



## New Member Engagement and the New Member Experience

Keeping our Phis engaged during this time is critical. They may not have made the connections that our initiated sisters have. Below are best practices and ideas on how to maintain the Phi experience.

For chapters who currently have new members going through the New Member Experience, please encourage the Phi Director to virtually maintain contact with the new members so that they remain engaged with Phi Mu.

- **Online Modules**
  - Phis should still take the weekly online modules, as long as they have access.
  - If possible, please ask Phis to complete the modules by the end of the spring term.
  - Be flexible if necessary, but encourage Phis to complete the modules; the Phi Director and other sisters can check in with them on their progress and what they are learning.
- **Phi Meetings**
  - As you are able, we encourage regular meetings to continue virtually. These should not be mandatory for Phis, as we recognize not everyone may have easy access to the internet.
  - You may decide to break the Phis into smaller groups - this is entirely up to you. You know your Phis and chapter best.
  - First and foremost, check on each other. How are the Phis doing on a personal level?
  - At minimum, to stay on track with the New Member Experience content, host a scheduled discussion for each week's topic using the reflection questions at the end of each online module. Those questions can be found [HERE](#).
  - We empower you to review each week's facilitator guide and determine if you want to do any activities or discussions virtually. We understand this may be difficult.
- **Initiation**
  - If your campus allows students to return to campus by the end of the spring term, and permits chapters to hold meetings on campus, please try your best to initiate your Phis before the end of the term.
  - If your campus does not re-open this spring, Phis should be carried over and initiated as early as practical in the fall term. Please work with your AMD and CRC to modify the New Member Experience and schedule Initiation.
    - If necessary, your chapter may need to extend the pledges of the Phis you currently have. Please work with your CRC on this.
    - If necessary, your CRC will grant your chapter an exception to hold more than three Initiations next year.



- Initiation and other Ritual events should be postponed until the university permits student organizations to resume meetings.
- **Staying Connected**
  - The most important thing is to stay connected to the Phis and to keep them engaged and feeling included in our virtual chapter experience.