

OVERVIEW OF BIG BROTHER PROGRAM

Mentorship has been demonstrated to be a key factor in one's growth and development during college. The Big Brother Program in Associate Member Education creates a unique opportunity to develop a mentorship relationship with an influential peer for associate members early in their collegiate careers. The role of Big Brother should be considered one of the more important leadership roles in the chapter. These individuals are not just friends to the new associate members, they are role models and mentors for life inside and outside Delta Upsilon. A successful Big Brother Program requires planning, training and follow-up. The following resources have been developed to assist in the development of an effective Big Brother Program in your chapter.

BIG BROTHER ORIENTATION

Prior to the start of the Big Brother Program, the chapter should hold an orientation for all members who have been selected to become Big Brothers. This should be facilitated by an advisor, alumnus or university staff member. The purpose of the orientation is to develop a mutual commitment to shared expectations for all Big Brothers while developing mentoring skills and awareness of campus resources for the members. A facilitation guide and handouts are included in this guide. In addition, they can be accessed at www.deltatau.org.

BIG BROTHER PAIRING/REVEAL GUIDELINES

Chapters should determine the method of pairing Big Brothers and Little Brothers who best meets their needs. Regardless of the method chosen, the process should take the opinions of both Big Brother and Little Brothers into account, while ensuring the best interests of the associate member are always at the center of the decision making.

It is common for chapters to develop a reveal or a ceremony.

BIG BROTHER GUIDE

This is a resource for all Big Brothers in the chapter. It should be distributed at Big Brother Orientation. It can also be accessed at www.deltatau.org. Big Brothers should use this guide to assist them in developing a calendar for the term. This will help in planning the activities they plan to do with their Little Brother to ensure the program is intentional and well rounded.



FACILITATOR GUIDE

BIG BROTHER

ORIENTATION

SESSION LENGTH: 90 MINUTES

OBJECTIVES

- Participants will be able to articulate the expectations for Big Brothers.
- Participants will be able to identify three characteristics of a mentor.
- Participants will be able to identify at least three resources available on campus for student success.

SUPPLIES

- My Big Brother Story
- Mentoring Article
- Resource Handout
- Big Brother Guide

5/5 WELCOME AND INTRODUCTIONS

Welcome participants. Introduce any presenters, if necessary.

Begin by asking the following:

- What is the purpose of our Big Brother Program?
- What is the possible impact of a good Big Brother?
- Why is it important we are all on the same page as Big Brothers?

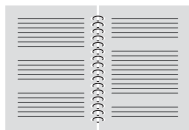
Reiterate the powerful impact a Big Brother can have on the experience of an associate member. This should be viewed as an important leadership role in the chapter, and everyone is here today because we think this group can be positive mentors for our future members.

10/15 DEFINE THE ROLE



Break participants up into two groups.

- Have one group identify its ideal outcomes from a Big Brother program. What do participants want associate members to gain from their relationship with their Big Brother?
- Have the other group identify ideal best practices for Big Brothers.
- Give each group five minutes to write its ideas on a flip chart.
- Next, have each group post its flip charts at the front of the room and share with the other group.
- Take several minutes to point out connections between the two lists. There is a direct correlation with effective Big Brother practices and the outcomes we want from the program. Ask if anyone would like to add anything to either list.
- Reiterate that our focus will be to prepare each other to help our Little Brother to achieve these ideal outcomes.

15/30 MY BIG BRO

As we prepare to become Big Brothers, we want to take some time to reflect upon our own experience with our Big Brother.

- Give each participant the My Big Brother Story Handout.
- Have each person take several minutes to create a story board of his experience with his Big Brother. He should focus on key moments and impactful experiences in his relationship with their Big Brother.
- After several minutes, have participants get into groups of three and share their story boards.

After five minutes, bring the group back together and ask the following processing questions:

- What are some positive things from your Big Brother story?
- What are some things that you think were missing from your story?
- How has your experience impacted your desire to be a Big Brother?

To wrap up the discussion, reiterate that it is important for us to think about our personal experience as we enter into this new endeavor. Our personal experiences will shape who we will be as Big Brothers. However, it is also important to recognize that we cannot try to recreate our experience for the associate members, we must be mentors who will guide them in their own journey. It is important to keep the associate members as the focal point, rather than making this about us as Big Brothers.

20/50 BECOMING A MENTOR

Transition to a discussion about mentorship. As we have discussed earlier, we want to be more than a friend. We want to be a leader and a mentor who has a positive impact on our associate members.

Ask participants the following questions:

- Why are mentors important in our lives?
- How would we define mentorship? (Write responses on a flip chart.)

The organization, mentor.org, offers the following insight on what it calls Responsible Mentorship.

Responsible Mentoring:

- Is a structured, one-to-one relationship or partnership that focuses on the needs of mentored participants.
- Fosters caring and supportive relationships.
- Encourages individuals to develop to their fullest potential.
- Helps an individual to develop his or her own vision for the future.
- Is a strategy to develop active community partnerships.

To reinforce the importance of mentors, explain to participants that the Multi-Institutional Study on Leadership has identified mentoring as one of the high impact practices that has been proven to have significant positive impact on our student development while in college. The Fraternity can provide mentorship to our young men at a critical time in their lives, but we must be prepared as mentors.

10/60 **DEFINING EXPECTATIONS**



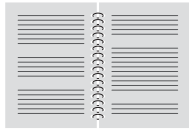
Next, remind participants that while we will each be Big Brothers on our own with our Little Brother, we will not be alone in this work. We will be doing this alongside our brothers, and we will have each other here to support us and hold us accountable. Therefore, it is important to be very clear about what is expected out of each and every one of us.

- Have participants jot down three expectations they would like to set for each other as Big Brothers. What are the things we need to do to achieve our desired outcomes?
- Next, have participants share their expectations. Write responses on a flip chart.

- Continue to have participants share until a complete list of expectations has been compiled.
- The list should include the following:
 - › Uphold all expectations in the Delta Upsilon Loss Prevention Policy, Constitution and chapter bylaws.
 - › Meet with their Little Brother at least once per week.
 - › Forward any concerns to the Vice President of Membership Education, President or advisor.
 - › Serve as a role model for all members of the chapter.
 - › Attend all ritual ceremonies.

Ask the group if each person is willing to commit to these expectations? Explain these expectations will be typed up and sent out to each Big Brother and Little Brother. It will be the duty of all of us to hold each other accountable to these expectations.

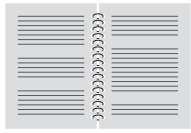
10/70 FINDING RESOURCES



Next, explain that we do not need to have all the answers as Big Brothers. We just need to be able to help connect our Little Brothers with the resources available to help them. Many of our first-year members may be unaware of services available at the institution and through the Fraternity, or they may be afraid to reach out and utilize those services.

- Distribute the Resource Handout.
- Take several minutes to walk through the handout. Ask participants to fill in information as you go.
- It will be important for the Vice President of Membership Education to identify these resources prior to the start of the session.
- Participants should feel free to offer additional suggestions for services they are aware of or have utilized.

15/85 CREATING A PLAN



Tell participants that serving as an effective Big Brother and mentor will require intentionality and planning. Each individual should identify specific activities he wants to do each week throughout the Associate Member Education Program.

- Give participants the Big Brother Guide.
- Direct them to sections IV and V of the guide.
- Break participants up into groups of five to six. Have each group map out a possible weekly plan of activities to do with their Little Brother. Encourage them to provide specific examples of things they could do on campus and in the community.
- After several minutes, have each group share.
- Take several minutes to provide feedback and brainstorm additional ideas for activities.
- Each Big Brother should take some time in the upcoming week to construct a draft of a similar plan based on his schedule and interests, and his Little Brother's schedule and interests.

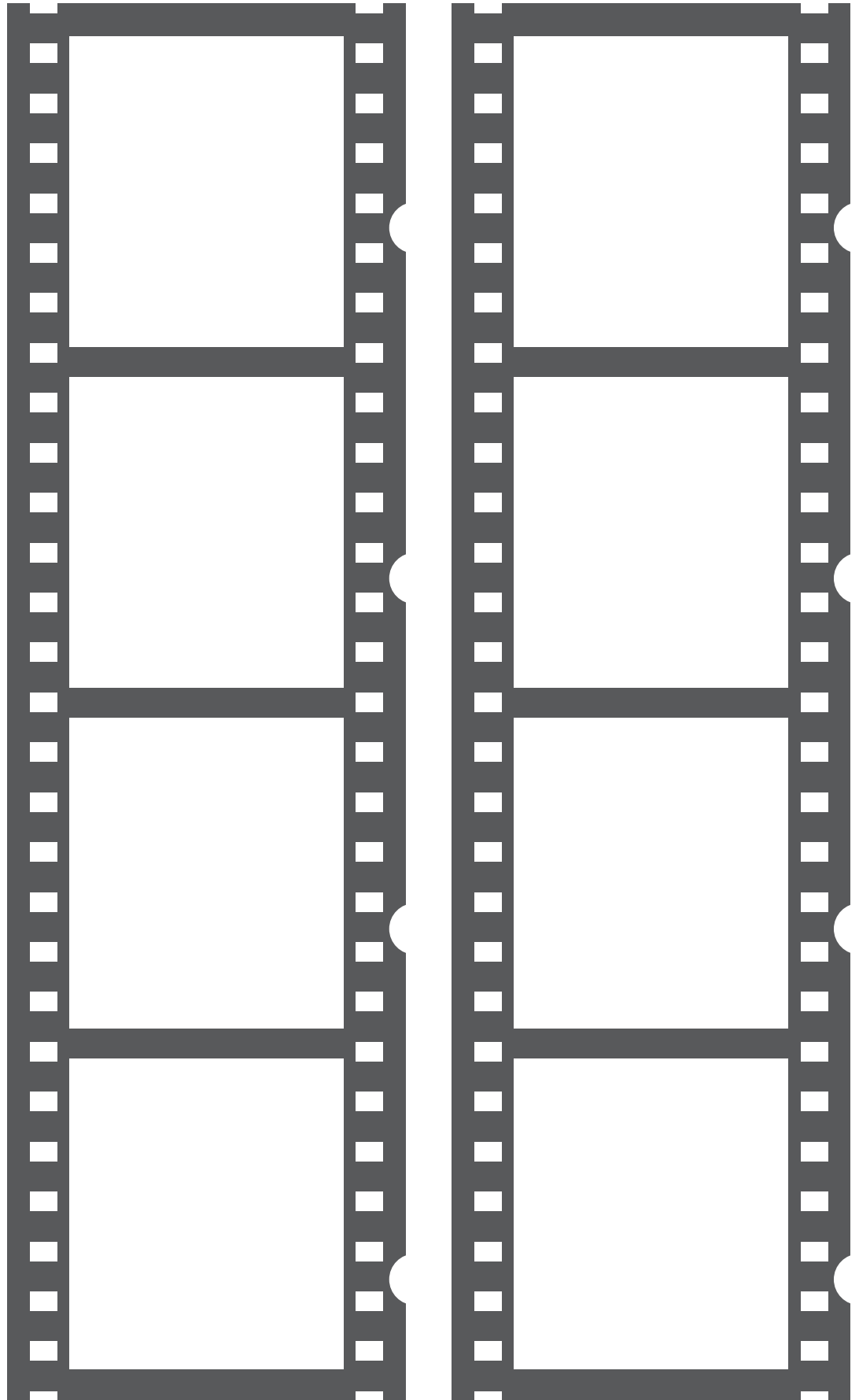
15/90 CLOSING

Utilize any remaining time to answer questions.

To close, provide encouragement to the participants. Then ask each participant to share one thing he will commit to doing as a result of today.

Thank everyone for their participation and dismiss.

MY BIG
BROTHER
STORY



CAMPUS RESOURCE GUIDE

ACADEMIC ADVISING

Office Location	Phone Number
Website	Hours

STUDENT SUCCESS/TUTORING CENTER

Office Location	Phone Number
Website	Hours

HEALTH CENTER

Office Location	Phone Number
Website	Hours

COUNSELING CENTER

Office Location	Phone Number
Website	Hours

FINANCIAL AID

Office Location	Phone Number
Website	Hours

FRATERNITY/SORORITY LIFE

Office Location	Phone Number
Website	Hours

CHAPTER ADVISOR

Email	Phone Number
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BIG BROTHER PROGRAM GUIDE

PURPOSE OF THIS GUIDE:

The purpose of this guide is to provide a basis for a functional Big Brother/Little Brother program in accordance with the Fraternity's purpose.

GUIDE OUTLINE:

- I. Delta Upsilon's Purpose for the Big Brother Program
- II. Importance of a Functioning Big Brother Program
- III. Necessary Skills & Responsibilities of a Big Brother
- IV. Outline & Requirements for a Big Brother Program
- V. Sample Schedule of a Big Brother Program

I. Delta Upsilon's Purpose for the Big Brother Program

The Big Brother program is an integral part of the associate member experience within Delta Upsilon. A proper program should provide associate members with a skilled and educated mentor and friend who will help guide him through the Associate Member Education process to his Initiation into Delta Upsilon. Both the Big Brother and Little Brother should hold each other accountable for upholding their expectations as members of the Fraternity.

II. Importance of a Functioning Big Brother Program

A well-structured and operated Big Brother Program will have tremendous benefits for both the members directly involved and the overall health of the chapter. The Little Brothers will learn how to succeed in their academic, social and fraternal life with the help of a knowledgeable and emotionally supportive Big Brother. By providing associate members with a positive role model and teacher, the overall quality of membership in the chapter will improve leading to a stronger and healthier chapter.

III. Necessary Skills & Responsibilities of a Big Brother

Skills:

- Extensive knowledge of the campus and collegiate system
 - › Library resources, tutoring services, financial aid services, health and wellness services
 - › Scheduling and advising system, etc.
- Active listening skills
- Responsibility and organizational skills
 - › A Big Brother needs to be able to help his Little Brother manage all of the requirements of Initiation while maintaining his academic commitments and performance.

Responsibilities:

- ✦ Ensure that academic achievement is both role modeled and encouraged throughout the Little Brother's membership and beyond. This includes at least three hours of weekly study time together.
- ✦ Attend all Big Brother/Little Brother meetings and events.
- ✦ Ensure the Principles of Delta Upsilon as a non-hazing Fraternity are maintained in all Big Brother/Little Brother and associate member activities.
- ✦ Ensure that no alcohol shall be present at any Big Brother/ Little Brother programming activities.
- ✦ Ensure that Delta Upsilon's Four Founding Principles are translated into meaning through action. Display and discuss each Founding Principle through an activity that both Big Brother and Little Brother can participate in together.
- ✦ Provide his Little Brother with the information to utilize any campus resource he may need (financial aid, counseling services, tutoring centers, etc.).
- ✦ Provide his Little Brother with a suitable and appropriate Initiation gift. (ΔY tie, cufflinks, clothing with letters, etc.)
- ✦ Foster a trusting relationship with the Little Brother to provide a safe place for him to share doubts, stresses or hardships he may be facing.
- ✦ Participate in an annual evaluation and revision of the Big Brother/Little Brother Program.
- ✦ Provide for the Little Brother a model of the highest standards of conduct becoming of a gentleman.

IV. Outline & Requirements for a Big Brother Program

- ✦ **Revealing Night:** On this first night of the program, the Big Brothers are revealed to their Little Brothers. Then both the Big and Little Brother should review, discuss and sign the chapter's honor code together. The Associate Member Educator will then outline the Big Brother Program and explain the expectations and responsibilities of everyone involved.
- ✦ **Campus Education Event:** The Big Brothers will each plan events for their Little Brothers meant to educate them on an aspect of campus life that they will participate in together.
 - › Ex: Overview of campus resource centers, tour of campus facilities, advisor meet and greet, etc.

- ◆ **Founding Principles Events:** The Big Brothers will plan an event to exemplify each of the Four Founding Principles for his Little Brother and him to attend. After each event, the Big Brother should facilitate a conversation about how the event relates to one of the Four Founding Principles and what they can learn from it.
 - › Ex: Diffusion of Liberal Culture – Attend a cultural dance show, see a play, attend a meeting of a cultural interest club, etc.
 - › Ex: Development of Character – Attend a seminar on financial wellness, teach each other a new skill, attend a lesson on proper manners, etc.
 - › Ex: Promotion of Friendship – Plan a friendly competition with another Big Brother/Little Brother (bowling, put-put, etc.), cook each other dinner, host a movie night together, etc.
 - › Ex: Advancement of Justice – Volunteer at a local food bank, host an evening to discuss social issues with other Big Brother/Little Brother pairs, read to children at a local school.
- ◆ **Scholarship Event:** In addition to three hours of weekly study time, each Big Brother/Little Brother pair should engage in an event to promote scholarly excellence.
 - › Ex: Tour of tutoring services, study skills seminar, library tour, professor meet and greet, etc.
- ◆ **Initiation Education Event:** The Big Brother should facilitate a discussion about the importance of the Ritual & Oath of Initiation one week prior to his Little Brother's Initiation date. He should also review the entire Ritual so his Little Brother will be prepared.

V. Sample Schedule of a Big Brother Program

Week 1:

- ◆ Day 1: Revealing night followed by dinner cooked by the Big Brothers.
- ◆ Day 3: 90 minutes of study time for each Big Brother/Little Brother pair.
- ◆ Day 5: 90 minutes of study time for each Big Brother/Little Brother pair.

Week 2:

- ◆ Day 1: Each Big Brother should take his Little Brother out to a meal and give him a tour of the student union and all of the resources within it (Campus Education event).
- ◆ Day 3: 90 minutes of study time for each Big Brother/Little Brother pair.
- ◆ Day 5: 90 minutes of study time for each Big Brother/Little Brother pair.

Week 3:

- Day 1: Each Big Brother should attend a meeting of a cultural interest group on campus with his Little Brother and have a meal at a traditional cultural restaurant. They should then discuss what they learned about this new culture (Diffusion of Liberal Culture event).
- Day 3: 90 minutes of study time for each Big Brother/Little Brother pair.
- Day 5: 90 minutes of study time for each Big Brother/Little Brother pair.

Week 4:

- Day 1: Each Big Brother should attend a speaker or program on campus on a topic of interest with his Little Brother and discuss how they will use the lessons they learned in day-to-day life (Development of Character event).
- Day 3: 90 minutes of study time for each Big Brother/Little Brother pair.
- Day 5: 90 minutes of study time for each Big Brother/Little Brother pair.

Week 5:

- Day 1: Big Brother/Little Brother pairs compete against each other in a friendly bowling event and see a movie (Promotion of Friendship event).
- Day 3: 90 minutes of study time for each Big Brother/Little Brother pair.
- Day 5: 90 minutes of study time for each Big Brother/Little Brother pair.

Week 6:

- Day 1: Big Brother/Little Brother pairs should volunteer in their local community, for example at a food bank or school. They should then discuss the impact of their service and why it is important for them to give back to the community (Advancement of Justice event).
- Day 3: 90 minutes of study time for each Big Brother/Little Brother pair.
- Day 5: 90 minutes of study time for each Big Brother/Little Brother pair.

Week 7:

- Day 1: Each Big Brother should help introduce his Little Brother to his professors and teach him how to approach educators in a polite manner. The Big Brother should also introduce his Little Brother to the campus tutoring services (Scholarship event).
- Day 3: 90 minutes of study time for each Big Brother/Little Brother pair.
- Day 5: 90 minutes of study time for each Big Brother/Little Brother pair.

Week 8:

- ✦ Day 1: Being the final week of Associate Member Education, the Big Brother should facilitate a conversation with his Little Brother about the Ritual & Oath of Initiation to prepare him for his transition into Delta Upsilon (Initiation Education event).
- ✦ Day 3: 90 minutes of study time for each Big Brother/Little Brother pair.
- ✦ Day 5: 90 minutes of study time for each Big Brother/Little Brother pair.
- ✦ Day 6: The Big Brother should take his Little Brother to a congratulatory dinner before his Initiation. This would be a good time for the Big Brother to provide his Little Brother with an Initiation gift.
- ✦ Day 7: Initiation.