

# Frequently Asked Questions Pi Lambda Phi University (PLPU)

## Contents

What is PLPU? .....	1
What is the website for PLPU?.....	1
Does the New Member Education Program in PLPU replace the program we currently use? .....	1
Who created The Path to Brotherhood? .....	2
What are some common terms I should be aware of for PLPU?.....	2
What are the modules like? .....	2
How does someone gain access to PLPU? .....	2
How long does it take to move through a module? .....	3
How much content is to be covered in one week's time?.....	3
Do all members of the New Member class need to complete the P2B?.....	3
Does this program have a cost?.....	3
What's the best way to incorporate brothers who didn't experience PLPU into this program? .....	3
How does IHQ support our New Member Educator and New Members during this process? .....	3
How do I read a PLPU Usage report sent from IHQ? .....	4
Who has used the program thus far and how has it gone?.....	5

### What is PLPU?

Pi Lambda Phi University (PLPU) is actually just an online location where a variety of web based training (WBT) courses can exist. For us, members log onto a website to access PLPU where we have various courses. Four courses exist right now in PLPU that relate directly to Pi Lambda Phi operations. Those courses are

- "Dynamic Recruitment"
- "The Path to Brotherhood" (aka - New Member Education courses)
- "The Sacred Ritual of Pi Lambda Phi"
- "Elimination of Prejudice"

### What is the website for PLPU?

PLPU can be accessed through the following web address: <http://tinyurl.com/plpuniv>

### Does the New Member Education Program in PLPU replace the program we currently use?

No. While, while *The Path to Brotherhood* (P2B) has a lot of great content, it should not replace all that your program seeks to provide your new members. P2B is comprised of modules that a new member goes through each week that address our International history, some operational components, and our values. Each week is dedicated to one of the values exhibited in our Ritual (Scholarship, Finance,

Obedience, Character, and Leadership) but then gets in depth with what those values mean specifically for Pi Lambda Phi. The student member advances through these modules each week on their own and when it comes time for the weekly new member meeting, the New Member Educator then recaps what was covered online. The New Member Educator is granted access to facilitation guides to assist in getting the most out of the review session. Recapping modules should NOT be the entirety of what is addressed by the New Member Educator each week. Local history & traditions and things that are unique to his respective Chapter should also be covered.

### **Who created The Path to Brotherhood?**

A variety of Pilam alumni both young and old contributed to developing the content. These men had the appropriate experience with educational content development and with online learning management platforms. We wanted people who understood our Creed and our values but who also understood the science behind learning development and the technical skills to develop online courses. We also partnered with non-Pilams who had advanced degrees in online instructional design. Suffice it to say, this was developed by those with the appropriate backgrounds and skill sets.

### **What are some common terms I should be aware of for PLPU?**

Commonly used terms:

- **PLPU** – Pi Lambda Phi University. The online program we use to train on a variety of topics.
- **P2B** – The Path to Brotherhood. The specific learning plan for New Members.
- **MoB** – The Map of Brotherhood. Courses available to students after initiation.
- **Learning Plan** – Similar to what you might call a college “course”. A Learning Plan is made up of multiple modules which you could consider “classes”.
- **Branch** – These are the overarching ideals/values of our fraternity. Off of each branch are specific modules. We use this term within the Path to Brotherhood Learning Plan.
- **Modules** – A segment of the overall Learning Plan (course) that lasts between 15-20 minutes and that is focused on a few specific objectives but tied back to a larger concept. A module would be a like one single class within the entire “course”

### **What are the modules like?**

They are engaging and dynamic. They integrate video and audio files along with some text and pictures to help the new member grasp what is being conveyed. The videos are a mixture of clips from our staff, our alumni, popular movies and YouTube videos. We use them all to reinforce key points and draw connections between content being taught. Those who have completed the P2B have shared that the content is a good balance of both serious and funny material.

### **How does someone gain access to PLPU?**

New Members first have to register as new members by visiting [www.pilambdaphi.org/newmemberreg](http://www.pilambdaphi.org/newmemberreg). Once they register, Pilam’s IHQ staff can create them a username and initial password for PLPU. Once the username is created, it will be sent to the Educator to disseminate to new members. The new members can then log onto the site (<http://tinyurl.com/plpuniv>) to begin the modules. See “Tips from fellow Educators” below to learn more about this.

**Tip**

Brother Nick Medora (PA Alpha Delta) suggests that the Educator show his new members how to do this at the first new member meeting they have and to ensure they all do it at the same time to avoid any delays in getting new members their information.

**How long does it take to move through a module?**

The modules are built to run between 15-20 minutes. Completion times vary slightly on the pace at which a New Member reads and completes the objectives within the slides. If a user simply clicks through the slides and video pages, we will be able to tell because their timestamp (how long they spend in the course) will show that.

**How much content is to be covered in one week's time?**

Each week a new member class should move through one of the "branches" of content. A branch includes four modules all relating back to one core value expressed within our Ritual. Knowing that each module takes between 15-20 minutes, simple math suggests then that four modules a week means the New Member is spending somewhere between 60 and 80 minutes over the course of the week logged into Pi Lambda Phi University. The Educator then recaps content for those four modules at the weekly meeting.

**Do all members of the New Member class need to complete the P2B?**

Yes. Once enrolled, a new member needs to complete the program.

**Does this program have a cost?**

The new member fee will help cover the costs of the program so your new members can have access for 8 weeks (2 months). The program typically takes 5 weeks to complete. We give them access without any excess fees for 8 weeks. If after 8 weeks, they have not completed the program, additional usage fees will be applied monthly to the chapter, for each member still in the system that has not yet completed the program.

**What's the best way to incorporate brothers who didn't experience PLPU into this program?**

Brother Willis Sowle (MI Alpha Omega) found that the best way for him to help get brothers involved was to have the new members partner with their big brother by going through PLPU together. That enabled them to have a shared experience with PLPU and enabled the brother to know what was being taught to the New Members.

**How does IHQ support our New Member Educator and New Members during this process?**

Most New Member Educators do not have a background in creating educational curriculum that aligns with educational content standards. While the individuals who built the Path to Brotherhood had a background we know most undergraduates have not yet acquired those skill sets. So with that in mind, we made this program as easy to implement as possible (see next question feedback). The Educator is serving as a facilitator of discussion and information. He is provided facilitator guides that help him do just that - facilitate learning based on the content that is presented through the online courses. There are times when the New Member Educator may lead discussion and there are other times when he may be helping the New Members lead their own discussion. Our staff is experienced with the P2B and will also make time to have weekly phone calls or Skype calls to ensure that the New Member Educator

understands how to best facilitate the information.

### **How do I read a PLPU Usage report sent from IHQ?**

You will see each user enrolled in PLPU, the modules he has to complete, and his completion status. You will also see his time stamp for when he began the module and when he ended the module. When looking at timestamps, look for time stamps that are less than 10 minutes. If you see a timestamp that's much shorter than that, one of two things has happened.

1 – The user clicked through the modules without reading all of the content, watching the videos, and processing the information. This would be concerning because it means they did not follow your instructions and they seem less interested in actually paying attention to what's being presented to them.

2 – The user went through the module previously at a timestamp that could have been reasonable, but failed the assessment. They then went back through the module but in a much quicker pace, only focusing on the area/question they missed. They then completed the quiz questions and passed, but the timestamp shows short, because they were only in the module for a short period of time. This would be a bit less concerning.

#### What to look for:

Timestamps that are less than 10-12 minutes. On average, it takes between 12-20 minutes to complete a module depending on the specific module and on the focus level of the user.

You also want to look at the "Completed Date" timestamp of the prior module. If they started the module in question, shortly (a few minutes) after completion of the prior module, they probably just skipped through the module in question. This would be concerning.

If there is a gap of 15-25 minutes between when it shows the user started the module in question, compared to when they finished the prior module, it is possible that they went through the module in question accurately, but then failed the assessment. Then, they went back in to the module in question, and simply clicked through to the end to take the quiz again, and passed it, creating a new shorter timestamp. If this happened, it would be less concerning.

How do you determine which is which? As our VP of Education, you need to have a conversation with your New Members about their progress in PLPU. Show them the timestamps report. Ask them what happened that caused such a short timestamp. The majority of the time, when you bring this up, the New Member will be honest and admit if he was blowing through the modules. A simple reminder of 2 of the 5 points of the New Member pin (Follow Instructions & Respect Authority) should help inspire him to do the program accurately moving forward.

## **Who has used the program thus far and how has it gone?**

The following 37 chapters have had members complete P2B:

- CA Alpha Upsilon (University of California, Merced)
- CA Tau (University of California, Berkeley)
- FL Delta (University of Florida)
- FL Delta Upsilon (Florida Institute of Technology)
- IL Tau Delta (University of Illinois)
- IN Alpha Delta (Indiana State University)
- IN Alpha Theta (Indiana University)
- IN Epsilon Gamma (Vincennes University)
- MD Alpha Omicron (Frostburg State University)
- MD Kappa Delta (Salisbury University)
- MI Alpha Omega (Sienna Heights University)
- MI Delta Beta (Ferris State University)
- MN Kappa Chi (Winona State University)
- NC Epsilon Kappa (North Carolina State University)
- NC Omega Beta (UNC Chapel Hill)
- NC Omega Zeta (Western Carolina University)
- NJ Alpha Lambda (Rutgers University – New Brunswick)
- NY Alpha Pi (Stony Brook University)
- NY Alpha Rho (Pace University – Pleasantville)
- NY Alpha Tau (Hofstra University)
- NY Beta Omicron (Saint John’s University)
- NY Kappa Tau (Rensselaer Polytechnic Institute)
- NY Omicron Rho (Binghamton University)
- NY Phi Lambda (Adelphi University)
- OH Beta Tau (Baldwin Wallace University)
- PA Alpha Gamma (Bloomsburg University)
- PA Alpha Delta (Temple University)
- PA Kappa Eta (Widener University)
- PA Phi Sigma (University of the Sciences in Philadelphia)
- PA Sigma Upsilon (Shippensburg University)
- VA Alpha Psi (Christopher Newport University)
- VA Lambda Kappa (Roanoke College)
- VA Theta Xi (Radford University)
- WA Epsilon Alpha (Eastern Washington University)
- WI Alpha Nu (University of Wisconsin - Stout)
- WI Chi Upsilon (Carroll University)
- WI Omega (University of Wisconsin - Madison)

Generally speaking, those who have completed the P2B have provided positive feedback. They found that the program made a lot of sense, was well aligned with our ritual, was straightforward and easy to move through, and was overall worthwhile. They also gave feedback on the assessments we use and that feedback was used to adjust the assessments accordingly to make them better.

## **Can we make suggestions for PLPU?**

Absolutely! We love new ideas and suggestions. We’ve made revisions each semester thanks to the feedback of brothers. If you spot something you think should be modified, let us know.