

**Kappa Psi Pharmaceutical Fraternity, Incorporated**

**July 1, 2015**

**2013-2015 National Pledge Program Development Committee**

**Final Report**

Committee members

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Charges of the Committee:

* Identify key qualities and characteristics in future Brothers that should be emphasized during the rushing and pledging process.
* Serve as a resource for guidance during rushing and pledging.
* Compile common pledge program characteristics of top performing Collegiate Chapters and share them with the Fraternity.
* Develop a list of pledging activities that comply with our hazing and risk management policies, and create a document that lists steps to implement those activities.
* Ensure that all Chapters understand and comply with the hazing policy.
* Promote the use of the Handbook and Pledge Manual to all Chapters.

**Identify key qualities and characteristics in future Brothers that should be emphasized during the rushing and pledging process**

* Built upon the 2011-2013 National Pledging Committee report.
* The report suggested: teamwork, leadership, participation in extracurricular activities (community service)
  + Leadership roles within school of pharmacy
  + How pledges interact with their peers and how they handle school in general
* Committee member (Allie Faye) designed a presentation on behalf of the committee to be presented to the Provinces
  + In the presentation, emphasis was placed on every chapter needing to have their own rushing policy (that way expectations are known upfront to pledges and Brothers)



* At Province meetings, roundtable discussions were held to identify the following:
  + What characteristics do you think pledges should exemplify?
    - What should Brothers exemplify?
  + What worked and what didn’t during your pledge process so we can share with other chapters
  + It was brought to the committee’s attention that certain chapters use interview questions and a rubric during pledge interviews that focus on qualities that exemplify fellowship, industry, sobriety and high ideals.

**Serve as a resource for guidance during rushing and pledging**

* Created a Gmail account so that the Brotherhood would be able to contact us with any issues

[KappaPsiPledging@gmail.com](mailto:KappaPsiPledging@gmail.com) (slide 5 of Province Presentation)

* Names of the committee members were included in the presentation given at Province meetings.
* Facebook posts and emails were sent to the listserv advertising the committee and our services.

**Compile common pledge program characteristics of top performing Collegiate Chapters and share them with the Fraternity**

* These characteristics were included in the 2011-2013 report which emphasized:
  + Teambuilding
  + Accountability
  + Brotherhood bonding (unity)
  + Selective in acceptance after interviews
  + Incorporate Brother interviews during pledging
  + Implement community service into the pledging process
  + Adhering to pledge manual
    - Emphasize the Fraternity’s history during pledging
  + Explaining expectations upfront to new and current brothers
  + For top 10 chapters there wasn’t one set pledge class size that proved to be the most beneficial
    - Balance between quantity vs quality – how to do this?
  + Most top 10 chapters (86%) dismissed pledges if they did not fulfill the *established* requirements
  + Most top 10 chapters only pledge one semester (not both)
  + Most top 10 chapters pledge at least 8 weeks (usually more)
  + Pledge program activities included:
    - Weekly signature sheets (from Brother interviews)
    - Community service project
    - Pledge project
    - Learning KY history and information about Brothers in the chapter
  + All top 10 chapters have pledges meet outside of pledges sessions
  + Pledges spend more than 5 hours per week on pledging
  + Required uniform dress among pledges
  + Emphasize the importance of graduate chapters and have graduate participation in pledging activities but do not learn grad chapter history
* The 2013-2015 committee built upon the 2011-2013 report and included these characteristics in the Province Presentation (slides 6, 7, and 8).

**Develop a list of pledging activities that comply with our hazing and risk management policies, and create a document that lists steps to implement those activities.**

From the 2011-2013 Pledging Committee Report, the following activities were identified:

* Roadside cleanups
* Watching sporting events
* BBQ’s and picnics
* Other responses:
  + Visiting the local nursing home for Halloween and valentine’s day
  + Baking cakes for competition
  + Playing dominoes
  + Ropes course
  + Trivia games
  + Fishing
  + Intramurals
  + Fundraising events
* 2013-2015 Committee took it a step further and compiled a list of activities NOT to do while hosting an event based on our current Risk Management Policy
  + The committee felt this would allow chapters to still be creative with the events they hosted at their respective chapters.
  + Pledging activities NOT to do (slides 9, 10):
    - Forced physical exercise or potential physical harm
    - Potential embarrassment or psychological harm that degrades or compromises the pledge’s dignity
    - Activities that require an unreasonable or inordinate amount of time
    - Activities that require consumption of food/liquid
    - Activities that compromise moral or religious beliefs
    - Illegal activities
    - Any activity against the rules or regulations of the academic institution
    - No drinking, formally or informally, during member education with pledges
* Hosted Pledging Workshops and Round Table discussions at various Province meetings to identify what activities were most successful during the pledging process?
* Also discussed pledging activities that revolved around our founding ideals.
  + Minutes from Mountain East Province Workshop:

**Successful pledging activities completed by MEP Chapters:**

* + Themes per week to cover different ideals of Kappa Psi
    - Fellowship, industry, etc.
  + Sobriety activities!
    - See how pledges react doing different activities under pressure
  + Team building activity every Friday to bring pledges together and keep them unified
  + Alumni presence
    - Top 10 chapters over last few years all had alumni brothers helping with the pledge process
  + Big/Little dinners
  + Kappa Psi Olympics
    - Teams of pledges and brothers working together to accomplish tasks
    - All members of the team required to accomplish tasks

**Recommendations for activities surrounding our Ideals:**

* + Industry
    - Powerpoint presentation by the pledges on what professionalism means
      * 1 slide per pledge
      * Every pledge presents in some way
    - Pledges attend alumni events to see what Graduate brothers do in the pharmacy community
    - Have pledges attend province/national meetings
    - Have pledges conduct interviews with brothers throughout the process
  + Sobriety
    - Risk management seminar to inform pledges what to expect (pg 21 of Handbook and Pledge Manual)
    - Let pledges know that KP is a non-hazing fraternity
  + Fellowship
    - Cultural night potluck
    - Pledge songs
    - Big/Little dinners
    - Planned social activity amongst the pledges and brothers
    - Use The MASK to get different ideas from other chapters across the nation
  + High Ideals
    - Take students on tour of pharmacy school to show how important brothers from their school have impacted their school and the profession
    - Encourage pledges to run for officer positions, leadership roles and other positions within the school of pharmacy outside of KP
    - Have pledges set goals during process (academic, career, etc.) and have brothers help the pledges to attain those goals

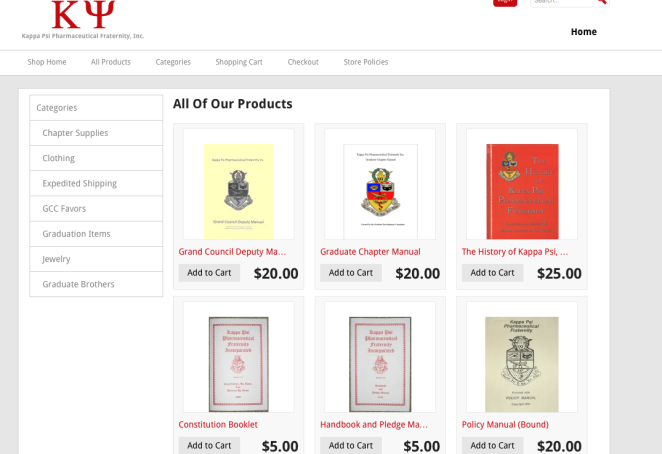
**Ensure that all Chapters understand and comply with the hazing policy**

* Committee members, Brothers Melissa and Jennifer developed a quick reference guide/handout of hazing policy for chapters to refer to prior to pledging process. It has been approved by the Executive Committee and is being distributed to the Fraternity by The Central Office upon request.
* The following are found on slide 11 of Province Presentation
  + Hazing Policy can be found at:
  + <https://kappapsi.org/img/uploads/files/risk%20management/rm.policy.pdf>
  + Other Resources such as Hazing Prevention Video and Hazing Alternatives:
  + <https://kappapsi.org/policies/manuals/risk-management>

**Promote the use of the Handbook and Pledge Manual to all Chapters**

* Slide 12 of Province Presentation and discussed in various Province workshops and Round Table discussions

<https://kappapsi.org/store/products>



* Link to national website

<https://kappapsi.org/policies/manuals/risk-management> - Risk Management Policy

* Every chapter should provide pledge manual to their pledges (whether new or passed down from Brother to Brother). Consider incorporating this cost into their dues (only $5).

*Respectfully Submitted*