

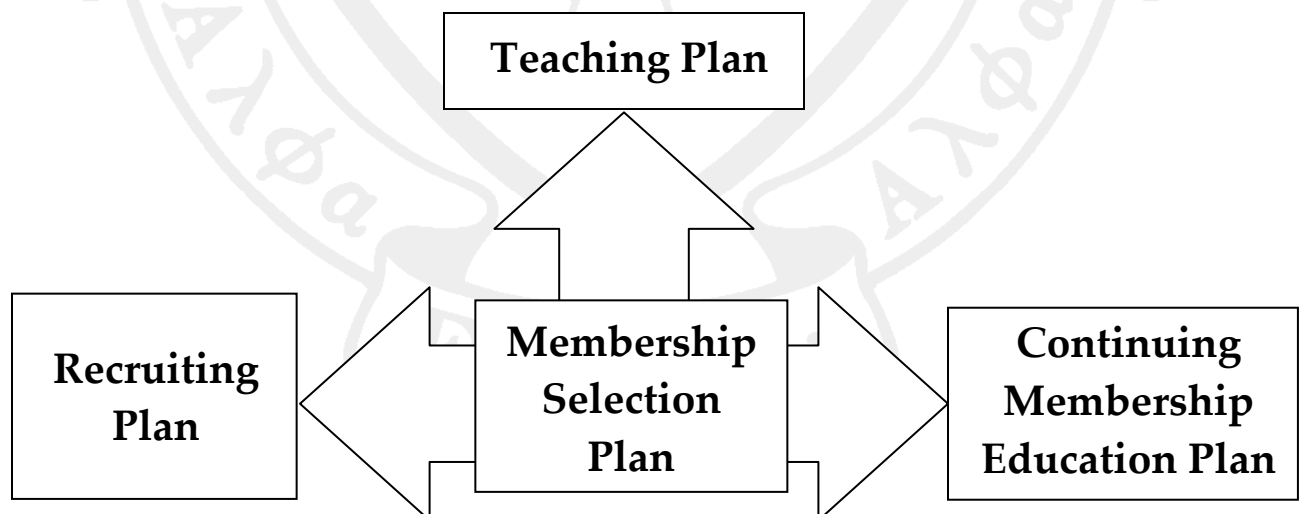
KAPPA KAPPA PSI

Creating a Complete Membership Education Program

Some things to keep in mind about Membership Education:

- **Membership Education is more than the time when you teach membership education.** Membership Education includes recruiting, evaluating, selecting candidates, teaching candidates, and continuing education beyond initiation. **No Membership Education Program (MEP) is complete without all of these things.**
- **Teaching about the Fraternity is about much more than memorization.** Teaching is about instilling a desire to learn, a competency in doing the things that Brothers do, and an understanding of why the organization matters. If your MEP consists of a book of info you give to your candidates, then it is time to reevaluate your program.
- **Recruiting can make or break a chapter,** and how carefully you think through recruiting and how hard you work at it will directly affect the future success of the chapter. Think about it: Every time you recruit a new member, you're bringing in the people that will replace you. Will they surpass you in serving the band and bettering the Fraternity? Your job is to make sure that they do.

A Complete Membership Education Program Has Four Parts:



Each of these elements is written, approved by the chapter, and evaluated each year!

Steps to creating a full, complete, and excellent MEP:

1. Create a Membership Selection Plan.

Making a Membership Selection Plan (MSP) is actually pretty simple. Sit down with the chapter and hold a discussion, seeking to answer the question: “What makes an ideal brother in this chapter?” You’ll probably end up with a list of traits, perhaps a paragraph – no matter what it looks like, it should tell anyone who reads it exactly what you’re looking for from prospective members, and exactly what you expect current members to strive to uphold. Once you’ve agreed on it, write it down and approve it as a chapter to make it official – you’ll be using this frequently. Show it to your Director/Sponsor to make sure they agree as well.

2. Create a Recruiting Plan.

Recruiting is essential. However, so many chapters don’t approach recruiting in an organized manner. Take the **Membership Selection Plan** you just created and use it to guide you. Now that you know what type of band member you’re looking for, create a marketing and recruiting plan that actively seeks to attract *exactly those people*. The Recruiting Plan should contain how you’ll advertise yourselves, how you will inform people about the Fraternity, what events you will hold to recruit new members, and what the process will be for deciding who gets bids and who does not. (*Hint: if they fit, or have the potential to fit, the description in your **Membership Selection Plan**, they should get a bid. If they don’t fit what you’re looking for, they shouldn’t get a bid.*) As you plan your recruiting events (often called “Rush Events”), make sure they reflect your **Membership Selection Plan**. If you want to recruit people who have a drive to serve, make sure you hold some service events. If you want people who love music, make events that relate to music. **Your recruiting events should not all be purely social, though some of them might be.** Again, this should be written and approved by the chapter, and Director/Sponsor.

3. Create a Membership Education Teaching Plan.

Okay, so now you’ve figured out who you’re looking for, you’ve gotten those people interested in Kappa Kappa Psi, and you’ve used your **Membership Selection Plan** to evaluate and select a class of candidates. Now, what are you going to teach them? Of course, there’s some history stuff that’s really important – but Membership Education is much more than just that. Look again at your **Membership Selection Plan**. If that plan describes someone who would make an excellent brother, then you should aim to build on those traits as you teach. Aim to have the candidates: 1.) Get to know the brothers

as individuals, 2.) Learn about the Fraternity and what they're seeking to join, 3.) Understand their obligations as a brother and how to carry them out (for example, have them plan a service project or two, etc.), and 4.) Better themselves as great band members, as described in your **Membership Selection Plan**. Make sure that you find ways to track their progress and evaluate their work – you'll have to vote on them later. Also, don't forget that a Teaching Plan is similar to a lesson plan that teachers use: it isn't just a list of information and requirements. Instead, it includes exactly *how* you will teach the material and exactly what you're looking to accomplish with each activity. Finally, **make sure that you completely understand the National Policy on Hazing and that none of your activities violate that policy (see back)**. National Headquarters will be happy to answer any questions you might have as to whether an activity is okay or not. If you're not sure, you need to call and ask. As always, once this plan is complete, make sure you've got every element in writing and that the plan has been approved by the chapter and Director/Sponsor. *The "Membership Education Teaching Manual," which is available on the National Website at kkpsi.org, is a great resource for this section.*

4. Create a Continuing Membership Education Plan.

Membership Education does *not* stop at initiation. As such, your chapter should have a written plan for how initiated members will continue to better themselves as brothers. Again, your **Membership Selection Plan** will serve as a guide – you're looking to build on those things in that plan. Look at this as an opportunity to be creative: Continuing Membership Education isn't just relearning information – it might be a chapter retreat, it might be bringing in a National Officer to work with the chapter, it could be attending a concert, or agreeing to practice a certain amount each week. Basically, anything that helps you to become better brothers (as defined in your **Membership Selection Plan**) is Continuing Membership Education. It can be a lot of fun, and should happen all year long.

Questions, Comments, or Concerns? Contact:

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POLICY ON HAZING

No chapter, colony, student member, membership candidate or alumnus of Kappa Kappa Psi or Tau Beta Sigma shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense.

Hazing activities are defined as:

"Any action taken or situation created that produces mental or physical harm, discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol, paddling in any form, line ups for the purpose of intimidation, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, unnecessary road trips, wearing of public apparel which is conspicuous and not 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 or musical achievement; Kappa Kappa Psi/Tau Beta Sigma law, ritual or policy; or the regulations and policies of the educational institution, band program, or applicable state law."

The following list is not all inclusive but gives examples of the kinds of activities/actions that are strictly prohibited. Forcing, requiring or expecting prospective members or initiated members to participate in any of the following actions or activities is explicitly prohibited:

1. Expecting participation in any activity in which initiated members themselves will not participate.
2. Drinking alcohol or any other substance.
3. Using any drug, narcotic, or controlled substance.
4. Eating spoiled foods, raw onions, goldfish, or anything a reasonable person would not eat.
5. Dropping food or other substances (eggs, grapes, liver, etc.) into another person's mouth.
6. Tying a person to a chair, pole, anchor, tree, or any other object or to another person.
7. Causing fatigue through physical or psychological shock.
8. Branding.
9. Paddling of any nature.
10. Performing physical exercise (sit-ups, push-ups, runs, rolling up or down hills, crab walk, etc.) except in the case of organized sports and marching band activities.
11. Pushing, shoving, tackling, or any other physical abuse not associated with organized sports.
12. Throwing anything (whipped cream, garbage, water, paint, etc.) at a person or a group of people.
13. Exposing oneself indecently or appearing nude or in a way that is considered by a reasonable person to be offensive.
14. Verbally addressing prospective members in a demeaning manner.
15. Misleading prospective members in an effort to convince them that they will not be initiated or that they will be hurt during initiation.
16. Carrying any items (shields, paddles, bricks, etc.) that serve no constructive purpose or that are designed to punish or embarrass the carrier.
17. Waking prospective members at odd intervals or permitting fewer than six continuous hours of sleep each night.
18. Conducting membership education activities between the hours of 1 a.m. and 7 a.m.
19. Participating in or conducting line-ups (actives or prospective members, separate from members, in order to answer actives' questions).
20. Conducting activities that do not allow adequate time for study and/or attending class.
21. Wearing apparel or accessories that are conspicuous and in bad taste or wearing items that cause discomfort.
22. Wearing more or less clothing than the temperature or weather indicates.
23. Defacing property (trees, grounds, buildings, cars, etc.).
24. Stealing any property (composites, trophies, etc.).
25. Compelling a person or group to remain at a certain place or transporting a person or group anywhere without their consent (road trips, kidnaps).
26. Assigning or endorsing pranks (stealing, panty raids, harassing another organization, etc.).
27. Acting like animals or objects.
28. Engaging in public/private stunts or buffoonery that causes mental or emotional trauma and/or injury to any individual.
29. Yelling a prescribed phrase or chant, as an expectation of the Membership Education Program, when entering, passing through, or leaving any building.
30. Intentionally "trashing" any area for the purpose of annoying others or for having others clean the "trashed" area.

31. Disallowing prospective members to speak, as an expectation of the membership education program, with the exception of exams and rituals.
 32. Performing marching maneuvers individually or as a part of the membership education program.
 33. Blindfolding and parading individuals in public areas or privately conducting blindfolding activities that serve no constructive purpose with the exception of when entering the ritual room immediately prior to the beginning of the ritual or joint ceremony.
 34. Having prospective members perform personal chores or errands under the threat of negative repercussions.
 35. Placing or receiving phone calls or answering doors with a prescribed chant, riddle, song, or rhyme.
 36. Having only prospective members perform wakes and phone duty.
 37. Allowing prospective members to use only a particular door when entering or leaving any building or to use only a certain stairway within a building.
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How Do We Make Sure We Are In Compliance?

Understand the definition of hazing.

Any time you abuse the balance of power between you and your candidates (or other active members), that action is hazing. Absolutely nothing in our purposes, our Ritual, or our Creed suggests that there is ever a reason to make someone feel afraid, hurt, or uncomfortable; and no acceptable Membership Education Program will ever contain any elements of that. Hazing isn't just physical abuse – it can be verbal or emotional as well. Think about what you're doing: if there's ever an element of making someone do something just because you can, you're hazing. This should be a positive experience, and it is up to you to make it one.

Know and completely understand the Policy on Hazing and your campus policy.

The entire chapter should go over the Policy on Hazing before each and every membership class. The chapter should hold a discussion over the policies and what they mean. Keep in mind that other practices that fit the definition of hazing are banned as well – even if they aren't specifically mentioned. Make sure you know your campus policy, too, because you have to follow both of them.

Conduct a "Tradition Audit" prior to each membership class.

As a chapter, examine each of your "traditional activities" before the start of each membership class. Why do you do these things? Is there a real, legitimate membership education purpose or do you do things just because you always have? Could these activities be construed as hazing? Would you show them to your band director? Often, hazing issues with chapters come from activities that have gone on for years and have evolved into something harmful that the chapter does "just because." If you can't think of a legitimate educational reason to do something you're doing, change it. If you think it has a legitimate purpose but might be hazing, look at another way you could accomplish that purpose without engaging in the risky practice.

Keep your Director of Bands and Sponsor informed.

Make sure your Director of Bands and Sponsor always know what you're doing. Have them read over and approve your Membership Education Program. Whenever you make changes to the program, show those changes to your Director and Sponsor. Make sure you discuss the Policy on Hazing with them -- they can greatly help you to make sure your practices are in compliance.

Ask!

If ever you have to wonder whether a practice is hazing, it probably is hazing. But to get a definite answer, call National Headquarters and ask or email one of the people listed above. It is expected that any time a chapter has concerns about whether a practice is hazing, the chapter will either eliminate the questionable practice or get approval from National Headquarters that the activity is okay.