



Onboarding New Members

You've just inducted your Chapter's most recent Initiate Class, and you probably think that your work here is done. But you've forgotten a very important piece of Recruitment that often gets overlooked by Chapters. Onboarding is the process of integrating new Members into your Chapter. By providing opportunities for new Members to engage immediately following Induction, you increase the chance that you will retain these Members long-term and positively impact the sustainability of your Chapter. Here are some easy ways to make new Members feel right at home in your Chapter:

Communicate

Excellent communication with new Members is key to making them feel welcomed and included. Make sure that new Members know where to find information about Chapter events, leadership opportunities and how to get involved at the National level. It is a best practice to hold an educational welcome back event at the beginning of the term to provide a refresher to all new Members on how best to engage in the Chapter.

Create Opportunities

If you want new Members to start contributing to the Chapter right away, you must be intentional about creating leadership opportunities for these Members. Consider timing elections so that newly inducted Members can run for entry-level Officer or Committee Chair positions.

Coordinate Introductions

Designing events that will allow new Members to get acquainted with different groups within the Chapter will help them feel a part of things. Offering open invitations to study hours, lunches and hangouts in the student union will give new Members the go ahead to join in.

Best Practices for Onboarding New Members

- Start thinking about how you will engage new Members after Induction before you start Recruitment.
- Ask Potential New Members to consider what they might contribute to the Chapter once they are Members.
- Teach Initiates about what it's like to be a Chapter Member, requirements for staying in good standing and how they can get involved.
- Involve Initiates in the work of the Chapter whenever possible, assigning them to committees, inviting them to Chapter Meetings and asking for their input along the way.
- Immediately following Induction, have new Members identify ways that they would like to engage in the Chapter.
- Educate new Members about National events, programming and opportunities to get them thinking beyond your Chapter.