



## **FREQUENTLY ASKED QUESTIONS MODEL ASSOCIATE MEMBER EDUCATION PROGRAM**

### **WHY DOES THE MODEL ASSOCIATE MEMBER EDUCATION PROGRAM EXIST?**

The health, safety and well-being of our associate members is of the utmost importance and a priority to the National Council. Since the 56<sup>th</sup> Supreme Chapter we have seen a substantial increase in the frequency of hazing incidents and decreasing tolerance for high-risk behaviors which requires further action. This program will allow us to provide a shared member education brotherhood experience for all of our members and help increase a mutual sense of belonging to Pi Kappa Phi - all while addressing the health and safety of our associate members.

### **DOES MY CHAPTER HAVE TO FOLLOW THE MODEL ASSOCIATE MEMBER EDUCATION PROGRAM?**

Yes. Beginning August 1<sup>st</sup>, 2019, all chapters are required to adopt and follow the Model Associate Member Education Program. In short, this means facilitating all activities as presented by the model program facilitator guide, save for any modifications authorized by the National Headquarters on or before August 1<sup>st</sup>, 2019. Chapters that choose to deviate from the model program will be held accountable.

### **CAN MY CHAPTER MODIFY THE MODEL ASSOCIATE MEMBER EDUCATION PROGRAM?**

Chapters were offered a one-time opportunity to request modifications during the Spring 2019 term. **The only modifications, or changes, that chapters may make to the Model Associate Member Education Program are those that were authorized by the National Headquarters prior to August 1<sup>st</sup>, 2019.** A list of each chapter's modification status is available on the [Pi Kapp Resource Library](#). For additional details about your chapter's authorized modifications, please contact your Chapter Relationship Manager.

### **WHY IS THE MODEL ASSOCIATE MEMBER EDUCATION PROGRAM ONLY SIX WEEKS LONG?**

Colleges and universities across the country continue to move toward four- to six-week frameworks and/or requirements for new member education programs. The North-American Interfraternity Conference (NIC) is also working with campuses and member organizations to reduce the length of the new member experience.

Since 2015, the number of chapters that have moved to an associated member education program of less than seven weeks has quadrupled. Additionally, through the National Fraternity's partnership with Dyad Strategies, those chapters with associate member education programs of less than seven weeks identify a greater sense of belonging and accountability when compared to the Fraternity's national average.

## **WHY ARE THERE TWO EDUCATION SESSIONS EACH WEEK?**

It has often been said that pursuing membership in Pi Kappa Phi is akin to taking on another class. Additionally, research shows that participants more effectively learn in shorter sessions. To that end, two sessions - of which none are longer than two and a half hours - are offered weekly, save for weeks five and six.

## **WHY IS THE BIG BROTHER CEREMONY IN WEEK TWO?**

Big Brothers serve as mentors, advisors, and friends to their Little Brother. Initiated members and associate members have the opportunity to build relationships during the recruitment process; those relationships should be considered in the pairing process. By moving the Big Brother Ceremony to week two, chapters may see higher associate member retention as the mentorship relationship is established as early as possible.

## **WHAT CONSTITUTES AN ASSOCIATE MEMBER RETREAT?**

In the fifth week of the Model Associate Member Education Program, chapters are asked to organize a retreat for associate members. If your chapter is concerned about the cost associated with holding a retreat off-campus, consider reserving a room (or rooms) on-campus in which you can conduct the retreat. Retreats may not extend overnight.

## **WHAT HAPPENED TO THE NATIONAL EXAM AND ORAL BOARDS?**

The written exam resource published by the National Fraternity and colloquially referred to as the “National Exam” challenges associate members to demonstrate the knowledge they have gained throughout their associate member experience, while oral boards challenge associate members to consider the philosophy and guiding principles of the Fraternity, as well as the deeper reasons for why they joined.

In an effort to synthesize the knowledge and skills taught during the last six weeks of associate member education, the national exam and oral boards have been replaced by a capstone project. The capstone project challenges associate members to go beyond memorizing names and instead put into practice their ability to lead from their earliest moments of membership. Questions formerly asked in the national exam have been redistributed into weekly quizzes, allowing associate members to demonstrate their knowledge as they go through the program.

## **CAN MY CHAPTER STILL USE INTERVIEW OR SIGNATURE PROGRAMS?**

No. The New Member Education Committee may consider inviting initiated members to the brotherhood activities or subordinate rituals hosted throughout the model program, but chapters may no longer require or encourage associate members to meet with, interview, or earn signatures from initiated members or alumni.

## **HOW CAN MY CHAPTER LEARN MORE ABOUT THE CAPSTONE PROJECT?**

You may review examples of ideal capstone projects, worksheets to help associate members move through their capstone project, and other best practices for the administering the capstone project on the Warden tab of the [Pi Kapp Resource Library](#).

## **HOW CAN WE INVOLVE INITIATED MEMBERS IN THE MODEL PROGRAM?**

When involving initiated members outside of the New Member Education Committee or Executive Council in the associate member education process, the Warden should consider how to build or maintain an environment that facilitates learning and fosters a sense of belonging to Pi Kappa Phi. The New Member Education Committee may consider inviting initiated members to the brotherhood activities or subordinate rituals hosted throughout the model program. Additionally, specific chapter members may serve as guest facilitators at the discretion of the Warden and the New Member Education Committee.

## **CAN MY CHAPTER STILL FACILITATE LOCAL SUBORDINATE RITUAL(S) DURING THE MODEL PROGRAM?**

Only those chapters that have an authorized modification to facilitate a local subordinate ritual may facilitate them during the Model Associate Member Education Program. Just as member education should not conclude with the Ritual of Initiation debrief, a member's participation in subordinate rituals should not conclude with the associate member education process. The Chaplain and Ritual Committee may consider facilitating subordinate rituals with all members beyond those facilitated during the associate member education process.

## **WHO SHOULD I CONTACT IF I HAVE OTHER QUESTIONS ABOUT THE MODEL PROGRAM?**

If you have questions about the Model Associate Member Education Program submission requirements or your chapter's modification status, please contact your Chapter Relationship Manager.

For questions about the curriculum, training, or resources provided for the model program, contact Director of Member Development Dylan McKenzie at [dmckenzie@pikapp.org](mailto:dmckenzie@pikapp.org).