



# 2009-2010 Resource Book Chi Phi Fraternity

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Dear Candidate for Membership,

Congratulations, you are about to embark on a lifelong journey of membership into the oldest and one of the most venerated college fraternities in America. This journey will be filled with numerous lifelong friendships, experiences and opportunities.

Established at the College of New Jersey (later Princeton University) on December 24, 1824, our members have distinguished themselves in virtually every walk of life. Chi Phi was founded on friendship and for almost two centuries has steadfastly stood for truth, honor and personal integrity.

As a member of Chi Phi we profess and subscribe to a higher form of friendship that we refer to as brotherhood. Chi Phis are gentlemen who respect and defend the rights of others. We profess a devotion to high moral conduct and responsible citizenship. We are today's campus leaders and tomorrow's world leaders.

As members of the fraternity we have a sacred obligation to one another. Membership requires that we demonstrate a spirit of sincerity and respect toward each member. We can be diverse yet be of one heart. We can agree to disagree, but at the end of the day we can still embrace in the spirit of brotherhood. As in most relationships, the benefit you derive from Chi Phi will be directly proportional to the effort you expend as a member.

Each of us is an ambassador for Chi Phi. We must all strive to be worthy stewards of the legacy that has been provided to us by the many good brothers who have made Chi Phi a great Fraternity. As a Candidate for Membership, you represent our future..... please treat it with the attention and respect that it deserves.

Welcome to the Brotherhood of Chi Phi.

Fraternally,

A handwritten signature in black ink that reads 'Jim Soderquist'. The signature is written in a cursive, flowing style.

Dr. Jim Soderquist Alpha 1967  
Grand Alpha

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## Section One: Introduction to Membership

“The secret in education lies in respecting the student.”

*- Ralph Waldo Emerson*

## The Chi Phi Fraternity Pledging Ceremony

*THIS IS AN OPEN CEREMONY. Parents and guests are encouraged to attend.*

Alpha: "Friends, we are assembled here to receive the pledge of membership from those who will join the ranks of our Brotherhood.

"This is a solemn occasion as well as a joyful one because it is only through the means of new men each year that we maintain the strength and position of our Fraternity.

"The addition of the men here assures us, as well as those who have preceded us, that the principles and the teachings of Chi Phi will be preserved and cherished. Our careful method of selecting new men vouches for their character and standing. They have met the first requirements for membership, and we are now prepared to accept from them a pledge and to give them the symbol of the pledge to our Fraternity.

"It is fitting and proper at this time to recall the principles upon which our Fraternity was founded and for which it now stands. These principles are old, but their worth is more clearly proved today than at the time our founders first conceived the idea of a secret Brotherhood based on friendship.

"Since the beginning of time, man's inner urge for friendship and companionship of congenial persons has been one of the strongest of human emotions. It has manifested itself in every phase of man's life since the recording of history. His innate belief in truth, liberty, and honest dealings has caused him to seek the comfort of association with others of like belief. At first the church and later schools and literary societies were the havens for those believers, but strife among the churches and lack of organization within the schools and literary societies brought about the need for some other rallying point. Gradually organizations, which we now call fraternities, took form to satisfy that yearning for friendship and association of men of like minds.

"So, my friends, the Chi Phi Fraternity was founded on friendship and stands for liberty, truth, honesty, and personal purity. During the middle of the 19th century, by a strange and wonderful coincidence, there were three brotherhoods in the United States bearing the name Chi Phi. Each was oblivious of the existence of the others, yet each stood for ideals of friendship of man with man. They are known to us as the Princeton Order of Chi Phi, founded at Princeton College in 1824; the Southern Order, founded in 1858 at the University of North Carolina; and the Hobart Order, founded in 1860 at Hobart College. In 1867, the Hobart and Princeton Orders combined and formed the Northern Order of Chi Phi; then in 1874, the Northern Order combined with the Southern Order to form the Chi Phi Fraternity.

"With that brief statement of our history and principles, and in the presence of the members of the Fraternity, I shall now call each new man by name to come forward and make a formal pledge."

New Member: "I, \_\_\_\_\_, do hereby pledge myself to the principles of the Chi Phi Fraternity, as imparted to me at this meeting, and formally accept the offer of membership to be conferred upon me when I shall have met the further requirements of membership of the \_\_\_\_\_ Chapter and of the Chi Phi Fraternity. This pledge I take voluntarily and of my own free will."

Alpha Continues: "It is pleasing to have the assurance of continued strength within our Fraternity as indicated by the pledges of membership taken by these new men. I shall now ask the Beta to accept these vows and deliver the token of these men's pledge to the Chi Phi Fraternity."

Beta: "On behalf of the \_\_\_\_\_ Chapter of the Chi Phi Fraternity, I officially accept, with satisfaction and pride, your pledge of membership and hand you a symbol, known to us as a Chakett, to be worn by you on the lapel of your suit coat whenever it is appropriate for you to wear your coat. The pin will serve to identify you as a New Member of the \_\_\_\_\_ Chapter and of the Chi Phi Fraternity.

"Now that our vows have been taken by you and accepted by the Chapter, I shall extinguish all candles so that our meeting here will be known only to those of us who have attended it."

Alpha: "Brothers and New Members, the purposes of our meeting have been accomplished and we shall now adjourn."

## Reflection on the Pledge Ceremony

1. Why would Chi Phi make this ceremony "open" to outsiders?

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2. What symbolism did you notice in this ceremony?

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3. What did you commit to when you took the "pledge of membership"?

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4. What did the Alpha say that Chi Phi was founded on and now stands for?

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## The Chi Phi Experience Should Aim To:

- **ENCOURAGE INDIVIDUAL DEVELOPMENT:** Chi Phi Fraternity exists to promote a well-balanced personality and to present opportunities for social, intellectual, moral, and leadership development.
- **PROMOTE ADJUSTMENT TO COLLEGE LIFE:** For many, the transition from high school to college is a difficult one. Even after being on the campus for some time, personal problems will arise. The lack of adjustment to the campus has been a cause of academic failure, as well as of general unhappiness for many students with outstanding potential. Our Chapter includes an orientation to the campus, as well as guidance and aid in adjusting to the new academic community.
- **BUILD RESPECT FOR THE INDIVIDUAL:** Our program will encourage and build rather than belittle and degrade. Our Chapter promotes understanding and appreciation for individual diversity.
- **STIMULATE INTELLECTUAL GROWTH:** Our first responsibility for being at college is to grow intellectually.
- **PROMOTE AN UNDERSTANDING OF THE FRATERNITY:** Fraternity membership entails responsibility and requires knowledge of the organization and operation of the fraternity. Brotherhood and other concepts require both thought and practice.
- **PROMOTE THE DIFFUSION OF CULTURE AND SOCIAL GRACES:** Our Fraternity has the responsibility of turning out a well-rounded man. Our Chapter will encourage sensitivity for other cultures and knowledge of social manners.
- **PROMOTE FRIENDSHIP:** These two words best describe the Chi Phi Fraternity. This is the reason that we joined. This is the reason that keeps us active in the Chapter for our college stay. And this is the reason that we stay close to the Fraternity and its members for the rest of our lives.
- **PROVIDE A BENEFICIAL LIFE LONG EXPERIENCE FOR EVERY MEMBER:** The hand of Brotherhood is always extended to every Brother. We look to provide a mutually beneficial life-long experience for every member of our organization.

A college fraternity will have a tremendous effect upon the lives of its members. No one can escape its impact. The objective of Chi Phi Fraternity is to have a strong, positive effect upon all members throughout their entire lives.

Every member's responsibility is to contribute continually to that goal. Without the constant participation and input of every Brother, the overall effort will be weakened.

## Chi Phi Fraternity Prohibits Hazing

CHI PHI FRATERNITY DOES NOT TOLERATE HAZING OF ANY KIND, AT ANY TIME, UNDER ANY CIRCUMSTANCES.

As taken from the Chi Phi Constitution, every Candidate for Membership and Brother of Chi Phi Fraternity has the following obligations:

- A. No membership of the Chapter shall permit a program during membership education (pledging), initiation, or membership of a person which tends to harm physically or spiritually or morally degrade the Candidate for Membership, Brother, or Chapter of the Fraternity.
- B. All forms of hazing are prohibited.
- C. Hazing is defined as "any such activity of the fraternity or its individual members which causes or is likely to cause mental or physical danger or harm."
- D. Any activity which can be termed unsanitary, dangerous, or degrading or potentially so is unacceptable.
- E. Any Officer, Brother, Candidate for Membership, or Alumnus has a duty to follow this provision.

EXAMPLES OF HAZING may include, but are not limited to:

- Exercising or calisthenics
- Scavenger hunts
- The ingesting or smoking of unwanted, harmful or illegal substances
- Paddling
- Throwing any substance onto a Candidate for Membership
- The forced consumption of alcohol or any other substance
- Line-ups
- The placing of Candidates for Membership in confining or uncomfortable areas
- Acts of personal servitude
- Assigning pranks
- Demeaning names
- Sleep deprivation
- A forced term in which a Candidate for Membership cannot bathe

The Director of Leadership Education will hold in confidence the name of anyone reporting hazing activities. Please contact her directly at (615) 300-1506.

## GreekLifeEdu® for College: Population-Level Prevention®

GreekLifeEdu® is an online prevention program designed to meet the needs of college students who are members of Greek letter organizations. This Population-Level Prevention® program is designed to challenge students' beliefs about alcohol, hazing, and sexual assault while enabling students to make healthy and safe decisions.

The purpose of GreekLifeEdu is to help you make healthy and safe decisions as a member of a Greek letter organization.

We are focused on preventing harm and making it less likely that you – or other members of your organization – will have problems because of your own or someone else's actions. Most students find the course interesting and helpful.

GreekLifeEdu is required for all Candidates for Membership to complete prior to initiation.

## Capital Fraternal Caucus Group

Fraternal Caucus Group represents the governing bodies of fraternal organizations with regards to our needs on the National level with the Government. The purpose of the group is to harness the collective voice of the over nine-million fraternity and sorority members in the United States. The Chi Phi Fraternity sends representation to Washington D.C. each spring to lend our voice in collective lobbying on matters directly related to our Fraternity. Please visit [www.fraternalcaucus.com](http://www.fraternalcaucus.com) to register, contact your Representatives and Senators, and learn about current issues faces the fraternity and sorority population.

## Brooks Brothers Corporate Membership

All Chi Phi Fraternity members have the opportunity to join the Brooks Brothers Corporate Membership Program. Retail Brand Alliance, the parent company of Brooks Brothers, has developed this program to benefit you as a Chi Phi Fraternity member. This program was initiated to provide you with enjoyable incentives and an everyday savings when shopping for your wardrobe needs. As a Brooks Brothers Corporate Member, you will receive an everyday **15% Savings** on regular and everyday value priced merchandise at Brooks Brothers U.S. branded stores when you enroll online at: [www.Membership.BrooksBrothers.com](http://www.Membership.BrooksBrothers.com).

Organization ID #: 46601

Pin Code #: 80999

## Financial Obligations

A Candidate for Membership, just as any other member, has the responsibility for staying current with financial obligations to our Fraternity. Being part of any fraternity is just like being a citizen of a country; a member of a church, synagogue, or temple; or a participant in any other club on your campus.

The Chapter sets certain fees. These payments go to the Chapter's budget to facilitate the operation of programs by your Chapter. They pay for social events, mixers, intramurals, IFC dues, and many other costs incurred by your Chapter. Chapters with houses also assess fees for rent and sometimes for a meal plan.

The national Fraternity provides numerous goods and services to its over 40,000 members around the world. The fees assessed by the national Fraternity fund legislative events and leadership institutes; provide for the publication of the fraternity's magazine, *The Chakett*; and support the operation of the Chi Phi national office in Atlanta. The national office works to provide services and resources to Chi Phi's more than 60 Chapters and Colonies, over 40,000 living alumni around the world, and numerous Chi Phi Clubs and Alumni Associations.

The pledging fee, assessed by the national Fraternity, is due immediately upon joining. The Chapter is responsible for reporting all Candidates for Membership to the national office within five days of the Pledging Ceremony.

The initiation fee, assessed by the national Fraternity, is due two weeks prior to initiation. The Chapter is also responsible for reporting the initiation of all Candidates for Membership and for paying their initiation fee. This fee is also assessed only once.

The insurance fee is due annually, but is not assessed for Candidates for Membership during their first academic term. If they pledge in the fall, one half of the assessment will be charged during the spring term. (Note: The liability insurance only applies if the Chapter is in compliance with the Chi Phi Personal Safety Policy.)

Undergraduate dues are assessed to each Chapter twice annually, but are not assessed to Candidates for Membership in their first academic term.

### **Chapter Dues:**

Fee	Due	Amount
Pledging Fee	Once	\$80.00
Initiation Fee	Once	\$240.00
National Dues	Each Term	\$45.00
Annual Insurance Assessment **	Once Per Year	Determined July 2009
Chapter Assessments	Established by your Chapter	Determined by your Chapter

\* Dues amounts are determined by the annual Congress of the Fraternity and may vary from one year to the next. They are approved only by the voting delegates of each Chapter and Colony. **Candidates for Membership are not assessed this fee. They begin paying the semester after initiation.**

\*\* Insurance Assessments are determined in the July preceding the academic year by Chi Phi's insurance provider. These amounts vary and are dependent upon our members' adherence to the Personal Safety Policy. **Candidates for Membership are not assessed this entire fee. They only pay half of it in the spring Semester if initiated in the fall.**

## The Objective of Candidate for Membership Program

The primary objective of any Candidate for Membership programs within Chi Phi should be the expression, acknowledgement, and agreement to the expectations of membership in Chi Phi Fraternity.

*Your education program may also look to:*

- Ensure that Candidates for Membership understand the basic workings, structure, and operations of the Chapter;
- Ensure that Candidates for Membership believe in and are committed to living the values of Chi Phi Fraternity;
- Help a man acclimate to the culture of the Chapter;
- Develop a continually growing level of Brotherhood and Friendship between Brothers and Candidates for Membership;
- Build one's knowledge of Chi Phi operations and history. (*No national test on this material exists.*)

## The Length of Chi Phi's Candidate for Membership Programs

Because the Fraternity encourages its Chapters to get to know potential members for a relatively long period of time before they are pledged, Candidate for Membership periods should be relatively short. To meet both the Basic Chapter Expectations and the Standards for Chapter Excellence, every Chapter and Colony's Candidate for Membership period must be completed within 6 and 8 weeks or less.

## What to Expect as a Candidate for Membership

Being a Candidate for Membership is an awesome experience. During that time, you will get to know Chi Phi and Chi Phi will get to know you. Expect to spend a reasonable amount of time with the Brotherhood and expect to learn about how Chi Phi works. Your Candidate for Membership period will make clear the expectations and standards of membership. Be prepared to commit to meet them. Expect to treat and be treated with the respect due all human beings, and expect to get out of Chi Phi what you put into it.

## Possible Initiation Criteria

- Candidates for Membership shall attend 70% of Chapter functions.
- Candidates for Membership shall attend one Chapter Meeting.
- Candidates for Membership shall join at least one other campus organization.
- Candidates for Membership shall have a minimum GPA of 2.5 (or the Chapter's minimum).
- Candidates for Membership shall plan one community service event for the entire Chapter.
- Candidates for Membership shall complete Part 1 of GreekLifeEDU.
- Candidates for Membership shall attend 80% of Candidate meetings.
- Candidates for Membership shall be financially current with the Chapter.
- Candidates for Membership shall participate in one Chapter Committee.

Chapter/Colony \_\_\_\_\_

My criteria for initiation:

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## Reflection on Expectations

1. Why is it important to know *exactly* what the **expectations** of membership are?

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2. Does your Chapter have clear **expectations** of membership?

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3. What does your Chapter **expect** of its members?

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4. What do you **expect** of your Chapter?

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## Section Two: Introduction to our Values

*“On a group of theories one can found a school; but on a group of values one can found a culture, a civilization, a new way of living together among men.”*

*- Ignazio Silone*

## **What is a College Fraternity?**

A FRATERNITY is not as transparent as it seems. It is more than a house—be it humble and old, new and magnificent, or brightly decorated in placard and crepe paper for homecoming. It is more than a group of fellows wearing the same kind of badges on their shirts or rings on their fingers. It is more than a Greek letter on a windshield. It is more than a ritual with music and robes in a house or lodge. It is more than a big dance or an interfraternity game.

The Greek letter fraternity, in its highest expression, is a group of men of common purposes, living, playing, and studying together, with an underlying feeling of deep friendship. It is a group of select men, all of whom contribute to the group and benefit from this association with brothers of the same character. It is a group of men united through what the ritual imparts. It is an association that makes a man of the boy who entered college, sends him out into the world poised and self-confident, and ultimately surrounds him with a group of friends who will be close to him through life.

## **The Mission of Chi Phi**

To build better men through lifelong friendships, leadership opportunities, and character development.

## **The Vision of Chi Phi**

To grow the organization through a complete dedication to developing the full potential of all our members and building a strong, vibrant alumni network.

## **The Creed of Chi Phi Fraternity**

I believe in the Chi Phi Fraternity. From its triple origin, Chi Phi sets forth and maintains values that others in society have dared to compromise. Truth, honesty, and personal integrity are the foundations upon which Chi Phi is built. A man's word is his bond. Chivalrous behavior crosses the ages to touch the heart of Chi Phi.

I believe in the friendship of Chi Phi. Whether on the road or in the Chapter house, the hand of Brotherhood is always extended. The strength obtained from the union of congenial minds is the backbone of the Fraternity. Our founders sought for nothing less.

Finally, I believe in the future of the Chi Phi Fraternity because I believe in myself. When I put forth my best effort and combine that with the strength of my Brothers, we can achieve the victory of continual existence.

As long as the Almighty permits, I will strive to better myself through the teachings of my Fraternity. Being a more aware citizen, a more able person, and a stronger Chi Phi shall be my reward.

## The True Gentleman

The true gentleman is a man whose conduct proceeds from goodwill and an acute sense of propriety and whose self-control is equal to all emergencies; who does not make the poor man conscious of his poverty, the obscure man of his obscurity, or any man of his inferiority or deformity; who is himself humbled when necessity compels him to humble another; who does not flatter wealth, cringe before power, or boast of his own possessions or achievements; who speaks with frankness but with sincerity and sympathy always; who makes his deeds follow his words; who thinks of the rights and feelings of others rather than his own; and who appears well in any company, a man with whom honor is sacred and virtue is safe.

## The Prayer of Chi Phi

ALMIGHTY FATHER, who dost vouchsafe to direct those who acknowledge Thee in all their ways, look, we beseech Thee, with favor upon our Fraternity. Make it a blessing and a benefit to all its members. Deliver us from those evils to which we may be at any time exposed. Grant us the light of Thy Truth and the illumination of Thy Spirit that we may always do that which is acceptable in Thy sight. Unite us in the bonds of love. Keep us in charity with all mankind. Incline our hearts to walk humbly before Thee and help us so to acquit ourselves in this life that we may dwell with Thee in life everlasting. Amen.

## Chi Phi's Shared Core Values

CHI PHI WAS FOUNDED on the basis of Truth, Honor, and Personal Integrity. These are timeless values, which guide the fundamental purposes of the fraternity.

As with all dynamic organizations, there is a need to maintain relevancy in the lives of our members and society in general. To that end, Chi Phi has renewed its commitment to the founding values expressed in our ritual: Truth, Honor, & Personal Integrity.

At the same time, Chi Phi has begun to explore a modern set of evolving core values, which can be used to guide our daily activities and functions. These core values offer contemporary definitions of the values that drive Chi Phi.

### **FRIENDSHIP**

We will engage in mutually enriching relationships.

### **RESPECT**

We will respect each other, the fraternity, society, and ourselves.

### **HONESTY**

We will interact in an open and truthful way.

### **RESPONSIBILITY**

We will fulfill our moral expectations as individuals and as a group.

### **COMMITMENT**

We will accomplish more than what is expected of us.

### **PERSONAL DEVELOPMENT**

We will build better men, better leaders, and better citizens.

## Chi Phi is...

- An opportunity for involvement with people who are learning to get along with others, gaining social skills, and through a spirit of friendship encouraging and making each other better men.
- A unique fellowship that develops from living, working, and maturing together as a part of the fraternal and educational experiences of higher learning.
- A group of men united in a high ideal expressed in a ritual.
- An association which matures the individual and sends him into the world poised and self-confident.
- A group of friends who will be close for life.
- An opportunity to participate in campus activities and athletics.
- A reasonable, well ordered social life, consistent with good morals and good taste.
- A Fraternity with a proud past, a brilliant present, and a confident future.
- A national organization with a genuine interest in the individual members as well as the individual Chapters.
- An opportunity for an individual to gain experience in leadership and business and the chance to obtain the maximum return from leadership experiences.
- An Educational Trust fund which encourages academic success by providing scholarships and loans to qualified Chi Phi students in need.
- A close group of Chapters and Colonies scattered from north to south, from east to west.
- A Fraternity that's OLDER THAN OTHERS... GREATER THAN EVER!

What does Chi Phi mean to you?

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## Reflection on Values

1. How do you define “**values**”?

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2. What do you **value**?

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3. What are the core **values** of Chi Phi Fraternity?

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4. What does your Chapter **value**?

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### Section Three: Chi Phi Standards

*"The quality of a leader is reflected in the standards they set for themselves."*

*- Ray Kroc, Founder of McDonald's*

## Speaking and Writing with Credibility

Membership in a fraternity, more than many other campus organizations, entails the knowledge of various vocabulary terms and phrases that are unique to the Greek community.

**Alumni/Alumnus/Alumna/Alumnae** - This term is frequently misused when referring to a single male graduate. The word *Alumni* is actually the plural form of the word *alumnus*. *Alumnus* should be used when describing a single male graduate. Female graduates are correctly referred to as *alumnae*, which is the plural form of *alumna*.

**Active** - To have an *Active* status would suggest that Chi Phi Fraternity has or could have an *Inactive Status*. The appropriate ways to refer to initiated undergraduate Chapter members are “undergraduate Brothers,” “initiates,” or simply “Brothers.”

**Alumni Status or Inactive Status** - Neither an undergraduate Chapter nor an individual Chapter member can declare someone/himself an alumnus. Further, an “inactive status” does not exist in Chi Phi Fraternity. Some members mistakenly believe that these are available options in order to avoid financial or membership obligations. Chi Phi’s oath of membership is not a temporary oath. A Chi Phi becomes an alumnus only when he graduates or leaves school.

**Capitalizations** - The terms “Brother,” “Chapter,” “Colony,” “Fraternity,” and “Candidate for Membership” should always be capitalized.

**Chapter Designations** - The appropriate way to denote a member’s Chapter designation is by following his name with a comma, spelling out his Chapter of initiation in full, and following it with his four digit graduation year. For individuals who have also affiliated with another Chapter, their designation should then be followed with a comma, the Chapter name, and his year of affiliation (i.e. *Al Smith, Alpha Xi 2007* or *Kevin Smith, Beta Tau 2007, Alpha Xi 2008*)

**House/Chapter** - As a member of the Chi Phi Fraternity, you do not belong to a *house*. You belong to a Chapter or a Colony and to a Fraternity. The proper term used when describing your status is as a member of the “\_\_\_ Chapter/ Colony/ Fraternity,” not as a member of the “\_\_\_ house.”

**National(s)** - There is no “s” in the word *national*. There is only one National Chi Phi Fraternity. Similarly, there is only one Chi Phi National Office.

**Candidate Educator/ New Member Educator / Pledge Educator / Pledge Trainer** - Since it is no longer the 1970s, Chi Phi (like every other national fraternity) has moved beyond the archaic practice of calling men who orient Candidates for Membership to the Chapter “Pledge Educators” or worse, “Pledge Trainers.” Instead, we refer to these men as Candidate Educators.

**Candidate for Membership / New Member / Pledge** - The word “Pledge” has long since been replaced with the term “Candidate for Membership” when used to refer to a man who has pledged himself to the values of Chi Phi Fraternity but has not yet been fully initiated into our order.

## Chi Phi Terminology

**Bid** - an invitation to join the Chi Phi Fraternity, another fraternity, or a sorority

**Colony** - newly-formed Fraternity on campus, operating under the guidelines of the "Basic Colony Operations"; a Colony has not received a Charter

**Charter** - the document granting the rights, privileges, and insignia of the Fraternity

**Chapter** - fully operational organization with an active Charter

**Founding Members/Fathers** - the initial group of undergraduate men who form the Colony; typically, the names of these men are inscribed on the Charter and presented during a formal ceremony

**Formal Pledging Ceremony** - this is one of two public Rituals of the Chi Phi Fraternity. This ceremony is performed when a man (or group of men) accepts a bid. The undergraduate leadership present the Candidates for Membership with a pledge pin, called a Chakett

**Lodge Room** - the room (either in the fraternity dwelling, residence hall, or campus building) where the undergraduate meet for weekly meetings and perform all ceremonies/rituals of the Fraternity.

**Personal Property** - the materials owned by the Colony/Chapter which are required to perform the ceremonies and rites of passage.

**Ritual** - Chi Phi Fraternity has several secret ceremonies that guide the organization. Each ceremony is to be practiced at least once a year.

## Risk Management

Chi Phi Fraternity and its individual Chapters, like any other business, may be legally liable for the actions and consequences of its members. Fraternities throughout the country have been and are being sued for hazing incidents, alcohol-related accidents, injuries, fires, deaths, and for numerous other reasons. When a Chapter holds a retreat, social event, or any other activity, its members are acting as its agents, which means it acts in an official capacity, even if they don't call an event "an official event."

Because of this legal onus, the Fraternity must carry liability insurance for each member. You, the undergraduate, pay \$140 each academic year to cover the costs associated with insuring your Chapter's activities. It is expected that your Chapter operate under the provisions of this insurance policy. If your Chapter does not operate in accordance to the Chi Phi Personal Safety Policy, you and your Chapter may not be covered in the event of an incident.

The Chi Phi Personal Safety Policy essentially has all the "rules" associated with the upkeep of your facility (Chapter house), your social events, and your Candidate for Membership activities. Although it places restrictions on the way you and your Chapter can operate, those restrictions should not keep your Chapter from having a successful social calendar. In fact, if followed correctly, they will facilitate your Chapter's continued growth and improvement. They will create safer events and a healthier environment for all members (and non-members).

The Personal Safety Policy is the ultimate authority on what may or may not be covered under the Fraternity's risk management policies. However, The Basics of the Chi Phi Personal Safety Policy have been developed so that they may be more easily interpreted and understood.

Because these parameters are so vital to your Chapter's (and the Fraternity's) continued existence, they must not be ignored. Every member should acquaint himself with those provisions.

## The Chi Phi Fraternity Personal Safety Policy

**WHEREAS**, the Chi Phi Fraternity is the oldest college social Fraternity in America, with a rich heritage of promoting friendship; and

**WHEREAS**, hazing, alcohol/ drug abuse, sexual harassment, property mismanagement, and potentially illegal practices have no place in an organization with the ideals of Chi Phi; and

**WHEREAS**, the Chi Phi Fraternity has Chapters located on campuses across the United States which are regulated and controlled by institutions of higher education on those campuses; and

**WHEREAS**, Chi Phi Fraternity acknowledges the ability of host educational institutions to enforce their regulations, and similarly recognizes the ability of state or local law enforcement agencies to affect the day-to-day activities of a Fraternity Chapter and its members; and

**WHEREAS**, Chi Phi Fraternity has the power under its constitution and by-laws to grant initial membership or permit continued membership, to recognize the holding of offices within the Fraternity, and to charter and otherwise recognize Chapters, individual members, and alumni associations and organizations;

**NOW, THEREFORE**, in the exercise of the grant of power under its constitution and By-laws, the Chi Phi Fraternity hereby adopts this policy of personal safety.

### I. ALCOHOL AND CONTROLLED SUBSTANCES

- a. The possession, use, and/or consumption of alcoholic beverages on the premises of any chapter during an official Fraternity event, or in any situation sponsored or endorsed by Chi Phi, shall be in compliance with any and all applicable laws and university/college regulations.
- b. Open parties where alcohol is present shall be prohibited. Open parties are those with unrestricted access or without specific invitation.
- c. No Chapter members collectively or individually shall purchase for, serve to, or sell alcoholic beverages to any person under the legal drinking age.
- d. The unlawful sale of alcohol by any Chapter is prohibited. This is to include any action that can be remotely construed as alcohol sales, such as: charging admission to parties, selling empty cups, selling drink tickets, or by taking a collection (passing the hat).
- e. The promotion of alcohol in advertisements concerning the Fraternity is prohibited.
- f. No Chapter shall serve or permit the use, possession, or consumption of alcoholic beverages at formal/organized Chapter rush functions. All Candidate for Membership programs/activities shall also be alcohol free.
- g. No person shall be forced, for any reason, to consume alcohol, or to participate in any activity which encourages the rapid consumption of alcohol.
- h. At any Chapter function where alcohol is present, non-alcoholic beverages and food shall be openly available.
- i. At any Chapter function where alcohol is present, the Chapter shall designate, in advance, specific house members to serve as monitors of the event. These members shall not consume alcohol before or during the event. They shall supervise the event to ensure personal and property safety. This is to include monitoring access to the event, assisting those who have consumed alcohol, monitoring noise, and closing the event as pre-planned.
- j. Possession, sale, and/or use of any illegal drugs/controlled substances on any Chi Phi property or at any Chapter event is prohibited.

k. The purchase of alcohol with Chapter funds is prohibited.

## II. HAZING (Chi Phi Laws - Chapter 11, Section 5; or as updated)

- a. No member of a Chapter shall permit a program during membership education (pledging), initiation, or membership of a person, which tends to harm physically or spiritually or to degrade morally either the Candidate for Membership, Brother, the Chapter, or the Fraternity.
- b. All forms of hazing are prohibited.
- c. Hazing is defined as: "Any such activity of the Fraternity or its individual members which causes or is likely to cause mental or physical danger or harm."
- d. Any activity which can be termed unsanitary, dangerous, or degrading or potentially so is unacceptable.

## III. SEX, CREED, RELIGION, NATIONAL ORIGIN

All Brothers and candidates for Membership shall conduct themselves in compliance with all laws and school regulations regarding personal relations. Any behavior that does not recognize the dignity and respect due all human beings, male and female, and the respect due all interactions practiced between human beings is prohibited.

## IV. FIRE AND SAFETY

Chapter premises/property shall be maintained and operated in compliance with all applicable laws and regulations. Periodic inspections shall be performed as required by local authorities, with copies of reports forwarded to the national office and appropriate alumni entity. All violations noted by inspection shall be promptly corrected, working through the landlord or owning entity.

Each Chapter is expected to develop and maintain a fire evacuation plan with periodic practice evacuations.

The Epsilon of each Chapter shall maintain the reasonable health and safety of the property and members and, as necessary, appoint a Health/Safety Committee.

## V. MEMBERSHIP EDUCATION

Education of initiates and Candidates for Membership on the above policies is to be conducted for the entire Chapter at the beginning of the 1987-88 school year and each academic year thereafter.

Each Candidate for Membership is to be educated in these areas. (Your school administration usually has programs in these areas. If not, contact the national office.) The Chapter shall maintain ongoing education for the Brothers/Candidates for Membership of this Personal Safety Policy.

## VI. SANCTIONS

In accordance with constitutional procedures under the executive and judicial powers of the Fraternity, a violation of this policy shall result in sanctions. The range of sanctions include:

- a. *Individuals*: Reprimand, probation, suspension, or revocation of membership, or removal of office within the Fraternity.
- b. *Chapters or Alumni Organizations*: Reprimand, probation, suspension, or revocation of recognition or charter.

# The Basics of the Chi Phi Personal Safety Policy

## *This Document*

This is not the Chi Phi Personal Safety Policy but a summary of some of the main points of that policy. This document was created to help Chi Phi's members understand and adhere to the actual provisions of the Fraternity's insurance coverage. The Chi Phi Personal Safety policy should be consulted in the case where there is a lack of clarity about what is or could be prohibited under our risk management policies.

## *Preamble*

Chi Phi is a venerable, prestigious organization that is grounded in values and maintains a history of excellence. As such, hazing, alcohol/drug abuse, sexual harassment, property mismanagement, and potentially illegal practices have no place in an organization with the ideals of Chi Phi.

## *I. Alcohol and Controlled Substances*

- Alcohol may not be consumed by individuals under the legal drinking age at Chapter events.
- Parties without guest lists cannot include alcohol. Parties with alcohol must be limited to individuals on a pre-determined (before the event) guest list.
- The Chapter should not buy for, give to, or sell alcohol to anyone.
- The Chapter should not purchase alcohol. It and its members cannot sell empty cups, take up a collection, and perform any action which could possibly be perceived to be the illegal sale of alcohol.
- The Chapter should strive to keep the Fraternity's image strong and should not associate alcohol with the Fraternity in any advertisement or communication whatsoever.
- Alcohol cannot be a part of recruitment or Candidate for Membership education activities.
- No one can be forced or "encouraged" to consume alcohol—especially at rapid rates.
- If there is an event where alcohol is present, the Chapter must provide non-alcoholic beverages and food.
- If there is an event where alcohol is present, the Chapter must have a pre-designated "sober-crew," which is responsible for limiting admission to the event (only to those individuals who have been invited), monitoring those who have consumed alcohol, and closing the event at a time which is determined prior to the event's beginning.
- Illegal drugs and controlled substances cannot be used, possessed, or sold on Chi Phi property or at Chi Phi events.
- Chapter funds, whether official or unofficial, cannot be used to purchase alcohol.

## *II. Hazing*

- Hazing can be defined as (but not limited to) any action or program which tends to harm physically or spiritually, or could morally degrade any party involved (Members, Candidates for Membership, and the Fraternity or its reputation).
- All forms of hazing are prohibited.

- Hazing is officially defined as “any such activity of the Fraternity or its individual members which causes or is likely to cause mental or physical danger or harm,” but it can be defined by even more broad measurements by either your institution or your conscience.
- If an event can be termed unsanitary, dangerous, or degrading, or could potentially be so, it is unacceptable.

### ***III. Sex, Creed, Religion, and National Origin***

Chi Phi Brothers must treat people with respect—regardless of their sex, ethnic background, religion, sexual orientation, and any other such quality or label which may or may not be protected under the law.

### ***IV. Fire and Safety***

- If the Chapter has a facility (house, floor, or room), it must be kept up to all city and state codes. It cannot be unsanitary or unsafe. It must be inspected by the city and the university regularly—all such inspection reports must be forwarded to the national office.
- The Chapter must have a fire evacuation plan and should practice and maintain it regularly.
- The Epsilon is responsible for maintaining the health and safety of the property and all members. If necessary, he can appoint a committee to oversee issues which may arise.

### ***V. Membership Education***

Every member of Chi Phi must be informed of these policies, must be reminded of these policies, and must be held to the restrictions of these policies. They shall be posted throughout the facility.

### ***VI. Sanctions***

As outlined by the Constitution of the Chi Phi Fraternity, and under the executive and judicial powers of Chi Phi, violating these policies can result in closure of a Chapter, removal of Chi Phi Members, or worst of all, the death or serious injury of people.

### ***Adoption and Endorsement***

These provisions were unanimously adopted by the Congress of Chi Phi Fraternity (the voting delegates of Chi Phi’s undergraduate and alumni groups).

### ***Things You Should Know***

- Repeated violations of these safety policies will increase the likelihood of an incident that will cause the injury or death of individuals.
- When the likelihood of incidents goes up, the number of incidents will go up. Just like your car insurance, the cost of coverage will increase with each incident.
- Violating these provisions will eliminate the insurance coverage which every undergraduate Brother in Chi Phi Fraternity pays, currently \$140.00 per year. If an incident occurs at a Chapter and Brothers have not followed cautionary provisions, officers, alumni, and individual Brothers can be sued for damages, without any legal or financial assistance from Chi Phi’s risk management insurance policy.

## Policy on the Internet and Electronic Mail Services

Any person or group who creates or maintains a Chi Phi Fraternity web site on behalf of a Chapter, Alumni Association, Alumni Club, Colony/Interest Group or an Individual, or any Person or Group using name of the Chi Phi Fraternity internet facilities (such as e-mail accounts or mailing lists, billboards, chat rooms, discussion groups, etc.) hereby agrees to the following terms and conditions:

1. All use of such Internet services shall comply with any and all applicable federal, state, and local laws; college and university rules and regulations, Inter-fraternity Council rules and regulations and bylaws and policies set forth in the Chi Phi Constitution.
2. No such services shall be used in a way that defames, abuses, harasses or threatens other individuals; makes bigoted, hateful, or racially or sexually offensive statements; distributes or makes available any vulgar, obscene, discourteous, or indecent language or images.
3. All such services shall be used in a manner to promote a positive image of college students, alumni, the college/university and the Fraternity.
4. No such services shall be used for the promulgation of commercial, partisan political or religious messages, including bulk email of any kind not directly related to official Chi Phi Fraternity business.
5. No such services shall be used for product endorsements or other advertising unless approved by The Chi Phi Fraternity. Requests must be submitted to the National Headquarters.
6. No such services shall include references to alcohol, illegal drugs, or hazing, with the exception of educational material about these issues and purposeful, positive discussion of Chapter and Fraternity policies regarding the same.
7. No use of such services shall advocate illegal activity or discuss illegal activities with the intent to commit them.
8. No such services shall publish photographs or images of members engaged in the consumption of alcoholic beverages or any inappropriate activities.
9. No such services shall include pornographic images or links to pornography web sites.
10. Such services shall include a contact e-mail address for web site visitors to submit comments, questions, and suggestions. Any response made to such comments should be respectful and responsible.
11. All such services shall protect the privacy and safety of the Fraternity and its members by avoiding the publishing of personal information of its members, including but not limited to the name, address, telephone number, e-mail address, photograph, etc., without permission from its members. Photos of third parties participating in a Chapter, Colony, Club or Alumni activity shall not be posted without written consent.
12. Such services shall not contain confidential Fraternity, Alumni Association, or Chapter matters, except in a password-protected area that is designated for members only.
13. Such services shall not include any copyrighted material from other sources or trademarks owned by third parties without the express written consent of the copyright or trademark owner.
14. Each Chapter, Alumni Association, Alumni Club, Colony or Interest Group shall register the web site with the National Office of the Chi Phi Fraternity.

The Chi Phi Fraternity reserves the right (although it shall be under no obligation to do so) to remove links or access to sites that do not comply with these policies as well as to deny the use of the Chi Phi's server or mail space to any sites or individuals or to impose discipline upon members who do not comply with these policies. No expectation of privacy should be assumed in conjunction with such use. These terms are subject to modification without notice.

The name "Chi Phi"; the Greek letters "Χ Φ"; all stylized versions of the foregoing; and the Badge, Crest, and Chakett of the Chi Phi Fraternity are copyrighted and trademarked symbols and insignia, which are owned by the Chi Phi Fraternity, Inc. and are subject to the control of the Grand Council of the Chi Phi Fraternity, Inc. Permission to use of the symbols and insignia of the Chi Phi Fraternity in any web site must be obtained from the Executive Director of the Chi Phi Fraternity. All requests for permission to use the symbols and insignia of the Chi Phi Fraternity shall be submitted to the Executive Director of the Chi Phi Fraternity in writing before they are published on the Internet or E-mail service.

## **Policy on the Chi Phi Trademark**

Official versions of the Chi Phi Fraternity insignia are protected by trademark registration. The design or representation of the Badge, Chakett Candidate for Membership pin and/or symbol, Crest (including Flag), Grand Seal, Greek and/or Roman letters Chi and Phi, words "Chi Phi" and the words "The Chi Phi Chakett" shall not be manufactured, created, used or offered for sale by any person, company, or firm except as specifically authorized in writing by the Executive Director of the Chi Phi Fraternity. The Executive Director shall ensure that all trademarks remain in force and are effective.

Only the Executive Director may authorize and license commercial reproduction of the Chi Phi Fraternity's insignia, including the Badge, Chakett Candidate for Membership pin and/or symbol, Crest (including Flag), Grand Seal, Greek and/or Roman letters Chi and Phi, words "Chi Phi" and the words "The Chi Phi Chakett." Unauthorized or unlicensed production of merchandise bearing any insignia of the Chi Phi Fraternity is prohibited by this policy and law.

Any member, active Chapter, Colony, or registered Alumni Organization wishing to acquire merchandise bearing any insignia of the Fraternity shall obtain those items only from vendors which are authorized and licensed to produce and/or market official Chi Phi Fraternity merchandise. From time to time, when authorized and licensed vendors cannot produce merchandise as needed, active Chapters, Colonies and registered Alumni Organizations may utilize local commercial firms to produce merchandise so long as the need, text, and design are pre-approved by the Executive Director.

The Executive Director will not approve any text or design which casts the Chi Phi Fraternity in a negative light or is otherwise contrary to the ideals and values of the Chi Phi Fraternity, specifically including but not limited to any materials deemed to be in conflict with Chi Phi's Personal Safety Policy.

## Scholarship Policy

Any member or prospective member of any chapter or colony of the Chi Phi Fraternity hereby agrees to abide by the following terms and conditions:

### **Basic Academic Requirements:**

The chapter or colony shall maintain a grade point average above the all-men's average on campus, or the requirements as set forth by their Inter-Fraternity Council, whichever is greater.

The chapter or colony shall adhere to all university academic regulations regarding the recruitment, pledging and initiation of Candidates for Membership.

No active member or member awaiting initiation shall be eligible to attend or participate in any social function sponsored by a chapter, colony, or alumni organization, if he has failed to maintain a grade point average of at least 2.25 on a 4.0 scale, or its equivalent, for the immediate preceding college semester or quarter. Social Ineligibility will be subject to the review of the Scholastic Committee

### **Chapter Faculty Advisor**

The chapter or colony shall identify and utilize a faculty advisor to serve as a resource concerning academic and university related matters.

### **Academic Assistance**

The chapter or colony shall have a scholarship program, developed by the Scholastic Chairman and the Scholastic Committee, which includes regular study hours, tutoring assistance, and grade monitoring.

The Scholastic Chairman and the Scholastic Committee shall become acquainted with the services of the university or college to which members in need of academic assistance may be referred.

### **Scholastic Chairman**

The chapter or colony shall appoint or elect a Scholastic Chairman.

This member must be a good example in the classroom for other members, and he must believe in the importance and purpose advancing scholastic achievement within the chapter or colony.

The Scholastic Chairman shall become acquainted with the services of the university or college to which members in need of academic assistance may be referred.

The Scholastic Chairman shall develop a chapter incentive program to reward and acknowledge high scholastic performance.

### **Scholastic Committee**

The chapter or colony shall appoint or elect a Scholastic Committee of no fewer than three members to work with the Scholastic Chairman.

The Scholastic Committee shall be composed of a group of responsible chapter members and, whenever possible, should be assisted by a campus or faculty advisor.

The Scholastic Committee shall assist the Scholastic Chairman in maintaining a healthy chapter attitude towards scholastic achievement.

The Scholastic Committee shall become acquainted with the services of the university or college to which members in need of academic assistance may be referred.

The Scholastic Committee shall work with the Scholastic Chairman in continually evaluating the chapter or colony's scholarship program, modifying and improving it as necessary.

## Reflection on Standards

1. Do you look for **standards** in the people with whom you associate? What are they?

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2. Should Chi Phi look for **standards** in potential members? What are they?

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3. Should Chi Phi hold its members to **standards**? What are they?

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4. Does your chapter hold its members to **standards**? What are they?

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5. Why do people oppose **standards**?

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## Section Four: Chi Phi Goals

*"It is not the honor that you take with you but the heritage you leave behind."*

*- Branch Rickey*

## Goal Setting

Do you want to take your Chapter somewhere? Do you want it to be far better after your four years of college than it is now? Would you like to have a lifetime involvement with an organization both on your campus and in the world which has awesome ties to your campus, maintains great alumni connections, and helps its members both enjoy their college years and prepare for life following college? Now, is that desire unique to you or to your Chi Phi Chapter or Colony? Probably not. The truth is: Most undergraduate Brothers share that same passion.

What, then, is the difference between Chapters which remain stagnant year after year and Chapters which receive award after award, year after year? The single greatest factor, in determining the future improvement and growth of your Chapter, is its ability to evaluate itself (we *all* have areas in which we can improve), to adopt a shared vision, to create the goal of achieving that vision, and to work together to attain that goal.

So how then, do you evaluate your Chapter? There are many different ways of looking at a Chapter, and there are hundreds of aspects of every Chapter's operations over the calendar year. What do you compare your group with? How do you objectively look at your strengths and realize your weaknesses? Is it even possible to attain an objective view for an organization in which you are so closely involved? Any consultant will tell you that the answer lies in finding a measure of excellence that uses quantifiable standards.

Does Chi Phi have such a yardstick? Absolutely. Developed and adopted by its undergraduate members at Congress, Chi Phi has two quantifiable measuring sticks: the "Basic Chapter Expectations" (minimum acceptable standards for every Chapter and Colony) and the "Chi Phi Standards for Chapter Excellence" (the goal-setting mechanism used by our greatest groups).

The "Basic Chapter Expectations" and the "Standards for Chapter Excellence" are the single most under-utilized resources that Chi Phi Chapters have. These documents are literally checklists that individuals can use to evaluate their Chapters' strengths and weaknesses. Gaps in that evaluation can later be used to develop goals for the Chapter.

Stephen Covey, author of numerous professional development books and articles (including [The Seven Habits of Highly Effective People](#)), makes the following suggestion about goals: "keep them SMART. SMART goals are Specific, Measurable, Achievable, Realistic, and Time-Bound." Chi Phi likes to change the "R" to Righteous to better fit our purposes and values.

### ***Specific***

A goal must be specific. One cannot simply say, "Our Chapter's goal is to have a successful rush period." That goal statement is overly vague and will be impossible to measure. It's too subjective. A better way to state that goal might be "Alpha Gamma Chapter's goal is to recruit twenty men during the fall recruitment period." Not only is that statement specific in purpose, but it is a pass/fail test –either Alpha Gamma Chapter will achieve its goal, or they will not.

### ***Measurable***

Using quantitative values (numbers) add objectivity to your goal. Take for example, the goal “Alpha Gamma Chapter is going to support State University’s Division I basketball team this season.” That goal is certainly specific, but is it measurable? How much support can the team expect? Perhaps a better way to phrase that goal would be “Alpha Gamma Chapter will bring fifteen brothers to every home basketball game during the 2009-10 season.”

### ***Achievable***

It is important to remember that “achieving” a goal gives those working toward it a very strong sense of accomplishment. It develops their pride, their self confidence, and their dedication to their team. This factor is especially important when creating long-term goals and objectives. Rather than setting a single monumental goal, it is always easier (and healthier for the team) for larger long-term goals to be broken into smaller short term goals. Each of those short term goals (also SMART) would be a step along the road to achieving the larger, long-term goal.

### ***Righteous***

Setting goals that are not in line with the values and expectations of your Chapter or individual members deflates morale when a Chapter, group, or team fails to meet them. Always consider the values of Chi Phi, your Chapter and yourself when creating a SMART goal.

### ***Time-Bound***

Have you ever had an assignment that didn’t have a due-date? Probably not. Likely, most college students who didn’t have deadlines would never get around to getting their assignments and projects done. The same is true with goals. If your goal doesn’t have a deadline, how will you know when to look back and determine if you’ve achieved it or not? Possibly more important, however, is how will you keep yourself from simply saying, “Oh, I’ll get to it next week”? Don’t just say that you want to have three social events with the ladies of Delta Zeta (or whatever group the Chapter desires to associate with); say that you want to have three social events with the ladies of Delta Zeta this year.

### ***Posting and Promoting Goals***

How is your group going to stay focused on its goals? How will you as a leader keep your group focused on elevating its status and achieving whatever objective has been agreed upon? The best way to keep your group focused is simply to remind them of the task at hand. Why not set your goals and print them at the bottom of every set of Chapter minutes, put them in every alumni newsletter, and post them on the Chapter’s website? The two most effective places to remind your Chapter about its goals are: (1) on the wall of wherever you hold your Chapter meetings, and (2) in a display case by the front door. How impressed might a random alumnus or your university president be if he saw, posted in your foyer, the Chapter’s set of goals over the next academic year?

### ***Developing Goals as a Group***

Have you ever had someone tell you that you were going to do something – regardless of whether you wanted to or not? Has a supervisor ever put expectations on your performance without any concern for your input? If so, then you realize that someone “handing down” a goal to you probably didn’t motivate you very well. The same is certainly true for a Chapter. If your chapter’s Alpha were to tell the Chapter in his next meeting that the Chapter was going to become involved in more campus activities over the next year than any other group, few would be motivated to contribute to that goal. Why? Because it wasn’t theirs.

For a group to move forward with its goals, it must be developed by everyone who is going to participate in achieving them. The Alpha might be more successful if he used three or four Chapter meetings to have his Brothers evaluate their goals collectively and to determine what areas they wanted to improve (ideally, if he used a broad measuring stick such as the “Basic Chapter Expectations”, most members would see the same gaps in the Chapter’s operations”). Ultimately, however, if the Chapter adopted individual SMART goals as a group, it would move itself forward with focus and direction. It would also do wonders for the Chapter’s brotherhood, as teamwork builds friendship.

# The Chi Phi Fraternity Basic Chapter Expectations

## CHAPTER MANAGEMENT

- The Chapter shall elect all Executive Officers and file the appropriate report with the National Office within one week of their election.
- Chapter officers shall meet twice each semester with their campus's Greek Advisor, their Faculty Advisor, and their Alumni Advisor.
- All Chapter reports shall be filed on time with the national office.
- The Chapter shall identify a local alumnus to serve as a chapter advisor.
- The Chapter shall maintain regular attendance at IFC meetings and will participate fully in all IFC activities, committees, and projects.

## CHAPTER FINANCES

- The Chapter and every Brother within the Chapter will remain financially current (within 60 days) with the national office.
- Chapters will remain current with any local vendors, their campus, the IFC, and their city.
- Chapter accounts receivable shall be not more than 10% of entire budget.

## RECRUITMENT

- The Chapter shall recruit at least 25% of its total membership each year.
- The Chapter shall initiate at least 50% of the recruited Candidate for Membership class.

## CHAPTER SIZE

- The Chapter size should be equal to or greater than half the average chapter size on campus.

## CANDIDATE FOR MEMBERSHIP EDUCATION

- The Chapter will educate Candidates for Membership within eight (8) weeks of their pledging date.
- The Candidate for Membership education program will remain free of inappropriate activities.

## SAFETY / RISK MANAGEMENT

- The Chapter will adhere to the personal safety policy of Chi Phi.
- The Chapter will obey all local laws and ordinances.
- The Chapter must regularly elect an officer as the risk manager, known as the Eta.

## SCHOLARSHIP

- The Chapter shall maintain a grade point average above the all-men's average on campus, or the requirement as set forth by their Inter-Fraternity Council, whichever is greater.
- The Chapter shall identify and utilize a faculty advisor to serve as a resource concerning academic and university related matters.

#### PUBLIC RELATIONS / PHILANTHROPY / COMMUNITY SERVICE

- The Chapter shall host at least one event where deans, faculty, and staff, as well as alumni and prospective members are invited.
- The Chapter shall perform at least one philanthropic or service project each semester.
- Each Chapter member should be involved in at least one campus activity other than Chi Phi.

#### ALUMNI RELATIONS

- The Chapter shall work within the local structure of the alumni association and/or house corporation and adhere to any policies and procedures of those entities.
- The Chapter shall produce an alumni “newsletter” of some caliber at least twice a year.
- The Chapter shall hold at least two “alumni events” each year.

#### RITUAL

- The Chapter will own and maintain a complete set of equipment.
- The Chapter will perform each ceremony at least once each year.

#### PROPERTY MANAGEMENT

- The Chapter will maintain their house or property to conform to all state and local ordinances.
- All safety systems will be inspected regularly and kept in good working order.
- The Chapter will file any property or other taxes in adherence with governmental regulations.
- The Chapter housing facility shall consistently be at or above 90% occupancy.

#### SOCIAL DEVELOPMENT

- The Chapter should host at least four (4) social events each semester.
- All social events will adhere to the provisions of the Chi Phi Personal Safety Policy and the provisions outlined in national liability insurance policies.

#### NATIONAL INVOLVEMENT

- At least two members of the Chapter attend Congress as delegates.
- The Chapter sends at least 10% of its membership to the appropriate Regional Conference.

# The Chi Phi Fraternity Standards for Chapter Excellence

## MEMBERSHIP

- The total chapter membership (Brothers and Candidates for Membership) is at least equal to the average size of men's fraternities on campus.
- Total Chapter membership increased over the last year.
- Chapter Candidates for Membership class is at least 25% of total Chapter size.
- At least 50% of the Chapter is involved in a non-fraternity campus activity.

## CHAPTER OPERATIONS

- Chapter elects Executive Council of all Greek-letter offices (i.e. Alpha, Beta, Gamma, Delta, Epsilon, Zeta, Eta) on at least an annual basis.
- Chapter utilizes the committee system and requires every individual to serve on at least one committee.
- Chapter annually sets goals and objectives and monitors progress throughout the year.
- Chapter programs are periodically evaluated.
- Meeting attendance is at least 80% of total active membership.
- Officer transition program ensures a smooth change in leadership.
- Chapter has a functioning Chapter Advisor and Faculty Advisor.
- Officers and members understand the Chapter By-Laws and Chi Phi Constitution.
- Chapter was represented at the most recent Chi Phi Congress, this year's Regional Leadership Alliances, and takes advantage of programs such as UIFI offered by the Fraternity or Education Trust.
- Chapter facilitates on-going educational programming efforts utilizing resources of the administration, alumni, national office, and community.
- Chapter is active on the Interfraternity Council and maintains a positive working relationship with the campus Greek Advisor.

## CANDIDATE FOR MEMBERSHIP EDUCATION

- Chapter initiates at least 75% of all Candidates for Membership.
- Chapter has adopted specific goals for Candidate education which are in line with national Candidate for Membership education objectives.
- Candidate for Membership education program is in writing and copies are provided for every Brother and Candidate for Membership. Candidates for Membership are given specific criteria for initiation.
- Copy of the Chapter's Candidate for Membership education program is sent to the national office annually.
- Candidate education program is designed to cover a maximum of 6-8 weeks.
- Standards for determining a Candidate for Membership's eligibility are for the most part objective rather than subjective.
- Hazing policy is enforced with a zero tolerance of any inappropriate activities.
- Formal Pledging ceremony is used at the beginning of each Candidate for Membership period.
- Candidate for Membership retreat, monitored by Candidate educator/Alpha and/or big brothers, is held for each Candidate for Membership class.
- Chapter has reviewed and considered the Leadership Challenge and has adapted and implemented it where appropriate.

- Chapter utilizes national Fraternity's Guide to Candidate for Membership Education and Leadership Development.

## RECRUITMENT

- Chapter has written recruitment strategy with specific goals, timeline, action plan, and responsibilities. This strategy includes a method of educating Brothers about the recruitment process.
- Summer recruitment is utilized, if allowed by university regulations.
- Continuous recruitment is utilized, if allowed by university or IFC regulations. Men are pledged at the earliest possible opportunity.
- All recruitment activities are held within the guidelines of IFC and University regulations.
- All recruitment events are held without the presence of alcohol.
- Chapter is creative in its approach to recruitment events and in attracting prospective members.
- Chapter recruits at least 25% of total membership size.
- Recruitment budget equals 10-12% of total Chapter income.
- Alumni are involved in the recruitment process.

## ALUMNI RELATIONS

- Chapter has a functioning alumni advisory board.
- Chapter mails at least one alumni newsletter per term with at least 70% of content being related to alumni news.
- Chapter sponsors at least one alumni event per year.
- Executive Council meets with alumni advisors at least once per term to set, discuss, and review goals.
- Alumni are invited and involved in chapter activities where appropriate.
- Annual alumni recognition awards are given.

## FINANCIAL MANAGEMENT

- Chapter pays national fees and assessments in a timely manner.
- Chapter has an annual written budget with periodic (i.e. quarterly) budget-to-actual statements.
- Delta reviews financial position with alumni advisors and makes monthly reports to the alumni advisory board.
- All necessary taxes and forms are filed and paid in a timely manner.
- Chapter accounts receivables do not exceed 10% of budget and are not more than 60 days past due.
- Chapter maintains and enforces a written financial policy outlining action taken toward members for past due debt to the Chapter.

## PROPERTY MANAGEMENT

- Chapter has a functioning house manager to oversee routine house maintenance and enforce written rules related to behavior and property.
- Chapter coordinates house maintenance and insurance with alumni advisors and house corporation.
- Each resident is required to sign an annual housing contract and to submit a security deposit prior to moving into the Chapter house.
- Chapter room and board plan are competitive with the university residence hall rates.

- Chapter house is consistently at maximum occupancy and there is a plan to accommodate unforeseen vacancies.
- Chapter maintains rules and expectations for behavior and property treatment with appropriate sanctions for violations.
- House and grounds are well maintained.

#### SOCIAL DEVELOPMENT

- Social chairman prepares a written social calendar, approved by the Chapter, at the beginning of each semester, which does not conflict with the academic calendar.
- The Chi Phi Personal Safety Policy is strictly followed during all social activities.
- The Eta has an active role in social planning.
- Chapter regularly holds social events without alcohol.
- Chapter encourages and participates in inter-Greek activities.

#### RISK MANAGEMENT

- Chapter has a functioning Eta as a part of the Executive Council.
- House is inspected on a regular basis to ensure compliance with safety codes and procedures.
- All life-safety equipment (fire alarm system, smoke detectors, *etc.*) is in working order.
- Chapter educates all Brothers and Candidates for Membership about the Chi Phi Personal Safety Policy and adheres to its guidelines.

#### RITUAL

- Chapter has a complete set of ritual equipment and maintains it properly.
- Chapter members have a working knowledge of the usage of Chi Phi traditions, symbols, and ceremonies.
- Chapter performs all Chi Phi rituals on a regular basis (at least annually).
- Chapter utilizes ritual in regular chapter meetings.
- Ritual education is incorporated into post Initiation education activities.

#### SCHOLARSHIP

- Chapter GPA exceeds the campus all men's average and all fraternity average.
- Chapter adheres to all university academic regulations regarding the pledging and initiation of Candidates for Membership.
- Chapter has a concrete scholarship program which includes regular study hours, tutoring assistance, and grade monitoring.
- Chapter has an incentive program for high scholastic performance.

#### PUBLIC RELATIONS / COMMUNITY SERVICE

- Chapter participates in at least one major service project per term.
- Participation by active Brothers is at least equal to that of Candidates for Membership.
- Chapter maintains a proactive approach to public relations with the university administration and faculty, other Greek organizations, student body, and community.
- Chapter has an established parent's organization.

## **Awards and Recognitions of Chi Phi Fraternity**

Each spring Chi Phi distributes awards application packets to every Chapter and Colony. Applications are reviewed and awards are presented at Congress.

### ***THE THOMAS A. GEHRING CHAPTER EXCELLENCE AWARDS***

The Congress of 1980 authorized the awarding of the Thomas A. Gehring Chapter Excellence Awards as a tribute to the late Dr. Thomas A. Gehring, Iota Delta 1960, a former Grand Council Officer. Each year these awards are presented to Chi Phi's most outstanding and most improved chapters based on the Fraternity's Standards for Chapter Excellence. Long term planning, goal setting, and unwavering standards are at the core of any Gehring Chapter.

- Beta Chapter, Massachusetts Institute of Technology
- Alpha-Chi Chapter, Ohio Wesleyan University
- Nu Delta Chapter, Florida State University
- Phi Lambda Theta Chapter, Bucknell University
- Delta Pi Chapter, Georgia Southwestern State University
- Zeta Theta Chapter, State University of New York - Oneonta

### ***E. BATES BLOCK CAMPUS INVOLVEMENT AWARD***

This award is presented annually to the Chapter that has demonstrated the best participation, visibility, and involvement in the leadership of extracurricular activities, student functions, and interrelated programs that promote good will and strengthen their respective college or university.

- Phi Lambda Theta Chapter, Bucknell University
- Zeta Theta Chapter, State University of New York - Oneonta

### ***AWARD FOR OUTSTANDING RISK MANAGEMENT PRACTICES***

Awarded annually and authorized by the 139<sup>th</sup> Chi Phi Congress, this award recognizes Chapters who excel in risk management.

- Phi Lambda Theta Chapter, Bucknell University

### ***PHILANTHROPIC ACHIEVEMENT AWARD***

Awarded annually, this award recognizes the Chapter who has made great strides in philanthropic service.

- Zeta Theta Chapter, State University of New York - Oneonta

### ***OUTSTANDING PHILANTHROPIC SERVICE AWARD***

Awarded annually, this award recognizes the Chapter who has made great strides in community service.

- Phi Lambda Theta Chapter, Bucknell University

### ***OUTSTANDING SERVICE TO THE BOYS AND GIRLS CLUBS AWARD***

Awarded annually, this award recognizes the Chapter who has made great strides in community service to the Boys and Girls Club of America.

- Delta Pi Chapter, Georgia Southwestern State University

### ***OUTSTANDING CHAPTER WEBSITE AWARD***

This award is given annually to the Chapter which best utilizes the World Wide Web for communication and informational purposes.

- Phi Lambda Theta Chapter, Bucknell University
- Zeta Theta Chapter, State University of New York - Oneonta

### ***OUTSTANDING ALUMNI NEWSLETTER AWARD***

This award is given annually to no more than three Chapters based upon the following criteria: (1) at least two newsletters published annually; (2) content timely and appropriate; (3) positive alumni response to the newsletter; and (4) quality organization, accuracy, and arrangement.

- Beta Chapter, Massachusetts Institute of Technology
- Xi Chapter, Cornell University

### ***SPARKS MEMORIAL MEDAL***

Sparks Memorial Medals were first awarded in 1925, in honor of Edwin Erie Sparks, Alpha-Chi 1884. This award is given to the man in each Chapter who has attained the highest scholastic standing for that year.

### ***CARL J. GLADFELTER LEADERSHIP AWARD***

Named for Carl J. Gladfelter, Alpha-Tau 1933, a former Grand Alpha, this award recognizes graduating Chi Phi Brothers who have exemplified themselves in leadership and service to their Chapter and to the Fraternity.

- Eric D. Thorson, Alpha Theta Chi 2009

### ***WILLIAM D. PARR CHAPTER ZETA AWARD***

This award is granted annually in honor of Brother William D. Parr. It is presented to the Chapter Zeta who most successfully documents his Chapter's history for the academic year for use in future *Chronicles of Chi Phi* editions.

- Scott J. Van Pelt, Phi Lambda Theta 2010

### ***BEN WAYNE GREIG JR. OUTSTANDING SCHOLASTIC CHAIRMAN AWARD***

This award is granted annually in honor of Ben Wayne Greig, Jr. It is presented to the Scholarship Chairman who most successfully contributes to academic endeavors to his Chapter in an academic year.

- Drew C. Aldikacti, Nu Delta 2011

### ***CHI PHI AWARD FOR ATHLETIC EXCELLENCE***

This award was created by the 137<sup>th</sup> Chi Phi Congress and is presented to Chi Phi members who have exemplified themselves in athletics.

- Brandon T. Roth, Nu Delta 2009

### ***AWARDS FOR OUTSTANDING RECRUITMENT***

Awarded annually and authorized by the 143<sup>rd</sup> Chi Phi Congress, these awards recognize Chapters who excel in recruitment.

- Rho Iota Kappa, University of Rhode Island - Best Colony Recruitment
- Omega Chapter, Georgia Institute of Technology - Most Improved
- Theta Zeta Chapter, Texas A&M University - Best Recruitment Percentage
- Nu Delta Chapter, Florida State University - Best Recruitment Number

### ***THE WILLIAM M. BYRD ALUMNUS OF THE YEAR AWARD***

This award, named for Brother William M. Byrd, Nu 1953, a former Grand Zeta and Trustee, is presented each year to the Chi Phi alumnus who has best distinguished himself in activities and service on behalf of the Fraternity.

- Daniel D. Hawkins, Eta Theta 2005

### ***CHAPTER ADVISOR OF THE YEAR AWARD***

Awarded annually, this award recognizes the top Chapter Advisors of all Chapters within the Fraternity. Nominations come from the Chapters themselves.

- Gregory J. Bradfield, Rho Iota Kappa 1989

### ***CAMPUS ADMINISTRATOR OF THE YEAR AWARD***

The Campus Administrator of the Year recognizes those university administrators who go above and beyond their required service to aid and develop Chi Phi Chapters.

- Victor Felts, Emory University

### ***ALUMNI ASSOCIATION OF THE YEAR AWARD***

This new award recognizes the Chapter Alumni Association that has done an outstanding job in supporting an undergraduate Chapter, providing benefits of membership to that Chapter's alumni, and promoting the mission of Chi Phi Fraternity.

- Southern Order Memorial Foundation
- Sigma Zeta Alumni Association, Most Improved

### ***CHI PHI CLUB OF THE YEAR AWARD***

Also in its inaugural year, this award recognizes the Chi Phi Club that has done an outstanding job of promoting inter-Chapter Brotherhood, developing regional networks, providing benefits of membership to Chi Phi alumni, and promoting the mission of Chi Phi Fraternity.

- Chi Phi Club of Atlanta, Atlanta, Georgia

### ***CHI PHI FRATERNITY - DISTINGUISHED SERVICE AWARD***

This annual award recognizes Chi Phi Brothers who have demonstrated an extraordinary level of service to the Fraternity in terms of numbers of years and throughout the previous year.

- Richard S. Gilbert, Rho 1962
- Robert D. Parker, Nu Delta 1995, Theta Delta 2002
- David C. Ross, Iota Zeta 1996
- Stephen A. Runkel, Omicron Delta 1975, Mu Zeta 1991
- Andrew W. Schultz, Alpha Delta 1960

### ***CHI PHI FRATERNITY - CRONKITE CONGRESSIONAL AWARD***

The Walter Leland Cronkite Jr. Chi Phi Congressional Award is the most prestigious individual honor the Chi Phi Fraternity can bestow on an alumnus. It is given for humanitarian, social or political achievement which benefits our country, educational system or society. The Cronkite Award is reserved for alumni who have made a profound impact on humanity while exemplifying the highest ideals of the Fraternity.

#### **Previous Cronkite Award Recipients**

- Walter L. Cronkite, Nu 1937
- Russell "Rus" Guin, Alpha-Chi 1917
- William B. Saxbe, Iota 1938
- Lawrence A. Appley, Alpha-Chi 1927
- Jesse Groover Bowles, Eta 1946
- Joseph A. Moore, Jr., Lambda 1929
- James R. Moore, Lambda 1933
- Charles S. Robb, Xi 1961
- James H. Shepherd, Jr., Eta 1973
- Dolph Briscoe, Jr., Nu 1945
- Carl J. Gladfelter, Alpha-Tau 1933
- Mark Ordesky, Eta Delta 1985

## Distinguished Alumni of Chi Phi Fraternity

ARTS: THOMAS A. SCOTT, Massachusetts Institute of Technology 1966:  
Academy Award Winner, Sound Mixing for "The Right Stuff" and "Amadeus."

BUSINESS: LAWRENCE A. APPLEY, Ohio Wesleyan University 1927:  
Following successful business management positions with companies such as Mobil Oil, Vick Chemical, and Montgomery Ward & Co, Lawrence Appley served as president of the 85,000 member American Management Association from 1948 to 1968 and as its chairman of the board from 1968 to 1974. He has served on the boards of more than 35 organizations and educational institutions including Nabisco, Standard Oil of Ohio, Sheraton, Kohler, Oneida, Montgomery Ward, Vick Chemical, the Brunswick School, Ohio Wesleyan University, American University, Colgate University, and Cazenovia College. During World War II, he was executive director of the War Manpower Commission and earned America's highest civilian honor, the Medal of Merit, from President Truman in 1946.

BUSINESS: JOHN L. COLLYER, Cornell University 1917:  
Chairman of B. F. Goodrich

BUSINESS: MICHAEL EAGAN, Cornell University 1962:  
Chairman and CEO of Alamo Rent-A-Car

BUSINESS: ARTHUR M. GOLDBERG, Rutgers University 1963:  
President and CEO of International Controls Corporation

BUSINESS: THOMAS J. HARGRAVE, University of Nebraska 1912:  
President of Eastman Kodak.

BUSINESS: CLIFFORD F. HOOD, University of Illinois 1915:  
President of United States Steel Corporation

BUSINESS: DENMAN McNEAR Massachusetts Institute of Technology 1948:  
President and CEO of Southern Pacific Railroad

BUSINESS: GERALD L. PHILLIPPE, University of Nebraska 1932:  
President of General Electric Company

BUSINESS: BENJAMIN RUSSELL, University of Virginia 1899:  
Founder of Russell Athletics

BUSINESS: JAMES ROBINSON III, Georgia Institute of Technology 1957:  
James D. Robinson III, before his retirement, headed American Express, one of the country's oldest and most innovative companies. After graduation, he served in the Navy, studied at Harvard for his MBA, and then worked with Morgan Guaranty Trust in various departments until 1967 when he was made an officer. The following year, he became a general partner in White, Weld, & Co., but joined American Express as executive vice president in 1970. In 1977, at the age of 41, he progressed to chairman and chief executive officer.

BUSINESS: GEORGE M. WALLACE, Rensselaer Polytechnic Institute 1940:  
Founder of Denver Technological Center

COMPUTER SOFTWARE: WILLIAM T. BAKER, Indiana University 1977:  
Just five years out of college, William T. Baker was one of the pioneers of computer software development with his "Easy Writer" program that was adopted for IBM's line of personal computers. He credits his work in membership recruitment with aiding him in sales and his experience as treasurer with teaching him how to work with others.

EDUCATION: DOUGLAS C. NORTH, University of California 1942:  
1993 Nobel Prize in Economics Recipient.

ENGINEERING: GEORGE FERRIS, Rensselaer Polytechnic Institute 1881:  
Inventor of the Ferris Wheel.

ENGINEERING: CHARLES FINLEY, Pennsylvania State University 1951:  
Manager and Engineer of the NASA Space Station.

ENTERTAINMENT: DAN BAKKEDAHL, Florida State University 1993:  
Correspondent for Comedy Central's The Daily Show

ENTERTAINMENT: GABRIEL CADE, University of North Carolina, Wilmington 2000:  
Participant in CBS's hit series "Survivor"

ENTERTAINMENT: CHRIS HARDWICK, University of California, Los Angeles 1992:  
Host of MTV's Singled Out.

ENTERTAINMENT: ADAM LARSON, Boston University 2001:  
Member of MTV's Road Rules 10: The Quest

ENTERTAINMENT: MARK L. ORDESKY, University of Southern California 1985:  
An Oscar winner and now president of the Fine Line division of New Line Cinema, Brother Ordesky has quickly become a well-known and successful component of the entertainment industry. As president of the Fine Line Division, he has played an important role in numerous contemporary films including the *Lord of the Rings* trilogy.

GOVERNMENT: DANIEL G. AMSTUTZ, Ohio State University 1954:  
Brother Amstutz was named by the George W. Bush Presidential Administration as the Senior Ministry Advisor for Agriculture in Iraq. Prior to this post, Brother Amstutz was the Executive Director of the International Wheat Council and the United States Ambassador-at-large for Agriculture and Trade Development.

GOVERNMENT: HENRY A. BALDWIN, Beta 1891:  
Delegate to the United States House of Representatives, (Territory of) Hawaii

GOVERNMENT: JESSE GROOVER BOWLES, JR., University of Georgia 1946:  
As a local chairman of the Democratic Party, while a young man in his 20s, Jesse Bowles personally accompanied African-American citizens to the courthouse for voter registration, disregarding derogatory remarks as he passed. Mr. Bowles has been a member of the Georgia Bar Association since its founding in 1964 and has served on its Board of Governors. In 1972, he was inducted into the American College of Trial Lawyers, which honors only one percent of each state's practicing attorneys with membership. In 1977, Brother Bowles was appointed an Associate Justice of the Georgia Supreme Court, and in 1981, he returned to his law partnership, relinquishing his place in line of succession as Chief Justice of the Georgia Supreme Court.

GOVERNMENT: DOLPH BRISCOE, JR, University of Texas 1945:  
Governor, State of Texas

GOVERNMENT: JOSEPH M. BROWN, Oglethorpe University 1872:  
Governor, State of Georgia.

GOVERNMENT: HARRIE B. CHASE, Chi 1912:  
Associate Justice, Supreme Court of Vermont; Chief Justice, US Court of Appeals, for the Second Circuit

GOVERNMENT: JACKSON B. CHASE, University of Nebraska 1913:  
United States Representative, State of Nebraska

GOVERNMENT: WILLIAM E. CHILTON, III, Omicron 1950:  
Member of the West Virginia House of Delegates

GOVERNMENT: PHILIP F. ETHERIDGE, University of Georgia 1961:  
Judge, Superior Court of Atlanta, Georgia.

GOVERNMENT: PHILIP M. FRAZIER, University of Illinois 1973:  
Federal Judge, U.S. Southern District of Illinois

GOVERNMENT: RICHARD C. FREEMAN, University of Georgia 1946:  
U.S. District Judge, Northern District of Georgia

GOVERNMENT: JOHN A. GIANNETTI, Phi Lambda Theta 1986:  
Member of the Maryland House of Delegates and State Senator

GOVERNMENT: NATHANIEL E. HARRIS, University of Georgia 1870:  
Governor, State of Georgia.

GOVERNMENT: HIRAM W. JOHNSON, University of California 1888:  
United States Senator and Governor, State of California.

GOVERNMENT: LYLE F. LANE, University of Washington 1950:  
United States Ambassador to Uruguay and Paraguay

GOVERNMENT: THOMAS MARSHALL, Emory University 1940:  
Chief Justice of the Supreme Court of Georgia

GOVERNMENT: WILLIAM E. MINSHALL, University of Virginia 1936:  
United States Representative, State of Ohio

GOVERNMENT: SPENCE PRYOR, University of Georgia 1995:  
A third generation Chi Phi, Brother Pryor was involved with President George W. Bush's legal team during the 2000 Presidential Elections.

GOVERNMENT: CHARLES S. ROBB, Cornell 1961, University of Wisconsin 1961:  
Brother Robb received more votes than any candidate for state office in Virginia history in becoming the Commonwealth's 64th Governor in 1982. He was student commander of all ROTC units while finishing his education in the Wisconsin ROTC unit. He followed that with Marine Corps Basic School, where he was number one in his class. A law degree followed and In 1988, he was elected to the United States Senate and reelected in 1994.

GOVERNMENT: CARL SANDERS, University of Georgia 1948:  
Governor, State of Georgia.

GOVERNMENT: WILLIAM B. SAXBE, Ohio State University 1938:  
United States Senator, State of Ohio.

GOVERNMENT: JOHN M. SLATON, University of Georgia 1886:  
Governor, State of Georgia.

GOVERNMENT: THOMAS F. STROOCK, Yale University 1948:  
United States Ambassador to Guatemala

GOVERNMENT: VERNON W. THOMSON, University of Wisconsin 1927:  
United States Representative, State of Wisconsin

JOURNALISM: MICHAEL H. CRAMER, University of Michigan 1985:  
Award-winning editorial cartoonist, Pulitzer-Lemer Newspapers.

JOURNALISM: WALTER CRONKITE, University of Texas 1937:  
Known as "the most trusted man in America," Walter Cronkite topped the nightly news ratings as anchorman for CBS News from 1968 until his retirement in 1981. He learned sound journalistic practices both in college and while working for United Press International, entering the brand new field of television in 1950. "Cementing bonds of life-long friendship that can be a source of happiness through life" is his testimonial to his Chi Phi Fraternity experience.

LAW: SYLVESTER SMITH, Lafayette College 1916:  
President of the American Bar Association

MEDICINE: DR. JOHN R. ABEL, University of Southern California 1929:  
President of the American Dental Association

MEDICINE: DR. JAMES Z. APPEL, Franklin and Marshall 1928:  
Elected President of the American Medical Association in 1965, Brother Appel also received Franklin and Marshall College's Alumni citation in 1964 for completely developing the college's health service from a one-man affair to a fully-staffed operation.

MEDICINE: DR. ROBERT P. FERGUSON, Cornell University 1968:  
Chief of Medicine for Mt. Sinai Hospital in New York City.

MEDICINE: DR. WILLIAM JARVIS, University of California – Davis, 1970:  
Director of Office of Extramural Research for the National Center for Infectious Diseases.

MEDICINE: DR. JONATHAN RICHMOND, Franklin & Marshall 1962, Connecticut 1962:  
Director of the Office of Health and Safety for the Centers for Disease Control.

MEDICINE: DR. MANUEL TZAGOURNIS, Ohio State University 1956:  
Director of Health Services and retired Dean of Medical School at the Ohio State University.

MILITARY: DAVID A. COFFMAN, Florida Institute of Technology 1982:  
Pilot for U.S. Air Force's Thunderbirds

MINISTER, EDUCATOR, AND DIPLOMAT: REV. JAMES T. LANEY, Yale 1950:  
Educated at Yale University (BA-Economics, MDiv, PhD), Brother Laney taught at Vanderbilt University, Yale University, and Harvard University. Dean of the Candler School of Theology at Emory University, and later President of Emory University, Brother Laney is credited with much of the responsibility for Emory University's development into a world-renowned University. Named the United States Ambassador to South Korea in 1993, Brother Laney played a key role in the diffusion of the 1994 nuclear crisis with North Korea. A Methodist Minister, Brother Laney has also received honorary degrees from over twenty universities throughout the United States, Great Britain, Japan, and Korea.

MINISTRY: REV. ROBERT R. PARKS, University of Florida 1940:  
Working within the urban scene, first in Jacksonville and then as rector of New York's wealthy downtown Trinity Church from 1971 to 1986, Brother Parks founded a ministry to aid the aged and to serve the poor. Under his leadership, the church has given thousands of people housing, education, and spiritual aid.

SPORTS: GREG BARTON, University of Michigan 1983:  
Kayaking Olympian winning a gold medal in the 1988 Summer Olympic games.

SPORTS: EARLE BRUCE, Ohio State University 1953:  
After becoming the Buckeye's head coach in 1980, Earl Bruce maintained his alma mater's positions among the top teams in the country. Unable to play in college after a knee injury, he lived in the Chi Phi house and learned the benefits of fraternity living. He graduated to become an assistant at Ohio State and then won 129 of 179 games while coaching in Ohio high schools for thirteen years. He assumed the position of head football coach at Ohio State in 1980 and later served as head football coach at Colorado State in the late 1980s and early 1990s.

SPORTS: DR. MICHAEL DANIEL, Emory University 1984:  
One of only 30 individuals ever to reach the summit of Mt. Fairweather.

SPORTS: LAWRENCE "CRASH" DAVIS, Duke 1940:

Professional baseball player that was basis for Kevin Costner's character in Bull Durham.

SPORTS: PAUL DePACE, University of Rhode Island 1966:

A major force behind the establishment of the Paralympics.

SPORTS: JOHN "MAD COW" HEMBEL, Florida State University, 1989

Speed Skiing World Record Holder.

SPORTS: RANKIN M. SMITH, SR., Emory University 1946:

Owner of the Atlanta Falcons.

SPORTS: FRANK URYASZ, University of Nebraska 1983:

President of the National Center for Drug Free Sport.

## Reflection on Goals

1. Why do we set **goals**?

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2. What are your **goals**?

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3. What are your Chapter's **goals**?

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4. How often does your Chapter review its **goals**?

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5. What contribution will you make towards your Chapter's **goals**?

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## Section Five: Organization of Chi Phi Chapters

*“Man is a goal seeking animal. His life only has meaning if he is reaching out and striving for his goals.”*

*- Aristotle*

## General Introduction to Chapter Operations

There are no "Ten Easy Steps" to ensure the success of a fraternity chapter. However, when you take a step back and look at the overall operation of a Chi Phi Chapter, it can become much less complicated if you separate the greater process into a number of sections (management, finances, recruitment, *etc.*).

To further guide Chapters and Colonies, the Chi Phi Congress created and unanimously adopted two documents designed to guide Chapters to overall success: "Basic Chapter Expectations" and the "Standards for Chapter Excellence." Both of those documents are in Section Four of this resource book.

On a more basic level, however, the following components of Chapter management are good cornerstones to build upon.

- The Chapter should meet at least once per week.
- The Chapter officers should meet every week prior to the Chapter meeting.
- Every member of the Chapter should be involved in some area of Chapter operations (officer position, committee, interfraternal relations).
- All members are involved in at least one other campus organization.
- The Chapter GPA should be at or above the all-men's average; thus each member should keep a GPA at or above the all-men's average.
- The Chapter is goal-driven. It sets both short and long term goals and then posts them conspicuously to remind its members.
- The Chapter has outlined clear consequences for members who fail to meet their commitments (time, academic, financial) to the Chapter.
- The Chapter and its officers communicate regularly with the Greek Affairs Office and the Chi Phi National Office.
- The Chapter utilizes the insight of numerous advisors (*at least one* Alumnus Advisor and *at least one* Faculty Advisor).
- The Chapter proactively communicates with its alumni, sending at least two publications of some sort per year.
- The Chapter incorporates retreats into its leadership and education (Executive Board retreats, Candidate for Membership retreats, Chapter retreats).
- Chapter programming promotes a balanced college experience.
- The chapter is pro-active and independent in its decision making.
- There is a keen awareness of the lifelong commitment beyond the college setting. We are mere caretakers of the chapter.

## Chapter Organization

The Constitution and By-Laws of Chi Phi Fraternity specify seven elected Chapter officers. Some Chapters, dependent upon number of Brothers or tradition, choose to elect other officers. While it is at the discretion of the Chapter, the Fraternity encourages its groups to elect officers annually as opposed to semi-annually. Upon election, officers qualify by taking the following obligation before the Chapter:

*I do solemnly promise upon my honor as a member of the Chi Phi Fraternity that I will faithfully perform, in accordance with this Constitution and By-Laws of the Fraternity and the By-Laws of this chapter duly authorized, all the duties of the office therein to which I have been elected; that I will not allow myself to be swayed by passion or prejudice in the execution of my office; that my example as an officer of this chapter shall be such as order and decorum require; and that I will endeavor to the best of my ability to obey the laws and promote the welfare of the Chi Phi Fraternity and to persuade all other members of the chapter also so to do.*

## Chapter Officer Duties and Job Descriptions

Although some Chapters chose to assign different responsibilities to some officers, the following list comprises the most basic tenants of each officer's responsibilities. Refer to the Basic Chapter Expectations to ensure all roles are covered.

The **ALPHA** shall be the head of the Chapter and shall have the following duties:

1. Preside at all meetings, preserving respect, order, and decorum;
2. Perform ritual as prescribed by the Constitution and usages of the Fraternity;
3. Acquaint himself thoroughly with the Bylaws of the Chapter and the Constitution and Laws of the Fraternity, enforcing such rules rigidly;
4. Keep a strict oversight over the affairs of the Chapter and warn and advise the Chapter of any concerns or problems that exist or may exist;
5. Promote positive communication with the general Fraternity and the National Office;
6. Ensure that the Chapter utilizes at least one Faculty Advisor and continually involves numerous Chapter Advisors (approximately 4-6) and promote constant, positive, and appreciative weekly communication with such individuals;
7. Promote positive communication with the university, college, or institution's Greek Affairs Director, Dean, or other such administrator(s);
8. Oversee the productivity, responsibility, and accountability of all Chapter officers (*i.e.*, success of committees through the Beta, accurate and timely reporting by the Gamma, positive fiscal status of the Chapter through the Delta, and positive IFC relations through the IFC Representatives);
9. Lead the membership through a comprehensive evaluation of the Chapter at the beginning of each academic term, usually at a Chapter retreat;
10. Lead the membership through a continuous goal development and tracking process.

The **BETA** shall be the chaplain of the Chapter and the second officer in rank and should oversee all committees. He shall have the following duties:

1. Deliver the Prayer of the Fraternity at meetings and meals;
2. Oversee all internal aspects of Chapter operations;
3. Review the Chapter's compliance with Chi Phi Fraternity's Basic Chapter Expectations;
4. Ensure productivity and accountability of membership;
5. Appoint and oversee committee chairmen;
6. Ensure that committees function and that actual committees operate smoothly;
7. Ensure participation and attendance at Chapter events;
8. Ensure that the membership is content with Chapter operations;
9. Ensure that the Chapter has (at the very minimum) the following actual committees: social committee, Brotherhood committee, recruitment committee, Candidate for Membership education committee, Alumni relations committee, service and philanthropy committee, intramurals committee, and scholarship committee;
10. Ensure that the Chapter has considered or plans to implement a public relations committee, parents club committee, and special events committee;
11. Delegate duties to committee chairmen and primary members.

The **GAMMA** shall be the secretary of the Chapter. It is his duty to make official reports, take the minutes at Chapter meetings, ensure successful Chapter communication, and keep and preserve all records. Furthermore, he shall:

1. Complete all Chapter paperwork;
2. Record minutes from weekly Chapter meetings and distribute such minutes within 36 hours;
3. Maintain, distribute, and conspicuously display a Chapter calendar;
4. Create and distribute agendas for weekly Chapter meetings by soliciting announcements and topics of officer reports prior to the meeting;
5. Create, print, and distribute a weekly Chapter newsletter or list of reminders;
6. Create and distribute a Chapter phone, address, and email list within the first week of the academic term;
7. Complete and return the following reports:
  - a. Pledging Report for each man within 5 days of the Pledging Ceremony;
  - b. A Permission to Initiate Report two weeks prior to the scheduled initiation;
  - c. A Mid-Year Report by December 1;
  - d. An End-of-Year Report by May 1;
  - e. A Change of Officer Report immediately upon the election of any new officers;
  - f. An Election of Congressional Delegates Report by such date as is determined each spring.

The **DELTA** shall be the treasurer of the Chapter. He is responsible for the collection of all monies due the Chapter and the payment of all bills incurred by the Chapter.

Moreover, he shall:

1. Oversee all areas of Chapter finances and ensure the long-term fiscal health of the Chapter;
2. Oversee the creation of a Chapter budgets for each academic term and for each fiscal year;
3. Ensure the tracking and timely collection of all accounts receivable, such as alumni contributions, fundraising checks, Chapter dues, member fees and assessments, and fines;
4. Ensure the tracking and timely payment of all accounts payable, such as electric, water, gas, cable, Internet, trash, IFC dues, insurance assessments, dues to the general Fraternity, pledge and initiation fees, and expenses associated with committee budgets;
5. Balance Chapter checkbooks and accounts each week;
6. Submit weekly budget-to-actual statements and balance sheets at every weekly Chapter meeting.

The **EPSILON** shall be the custodian of the lodge room and of the personal property of the Chapter. He is the sergeant-at-arms of the Chapter and is also often the House Manager. His most important duties are to:

1. Assist the Alpha in maintaining order and preserving decorum for Chapter meetings;
2. Oversee the operation of the Chapter's Brotherhood Board;
3. Admit only qualified individuals into the lodge;
4. Maintain consistent weekly communication with the Chapter House Corporation or landlord;
5. Schedule, plan, outline, delegate, and oversee weekly Chapter cleanups for every member (Candidates for Membership and Brothers alike);
6. Budget for and purchase necessary items such as light bulbs, toilet paper, and cleaning supplies;
7. Ensure the overall upkeep of the facility (Chapter House) by overseeing the rapid repair of broken windows, boilers, air-conditioners, and other such problems;
8. Ensure that fire and safety inspections occur at least once per academic year;
9. Provide for the safe keeping of Chapter property;

The **ZETA** shall be the historian of the Chapter and shall see that the Chapter publishes and circulates an alumni newsletter at least once each year. Also, he shall:

1. Ensure that each of the Fraternity's rituals and customs is practiced and performed no less than once per term by the group;
2. Record written accounts of the Chapter's events and enter such accounts into the Chapter's written history;
3. Take photographs for historical purposes and enter such photographs into the Chapter's written history;
4. Create and maintain the Chapter website.

The **ETA** shall be the Risk Manager of the Chapter and shall be responsible for all programs, education, and inspections concerning risk management. He shall:

1. Ensure that all Chapter events and social activities occur within the guidelines of the Chi Phi Personal Safety Policy;
2. Review the Personal Safety Policy with all members once per term.
3. Work with the Chapter Epsilon to ensure regular safety and fire inspections at the Chapter House;
4. Test all fire alarms and exit lights;
5. Ensure that general health standards are maintained;
6. Prevent safety hazards from accumulating and clear all items which may obstruct emergency exits or pose a threat to individuals;
7. Work with other officers of the Executive Council to ensure that hazards to the overall health of the membership are avoided (*e.g.*, alcohol and substance abuse or impaired driving). Include programming on such issues as men's health, healthy living habits, *etc.*

The **DELEGATES TO CONGRESS** shall be the voice of the Chapter in the affairs of the Fraternity. Two men shall be elected by each Chapter to be its voice and vote (one man for each Colony, Club and Alumni Association). These delegates will:

1. See that the Chapter's election of Congressional Delegates form is completed and received by the National Office within each Congress's specific requirements;
2. Arrive at the host venue adequately early (usually around 12:00pm on Friday) with arrangements that allow them to depart after all business of the Congress has been completed (usually around 3pm on Sunday);
3. Ensure that the Chapter is in good financial standing with the general Fraternity no less than two weeks prior to the Congress;
4. Attend and participate with punctuality in all Congressional Sessions;
5. Attend and participate with punctuality in at least one committee of the Congress;
6. Discuss with the Chapter prior to the termination of the academic year all issues which the group desires to be presented to the Congress;
7. Ensure that the Chapter's voice and opinions are fully expressed to the Congress of the Fraternity and that motions, declarations, and/or any amendments considered receive the due consideration they deserve;
8. Return and report to the Chapter a summary of Congressional actions and decisions.

The **RECRUITMENT CHAIRMAN or CHAIRMEN** shall be the chief organizer of Chapter recruitment events and shall be responsible for the coordination of all recruitment efforts. Additionally, he will:

1. Lead the Chapter through a comprehensive, lengthy (multi-month) recruitment program;
2. Work with the general membership to identify quantifiable standards for potential members that can be identified over time;
3. Act as the primary source of information and communication for members of the Chapter with regard to overall recruitment strategies, progress, and other relevant information;
4. Work with other Chapter Officers to lead the Chapter through a substantive recruitment retreat that analyzes the key characteristics of potential members;

5. Work with other Chapter Officers to lead the Chapter through the development and tracking of recruitment goals and objectives;
6. Organize and track information about potential members and ensure that the membership of the Chapter is taking action to “recruit” such individuals actively;
7. Utilize the Chapter’s social, brotherhood, alumni relations, scholastic, and philanthropic/service efforts and events as key recruitment events;
8. Encourage a constant focus on the calculated growth of the Chapter.

The **CANDIDATE FOR MEMBERSHIP EDUCATOR(S)** shall be responsible for all Candidate for Membership programs and for the adequate expression of all expectations of membership to all Candidates for Membership of the Chapter. This individual(s) should expect to:

1. Organize, plan, and document a recurring Candidate for Membership program for the Chapter and provide such program in its entirety to all Brothers and Candidates for Membership at the beginning of the program;
2. Ensure that the Candidate for Membership program is free of hazing and/or other inappropriate activities;
3. Provide all Candidates for Membership with a quantitative list of initiation requirements within the first week of the Candidate for Membership program;
4. Ensure that all Candidates for Membership successfully acclimate to the Chapter culture;
5. Impart a relevant amount of knowledge necessary to participation as contributing members of the Chapter;
6. Facilitate the brotherhood and friendship between Brothers and Candidates for Membership;
7. Be a primary point of contact for all Candidates for Membership and the Chapter;
8. Ensure that all Candidates for Membership understand and agree to the expectations of initiated members (financial, time, participation, fraternal, scholastic, *etc.*) *before* they are initiated;
9. Ensure that all Candidates for Membership meet all requirements for initiation.

The **ALUMNI RELATIONS CHAIRMAN (or CHAIRMEN)** shall be responsible for all communications with chapter and/or local Chi Phi alumni. This individual(s) should likewise:

1. Act as a primary point of contact for any questions, concerns, communications, news, and address changes involving alumni;
2. Work with other Chapter officers, Alumni Association officers, and other key individuals to produce and distribute an alumni-specific newsletter no less than twice per academic year;
3. Continually develop the Chapter’s alumni relations program through the systematic and creative organization of events to include two events and newsletters per year;
4. Ensure that the Chapter is consistently working diligently to maintain and constantly improve communication with its alumni or area alumni.

## Committees

Throughout history, successful organizations that have based their productivity on committees recognized that a great amount of business must be done between meetings and that small groups are more effective than large ones in giving careful consideration to a challenge. Endless hours can be saved in Chapter meetings when committees function properly, when their reports are concise and complete, and when the full membership doesn't waste everyone's time re-doing the committee's job.

A committee has several advantages which make its work easier and more effective than its parent organization:

- **Size:** A small group can meet more easily and more often, deliberate more efficiently, and work more rapidly. Its members get a chance to contribute their best efforts without fighting for "air time." Committee members are also freer in the exchange of ideas.
- **Isolation:** Removed from the flurry of other business and the bluster of debate, a small committee has "room" to do its work more quietly and effectively.
- **Freedom of Discussion:** The chairman is an active participant, individuals can ask questions and bring up other related matters while discussion is going on, and there is no limitation on the number of "speeches" or the length of "debate."
- **Informality:** There is no need for the constraints and procedures of parliamentary law.
- **Select Make-Up:** Members can be chosen for their expertise, ability, and interest in the committee's particular assignment. No one need be "just sitting there."
- **Training:** Committee work can be excellent officer-training experience for brothers who aspire to leadership positions.

For these reasons, committees are an important facet of Chapter organization in which every Brother and Candidate for Membership is expected to partake.

Most Chapters have several permanent and ad-hoc committees such as a social committee, Brotherhood committee, a scholarship committee, a philanthropy and service committee, and an alumni relations committee.

## Reflection on the Commitments of Membership

1. What does the word “**commitment**” mean?

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2. Whom do you identify as a person who keeps his **commitments**?

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3. What **commitments** have you made in your life?

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4. What **commitments** have you already made to Chi Phi?

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5. What **commitments** will be asked of you at initiation?

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6. How long will your **commitments** to Chi Phi last?

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## Section Six: Chi Phi History and Heritage

*"There is a spirit and a need and a man at the beginning of every great human advance. Every one of these must be right for that particular moment of history, or nothing happens."*

*- Coretta Scott King*

## About the Chi Phi Fraternity

**Official Colors** - Scarlet and blue are the official colors of the Fraternity.

**Official Flower** - Chi Phi does not have an official flower, but many Colonies and Chapters present yellow roses, symbolizing friendship, to mothers and females

**The Mission of Chi Phi** - The Fraternity strives to build better men through lifelong friendships, leadership opportunities, and character development.

**The Values of Chi Phi**- Chi Phi Fraternity was founded on the basis of Truth, Honor, and Personal Integrity. These are timeless values which guide the fundamental purposes of the Fraternity.

**Shared Rhetoric** - members of Chi Phi Fraternity are instructed to study and understand three key pieces of rhetoric:

1. The Creed of Chi Phi Fraternity
2. The True Gentleman
3. The Prayer of Chi Phi

## The History of Chi Phi Fraternity

### OVERVIEW

The Chi Phi Fraternity, as it exists today, is the outgrowth of three older organizations, each of which bore the name of Chi Phi. These organizations were the Chi Phi Society, founded at the College of New Jersey (Princeton); the Chi Phi Fraternity, established at the University of North Carolina; and the Secret Order of Chi Phi, founded at Hobart College.

### 1824 PRINCETON ORDER

The first of these older organizations, the Chi Phi Society, which is known in the history of the Fraternity as the Princeton Order of Chi Phi, was established at the College of New Jersey, later Princeton University, on December 24, 1824, by Robert Baird, then a tutor in the college and later a prominent Presbyterian clergyman. Also involved in the formation of this secret Chi Phi Society were a number of faculty members of both college and seminary as well as undergraduates of both institutions. This society ceased to be active in 1825.

### 1854 PRINCETON ORDER RE- ESTABLISHED

Thirty years later, in the winter of 1853-54, John MacLean, Jr., found among the papers of his uncle, John MacLean, president of Princeton University, the old constitution, minute book, and ritual of the Chi Phi Society of 1824; and with these as his guide, he united with Charles Smith Degraw and Gustavus W. Mayer in reorganizing the old society at Princeton along "modern lines." The old motto and a great part of the ritual were retained. In the fall of 1854, Mayer organized a second Chapter of the Chi Phi Society at Franklin and Marshall College. Joseph Henry Dubbs, later a distinguished professor of history at his alma mater, was the first initiate. The opposition of the Princeton faculty and the

## 1858

### SOUTHERN ORDER

prohibitory pledge required of freshmen by the institution caused the death of the reorganized Princeton Chapter in 1859. Its records were destroyed by the last active members, leaving the Lancaster chapter alone to represent the society.

The second of these older organizations, called the Chi Phi Fraternity and now known in our history as the Southern Order of Chi Phi, was founded at the University of North Carolina on August 21, 1858, by Thomas Capehart, Augustus Flythe, John C. Tucker, William H. Green, Fletcher T. Seymour, and James J. Cherry. All students at the university, they organized this club to perpetuate their friendship and named it Chi Phi Fraternity. They wished to expand, so Chapters were rapidly organized at Centenary, Davidson, Virginia, Nashville, and Cumberland. However, the American Civil War (1861-65) meant the end of all but the parent Chapter. Soon after the war, new Chapters sprang up at Hampden-Sydney, Georgia, Edinburgh (Scotland), Mercer, Emory, Oglethorpe, Trinity, Kentucky Military Institute, and St. John's. The extinct Chapters at Virginia and Davidson were reorganized. Following the war, however, the University of North Carolina itself was closed, necessitating the transfer of the "Alpha" Chapter title to the Virginia Chapter. While this Chi Phi organization had a constitution and held conventions, the primary authority rested with the "Alpha" Chapter.

When the Chapter at North Carolina was reestablished, it took on the hyphenated name "Alpha-Alpha." Those Chapters of Chi Phi with hyphenated names indicate that upon the reorganization of the Chapter, its name had already been taken. The Chapters' original designation is then preceded by a hyphenated Alpha.

## 1860

### SECRET ORDER

The Secret Order of Chi Phi, which is now known in the history of the Fraternity as the Hobart Order of Chi Phi, was formed at Hobart College on November 14, 1860, by Amos Brunson and Alexander J. Beach, who were both students at the college. Because they were dissatisfied with the fraternities existing at Hobart, they associated themselves with John W. Jones, George G. Hopkins, Edward S. Lawson, Samuel W. Tuttle, David S. Hall, David P. Jackson, William H. Shepard, Harvey N. Loomis, William Sutphen and Frank B. Wilson to found the Upsilon Chapter of the Secret Order of Chi Phi. From Hobart, Charters were soon issued to new Chapters at Kenyon, Princeton, and Rutgers.

Five years later, the Secret Order of Chi Phi at Hobart learned of the existence of the Chi Phi Society at Franklin and Marshall College in Pennsylvania and on May 29, 1867, the

## 1867

UNION OF THE  
NORTHERN ORDER

two societies formally united. The Northern Order of the Chi Phi Fraternity was thus formed, and later placed Chapters at Muhlenberg, Cornell, Dickinson, Wofford, Washington and Lee, Lehigh, Brown, Massachusetts Institute of Technology, Amherst, Ohio Wesleyan, and Lafayette.

## 1874

UNION OF THE  
NORTHERN AND  
SOUTHERN  
ORDERS

In early winter of 1865-66, the Hobart alumni in New York learned of the existence of the Chi Phi Fraternity in the South through John R. D. Shepard, a member of the Alpha Chapter at North Carolina. Negotiations for union were initiated but languished until the northern Chi Phis placed Chapters at Wofford and Washington and Lee in 1871-72. Particularly through the energy of the members of the latter Chapter, negotiations were renewed, and the union was finally accomplished during a meeting in Washington, D.C. on March 27, 1874. The new organization took the name Chi Phi Fraternity from the Southern Order, while the fabric of organization and ritual were taken from the Northern Order.

Chi Phi, like other fraternities, had lost heavily in both Chapters and membership during the Civil War. This was especially true of the Southern Order where entire Chapters had volunteered for service and where the effects of the war had largely destroyed southern institutions of higher learning. The period following the war, Reconstruction, was largely defined by regional differences even though the union of the Northern and Southern Orders of Chi Phi occurred in 1874—a unification that illustrated the strength of the common ideals that drew the two orders into union. Chi Phi Fraternity was among the first to forget sectionalism and to extend the hand of brotherhood after the war. This step was largely attributable to the leadership of Georgian Henry W. Grady and to northern Chi Phis of similar mind.

## 1867

THETA CHAPTER  
EDINBURGH,  
SCOTLAND

A unique result of these times was the establishment of the Theta Chapter of Chi Phi at Edinburgh University, in Edinburgh, Scotland, in 1867. After the war, as many southern colleges and universities were largely destroyed, many prominent students went abroad to complete their studies. A group of men, two of whom were already Chi Phis, were granted a charter by the Chi Phi Fraternity in 1867. The Chapter was active for a few years but added no new members. Eventually, as many southern colleges reopened, the charter for the Theta Chapter was withdrawn in 1870. This is thought to be the only Chapter of an American college fraternity ever to have been established in Europe.

## 1875 LAMBDA CHAPTER AT CALIFORNIA

Another geographic milestone for Chi Phi Fraternity happened when Lambda Chapter was established at the University of California on February 11, 1875. Lambda Chapter came about when two Chi Phis from different Chapters, attending the University of California, happened upon each other on the cable cars in California. The sequel is well known: With determined zeal, they found suitable men to form a new Chapter. Formal application was sent to the Grand Officers. A vote of the chapters was taken and the charter was granted to Lambda. Chi Phi was the second fraternity on the campus of the University of California. Chi Phi had truly become a national Fraternity with coast-to-coast presence. Further westward expansion followed in 1892 with Nu Chapter at Texas. Other west coast Chapters did not arrive on the scene until the 1930s when Delta Delta at UCLA, Epsilon Delta at Oregon State, and Eta Delta at Southern California were established in quick fashion.

## 1868 THE CHI PHI CHAKETT

The official publication of the fraternity is *The Chi Phi Chakett*, a semi-annual magazine distributed to all alumni. *The Chakett* was first published in 1868 by Zeta Chapter at Franklin and Marshall College. It was the first fraternity chapter paper published in the United States. It appeared again in 1869 and 1872, edited by the Pennsylvania Chapters. It appeared in 1874 as *The Chi Phi Quarterly*, which was issued regularly until 1891. It was then superseded by an official journal, again called *The Chi Phi Chakett*. Until 1924, *The Chakett* was purely an official bulletin, its place being filled as far as general interest was concerned by annual yearbooks. Since 1924, it has appeared regularly as an open magazine.

An Alumni Directory, giving names, addresses, and telephone numbers is published periodically. In 1924, a *Chi Phi Memorial Volume*, edited by Dr. Theodore B. Appel, was issued and dedicated to Chi Phis who had lost their lives in the service of their country. In addition to a complete history of the Fraternity, it contained full biographical details of the members.

In September of 1924, Chi Phi celebrated at its annual Congress in Chicago, the centennial of the founding of the Chi Phi Society at Princeton, the seventieth anniversary of the founding of its oldest active Chapter at Franklin and Marshall College, and the semi-centennial of the union of the Northern and Southern Orders. At these exercises, the sixteen general fraternities organized before 1854 were represented by official delegates, as was the National Interfraternity Conference.

## 1939

THE  
CHRONICLES OF  
CHI PHI

In 1939, the Fraternity published *The Chronicles of Chi Phi*, a monumental history of the Fraternity prepared by Dr. Theodore B. Appel, Zeta 1889 (Franklin and Marshall). In addition to a complete history of Chi Phi, the work throws much light on the early origin of fraternities and their development in the American college system and has accordingly been of wide interest in the fraternity world. It contains the history of the Fraternity, histories of each Chapter, information on the various administrations of the Fraternity, and numerous pictures of Fraternal history.

## 1924

SPARKS  
MEMORIAL MEDAL

The Fraternity annually awards the Sparks Memorial Medal to the member of each Chapter achieving the highest grade point average for the year. The Congress of 1924 authorized the awarding of this medal as a tribute to the memory and work of Dr. Edwin E. Sparks, Alpha-Chi 1884, Iota 1884. He was a founding member of the Ohio State and Ohio Wesleyan Chapters and was President of Pennsylvania State University when the Alpha Delta Chapter received its charter. He served on the Grand Council, was Editor of *The Chakett*, and made Chapter visitations on behalf of the Grand Council.

## 1930

THE CHI PHI  
EDUCATIONAL  
TRUST

The Chi Phi Educational Trust was organized September 8, 1930, for the purpose of assisting deserving students and promoting scholarship and leadership. It has become a vital part of the success of Chi Phi.

For many years, Brother Alfred Hutchinson, Xi 1909 (Cornell), generously supported his Fraternity and the Educational Trust through volunteering and financial gifts. At the 1930 Congress, then Grand Alpha Hutchinson made a proposal that has had a dramatic impact on the Fraternity ever since. He fostered the formation of The Chi Phi Educational Trust to reward scholarship and academic endeavors, enhance leadership skills, promote personal development, and foster interpersonal relations within the Fraternity.

## PROFESSIONAL STAFF DEVELOPED

It was also in 1930 that the Fraternity recognized the need for an executive secretary to handle its affairs. Until that time, the affairs were handled by the various members of the Grand Council at their homes or places of work throughout the country. Philip Schiesswohl, Sigma 1915 (Illinois), was the first executive secretary, followed by Hugh Dorsey, Jr., Gamma 1933 (Emory). The first space for a national office was rented in 1943 in Atlanta when Judge Luther Z. Rosser, Omega 1908 (Georgia Tech), took over the position. The "Judge," as he was affectionately known, led Chi Phi through the barren years of World War II.

During the war, Chapter membership was minimal, and most Chapter houses were used by the armed forces. In 1946, with the new title of National Director, the Judge undertook the task of rejuvenating the closed Chapters. He traveled extensively re-educating returning members on the ritual and organization of the Fraternity.

In 1960, the Constitution was changed to add the Grand Epsilon and Grand Zeta as voting members of the Grand Council. Later, the Grand Beta was granted voting rights, and in 1970 the undergraduate positions of Grand Theta and Grand Iota were added to the Grand Council. There are normally nine voting members of the Grand Council. If there is a Grand Alpha-Elect, he casts the tenth vote.

From the 1940s until 1965, the national office staff consisted of the National Director and two secretaries.

In 1965, the position of Assistant National Director was created. In 1980, a second assistant was hired. In 1985, the position of Director of Chapter Services was created. Also of interest is the service of Adelaide Tyson, hired in 1946 as a secretary, who served the Fraternity for 47 years until she retired in 1993.

In 1968, the Chi Phi Educational Trust began to offer educational programs oriented toward the assembly of undergraduate delegates. For years, this program was tightly intertwined with the occurrence of Congress, with educational sessions intermixed with the legislative sessions of the meeting.

## 1970 THE KRANNERT LEADERSHIP SCHOOL

Effective with the Congress of 1970, the educational program was identified as the Krannert Leadership School, named in recognition of Dr. Herman C. Krannert, Sigma 1912 (Illinois), who donated funds to assist with support of the annual program. Brother Krannert entered the Chapter Eternal in 1972.

From 1960 to 1975, Brother Carl J. Gladfelter, Alpha-Tau 1933 (Michigan), served as National Director. During his service, Fraternity expansion became important and necessary. While 1935 to 1960 saw other fraternities engaging in rapid expansion, Chi Phi added only three Chapters. During Brother Gladfelter's service, seventeen new Chapters were chartered.

In 1972, the Chi Phi Educational Trust received a major bequest from the estate of Brother Herman O. Swanson, Alpha-Tau 1914 (Michigan). Amounting to nearly \$1,000,000, these funds greatly assisted the Trust in providing scholarship and leadership programs and greatly increased the number of loans and scholarships made to members.

The Fraternity celebrated its 150th anniversary with nationwide events for alumni and Chapters throughout the year. The year of celebration culminated at the 1975 Sesquicentennial Congress held in Asheville, North Carolina.

Early in 1975, upon Brother Gladfelter's retirement, Brother Ray Donohue, Omega 1961 (Georgia Tech), was appointed National Director and served until 1979. Randolph M. Loos, Theta Delta 1977 (Florida), was appointed in 1979. In the summer of 1980, Steven L. Schneiderwind, Alpha Theta Chi 1973 (Nebraska), was appointed National Director after having served as Grand Zeta from 1975 to 1979.

The Congress of 1980 authorized the Thomas A. Gehring Chapter Excellence Awards as a tribute to the memory and constructive work of Dr. Thomas A. Gehring, Iota Delta '60 (Indiana), a former Grand Officer. Each year the top Chi Phi Chapters are presented recognition awards at the Congress. The most improved Chapters are also recognized.

Campus unrest of the late 1960s and early 1970s took a great toll on fraternities, including Chi Phi. It was very unpopular to belong to such structured organizations. The 1980s saw a total reversal. Fraternities were stronger and more popular than ever. The 1980s again brought growth to Chi Phi. Six Chapters, which were lost during the unrest, were reestablished. Chapters at Princeton and Hobart were established after a dormancy of over 100 years.

In 1988, the Krannert Leadership School took a huge step forward as the leadership sessions were greatly expanded in duration and in depth. The leadership school was renamed the Chi Phi College of Excellence and has evolved into Chi Phi's premier annual event, offering outstanding leadership training for our undergraduate and alumni members. In honor of Brother Krannert, the opening presentation of the College of Excellence is now named the Krannert Keynote Address.

To provide a lasting tribute to the memory of his father, Brother William Hutchinson, Xi 1939 (Cornell), provided

## 1980

THOMAS A.  
GEHRING AWARD

## 1988

CHI PHI COLLEGE  
OF EXCELLENCE

funds to The Chi Phi Educational Trust to endow a portion of the annual College of Excellence. Accordingly, the Trustees of The Chi Phi Educational Trust designated that the concluding major event of each College of Excellence, the Awards Program, include a keynote address to be known as the Alfred H. Hutchinson Keynote Address.

In the late 1980s and early 1990s, Carl J. Gladfelter, Alpha-Tau 1933 (Michigan), former Grand Alpha from 1953 to 1957 and National Director from 1960 to 1975, updated *The Chronicles of Chi Phi*, recording Chi Phi's history from 1939 to 1976. Editorial assistance was provided by Aldus M. Cody, Theta Delta 1936 (Florida), who chaired the Chronicles Committee from 1990 to 1992. Former *Chakett* Editor Robert Cody, Theta Delta 1940, was responsible for many of the photographs appearing in the volume. Unfortunately, he passed away in the summer of 1992 before he could see the results of his effort.

## 1993 CHRONICLES OF CHI PHI REPUBLISHED

The newly expanded *Chronicles of Chi Phi* was published in 1993 in both a registered hard-cover version as well as a soft-cover format. Copies can be obtained by contacting the Fraternity's national office. A further update of *The Chronicles* from 1976 to the present is being compiled at this time.

Steven L Schneiderwind, Alpha Theta Chi 1973 (Nebraska), completed the longest tenure of any National Director of Chi Phi in 1996. During his tenure, the Fraternity roll expanded from 42 to 60 Chapters and Colonies. During this period, the level of annual voluntary dues support, received from alumni, more than doubled. Also of note was the service of Greta Anderson, who joined the national office staff in 1977 and continued until 1996.

## 2004 PRESENT DAY

Brother Michael Azarian, Psi Delta 1997 (North Carolina, Charlotte), was appointed Executive Director in February of 2004. He has previously served the Fraternity as a Chapter Alpha, Chapter Advisor, COE Faculty Member, Chapter Leadership Consultant, Director of Expansion, and Director of Undergraduate Services. Brother Azarian is entering his eleventh year as a full-time staff member.

The 143rd Congress in June of 2008 elected Dr. James P. Soderquist, Alpha 1967 (University of Virginia), to a two-year term as Grand Alpha commencing June 12, 2009 and running until the 146<sup>th</sup> Chi Phi Congress.

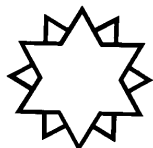
## Chi Phi Symbols



**The Brand** is the official logo mark for the Chi Phi Fraternity.



**The Badge** is the jeweled “Chi” and “Phi” worn by initiated Brothers of the Fraternity.



**The Chakett** is the twelve pointed badge worn by Candidates for Membership of the Fraternity. “The Chakett” is also the name of the Fraternity’s magazine.



**The Crest** is the official coat of arms of the Fraternity

## Songs of Chi Phi Fraternity

### **Gather Brothers**

*Tune: Maryland, My Maryland*

(1)

Gather Brothers of Chi Phi,  
Warm our hearts are beating;  
Grand our purpose is, and high,  
Sacred is our greeting. (*chorus*)

(2)

Round each heart bright alter fires,  
Forms forgotten never;  
Cheer us on in our desires,  
Ever and forever. (*chorus*)

(3)

Ev'ry bond to mem'ry dear,  
Brings to us a pleasure;  
Whether others frown or cheer,  
Chi Phi is our treasure. (*chorus*)

(4)

Forward then with breast to breast,  
Leaving no life blighted;  
March we to our common rest,  
Hands and hearts united. (*chorus*)

*(chorus)*

We are bound by ties of love, eternally, fraternally,  
While Chi Phi Brothers watch above, fraternally, eternally.

### **The Chi Phi Girl**

*Words and Music By Brs. Wyman Connor and Frank Patterson, Rho Chapter*

You've all had dreams of an ideal girl,  
A girl heav'n sent to your side.  
But the one who is all of these dreams come true,  
Is the girl who belongs to Chi Phi.

Her manner so graceful, her beauty so rare,  
The pride of each brother, she's fair, oh so fair!  
The beauties from kingdom's all o'er the world,  
Could never compare with her - my Chi Phi girl!

### **Ode To Chi Phi**

*Tune: Auld Lang Syne*

(1)

The scarlet of a maiden's lips,  
The blue of shining eyes;  
Are constant symbols of the faith  
And love that bind Chi Phis!  
The ruby with its royal tint,  
The sapphire with its blue;  
Are not, in riches, half so dear  
As friendship's sacred due!

(2)

The blue of Neptune's mighty realm,  
The vintage Bacchus sipped;  
Are mingled in the chalice with  
The wine of fellowship!  
The crimson splendor of the flame,  
The azure of the sky,  
Are spectacles symbolic of  
The Brotherhood - Chi Phi



## Section Seven: Organization of Chi Phi Fraternity

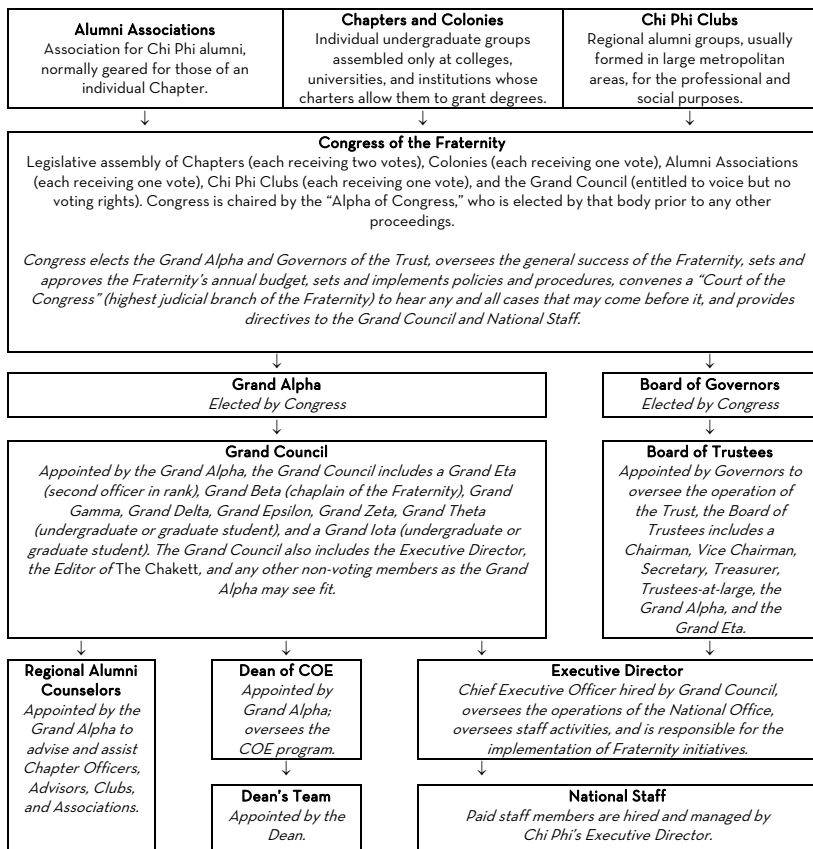
*“An organization’s ability to learn, and translate that learning into action is the ultimate competitive advantage.”*

*- Jack Welch, former Chairman of GE*

## Organization of the Fraternity

CHI PHI FRATERNITY is a collection of chartered active Chapters, Alumni Associations, House Corporations, and Chi Phi Clubs.

Active Chapters are bodies of undergraduate members (initiated members enrolled as students and in good standing). Alumni associations are bodies of initiated members who have graduated with their undergraduate degree or have left school. Chapter house corporations are subsidiary corporations which have as their sole purpose the provision of affordable and safe housing that meets the needs of our undergraduate Chapters. Chi Phi Clubs are a collection of Chi Phi alumni within a geographic area that are not necessarily associated with a specific Chapter. Chi Phi Clubs are established in major metropolitan areas where multiple Chapters exist or a great number of Chi Phi alumni are concentrated.



## **Congress**

THE CONGRESS is the supreme governing body of Chi Phi. It is composed of two voting delegates from each active Chapter, one voting delegate from each alumni association, and one voting delegate from each alumni club. Congress meets annually, elects its own officers, and is practically supreme in its actions.

## **Judicial Courts**

THE JUDICIAL POWER of the Fraternity is vested in the three courts as follows:

The Court of the Chapter has original jurisdiction over its members and alumni and must report its proceedings in full to the Grand Council within 15 days of any hearing.

The Court of the Grand Council has jurisdiction over all members, Chapters, Colonies, and both types of alumni organizations. It can also hear appeals from determinations of the Court of the Chapter with power to affirm or modify.

The Court of the Congress serves as an appellate court from the Court of Chapter and Council. It can assume original jurisdiction over members, Chapters, and alumni organizations. It has exclusive jurisdiction over disputes between Chapters. This Court is composed of the delegates to the Congress. The judgment of this Court is final.

## **Grand Council**

THE GRAND COUNCIL is the administrative body of the Fraternity as the Congress is legislative and the Courts are judicial. The Grand Alpha is elected every two years by the Congress. He then appoints all other members of the Grand Council. Grand Council members serve without compensation. The Grand Council has general care of the assets of the Fraternity and is responsible for the overall welfare of the Fraternity. It supervises the activities of the national office staff.

The voting members of the Grand Council, in addition to the Grand Alpha, are the Grand Beta, Grand Gamma, Grand Delta, Grand Epsilon, Grand Zeta, Grand Eta, Grand Theta, Grand Iota, and Grand Alpha-Elect, if there be one. The Grand Alpha may also appoint the following non-voting members of the Grand Council: Scholastic Counselor, Heritage and Traditions Counselor, and at-large members. The Editor of *The Chi Phi Chakett*, Executive Director, and National Staff Members are also non-voting members of the Grand Council.

THE GRAND ALPHA is the national president and chief officer of the Fraternity. He appoints the other members of the Grand Council and presides over Grand Council meetings. The current Grand Alpha is Dr. James P. Soderquist, Alpha 1967.

THE GRAND BETA is the chaplain of the Fraternity, although he need not be a clergy member. He offers the Prayer of the Fraternity and conducts those other services required by the Constitution and usages of the Fraternity.

THE GRAND GAMMA is the secretary of the Fraternity and the Grand Council. He oversees the minutes of the Congress and Grand Council and supervises use of the seals of the Fraternity.

THE GRAND DELTA is the treasurer of the Fraternity. He supervises collections and expenditures of the Fraternity and ensures appropriate bookkeeping records.

THE GRAND EPSILON is custodian of the records of the Fraternity. He oversees storage of records by the national office.

THE GRAND ZETA is the historian of the Fraternity. He reports to each Congress facts of interest, oversees the Goliard Program, and advises the Grand Council.

THE GRAND ETA is the second officer in rank of the Grand Council. He must be an attorney. He is the legal representative of the Fraternity and appears on behalf of the Grand Council and Fraternity before the courts of the Fraternity. He assumes the duties of the Grand Alpha in the absence, inability, or death of the Grand Alpha.

THE GRAND THETA and GRAND IOTA are either undergraduate or graduate student members of the Grand Council. These members serve for two years only: the first year as Grand Iota and the second year as Grand Theta. The Grand Alpha appoints a new Grand Iota each year. They are full voting members of the Grand Council and are expected to represent the undergraduates of the Fraternity.

THE EXECUTIVE DIRECTOR serves at the pleasure of the Grand Council. He is the administrative head of the Fraternity and is a permanent, full-time employee of the Fraternity. He actively supervises the national office and its staff. He is the agent of the Grand Council and Grand Alpha. In the lieu of the employment of an Executive Director, an Executive Secretary may be hired to manage the national office and perform other duties assigned by the Grand Alpha or Grand Council.

THE EDITOR OF THE CHI PHI CHAKETT is appointed by the Grand Council and usually has a background in public relations and/or journalism. It is his duty to edit and publish *The Chi Phi Chakett*, the official publication of the Fraternity mailed to each living alumnus, in accordance with such regulations as the Grand Council may establish. He also advises the Grand Council on public relations matters.

THE COUNSELOR OF HERITAGE AND CUSTOMS assists the Grand Council and Chapter officers in maintaining the ritual, traditions, and customs of the Fraternity. He plans and supervises the demonstration of Fraternity ritual at the Congress and other occasions as requested by the Grand Alpha or Grand Council. He may recommend to the Grand Council appropriate changes to the ritual.

THE SCHOLASTIC COUNSELOR plans, supervises, and encourages the scholastic programs within the Chapters and Colonies. He also makes recommendations to the Grand Council and Congress for the enhancement of scholarship. At each Congress, he reports the latest academic record of the Fraternity.

### **Members of the Grand Council**

Grand Alpha	Dr. James P. Soderquist, Alpha 1967
Grand Beta	Ronald P. Frank, Nu Delta 1983, Iota Zeta 1989, Delta Zeta 2000
Grand Gamma	Francis D. Uryasz, Alpha Theta Chi 1983
Grand Delta	Eric B. Pittman, Alpha Zeta 1993
Grand Epsilon	Senour H. Reed, Eta 1979
Grand Zeta	Steven W. Hopkins, Nu 1999
Grand Eta	George M. MacDonald, Kappa Delta 1971, Iota Zeta 1989
Grand Theta	Nicholas S. Abrahams, Nu Delta 2010
Grand Iota	Charles D. Wilber, Rho Iota Kappa 2011
Scholastic	Raymond E. Carnley, Delta Pi 2000
Heritage&Traditions	Glenn B. Johnson, Mu Theta 2004
Member at Large	Michael Paul Orta, Phi Lambda Theta 2006
Member at Large	M. Casey Woolf, Phi Delta 2010
Executive Director	Michael J. Azarian, Psi Delta 1997

### **Regional Alumni Counselors**

THE REGIONAL ALUMNI COUNSELORS PROGRAM was revived under the authority of Grand Alpha Ronald P. Frank during the 2002-2003 academic year to develop alumni involvement, provide additional support to Chapters, increase regional communication, and facilitate the advancement of Chapter Alumni Associations and Chi Phi Clubs.

## The Chi Phi National Office

The Chi Phi National Office is located in Atlanta, Georgia, and is home to all administrative affairs of the Fraternity. All communications, reports, fees, and questions directed to the Fraternity or to any one of the Grand Officers should be sent to the national office.

### ***Services of the National Office***

The Chi Phi National Office is a collection of professionals whose entire job is to help Chi Phi grow. Through the Chi Phi Fraternity and the Chi Phi Educational Trust, programs such as Regional Leadership Alliances, the Chi Phi Scholarship Program, Risk Management and Leadership Programs, and the Chapter Visitation Program are developed and implemented. The Chi Phi National Office also arranges for the annual Congress; oversees the development of Colonies and Interest Groups; and coordinates communications through the website, the Grapevine, and *The Chakett*. Whether you need a new badge, alumni contact information, or have questions about how to handle a problem in your Chapter, the National Office exists to help you.

Chi Phi's national staff can be contacted at:

#### **Mail:**

William M. Byrd Chi Phi National Headquarters Building  
1160 Satellite Blvd.  
Suwanee, GA 30024

#### **Voice and Fax:**

Telephone: 404.231.1824  
Toll Free: 800.849.1824  
Facsimile: 404.237.5090

#### **Web:**

[www.chiphi.org](http://www.chiphi.org)

#### **Staff Members:**

Executive Director  
Michael Azarian,  
Psi Delta 1997  
[azarian@chiphi.org](mailto:azarian@chiphi.org)

Field Executive  
Brent Butrym  
Nu Delta 2008  
[butrym@chiphi.org](mailto:butrym@chiphi.org)

Assist. Executive Director  
Richard Kuerston,  
Mu Zeta 2002  
[kuerston@chiphi.org](mailto:kuerston@chiphi.org)

Field Executive  
Stephen Dominy  
Alpha Tau Omega Fraternity  
[dominy@chiphi.org](mailto:dominy@chiphi.org)

Director of Leadership Education  
Kim Godwin,  
Delta Zeta Sorority  
[godwin@chiphi.org](mailto:godwin@chiphi.org)

Administrative Assistant  
Patty Fisher  
[fisher@chiphi.org](mailto:fisher@chiphi.org)

Director of Expansion  
Paul Janowicz,  
Alpha-Chi 2008  
[janowicz@chiphi.org](mailto:janowicz@chiphi.org)

Fraternity Controller  
Jan Whitten  
Delta Zeta Sorority  
[whitten@chiphi.org](mailto:whitten@chiphi.org)

## The Chi Phi Educational Trust

Through the leadership of then-Grand Alpha Alfred H. Hutchinson, Xi 1909, the 1930 Chi Phi Congress created the Chi Phi Educational Trust for the purpose of assisting deserving students and promoting scholarship and leadership. Since then, it has become a vital part of the success of Chi Phi. Over the years, the Trust has benefited from the financial support of Chi Phi undergraduates and alumni, parents and friends via a number of gift options. Since the Trust is a 501(c) 3 non-profit organization, all gifts are tax deductible. In today's complex society, the Trust is focused upon "making a difference" through sponsorship of Fraternity-managed educational programs to equip Brothers with skills for personal and professional development. The Trust awards over \$350,000 in educational and administrative grants for the benefit of the members of the Chi Phi Fraternity.

### *The Chi Phi Scholarship Program*

The Chi Phi Educational Trust is proud to offer over \$100,000 in scholarships and grants to deserving Chi Phis across the country. Based on the applicant's academic success, campus and community involvement, Chapter leadership and Fraternity involvement; this merit-based scholarship provides varying assistance, from \$200 to \$2500.

### Trustees of the Educational Trust

Chairman:	Daniel H. Dozer, Iota 1965
Vice Chairman:	Christopher J. Shuler, Alpha Zeta 1984
Secretary:	Larry E. Green, Sigma Delta 1972
Treasurer:	John E. Hutzler, Kappa Delta 1990
Trustee:	Sunny Handa, Xi Delta 1989
Trustee:	John W. McElderry, Eta 1994
Trustee:	Denman K. McNear, Beta 1948
Trustee:	E. Owen Parry, Alpha 1965
Trustee:	Hans U. Stucki, Iota 1970
Legal Counsel:	George M. MacDonald, Kappa Delta 1971, Iota Zeta 1989

### The Board of Governors of the Chi Phi Educational Trust

Chairman:	Daniel H. Dozer, Iota 1965
Vice Chairman:	Hans U. Stucki, Iota 1970
Governor:	M. Shawn Brown, Alpha Zeta 1994
Governor:	Dr. Alireza Jameson, Nu 1999
Governor:	Stuart Jones, Lambda 1979
Governor:	Aaron Lebovic, Mu Zeta 2002
Governor:	Robert K. Walker, Iota Delta 1970

### National Staff of the Chi Phi Educational Trust

Director of Development	Director of Development
Fred Maglione	Laura Hamilton
Alpha Tau Omega Fraternity	Delta Delta Delta Fraternity
<a href="mailto:maglione@chiphio.org">maglione@chiphio.org</a>	<a href="mailto:hamilton@chiphio.org">hamilton@chiphio.org</a>

Financial Assistant  
Mandy O'Brien  
[obrien@chiphio.org](mailto:obrien@chiphio.org)

## ROLL OF ACTIVE CHI PHI CHAPTERS AND COLONIES

Alpha, University of Virginia	May 1, 1859
Beta, Massachusetts Institute of Technology	May 27, 1873
Zeta, Franklin & Marshall College	December 1, 1854
Eta, University of Georgia	April 16, 1867
Theta, Rensselaer Polytechnic Institute	May 25, 1878
Lambda, University of California, Berkeley	February 11, 1875
Mu, Stevens Institute of Technology	October 18, 1883
Nu, University of Texas, Austin	March 10, 1892
Xi, Cornell University	October 13, 1868
Upsilon, Hobart College	November 14, 1860
Psi, Lehigh University	February 22, 1872
Omega, Georgia Institute of Technology	June 2, 1904
Alpha-Alpha, University of North Carolina, Chapel Hill	August 21, 1858
Alpha-Sigma, Princeton University	December 24, 1824
Alpha-Tau, University of Michigan	February 1, 1882
Alpha-Chi, Ohio Wesleyan University	November 6, 1873
Epsilon Delta, Oregon State University	March 17, 1931
Theta Delta, University of Florida	February 15, 1935
Alpha Theta Chi, University of Nebraska	May 23, 1964
Delta Xi, West Virginia Wesleyan College	May 1, 1965
Kappa Delta, University of Rochester	February 5, 1966
Mu Delta, Auburn University	September 20, 1964
Nu Delta, Florida State University	February 16, 1968
Xi Delta, Florida Institute of Technology	December 7, 1968
Rho Delta, Oglethorpe University	May 3, 1969
Sigma Delta, University of California, Davis	May 31, 1969
Psi Delta, University of North Carolina, Charlotte	December 12, 1970
Alpha Zeta, University of West Georgia	May 19, 1973
Delta Zeta, University of South Florida	April 16, 1983
Phi Lambda Theta, Bucknell University	May 5, 1984
Epsilon Zeta, Humboldt State University	April 2, 1987
Theta Zeta, Texas A&M University	March 27, 1987
Lambda Zeta, St. Mary's University	April 9, 1988
Mu Zeta, University of Denver	May 13, 1989
Pi Zeta, State University of New York, Binghamton	April 4, 1992
Sigma Zeta, State University of New York, Albany	April 4, 2009
Tau Zeta, Boston University	March 25, 1995
Omega Zeta, University of North Florida	June 27, 1998
Psi Zeta, University of Texas, Dallas	December 4, 1998
Delta Pi, Georgia Southwestern State University	November 6, 1999
Gamma Theta, Indiana University of Pennsylvania	April 27, 2002
Epsilon Theta, East Carolina University	April 17, 2004
Zeta Theta, State University of New York, Oneonta	November 13, 2004
Eta Theta, University of Maryland, College Park	April 15, 2005

## ROLL OF ACTIVE CHI PHI CHAPTERS AND COLONIES, CONTINUED

Theta Theta, Shorter College	May 14, 2005
Iota Theta, Schreiner University	June 24, 2005
Lambda Theta, University of Massachusetts Dartmouth	October 20, 2006
Mu Theta, University of the Incarnate Word	April 1, 2007
Nu Theta, The College of William & Mary	January 31, 2009
Omicron Delta Colony, Miami University	December 2, 2007
Sigma Colony, University of Illinois	February 2, 2008
Rho Iota Kappa Colony, University of Rhode Island	March 8, 2008
Phi Delta Colony, University of Tennessee, Knoxville	September 21, 2008
Penn College Colony, Penn College of Technology	November 10, 2008
Southern Utah Colony, Southern Utah University	November 13, 2008
Alpha Pi Tau Colony, Keene State College	March 7, 2009
SUNY Plattsburgh Colony, SUNY Plattsburgh	March 8, 2009
Alpha Theta Colony, Oklahoma State University	April 9, 2009

## CONGRESS The 145<sup>th</sup> Chi Phi Congress

Boston, Massachusetts - July 2010

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Congress is the supreme authority of the Chi Phi Fraternity. Each year, approximately 150 Chi Phis and their guests come together for a weekend of Chi Phi business, culture, and fun. The Grand Council, Board of Governors, Trustees, National Staff, and Chapter Delegates from around the country form the democratic body that directs and oversees our organization. Every Chapter is represented by two voting delegates, every Colony, Alumni Association and Alumni Club by one.

Register for this event by completing the Fraternity's #3 Report (Declaration of Congressional Delegates). It is downloadable at [www.chiphi.org](http://www.chiphi.org). That registration will be due around June 1, 2010.

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### The 145<sup>th</sup> Congress will:

- Set the direction of the Fraternity for the coming year.
- Review the progress of the Fraternity.
- Elect new Governors.
- Adopt the annual budget for the 2010 fiscal year.
- Present Chi Phi's 2009-10 awards for Chapter and individual excellence.
- Award the 2010 Walter Cronkite Congressional Award.
- Hold the annual Congressional Banquet.
- Hold elections for Grand Alpha Elect



## 2009-10 Regional Leadership Alliances

# CHI PHI

REGIONAL LEADERSHIP ALLIANCE

A multi-location program that includes guest facilitators and a constantly evolving curriculum, the Regional Leadership Alliance programs are open to all Chapters and Colonies. This is the best opportunity for your Chapter to evaluate completely its current situation, set goals, and work together to achieve true Chapter growth.

A two-day program, these “regional workshops” are open to undergraduate and alumni leaders of all ages and levels of experience. One need not be a Chapter Officer or even an initiated member to attend. The program’s nature provides participants the ability to receive help in exactly the areas that their Chapter, Colony, or Alumni Association needs the most attention. Sessions are facilitated by experienced Chi Phi alumni, staff members, and some of the best interfraternal facilitators around.

For more information about dates, location, and registration, visit [www.chiphi.org](http://www.chiphi.org) or contact the Chi Phi National Office.

## The Undergraduate Interfraternity Institute (UIFI)



In 1990, the NIC established an ethical, leadership, and personal development institute. Since that inception, UIFI has challenged nearly 3500 fraternity and sorority leaders from over 300 different universities and of 115 different Greek affiliations to make a difference in their Greek communities.

UIFI is a principle-centered approach to creating change within Greek communities. It helps participants identify the timeless principles through which they can define themselves individually and organizationally. UIFI then helps participants recognize how they can act out these principles by honing important life skills in areas such as leadership, group dynamics, service, and organizational change.

UIFI offers a unified curriculum to all participants. Major sessions are complemented by small group meetings (called chapters) held throughout the session. Chapter meetings are designed to assist each UIFI participant in developing his or her desired leadership skills and goals, gaining new ideas, and creating concrete action plans for his/her future. UIFI is the premier leadership institute for fraternity and sorority leaders on the continent.

The Chi Phi Educational Trust provides a limited number of scholarships for undergraduate members to attend. For more information about UIFI or scholarships, contact the Chi Phi National Office at (404) 231-1824.

## Reflection on National Programming

1. Which of the mentioned Chi Phi Fraternity programs interest you the most? Why?

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2. What do you think should be taught at the program you mentioned above?

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3. Do you believe it is important to get involved with the Chi Phi Fraternity on a national level? Why?

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4. What do you hope to gain by getting involved nationally?

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5. What do you hope to learn from other Chapters at national programming?

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6. What significance do you feel alumni play in all of our National Programming?

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## Section Eight: Fraternity and Sorority World

*"The supreme purpose of history is a better world."*

*- Herbert Hoover*

## History of the American College Fraternity

GREEK ALPHABET	
Alpha	Α
Beta	Β
Gamma	Γ
Delta	Δ
Epsilon	Ε
Zeta	Ζ
Eta	Η
Theta	Θ
Iota	Ι
Kappa	Κ
Lambda	Λ
Mu	Μ
Nu	Ν
Xi	Ξ
Omicron	Ο
Pi	Π
Rho	Ρ
Sigma	Σ
Tau	Τ
Upsilon	Υ
Phi	Φ
Chi	Χ
Psi	Ψ
Omega	Ω

The Greek-letter fraternity is a phenomenon unique to higher education in North America. Students in other countries have their societies or clubs, but only in America does the concept of Greek-letter fraternities exist.

As explained by the late Charles Wesley Flint, while serving as chancellor of Syracuse University, "The great urge of Americans to belong to something is well understood. There is a law, which brings men together in groups; it acts like the law of gravity, and regardless of what is done to divert it, it holds true. While the law is of course universal, the gregariousness of *Homo Americanus* is special. Thus we have the college fraternity."

Consequently, the college fraternity is indigenous to the soil of the American continent and is in no sense an import from abroad.

The birth of the Greek-letter fraternities system occurred the same year as the birth of the United States. Phi Beta Kappa was founded December 5, 1776, at the College of William and Mary in Williamsburg, Virginia, the second oldest college in America. Phi Beta Kappa had been preceded by a society of somewhat uncertain nature called The Flat Hat, which originated in 1750 and is believed to have existed for at least twenty years.

Phi Beta Kappa was organized in the Apollo Room of Raleigh Tavern by five undergraduate students: John Heath, Thomas Smith, Richard Booker, Armistead Smith, and John Jones. The aims of the founders were scholastic, inspirational, and fraternal.

For the first several years, Phi Beta Kappa was much like present-day fraternities with its ritual, oath of fidelity, a grip, a badge, a background of high idealism, a strong tie of friendship and comradeship, and an urge for sharing its values through extension to other campuses. The Oath of Fidelity, to which every member was sworn, was as follows:

I, \_\_\_\_\_, do swear on the Holy Evangelists of Almighty God, or otherwise as calling the Supreme Being to attest this my oath, declaring that I will, with all my possible efforts, endeavor to prove true, just and deeply attached to this our growing fraternity, in keeping, holding and preserving all secrets that pertain to our duty, and for the promotion and advancement of its internal welfare.

# ΦΒΚ

PHI BETA KAPPA  
HONOR  
SOCIETY

1776

# ΧΦ

CHI PHI  
FRATERNITY  
1824

In December 1779, the parent chapter authorized the establishment of branches at Yale and Harvard. The chapter at Yale was established on November 13, 1780, and Harvard installed its chapter almost a year later, September 5, 1781. William and Mary was forced to close because of confusion related to the Revolutionary War and the chapter there became extinct in 1781. It remained for the New England colleges to nurture the organization, and a new Chapter was authorized at Dartmouth in 1787. Thirty years passed before Union College in Schenectady, New York, formed a chapter in 1817.

After half a century the fraternity had only five chapters, and it soon became, and has since remained, an honor fraternity.

**UNION TRIAD**  
Union College  
Schenectady, NY

Youth was not to be denied its clubs with social intent and Greek idealism. On December 24, 1824, the Chi Phi Society, which is known in the history of the Chi Phi Fraternity as the Princeton Order of Chi Phi, was founded at the College of New Jersey, now Princeton University. Although the Chi Phi Society ceased to be active in 1825, it was the inspiration for the reorganization of the Chi Phi Society at Princeton in 1854.

# ΚΑ

KAPPA ALPHA  
SOCIETY  
1825

The move to Union College in 1817 was a significant step for Phi Beta Kappa and the fraternal movement. At that time, it was still a secret society with both scholastic and social aspects. Its popularity among students at Union inspired the organization of three other fraternities which, although principally regional, still flourish. These three are the oldest existing Greek-letter fraternities with a continuous existence and are now known as the Union Triad: Kappa Alpha Society, Sigma Phi, and Delta Phi.

# ΣΦ

SIGMA PHI  
1827

Kappa Alpha Society was founded in 1825 and was the first fraternity to be founded at Union. The new fraternity resembled Phi Beta Kappa in many respects: It was secret, it had a Greek name, and it had a similar badge. The new organization was very small, but it made a large impact on the campus. The new fraternity met a great deal of opposition from the faculty, but it had many admirers among the students. These admirers paid the Kappa Alpha Society a great compliment by founding two similar organizations: Sigma Phi, March 4, 1827; and Delta Phi, November 18, 1827. The Union Triad became a pattern for other Greek-letter fraternities.

# ΔΦ

DELTA PHI  
1827

Sigma Phi was the first of the Union group to expand beyond its home campus when it established a chapter at Hamilton College in 1831. Two years later, Kappa Alpha Society chartered a group at Williams, and Sigma Phi followed one year later, in 1834. The original chapter of Delta Upsilon was organized at Williams in 1834 as an "anti-secret" group.

# ΔΥ

DELTA UPSILON  
1834

Sigma Phi's move to Hamilton College influenced the founding of Alpha Delta Phi there in 1832. The founder of Alpha Delta Phi established a chapter at Miami University in Oxford, Ohio, one year after the first chapter was founded at Hamilton. Miami University was then a leading college west of the Allegheny Mountains and Alpha Delta Phi was the first fraternity to be established in the West.

A fourth fraternity, Psi Upsilon, was founded at Union in 1833 by a group of college students interested in college politics.

## MIAMI TRIAD

Miami University  
Oxford, OH

Alpha Delta Phi, founded at Miami University in 1833, was the only fraternity at that school for six years. It was followed by Beta Theta Pi in 1839. Beta Theta Pi and Alpha Delta Phi remained rivals until 1847, the year of the "Snowball Rebellion," when students rolled huge snowballs against the college's doors thereby blocking entrance to classes and effectively shutting the college down. When the enraged administration had expelled the offenders, very few fraternity men were left in school. Neither Beta Theta Pi nor Alpha Delta Phi was operating at Miami the following year.

# ΒΘΠ

BETA THETA PI  
1839

The fraternities were missed at Miami and students organized Phi Delta Theta in 1848 to fill the void. Phi Delta Theta split in 1852 with the withdrawing members forming a chapter of Delta Kappa Epsilon, which had been founded at Yale in 1844. Members of the Delta Kappa Epsilon chapter at Miami split in 1855, and members who left the parent group organized another fraternity which at first they called Sigma Phi. However, when it was discovered that a fraternity already existed by that name, they changed to Sigma Chi.

# ΦΔΘ

PHI DELTA  
THETA  
1848

Beta Theta Pi, Phi Delta Theta, and Sigma Chi are now known as the Miami Triad. Unlike the Union Triad, they expanded rapidly and today are strong coast-to-coast fraternities.

# ΣΧ

SIGMA CHI  
1855

A fifth fraternity was founded at Union College when Chi Psi organized there in 1841. Zeta Psi, the first of the New York fraternities, was founded at New York University in 1847. Delta Psi was founded at Columbia College (now Columbia University) the same year. Union College started its sixth fraternity in 1847 when Theta Delta Chi was organized there. One year later, in 1848, Phi Gamma Delta was founded at Jefferson College, in Washington, Pennsylvania.

The pattern of expansions and foundings continued: Phi Kappa Sigma, University of Pennsylvania, 1849; Phi Kappa Psi, Jefferson College, 1852; the Princeton Order of Chi Phi revived, 1854.

## FIJI

PHI GAMMA  
DELTA  
1848

Although fraternities seemed to flourish in the South, none were founded at southern schools before 1849, when the "W.W.W.," or Rainbow, was founded at the University of Mississippi. This fraternity confined itself to the South, where thirteen chapters were eventually established. The fraternity had a rather unstable existence until 1886 when it merged with Delta Tau Delta, which had been founded at Bethany College, Virginia (now West Virginia), in 1859. Delta Tau Delta renamed its journal, which had been previously known as The Crescent to The Rainbow in honor of the defunct organization.

## ΔΤΔ

DELTA TAU  
DELTA  
1859

The first fraternity of southern origin to be permanent was Sigma Alpha Epsilon, which was founded at the University of Alabama in 1856. The fraternity grew rapidly but confined its existence to the south for thirty years. Theta Chi was founded at Norwich University in Vermont the same year as Sigma Alpha Epsilon. Theta Chi did not expand beyond its first chapter until 1902.

## ΣΑΕ

SIGMA ALPHA  
EPSILON  
1856

The second order of Chi Phi was established at the University of North Carolina on August 21, 1858. The Secret Order of Chi Phi was established at Hobart College in Geneva, New York, on November 14, 1860.

## ΘΧ

THETA CHI  
1856

The Civil War brought an end to fraternity expansion. Collegiate activity everywhere was weakened and in the South was practically suspended. Fraternity bonds did account for several prisoners being exchanged or being given better treatment. Only one group, Theta Xi, was established during this period. Founded at Rensselaer Polytechnic Institute in 1864, it also was the first fraternity specific to a single profession.

Shortly after the Civil War, two new fraternities were founded at the University of Virginia: Pi Kappa Alpha in 1868 and Kappa Sigma in 1869.

## ΚΣ

KAPPA SIGMA  
1869

Three other major fraternities were established in Lexington, Virginia, during the same period. The first of these was Kappa Alpha Order in 1865, which celebrates its founding date on Robert E. Lee's birthday. Alpha Tau Omega was founded at Richmond, Virginia, and placed its first chapter at Virginia Military Institute in 1867.

**KA**  
KAPPA ALPHA  
ORDER  
1865

In 1868, the Legion of Honor was founded at the Virginia Military Institute. Its successor, Sigma Nu, was also founded at VMI in 1869.

Phi Sigma Kappa was born at Massachusetts Agricultural College in 1873. Delta Chi, originally legal in nature, but reformed as a social fraternity, was founded at Cornell in 1890. In 1895, Yale became the birthplace of Pi Lambda Phi while Trinity saw the birth of Alpha Chi Rho. Sigma Pi was established at Vincennes in 1897, while Zeta Beta Tau, the first Jewish fraternity, was founded in 1898. Tau Kappa Epsilon's founding at Illinois Wesleyan opened the year of 1899 while Delta Sigma Phi was born on Christmas at the College of the City of New York.

**ΔΧ**  
DELTA CHI  
1890

With the coming of the 20th century, the fraternity idea grew as enrollments climbed. The following fraternities celebrate their founding since 1900: Sigma Phi Epsilon started at Richmond College, Richmond, Virginia, in 1901; Acacia, Alpha Gamma Rho, Pi Kappa Phi, and Phi Epsilon Pi formed in 1904; FarmHouse and Kappa Delta Rho embarked in 1905; Phi Kappa Tau followed in 1906; Triangle formed in 1907; Lambda Chi Alpha, Sigma Alpha Mu, and Phi Sigma Delta came in 1909; Tau Delta Phi, Tau Epsilon Phi, and Phi Sigma Epsilon started in 1910; Alpha Epsilon Pi followed in 1913; and Alpha Kappa Lambda and Sigma Tau Gamma began in 1920. Phi Kappa Theta is a consolidation (1959) of Phi Kappa (1889) and Theta Kappa Phi (1919). Alpha Kappa Pi, now amalgamated with Alpha Sigma Phi, was founded in 1921. It was not until the 1980s that more national fraternities appeared.

**ZBT**  
ZETA BETA TAU  
1898

**TKE**  
TAU KAPPA  
EPSILON  
1899

Although the 20 years between 1972 and 1992 were good to fraternities, the decade since has seen a rapid decline. The number of individuals joining men's college fraternities has decreased while college enrollment has continued to grow. Society grew tired of putting up with the animal house image and began to reject repeated accounts of hazing, alcohol abuse, and poor scholarship.

**ΣΦΕ**  
SIGMA PHI  
EPSILON  
1901

Today, fraternities are working to create a brighter future across the country both for themselves and for society through a renewed commitment to their founding values. With hundreds of leadership development initiatives, millions of hours of community service, and a renewed commitment to scholarship and personal growth, the fraternities of the 21<sup>st</sup> century are becoming impressive testimonials to their founders.



## The North-American Interfraternity Conference

The North-American Interfraternity Conference (NIC), established in 1909, is a confederation of 73 men's college fraternities with over 5,500 chapters on more than 800 campuses throughout the United States and Canada. The NIC represents 350,000 collegiate members and four and one-half million alumni.

The promotion of scholarship, leadership, service, and friendship among fraternity members is the NIC's primary purpose. The NIC's volunteer leadership and professional staff, based in Indianapolis, serve fraternities in university, government, and media relations.

The annual meeting of the Conference is usually held in April in Washington, D.C., this location is to allow member organizations and ability to lobby the United States Government as a group on topics that impact fraternal organizations. Typically, the NIC will ask for interns to assist in the running of the event.

Chi Phi is a founding member of the North American Interfraternity Conference.

### Current Member Organizations of the NIC

Acacia	Iota Nu Delta	Pi Kappa Alpha
Alpha Chi Rho	Iota Phi Theta	Pi Kappa Phi
Alpha Delta Gamma	Kappa Order	Pi Lambda Phi
Alpha Delta Phi	Kappa Alpha Psi	Psi Upsilon
Alpha Epsilon Pi	Kappa Alpha Society	Sigma Alpha Epsilon
Alpha Gamma Rho	Kappa Delta Phi, Inc.	Sigma Alpha Mu
Alpha Gamma Sigma	Kappa Delta Rho	Sigma Beta Rho
Alpha Kappa Lambda	Lambda Chi Alpha	Sigma Chi
Alpha Phi Alpha	Lambda Phi Epsilon	Sigma Lambda Beta
Alpha Phi Delta	Lambda Sigma	Sigma Nu
Alpha Sigma Phi	Upsilon	Sigma Phi Delta
Alpha Tau Omega	Lambda Theta Phi	Sigma Phi Epsilon
Beta Chi Theta	Nu Alpha Kappa	Sigma Phi Society
Beta Sigma Psi	Omega Delta Phi	Sigma Pi
Beta Theta Pi	Phi Beta Sigma	Sigma Tau Gamma
Chi Phi	Phi Gamma Delta	Tau Delta Phi
Chi Psi	Phi Iota Alpha	Tau Epsilon Phi
Delta Chi	Phi Kappa Psi	Tau Kappa Epsilon
Delta Kappa Epsilon	Phi Kappa Sigma	Theta Chi
Delta Phi	Phi Kappa Tau	Theta Delta Chi
Delta Psi	Phi Kappa Theta	Theta Xi
Delta Sigma Phi	Phi Lambda Chi	Triangle
Delta Tau Delta	Phi Mu Delta	Zeta Beta Tau
Delta Upsilon	Phi Sigma Kappa	Zeta Psi
FarmHouse	Phi Sigma Phi	

## National Panhellenic Conference Sororities

The National Panhellenic Conference was founded in 1902, seven years before the establishment of the NIC. It is an umbrella organization for 26 international women's fraternities and sororities. Below you will find some basic information about each of those 26 member-organizations, including their founding date, colors, and flowers.

### ΑΧΩ

ALPHA CHI OMEGA \*  
October 15, 1885  
Scarlet and Olive Green  
Red Carnation

### ΑΣΑ

ALPHA SIGMA ALPHA  
November 15, 1901  
Crimson, Pearl White,  
Palm Green  
Fall Flower: Aster  
Spring Flower: Narcissus

### ΔΦΕ

DELTA PHI EPSILON  
March 17 1917  
Royal Purple & Pure Gold  
Purple Iris

### ΦΣΣ

PHI SIGMA SIGMA \*  
November 26, 1913  
King Blue and Gold  
American Beauty Rose

### ΑΔΠ

ALPHA DELTA PI  
May 15, 1851  
Azure Blue and White  
Woodland Violet

### ΑΣΤ

ALPHA SIGMA TAU  
November 4, 1899  
Emerald Green, Gold  
Yellow Rose

### ΔΖ

DELTA ZETA  
October 24, 1902  
Rose and Green  
Pink Killarney Rose

### ΠΒΦ

PI BETA PHI \*  
April 28, 1867  
Wine and Silver Blue  
Wine Carnation

### ΑΕΦ

ALPHA EPSILON PHI  
October 24 1909  
Green and White  
Lily of the Valley

### ΑΞΔ

ALPHA XI DELTA \*  
April 17, 1893  
Light & Dark Blue, Gold  
Pink Rose

### ΓΦΒ

GAMMA PHI BETA  
November 11, 1874  
Brown and Mode  
Pink Carnation

### ΣΔΤ

SIGMA DELTA TAU \*  
March 25, 1917  
Café Au Lait & Old Blue

### ΑΓΔ

ALPHA GAMMA DELTA \*  
May 30, 1904  
Red, Buff, and Green  
Red and Buff Roses

### ΧΩ

CHI OMEGA \*  
April 5, 1895  
Cardinal and Straw  
White Carnation

### ΚΑΘ

KAPPA ALPHA THETA \*  
January 27, 1870  
Black and Gold  
Black and Gold Pansy

### ΣΚ

SIGMA KAPPA  
November 9, 1874  
Lavender and Maroon  
Violet

### ΚΔ

KAPPA DELTA  
October 23, 1897  
Olive Green and Pearl  
White  
White Rose

### ΣΣΣ

SIGMA SIGMA SIGMA  
April 20, 1898  
Royal Purple and White  
Purple Violet

### ΑΟΠ

ALPHA OMICRON PI \*  
January 2, 1897  
Cardinal  
Jacqueminot Red Rose

### ΔΔΔ

DELTA DELTA DELTA \*  
November 28, 1888  
Silver, Gold,  
Cerulean Blue  
Pansy

### ΚΚΓ

KAPPA KAPPAGAMMA \*  
October 13, 1870  
Light Blue and Dark Blue  
Fleur-de-Lis

### ΘΦΑ

THETA PHI ALPHA \*  
1912  
Silver, Gold, and Blue  
White Rose

### ΑΦ

ALPHA PHI \*  
October 10, 1872  
Silver and Bordeaux  
Lily of the Valley and  
Blue & Gold Forget-  
Me-Nots

### ΔΓ

DELTA GAMMA \*  
Founded 1873  
Celebrates March 14  
Bronze, Pink, and Blue  
Cream-Colored Rose

### ΦΜ

PHI MU \*  
March 4, 1852  
Rose and White  
Rose Color Carnation

### ΖΤΑ

ZETA TAU ALPHA \*  
October 15, 1898  
Turquoise Blue &  
Steel Grey  
White Violet

\* The organization's proper name uses the term "Fraternity" instead of "Sorority."

## National Association of Latino Fraternal Organizations

Established in 1998, the National Association of Latino Fraternal Organizations (NALFO) is an umbrella council for 21 Latino Greek Letter Organizations. The purpose of NALFO is to promote and foster positive interfraternal relations, communication, and development of all Latino Fraternal organizations through mutual respect, leadership, honesty, professionalism, and education.

**ΑΠΣ**

Alpha Pi Sigma Sorority, Inc.  
March 10, 1990

**ΑΨΛ**

Alpha Psi Lambda-National, Inc.  
March 10, 1985

**ΓΑΩ**

Gamma Alpha Omega  
Sorority, Inc.  
January 25, 1993

**ΓΦΩ**

Gamma Phi Omega  
International Sorority, Inc.  
January 22, 1992

**ΦΙΑ**

Phi Iota Alpha Fraternity, Inc.  
December 26, 1931

**ΚΔΧ**

Kappa Delta Chi Sorority, Inc.  
April 6, 1987

**ΛΑΥ**

Lambda Alpha Upsilon  
Fraternity, Inc.  
December 10, 1985

**ΛΘΑ**

Lambda Theta Alpha Latin  
Sorority, Inc.  
December 1975

**ΛΘΝ**

Lambda Theta Nu Sorority, Inc.  
March 11, 1986

**ΛΘΦ**

Lambda Theta Phi Latin  
Fraternity, Inc.  
December 1, 1975

**ΛΠΥ**

Lambda Pi Upsilon Sorority,  
Latinas Poderosas Unidas, Inc.  
November 6, 1992

**ΛΠΧ**

Latinas Promoviendo  
Comunidad/Lambda Pi Chi  
Sorority, Inc.  
April 16, 1988

**ΛΣΥ**

Lambda Sigma Upsilon  
Latino Fraternity, Inc.  
April 51979

**ΛΥΛ**

La Unidad Latina, Lambda Upsilon  
Lambda Fraternity, Inc.  
February 19, 1982

**ΣΙΑ**

Hermanidad de  
Sigma Iota Alpha, Inc.  
September 29, 1990

**ΣΛΓ**

Sigma Lambda Gamma  
Sorority, Inc.  
April 9, 1990

**ΣΛΥ**

Sigma Lambda Upsilon/Señoritas  
Latinas Unidas Sorority, Inc.

**ΣΛΒ**

Sigma Lambda Beta  
International Fraternity, Inc.  
March 7, 1986

**ΧΥΣ**

Corazones Unidos Siempre  
Chi Upsilon Sigma  
National Latin Sorority, Inc.  
March 11, 1981

**ΩΦΒ**

Omega Phi Beta Sorority, Inc.  
March 15, 1989  
December 1, 1987

## Historically African-American Fraternities and Sororities

ΑΦΑ

ALPHA PHI ALPHA  
FRATERNITY, INC.  
1906

ΑΚΑ

ALPHA KAPPA ALPHA  
SORORITY, INC.  
1908

ΚΑΨ

KAPPA ALPHA PSI  
FRATERNITY, INC.  
1911

ΩΨΦ

OMEGA PSI PHI  
FRATERNITY, INC.  
1911

ΔΣΘ

DELTA SIGMA THETA  
SORORITY, INC.  
1913

ΦΒΣ

PHI BETA SIGMA  
FRATERNITY, INC.  
1914

ΖΦΒ

ZETA PHI BETA  
SORORITY, INC.  
1920

ΣΓΡ

SIGMA GAMMA RHO  
SORORITY, INC.  
1922

ΙΦΘ

IOTA PHI THETA  
FRATERNITY, INC.  
1963

The fraternity world saw another tremendous milestone in 1906 at Cornell University when Alpha Phi Alpha Fraternity, Inc. became the first intercollegiate Greek-letter Fraternity established for African-Americans. Two years later in 1908, Alpha Kappa Alpha Sorority, Inc., America's first such organization established by African-American women, was founded at Howard University in Washington, DC.

On May 10, 1930, on the campus of Howard University in Washington, DC, the National Pan-Hellenic Council was formed as a permanent organization. The stated purpose and mission of the NPHC in 1930 was "Unanimity of thought and action as far as possible in the conduct of Greek letter collegiate fraternities and sororities, and to consider problems of mutual interest to its member organizations." Early in 1937, the organization was incorporated under the laws of the State of Illinois and became known as "The National Pan-Hellenic Council, Incorporated."

Kappa Alpha Psi Fraternity, Inc. and Omega Psi Phi Fraternity, Inc. were established in 1911 and 1913 and 1914 saw the birth of Delta Sigma Theta Sorority, Inc. and Phi Beta Sigma Fraternity, Inc., respectively. Zeta Phi Beta Sorority, Inc. was established in 1920, followed by Sigma Gamma Rho Sorority, Inc. in 1922. Iota Phi Theta, Fraternity, Inc., the last of the "Divine Nine" traditionally African-American Fraternities and Sororities was born in 1963.

Each of the nine NPHC organizations evolved during a period when African-Americans were being denied essential rights and privileges afforded others. Racial isolation on predominantly white campuses and social barriers of class on all campuses created a need for African-Americans to align themselves with other individuals sharing common goals and ideals. With the realization of such a need, the African-American Greek-lettered organization movement took on the persona of a haven and outlet, which could foster brotherhood and sisterhood in the pursuit to bring about social change through the development of social programs that would create positive change for African-American citizens and for the country.

## Reflection on Fraternities

1. How are **fraternities** different from what their founders envisioned?

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2. Given their current state, will **fraternities** survive another 200 years?

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3. What do all **fraternities** have in common?

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4. Would our founders be members of today's **fraternities**?

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5. How will you have an influence on the **fraternity** movement?

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## Section Nine: Education Resources

*“Education is the mother of leadership.”*

*- Wendell Lewis Willkie*

## **Gentlemanly Conduct and Etiquette**

Becoming a Chi Phi Gentleman is the constant practice of exemplifying our values, of demonstrating unyielding courtesy towards others, and of upholding the highest level of decorum in all situations. In fact, much of our history is rooted in the gentlemanly character typified by the founders of the Southern Order. Not surprisingly, chivalrous behavior is also emphasized as an intricate part of our ritual.

To truly live our values, a Chi Phi must continuously strive to be the absolute pinnacle of gentlemanly conduct. Adapted from sections in Thomas Shomo's "To Manner Born, To Manners Bred" and Ann Marie Sabath's "Business Etiquette in Brief," the following points indicate the very basics of being a Chi Phi Gentleman.

### ***Shaking Hands***

A handshake should be initiated upon meeting or greeting any individual (regardless of status or sex) and should always be performed while standing. While a handshake should be firm, it should not be offensive. Its purpose is to express confidence, not arrogance. Avoid turning your hand over the other person's while shaking.

When meeting or greeting a lady, you need not wait for her to initiate the handshake. Always offer her your hand as you would a gentleman and greet it with an equally appropriate grip. The handshake is a signal of respect.

### ***Doors***

Opening or holding a door for someone is a courtesy practiced far too rarely today. For push doors, always remember that you go first, for pull doors, remember that he or she will go first. Both ladies and gentlemen of any age and of any status will appreciate this consideration.

This common courtesy is not a statement about your status or that of the other person. Just as a student might hold a door for his professor, a CEO might do the same for an intern. We live in a very fast-paced world, but slowing down to act in such a considerate manner will speak a great deal about your character.

### ***A Word on Hats***

As we move forward, the traditions and customs surrounding hats are changing constantly. In the distant past, one would never wear a hat indoors and would remove it upon meeting a lady, an elder, or a religious official. In the more recent past, it has become acceptable in more and more venues to maintain one's hat. One can certainly expect that the fluidity of these rules will continue to change. Nonetheless, the following points on wearing hats may help you in determining when and where it may be appropriate to remove yours:

- Regardless of the century, it will never be appropriate to wear a hat in a house of worship.
- Wearing a hat at the dinner table is impolite.
- Most ladies will find a well-groomed man more attractive than one wearing a ragged baseball cap.
- When in doubt, use your best judgment based on the appropriateness of the situation and the formality of the venue.

## *Dining Decorum*

When you have the opportunity to dine in a particularly nice setting (perhaps your Chapter's spring formal, perhaps dinner with one of your parent's employers), it is essential that your table etiquette be a positive reflection upon you and your host(s). Remember, first impressions form lasting impressions.

Upon initially sitting at the table, you must always place your napkin on your lap. If you get up for some reason, place your napkin on the arm of your chair. (If your chair has no arms, then place it on the back of the chair.)

When you encounter an array of dining utensils and china that might confuse even a dignitary, remember the following tips:

- Solids will go on your left, liquids on your right. As such, your bread plate will be to the top left of your setting; your wine and water glasses will be to the top right. An easy trip is to make the "ok" sign with both hands, the one that makes a "b" is the bread and one that makes a "d" is the drink. Wine glasses will be used in order of their accessibility (right to left and front to back).
- Remember to work from the outside of your silverware, in. Your salad fork will be further from your plate than the fork designed for your main course. If you pause while eating mid-course, place your knife across the top right corner of the plate with the blade facing toward you and your fork (tines up) as if it were a hand on a clock, pointing to five o'clock. When finished, place your knife and fork (tines down) adjacent to each other at the three o'clock position. This will signal your server that you have finished.
- While eating in a formal or semi-formal setting, remember that it is not your last supper. You need not devour your food at an Olympic record pace. Your bites should be smaller than your fork.
- Contrary to popular belief, bread is to be eaten in small bites. Pick up the serving, tear a small bite (one at a time), butter it, and eat it.
- Dine at a leisurely pace; not only is it healthier, but it's neater. Doing so will allow you to participate in the conversation and will keep you from making hasty mistakes.
- Do not begin eating until all individuals have been served, unless all who are still waiting have excused you to do so. If they do excuse you to begin eating, be sure to thank them. Conversely, if the majority of people have been served, but you have not, you should encourage them to begin. The host of the event begins eating first, if at a banquet or no obvious host is available, the eldest female at the table should eat first.
- Hold your utensils appropriately. Your thumb, your index finger, and your middle finger should do nearly all of the work. Do not use a fork (or spoon) as a shovel. The knife should go nowhere near your mouth.
- When between courses, it is perfectly acceptable to place your forearms or elbows upon the table. While dining, however, they should be kept from such a conspicuous position.
- Courtesy knows no boundaries. Be appreciative and kind to any individuals who may be serving your meal. It is completely appropriate to thank your server once when he or she brings or removes something.

## ***Email Etiquette***

- Be concise in your messages; avoid irrelevancies. People receive countless emails and brevity is always appreciated.
- If possible, keep messages in a “sent folder” for several months for future reference.
- Use the same quality of grammar, punctuation, and spelling as you would in a hand-written letter.
- Avoid “smiles” and “emoticons” in all but personal emails.
- Do not send messages in all capital letters.
- When forwarding an email that has obviously been forwarded more than three times, kindly condense the message’s history.
- If you receive a message intended for another person, don’t just ignore it; forward it with a short explanation.
- Avoid the expression of extreme emotion or opinion in an email message.
- If a message is frustrating or offensive and a response is absolutely necessary, read it again; then reassess the message. Consider allowing yourself 24 hours to cool down before you respond.
- Separate opinion from non-opinion while reading a message, so you can respond appropriately.
- When communication seems tense or unclear, consider picking up a phone and calling the sender. Break the cycle of send and respond arguments or discussions.
- Avoid blind carbon copies (BCC’s) for official emails. Recipients of important messages often wish to know who all the other recipients of a message may be.

## ***Cell Phone Etiquette***

- When in public area, keep your calls subtle and respectful. Avoid loud or obnoxious conversations.
- Avoid corny, long, or obnoxious ring tones.
- Always turn your phone off in public performances, meetings, religious services, theaters, class, and other venues that command a quiet atmosphere. If you are expecting an important call, switch your phone to silent or vibrate.
- Do not make calls without a hands-free device while driving. Many states have laws limiting cell phone use while driving. Do not text while driving.
- While in a meeting, on a date, or at a restaurant, always excuse yourself before taking a call.

## Resumes and Interviews

Throughout your college career, you should be constantly looking ahead to your graduation and to whatever may follow. It is certainly possible to do so while still having fun and enjoying the relative ease of your college years.

Your resume will be much more impressive if it is a continual work in progress, growing and improving each year. Various internships and campus leadership positions will demonstrate the application of your education to real-life settings to your future employer(s).

Your campus's career center will likely have numerous individuals and resources that can help you develop your resume, practice for interviews, and coach your career fair skills. Utilize them!

### Cover Letters

- Customize all cover letters, and address them to the appropriate person.
- Take the time to find out to whom you are writing. Only address a letter with "Dear Sir or Madam" or "To whom it may concern" if the company will not provide a contact name.
- Within the letter, reference the position for which you are applying.
- Stress your individual strengths and reference their relevance to the position or internship for which you are applying.

### Resumes

- Customize for each recipient (customized objective statement per company).
- Keep them aesthetically pleasing.
- Make sure they are relatively easy to read.
- Include about 50% "white space."
- Do not include "fillers." Use a resume format that emphasizes your strengths.

### Interviews

- Research the company or organization beforehand, and impress them with your extensive interest in the company or organization and with the job.
- Always rehearse for the interview.
- Always be dressed for the occasion—little things make big statements (shiny shoes, neatly pressed shirt, carefully selected tie, *etc.*)
- Arrive between 5 and 7 minutes early.
- Send a customized thank-you note *immediately* after the interview.
- Always look your interviewer in the eye.
- Shake your interviewer's hand with confidence.
- Watch your posture and body language.

### Recommended Reading

*101 Dynamite Questions to Ask at Your Job Interview*  
By Richard Fein (\$13.95 - [www.barnesandnoble.com](http://www.barnesandnoble.com))

*The Executive Resume Book*  
By Loretta D. Foxman (\$16.80 - [www.amazon.com](http://www.amazon.com))

*Landing the Job You Want: How to Have the Best Job Interview of Your Life*  
By William C. Byham (\$11.20 - [www.amazon.com](http://www.amazon.com))

## Letters of Appreciation

You can't repay a favor by ignoring it. Because so few people today take the time to show appreciation, those who do are looked more and more favorably upon.

When an alumnus contributes his time or money to your Chapter, takes you to dinner, or meets with your Candidate for Membership class or executive board, *thank him*. The same holds true for any gift, recommendation, or act of kindness that anyone bestows upon you (e.g., a relative, professor, or employer). Anytime someone performs an act of kindness for you, no single action (not even a verbal expression of gratitude) can equal a letter.

The basics of writing a thank-you letter or RSVP are simple, and hand-written is the best. Moreover, one that is penned on a respectable stock of paper will indicate that you went out of your way to make their note "special." Indicate what you are thanking the person for, why it was helpful, and extend a courtesy in exchange. Send the letter immediately—before you forget.

June 1, 2009

John Brown  
123 Anywhere St.  
Anywhere, ST 12345

Dear Brother Brown:

Thank you for providing my travel scholarship to this year's Undergraduate Interfraternity Institute. Your contribution allowed me to attend UIFI for the first time.

As you may know, my Chapter, Delta Beta, was Chartered last spring at Chakett State University. As a younger group, we have very few alumni with the means to support such scholarships. Your assistance has been invaluable to my Chapter, as the things I have learned during UIFI will help me develop my Chapter's education programs, plans for our future and my own personal goals for success. Further, I've made friendships that will certainly last a lifetime.

Please know that you are welcome to visit our Chapter this fall when we host our annual alumni banquet. I would appreciate the opportunity to meet you in person.

Fraternally,

*David Smith*

David Smith, Delta Beta 2011

## Sample Chapter Meeting Agenda

Using an agenda for Chapter and Candidate for Membership meetings will improve your meetings' productivity and keep them shorter. It will also give members a written reminder of what went on and what was discussed. If nothing else, they can take the agenda with them and have the dates, times, and reminders necessary to improve their attendance and participation.

**Omega Beta Chapter of Chi Phi**  
**December 5, 200X**  
**7:00pm**

- I. Call to order by Alpha
- II. Prayer of the Fraternity, Gather Brothers, and the Creed led by the Beta
- III. Roll Call and approval of previous meeting's minutes by the Gamma
- IV. Chapter Officer reports
  - a. Alpha Report
  - b. Beta Report
    - i. General information report/announcements
    - ii. Social Committee report/announcements
    - iii. Brotherhood Committee report/announcements
    - iv. Service Committee report/announcements
    - v. Alumni Relations Committee report/announcements
    - vi. Intramurals Committee report/announcements
    - vii. Recruitment Committee report/announcements
    - viii. Other committee reports as appropriate
  - c. Gamma Report
  - d. Delta Report
  - e. Epsilon Report
  - f. Zeta Report
  - g. Eta Report
- V. Old Business
- VI. New Business
- VII. Pass the Gavel
- VIII. Motion to Adjourn

## Academic Enhancement Skills

As a member of our Fraternity, you are held to a higher standard than many other students. The reason for this is that Chi Phi Fraternity shares its values and standards for all to see and hear, and we must therefore hold our members accountable to those standards. One of those standards is academic achievement—after all, you are ultimately in college to graduate and to begin a career, not simply to be a part of an organization. With this understanding, many Chapters and Colonies have academic standards for members to be initiated or to remain in good standing. All of the information on the following pages can be further developed with presentations, assessments, and practice through a visit to any college or university academic enhancement or tutoring center.

### Learning Styles

**Visual Learners:** learn through seeing...

These learners need to see the teacher's body language and facial expression to understand fully the content of a lesson. They tend to prefer sitting at the front of the classroom to avoid visual obstructions (e.g., people's heads). They may think in pictures and learn best from visual displays, which include diagrams, illustrated text books, overhead transparencies, Power Point, videos, flipcharts, and hand-outs. During a lecture or classroom discussion, visual learners often prefer to take detailed notes to absorb the information.

**Auditory Learners:** learn through listening...

They learn best through attending verbal lectures, participating in discussions, talking ideas through, and listening to what others have to say. Auditory learners interpret the underlying meanings of speech through listening to tone of voice, pitch, speed, and other nuances. Written information may have little meaning until it is heard. These learners often benefit from reading text aloud and using a tape recorder.

**Tactile/Kinesthetic Learners:** learn through moving, doing and touching...

Tactile/Kinesthetic persons learn best through a hands-on approach, actively exploring the physical world around them. They may find it hard to sit still for long periods and may become distracted by their need for activity and exploration. They learn best in laboratories, through field trips, and by role playing.

#### **Assessment:**

There are tests available online or through a college or university academic center that will help determine an individual's learning style. Once a style is determined, the center can also develop an academic plan for a student, perhaps by describing the best methods of note taking, studying, and test taking based on contemporary, sound pedagogy. Knowing your learning style can help you have greater achievements in your college career.

Information acquired from:

[www.ldpride.net/learningstyles.Ml.htm](http://www.ldpride.net/learningstyles.Ml.htm)

## Note Taking Skills

### Evaluate Your Present Note-Taking System

Ask yourself:

- 1) Did I use any form at all? Are my notes clear or confusing?
- 2) Did I capture main points and all subpoints?
- 3) Did I streamline using abbreviations and shortcuts?
- 4) If you answered no to any of these questions, you may need to develop some new note-taking skills!

### Five Important Reasons to Take Notes

- It triggers basic lecturing processes and helps you to remember information.
- It helps you to concentrate in class.
- It helps you prepare for tests.
- Your notes are often a source of valuable clues for what information the instructor thinks most important (i.e., what will show up on the next test).
- Your notes often contain information that cannot be found elsewhere (i.e., in your textbook).

### Guidelines for Note-Taking

- Concentrate on the lecture or on the reading material.
- Take notes consistently.
- Take notes selectively. Do NOT try to write down every word. Remember that the average lecturer speaks approximately 125-140 words per minute, and the average note-taker writes at a rate of about 25 words per minute.
- Translate ideas into your own words.
- Organize notes into some sort of logical form.
- Be brief. Write down only the major points and important information.
- Write legibly. Notes are useless if you cannot read them later!
- Don't be concerned with spelling and grammar.

### Tips for Finding Major Points in Lectures

The speaker is usually making an important point if he or she:

- Pauses before or after an idea.
- Uses repetition to emphasize a point.
- Uses introductory phrases to precede an important idea.
- Writes an idea on the board.

### Forms of Note-Taking

Outlining

- 1) Topic sentence or main idea
  - a) Major points providing information about topic
    - i) Subpoint that describes the major point
      - (1) Supporting detail for the subpoint

Patterning: flowcharts, diagrams

Listing, margin notes, highlighting

## Ways to Reduce and Streamline Notes

Eliminate small connecting words such as: is, are, was, were, a, an, the, would, this, of. Eliminate pronouns such as: they, these, his, that, them. However, be careful NOT to eliminate these three words: and, in, on.

Use symbols to abbreviate, such as:

+, & for and, plus

= for equals

- for minus

# for number

x for times

> for greater than, more, larger

< for less than, smaller, fewer than

w/ for with

w/o for without

w/in for within

----> for leads to, produces, results in

<---- for comes from

/ for per

For example:

"The diameter of the Earth is four times greater than the diameter of the Moon."

Becomes:

"Earth = 4x > diameter of Moon."

Substitute numerals with symbols, for instance:

Substitute "one" with 1

Substitute "third" with 3rd

Abbreviate:

Drop the last several letters of a word. For example, substitute "appropriate" with "approp."

Drop some of the internal vowels of a word. For example, substitute "large" with "lrg."

Information acquired from;

<http://www.arc.sbc.edu/notes.html>

Consider researching other methods of note taking and try them until you find one that works best for you and your learning and study styles.

## Study Skills

### Top Ten Tips for Productive Studying:

- Ensure you have a good environment for studying – good lighting, plenty of room, materials close, *etc.*
- Ensure the room is free from distractions – a radio or TV at a low volume helps some people but never have more than one.
- Ensure you allow ample time for studying – do not force it between two events, or you will be distracted by the upcoming commitments.

- d. Never cram; you will retain information for the immediate test but are likely to lose it prior to the final exam.
- e. Do not go out socializing the night before a test or presentation. Plan your events in advance.
- f. Attend all review and study sessions hosted by a professor because the information is usually on a test. The same is said for review handouts and professor-created notes.
- g. If professor uses web based instruction or Power Point in class, download information prior to class to make notes on the provided information.
- h. Get to know your professors; they can help you with assignments, concerns about classroom policies, and recommendations. Furthermore, a portion of your grade often depends upon your enthusiasm for classroom discussion and collegiality. Speak up in class! Show that you care about what's being said by your professor and classmates.
- i. Review your notes from a class: (1) afterwards to determine any missed information and questions while your memory is still fresh, and (2) prior to the next class to be prepared to move forward.
- j. If you are studying long hours and not retaining information or grades are not improving, seek assistance from a school support office. It is possible that you maybe studying wrong information, taking poor notes, or are experiencing test-taking anxiety. Student-support administrators are well-trained in showing you how to study effectively and are glad to be of assistance.

For more information on Study Skills and tips please visit the following sites:

<http://www.how-to-study.com/>

<http://www.ucc.vt.edu/stdysk/checklis.html>

<http://www.studygs.net/>

## Time Management

At the heart of time management is an important shift in focus: *Concentrate on results, not on being busy*. Many people spend their days in a frenzy of activity but achieve very little because they are not concentrating on the right things.

### Time Management Tools

#### Manage time. Get things done

Beating Procrastination -

- a. Recognize that you are procrastinating - doing unimportant tasks first, sitting down to start, then immediately thinking of something else to do.
- b. Determine why you are procrastinating - the task is perhaps unpleasant or overwhelming.
- c. Get over it - make up rewards for completing a task early, or ask someone to check up on your status.

### **Finding out how you really spend your time**

Activity Logs - Track your activities for a week to determine how you spend your time. Take a piece of paper and label the top as follows:

Time	Activity Description	Duration	Value (high, medium, low)
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For each activity you list, you may be surprised to see just how long it takes to complete or how (un)important it really is. Imagine the wasted hours that you spend logging on to Facebook or sitting around doing nothing of value. Indeed, down-time is very important—we all need a break from the daily grind—but to spend all of your time doing nothing of consequence will have a detrimental effect upon your grades, your self worth, your college experience, and your Fraternity.

### **Small scale planning**

Action Plans: Create a plan of action for a project that sets deadlines for different stages of completion.

### **Tackling the right tasks first**

Prioritized To Do Lists: Create a daily/weekly/monthly to do list based on your needs list each item as below:

Tasks	Priority (A-C)
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For each task rank its value with the following letter:

- A - Time sensitive must be completed
- B - Must be completed not time sensitive
- C - Not time sensitive and does not have to be completed

### **Planning to make the best use of your time**

Effective Scheduling: The following methods are great tools for procrastinators—and even for those who are consistently well-organized:

- a. Consider buying a wall or desk calendar and several pen/marker colors. On your calendar assign various tasks current colors and fill in all assignments and events at the beginning of the semester. (NOTE: There is a planner in the back of this book.)
- b. Use your to-do list to guide your weekly-planning; that way, you will know when to study. Indeed, life will be easier once you make a habit of always studying from 1:00pm - 3:00pm every Tuesday and Thursday, for example.

## Ritual, Brotherhood, Club

The RBCs of Fraternity

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**Ritual, Brotherhood, and Club** are what might be called the RBCs of fraternity Life. They have no mystic or **Ritualistic** significance, but, to say the least, they are the very cornerstone of our existence as Chi Phis. They are guideposts—understand them, and they will teach you. Think about them for a moment.

Taken separately, these three terms have meaning to almost anyone. Ask a man what a **Ritual** is, and a mental picture of something will form in his mind. Ask a dozen people, and you may get a dozen images—but each will have meaning for the person you ask. Now take the three of them together—**Ritual, Brotherhood, Club**—and you come up with something entirely different. Find this individual of yours again and ask him: What is something that is a **Ritual**, a **Brotherhood**, and a **Club**? His mental image, this time, would not form so fast.

Think for just a second. Take those three terms and analyze them separately in terms of their everyday usage.

- The **Ritual** implies a religious or idealistic purpose. (Black book or candle)
- The **Brotherhood** gives a picture of people living together, or of sharing their college years in harmony—the human element. (A Chi Phi badge)
- The **Club** may be thought of in a social purpose or athletic team. (Soda/Beer can, jersey)

Taken together, again, what have you now? A **Ritual**, in this case, is constructed upon ideals; a **Brotherhood** is composed of people living together in harmony; and a **Club**, which is itself a social purpose, is the Friendship that is Chi Phi.

First, you have an organization that is “constructed upon ideals” and that is “composed of people living together in harmony.” Can members of our Fraternity live together in harmony if we have no common ideals—no common purpose besides partying together?

Consider the definition of **Brotherhood**, true **Brotherhood**, as men dedicated to a common ideal. Initiation means ideals, but it is more than a ceremony that simply reveals our **Ritual**. In other words, because of the idealistic purpose of the organization, its Members—our Brothers—live together in harmony. Members living together in harmony is in itself a social purpose, perhaps the highest social purpose any organization can have.

Now, let's look at the RBCs themselves: the **Ritual** makes possible the **Brotherhood**, which in turn makes possible the **Club**, or social purpose. So you can see: Our RBCs are more than a mere listing of three elements. They are listed in a definite order, and this arrangement has distinct and important meaning—the ideals must come before the **Brotherhood**, and the **Brotherhood** must come before the purely social aspect.

Arrange the three backwards, and you have something vaguely resembling a country **Club**. If this is what you want, then Chi Phi and its higher meaning are not for you. If the social purpose is put first, then what need have you for our ideals, values, or **Brotherhood**.

Try to put the **Brotherhood** first, and again it will not work. Upon what would the **Brotherhood** be based? Nothing.

The **Ritual** has to come first.

Look at the three from still another angle: Consider the English alphabet. If you were to remove just a few letters from the English language, you would soon find communication virtually impossible and that you no longer really had the English language at all. So it is with Chi Phi. Remove one element, and you change the true meaning of our Fraternity.

Remove the **Ritual**, and you would have only a **Club** without purpose, and without true **Brotherhood**, there would be nothing to hold it together. Remove the **Brotherhood**, and all else would become unworkable. It would be impossible for us to strive for the attainment of our ideals without working and living together in harmony. Remove the **Club**, and you would have a narrow organization capable of movement in only one direction—without the social aspect, there would be little real expression left for the ideals and the **Brotherhood**.

Now the picture of our purpose is more complete; these elements are ranked in definite order of importance. None is so unimportant that it can be excluded without disastrous results.

Yet, something is still missing. Thus far, only the “organization” has been addressed. What about the individuals in it? What might these RBCs tell you about each individual member?

One phase might be “well-rounded.” Another could be “mature.” He would apply himself seriously to situations at times and could apply levity at others. For instance, Chapter meetings are for the conducting of business, not opportunities to be frivolous. On the other hand, parties are just the opposite. Brothers need to have the mature judgment to discern the proper time for the **Ritual** and the proper time for the **Club**.

## What a Wink and Nod Cost

By Mark Webb, Delta Chi Fraternity

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What does that oath mean to you? Rules and by-laws are only as good the Chapter's devotion to them. Ultimately, it doesn't matter what the rules are if the character of the Chapter is lacking. Consider the following:

"We had a minimum GPA, but when a Brother flunked out, we gave it a wink and a nod and let him remain active, or become an "early alumnus," anyway. We had enrollment requirements, but when a Brother took a year (or two) off, we gave it a wink. There were bozo pledges that we didn't weed out. Sure enough, they became bozo Brothers who were a cancer on the Chapter, but hey, we could overlook that. We had rules regarding dues, but we gave them a wink. We had rules regarding Chapter participation, but we gave those a wink, too.

"The university, national Fraternity, and the Chapter had rules regarding hazing, but the 'big' houses on campus did it, so we gave it a wink. We had rules about the upkeep of the house, but we gave that a wink as well. We had rules against underage drinking, but winked when a pledge was passed out over the balcony rail. We performed ritual, without respect, making jokes the entire time we were up there 'leading by example.' Yeah, it was funny, but it also showed our true devotion to our Chapter and our Fraternity. We swore a blood oath to honor and we winked yet again.

"The last time that I visited the house was, I guess, the summer of 1993 or 1994. It wasn't the old good house, the old southern mansion with the big columns. The Chapter was now renting out a ratty old apartment house, and a new fraternity had moved into the old house. I guess we just couldn't make the rent. We, myself and a few other alums, were greeted by three Brothers who were swigging a bottle of Jack Daniels on the front porch. The house was a sty. Crap was strewn all over—empty cans and bottles, old newspapers. The bathrooms were a science project and smelled like vomit.

"The last thing I remember was some drunken kid asking me to donate a keg. I left that night and never had the urge to go back.

"Well, the chickens came home to roost. I got a letter back in June saying that the Chapter had folded, again, for the third time in 30 years. It took longer than I had expected; really, this was a 17-year run. They had lost their wallow of a house, apparently, and the pledge/initiation numbers, listed in our alumni magazine, had been dwindling for years. I was surprised that I even received a letter, because Lord knows, no Chapter Brother had ever taken the time to write.

"I work in a high-rise that overlooks my old house. I really loved that house and the time I spent there. I loved the guys that were in the Chapter with me. I loved those days. I loved the notion that a Fraternity was about something noble, and enduring. The ideas that my Fraternity espoused were worth devoting the best years of my life to; it is my deep regret that we did not honor with our actions what we honored with our lips.

"Character is something that comes with maturity, and I guess we didn't have much of that either."

## The Secret Thoughts of a Ritual

Edward M. King, Sigma Chi Fraternity

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There are many rituals around us. Some of them are very informal and loosely structured; others are very formal and precisely worded. Whether you are aware of it or not, your whole life is based on certain ritualistic patterns. The way you get up in the morning, the way you study, the way you organize your social life, the way you speak and write are all based on certain habits or routines that you develop and are performed, by and large, in an informal ritualistic way.

I would like to share with you some thoughts on another kind of ritual, one that is considered very private and is often esoteric: I am the fraternity ritual, one that you will find locked in a file in the corner of some dark office. Because I don't get used or opened up very often, I have a lot of time to think and I'd like to share with you some of my thoughts. Sometimes, I go through a real identity crisis. Who am I? What am I? Why am I? In order to know what a thing is, you must first know what it is for. You tell what a thing is for by the way it is used.

"About once a semester, there comes a mad rush for my existence ..."

Although there are some exceptions to the way I am used, let me tell you how the majority of fraternities use me. The vast amount of my time is spent in a dark cabinet, locked up, and gathering dust. About once a semester, there comes a mad rush for my existence, people literally scrambling, and all of a sudden, I become very important. It's really funny because many times they can't find me. They forget where I was placed and mild panic sets in until finally they dig me out from under the stacks of constitutions, by-laws, and chapter minutes. Once I am found, I am under 24 hour surveillance; it's almost as if I'm being digested, but that's not really it: What's happening is that I'm being memorized. I'm literally studied word for word, phrase for phrase, and sometimes people even argue over me, two or three people wanting me at the same time. They begin, "Well, let me just copy my part," and then the argument gets hotter because somebody says, "No, it's not legal to copy anything out of the ritual." Some people, however, go ahead and fudge a bit and copy their part and then pass me on.

After being up almost all day and all night for a week, I am taken to a dimly-lit room where a number of people are gathered. There I am presented with much feeling and serious drama. It is obviously a moment of great climax for some of the people, for they are seeing and hearing me for the very first time. Shortly after the ceremony, I am brought back to the dark room and placed in the locked file drawer, and I am not seen or heard of until the end of the next semester. In this case, as a ritual, what am I? Well,

"...after the ceremony ... I am not seen or heard of until the end of next semester."

as I see it, I am a perfunctory service that must be performed in order to get new members into an organization. Once the initiation is over, I'm pretty much pigeon-holed as obsolete until the next class is to be initiated.

However, in some fraternity houses, I exist in quite a different fashion. Shortly after the initiation, the brothers come in one by one, take me out of the drawer, and look me over very carefully. Some just try to read me; others try to memorize me. Whatever the case, I like it when they use me. Sometimes they even argue over me, and this gets

exciting because you see that's what I'm about. I'm meant to be read carefully, discussed, and even argued about. Yes, in fact, I can even be changed. I'm really a very human document, one that was written down some time ago after a great deal of thought by one or two men, and I have been rewarded, rephrased, and re-evaluated many, many times.

"In order to know what I'm really about, I need to be perpetually used and studied."

In order to know what I'm really about, I need to be perpetually used and studied. (Too often, the members mention me only at initiation time, and I'm really meant for much more than that.) In fact, one of my most important missions is to help the active chapter at its weekly meetings. If I am understood and used properly at these weekly meetings, I can really help the chapter

get things together. There are always a few men who don't like to use me and put up a big argument about having an informal chapter meeting. What a joke that usually turns out to be.

Most informal chapter meetings last a heck of a lot longer than formal chapter meetings where I'm used. As I've listened to people and watched how they use me, and a couple of important thoughts have crossed my mind. First, the fraternities have done an excellent job keeping me an esoteric document and therein is much of the problem. Not only am I a secret document to the outside, but I am a secret to most of the members as well. They really don't understand me because they've never really studied me. Some people, I suspect, would like to keep me very, very secret because if non-members found out what I stood for, they might expect the members to live by it and that would be very difficult. Therefore, they keep me secret and they won't have to change their lifestyle.

Although I can be used in different ways and for different things, when you boil me down to my fundamental essence, I'm essentially one thing, a system of values. I don't change very much because I am the product of history and the spirit of man and how he relates to his fellow man and to his God. This relationship between man and man and man and God has never been a static one. It is confusing and illuminating, painful and exciting—perhaps, a separation and a reunion—and although I appear to be a contradiction, I am really no more of a contradiction than man himself. Too frequently, we forget that man is both animal and spiritual in nature, and to reconcile the two can often be painful, confusing, and frightening. And that is why it is so critical that man understands who I am and what I am for.

Because I am a system of values, I am therefore an instrument of self evaluation. My values are clear and absolute, yet difficult to emulate. To state a few, I am honor, courage, integrity, fidelity, and courtesy; and I demand self control as well as ambition and humility. What your Founders did is to take the idea of friendship and move it a significant step forward to the concept of commitment.

"Because I am a system of values..."

Those of you who are leaders in the fraternity movement—the officers who are in national, international, or general fraternities and those who are professional fraternity men—must continue to ask yourselves how you can improve in articulating the message of your fraternity to your Brothers. Why is it that some of the members get it and others do not? To some, the message goes deep and becomes a part of their very

“Why is it that some of the members get it, and others do not?”

being; for others, it never scratches the surface. Ask yourself the following questions when you attend your regional meetings, your workshops, retreats, leadership schools. How much time do you spend discussing and sharing with each other what personal effect you have had on your lives? Do you, as so many active chapters do, use me to start the meeting and close the meetings and become so involved in your day-to-day business that you forget that I am there to be reflected upon? For those of you who do understand and use me, are you afraid or ashamed to share those experiences and thoughts with your fellow brothers? Those of you who are fraternity leaders and are not using me in this way are very derelict in your responsibilities, your duties, and the very oath that you took when you became a member and an officer in your fraternity. For, you see, as written in your esoteric manuals, I am really of very little value unless you and the other brothers, through your mutual sharing, begin to experience the essence and depth of my message. Then you and I are activated by the real charge into your spiritual and moral fiber that is possible for all men but achieved by too few. The effectiveness of my message is in direct proportion to your knowledge and belief in my values.

If there is something about me that you do not like, then change me, but for God's sake do not ignore me. It is the indifference to and the ignorance of my essential message that continues to stifle the growth of the fraternity system. Never has the time been so ripe as this period in our history when the young people of today on our college campuses are crying out for the kind of message, guidance, value, and leadership that has been so long hidden in my pages.

If you would just realize that by better knowing and understanding me, many of your day-to-day problems, housing, drugs, collections and apathy, would simply fade away and not exist.

If a brother slips and becomes derelict, he should be asked to review his oath and charge, and if he chooses not to obey and follow that oath, then he should be asked to leave the brotherhood. If you would weed out those who do not wish to follow or believe in the obligation they swore to uphold, we would all be much better off. Too frequently, I see you caught up with the numbers in our brotherhood rather than the quality of our brotherhood.

“... if he chooses not to obey and follow that oath, then he should be asked to leave the brotherhood.”

Basically, I am a road map to help a person along his journey of life and to assist him in his communion with his fellow travelers. Who am I? Your ritual. What am I? A system of values. What am I for? My purpose is not to make you a better fraternity man, but rather a better human being.