeks, you will read and study about various topics such as:

• Chapter Operations

• Time Management

• Scholarship

• Personal Finance

• Professionalism and Etiquette

• History of Kappa Alpha and Our Chapter

• Kappa Alpha Laws, Chapter By-Laws and Parliamentary Procedure

• Robert E. Lee, Kappa Alpha’s Spiritual Founder

• Brotherhood - Responsibility

We hope that you will enjoy the next several weeks as you learn about Kappa Alpha Order. Before you begin the new member program, it is important to familiarize yourself with some basic expectations of membership.

**Financial Obligations**

Each new member will be expected to make a payment of $500 to the chapter for the spring semester of 2019. $365 dollars goes to our national organization, with the remaining amount allotted towards various brotherhood events and chapter expenses.

Newly initiated members will have the opportunity to live in the Kappa Alpha fraternity house their sophomore year.

* Housing fees are $2,400/semester
* Chapter & National dues are $800/semester

**New Member Eligibility Requirements**

• Potential new members must maintain a grade point average of 2.7 or better on a 4.0 scale.

• Involvement or pursuance of involvement in at least one other campus organization.

• Chivalrous attitude with respect to women and life in general

• Desire for self-betterment

• Commitment to excellence

**New Member Education Schedule**

**Recruitment January 27th – February 2nd**

Sunday No Event

Monday Recruitment Begins

Tuesday Recruitment Open-House

Wednesday Recruitment Open House

Thursday Recruitment Open House/First Night Bids

Friday Recruitment Open House/Second Night Bids

Saturday Recruitment Open House/Final Night Bids

**Week 1 February 3rd – February 9th**

Sunday Induction Ceremony & Weekly Meeting

 Super Bowl Sunday

 *Statement of Purpose*

Active and new members will gather at the KA house for the Super Bowl and food. We think this is a great way for the new members to learn more about the active brothers and feel more comfortable and at home at the Order

 - Formal Attire

- Opening Prayer

- Roll Call

- Discussion on responsibilities of membership

- Distribute items

• The Varlet

• The Talisman

• To Manners Born To Manner Bred

• Hazing, the Fratricide of Brotherhood

• New Member Supplement

- Discussion on The Varlet Assignments and Exams

- Objectives for next week...Chapters 1 & 2.

- Discussion on the history of the Greek system

- Review Kappa Alpha Order Risk Management Policy

- Introduction of New Member Class Offices, Committees and Duties

- Closing Prayer

Monday No event

Tuesday Group Breakfast at Garden Commons- 7:30AM

 Study Tables in Benton Hall 4:00-5:30 PM (Brad will attend)

IFC New Member Meeting/Exemption and Fire Safety (hosted by IFC)

Wednesday Brotherhood Event #1

 “Get to know your brothers”

 *Statement of Purpose*

New members will have the opportunity to learn the names & Hometowns of their pledge brothers as well as active brothers, and introduce themselves to one another.

Thursday Study Tables in Benton Hall 4:00-5:30 PM

Brotherhood Event #2

 “Walk and Talk’s”

 *Statement of Purpose*

New members along with some active brothers will go on a walk to talk about anything and everything. Like sports teams do a “walk and talk” on the day of a big game to clear their minds- the brothers and new members will take time to get anything that’s been on their mind out to the chapter. It is an opportunity to just enjoy the company of the chapter, get some fresh air, and learn about yourself and others.

Friday No event

Saturday Saturday Morning Service

**Week 2 February 10th – February 16th**

Sunday Weekly Meeting #2

 -Formal Attire

-Opening Prayer

-Roll Call

-Exam on Chapters 1 & 2

-Discussion of The Varlet assignment

-Objectives for the next week…Chapters 3-5

-Chapter Officers (Have each officer explain their position)

-Election of New Member Class Officers

-New Member Class Officers

-Discussion of proper business meetings

-Closing Prayer

Monday Brotherhood Event #3

 “Get to know your active brothers”

 *Statement of Purpose*

New members will have the opportunity to introduce themselves to one another and learn the names & hometowns of active brothers of the order.

Tuesday Breakfast at Garden Commons- 7:30AM

 Study Tables in Benton Hall 4:00-5:30 PM

 STEP UP 6-8pm FSB 2049

New Member Combine / Field Night (hosted by IFC)

Wednesday Dining Table Etiquette Lesson 1

* + - New members will be given a lesson on etiquette at the dining table with an evaluation in the future followed by a chapter-wide dinner in preparation for Convivium.

Brotherhood Event #4

 “New Member Scavenger Hunt”

 *Statement of Purpose*

New members are given a list of facts and qualities that belong to active brothers. The new members then split into teams to match each listed item to an active brother. This is a great avenue for the new members to meet the active brothers.

Thursday Study Tables in Benton Hall 4:00-5:30 PM

Friday No Event

Saturday Saturday Morning Service

Brotherhood Event #5

 “Cabin Creek Paintball”

 *Statement of Purpose*

Rounds of paintball at Cabin Creek Paintball in Hamilton, OH. This activity is geared towards encouraging members awaiting initiation to work as a team and put their trust in their brothers. As an organization we consistently encourage friendly competition no matter what aspect of life, for the betterment of ourselves and each other. This event will bring about camaraderie to the new members, as well as active brothers of the chapter.

**Week 3 February 17th – February 23rd**

Sunday New Member Meeting 3 & House Event (Meet the Housing Corporation/Advisors/Chapter Support Team)  facilitated by chapter

Weekly Meeting #3

- Formal Attire

- Opening Prayer

- Roll Call

- Reports of Correspondence

- New Member Officer Reports

- New Member Committee Reports

- Exam on Chapters 3-5

- Discussion of The Varlet assignment

- Objectives for next week...Chapters 6-9

- Time Management and Study Skills

- Campus Involvement and Leadership

- Voluntary Remarks

- Censor’s Reports and Decisions

- Roll Call

- Prelude to “A True Gentleman”

- Closing Prayer

Monday Dining Table Etiquette Lesson 2

* + - New members will be given a second lesson on etiquette at the dining table with an evaluation on Wednesday

Tuesday Group breakfast at Garden Commons- 7:30AM (Practice dining etiquette)

 Study Tables in Benton Hall 4:00-5:30 PM

Wednesday Chapter Wide Dinner (Etiquette Evaluation) in the kitchen

Thursday Study Tables in Benton Hall 4:00-5:30 PM

Friday No Event

Saturday Saturday Morning Service

**Week 4 February 24th – March 2nd**

Sunday Weekly Meeting #4

A True Gentleman: the Last Gentle Knight

- Formal Attire

- Opening Prayer

- Roll Call

- Reports of Correspondence

- New Member Officer Reports

- New Member Committee Reports

- Exam on Chapters 6-9

- New Members give their preferences for big brothers.

- Objectives for next week... Chapter 10

- Voluntary Remarks

- Censor’s Reports and Decisions

- Roll Call

- Closing Prayer

Monday Alumni Spotlight (Hosted by Cliff Alexander Office and Alumni Office)

No Event

Tuesday Group breakfast at Garden Commons- 7:30AM

Study Tables in Benton Hall 4:00-5:30 PM

Greek Convocation Attendance is Mandatory

Wednesday Brotherhood Event #6

 “What KA means to me”

 *Statement of Purpose*

As initiation nears, new members and active members alike are given a chance to say how KA has effected them in their college lives and how they believe being a KA will benefit them in the future.

Thursday Study Tables in Benton Hall 4:00-5:30 PM

Brotherhood Event #7

 “Big Brother Night”

 *Statement of Purpose*

Big brothers are revealed. Following the reveal, new members will spend the evening with their new fraternity families. This event will be held in the main house during the evening. Active’s are expected to welcome their littles into the family, inform them of family traditions. It is a night to appreciate a closer family amongst the entire fraternal brotherhood.

Friday No event

Saturday Saturday Morning Service

Sunday Initiation

**Special Notes**

Throughout the duration of the new member education process, there will be regularly held study tables where both active members and new members can focus on their studies. Further, new members and active members will attend an optional breakfast at Garden Commons once a week. This gets members up, awake, and ready for their academic day. This upholds one of our principles, which is academic excellence. Lastly, every Saturday morning there will be mandatory community service (unless excused for a valid reason). This teaches and strengthens the importance of giving back to the community, an aspect of this Order which we commend ourselves on.

**Kappa Alpha Laws Pertaining to New Member Education**

8-121. Initial preparation. A member preparing for initiation shall familiarize himself with the manners, principles, history, tradition, organization and institutions of the Order, as well as the general history and present status of the American College Fraternity System and the relation of the Order to other college fraternities.

8-122. Supervision of pre-initiation education. The I of each Active Chapter shall designate an active member to supervise and conduct complete pre-initiation education. From time to time during the period of education and at its conclusion, the supervisor shall report the development, interest, activities and conduct of the member awaiting initiation to the active members of the chapter and make whatever recommendations he deems appropriate. Amended by 72nd Convention, 2007.

8-123. Conclusion of pre-initiation education. At the conclusion of pre-initiation education, each member preparing for initiation shall be given an examination covering his familiarity with the manners, principles, history, tradition, organization and institutions of the Order, as well as his familiarity with the American College Fraternity System. No member may be initiated unless he shall pass such examination.

8-124. Report for initiation. A report that a member preparing for initiation has met all of the requirements prescribed by the Kappa Alpha Laws, the Executive Council, the bylaws of the particular Active Chapter and the rules and regulations of the institution upon the campus of which the chapter exists shall entitle that member to be initiated at the next regular initiation meeting of the Active Chapter unless his initiation is deferred or his membership is terminated.

Part 3. Deferral of initiation and termination of membership

8-131. Deferral of initiation. The initiation of any member otherwise eligible for initiation may, upon a one-third vote of all of the active members of the Active Chapter, be deferred until such time as the Active Chapter shall determine his initiation is in order for any cause the active members of the chapter may at that time determine to be sufficient for that action.

8-132. Involuntary termination of membership. The active members of an Active Chapter or the members awaiting initiation of a provisional chapter may terminate the membership of a member awaiting initiation at any time by a vote of two-thirds of the active members of the active chapter or by a vote of two-thirds of the members of the provisional chapter. Additionally, the Knight Commander or his designee, in the exercise of his discretion, may terminate the membership of a member awaiting initiation, having found that the continuance of such association is undesirable to the member or to the Order. Amended by the 69th Convention, 2001.

8-133. Automatic termination of membership. When a member awaiting initiation (a) shall cease to be a student at the institution at which is located the Active Chapter by which he was elected to membership; or

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(b) shall have remained unqualified for initiation for one year after the date he accepted the invitation to membership, by reason of (1) failure to meet the requirements of the pre-initiation examination, or (2) failure to meet the financial requirements for initiation, his membership shall be automatically terminated. Any member whose membership is terminated for reasons stated in (b) above may be forthwith re-elected to membership. Nothing herein, however, shall prohibit any Active Chapter, at its option, from initiating any person whose membership terminates pursuant to (a) above, provided (i) such person otherwise meets all of the requirements for initiation and (ii) the Province Commander consents to such initiation. Amended by 57th Convention, 1977 and the 72nd Convention, 2007, and the 74th Convention, 2011.

8-134. Voluntary termination of membership. Any member awaiting initiation may voluntarily relinquish his membership by letter to the Active Chapter of which he is a member or by any other method reasonably calculated to indicate his intention to terminate his membership. Amended by 72nd Convention, 2007.

Regulation 8: Membership

R8-121. PRE-INITIATION PERIOD. (a) General Rule. The pre-initiation education period for members awaiting initiation shall be no more than eight consecutive weeks during the semester or quarter and shall commence upon the acceptance of the invitation to membership as provided in Section 8-116. An induction ceremony must be held for any candidate accepting an invitation to membership within seven days of the extension of the invitation. Adopted May 17, 2000 to be effective September 1, 2000; amended August 2, 2006 to be effective January 1, 2007; and amended and combined with R8-124 on May 10, 2014 to take effect July 28, 2014.

 (b) Exceptions requiring approval. An exception to the requirement of R8-121 may be granted by the Executive Director upon timely written petition from an Active Chapter, supported by the Province Commander, for one of the following reasons: (1) Conflicting requirements of the College or University; (2) Compliance with the pre-initiation education period will conflict with the College or University’s examination schedule; (3) Emergencies or circumstances arising over which the Active Chapter had no control and could not reasonably anticipate; or, (4) Scheduled or rescheduled initiations made for the convenience of an initiate who would have otherwise been initiated within the prescribed period.

(c) Exceptions not requiring approval. When an invitation to membership is extended outside of a regular term or semester, or near the end of a regular term or semester, an induction ceremony satisfying the requirement in Section 8-116 must be held within the 10 days of the beginning of the classes for the immediate next regular term or semester.

(d) Limit of exception. The exception to the requirement of R8-121 shall be limited to the specific pre-initiation period for which the exception requiring approval or the exception

not requiring approval applies. Adopted August 5, 2000; amended November 4-5, 2011 to take effect December 23, 2011; and amended and combined with R8-124 on May 10, 2014 to take effect July 28, 2014.

 (a) General Rule. The pre-initiation education period shall be no more than eight consecutive weeks during the semester or quarter and shall commence upon the acceptance of the invitation to membership as provided in Section 8-116. Adopted May 17, 2000 to be effective September 1, 2000 Amended August 2, 2006 to be effective January 1, 2007.

(b) Exception. An exception to the requirement of R8-121 may be granted by the Executive Director upon timely written petition from an Active Chapter, supported by the Province Commander, for any of the following reasons: (1) Conflicting requirements of the College or University; (2) Presentation of a pre-initiation education program which covers a period in excess of ten consecutive weeks that provides significant value to the quality of member awaiting initiation preparation, provided there is no history of abuse in the Active Chapter’s execution of that program; (3) Compliance with the ten-week pre-initiation education period will conflict with the College or University’s examination schedule; or (4) Such other circumstances which, as presented, supports justification to grant an exception. No exception granted shall be continuing in effect, but shall require a petition to be submitted for each quarter or semester for which an exception is sought. Adopted August 5, 2000.

R8-129. MEMBERS-AWAITING INITIATION UNDER THE AGE OF SEVENTEEN. Any active chapter that inducts a member-awaiting initiation under the age of seventeen shall be required to do the following within ten days after the induction: (a) notify the province commander, alumnus advisor and the National Administrative Office that the active chapter has pledged a member-awaiting initiation under the age of seventeen; and (b) contact the parent, or legal guardian, of the member-awaiting initiation and provide a list of the chapters officers and contact numbers, a copy of the Varlet, a copy of the Parents Guide to KA, and the active chapters New Members Education Program. Adopted November 6, 2003.

R8-133. AUTOMATIC TERMINATION OF MEMBERSHIP. Upon the suspension or withdrawal of the charter of an active chapter, the membership of all members awaiting initiation shall be terminated. Adopted August 7, 2002.

 Regulation 9: Active Chapters

R9-261. PROHIBITION AGAINST HAZING. (a) Hazing as that term is used in the Kappa Alpha Laws shall be further defined as any act or omission by any member of the Kappa Alpha Order directed against any other member which with or without intent: (1) Is likely, with reasonable possibility, to cause bodily harm or danger, offensive physical punishment or disturbing pain;

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(2) Is likely to compromise the dignity of a member, cause embarrassment or shame to a member to be the object of malicious amusement or ridicule, or cause any psychological harm or substantial emotional strain; or (3) will, unreasonably or unusually impair a member’s academic efforts.

(b) This definition of "hazing" includes any requirement by a member which compels a member to participate in any activity which is illegal, which is known by the compelling person to be contrary to a member's moral or religious beliefs or which is contrary to the rules or regulations of the member's institution of learning

(c) Consistent with the above definition, the following specific examples of "hazing" are prohibited, but not limited to, the following: (1) Transporting a member against his will; (2) Marking or branding of a member; (3) Preventing a member from attending class; (4) Forcing a member to eat or drink against his will, and requiring or encouraging a member to participate in any activity which is involved with consumption of prescribed quantities of alcoholic beverages; (5) Requiring a member to perform personal service or acts of servitude to include serving as a designated driver as part of a chapter organized designated driver program. Amended October 19, 2007. (6) Conducting any and all forms of lineups; (7) Paddling and/or striking in any manner; (8) Preventing a member from practicing personal hygiene; (9) Causing a member to be indecently exposed; or (10) requiring a member to dress in a manner causing ridicule or humiliation. (11) Pledge books or signature books, including any compilation of names and/or of personal data related to active members, or members awaiting initiation, that is required of a member awaiting initiation as a component of his pre-initiation education. Adopted October 24, 2002.

(d) Furthermore, participation in or condonation by an Active Chapter as a unit, a member of an Active Chapter, or any other member of the Kappa Alpha Order involving any member of the Order in any activity which does not have an independent immediate, positive purpose shall constitute an act of hazing.

(e) Members as herein mentioned shall include all initiated and uninitiated members of the Order. Adopted August 6, 1980.

R9-271. SCHOLARSHIP STANDARDS. (a) If an individual to be elected to membership is classified as a freshman and has not earned any university grades, he must have achieved a high school grade point average of a 2.7 on a 4.0 scale, or its equivalent, to join. If an individual to be elected to membership has earned any prior university/college academic credits, he must have achieved a grade point average of a 2.70 on a 4.0 scale or its equivalent to join. Amended August 7, 2008.

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(b) No active member or member awaiting initiation shall be eligible to attend or participate in any social function sponsored by an Active or Alumni Chapter if he has failed to maintain a grade point average of 2.7 on a 4.0 scale, or its equivalent, for the immediate preceding college semester or quarter.

(c) A member is ineligible to serve in any office of an Active Chapter if he has failed to maintain a grade point average of 2.7 on a 4.0 scale, or its equivalent, for the immediate pre-ceding college semester or quarter. Adopted August 6, 2003. Amended May 19, 2007; and October 19, 2007.

(d) An Active Chapter which fails to achieve a 3.0 grade point average on a 4.0 scale, or its equivalent, for college semester or quarter, shall submit a written scholastic plan to the Province Commander and Executive Director to address its academic deficiencies. An Active Chapter which fails to achieve a 2.70 grade point average on a 4.0 scale, or its equivalent, for the college semester or quarter, shall be placed on social probation by the Knight Commander, Province Commander, or the Executive Director with no social functions allowed for the following semester or quarter. Adopted on August 7, 2008.

**Important Contact Information**

Below is a list of important contacts if you wish to hear more about the enhanced membership.

 New Member Educator: Austin Wentzel - wentzeak@miamioh.edu

 President: Chris Spooner - spoonecg@miamioh.edu

 Risk Manager: Dylan Lovelace – lovelad2@miamioh.edu

 Faculty Advisor: Brad Bundy, brad.bundy@miamioh.edu

 Alumni Advisor: Max Budig, max.budig@outlook.com

 Other important contacts include:

 IFC VP of New Member Education: Brad Marshall, marshab6@miamioh.edu