



**VICE PRESIDENT:  
MEMBER  
EDUCATION**



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Days**

# Agenda

- Introductions
- Member Education Team & Responsibilities
- New Member Pursuit
- Rituals
- Scholarship
- Diversity, Equity & Inclusion
- Campus Resource Guide
- To Do In Next 90 Days



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# Introductions

Let's get to know each other by sharing our...

- Name
- Chapter and school

And answering “what are you most looking forward to as vp: member education?”



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# Member Education Team

- **vice president: member education**
- **Ensures continuing education efforts**
- **Oversees 3 director positions**
  1. director(s) of new members
    - Develops and coordinates new member pursuit
  2. director of rituals
    - Coordinates and implements rituals
  3. director of scholarship
    - Develops and coordinates scholarship program
- **advisers**
- **Serve in the absence of a director of new members on the retention committee**



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## vp: member education Responsibilities

- Chapter Continuing Education
- Familiar with resources and policies
  - Rituals/Scholarship/New Member Education
  - Initiation approval
- Evaluations
- Retention of members and new members
- Anchorbase tasks
- Communication



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# Anchorbase

Member Education ▾



New Member Tasks >

Ritual Tasks >

Scholarship Tasks >

Reports >

Bid Day Plan

Big Sister/Little Sister Reveal Plan

New Member Retreat Pre-Event Approval



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# DIRECTOR OF NEW MEMBERS



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## Recent New Member Pursuit Updates

- No test
- Less focus on history
- Complete facilitator guide
- Laser focused on creating connections
- Small groups required
- Big Sister training required
- Focus on diversity and inclusion



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# Retention Committee

## **Lead by: director of continuous recruitment and retention**

- Director of DG Dialogues
- Director of scholarship
- Director of new members
- One member of Honor Board
- Continuous recruitment/Honor Board Adviser



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## Executing the New Member Pursuit

- Thoughtfully plan
- Set the tone
- Carefully selecting the small groups and facilitators
- Connection and belonging



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## Condensed New Member Pursuit

- 3-week program- Week 1, 2, and 5
- 4-week program - Week 1, 2, 3, and 5
- 5-week program - Week 1, 2, 3, 5, and 7
- 6- week program - Week 1, 2, 3, 4, 5 and 7
- 7-week program - Week 1, 2, 3, 4, 5, 6, 7



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# Anchorbase Tasks

<b>Event</b>	<b>Timeline</b>	<b>Approver</b>
<b>Bid Day</b>	8 weeks prior to Bid Day	member education adviser or ATC
<b>Big/Little Sister Reveal Activity</b>	6 weeks prior to Reveal	member education adviser or ATC
<b>New Member Retreat</b>	4 weeks prior to Retreat Date	member education adviser or ATC



# New Member Retreat

- New Member retreats are optional but can be a great way to build a strong sisterhood.
- Occurs during Week 4 or 5.
- Approved by member education adviser or ATC & must fill out Event Guidelines without Alcohol task.
- Especially helpful if university requires a shorter new member period.
- Sample agenda in NMP Facilitator Guide



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# Connection = Retention

Top reasons members leave their sorority:

- 1. Lack of Connection:** A sense or feeling that one does not belong or matter
- 2. Misaligned Expectations:** Not understanding expectations OR being sold one thing and experiencing another
- 3. Discord:** Conflict stemming from factions, cliques, issues with leadership, etc.



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# THE BIG/LITTLE RELATIONSHIP



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## Big/Little - The Why

- What does the Big/Little program look like in its optimal form?
- How can you help your chapter focus on the intention of this relationship?



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# Big/Little Matching

- Things to consider:
  - Be organized and follow a process.
  - Reveal – Week 6
  - New member should be the top priority in the process.
  - Special consideration for new members you've observed who may be having a challenging time
  - “Twins” for larger new member classes
  - Have your adviser present



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# DIRECTOR OF RITUALS



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# Informal Rituals

- Rituals Handbook
- Think Anchor Deep
- Great way to sprinkle ritual and connection to our ritual in small ways
- Tip: informal rituals can also be chapter developed and don't have to come from a handbook!



# Initiation Planning

- Plan ahead!
- Inspiration & Initiation Outline due 6 weeks prior to Initiation
  - What are your plans for Inspiration?
  - What are your plans for the 4<sup>th</sup> degree of Initiation?
  - What are your plans for the Initiation Celebration?



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# Inspiration

- Must be held between 9am and 10pm the day before Initiation and can be a maximum of 90 minutes
- Should begin with the **Ceremony for Inspiration** and may include an additional **Optional Inspiration Ceremony** of the chapter's choosing
- Goal: leave NMs feeling inspired for the sisterhood they will join the next day



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## 4<sup>th</sup> Degree of Initiation

- Specific to your chapter
- New Members share watchword
- Chapter history is shared
- Emphasis on new members vs senior members
- Other potential components:
  - Special poem or song that has meaning to the chapter
  - Include an additional informal ritual
  - Time for visiting alumnae to give advice



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# Initiation Celebration

- Time to reflect and celebrate appropriately
- Possible ideas:
  - Slideshow of photos from new member period
  - Members write notes to all new members
  - Director of New Members and vp: member education give speeches



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# Let's Practice...



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# Tips for Success

- Practice makes perfect!
- Use Revisiting Our Rituals recordings to review pronunciations and ensure structure of your ceremonies are accurate
- Review meanings of ritual afterwards
- To order additional Rituals Handbooks and to find out the meaning of your chapter letters, contact Executive Offices: [dg-eo@deltagamma.org](mailto:dg-<u>eo@deltagamma.org</u>)



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# Initiation Authorization

- Add Inspiration, Initiation and Initiation Celebration to Anchorbase calendar (director of rituals/vp: member education)
  - Inspiration & Initiation Outline approved by RCS/CAC/NCC (director of rituals)
  - Complete Add New Members task (director of new members/vp: member education)
  - Ensure all new members have claimed their new member account (director of new members/vp: member education)
  - Complete Manage New Members task (vp: member education, director of new members, vp: finance)
- 



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Roster ▾

Chapter Management ▾

Tasks >

Reports >

Edit Member Info

Add New Members

Manage New Members

ADD MEMBER TO LIST

Show All Members

First Name

Last Name

Member Type

1) Resigned

2) Recommendation Form

3) Met Financial Obligation

4) Met Initiation Requirements

5) Initiated

6) Repledged



Elle

Jenkins

NEW

No Action

1

2

3

4

5

6

Julie

Jenkins

NEW

No Action

1

2

3

4

5

6

Paige

Maxcey-Richard

NEW

No Action

1

2

3

4

5

6

3 members



# DIRECTOR OF SCHOLARSHIP



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# Scholarship Responsibilities

## Scholarship Report:

- Grades Task
  - Due Feb 15, April 15 (quarter schools) & October 1
- University Rankings/Statistics
  - Due Feb 15, April 15 (quarter schools) & October
- Scholarship Program and Requirements

## Resources:

- Scholarship Handbook
- Anchorbase Scholarship Reports



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## Responsibilities of director of scholarship

- Academic awards and recognition
- Chapter scholarship program
- Create a scholarship resource packet for the chapter
- Faculty recognition
- Scholastic financial assistance opportunities
- Manages the scholarship committee
- Study hours and study buddy programming
- Uploads chapter grades and rankings each term in Anchorbase



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# Scholarship Accountability

## **21-22 Practice:**

- No APNs or SORs for chapter required GPA
- Scholastic APNs and SORs to be written for 2.0 minimum GPA required by the Fraternity Constitution only.

## **22-23 Information:**

- Will be released soon with BLSR process



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## Scholarship Program & Requirements

- GPA Requirements
  - University Grading System
  - Chapter's Formal Scholarship Program
    - Incorporation of new members
    - Academic resources provided/available
    - Incentives and recognition
    - Supporting members in poor standing academically
    - Member education adviser or scholarship adviser approval
- 



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# Supporting Members on Probation

- How can chapters support members on academic probation?
- How do we create individualized, helpful academic development plans?
- How does supporting members on academic probation relate to retention and connection?



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# Scholarship Recognition

- Who are we recognizing and for what?
  - Different definitions of “best”
  - Members who are proud of an accomplishment that week
  - Members who have done great research, secured and internship or job
- Recognizing staff and faculty



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# Positional Statement on Inclusivity

***Delta Gamma Fraternity is committed to cultivating an inclusive and equitable environment and experience for our members, potential new members and communities.*** In our membership selection processes and in the life-long membership experience, Delta Gamma Fraternity and its members do not discriminate on the basis of race, ethnicity, religious affiliation, color, creed, national origin, sexual orientation, marital status, physical disability or other protected identities. Membership is open to all individuals who identify as women and who have a sincere desire to uphold our shared values, as outlined in Article II. ***We resolve to eliminate inequities and address behaviors that do not align with our values.***



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# Campus Resource Worksheet



## Campus Resource Worksheet for Collegiate Chapters

Chapter:

This form should be completed by the vp member education at the beginning of each academic year and be provided to members as a resource. Fill in each section with the applicable information for your campus. Review this at the first chapter meeting of the academic year and post in a visible location in the chapter house/lodge, if applicable. This document should also be emailed to all members and new members. Please submit a copy to your RCS/CAC/NCC and [colb@dn@deltagamma.org](mailto:colb@dn@deltagamma.org)

### Counseling Services:

Name of Office/Department:

Phone Number:

Address:

Hours of Operation:

Types of Services Offered:

(Secondary) Name of Office/Department:

Phone Number:

Address:

Hours of Operation:

Types of Services Offered:

Other:

### Student Health and Wellness:

Name of Office/Department:

Phone Number:

Address:

Hours of Operation:

Types of Services Offered:

(Secondary) Name of Office/Department:

Phone Number:

Address:

Hours of Operation:

Types of Services Offered:

Other:

University Police/Public Safety:



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# To Do in Next 90 Days

- Meet with directors to discuss goals and set plans for regular check ins
- Review Revisiting Our Rituals program recordings and resources
- Work with director of rituals to make a plan for incorporating formal and informal rituals into existing chapter programming
- Work with director of scholarship to update chapter scholarship program
- Work with director of new members to center retention efforts in new member pursuit process



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# QUESTIONS?



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# Goal Setting & Reflection



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