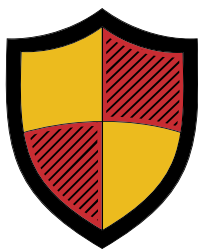


IN THE BOND
ASSOCIATE MEMBER WORKBOOK



DELTA CHI



DELTA CHI

FRATERNITY

Preamble of the Delta Chi Constitution

"We, the members of The Delta Chi Fraternity, believe that great advantages are to be derived from a brotherhood of college and university men, appreciating that close association may promote friendship, develop character, advance justice, and assist in the acquisition of a sound education, do ordain and establish this Constitution."

Eleven Basic Expectations

1. I will strive for academic achievement and practice academic integrity.
2. I will respect the dignity and worth of all persons. I will not physically, mentally, psychologically or sexually abuse or haze any human being.
3. I will protect the health and safety of all human beings.
4. I will respect my property and the property of others; therefore, I will neither abuse nor tolerate the abuse of property.
5. I will meet my financial obligations in a timely manner.
6. I will neither use nor support the use of illegal drugs; I will neither abuse nor support the abuse of alcohol.
7. I will acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do all in my power to see that the chapter property is safe, properly cleaned and maintained.
8. I will know and understand the ideals expressed in my fraternity Ritual and will incorporate them into my daily life.
9. I will exercise compassion and understanding in dealing with all persons.
10. I will sustain my commitment to and involvement with our fraternity throughout my lifetime.
11. I will challenge all my fraternity members to abide by these fraternity obligations and will confront those who violate them.

Name:

Task Outlines

Date, Time, Location of Session	Session	Items to Complete After the Session Is Held
	Associate Member Ceremony Considered "Day 1" of Onboarding	1. Work with "C" and AMC to be appropriately registered in MyDChi and that you are listed on the Grade Verification Form. 2. Add onboarding meeting schedule time, dates, and locations to calendar
	Session One Building Brotherhood and Understanding Expectations	1. Verify that you can log into MyDChi and access the Learning Management System and the Tightrope courses. 2. Review Schedule of Dues and payment deadlines provided by the "D" 3. Complete Call to Action: Personal Life Motto worksheet 4. Cornerstone Reading Assignment: Delta Chi - The Brotherhood of a Lifetime (Chapter 1) and The Greek Tradition (Chapter 2)
	Session Two Delta Chi's History and Our Campus Community	1. Complete Call to Action: Building My House Worksheet 2. Log in to Learning Management System and begin to Complete Tightrope Modules
	Session Three Delta Chi Structure and Risk Management	1. Complete Call to Action: Risk Management in Action 2. Cornerstone Reading Assignment: The Delta Chi Bond (Chapter 5)
	Session Four Hazing Prevention and Values-Based Leadership	1. Complete Call to Action: Personal Board of Directors 2. Continue to work on Tightrope modules 3. Cornerstone Reading Assignment: The Fraternity Today (Chapter 6)
	Session Five Alcohol and Social Responsibility	Note: this session might be supplemented by something required by the campus or council 1. Submit Tightrope Certificate of Completion by the start of the next session 2. Cornerstone Reading Assignment: The Chapter Today (Chapter 7)

Task Outlines (Continued)

Date, Time, Location of Session	Session	Items to Complete After the Session Is Held
	Session Six Advancing Justice through Philanthropy and Service	1. Complete Call to Action: The Ideal Member 2. Cornerstone Reading Assignment: The Role of the Alumnus (Chapter 8)
	Session Seven Academic Success and Career Support	1. Complete Call to Action: Personal Development Plan First Draft 2. Cornerstone Reading Assignment: Order of Business (Chapter 9)
	Session Eight Personal Development and Wellness	1. Complete Call to Action: Journey Map 2. Complete Tightrope Lesson 8 - Mental Health 3. Make final dues payment
	Session Nine Brotherhood Integration and Lifetime Membership in Action	1. Complete Call to Action: Personal Development Plan Revised Draft 2. Complete the NIC Joining Insights Survey on the Learning Management System 3. Cornerstone Reading Assignment: Essence of Good Taste (Chapter 10)
	Session Ten Ceremony Preparation and Final Reflection	1. Practice the preamble and any relevant songs for ceremony 2. Prepare your suit and tie!
	Initiation Ceremony Must occur on or before Day 35 of onboarding	
Notes		

Session One: Building Brotherhood and Understanding Expectations

Common Ground

Partner Name:	Partner Name:
Three Connections	Three Connections
1.	1.
2.	2.
3.	3.

Partner Name:	Partner Name:
Three Connections	Three Connections
1.	1.
2.	2.
3.	3.

Values Sort Activity

Circle the ten items from this list that represent your personal values. Consider what calls you to action, what excites you, and what sparks your passion while making your decision. There is space to write your own if you feel there is a word missing.

Accountability	Ethics	Kindness	Self-respect
Achievement	Excellence	Knowledge	Serenity
Adaptability	Fairness	Leadership	Service
Adventure	Faith	Learning	Simplicity
Altruism	Family	Legacy	Spirituality
Ambition	Financial stability	Leisure	Sportsmanship
Authenticity	Forgiveness	Love	Stewardship
Balance	Freedom	Loyalty	Success
Beauty	Friendship	Making a difference	Teamwork
Being the best	Fun	Nature	Thrift
Belonging	Future generations	Openness	Time
Career	Generosity	Optimism	Tradition
Caring	Giving back	Order	Travel
Collaboration	Grace	Parenting	Trust
Commitment	Gratitude	Patience	Truth
Community	Growth	Patriotism	Understanding
Compassion	Harmony	Peace	Uniqueness
Competence	Health	Perseverance	Usefulness
Confidence	Home	Personal fulfillment	Vision
Connection	Honesty	Power	Vulnerability
Contentment	Hope	Pride	Wealth
Contribution	Humility	Recognition	Well-being
Cooperation	Humor	Reliability	Wholeheartedness
Courage	Inclusion	Resourcefulness	Wisdom
Creativity	Independence	Respect	
Curiosity	Initiative	Responsibility	<i>Write your own:</i>
Dignity	Integrity	Risk-taking	_____
Diversity	Intuition	Safety	_____
Environment	Job security	Security	_____
Efficiency	Joy	Self-discipline	_____
Equality	Justice	Self-expression	_____

Top Three Values

After selecting your top ten on the previous page, you now need to select your top three - the values that are the most important to you, that align most with your actions, and give you a sense of purpose.

When making your decision, ask yourself the following questions:

- Does this values define me?
- Is this who I am at my best?
- Is this a filter that I use to make hard decisions?

If you can answer “yes” to all three of these questions, then the value should be recorded as one of your top three.

Value 1	Value 2	Value 3
---------	---------	---------

Reflection Questions

Where do these values come from?

What do your values look like in action?

What are one or two behaviors that support your values?

What’s an example of a time when you were fully living this value?

What holds us accountable to our personal values?

Delta Chi's Values

Promote Friendship

Delta Chi exists to promote friendship in its members. The friendships formed during your undergraduate years are relationships that will last far beyond graduation. Delta Chi was founded on the principle of bringing together men of similar interests to work towards a common good. This doesn't mean that men in a particular chapter are just clones of one another, but rather that the common bond of personal development through brotherhood can motivate a group of men to accomplish great things. This close association of college and university men produces life-long friends.

- How would we define this value in our own words?
- What does this value mean to us and our chapter?
- How does our chapter showcase this value?

Delta Chi's Values (Continued)

Develop Character

Character is good sportsmanship. Character is academic success and integrity. Character is holding yourself and others to a higher standard. Character is doing the right thing. The character of a man is the greatest measure of his potential. In Delta Chi, character is a core value and the cornerstone of the Fraternity.

Challenging yourself to take a leadership role, to chair a committee, to be the point guard for the intramural basketball team, to tutor a younger member in Calculus, or to simply be a member who lives according to the values of the Ritual and the Eleven Basic Expectations all work to help develop your individual character.

- How would we define this value in our own words?
- What does this value mean to us and our chapter?
- How does our chapter showcase this value?

Delta Chi's Values (Continued)

Advance Justice

Originally founded as a law fraternity, Delta Chi still holds as its cardinal principle: the perpetuation of justice in society. A Delta Chi is always concerned with doing the right thing, even when it might not be the popular thing to do. This is an everyday value that all men should practice and a value that, as a member of Delta Chi, you will be expected to live.

- How would we define this value in our own words?
- What does this value mean to us and our chapter?
- How does our chapter showcase this value?

Delta Chi's Values (Continued)

Assist in the Acquisition of a Sound Education

The reason you chose to go to college was to get an education. Delta Chi will help you make that happen. Going from high school to college is a stressful life change, and whatever you can do to make it less stressful, the better. To increase the odds of becoming academically successful, Delta Chi can provide you with a support network around your college experience. This can be in the form of study groups, note files, mentoring by upperclassmen, and advice from the chapter's faculty advisor. There is a reason that fraternity men have a higher graduation rate than men who choose not to join a fraternity. Success breeds success.

- How would we define this value in our own words?
- What does this value mean to us and our chapter?
- How does our chapter showcase this value?

Call to Action: Personal Life Motto

The Associate Member Onboarding will culminate not only with your initiation into full membership in Delta Chi, but also with the crafting of a personal development plan - and the work to draft that begins now!

This process will start by creating a personal life motto. This is an overarching rule or principle that you would live by in order to inform your decisions and how you choose to act and react in all aspects of your life. Think about a compass in the way that it will provide direction for you as you are faced with decisions, or a ruler to create a personal boundary.

Here are some guiding principles to consider for your draft:

- Begin by thinking about the top three values you identified in this session - what do they say about you at your core?
- Are there any quotes that you find to be particularly inspirational? How can you use this to help craft something meaningful?
- Think about what the legacy you may want to live or showcase, or what you want others to say about you when you're not in the room.
- Make it short and easy to remember - it should be one sentence that is memorable and repeatable.

Life Motto Draft:

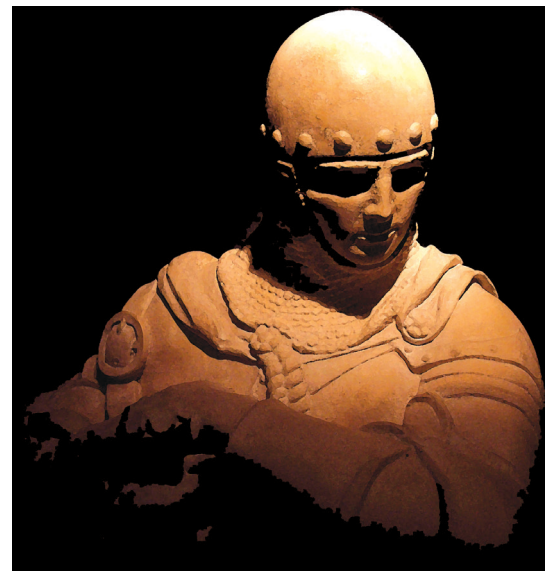
Session Two: Delta Chi's History and Our Campus Community

Cornerstone Chapter One Summary

Cornerstone Chapter Two Summary

Delta Chi's Roots and the History of Delta Chi

Topic	Key Highlights and Connections
Sir Edward Coke Who was he? Why is he important to Delta Chi?	
The Founding of Delta Chi Where and when was Delta Chi founded? Why was Delta Chi created at that time?	
Delta Chi Symbols The Name of the Fraternity, The Badge, The Ritual, The Emblem What do these symbols mean, and how do they showcase and reinforce our values?	



Our Campus Community

What councils exist on our campus? How many fraternities, sororities, and fraternal organizations are in each council?

List them below, including the number of groups in each.

Example: Delta Chi is typically a part of the Interfraternity Council on most campuses

What year was the first fraternal organization founded on campus? _____

Major Fraternity/Sorority Campus Traditions _____

Name of our Campus Fraternity/Sorority Advisor _____

On-Campus Office Location _____

Our Chapter Information

Our Chapter Designation _____

The majority of Delta Chi's chapters are named after their school, for example, the chapter at Cornell University is the "Cornell" chapter. Delta Chi does not use Greek Letters or other types of identifiers in their designation.

Founding/Chartering Date _____

List the date that your chapter was initially established and/or when you received your chapter or recognition documents. If you are a provisional chapter and working toward receiving your charter, what was the term that you initially established on campus?

If Re-Founded/Re-Chartered, List Applicable Additional Date(s)

Date _____ Reason for Closure _____

Date _____ Reason for Closure _____

Major Chapter Milestones/Accomplishments

What is our chapter known for? What awards or recognition have we received? If your chapter is housed,

Call to Action: Building My House

Think back to your top three values in session one, and what you have learned about the history and founding principles of Delta Chi. Use those as guiding ideas to complete what we need to “build our house” as an organization and chapter.



Below are some instructions to fill out the outline of the house above - use words or drawings to complete the image above:

- On the **Foundation:** What concepts or ideas that you feel that our chapter should use to govern our ideas and practices
- On the **Walls:** What methods should we use to support and strengthen those governing ideas and practices?
- On the **Roof:** What protective mechanisms should we use to reduce risk in our chapter?
- On the **Windows:** What are things our chapter should be proud of and want others to know about us?
- On the **Door:** What are the important parts of our chapter that have been handed down from year to year? For provisional chapters: Who are our significant leaders?
- On/Above the **Chimney:** What forms of release does our chapter have? What do we do to have fun and let off some steam that is positive?

Session Three: Delta Chi Structure and Risk Management

Understanding Delta Chi's Structure

Local Level - Our Chapter Officers

Delta Chi's chapters are overseen by elected executive board officers and chairs. Each executive board officer's title is represented by a letter, which is a placeholder for their official ritualistic title. Chapters are not able to add additional lettered positions, but may create their own chair roles based on need.

Record who holds each of these roles in your chapter, and list any chair positions necessary.

Role	Who Holds This Position?
"A" - President	
"B" - Vice President	
"C" - Secretary	
"D" - Treasurer	
"E" - Alumni Relations	
"F" - Sergeant at Arms / Risk Manager	
Recruitment Chair	
Associate Member Counselor (AMC)	
Scholarship Chair	
Brotherhood Chair	
Philanthropy Chair	
Service Chair	
Social Chair	
Public Relations Chair	
Mentor Program Manager	
Interfraternity Council Delegate	

Local Level - Our Chapter Officers

Delta Chi's chapters are supported by elected and appointed advisors. In order to meet minimum standards set by the Fraternity, all chapters must have a "BB" - Chapter Advisor, a Faculty Advisor, and an Alumni Board of Trustees (ABT). Chapters with a facility will also have a house corporation to help with the operations of the property, and typically will have a House Director who lives in the property, similar to a staff member on campus who manages a Residence Hall.

Record who holds each of these roles to support your chapter, and list any additional unnamed roles if necessary.

Role	Who Holds This Position?
"BB" - Chapter Advisor	
Faculty Advisor	
ABT President	
ABT Secretary	
ABT Treasurer	
ABT Alumni Relations Advisor	
ABT Risk Management Advisor	
ABT Recruitment Advisor	
ABT Risk Management Advisor	
ABT Recruitment Advisor	
ABT Ritual Advisor	
ABT Scholarship Advisor	
ABT Philanthropy and Service Advisor	
ABT Member Education Advisor	
House Corporation (HC) President	
HC Secretary	
HC Treasurer	
House Director	

Regional and International Level

Our Region is _____

Delta Chi's undergraduate and alumni chapters are divided into Regions based on their state or province in similar geographic locations, supported by an elected Regent. This volunteer is elected during the International Convention, Regents serve as a representative for all chapters within their region on the Board of Regents - the Board has complete legislative authority for the Fraternity between Conventions.

Regent Name	
Regent Email	

Our Subregion is _____

All regions are divided into subregions, also generally based on their geographic location, of three to five chapters and overseen by an appointed Area Counselor. The Area Counselor's role is to help recruit and mentor local chapter advisors, as well as offering support to undergraduate members and officers.

Area Counselor Name	
Area Counselor Email	

Executive Committee - International Officers

The Fraternity elects International Officers to serve in two year terms during even-numbers years at the International Convention. These volunteers serve as the Executive Committee for the entire Fraternity, much like our executive board helps to oversee the operations for our local chapter. The immediate past "AA", known as the Retiring "AA", serves on the Board in an advisory capacity, known as a non-voting ex-officio member.

Role	Name	Email
"AA" - International President		AA@deltachi.org
"CC" - International Secretary		CC@deltachi.org
"DD" - International Treasurer		DD@deltachi.org
Retiring "AA"		RetiringAA@deltachi.org

International Headquarters + Delta Chi Foundation

See all staff members, their roles, and how to contact them at www.deltachi.org/staff-directory

	
Name of IHQ Executive Director	Name of DCF Executive Director

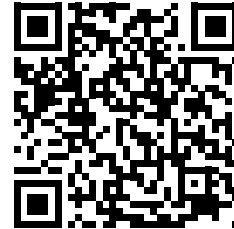
Delta Chi Law

issuu.com/deltachiquarterly/docs/delta_chi_law



Delta Chi Risk Management Policies

www.deltachi.org/risk-management-resources



Good Samaritan Policy

In potentially serious or life-threatening situations, the following three step process should be followed:

1

CALL 911

immediately to report the incident

2

CONTINUE

to remain with the individual(s) needing medical assistance, so long as it's safe to do so

3

COOPERATE

with emergency officials and any subsequent investigation(s) by the university and the national/international organization

When the three-step process is followed, it allow the individual chapter to do the right thing and to help others and allows the individual and/or chapter to engage with the international organization for educational outcomes focused on future prevention.

Call to Action: Risk Management in Action

This page is designed to help you explore how Delta Chi's Risk Management Policies apply to your day-to-day experience. Be honest, thoughtful, and ready to discuss!

In your own words, why does Delta Chi have a Risk Management Policy? What values do you think this policy protects?

Review the Risk Management Policy document again. Choose two specific policy sections that stood out to you (examples: "Alcohol and Drugs," "Hazing," "Good Samaritan Policy," etc.). Try to explain them in your own words and why you think they are important.

Policy Section	Explain This In Your Own Words	Why Is This Important?

What is one action you will personally take this week to support a safe, values-driven experience for your brothers and guests?

Session Four: Hazing Prevention and Values-Based Leadership

Hazing Definitions

Delta Chi's Risk Management Policy Definition

"Any action taken, or situation created to cause or reasonably cause mental or physical discomfort or harm, intimidation, harassment, or embarrassment for the purpose of gaining or continuing membership of any kind in the Fraternity."

University Definition

This would typically be located in a Student Code of Conduct

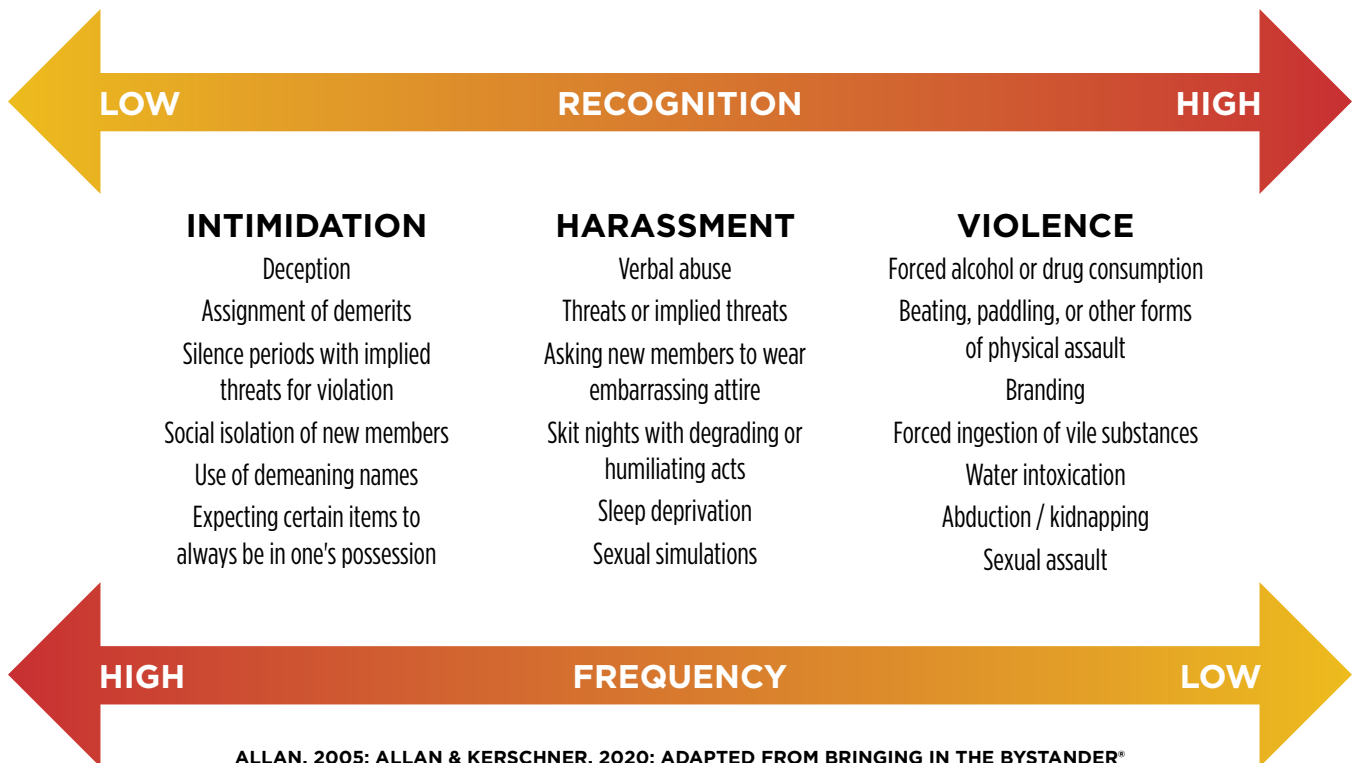
State/Province Definition

You can look up most definitions at hazingpreventionnetwork.org/state-hazing-laws

US Stop Campus Hazing Act (H.R.5646) Definition

"Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that (1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization (e.g., a club, athletic team, fraternity, or sorority); and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization, of physical or psychological injury."

The Spectrum of Hazing™



Notes

Steps for Safe and Effective Intervention



In Deciding How to Respond, it Can be Helpful to Think of 5 D's:

Direct, Distract, Delegate, Delay, and Document.

1. **Be Direct:** Say something in the moment, such as telling someone to stop their harmful behavior, that their inappropriate joke is not funny, or by asking someone being harmed if they want to leave.
2. **Distract:** Create a diversion, like asking what time it is, changing the subject, or asking one of them to help you with a task.
3. **Delegate:** Get someone else to address the concern, such as a supervisor, a friend of the individual acting inappropriately, or relevant authorities (like a building manager or security guard) if warranted.
4. **Delay:** Buy time until it is safer to intervene or wait until you can have a private conversation with the individual acting inappropriately about your concerns.
5. **Document:** Record the date, time, location, participants, and a summary of what happened. Give the information to someone with more power to act.

There is no one best way to intervene in a situation: sometimes a combination of several responses is appropriate. But doing something is more helpful than ignoring the situation. If you choose not to directly intervene in the moment, think about ways you can address the behavior later. No matter what you choose to do, remember that no one can do everything, but everyone can do something.

Bystander Intervention Scenarios

Scenario One: During a chapter meeting, a senior member jokingly suggests during the discussion of an upcoming social event that the associate members should “earn their spot” to attend by each getting up and sharing an embarrassing moment in front of the chapter before they can be allowed to attend the event. Others laugh but some of your fellow Associate Members look uncomfortable.

Intervention Strategy and Approach

Scenario Two: You notice an intoxicated guest, at a social event hosted by the chapter, who looks uncomfortable as they are talking to someone in the corner of the room - no one else seems to be aware or bothered by the interaction.

Intervention Strategy and Approach

Scenario Three: In a group message with both initiated and associate members, someone shares a meme that includes a homophobic stereotype. A few react by liking the meme, but the chat has gone silent after the meme.

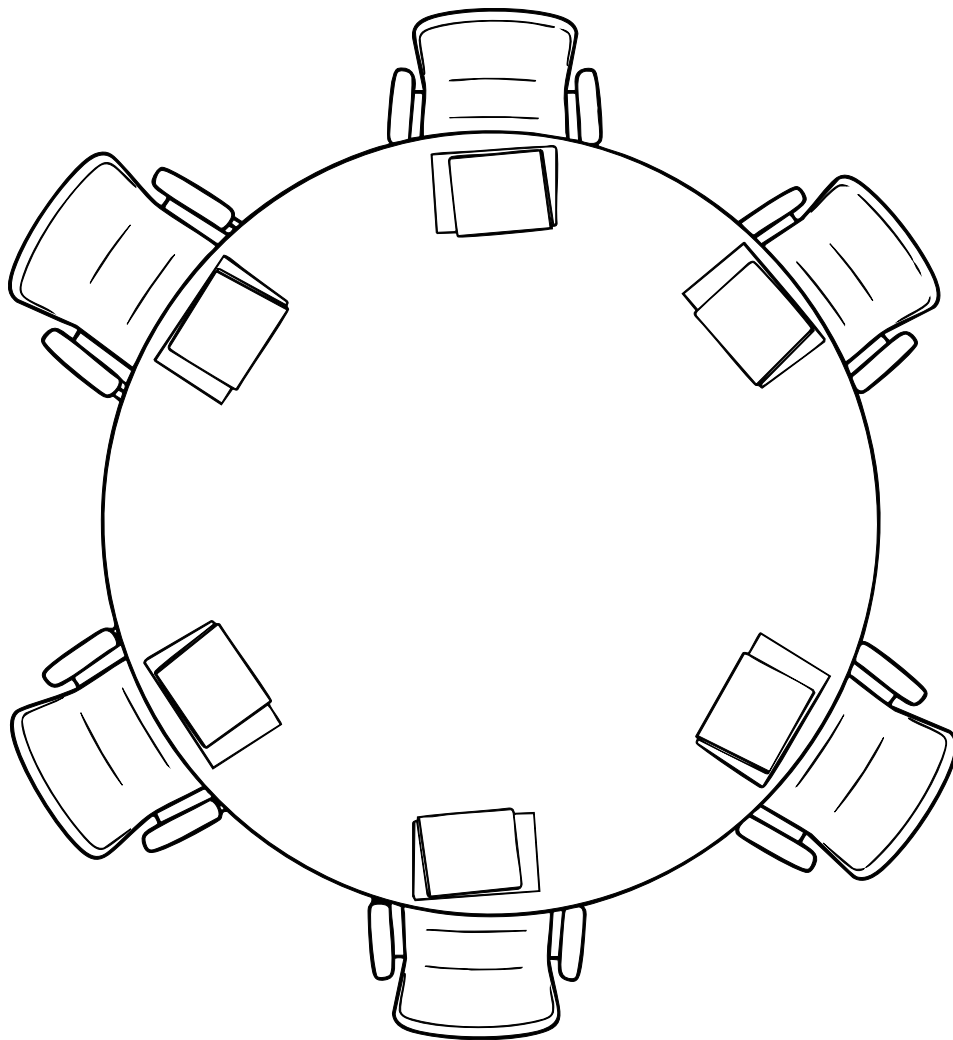
Intervention Strategy and Approach

Call to Action: Personal Board of Directors

There are multiple people in our lives who have left a positive impact and had a significant part in shaping who we are today. These individuals typically represent or have all or most of the following five traits:

1. They have high expectations of you
2. One-on-One relationship with you
3. There is mutual trust
4. You have a sense of responsibility to them and don't want to let them down
5. They have taught you something of importance.

Take a moment and at the “board room” table below, write the names and role in your life for your own personal board of directors:



Board of Directors Reflection

What are some of the characteristics you've acquired from these individuals?

Do these significant individuals have similar characteristics or roles? If so, what are they? If not, what makes them different and unique?

Do these people know that they are on your Board of Directors? How have you recognized or thanked them? If not, how would you like to?

How many Board of Directors do you think you serve on? How are you establishing relationships with others to help them grow?

How do you think, if at all, your Board of Directors will be different in five or ten years?

Session Five: Alcohol and Social Responsibility

Notes

Use PUBS To Determine if Any of the Signs of Alcohol Overdose are Present:



PUBS SIGNS OF ALCOHOL OVERDOSE:

- **P**uking while passed out
- **U**nresponsive to pinching or shaking
- **B**reathing is noisy, slow, shallow, or has stopped
- **S**kin is blue, cold, or clammy. If a person has darker skin, check for pale lips or nail beds.

If you see even one PUBS sign, call 911 immediately.

If you're unsure, call the Poison Center (1-800-222-1222) for free, confidential medical advice 24/7.

SAVE A LIFE. MAKE THE CALL.

Campus & Community Resource Review

What are some offices and departments on campus and within the community that would be helpful to connect with on alcohol education and the idea of being a socially responsible leader?

Role	Office Name	Location	Why Would We Use Them?
Example: Health Promotion	Student Health Promotion Office	Student Union Building Room 101	Educational Workshops, Sexual Health Resources, Student Food Pantry

Session Six: Advancing Justice through Philanthropy and Service

Cornerstone Chapter 6 Summary

Cornerstone Chapter 7 Summary

Cornerstone Chapter 8 Summary

Chain Link

Use the space below to brainstorm your future plans and contributions to the Fraternity - what value do you think the Fraternity will bring to your life? How do you want to contribute to the success of the chapter overall? Be prepared to share at least one sentence with everyone in the room.

Definition of Justice

How would you define justice in your own words?

Four Dimensions of Justice

How can your chapter work towards advancing justice in each of these dimensions?
What have you done or wanted to learn more about in each area?

Procedural / Legal	Retributive / Political
Making and implementing decisions according to fair processes and treatment	People deserve to be treated in the same way they treat others

Restorative / Social	Distributive / Economic
Strengthen communities and prevent harms from occurring or repeating	Giving all members of a society a “fair share” of the benefits and resources available

Put a start next to the dimension(s) of justice that you think the chapter is doing well at already. Draw an arrow where you think the chapter may need to focus or develop.

Philanthropy Definition

Philanthropy is: _____

The V Foundation for Cancer Research

The V Foundation for Cancer Research was founded in 1993 by the late Jim Valvano in partnership with ESPN. Their mission is to fund game-changing research and all-star scientists to accelerate Victory Over Cancer® and save lives.

Jim Valvano, or “Jimmy V,” is remembered for being many things: a successful basketball player and coach, a national champion, a broadcaster, and Naismith Memorial Basketball Hall of Famer. Jim was diagnosed with cancer at the age of 46, and shortly before his death he gave an unforgettable speech during the ESPY Awards where he announced the establishment of the foundation and encouraged everyone “Don’t Give Up...Don’t Ever Give Up!” and established a legacy.

Endowed by ESPN, the V Foundation operates with no overhead costs, that means that all donations made to the V Foundation are given directly to research efforts with the goal of achieving Victory Over Cancer. The V Foundation has granted nearly \$400 million to cancer research.



Learn more at www.deltachi.org/delta-chi-bracket-challenge

Our Chapter's Fundraising Events

Other Philanthropy Events We Support

Service Definition

Service is: _____

Delta Chi's Week of Service

Delta Chi's Week of Service is an opportunity for our brothers to unite in giving back to their communities. Held annually on the week leading up to or including our October 13 Founding Date, you can make an impact by donating, volunteering, or organizing local events. Chapters to get creative and come together to make a real difference. Below are some examples of ways that chapters can give back in their communities:



Donate to a Local Food Bank or Pantry

Local food banks and pantries are always in need. Find one near you at [FoodPantries.org](https://www.foodpantries.org).



Give Blood

If your members are willing and able to donate blood, contact your local Red Cross or health commission to find out where to donate.



Volunteer from Home

All For Good has developed a list of "volunteer for home" opportunities including literacy support, youth mentorship opportunities and virtual event planning.



Help a Local School

Reach out to your local school board to find out how you can support local schools.



Deliver Food to Vulnerable Populations

Contact your local Meals on Wheels to learn about volunteering to deliver food to those who need it.



Locate and Contact Your State Service Commission

Your State Service Commission can provide you with a number of different opportunities.

How does the chapter currently engage in service? What opportunities exist on campus and within the community?

Call to Action: The Ideal Member

In words or drawings, showcase what the ideal fraternity member would be in each of the category areas below. You're not necessarily trying to depict someone that looks a certain way, but instead represent the different qualities they need to possess and the experience they are seeking.

What does the ideal member WANT from a Fraternity experience?	What does the ideal member NEED from a Fraternity experience?

How does the ideal member SHOW UP for the Fraternity?	What OBSTACLES exist for the ideal member? What would prevent them from getting what they want, need, or impact how they show up?

Session Seven: Academic Success and Career Support

The Eisenhower Matrix



Eisenhower Matrix Practice

Visit www.deltachi.org/officer-resources and take a look at some of the position descriptions for different officer roles within the chapter. Then, write down those responsibilities in the priority matrix in the area where you think they belong.

Priority Matrix for: _____
List officer role / chair position

DO	SCHEDULE

DELEGATE	DELETE

Campus and Chapter Academic Information

All Fraternity GPA	Minimum GPA to Stay Active
Campus All-Male GPA	Minimum GPA to Hold an Officer Role
Current Chapter GPA	Minimum GPA to Be a Mentor

Why is it important to know these basic GPA facts about our chapter and the community?

How can I positively contribute to our chapter's overall performance?

What strategies am I already using that are helping my academic success?

Academic Resource Review

Resource	Office Name	Location	Why Would We Use Them?
Example: Tutoring	Academic Resource Office	Administrative Building Room 202	Better understanding course content

Seven Behaviors for Better Grades

1. **Always Attend Class:** While some professors have an attendance policy and others may not, if you miss a class, you miss the material being presented. There is only so much that you can do in reading or reviewing materials, because being physically present gives you the best opportunity to engage in a discussion with your peers and the professor to help you learn the material even better.
2. **Sit in the First Three Rows:** This allows you to sit towards the front of the room and be seen by the professor. Keep in mind that if you are sitting in the front, you need to be present and paying attention. If you're in-person or virtual, you need to be taking your academics seriously and showing up to represent Delta Chi with a positive attitude and dressing appropriately.
3. **Visit your Professor's Office Hours:** Research has suggested that going to a professor's office hours will show that you are more engaged in the material, and provides an opportunity for the professor to showcase the most important material for you to focus on. It also allows you to build a strong relationship with your professor and make you feel more comfortable talking to them if you are struggling with something. Email can be convenient, but in-person interactions will benefit you the most.
4. **Review Before Class:** Look over your notes or content from your previous session so you are better prepared for what will come next. We learn best by attaching new knowledge with previous material.
5. **Do Extra Credit:** Take every opportunity to receive additional credit in your courses. It's a chance to get additional feedback, and helps to offer a buffer if you may have a bad day and not do as well on an exam or project.
6. **Create a Dedicated Study Space:** Every student (and every major) has different needs for their study routines. A biology major is going to need a different setup than a dance major! Setting aside a place to do your work can help provide focus and a clear distinction can help your productivity.
7. **Schedule Time in Advance:** As you learned with the Eisenhower Matrix, one of the most important prioritization tools is scheduling. Your day can fill up quickly, so using a calendar for all the steps of a task to help manage your workload (ex. Outlining a paper, drafting a paper, editing a paper) will help you to get all your work done.

Preparing for an Exam

There is no "one size fits all" approach to studying. The following section can be used as a guide to help you when you are preparing for an exam.

Step 1: Exam Content

- Which class/course is it for?
- List the topics, readings and assignments that could be included on the exam (be specific).
- Do I know the topics on the exam?
- What areas do I need more clarity on?
- Do I have all of the notes, readings, and assignments to study from?
- Is there anyone in my class that I can study with?

Step 2: Study Preparation

- What information is most important?
- Has the professor provided additional resources to study from?
- How long (day or hours) do I need to study to feel prepared for the exam?
- What other priorities do I have in the days leading up to the exam?

Career Readiness Competencies

For more information on this initiative, visit naceweb.org/career-readiness-competencies



Career & Self Development

Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one's organization.



Leadership

Recognize and capitalize on personal and team strengths to achieve organizational goals.



Communication

Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.



Professionalism

Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.



Critical Thinking

Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.



Teamwork

Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.



Equity & Inclusion

Equity and Inclusion Competency: Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different cultures and backgrounds. Engage in anti-oppressive practices that actively challenge the systems, structures, and policies of racism and inequity.



Technology

Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.

How can Delta Chi help you to achieve these skills to prepare you for your future career?
How would you articulate that to an employer?

Call To Action: Personal Development Plan First Draft

What are your top three personal values?

What is your personal life motto?

Reflect on the “Building My House” worksheet. What are your important takeaways and what do you want to help support for the future of the chapter?

Reflect on the “Risk Management in Action” worksheet. What are you personally committing to do in order to ensure a safe, values-driven experience for your brothers and guests?

Reflect on the “Board of Directors” worksheet. What characteristics do those individuals possess that you want to implement and develop in yourself?

Reflect on the “Chain Link” activity. What value do you see the Fraternity bringing to your life?

Reflect on the “Ideal Member” worksheet. How can you contribute to an environment in the chapter so it is made up of ideal members who are able to show up and get what they want and need without obstacles?

Think about the Eisenhower Matrix. What are the different competing priorities you have in your life right now? What challenges do you face in balancing them?

What is a current strength you have with your academics? What do you want to work on improving?

What is something that excites you about your future career? What is a career competency you feel that you need to develop?

When you picture your future life outside of your career, what do you envision?

Now that you've had a chance to reflect on the pieces of your onboarding that have been steps to contribute towards your personal development plan, use this space below to make a first draft of your academic, professional, and personal goals, and the steps you want to take to achieve them.

You will have time to continue to revise this plan for the remainder of your onboarding - this is just an initial attempt.

Academic Goal Statement
What are the steps you need to take to achieve your academic goal?
When do you need to target to complete this goal?
How can Delta Chi help you support this goal?
Professional/Career Goal Statement
What are the steps you need to take to achieve your professional/career goal?
When do you need to target to complete this goal?
How can Delta Chi help you support this goal?

Personal/Fraternity Goal Statement

What are the steps you need to take to achieve this goal for your personal life, or for your Fraternity experience?

When do you need to target to complete this goal?

How can Delta Chi help you support this goal?

Notes

Session Eight: Personal Development and Wellness

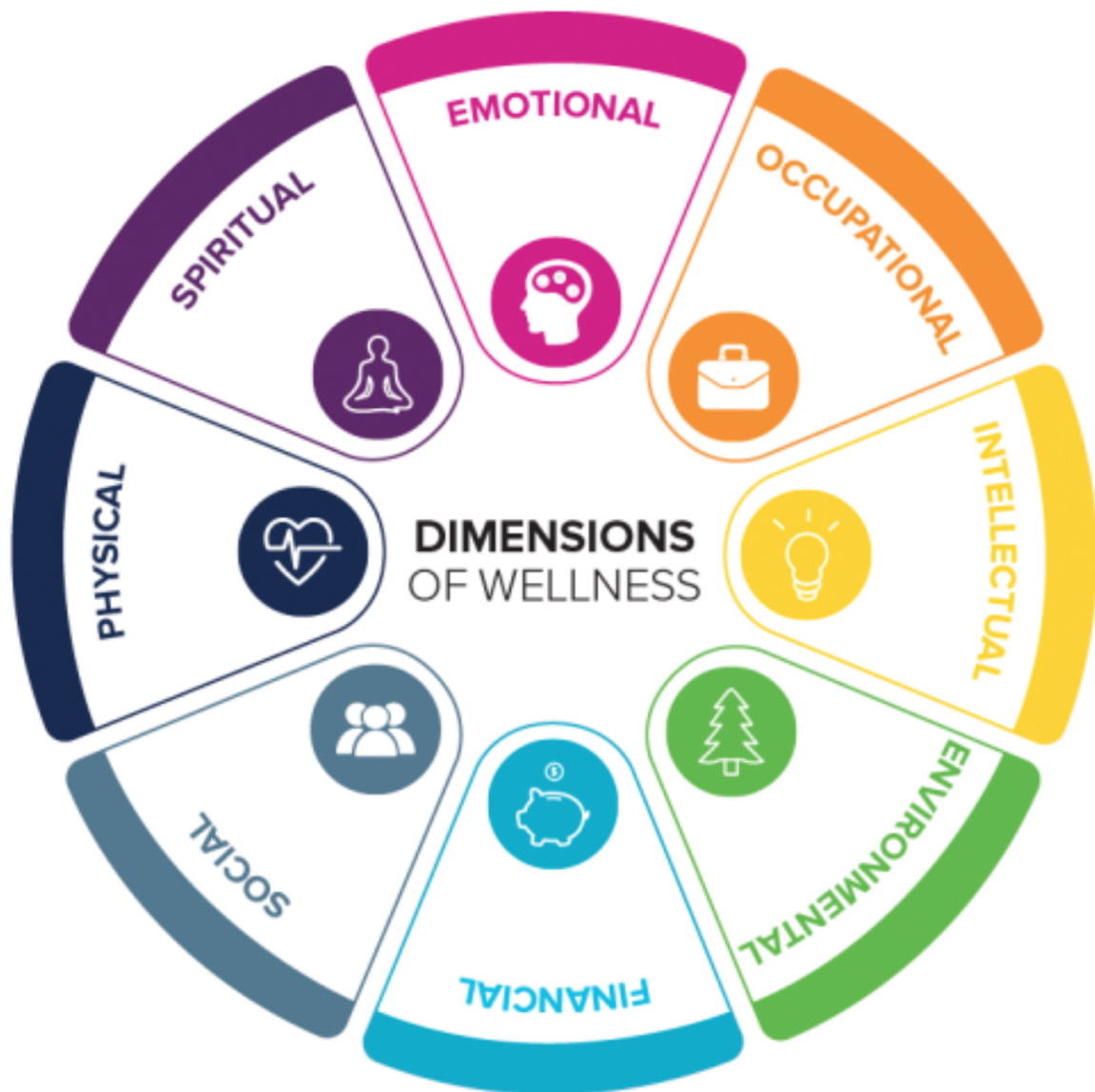
Personal Development Plan Feedback

Three Ideas that Came to Mind

Two Resources or Things to Look Up/Connect With

One Personal Connection

Dimensions of Wellness



Notes

Delta Chi Campus Assistance Program

The Campus Assistance Program (CAP) is a private and free service providing professional support and referral services designed to help you with personal, school or family related problems. Your Delta Chi Fraternity CAP can support you during a crisis and help you identify and gain control over personal problems that may be interfering with school and daily life. Participation is voluntary.

DEDICATED TOLL FREE CRISIS LINE

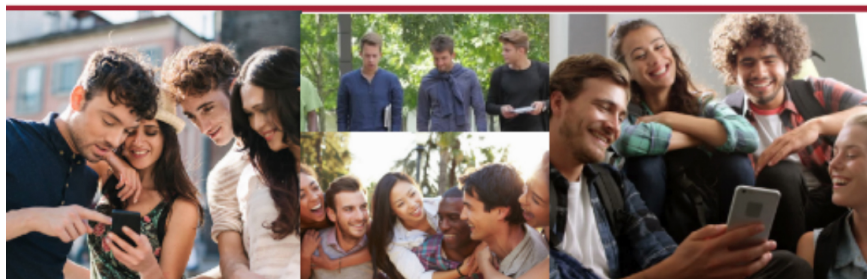
Use the Dedicated Toll Free Crisis Line to report suspected threats of harm to yourself or others. The line is available 24 hours a day, every

DIAGNOSTIC ASSESSMENT AND PROBLEM RESOLUTION SESSIONS

Students will receive a total of three short-term problem resolution sessions via phone, video, or text per issue. Referral services are coordinated with existing health insurance benefits if longer treatment is recommended (deductibles and co-pay may apply). Some common concerns the CAP can help with:

- Stress, anxiety, and/or depression
- Campus life transitions
- Sexual harassment
- Relationship issues
- Grief and loss
- Conflict resolution
- Substance abuse
- Parent-child conflicts and/or family issues

COLLEGE IS TOUGH. WE'RE HERE TO HELP.




DELTA CHI
FRATERNITY

1-866-227-3834



Go online at:
caplife.hmsanet.com
Username: deltachi
Password: myresource

Campus and Community Mental Health Resources and Services

Notes

ALEC: The Four Step Approach to Tackle Important Life Conversations



ASK

Ask them how they are and what's been happening lately?



LISTEN

Listen and give them your full attention.



ENCOURAGE ACTION

Encourage them to take action towards feeling better.



CHECK IN

Check in with them regularly after you chat.

Men's Mental Health



There is often a strong focus on men's physical health — fitness, annual checkups, and heart health — but mental well-being is equally as important because mental health is health!

Just as the body needs care and attention, so does emotional and mental well-being. Yet, there is a silent crisis in men's mental health — one that too often goes unnoticed or unspoken. Tragically, men are nearly four times more likely to die by suicide than women*, underscoring the urgent need to break this silence and seek support.

In 2023, among U.S. men* age 18 and older:

19% experienced a mental illness

4.3% faced a serious mental illness

4.5% had serious thoughts of suicide in the past year

21.4% dealt with a substance use disorder

45.9% with a mental illness received treatment in the past year

*Data from SAMHSA and NIMH, and reflects individuals assigned male sex at birth.

These numbers serve as a powerful reminder: no one struggling with mental health is alone. Talking about mental health is not a sign of weakness. Real strength lies in facing pain, not ignoring it.

Small steps can lead to significant change, changes that we all can lead together. Let's build a culture where men feel safe speaking up and reaching out. As a community, we can break the stigma, support one another, and ensure no one struggles in silence.

How Can You Help?



Start a conversation

A simple conversation can spark transformation. Whether a father, brother, uncle, friend, or colleague, check in with the men in your life.



Share resources

Help normalize seeking help by sharing information about mental health support services, hotlines, and local organizations. Let others know support is available — and that it works.



Create safe spaces

Encourage environments — at home, work, school, the barbershop, gym, church, or in the community — where men feel comfortable opening up without judgment. Sometimes, just knowing it's OK to talk makes all the difference.

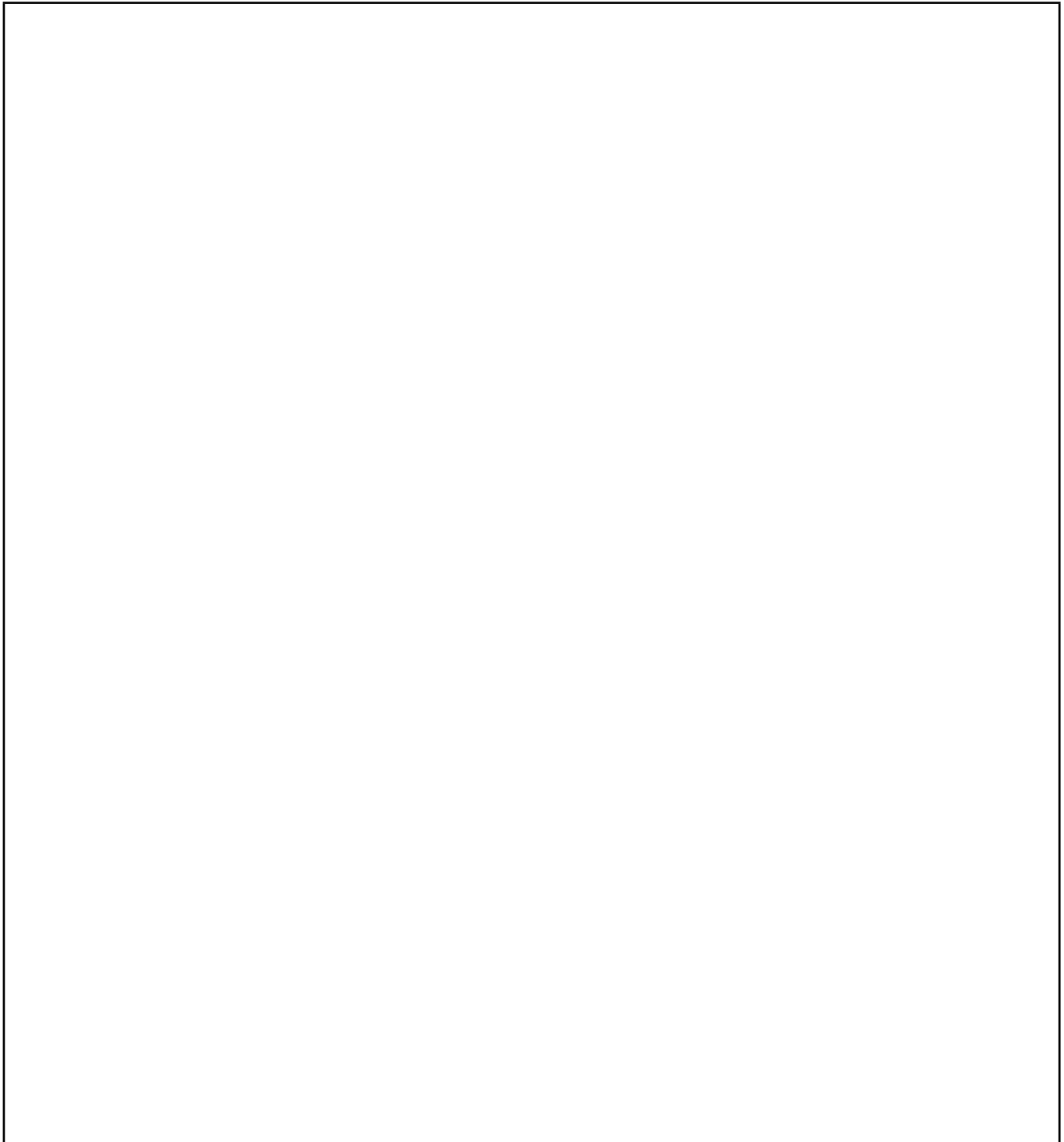
Visit [NAMI.org/mensmentalhealth](https://www.nami.org/mensmentalhealth) to learn how you or someone you know can recognize the signs, find support, and take the first steps toward mental wellness.



Call to Action: Journey Map

This is an opportunity for you to reflect on your onboarding process so far. In the space below, depict in words or a drawing your “map” from recruitment, to your Associate Member Ceremony, until now through your onboarding.

You’ll need to define the start and end points, the different eras of the journey, and put an arrow to the significant moments, challenges, achievements, or even simple things like your meetings and favorite activities.

A large, empty rectangular box with a thin black border, intended for a user to draw or write their Journey Map. The box occupies the majority of the page below the introductory text.

Session Nine: Brotherhood Integration and Lifetime Membership in Action

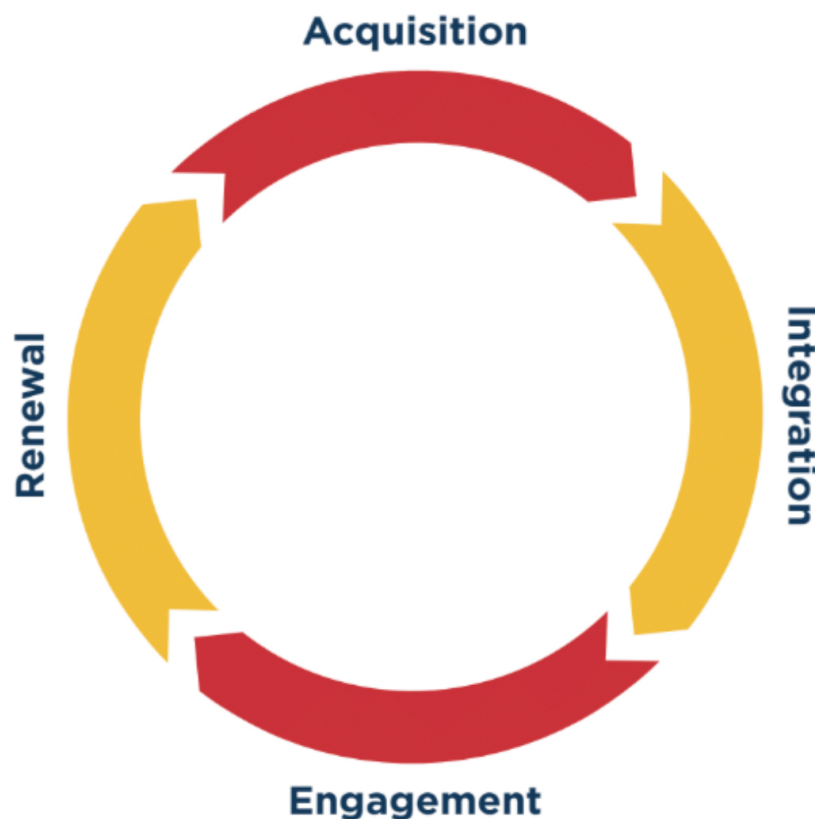
Lifecycle of Membership

Acquisition: The learning or development stage, commonly known as potential new membership. During this stage, one may express interest in the organization through attending an event or having an informal interaction, through social media, via a previous connection to the fraternity, or a structured recruitment process.

Integration: The stage in which one thing is combined with another. more commonly referred to as the Associate Member process. During this stage, one learns about the fraternity in both formal and informal settings. This allows him to understand the fraternity's history, its purpose, and the expectations bestowed on him as an Associate Member.

Engagement: The stage at which one participates or becomes actively involved, also known as active or college membership. During this stage, one experiences college through the Delta Chi lens by expanding his network, developing his skills and characteristics, and contributing to the world around him.

Renewal: The stage at which you reestablish your commitment to Delta Chi, or more commonly referred to as the alumni membership. During this stage, one searches for continued opportunities to give back to the organization via their newly developed lifestyle.



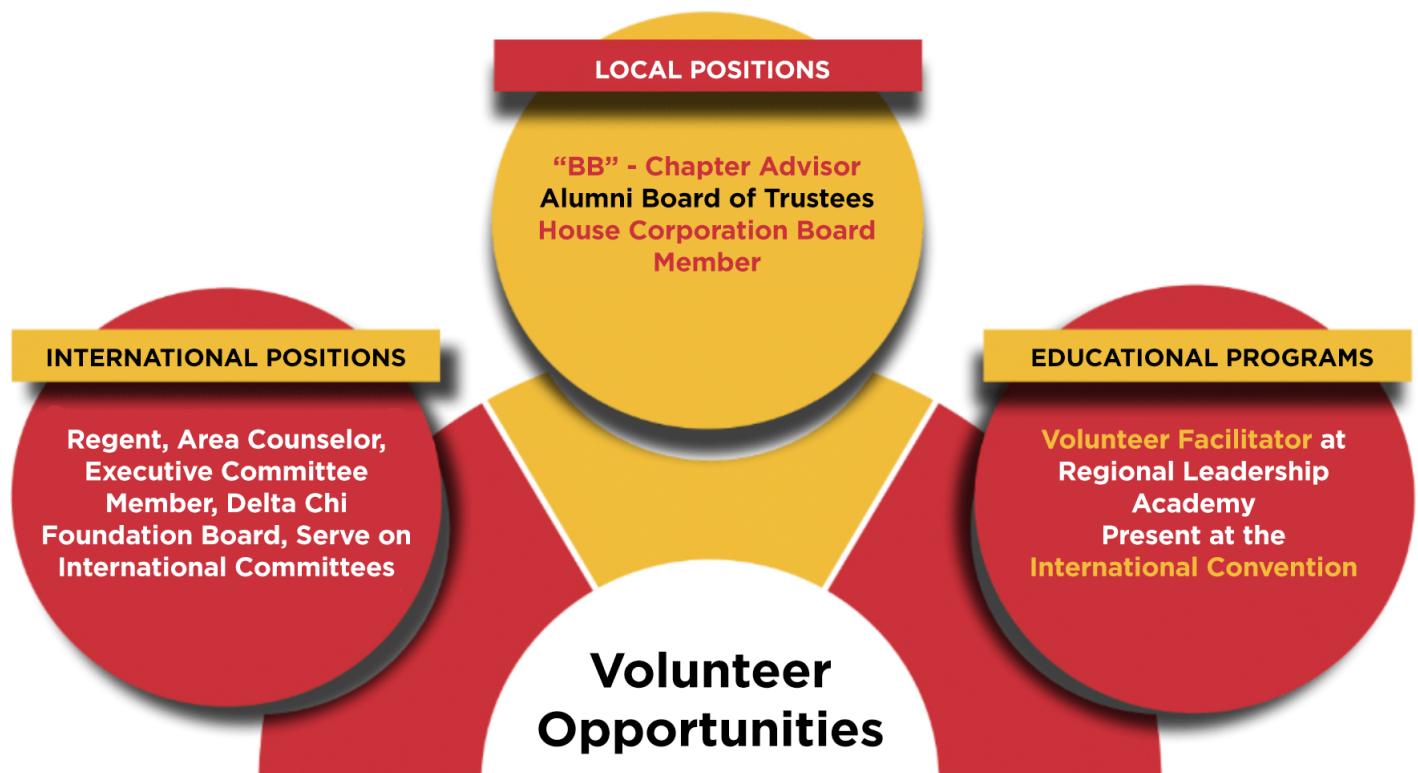
Lifetime Engagement Opportunities

Founder Peter Schermerhorn Johnson said, “The Fraternity man never graduates. He receives his diploma and leaves his Alma Mater for the larger affairs of the world, but as long as his Chapter stands, he is as much a part and parcel of it as in undergraduate days. He belongs to the family for life...” No one should ever say, “I was a Delta Chi.”

Alumni Rededication Ceremony: This ceremony was created in an effort to have our members make a renewed commitment to being involved in the Fraternity. Men who participate in this ceremony are no “more of a Delta Chi” than any other, but wish to stand up and be counted on to make an even greater effort to help Delta Chi be a better Fraternity.

Alumni Chapters: One of the easiest ways to remain involved in Delta Chi is to become a member of an Alumni chapter. These chapters are Delta Chis from different chapter/colonies who care about the Fraternity and continuing its legacy. Since a job, graduate school, or life in general might take you to a place that is far from this campus, you can still remain involved in Delta Chi.

Volunteer Opportunities: While the Fraternity has a professional staff in Indianapolis, the importance of volunteers within Delta Chi is immeasurable. There are many ways to volunteer for the Fraternity.



Leadership in Action Panel

Panelists

Notes

Call to Action: Personal Development Plan Revised Draft

My Top Three Values Are

My Personal Life Motto Is

Current Strengths and Skills/Knowledge
I Bring to a Team

My Opportunities for Improvement and the
Skills/Knowledge I Want to Develop

Academic Goal Statement

What are the steps you need to take to achieve your academic goal?

When do you need to target to complete this goal?

How can Delta Chi help you support this goal?

Professional/Career Goal Statement

What are the steps you need to take to achieve your professional/career goal?

When do you need to target to complete this goal?

How can Delta Chi help you support this goal?

Personal/Fraternity Goal Statement

What are the steps you need to take to achieve this goal for your personal life, or for your Fraternity experience?

When do you need to target to complete this goal?

How can Delta Chi help you support this goal?

Session Ten: Ceremony Preparation and Final Reflections

Letter to Self

Use the space below to write a letter to yourself - it can be a way for you to “check in” with yourself in a few months to see if you’ve made the progress you intended to make with your personal development plan, or serve as a useful tool to reflect on your onboarding process.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

If you would like to actually send yourself a letter, you can visit www.FutureMe.org to send yourself something! You should choose a specific date to receive your message (it could be related to one of the target dates you set in your plan), ensure the letter is private, and enter in your email address. Ensure that you select the free “send just this letter” option. When you are finished typing your letter, click “Send to the Future.”

Sources List

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- JillGottenstrater.com/Creating-Life-Motto
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- Timothy J. Piazza Center for Fraternity and Sorority Research - Steps to Develop an Organizational or Campus Amnesty Policy
- Allan, E. J. & Kerschner, D. (2020). The Spectrum of Hazing™, StopHazing Consulting. stophazing.org/resources/spectrum
- US Center for Safe Sport
- Gordie Center at University of Virginia
- V Foundation for Cancer Research
- National Association of Colleges and Employers (NACE) Competencies for a Career-Ready Workforce
- National Institute of Health National Library of Medicine - Stoewen Dimensions of Wellness: pmc.ncbi.nlm.nih.gov/articles/PMC5508938/
- National Alliance on Mental Illness - Men's Health Month
- The Movember Foundation: conversations.movember.com/en/ALEC



Dale Carnegie
Delta Chi Scholars

WHY BE A DALE CARNEGIE SCHOLAR?

WWW.DELTACHI.ORG/DALECARNEGIE

