

BIG BROTHER / LITTLE BROTHER in Delta Sigma Pi

Suggestions on How to Appoint/Introduce Them and Have an Effective Big Brother Program

- The VPPE appoints or determines the match at their discretion unless other written guidelines are in place. Common consideration or guidelines include giving Big Brother priority to graduating seniors, those who have never had a Little Brother, or brothers who have demonstrated their commitment through participation and regular attendance. The Big Brother should be an outstanding example of fully participating in chapter activities and have a good understanding of operational procedures and most policies.
- The VPPE (or a standing chapter document) should provide written expectations of Big Brothers (how often to contact, pledge material to review with them, type of feedback expected, limits on gifts/consistent with other Big Brothers, avoiding intimate relations, etc.).
- The VPPE is the chapter's "Human Resource Trainer", the pledge is a "new hire" in the chapter, and the Big Brother is the "experienced mentor"; therefore a professional and business-like introduction between the pledge and Big Brother is best.
- Ideally, pledges should be introduced to their Big Brother immediately following the pledging ceremony and/or before the next pledge meeting. (Policy requires no longer than 10 days following pledging ceremony). The intent of the Big Brother is to mentor and assist the pledge from day one of pledging to initiation.
- Use nametags as often as possible at all recruiting events, pledging ceremony, professional events, and the first few pledge meetings and events.
- During recruitment, chapter members are required to meet or identify all prospective members and vote on which candidates to elect to pledgeship. However, during recruiting, all candidates may not have met or recall all the brother names and faces, thus the Big Brother should approach the pledge or be introduced by the VPPE to the pledge.
- Introductions or announcement of the Big/Little appointment are often best in person, but may be quite effective in writing. Some chapters use written invitations to invite a prospective member to pledge and written announcements to make them aware of their Big Brother or other services and benefits they will be receiving.

- Avoid games, searches, clues, or similar activity to ‘reveal’ the pledges’ Big Brothers to them. It should not be a mystery or a secret.
- Each pledge only needs one Big Brother. Smaller chapters (less than 20) may have more pledges than brothers; therefore it is common for Big Brothers to have 2 or more Little Brothers. Likewise, larger chapters (over 75) might see benefit in pledges have 2 co-Big Brothers to help pledges “fit” into the chapter more easily and quickly.
- Big Brothers are expected to know the pledge education program, related policies, which local options are currently being used (if any), and the Risk Management, Insurance and Conduct policy. Big Brothers are subject to removal from the relationship at the discretion of the VPPE in cooperation with the chapter Executive Committee.
- Alumni members may not be Big Brothers to pledges, nor any member not in good standing with the chapter.

SPECIFIC SUGGESTIONS FOR THE INTRODUCTION:

- Putting a card or written notice into the pledge packet that is presented following the pledging ceremony is quite effective and carries a ‘surprise’ element while maintaining professionalism.
- Have the Big Brother go to the pledge’s dorm room or apartment to inform them of their appointment. With this method all Big Brothers should do this on the same day. A small gift is appropriate. Large or expensive gifts are not.
- Have Big Brothers all attend the first pledge meeting where the VPPE will introduce the pairs to everyone at the same time and allow time for additional acquaintance.
- A phone call or email from the VPPE to each pledge announcing the appointment or a phone call or email from the Big Brother directly to the pledge. With this method, all Big Brothers should plan to do this on the same day.
- A dessert reception following the pledging ceremony or first pledge meeting is an appropriate environment to facilitate introductions in a group.