



THE SHIELD

O F P H I K A P P A P S I

SPRING 2018

VOLUME 139 • ISSUE 1

OUR
WATERSHED
MILEST



ROT: Bigger and Better • **FOUNDERS' DAY:** History in the Making • **NEW:** Member Milestones



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THIS ISSUE



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OUR WATERSHED MOMENT

Fraternities, members
must adapt to changing
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NEWS FROM HQ

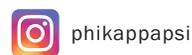
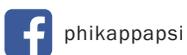
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A TIME FOR INTROSPECTION

How do we evolve when good isn't great enough?

Thank you for your support of Phi Kappa Psi and the important work we are accomplishing! At the same time, I want to address the critical shifts that Phi Kappa Psi is experiencing and the difficult issues capturing the nation's attention.



Fraternalities have made headlines recently. This last year-and-a-half has been tough, not only for Phi Kappa Psi, but for all Greek-letter organizations. Since February 2017, four young men from different fraternalities on separate campuses died, based in large part on their associations with fraternalities. This past semester, Matthew Ellis from our Texas Gamma Chapter became the latest victim.

These men never expected to die as a consequence of joining a fraternality. Nor did their brothers anticipate that individual or group decisions could result in a tragic and preventable death. Neither did they consider that their decisions would have profound impacts – for themselves and others.

Fraternalities and host institutions are struggling to cope with and address the underlying social issues creating these environments. Moreover, these events have sparked a national dialogue on the value of Greek membership. This means all fraternalities, including Phi Kappa Psi, must demonstrate their value, clarify their purpose, enforce accountability and consistently re-earn the privilege to exist as partners in good standing. This past fall and spring alone, a number of host institutions suspended social and new member activities, or placed moratoriums on Greek life to address challenges.

I want you to know that Phi Kappa Psi is acting courageously, boldly and emphatically to demonstrate leadership and to address the needs of the Fraternity.

Throughout this biennium, I have repeatedly emphasized the importance of building an "A-level" organization. I remain committed to that benchmark, but I also realize that the challenges we're facing demand doubling our efforts. Many of the changes we have implemented in the last few years have put Phi Kappa Psi in a position to not only help our young men do better and improve our organization, but to lead the necessary changes to their chapter and campus cultures.

Some of the efforts include:

- ▶ Implementing a three to five-person Chapter Advisory Team model for each of our chapters;
- ▶ Increasing our staff to more actively support our chapters and students;
- ▶ Increasing in-person programming to our undergraduates on an annual basis;
- ▶ Enhancing our chapter accreditation program model to set milestones for chapter and individual standards and expectations;
- ▶ Enhancing our processes, procedures and staff to support a strong standards model and proactively assist challenged chapters before a crisis develops;
- ▶ Developing and implementing multi-faceted resources and training modules through our ELEVATE Health & Wellness initiative to increase awareness, skill sets and effectiveness of our alumni and undergraduate leaders.

These initiatives have clearly moved the Fraternity in a positive direction. But from the results of this past semester, we must do more. In light of all these dramatic shifts and events, the Executive Council (EC) and key volunteers met in emergency sessions Dec. 16-17 and Feb. 23 to discuss our response and next steps to the serious issues confronting all fraternalities. Many of the topics discussed have been part of our organizational dialogue for years, including among others:

- ▶ Recruitment and pledging as a future aspect of membership;
- ▶ Good Samaritan/Amnesty policy regarding misconduct reports;
- ▶ Hazing and new member integration;
- ▶ Alcohol/substance-free housing;
- ▶ Accreditation for measuring compliance with standards and expectations;
- ▶ The Congressional REACH Act that addresses issues confronting fraternalities;
- ▶ Chapter Advisory Team structures and models;
- ▶ Parent communications and involvement.

These topics will require ongoing analysis and discussion, and the EC will continue this dialogue. Still, the EC did approve implementation of a number of immediate actions. **Specifically, for the Spring Semester 2018:**

1. Any new members taken during the fall semester must be initiated within one week of returning to campus;
2. Any new member classes taken in the spring semester must be initiated within seven weeks of the formal pledge ceremony;

3. Each chapter and colony must follow the Fraternity's standard new member education program;
4. Reasserting that no alcohol can be involved in any new member event, including a moratorium on alcohol events within 48 hours before and after a new member event.
5. Tightening controls on alcohol consumption associated with facilities and Fraternity events, in general including:
 - a. Alcohol is only permitted in the private living quarters of members 21 and older;
 - b. Alcohol can only be consumed in common spaces during an official social event;
 - c. No alcohol above 15% ABV is permitted in a chapter house;
 - d. Formal endorsement of the REACH Act.

Moving forward, we will also be re-evaluating our alumni support model and criteria as well as our new member education model. Specifics on procedures for how each of these changes will be implemented will be available shortly.

While we work through these items with our chapters, know that more is coming. With all the transformative efforts the Fraternity has undertaken, we are in a good place to not only respond to the changing environment, but to lead the change. The best way to continue excelling is by setting new standards and working with host institutions to address and successfully solve critical issues. If we don't, we will have the terms of the changes dictated to us, and we will see ourselves surpassed by other organizations that are adapting.

"I want you to know that Phi Kappa Psi is acting courageously, boldly and emphatically to demonstrate leadership and to address the needs of the Fraternity."

Critical issues demand adult and wise counsel. We owe such leadership and guidance to our young men, and I implore you to show our undergraduates that we have high expectations for their conduct, their futures, and demanding the best from them. We are fortunate to have passionate and committed individuals who believe in Phi Kappa Psi and who want to ensure a healthy fraternity experience exists.

This is a crucial moment for Phi Kappa Psi and all fraternities. I am committed to ensuring the Fraternity does not experience one more tragic death or injury based on actions we can and must control. Together, we are dedicated to demonstrating an experience free from danger or potential harm to every individual, and to building a culture of responsibility, accountability and principles within our ranks. As we progress, we will keep you abreast of our work and decisions.

To the majority of our brothers who are doing it right, thank you! I challenge you to call out negative behaviors of others, and to truly live up to Phi Kappa Psi's high standards by being thy brother's keeper. Doing so means Phi Kappa Psi is creating an "A-level" organization!

Amici,



James D. Boyle (Washington '88)
Phi Kappa Psi National President

THE SHIELD



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 Mail: The Shield
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 Call: (317) 632-1852 | (800) 486-1852
 or ask for the Editor of *The Shield*

Send address changes to:

Email: update@phikappapsi.com
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Staff Directory

Phi Kappa Psi Fraternity is governed by elected and appointed officers who serve as volunteers. The Fraternity's daily affairs are administered by its professional staff. The Phi Kappa Psi Foundation, The Permanent Fund of the Phi Kappa Psi Fraternity and The Canonsburg Corporation are each administered by a board of volunteer trustees.

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STAFF UPDATES



McLendon

Associate Director of Member Development

Phi Kappa Psi Fraternity has hired **James E. McLendon** (*SIUE '10*) as Associate Director of Member Development.

McLendon earned his Bachelor of Science degree in Mass Communications and a Masters of Public Administration and Policy Analysis from Southern Illinois University - Edwardsville. He is a member of Phi Kappa Psi Fraternity, the Phi Psi Family and has worked as a volunteer advisor.

"Our team is overjoyed to have James join our organization," said Kyle Hickman (*Lycoming '07*), Senior Director of Member Development. "His experience with Phi Kappa Psi, leadership programming and chapter coaching will be invaluable in this role."

Before Phi Psi, McLendon served as a Program Coordinator for Saint Louis University where he focused on multicultural advising and leadership and was the main advisor for 18 cultural and identity-based student organizations and the University's Multicultural Greek Council. In his new role, McLendon is responsible for overseeing the Fraternity's hazing prevention efforts, the Professional Development Conference and academic initiatives.

"I am grateful to be working for the organization that has shaped so much of who I am and provided many positive experiences," McLendon said. "The Member Development team is doing the kind of work that I would have loved having access to as a student. Now as a professional, I have the opportunity to give back by providing these resources to our men."

McLendon replaced Adam Dunworth (*Ball State '12*) who is now a Coordinator for Educational Programs and Interactive Workshops with CAMPUSPEAK.

Creative Design Manager

Beth Winchell joined Phi Kappa Psi on Oct. 16, 2017. She brings more than 35 years of experience in graphic design to the Fraternity.

Winchell replaces former Creative Design Manager Debra Hartley who left to pursue other interests.



Vickery-Holland

Associate Director of Standards

Alex Vickery-Holland (*Oregon State '12*) and **Ben Sigler** (*Bowling Green '10*) have both been promoted to the position of Associate Director of Standards for Phi Kappa Psi Fraternity. Most recently, the two served as Chapter Services Consultants for the previous two and three years, respectively.

In their new roles, Vickery-Holland and Sigler will be working alongside Senior Director of Chapter Operations James D'Imperio (*Purdue '07*) and Director of Chapter Services and Standards Brian Kochheiser (*Bowling Green '12*) to enforce fraternity policies relating to risk management and operations. They also will work closely with Greek life advisors and other university personnel to conduct chapter investigations when and where warranted. The two join Zachary Herge (*Toledo '10*) who was named an Associate Director of Standards in 2017.

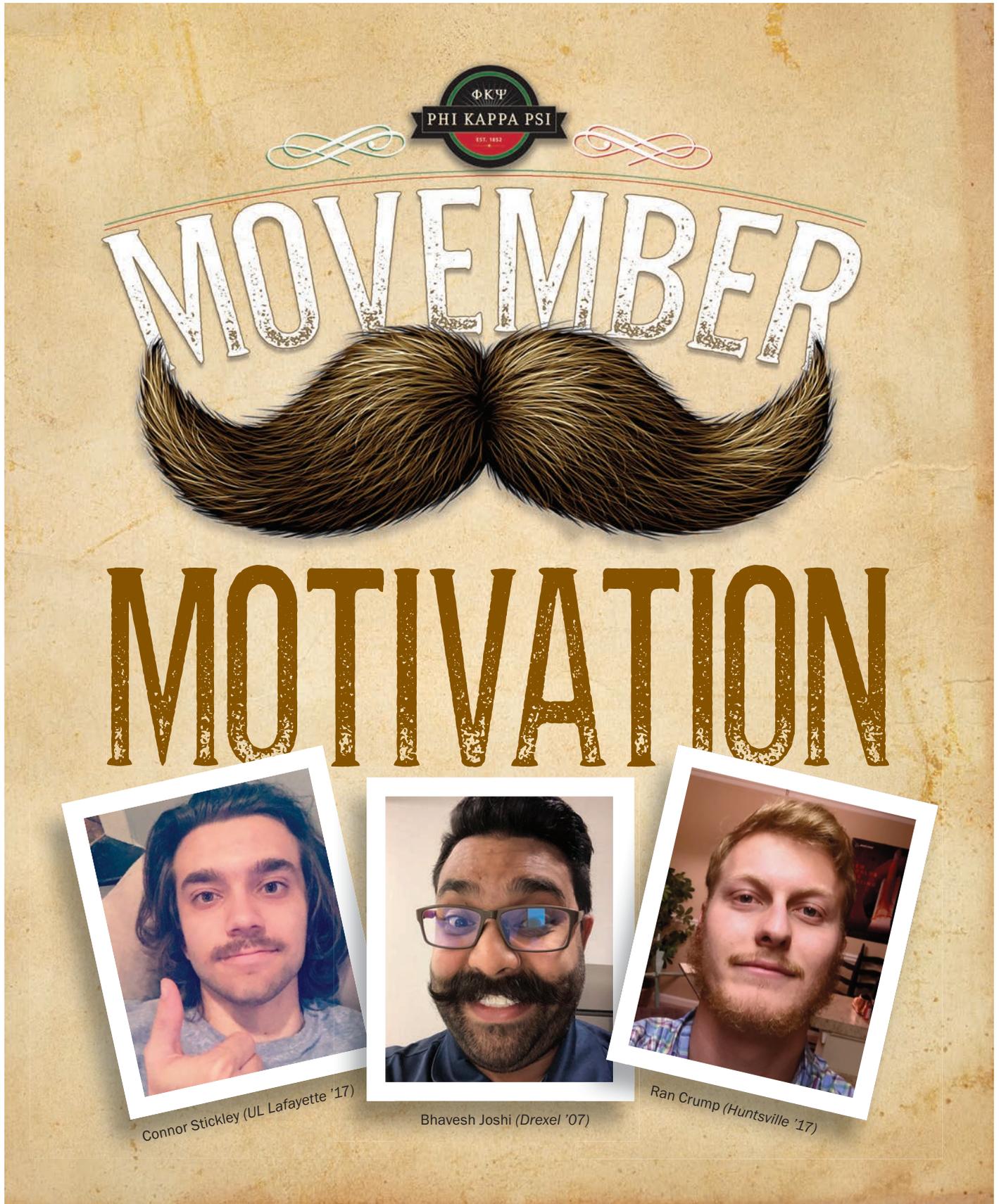
The addition of Vickery-Holland and Sigler to the Standards team also signifies the start of a revised operating structure where they will report to Kochheiser while directly managing two chapter services consultants each. The change also allows additional chapter visits, more undergraduate support and an opportunity to have work equally dispersed amongst the department.

"We are thrilled to add Alex and Ben to the Chapter Operations Department," D'Imperio said. "Their experiences as recent chapter services consultants, along with their positive, upbeat ways of working are true assets to the team and the Fraternity. We look forward to leveraging their expertise."

In addition to filling the Associate Director positions, the team is also seeking a Director of Expansion to lead reorganization efforts on campuses across the country and to manage the daily work of four expansion consultants. This role will replace prior director, Benny Rohloff (*Iowa State '11*), who is now the Coordinator for Fraternity and Sorority Life at the University of Texas at Austin. To be considered for this position, visit phikappapsi.com/about/career-opportunities or contact D'Imperio at jpd@phikappapsi.com.



Winchell



Connor Stickley (UL Lafayette '17)

Bhavesh Joshi (Drexel '07)

Ran Crump (Huntsville '17)

An initiative which began 14 years ago, men across the globe are called upon every November to take action.

What is often perceived as a light-hearted, furry month of poor personal-grooming has evolved into a monumental opportunity to make drastic strides in creating positive change for the future. Since 2003, the Movember Foundation has been challenging men to grow moustaches to help raise awareness and funds for critical men’s health issues. No longer seen as a by-product of laziness, the moustache has empowered men to finally talk about their personal health, engage in conversations with their peers about important health-related subjects and prevent the premature deaths of their male counterparts. Focused primarily on issues such as testicular cancer, prostate cancer, physical inactivity and mental health, the Movember Foundation has raised over \$700 million, funding more than 1,200 health-related projects in 21 countries.

Beginning in 2015, Phi Kappa Psi answered the call, joining the movement in an effort to better the lives of our undergraduate and alumni members. What began with modest expectations has grown exponentially, as 2017 proved to be another huge leap in the philanthropic efforts of the Fraternity. Driven by the messaging and dedication of the Member

Development team at Phi Kappa Psi, members nationwide participated in the global initiative, raising both important funds and awareness for the cause. After seeing a collaborative result of \$9,017 raised by chapters and alumni in its inaugural year, brothers and sisters not only met, but greatly exceeded expectations for the third year in-a-row. More than \$18,000 was raised for men’s health in 2016, which paved the way for even greater heights in 2017. Not thwarted by the hefty goal of \$20,000, members raised **\$21,501**, a record for the Fraternity and an outstanding contribution to the goals of the Movember Foundation.

Men’s health is an important topic for everyone. As we aim to provide members with all the resources possible to seek the healthiest versions of themselves, we’re also reminded of the many men outside the Fraternity that hold an important place in our lives. Whether it’s a father, grandfather, brother, son, uncle, cousin or friend, it is important to talk about our health and the health of those we care about. Now that Movember has come to a close, we hope that it becomes a personal initiative for all members to continue carrying the focus of the month, and that they’ll do their part in preventing men from dying prematurely. We thank all of our participants for their role in 2017, and look forward to reaching new heights in 2018.

Team totals

1. California Gamma (Cal-Berkeley)	\$8,700.41
2. Pennsylvania Theta (Lafayette)	\$4,605.65
3. Phi Kappa Psi Headquarters	\$1,255.00
4. Indiana University Colony (Indiana)	\$1,163.67
5. Texas A&M Colony (Texas A&M)	\$1,108.50
6. Texas Alpha (Texas)	\$1,102.00
7. Oregon Beta (Oregon)	\$865.00
8. Arizona State Colony (Arizona State)	\$555.00
9. Louisiana Beta (UL-Lafayette)	\$416.00
10. California Nu (UC-Riverside)	\$225.00

Individual totals

1. Keane Flynn	\$1,555.00	11. Parker Cardwell	\$500.00
2. Esteban Vizcaino	\$1,040.17	Ryan Chandler	\$500.00
3. Jesse Glaser	\$907.17	13. Connor Smith	\$403.00
4. Andy Frey	\$850.00	14. Jordan Byck	\$400.00
5. Steven Beelar	\$775.00	15. Billy Hennessy	\$372.17
6. Spencer Krause	\$630.00		
7. Will Baxter	\$572.45	Three-year totals	
8. Wiley Woolf	\$531.50	2015	\$9,017
9. Ashley Burns	\$513.14	2016	\$18,568
10. Sevag Mkhitarian	\$512.17	2017	\$21,501
		TOTAL	\$49,086

Make note:

ELEVATE your health awareness

Learn more at phikappapsi.com/programs/elevate-health-wellness/

PHI KAPPA PSI
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A LIFE OF EXCELLENCE

2018 AWARENESS CALENDAR

APRIL: Sexual Assault Awareness Month

MAY: Mental Health Awareness Month

JUNE: Men's Health Month

#PhiPsiELEVATE

Speak Up
for survivors,
Speak Out
against sexual
assault. *

(Source: MCASA)

1 in 4 adults
will experience
a mental health
problem in a
given year.

(Source: Movember)

Encourage men
and boys to
seek regular
medical advice
and treatment.

(Source: MensHealthMonth.org)



HEALTH & WELLNESS CHAIR

As Phi Kappa Psi expands and evolves the member experience, the Member Development team has amplified the education and resources available at the chapter level around health and wellness. In early 2017, the team recognized ELEVATE, the Fraternity's health and wellness initiative, could be enhanced with a chapter-level position. Phi Kappa Psi spent significant time and energy conceptualizing this role and building a strong base of resources and education.

For 2018, chapters were asked to appoint a Health & Wellness Chair. An ideal profile of a brother to fill this role was distributed, as well as information on duties, which include:

- Serving as chair of the Health & Wellness Committee. This committee has the opportunity to create, coordinate and facilitate education related to health and wellness. They find ways to ensure brothers are aware of health concerns, comfortable discussing issues and confident in seeking help for self and others.
- Coordinating with Phi Kappa Psi Headquarters to receive in-person education, including Ladder of Risk, Social Strengths and Alcohol Skills Training Program (ASTP).
- Planning the chapter's involvement with awareness campaigns. Throughout the year, the Fraternity recognizes and encourages education through national health observances focused on common men's health concerns.
- Providing education and information to the chapter on health and wellness topics through ELEVATE the Conversation and other available resources. Chairs are encouraged to provide regular prevention and health-based education. They can do this by scheduling speakers, coordinating attendance at campus events or sharing their knowledge and skills.
- Developing relationships with campus and community resources and service providers and promoting chapter members' awareness and access. Universities have a wealth of resources available to students. They can be an incredible source of support and knowledge to brothers.

In addition, this chairman has a collaborative relationship with the Fraternity Educator and Risk Manager. While the Fraternity Educator focuses on the education of our newest members and the beginning of their journey as a brother, this chair is focused on how to continue education throughout the undergraduate experience. The Risk Manager focuses on actionable strategies and structures that promote policy knowledge, compliance and ensuring the chapter follows established regulations, while the Health & Wellness Chair focuses on providing education and awareness to help prevent issues and promote healthy behaviors.

Through Regional Officer Training, the Fraternity was able to provide in-person training to prepare the Health & Wellness Chair for success. They were able to learn about campus resources, programs available to them from Headquarters and how to build education using the Wellness Wheel model.

Chairs will continue to get ideas for actionable steps they can take to educate and inform their chapter on health issues via the ELEVATE Check-Up. This a monthly message focused on providing sensible educational programs and resources to know. Recognizing the resource chapters can be to one another, this also spotlights ways chapters are promoting health and wellness in their brotherhood.

We are excited to continue to grow ELEVATE with this role. We believe this new dimension of the initiative has great potential and look forward to sharing more about how chapters are using this role to focus on member health and wellness.



OFFICERS

Regional Officer Training (ROT) returned for its second year, bigger and better than its inaugural launch.

The largest program offered by the Fraternity, ROT took place in 11 cities across the United States over four weekends, beginning Jan. 13 and continuing through Feb. 3. Designed to provide officers a chance to learn and develop new skills to better serve their respective chapters in the present and future, ROT was designed with a regional approach to facilitate comradery with nearby chapters and expand upon what the Phi Psi experience is for all members.

Seeing both an opportunity and a need to expand the program's reach, Senior Director of Member Development Kyle Hickman (Lycoming '07) built upon the solid foundation created in ROT's first year by hosting the event in multiple new cities to better serve our members.

"After experiencing tremendous success in our first year at ROT, we chose to expand the number of cities for a few reasons," Hickman said. "First, we expanded to provide a closer geographical alternative to many of our chapters. Second, we wanted to harness our local volunteer base and third, we wanted to cut down on costs per location."

Top: Participants at the Indianapolis ROT site enhanced their Phi Psi experience by networking with brothers from other chapters. **Middle:** Trey Thornhill (FSU '17) is focused on CliftonStrengths®. **Bottom:** Attendees in Chicago braved the cold and ice to expand their leadership skills.



AND GENTLEMEN

Host sites for ROT included:

- ▶ Binghamton, New York (SUNY-Binghamton)
- ▶ Birmingham, Alabama (Samford University)
- ▶ Chicago, Illinois (Loyola University-Chicago)
- ▶ Columbus, Ohio (Capital University)
- ▶ Des Moines, Iowa (Drake University)
- ▶ Farmville, Virginia (Longwood University)
- ▶ Houston, Texas (University of Houston)
- ▶ Indianapolis, Indiana (Phi Kappa Psi Headquarters)
- ▶ Long Beach, California (Renaissance Hotel-Long Beach)
- ▶ Philadelphia, Pennsylvania (University of Pennsylvania)
- ▶ Portland, Oregon (Lewis & Clark College)

ROT provided two position-specific workshops that covered a variety of relevant topics for each chair in attendance. Officers that attended were the President, Vice President, Treasurer/Finance Chair, Corresponding Secretary, Fraternity Education Chair/New Member Educator, Recruitment Chair, Scholarship Chair, Service/Philanthropy Chair, the new Health & Wellness Chair and Chapter Advisors.

Originally setting a goal of 750 participants for the second year of the program, the collaborative recruiting efforts of Hickman, the Chapter Consultants and the Phi Psi Headquarters staff led to nearly 900 brothers receiving critical training. New this year were tracks for Scholarship, Service and Health & Wellness.

“It was exciting to see not only the drive and excitement by chapter officers to learn new skills to better serve their members, but how some of our colony members emerged as the brightest stars of the event,” Hickman added. “We’re lucky to be loaded with some exemplary members and promising leaders.”

Feedback from chapter advisors and undergraduate participants was also overwhelmingly positive.

“I like the way it (ROT) was structured. Sessions flowed well and built upon one another. I also liked that the content provided them with tools to do their jobs and that they ended with a plan of action to go back to their chapters with.”

—Richard Pelletier (Rowan '02), Facilitator



Towson Colony's Zach Armstrong and Brock Jones collaborate on their strengths in Philadelphia, Feb. 3.



Alex Vickery-Holland (Oregon State '12) leads the Corresponding Secretary position track in Indianapolis.

“The best part for me was being able to walk out of the session feeling like we could win Grand Chapter. It’s going to take a lot of work, but I definitely feel as though I came out of the session having the tools necessary to succeed.”

—Andrew Wright (Washington '17)



A Delta Gamma and former Chapter Development Consultant, Tallia Deljou facilitated the New Member Educator track in Birmingham.

Facilitator Thanks

The inaugural set of ROT programs in 2017 relied heavily on staff support to facilitate the program. Since three new positions were added to the attendee list, along with three new locations, the program became unsustainable relying only upon staff members. Therefore, a rigorous recruitment effort began to find interested and qualified volunteers to staff each of the 11 locations. By the time the final weekend of ROTs had wrapped up, more than 130 volunteers stepped forward. This program could not have been executed without their assistance. The Fraternity thanks each of them for their passion and expertise, delivering curriculum in general, track and breakout sessions.

- Steve Qualkinbush (*Purdue '68*)
- Todd Salen (*Illinois '77*)

- Warren Hicks (*Purdue '05*)
- Troy Jaster (*Tennessee '00*)
- Gary Schofield (*Edinboro '84*)
- Sarah Segner
- Zachary Stroth

- Monica Schnapp
- Ian Sneed (*Long Beach '10*)
- Woody Woodson (*Arizona '00*)

Columbus, OH

- Colin Blouin
- Toby Carlin (*WVU '86*)
- Meagan Earls
- Kollin Fitzpatrick
- Robert Marias
- Dustin Meeks (*Ball State '14*)
- Sam Metcalf (*Capital '14*)
- Adam Miller (*Capital '10*)
- Kate Morales
- Carol Nickoson
- Candida Rivera
- Jose Rosas (*UC Riverside '14*)
- Anthony Strother (*Toledo '13*)
- Chelsea Wheeler

Des Moines, IA

- Jared Bills (*Oklahoma '12*)
- Billy Boulden
- Kevin Gong (*Cal Poly '13*)
- Erin McHale
- Ryan Miller
- Haley Putnam
- Lacey Sweeten Randall
- Morgan Sanders
- Alex Vickery-Holland (*Oregon State '12*)

Farmville, VA

- Josh Blakely
- Thomas DiRoma
- Kevin Gong (*Cal Poly '13*)
- Micah Kleid (*F&M '00*)
- Brandon Lortz (*Capital '10*)
- Alex Marsh (*Maryland '08*)
- Doug Steffens (*East Carolina '12*)
- Joey Stemmler (*VCU '12*)
- Susan Sullivan

Houston, TX

- Jared Bills (*Oklahoma '12*)
- Courtney Crumpton
- Beau Dismukes (*Oklahoma '14*)
- Robyn Eichorn
- Stephen Gowdy (*LSU '12*)
- Dustin Henderson (*Tennessee '01*)

Binghamton, NY

- Erin Braselmann
- Mike D'Arcangelo
- Evan Englander (*Oneonta '09*)
- Sam Fisher (*Valparaiso '15*)
- Paul Habernig (*Oneonta '04*)
- Mel Lewis
- Robert McGonigle (*Wittenberg '75*)
- Trevor McLenen (*RIT '12*)
- Thomas Severin
- Dustin Thomas (*Lycoming '09*)
- Alex Vickery-Holland (*Oregon State '12*)

Birmingham, AL

- Eli Argueta
- Brandon Ball (*IUPUI '14*)
- Denny Bubrig
- Michael Davis
- Tallia Deljou
- Kate Gremillion
- Megan Herman
- Marc Robins (*Alabama '84*)
- Dale TeGantvoort (*Huntsville '15*)
- Mark Vande Kerkhoff (*Bowling Green '86*)
- Mary Young

Chicago, IL

- Brittany Barnes
- Nathan Bettenhausen
- Morgan Brickley
- Moira Bushell
- Marc Dumas (*DePaul '93*)
- Sam Fisher (*Valparaiso '15*)
- Orcel Kounga (*Drexel '13*)
- Nicholas Ohl

Philadelphia, PA

- Christopher Aldarelli
- Pedro Claudio
- Sara Diem
- Thomas Earley (*Alabama '86*)
- Kevin Gong (*Cal Poly '13*)
- Jackie Hackett
- Orcel Kounga (*Drexel '13*)
- Brandon Lortz (*Capital '10*)
- Malcolm McDaniel
- Rick Pelletier (*Rowan '02*)
- Jessica Ryan
- Sean Ryan
- Craig Shook (*Case Western '11*)

Portland, OR

- Conner Boyd (*Oregon State '12*)
- Steve Fawthrop (*Washington '79*)
- Jason Feiner
- John Kellogg (*Oregon State '14*)
- Steve Murphy (*Washington '63*)
- Kevin Paternostro (*Oregon State '12*)
- David Rickabaugh (*UC Santa Barbara '83*)
- Ryan Ruark (*Oregon State '09*)
- Ben Sigler (*Bowling Green '10*)



Facilitators and staff support in Portland, Jan. 27

Thy Loyal Sons

HISTORY IN THE MAKING



Brothers come together to celebrate Phi Kappa Psi Founders' Day

Feb. 19 is a special day in the history of Phi Kappa Psi as members across the country recognize and honor Founders William Henry Letterman and Charles Page Thomas Moore.



Brothers from the Chicago Alumni Association met at Germania Place Feb. 10.

Much is owed to these gentlemen for their selfless acts of caring for others during the 1851 epidemic of typhoid fever that hit Jefferson College and Canonsburg, Pennsylvania, and for their work in founding a fraternity based on the "Great Joy of Serving Others."

With the theme *Thy Loyal Sons*, the Fraternity turned 166 years old in February and celebrations were exceptional as chapters and Alumni Associations across the country hosted events to mark the momentous occasion. Leveraging event management platform CrowdChange, the Phi Kappa Psi Foundation and Fraternity staff members were able to work with officers to organize event logistics and invite members from their local areas to come together for comradery and to build new local, lasting fraternal bonds. Brothers also had the opportunity to wear their badges proudly, listen to a presentation with current facts and figures, share their experiences on social media using #PhiPsi166 and most importantly, recognize and thank volunteers who have given their time to enhance the fraternal experience for generations to come.

"Founders' Day is always great because it gives every member a chance to reflect on what it means to be a brother and how Phi Psi interacts with their everyday lives," said Archivist Timothy N. Tangen (*Minn.-Duluth '03*). "The day also marks an important milestone in the Fraternity's rich history as another year is added."



Thy Loyal Sons



In one of the larger overseas Founders' Day celebrations, 18 brothers and their guests joined together to toast Founders Moore and Letterman, the Fraternity and each other as they joined in fraternal bonds in Mumbai.

As in previous years, the Fraternity also had flowers placed at the graves of each of the Founders. With help from the Ohio University chapter, flowers were placed at the now decommissioned Bruce Chapel Cemetery in Gallipolis Ferry, West Virginia. Founder Letterman's flowers were placed on his grave in Duffau Cemetery in Duffau, Texas by a small group of alumni from the North Texas Alumni Association. We thank each of these groups for their continued support and efforts to ensure these important Phi Psi landmarks are visited and cleaned, and that our Founders truly are memorialized each Founders' Day.

Due to our print deadline, we were unable to collect photos from a number of groups who hosted events. If you attended a Founders' Day event this year, please send your photos to shield@phikappapsi.com, noting names of people pictured, the date and location of the event, along with the chapter, alumni association, or brother who hosted your gathering.



Top: Phi Psi brothers and their dates celebrated Founders' Day abroad in Mumbai.

Left: Brother Andy Kuklish (*SFA '02*) in front of Founder Letterman's grave

Middle: Brothers from the Washington Alpha chapter enjoyed comradery during their Founders' Day celebration.

Right: New Garden State AA officers (left to right) Brothers Smilin' Bob Rooyakkers (*TCNJ '90*), Barry Brown (*TCNJ '90*) and Mike McDermott (*TCNJ '90*) at the Feb. 11 Founders' Day brunch.

Bottom: Brothers from the Chicago Alumni Association gathered for a Founders' Day celebration at Germania Place.



EMBRACE YOUR VOICE

Every April, many of our host institutions and local community agencies participate in Sexual Assault Awareness Month (SAAM). With April right around the corner, take time to consider what you and your chapter brothers can do to engage in the conversation around sexual assault and sexual violence this year.

This year's theme for the month is "Embrace Your Voice." Expect to hear stories from survivors, awareness campaigns to help the community better understand the issue, and calls for members of your campus community to speak out and engage in the conversation. As fraternity men, we have a specific collective voice, as well as each of our individual voices, to speak up and speak out, and become part of the solution. We encourage you to "Embrace Your Voice" to raise awareness, provide support, engage in educational opportunities, and encourage action.

To learn more about the month, check out the National Sexual Violence Resource Center website at www.nsvrc.org/saam.



While service is something our members participate in every day, we highlight our organization's commitment to service each year with the National Week of Service, from April 8-15, 2018. Formerly the National Day of Service, the National Week of Service allows flexibility for brothers to give back to their community in a way that is meaningful to them. Each chapter and alumni association is expected to plan (or participate in) a service project of some kind during the week, but all brothers are encouraged to participate locally. You can share your project with us by submitting your photos to shield@phikappapsi.com or posting them on social media with the hashtag #PhiPsiWoS.

For a list of potential projects you could participate in, visit the National Week of Service page on the Phi Psi website.

PHI KAPPA PSI
ELEVATE
A LIFE OF EXCELLENCE



Alumni Toby Carlin (WVU '86) coaches members of his group at the 2017 PDC program.

Last year's inaugural Professional Development Conference (PDC) attracted 138 students to the Westin O'Hare in Chicago, Illinois. We had 24 strong alumni coaches from a variety of professional backgrounds to provide guidance for our undergraduates.

We are seeking talented alumni to develop our growing coaching database. Specifically, we are looking for alumni who have a passion for working with young brothers and have a background in professional development. The best coaches have prior coaching and facilitating experience and understand how to provide individualized support to each student. This is a great opportunity for alumni who are not able to serve in other volunteer roles like being an advisor or house corporation member. Becoming a PDC coach is a great way to provide a positive growth opportunity for the current generation of Phi Psis that may not have been available to you as an undergraduate.

If selected, you will serve as one of our alumni coaches at the three-day PDC program this fall. There will also be an opportunity for alumni to serve as career coaches for the students in attendance at the conclusion of the program.

The deadline to apply is **Monday, April 30 at 11:59 p.m. ET**. You can find the link to apply on phikappapsi.com by clicking the 'Programs' tab and selecting 'Professional Development Conference.'



See you in Vegas!

Excitement for Phi Kappa Psi GAC is building

This summer, Phi Psis from across the nation will descend upon the beautiful Red Rock Resort in Las Vegas for the 79th biennial Grand Arch Council (GAC), July 11-15 to elect new national officers and pass legislation crucial to the future of the fraternity.

All events for GAC take place in the Red Rock Resort, providing easy access for everyone staying in the Fraternity's hotel room block. A shuttle service is available for those who want to explore the Vegas Strip in their downtime. For those who would rather stay on-site, the Phi Kappa Psi Foundation's Silent Auction will return this year, and anyone with Phi Kappa Psi will receive a discount to the spa in the hotel. In addition to the Silent Auction, the President's Reception, the Awards Luncheon and the Final Banquet will all return.



PHOTOS: Sam Morris/Las Vegas News Bureau





GAC Business

GAC Business will include the election of national officers, review and voting on possible amendments to the Constitution, Bylaws and Rules of Phi Kappa Psi and a review of the work completed in committees. It is vital for all delegates to attend their required sessions to ensure every chapter gets a say in the goings-on of the Fraternity. As always, there will be numerous proposed amendments. The process for submission can be found on the Governance page of the Phi Kappa Psi GAC website. The form for submitting awards is also located on the GAC website. Winners will be announced at the Awards Luncheon.

President's Reception

The President's Reception will be hosted at the Red Rock Resort. This event is a great

way to reunite with brothers from afar and to build lasting connections. A cash bar and appetizers will be available.

Fun in Vegas

Add-ons to registration are available, including a shuttle to and from the Las Vegas Strip. Those who plan on visiting the strip should be sure to select the shuttle add-on for \$30, about the price of a one-way Uber ride. Plan on visiting the many attractions Las Vegas has to offer? Consider purchasing a Las Vegas pass. Similar to the New York Pass from 2016, this pass grants admission to a number of places in Las Vegas for one price. These won't be provided by the Fraternity, but to learn more and purchase a pass, visit LasVegasPass.com. Throughout the week, there will be many times attendees can explore the city. The GAC website

includes a quick guide for tipping and etiquette, and will be continuously updated with more to do while out on the town.

Guest Program

The Guest Program also returns for anyone choosing to accompany a member to GAC. Registration for the Guest Program can be purchased at the same time a member purchases GAC registration. It includes admission to the President's Reception, Continental Breakfast for Thursday, Friday and Saturday, and admission to the Saturday Evening Awards Banquet. A limited wine event is available as an add-on and will take place at the nearby Grape Street Café.

Registration

Registration is now open on the new Phi Kappa Psi website located at phikappapsi.com/programs/GAC. Look for additional information to be announced as it becomes available on Phi Psi social media and the website. Make plans now to join fellow brothers in Las Vegas July 11-15!



FEATURED TOPIC

OUR MATTERS MOVEMENT

FRATERNITIES. MEMBERS MUST
ADAPT TO CHANGING ENVIRONMENTS





Groups, clubs and organizations of any kind are always changing and adapting from the moment of their inception. Even if the core calling or governing principles remain the same, change is inevitable. Most change occurs gradually, often driven by society or demographic shifts among members. Other times, change is quick and intense, such as when responding to a crisis.

We are in such a crisis.

This is our watershed moment.

In 2017, four young men died in their bid to become members of fraternities. These students died during their education process from hazing, including drinking alcohol in excess. These young men were encouraged to do dangerous tasks and did so in the belief their soon-to-be brothers would rescue them should things go awry. Unfortunately, they were wrong.

Fraternal organizations are meant to foster a love of community service and produce men of excellence. While it is easy to characterize these as isolated one-off instances, the fact this happens at all is unconscionable. The commitment to service begins to slide, eventually taking a back seat to social standing and bravado. These chapters then view the guiding hand of advisors and other responsible persons as a nuisance or antagonist. They develop their own system of proving worth, based on their new-found values, instead of those professed by the Fraternity. Groups devolve quickly without the benefit of an adult in the room.

Phases of a Chapter

Fraternities are particularly susceptible to these cultural changes. In many other organizations, it typically takes years for culture to shift and new traditions to take root. However, in an undergraduate chapter, due to the four-year cycle of college, change happens much more quickly and traditions become ingrained within a few years. What begins as a simple, harmless joke or challenge can quickly evolve into a dangerous practice; one that has “always happened” in the mind of the undergraduates. Add to that a young man’s tendency to embellish upon his own experiences and it is easy to see how something simple and fun can become a dangerous rite-of-passage for new members.

Those who attended Regional Officer Training will be familiar with the North-American Interfraternity Conference’s (NIC) *Four Phases of a Chapter*. This model is used to help chapters understand the different phases a chapter goes through, where they fall on that continuum and how a chapter might insulate itself from a dangerous path. Every chapter falls somewhere on the continuum from the *Early Years* to what’s called *The Lord of the Flies*.

The *Early Years* would be a typical colony or new chapter early in its development. These groups tend to believe in the ideals of the fraternity and want to do the right thing. This is all the group knows.

A group advances to the *Glory Years* after gaining ground, developing more, and winning awards. These are chapters who consistently win award after award, have men who continue to believe and live the values of the fraternity and are highly involved on campus. They may be viewed by others as the pinnacle chapter of Greek life on campus.

As the name implies, the *Slippery Slope* phase is where things begin to head downhill. The chapter begins to have an identity conflict. As policies become more lax, there is steady social comparison between themselves and others. These groups tend to become over-confident due to their previous successes and begin defining their own

traditions. Self-governance becomes difficult.

The Final Phase is the *Lord of the Flies* where a chapter simply aims to stay out of trouble, but often engages in questionable behaviors. Self-governance is almost impossible. They tend to be arrogant and entitled, viewing leadership seminars and other programming as a waste of time and advisors as nuisances. Instead of working to correct their mistakes, they work to cover them.

As chapters move through these phases and become more insular, their tendency to haze also increases. The development of chapter-specific traditions often centers on the need to make new members “earn it more.” With the education program moving further away from the values of the organization, the new members are even less likely to return to those values with every new group being initiated.

The Tie to Hazing

Inside Hazing is a website run by Dr. Susan Lipkins, a psychologist with 25 years of experience and a leading authority in campus conflict. The website examines in detail the different aspects that lead to hazing, including the need for a young adult to establish their own identity and to fit into a group. The organization supports the Perfect Storm Theory, which states specific elements must emerge for hazing to occur. According to the theory, a crucial element to hazing is the developmental need of young adults to establish their own identity and be accepted.

“Rationally, students believe that the group will provide some attribute, which will make life better. Unconsciously, students perceive membership as providing an identity, security and protection,” wrote Lipkins. “Outsiders often wonder why students will go to any lengths to become a member of a group... The answer lies in understanding that the individual trusts that the group will not really harm them. They also believe that there are no other alternatives to gain entry.”

As a student enters adult life and in many cases, leaves home for the first time, they may feel insecure navigating their new role and the responsibilities that come with it. Therefore, they seek out a new group to fill this void and establish a sense of belonging.

“This ‘identity business’ is very tricky, because both the individual and the group need to recreate the feeling of a family. Therefore, the new person unconsciously extends feelings of trust toward the group,” according to Lipkins. “They expect the group to treat them as their family would; therefore, they expect that they will not be injured or threatened. The newcomer naively and innocently obeys the older members, assuming that they will be safe.”

The Cyclical Nature of Hazing

Hazing is often viewed as a rite of passage each new member must undergo to truly be accepted into the group. Although individuals within the group may not agree with hazing, they may give in to the bystander effect and say nothing, further normalizing the behavior.

It then becomes a standard practice, and those who were once hazed will haze the next class using the shared experience to form a bond within the group.

This cyclical nature of hazing exists because some who have been hazed view it as a positive experience. The act of overcoming an event to be part of a group adds a perceived benefit to being in the group. Alyson Podesta of the *University Daily* of the University of Washington examines this in an interview with Dr. Tabitha Kirkland of the University of Washington's psychology department:

For some, a sense of community is inextricable from self-esteem. As a result, being hazed seems a small price to pay for a group of individuals to be deeply bonded with. Some may even argue that going through the process of being hazed with one's peers can bond them more closely.

As Kirkland notes, "Shared hardship can bond people together."

Furthering this, many students may perceive a lack of alternatives. In other words, if they do not belong to a certain social group, they will have no friends at all, a terrifying thought to many, especially on such a large campus.

Hazing exists for a number of psychological reasons according to the article. One of them is called effort justification.

Effort justification rose to prevalence following a famed study by Elliott Aronson and Judson Mills in the late 1950s. In their experiment, they "hazed" women by forcing them to read explicit words to supposedly prove their competence for participation in an invented study. The fictionalized study was designed to be excessively boring, however, the group of women who were hazed claimed that it was interesting and important, while the control group of women admitted to the study's dullness easily.

Hazing may also be an evolutionary response to protect a group. Some theories suggest that some in a group haze newcomers to protect their group from being exploited or admitting someone who is dangerous or very different from the group.

"Newcomers pose a problem to any group. Newcomers are risky," said Dr. Nicole McNichols in the *University Daily* article. "So, one idea is that hazing evolved to kind of beat down newcomers, to change their behavior and make them conform so they weren't as risky to the group."

We Already Have a Prescription for What Makes a Member

Regardless of how hazing evolved, it is not a part of the Phi Kappa Psi culture. In fact, we already have a well-established approach for bringing new members into the organization — The Ritual of Phi

Kappa Psi. It prescribes exactly what is expected of members and, along with the Constitution and Bylaws, is the only authority on the matter. There is no such thing as a chapter-specific initiation. All members are the same in Phi Kappa Psi. Having been hazed is not a badge of honor. No one gets points for drinking a certain amount or enduring pain and humiliation. Believing otherwise only proves one is not a member in good faith and ultimately unworthy of the title of Brother within Phi Kappa Psi.

Universities also are losing patience with Greek-letter organizations. They are tired of making the news for the wrong reasons. Many are now pre-emptively suspending Greek activities on campus as a precaution and to protect their students. While it may seem like a knee-jerk reaction, universities are taking the steps they feel are necessary to protect their brand, reputation and the wellbeing of their students. Drastic changes must be made in the approach to hazing and substance abuse to regain their trust.

Phi Kappa Psi and many other fraternities have been working to address the issue of hazing, but national staff cannot fight this battle alone. Changes such as our ELEVATE Health & Wellness initiative, Regional Officer Training and an updated New Member Education Process provide guidance that chapters and the alumni around them need to embrace. This guidance can serve to reflect whether or not their actions are in line with Phi Kappa Psi or its Creed and Ritual. According to the Creed, members should always act on behalf of Phi Kappa Psi and its members. Every action a member takes must reflect the values of the organization.

Impacts on Phi Kappa Psi

During the Fall 2017 Semester Phi Kappa Psi leadership closed or suspended six chapters because members failed to live up to the standards of the organization. When the National Fraternity makes the difficult decision to suspend a chapter, it does so as a last resort. This typically happens after all attempts at intervention have failed and the chapter seems to have a deeply ingrained cultural issue.

Looking further back to 2013, Phi Kappa Psi lost 18 chapters, four of which have since recolonized. This impacted the lives of 1,003 active members and an estimated 375 new members from those chapters. This has had a nearly \$2 million aggregate financial impact on the National Fraternity and resulted in an increase in liability insurance of almost 40 percent, not to mention the damage to our reputation and the impact on the lives of those affected by the events and chapter closings.

Phi Psi in Action – Striving to Address the Challenges

It's easy for those who have had positive fraternity experiences to become frustrated because they know how valuable the experience can be. Phi Kappa Psi remains committed and serious about continual improvement. Many of the changes that have been implemented in the last few years have put the Fraternity in a position to not only help members do better and improve the organization, but to lead

the necessary change in the industry. Some of the efforts that have positioned Phi Kappa Psi to do this include:

- ▶ Implementing a three to five-person Chapter Advisory Team model for all chapters;
- ▶ Increasing staff to more actively support our chapters;
- ▶ Increasing in-person programming to our undergraduates;
- ▶ Enhancing the chapter accreditation program model;
- ▶ Improving processes, procedures and staff to support a strong standards model.
- ▶ Developing and implementing multi-faceted resources and training modules to increase the awareness, skill sets and effectiveness of alumni and undergraduate leaders.

While this has clearly moved the organization in a positive direction, from the results of this past semester, it is obvious more must be done. In light of all these dramatic shifts and tragedies, the Executive Council (EC) met in an emergency session in December to discuss Phi Kappa Psi's response and next steps to the serious issues confronting fraternities. This discussion continued at the February EC meeting.

- ▶ Many of the topics discussed have been a part of the organizational dialogue for years, including among others:
- ▶ New Member Education as a foundational aspect of membership
- ▶ Good Samaritan/Amnesty policy regarding misconduct reports
- ▶ Alcohol/substance-free housing
- ▶ The REACH Act, a Congressional effort to address some of the issues confronting fraternities
- ▶ Chapter Advisory Team structures and models

While many of these topics will require more analysis and discussion, the EC did move to implement a number of actions immediately. Specifically, for Spring Semester 2018:

- ▶ Any new members taken during the fall semesters must be initiated within one week of returning to campus.
- ▶ Any new member classes taken in the spring term must be initiated within seven weeks of the formal pledge ceremony and

must follow the standard new member education program.

- ▶ Reasserting that no alcohol can be involved in any new member event, including a moratorium on any alcohol events within 48 hours before and after any new member event.
- ▶ Tighter controls on alcohol consumption associated with facilities and fraternity events, in general including:
 - Alcohol is only permitted in the private living quarters of members of the legal drinking age (21+).
 - Alcohol can only be consumed in common spaces during an official social event.
 - No alcohol above 15% ABV is permitted in a chapter house.
- ▶ Formal endorsement of the REACH Act.

At its February meeting, the EC voted to make permanent:

- ▶ A ban on all hard alcohol in houses
- ▶ A reduction in the New Member Education Program from seven weeks to 10 days
- ▶ Adjustments to the advisor team structure and certification process

More information will be announced in the near future, but critical changes are in motion.

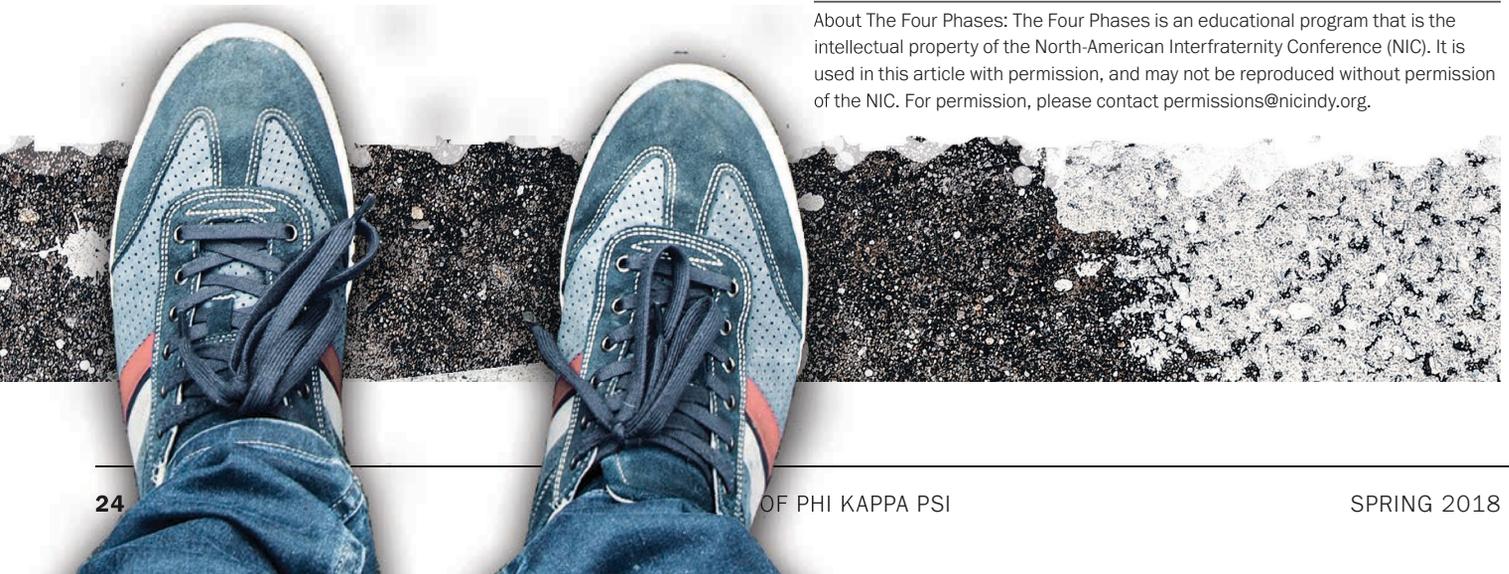
Our Watershed Moment

A watershed moment is a point in time marking an important, historical change. Greek life is facing such a moment where we must make a choice. Either our undergraduate membership must drastically change its views on hazing, or we continue as we are and risk dying out as an organization on campus after universities give up on Greek life altogether.

The difficult choice and the decision to change will require the support of members at every level of the organization – from those involved at the national level, all the way down to the chapter brothers and even the new members themselves. We must reflect on why hazing exists and commit to holding our professed values as an organization above any pride we may feel for our chapters.

This is our watershed moment. We must get it right.

About The Four Phases: The Four Phases is an educational program that is the intellectual property of the North-American Interfraternity Conference (NIC). It is used in this article with permission, and may not be reproduced without permission of the NIC. For permission, please contact permissions@nicindy.org.





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MEMBER MILESTONES

Share your milestones with us to be included in the summer issue of *The Shield*. Submit your news at phikappapsi.com/alumni/member-milestones/.

California Beta

Rick Weisberg '87 married Lei Wang Weisberg, nearly 30 years after his Phi Psi initiation. The couple welcomed a son May 5, 2016. In 2017, Rick became a Senior Attorney with Axiom Global Law.

California Gamma

Douglas Moore '57 was named Distinguished Alumnus of the Navy Supply Corps Foundation. Moore retired after a 30-year career as a California Trial Lawyer, Superior Court Judge and Chairman of the California Workers' Compensation Appeals Board. He also served aboard the U.S.S. Prichett (DD-561), and retired from the Naval Reserve in 1997 with the rank of Rear Admiral.

Jacob Baugher '10 deployed with the 15th Marine Expeditionary Unit. He returned Feb. 2.

California Mu

Lazarus Valenzuela '16 was baptized and became a member of the Seventh Day Adventist Christian Church.

Illinois Delta

Eric Bill '05 is now Vice President and Director at Aon Risk Solutions.

Illinois Eta

Sam Riney '99 married Jessica Lynn Curtner and became a father to three additional children, bringing his blended family total to seven.

Brent Pownall '99 became Midwest Procurement Manager for Sun Basket Meal Kit Delivery. He is responsible for all food purchases and vendors for the Illinois Distribution Center.

Illinois Zeta

Drew Hopson '10 received a Master's degree in College Student Affairs, a new job as Director of Alumni Engagement for Triangle Fraternity, and won the New Professional Scholarship Award from Region III of the Association of Fraternity/Sorority Advisors.

Timothy Weaver '94 and his wife Kari welcomed a daughter Sept. 5.

Indiana Beta

Robert Pell '74 has announced his candidacy for Judge of the Clay Superior Court.

David Bowker '81 is now the Learning Support Director at Cardinal Ritter High School in Indianapolis.

Lawson Smith '99 has joined Houlihan Lokey as the Director of Accounting and Financial Reporting Advisory Services. He is based in Chicago, Illinois.

Stephen Stout '02 transitioned from being a Career Prosecutor to becoming a Residential Realtor in Philadelphia, Pennsylvania. He and his wife also welcomed a son.

Indiana Delta

Andy Dick '05 and his wife Ashley welcomed a son Dec. 15.

Indiana Epsilon

Frank Arute '73 has retired from the State of Connecticut, Department of Administrative Services, after 42 years of service.

Ben Nicol '00 has been named a finalist for a 2018 Inspire Award in Education from College Mentors for Kids.

Gavin Roy '07 served as a Scientific Portuguese Translator in the Departamento de Ciências Atmosféricas at the University of São Paulo and founded a YouTube channel called Small Advantages, which teaches English to Brazilians. The channel has over one million subscribers.

Indiana Zeta

Chad Martin '98 was promoted to Vice President of Technology and Project Delivery at Indianapolis-based Nimblejack.

Iowa Alpha

Aaron Horsfield '12 graduated from the University of Iowa with a Master's degrees in Health Administration and Public Health May 11. He is now an Administrative Fellow at the University of Pittsburgh Medical Center.

Iowa Beta

Zach Nickles '13 graduated with a degree in Supply Chain Management and is employed by Union Pacific as an Operations Manager.

Kansas Alpha

Adam Dolski '03 was sworn in as the newest member of the City Council for the City of Fairway, Kansas.

Dr. Scott Shorten '03 and his wife Kelly welcomed a daughter Sept. 13.

Louisiana Alpha

Bruce Hammock '66 received an Outstanding Achievement Award from the Eicosanoid Research Foundation for Science Leading to a Non-Addictive Pain-Relieving Medication. His work spans nearly 50 years of research. Human clinical trials are expected to begin in 2018.

Doug Harrison '74 retired as Executive Director of the Louisiana State Archives. He served the State Archives for 33 years, primarily in the field of Archival Conservation and Document Preservation.

Louisiana Gamma

Eric Jurgeson '13 was promoted to Vice President of Business Development for Mycroft AI in October, and is heading efforts to provide intelligent digital assistants to the world's largest enterprises.

Nebraska Alpha

Christian Bull '11 got engaged to Katie Powell. The couple is planning an August 2018 wedding.

Nebraska Beta

Donald Higgins '81 has run Illinois-based Crew Chief Pro Software for the last 30 years. He recently won the Start Something Amazing award from Microsoft.

New Jersey Gamma

Joseph Fessenden '11 is now a school psychologist for the Barnegat Township School District.

New York Alpha

Larry Smith '85 recently bought a horse farm in Westminster, Maryland where he raises thoroughbreds for racing partnerships.

New York Epsilon

Bill Failing '61 served the Grand Duchy of Luxembourg's Honorary Consul for the state of Oregon. He was knighted for his service over the last decade and a half. Today, Failing has remained active in connecting American inner-city rail transit leadership to Luxembourg's first-rate steel industry.

New York Theta

Carlos Cornejo Rojas '09 married Rosella Castro Aug. 12. The ceremony was held at the Piura Cathedral (Peru) and the reception at the Piura Country Club.

New York Kappa

Matt Kurz '04 married Ashley Kurz Dec. 2 in Orlando, Florida, and was appointed Assistant Dean of Student Affairs at Quinnipiac University.

Ryan Harrington '04 was promoted to assistant registrar at SUNY Oneonta.

Ohio Alpha

Joseph Angel '75 is now president of PMMI Media Group in Chicago, Illinois.

Tyler Mott '01 was inducted into the Ohio Wesleyan Athletics Hall of Fame for his contributions to the sport of baseball. Mott is a 2004 graduate.

Ohio Beta

Dave Moore '61 received a 100 Heroes Award from the United Way of Central Indiana. The award recognizes individuals who have had significant volunteer contributions to United Way-funded nonprofits over the past 100 years. Moore was nominated for his work with Easter Seals Crossroads for the past 30-plus years.

Skylar Breiner '15 was appointed Interim Director of Blink Art Resource and a Project Manager at Art Design Consultants in Cincinnati, Ohio.

Ohio Delta

Andrew Wehr '92 became Vice President of Environment, Health and Safety for Cardinal Health headquartered in Dublin, Ohio. He oversees environmental health and safety for 34 global manufacturing facilities and 100-plus research and development, distribution and office locations around the world.

Ohio Epsilon

Russell Henninger '12 is now a logistics specialist with the Federal Emergency Management Agency.

Ohio Zeta

Dan Caldwell '09 is now Director of Strategic Partnerships for Matic Insurance.

Ohio Eta

Joe Traudt '56 has retired after 39 years of selling process equipment for the J.G.Traudt Co., LLC to customers located in Ohio and Michigan. At 80 years old, he hopes to do consulting work within the chemical and hydrocarbon process industries.

Ohio Theta

Eric Wiedenmann '70 received the 2018 Special Achievement Award from the Ashland University Alumni Association Board of Directors.

Ohio Nu

Lee Fuller '09 has been promoted to Senior Director of Development at Phi Kappa Psi Foundation. He previously served as Director of Development.

Alex Tomblin '14 is now a Loan Officer with Homeside Financial in Columbus, Ohio.

Ohio Xi

Alex Able '12 married Allison Pence Able July 17.

Sam Metcalf '13 was named Communications Coordinator for the City of Bexley, Ohio.

Pennsylvania Iota

Rich Lobron '76 was named an Adjunct Professor of International Business for the Fox School of Business at Temple University.

Pennsylvania Rho

Alex Rizzuto '11 was named a Digital Program Manager at Stryker in Mahwah, New Jersey in June. He also finished a Masters of Software Engineering degree from Penn State in August.

Tennessee Epsilon

Robert MacDonald '68 began his fifth year as the Executive Director of the State of Florida's Prescription Drug Monitoring Program Foundation, which supports the state's database of records on controlled substance prescriptions.

Texas Beta

Terry Winn '68 received the Texas Section American Society of Civil Engineers John A. Focht Citizen Engineer Award for outstanding community, professional and service activities to Texas and its citizens. The award was presented at the Annual Civil Engineering Conference in San Marcos, Texas.

Texas Delta

Bill Crean '93 is now a Product Manager in the Consumer Products Group at Verizon Wireless in Basking Ridge, New Jersey.

David Von Tress '90 is a Program Director of Operations at AccentCare, Inc. He resides in Carrollton, Texas with his wife Cara and their five children.

Texas Zeta

Nefi Lopez '10 graduated from law school and became a Plaintiff's Attorney for Johnson Garcia LLP in Houston.

Washington Alpha

Thomas M. Treece '57 retired in December after practicing law for 54 years in Ballard, Washington.

HERE AND THERE



PHOTO: Steve Dietl / Courtesy of Sony Pictures Television

POSITIVE REINFORCEMENT

'Last Chance U' star inspires through strong messaging, mentoring



PHOTO: Steve Dietl / Courtesy of Sony Pictures Television

Wagner makes a difference in the lives of many student athletes by serving as an academic consultant and life coach.

Her messages of hope, encouragement and positivity were heard around the world as viewers tuned in to watch Brittany Wagner, star of the Netflix original series “Last Chance U.”

Each week, Wagner, who served as an academic advisor, was seen mentoring football players from East Mississippi Community College (EMCC) who had faced significant academic or disciplinary obstacles. This was the premise for the documentary that examined the many facets one football program faced while working to win a national championship and provide Division I-caliber student-athletes a chance at redemption.

As the mother figure viewers fell in love with, Wagner’s job was getting the players on a path forward while building relationships based on trust, loyalty and above all, respect. But, what many may not realize is that the series almost didn’t happen.

“When I was approached by a producer about doing the show, I was feeling like nobody cared, that my work as an academic advisor was going unnoticed and I was very disappointed having spent eight years in a profession I loved, yet feeling like there was little to no opportunity,” Wagner explained. “Already feeling down on myself, I was convinced I was being exploited.”

Wagner thought a lot about the initial conversation with the producer and what she kept realizing was that it wasn’t only about her. Nor was it without risk, especially when weighing

the relationships she had worked so hard to form over time with vulnerable individuals whose lives were vastly different than hers.

“For many of the athletes who were coming through EMCC, they faced nothing but defeat in their lives,” she said. “After careful consideration, I had another conversation with the producer, and I was finally convinced that nobody was getting exploited. Once I decided to do the show, the athletes became my motivation to succeed like never before and their successes became mine.”

Wagner quickly understood she had been given an opportunity and that the show was not just the last chance for the players to prove themselves, but it was also a personal springboard to further share her messages of encouragement, which became a focal point of the two seasons she spent as a star.

“For many of these players, this was the first time anyone had shown them that they mattered and that they were capable of changing for the better,” she said. “If you want to make a difference in someone’s life, you have to care. In the life of a football player, this is no different.”

Between keeping the players encouraged, providing inspiration and recognizing that everyone needs a hug once in a while, Wagner was making a sincere difference while using her signature line, “Do you have a pencil?”

“That line actually came about because EMCC was 40 miles from the nearest Walmart,” she said. “When students were coming to school, many of them had nothing. Over time, I started collecting supplies that I gave them because I wanted to be sure they had what they needed to be set up for success.”

That line not only became synonymous with Wagner’s interactions with the athletes, but it also served as the basis for forming her newest endeavor called 10,000 Pencils, LLC, which was launched following her exit from EMCC at the end of Season 2 in 2017. It came about after reflecting on her years as an academic advisor and reading Malcolm Gladwell’s “Outliers,” which examines the concept of success based on 10,000 hours of effort. Today, Wagner is following



Wagner assists EMCC football players in successes both on and off the field.

PHOTO: Steve Dietl / Courtesy of Sony Pictures Television

her passion by serving as an academic consultant, motivational speaker, life coach and advisor trainer. She also continues working with student athletes and is currently hosting a weekly podcast. In September, she took her motivational message on the road and made a stop at the Alabama Alpha house on the campus of the University of Alabama to discuss responsibility, tolerance, thinking before doing, the importance of staying in the game and learning from the past.

“Her message of always pushing yourself and coming back from mistakes while learning from them really resonated with me,” said Michael Grafenstine (*Alabama '18*). “I really took it to heart because it’s very easy to get bogged down, but it’s important to always do the right thing.”

Reflecting upon her time at the Alabama Alpha house, Wagner knows her goal of providing positive reinforcement was achieved.

“I didn’t really share anything new that the brothers had not heard previously,” Wagner said. “I just used my voice to help change lives and hopefully show them that they have value and self-worth. That’s a lesson we all can learn and get behind at any age.”

For more information on Brittany Wagner or to book her for a speaking engagement, visit brittanywagner.com or email her at Brittany@brittanywagner.com.



The Alabama Alpha house, on the campus of the University of Alabama, was host to Wagner last fall.

PHOTO: Shannon Price (Alabama '88)

CHAPTER ETERNAL

The complete Chapter Eternal, including obituaries, can be found in the Alumni/Volunteers section of phikappapsi.com.

Arizona Alpha – University of Arizona

John E. Paquette '60

Arizona Beta – Arizona State University

Brian John Bodnar '79

Pat M. May '73

California Beta – Stanford University

Taylor O. Wright III '50

California Gamma

Horace D. McCuiston '47

California Delta – University of Southern California

Hal J. Bedsole '61

California Epsilon – University of California, Los Angeles

Bruce Leo Fernandez '75

Illinois Alpha – Northwestern University

Paul W. Yanke '60

Illinois Delta – University of Illinois, Urbana-Champaign

Steven L. Colthurst '65

Paul T. Nelson '74

Indiana Alpha – DePauw University

Donald F. Elliott Jr. '40

Indiana Beta – Indiana University

Donald P. Button '50

Eugene M. Turner '45

Indiana Gamma – Wabash College

Elbert C. Cotton Jr. '52

Donald E. Nordlund '56

Indiana Delta – Purdue university

Dennison D. Foster Jr. '47

Kenneth C. Wiles '47

Indiana Epsilon – Valparaiso University

Michael L. Roshar '68

Dennis E. West '67

Indiana Zeta – Butler University

Thomas M. Sughrue '71

Iowa Alpha – University of Iowa

Robert A. Busch '49

Iowa Beta – Iowa State University

Charles H. Foster '17

R.C. McRoberts '36

Thomas H. Winkleman '47

Kansas Alpha – University of Kansas

William Patric Farrar '81

Paul Ellitt Jensen '78

Theodore J. Stevens '83

Edward Larry Winn Jr. '38

Maryland Beta – The University of Maryland, Baltimore County

Charles George Rist III '92

Christopher E. Schwiderski '97

Michigan Alpha – University of Michigan

Harry M. Baxter Jr. '42

Michigan Beta – Michigan State University

Ronald R. Johnson '54

Minnesota Beta – University of Minnesota, Twin Cities

Gereald W. Brown '66

John E. 'Jack' Ryan '44

Missouri Alpha – University of Missouri, Columbia

William R. Burkhart '50

Nebraska Alpha – Univeristy of Nebraska

Daniel W. Cook III '54

New York Alpha – Cornell University

Robert W. Persons Jr. '46

New York Epsilon – Colgate University

Philip J. Bray '62

Ohio Alpha – Ohio Wesleyan University

Douglas S. Barno '60

Dr. Robert W. Hartmann '61

Jack D. Jones '49

Thomas C. Leonard '66

Ohio Beta – Wittenberg University

Walter A. Voss Jr. '47

Ohio Delta – The Ohio State University

Thomas H. Hardy '69

Ohio Iota – University of Akron

Stanley J. Mazur Jr. '70

Ohio Epsilon – Case Western Reserve University

Henry D. Townsend '51

Oklahoma Alpha – University of Oklahoma

Robert J. Kerby '66

John T. Woodson '53

Oregon Alpha – University of Oregon

Donald H. McIntrye '52

Pennsylvania Alpha – Washington & Jefferson College

James W. Condrin '53

Pennsylvania Epsilon – Gettysburg College

James I. Tarman '49

Pennsylvania Zeta – Dickinson College

Charles B. Hamilton '51

Pennsylvania Eta – Franklin & Marshall College

John J. Kovacs '50

Pennsylvania Theta – Lafayette College

Frank Anthony Patane '04

George J. Riley Jr. '48

Pennsylvania Lambda – Pennsylvania State University

John F. Bunnell '50

Barry P. Kovach '67

Dr. John E. Willson '48

Pennsylvania Nu – Indiana University

Thomas M. Smedley III '71

Rhode Island Alpha – Brown University

Jack D. Fisher '58

Texas Alpha – University of Texas

Peter D. Nelson '81

Texas Beta – Texas Tech University

James R. Ratliff '58

Virginia Beta – Washington & Lee University

John K. Kane II '53

Washington Alpha – University of Washington

Eric K. Barnum '68

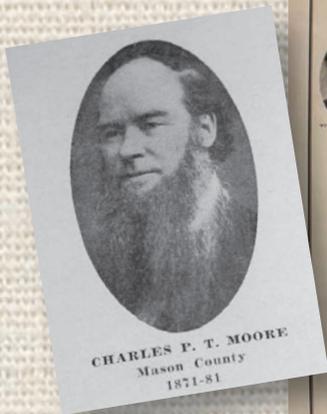
West Virginia Alpha – West Virginia Universtiy

Frank W. Winfree Jr. '45

Wisconsin Gamma – Beloit

Mortimer G. Huber '51

FROM THE Archives



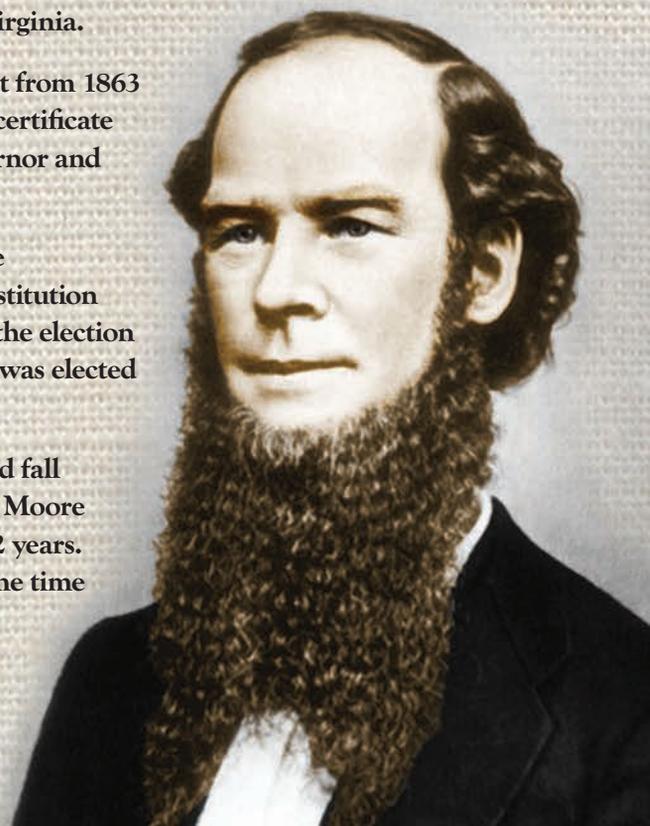
CHARLES PAGE THOMAS MOORE

As we celebrate Founders' Day 2018, this issue of "From the Archives" highlights Founder Moore's time on the Supreme Court of Appeals for the State of West Virginia.

Shown here is a composite photo of all justices who served on the court from 1863 to 1937, as well as Moore's insert. Additionally, you can see the official certificate certifying Moore as Justice of the Court signed and sealed by the Governor and Secretary of State.

In 1870, Moore was elected to the West Virginia Supreme Court on the Democratic ticket for a term of 12 years. In 1872, however, a State Constitution change legislated him, along with other State officials, out of office. In the election that followed, Judge Moore was endorsed by both political parties and was elected without opposition.

The new State Constitution provided that the length of term that would fall to each of the newly elected judges and should be decided by lot. Judge Moore voluntarily drew last, and his slip of paper gave him the long term of 12 years. He served on the Supreme Court from January 1870 to June 1881. At the time of his resignation from the Court, Moore was serving as its President.



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