

Ideas to keep seniors involved with the chapter

Creation of a senior council

- Senior council can be comprised of all graduating seniors or select members.
- Meet twice a month .
- The meetings are informal, suggested that they are held at a restaurant, student union, or home of one of the members (meetings should not be held at the chapter house to avoid interruptions and distractions by other members).
- Point of the council is to discuss direction of the chapter; new ideas or programs they can see the chapter implementing; meeting with chapter officers, headquarter representatives, campus representatives, or advisors; meeting with new members for educational purposes; just plain old camaraderie.
- The council can elect or appoint a chairman for the purpose of organizing meetings and being the spokesperson for the council to the rest of the chapter.
- The council does not take any disciplinary action nor should they be given that duty.
- The council can take the initiative to implement programs or procedures within the chapter that they see fit.
- Participation with the council is not mandatory and is not open to anyone who is not in their last year of completing their degree.

Include seniors when it comes to programming ideas

- One big reason that seniors do not stay involved is because they get bored with same brotherhood, social, philanthropy, and recruitment events.
- Ask seniors personally to serve on the different committees to serve the role of undergraduate advisor to the committee.
- This role involves helping the committee identify new programming ideas, using past experience to help identify problems and address issues, and recruit other senior members to participate in the programming.

Senior mentor program

- Seniors will serve as mentors to freshmen and sophomores who want to get involved more with the chapter or on campus.
- This is different from big brothers in the sense that the senior acts more like an instructor to the other member when it comes to find his or her niche on campus or in the chapter.
- Mentors and mentees should be paired by examining the activities or course of study that the senior was involved and matching it to what the sophomore or freshmen is wanting to achieve.
- The mentorship can last for a semester or an entire year.

Eliminate “alumni status” for undergraduate members

- Allowing seniors to “go alum” before graduation provide these members the opportunity to fade away from the chapter.
- Also sets the example to the rest of the chapter that active membership does not extend all four years, which could lead to juniors to start taking less active leadership roles in the chapter in anticipation of “going alum.”
- It truly does not support the idea of membership for life.

Create senior-focused programming

- Contact your Career Development Center and arrange for a resume review seminar. Seniors can bring their resume in and get feedback on how to improve it.
- Offer mock interviews. Have alumni come in and “interview” seniors. Videotape these interviews and have the alumni review the videotape with the senior and offer feedback on how s/he can improve.
- Create a financial management seminar that will explain the basics of budgeting money, personal finance, 401Ks, IRAs, insurance and investing.
- Teach seniors the basics of negotiating salary and benefits.

Develop a senior project

- Start a new tradition for seniors to pick a chapter improvement project of their choice. Establish the concept that everyone should leave the chapter a better place than they found it, and this is the seniors opportunity to do just that.
- The project can be a house improvement, a donation to the chapter of some much needed resource, a scholarship, creation of a sub-ritual or any other item of significance for the chapter.
- Give seniors time during weekly meetings to report on the progress of the project.
- Allow the senior class to determine the how and when of the presentation of the final project.

Offer a senior spotlight at each chapter meeting

- At each chapter meeting, focus on recognizing a different senior. Highlight their accomplishments and what they have done for the chapter. Allow others to share memories.
- Give the senior an opportunity to share their memories and their future plans.

Create a senior week

- Plan a Senior Banquet (brunch, dinner). Allow people to say their special goodbyes, invite alumni to talk about lifelong commitment. Present awards and small gifts for graduating seniors.
- Makes seniors the focus of the chapter meeting for that week. Create a ritual for seniors which focuses on the organizations values and lifelong commitment.
- Plan a sister/brotherhood event for another night during the week
- Allow the seniors to plan a senior-only event.
- Make sure that the seniors who are celebrated and involved in this week have been active participants throughout the year (this is their reward for all of their hard work).

transitions