



THE SHIELD

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

FALL 2018
VOLUME 139 • ISSUE 3

Responsibility to Citizenship

Mindful involvement

► Staying Engaged in Your Community ► Health Awareness on Campus ► Collaborations Through Brotherhood

Make note:

ELEVATE your health awareness

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

PHI KAPPA PSI
ELEVATE
A LIFE OF EXCELLENCE

2018 AWARENESS CALENDAR

SEPTEMBER

National Suicide Prevention Week (9/9 – 9/15)
World Suicide Prevention Day (9/10)

NOVEMBER

November (Men's Health Awareness)

DECEMBER

World Aids Day (12/1)



#PhiPsiELEVATE

World AIDS Day *
is an opportunity to unite in the fight against HIV, support those living with the disease, and remember those we've lost.

#PhiPsiMovember

Movember raises awareness and funds around prostate cancer, testicular cancer and mental health. Help us raise #24inYear4

The theme for World Suicide Prevention Day is "Working Together to Prevent Suicide." We can all play a role in reducing stigma and promoting seeking help.

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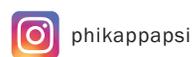
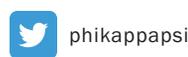
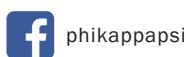
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On the cover: Garrett Himstedt, District III Archon

Photo: Ben Teague



SHAPING MEN OF



"I am proud of the scholarly opportunities Phi Kappa Psi has provided to our younger brothers. That momentum will continue building through the willingness and dedication of many."

Through scholarship, lives can be changed for the better
Reflecting on my time as a member of Phi Kappa Psi, I am reminded of the importance of scholarship.

As an undergraduate studying political science at the University of Alabama to my law school years at Louisiana State University, I knew that academic performance would have an impact on future opportunities.

For our undergraduate brothers returning to campus this fall, or those who are leaving home for the first time to attend college and join our brotherhood, scholarship must be a top priority in the puzzle of overall success. After all, the main purpose of attending college is to graduate with a degree that can advance the graduate's chosen career path.

Academic excellence should be part of the culture of every Phi Kappa Psi chapter – because when our brothers do well academically, it builds confidence and character, shapes their potential and carries them well into the future. *The Great Joy of Serving Others* begins with our own brothers and helping them excel academically is the best service we can give.

During the Grand Arch Council (GAC) in Las Vegas, our Scholarship Committee spent time discussing the importance of academics. I'm pleased to report that a formal Scholarship Policy was passed at GAC that will recognize and reward chapters that excel academically and will provide assistance and support for those chapters that need academic improvement. All Phi Psi programs will also include a component focused on scholarship to re-emphasize the importance of academics in our chapters' culture. It is through these collective efforts that we will raise the



CHARACTER

bar for Phi Kappa Psi brothers who deserve nothing less, and for their parents who are counting on us to make a difference in their sons' lives.

To further drive the member experience and provide our brothers with a unique opportunity to harness their academic success for career potential, the Fraternity will be hosting the second-annual Professional Development Conference (PDC) in Dallas, Texas, Oct. 25-28. Building upon the success of our first event that paired undergraduate brothers with alumni coaches for intensive workshops, the PDC will once again offer networking opportunities and one-on-one coaching sessions. Last year's event helped prepare 138 students from chapters across the country for life after college. Read the story on pages 18-19 and visit the Phi Kappa Psi website for information about this North-American Interfraternity Conference Laurel Wreath award-winning program.

I am proud of the scholarly opportunities Phi Kappa Psi has provided to our younger brothers. That momentum will continue building through the willingness and dedication of many. Throughout this biennium, I hope you will join me in working to ensure bright futures for our undergraduate members. After all, they hold the keys to our future successes, and it is up to all of us to mentor and guide them toward becoming strong men of character. When we all work together, great things are possible.

In The Bond,



Shannon E. Price (Alabama '88)
National President of Phi Kappa Psi



THE SHIELD



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Mary Welch



Mary Welch joined the Phi Kappa Psi headquarters staff in May as a Marketing Communications Manager. Previously, Welch served as a contract blogger for the Foundation for Complex Healthcare Solutions, a Public Relations Coordinator for Gifted Custom Art and a Team Member for Blend Cigar and Bar. She currently serves as the marketing lead on

many projects including Web updates, member emails, Movember, and National Suicide Prevention Week, to name a few. She is also assisting with writing articles for *The Shield*.

As the Fraternity's Marketing Communications Manager, Welch looks forward to adding value to the member experience while building upon her own.

"I am excited to be part of the Phi Kappa Psi Communications staff," Welch said. "As a member of a Greek life organization, I see many great opportunities to promote the good work of our members while helping to encourage a strong community reputation."

Welch is an active member of Delta Zeta Sorority and a graduate of Indiana University Bloomington. She holds a Bachelor of Arts in Journalism.

Thomas Djerf (Minn. -Duluth '14)



Thomas Djerf joined the Phi Kappa Psi Headquarters staff as a Chapter Services Consultant in June. In this role, he will work with chapters in the Northeast. With a Bachelor of Business Administration in Marketing, Djerf served as a Resident Advisor, a Welcome Week Rock Star and Tour Guide, and was a member of the Student Association and the Black Student Association while on campus.

Within his chapter, he served as the Corresponding Secretary, Risk Management Chair and Chapter Chaplain. For leading by example and always pushing members of his chapter to be better brothers, Djerf was named Brother of the Year at the chapter's 2016 Founders' Day event.

"I look at myself as being a 'big brother' to the undergraduates that I will work with during my time as a Chapter Services Consultant," Djerf said. "Therefore, it will be my personal goal to be the best possible representative of Headquarters and what it means to be a model Phi Psi member."

The oldest of six siblings, Djerf enjoys playing Pokémon Go®, reading, singing and making others laugh. He's also an avid fan of Legos and running.

Brandon Copeland (West Virginia '17)



Brandon Copeland joined the Phi Kappa Psi Headquarters staff as a Chapter Services Consultant in June after successfully working with fellow chapter brothers to build a Colony that became an active chapter at West Virginia University on Nov. 11. That experience, along with encouragement from Brothers and former Chapter Services Consultants Marc Munos (*Cal Poly '12*) and Phil Mikos (*IUPUI '12*) who recruited him, helped set the stage for his time as a Consultant.

"I feel like everything I have gone through with the re-chartering process has set me on a good path moving forward," Copeland said. "I learned a lot about service and philanthropy and want to share West Virginia Alpha's success with other chapters. If I can leave them with a higher quality than where they started, I will be very happy."

Copeland earned a Bachelor of Science in Sports Management. As he hits the road to assist chapters in the Great Plains, he is eager to work with fellow brothers and alumni to make Phi Kappa Psi an enriching experience for undergraduates. Additionally, he is excited to visit new cities and campuses as he represents Phi Kappa Psi Headquarters.

Chris Santos (Illinois State '13)



Chris Santos joined the Phi Kappa Psi Headquarters staff in June as a Chapter Services Consultant. As an undergraduate majoring in Criminal Justice and minoring in Political Science, he served as a chapter Vice President and President, two positions he believes will serve him well as he visits and assists chapters in the Mid-Atlantic region.

"I accepted this role because I saw it as a way to give back," he said. "The biggest take-away from my time as a chapter leader was seeing the impact you have on your fellow brothers and on the chapter. My goals include understanding the issues chapters are facing and helping them to improve their operations. As a leader, you have the unique opportunity to apply what you learned to help others, and that is what I am looking forward to most."

In addition to helping him become service-oriented, Santos credits his successor Taylor Kean (*Illinois State '13*) with encouraging him to take on chapter leadership positions and his Great Grandfather Fred Pepke who has supported him throughout his life as a strong role-model. According to Santos, both men will positively influence him as a Chapter Services Consultant.

Devin Carver (Toledo '13)



Devin Carver joined the Phi Kappa Psi Headquarters staff in June as a Chapter Services Consultant. As the middle child, Carver's original plan was to go straight from high school into the Marines to follow in the footsteps of his father Charles Carver. However, being born deaf in one ear derailed his military dream. This paved the way for Carver's college career and subsequent involvement in Phi Kappa Psi.

"My dad encouraged me to take on positions of leadership and to go after the opportunities that he never had," Carver said. "When you take small chances, you never know what your future might hold. I also am inspired by my late Aunt Marilyn who was mentally-challenged. She competed in the Special Olympics, and her determination and spirit is what I hope to bring to the chapters I visit."

Starting as a bio-engineering major, Carver quickly realized it was not where he wanted to be. But, after several conversations during Rush Week that helped him become a stronger man, Carver joined Phi Kappa Psi and eventually served as Finance Chair, helping to change the chapter's financial outlook by working with OmegaFi. After turning an \$8,000 deficit into the black, Carver pursued a degree in Finance while working his way through college.

Carver's territory includes the West Region where he will be arming them with everything they need to be successful and stay in good standing. He also looks forward to networking with alumni who share his passion for the Fraternity and Greek life.

Taylor Church (UC Davis '15)



Taylor Church joined the Phi Kappa Psi Headquarters staff in June. With a Bachelor of Arts in Theatre and Dance Performance, Church has always been a creative type, which made him a natural fit to assume the role of a Chapter Services Consultant. Drawing from his experiences as a chapter Vice President and President, Church is eager to positively influence chapters in the South and teach them about the importance of Risk Management, an area of leadership he finds increasingly important.

"My main hope is to be a mentor to the undergraduates by sharing some of my own experiences as a chapter leader," Church said. "When we work together to share knowledge and build a sense of community with each other, we can achieve a lot not only for the Fraternity, but also for each other. That is what it's all about."

Raised by a supportive single mother, Church is the middle of three children. He loves music, songwriting, hip hop and rap. When it comes to Phi Psi, Church credits Chapter Advisor Jay Sevilla (*UC Davis '06*) who he says helped prepare him for life as an alumnus.

Curtis Orona (*Oregon State '14*)



Curtis Orona joined the Phi Kappa Psi Headquarters staff in June as a Chapter Services Consultant. In this position, he will be responsible for working with chapters in the Midwest. With a Bachelor of Science in Bio-engineering, Orona worked on the Oregon State University Program Council where he planned and executed events for Moms and Dads Weekend, the End-of-Year Concert called

Dam Jam and comedy shows that came to campus. Additionally, he was a member of the Student Union Board, the Governing Board and served as a chapter Corresponding Secretary and Philanthropy Chair.

“My college and Fraternity experiences were positive, and through this position, I want to ensure that others have the same great opportunities that I had,” Orona said. “When Associate Director of Standards and fellow Oregon Beta brother Alex Vickery-Holland (*Oregon State '12*) encouraged me to apply, I knew it was an opportunity worth pursuing. I am grateful to have it.”

In his new role, Orona hopes to serve as a liaison for the 15 schools he will work with. By treating the position like a regional manager role, he hopes to improve communication between Headquarters and the chapters he visits.

Ian Davis (*Toledo '15*)



Ian Davis joined the Phi Kappa Psi Headquarters staff in June as an Expansion Consultant after completing a Bachelor of Arts degree in Communications and a minor in Marketing. During his time as an undergraduate, Davis served as the chapter's Chairman of Recruitment and PR Chair. Additionally, he was a President for Lambda Pi Eta Communications Honor Society, a co-

editor for *The Collegian* and was a campus tour guide and team leader where he offered information to prospective students and their families. He also completed four communications internships with The Toledo Zoo, Cumulus Broadcasting Company, the University of Toledo Athletic Department and the Fort Wayne (Indiana) Mad Ants.

As the chapter's PR Chair, Davis was responsible for all social media. In this position, he started and maintained the group's Instagram

and YouTube accounts and handled all marketing efforts. Additionally, he developed social media rules that he enforced to ensure the chapter's positive reputation.

“Through my mom who was a Tri-Delta at DePauw, I was brought up around Greek life,” Davis said. “Because of her experience and the positive influence she has had on me, I knew without a doubt that I wanted to go Greek and make an impact in a fraternity. That's why when this position presented itself, I was excited. I can't wait to go to Vanderbilt where I will be working daily with alumni to help in recruiting strong men to eventually call my brothers.”

A self-proclaimed social media junkie, Davis enjoys writing, baseball and golf. He also is pursuing an online Masters of Kinesiology degree from Texas A&M University.

Emil Ihnat (*W & J '14*)



Emil Ihnat joined the Phi Kappa Psi Headquarters staff in June as an Expansion Consultant with a Bachelor of Science in Sociology and a minor in Psychology. During his undergraduate years, Ihnat was involved with the Washington & Jefferson Student Activities Board and was a driving force behind Monticello's, an on-campus, alcohol-free place for students to hang out, listen to

live music and eat a good meal. He also was a volunteer with Big Brothers-Big Sisters and worked at The Hub.

An avid outdoorsman, Ihnat achieved the rank of Eagle through Boys Scouts of America and volunteered throughout his college years at scouting camps where he had a profound impact in the lives of many Scouts. When it came time to rush, Ihnat found he enjoyed Phi Kappa Psi and the autonomy he gained as a member. However, the true difference was made in 2017.

“During my junior year, my mom passed away,” Ihnat said. “My chapter brothers showed up wearing suits and sunglasses to pay their respects to my family and me. It was very moving and heartfelt to know just how much my brothers respected me. I've never forgotten it.”

It's this type of compassion and energy Ihnat hopes to take on the road with him as he works to develop and re-organize the Colony at Washington and Lee University. When he won't be busy building a brotherhood, Ihnat can be found playing video games, camping and getting to know people.



THAT'S A RAP

The 79th Grand Arch Council hits the jackpot

As the opening gavel rapped and signified the opening of the Grand Arch Council in Las Vegas at the Red Rock Casino Resort & Spa, much excitement was building. Members gathered to reconnect, network and conduct business to shape the future of the Fraternity.

Business meetings convened throughout the rest of the busy weekend, which covered everything from guest speakers, committee breakouts, awards presentations, and of course, amendment and Executive Council voting.

The event kicked off Wednesday, July 11 with the President's Reception inside Red Rock Lanes where former National President James D. Boyle (*Washington '88*) welcomed attendees and encouraged them to bowl a few frames and enjoy themselves. The event also got some members talking about the future of Phi Kappa Psi.

"Though there are many improvements still to be made within the Fraternity, it excites me to see my fellow undergraduates so enthusiastic about being included in the dialogue," said District II Archon Hunter Music (*Ashland '14*). "I'm proud that we are all willing to adapt and work collaboratively on tough subjects to guarantee that our organization lasts another 166 years. I look forward to trying to create new avenues to inform and collaborate with peers nationally. This is a pivotal time for the Fraternity and I hope to build on this over the next biennium so that both undergraduate and alumni voices are heard."

Between the general sessions on Thursday, a model initiation ceremony was conducted. President and CEO of the North-American Interfraternity Council Judson Horras also educated members about the current state of fraternities, and how to overcome the boy's club stereotype. Attorney James Ewbank provided a risk management and insurance update. Ewbank is an initiated member of Phi Delta Theta who represents many Greek organizations concerning risk management issues.

Another highlight of GAC were several Education Sessions on topics such as minding your money, cooking basics, using and getting the most out of OmegaFi, utilizing social media responsibly, and many others. GAC guests also enjoyed opportunities to connect and network during a wine tasting. Other events included the Order of the SC Dinner and Initiation, special receptions for Foundation donors and the Silent Auction, which raised over \$10,000 for the Phi Psi Fund that supports national scholarships and fellowships, along with grants for Member Development programs.

Fly High Max

Attendees heard from Stephen and Rae Ann Gruver who told their story about how hazing has affected their lives with the passing of their son. Max Gruver was a freshman at Louisiana State University. A month into his first semester, Max fell victim to hazing and died from severe alcohol poisoning.



Since this tragedy, the Gruvers have fought for stricter hazing laws to prevent another

senseless death. Their commitment to this cause has resulted in the Max Gruver Act that clarifies what constitutes hazing and increases penalties for such crimes in the state of Louisiana.

Rae Ann and Stephen Gruver attended GAC to engage in an honest conversation about hazing that inspired self-reflection. No matter how many new policies and rules an organization imposes, doing the right thing starts with members.

"Taking action requires courage," Rae Ann said. "If something doesn't feel right, don't ignore it. Be a leader, trust your instincts, and ultimately look out for each other. There is no room in your Creed for hazing, so if you follow your Creed, you will be fine."

Brothers were given the opportunity to ask the Gruvers questions during a conversation led by then National Vice President Shannon Price (*Alabama '88*). Based on responses, many were visibly impacted.

Philanthropy Project: 'One More Thing'

The GAC philanthropy project, "One More Thing," was especially meaningful this year. In April, the Fraternity announced a new approach to *The Great Joy of Serving Others* with a philanthropic focus on addressing poverty. This initiative provides increased flexibility across chapters in how they choose to help their communities. This was proven within a matter of 72 hours when members came together to give boxes of school supplies and raise \$6,696 for two low-income Clark County (Nevada) schools. Each school each received \$3,348 and a brand-new copier. Thank you to everyone who donated.



Amendments

Voting on amendments, nominating and electing the Executive Council, and making recommendations for Headquarters to ensure a strong future for Phi Kappa Psi is the principle reason for the GAC. In Las Vegas, members came together in the spirit of democracy to pass a total of eight amendments, which will affect the operations of the Fraternity in following ways:

- Phi Kappa Psi will no longer require chapters to use an alumnus from their specific chapter in the case of a Judicial Committee hearing against a member. This will lighten the burden for colonies and chapters with scarce nearby and adequate alumni.
- Chapters will now include a Health and Wellness committee.
- The absolute power of the Grand Arch Council has been clarified, which means this is the supreme governing body of the Fraternity.
- A new policy was introduced that will prevent naming issues when multiple new colonies exist in a state, but do not charter in the same order that the colonies were formed.
- A reporting amendment requiring individual Executive Council votes to be reported and submitted in the respective minutes has been added.
- A new provision will provide an opportunity for the membership-at-large to remove national officers between GACs when faced with a lack of leadership or worse.
- The unit rule regarding initiation for those eligible for membership has been eliminated. Instead, chapters will only be required to maintain an 80% affirmative vote to initiate new members.
- And finally, the GAC voted to restructure the Permanent Fund as a separate 501c2 tax-exempt corporation.

These amendments are available online through the Phi Kappa Psi webpage under Programs/Grand Arch Council/Amendments.

Committee Recommendations

During GAC, members engaged in committee meetings to make recommendations and give insight. This helps Headquarters Staff better understand how to approach and operate during the next biennium. The recommendations listed below also are available on the Phi Kappa Psi webpage, under Programs/Grand Arch Council/Committee Recommendations.

The **Alumni Relations Committee** had many suggestions regarding advisor training. They recommended that in-person training and online sessions be offered to explain to advisors why a 17-hour training program is important. They also recommended an option to extend or shorten the two advisor trainings. They would also like to see a special “alumni edition” of *The Shield*.

The **Communications Committee** concluded that a survey of members should be executed to determine if members wish to receive a paper or digital copy of *The Shield*.

The **Extension Committee** proposed that Headquarters staff should maintain a checklist of operational items to introduce to each colony.

The **Fraternity Education Committee** considered a more flexible approach to new member education that considers varying factors on each campus. They also proposed forming a task force to provide feedback on this initiative.

The **Membership Committee** called for: “A clear process from the Executive Council for the permanent removal a brother, additional Accreditation training and an increased analysis of current recruitment techniques. The Committee also recommends a formal set of recruitment practices to be distributed at the 2020 GAC, and the solicitation of best recruitment practices from each colony and



chapter, along with a review of reasons for success or failure, and the implementation of a standard protocol for assigning a ‘dormant’ status to a brother.”

The **Philanthropy Committee** finalized the new Service Immersion Trips program. This program will occur bi-annually in different locations to address poverty in local communities. They also will research potential grants and funding for local chapters on an as-needed basis. The committee also requested a new set of accreditation standards that will challenge members to participate in community service hours, based upon member academic performance and for community service hours to be submitted through the AG or Philanthropy chair rather than the individual member. Consultant training to yield better chapter relationships with local community service organizations was also proposed.

The **Ritual Committee** proposed the Reaffirmation Ceremony be changed into a private annual event, and the incorporation of opening and closing rituals into the ceremony script. They also established a new Special Committee on the Ritual and Ceremonies, which will be spearheaded by Brothers David McDonald (*Beloit* '82) and Timothy Tangen (*Duluth* '03). They would also like to see a continuation of the production of *The Centennial History of the Phi Kappa Psi Fraternity*. The Committee also proposed removing all mentions of the terminology “pledge” from all official Phi Psi documents.

The **Scholarship Committee** proposed that Headquarters Staff should require unofficial transcripts for universities that do not provide grade reports. The establishment of a system to identify when a faculty advisor is not performing adequately and options to remedy the situation and the creation of video testimonials to promote the benefits of having a Faculty Advisor were also recommended.

The **State of the Fraternity Committee** recommended that a joint task force with Member Development be organized to research the

root causes of hazing sexual assault, and substance abuse. They also recommended implementing conflict resolution training for chapter members and requested that the Continued Education Plan be written and executed by Dec. 31. Finally, they recommended that the Executive Council review current risk management policies.

The **Finance Committee** looks toward incentivizing early payments for chapters as opposed to fining late payments.



Introducing the New Executive Council

Pictured from left to right:
 Secretary Marc Dumas (*DePaul* '93)
 Vice President Bob Marchesani (*IUP* '79) (*Butler* '94)
 President Shannon Price (*Alabama* '88)
 Treasurer David Moyer (*Alabama* '91)



Grand Chapter recipient Kansas Alpha



Chapter Advisory Team Award for Continued Excellence recipient Ohio Eta



Presidential Medal of Honor recipient Lloyd Talbert



Ladies Silver Bowl award recipient Laura Kooy

Awards

After electing the new EC on Saturday afternoon, the business portion of GAC officially ended. Everyone came to the final banquet on Saturday night ready to celebrate another successful Phi Psi GAC. The following individuals and chapters were recognized at dinner for their outstanding contributions to Phi Kappa Psi.

Chapter Awards:

Grand Chapter - **Kansas Alpha**

Hyatt Eby Award for Community Service - **Kansas Alpha**

Amici Award - **California Epsilon, Georgia Beta, Maryland Gamma, Michigan Beta, Minnesota Beta, Ohio Iota**

District Excellence Award - **Pennsylvania Theta, Ohio Xi, Indiana Epsilon, Alabama Gamma, Kansas Alpha, California Theta**

Men's Health Award - **Illinois Alpha**

Man Mile Award - **Pennsylvania Eta**

Griffing-Tate Award for Continued Education - **Maryland Gamma**

Ralph Haney Award for Financial Excellence - **Virginia Eta**

Membership Excellence Award - **Iowa Alpha**

Most Improved Chapter - **Texas Alpha**

Woodrow Wilson Awards for Scholastic Achievement - **California Lambda, Indiana Iota, Iowa Beta, Louisiana Beta, Ohio Epsilon, Pennsylvania Iota**

Alumni Associations/ Housing Corps Awards:

Outstanding Alumni Association Award - **Central Virginia Alumni Association**

Chapter Advisory Team Award for Continued Excellence - **Ohio Eta**

Alumni Corporation Achievement Award - **Alabama Alpha House Corporation**

Individual Awards:

Outstanding Chapter Advisor - **Marc Robins (Alabama '84), William Good (Iowa State '69)**

Presidential Medal of Honor - **Lloyd Talbert (UCLA '78), Thomas Pennington (Texas '80)**

Undergraduate of the Year - **Chris Dupree (LSU '14)**

Eddie Knight Award of Merit - **John F. Greenwood (Iowa '00), H. Wade Shows (LSU '94)**

Eddie Knight Award of Attendance - **Halden C. Dick (Bowling Green '55)**

Dud Daniel Award for Inter-fraternal Award - **Jim Ewbank (Phi Delta Theta)**

Ladies Silver Bowl - **Laura Kooy**

Outstanding Campus Partner Award - **Betsy Sarneso, Assistant Director of Fraternity and Sorority Life at Indiana University Pennsylvania**

Outstanding Emerging Leader Award - **Owen Sutter (Oregon State '17)**

Outstanding Young Alumnus - **Lee Fuller (Ohio '09)**

Until Next Time

Thanks to all for a fantastic GAC! Join us in Minneapolis July 2020. Meanwhile, please browse the photo gallery from Las Vegas by visiting phipsigac.shutterstock.com.



Technically Speaking

Updated membership management system offers enhanced efficiencies

As technology continues to improve, it is imperative that the national Fraternity stay up to date.

In January 2018, Phi Kappa Psi Headquarters began working with ChapterSpot to transition to a new membership management system. Supported by Salesforce, this system will provide the Fraternity with a new, more efficient method to manage membership information.

The process of changing systems will primarily impact chapter management and will not be noticeable to most undergraduate and alumni members.

As an alumnus of Phi Kappa Psi, here are some benefits you will experience:

Document Sharing

Members will have access to a library of documents that will assist them in their management of Alumni Associations, House Corporations and Chapters. With document sharing, our members will also have access to information on the many corporate benefits provided to members of Phi Kappa Psi.

Alumni Outreach

Chapters will have increased abilities to communicate with their alumni, including a tool to produce Alumni Newsletters.

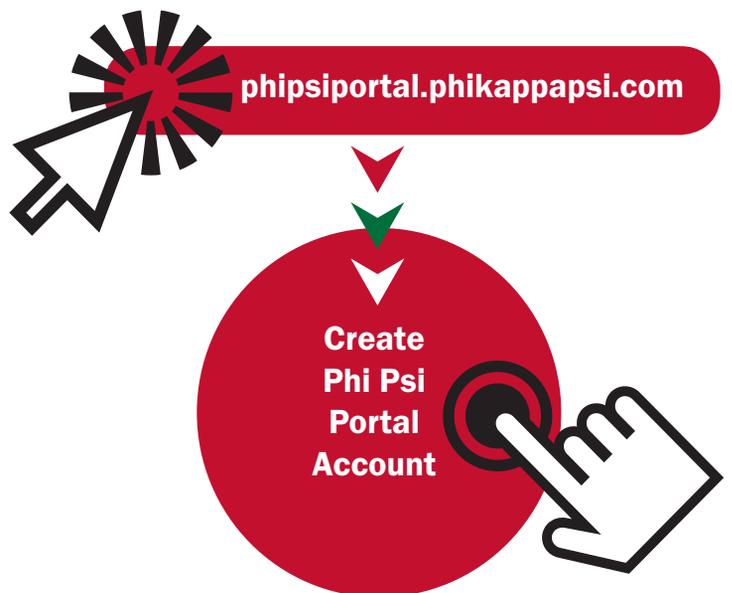
Chapter Websites

Each chapter will have the opportunity to create a website that is easy to manage.

Brother Finder

Will be available in 2019.

To gain access to the new Phi Psi Portal, please visit phipsiportal.phikappapsi.com and click on "Create Phi Psi Portal Account."



THE IOWA BETA WILLIAM AND SCHOLARSHIP

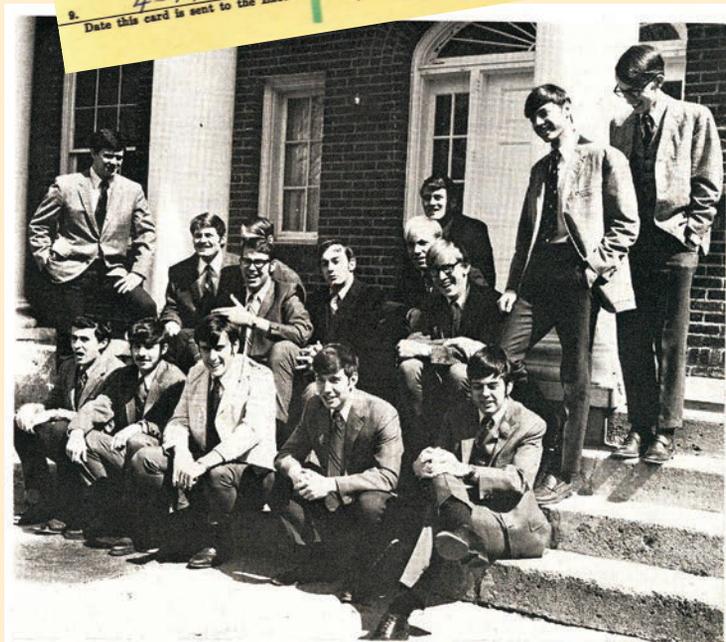
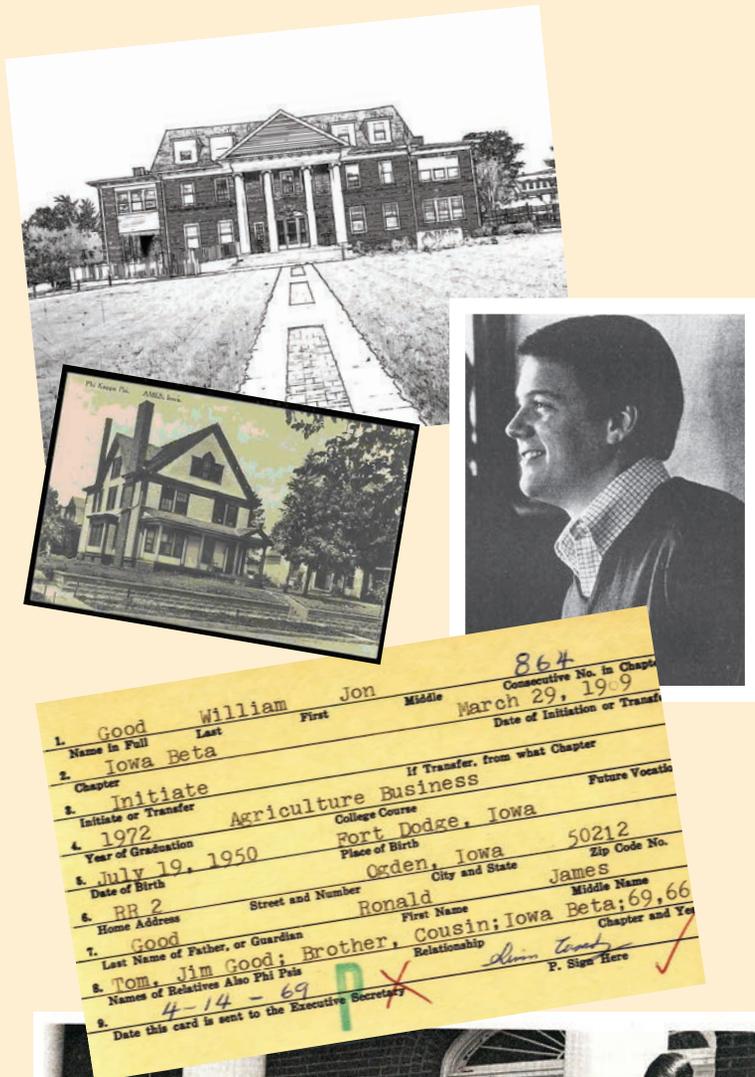
Honoring the impact of William J. and Lindy Good

William J. Good (Iowa State '69) and his wife Lindy have had a transformational impact on the Iowa Beta Chapter and the Phi Kappa Psi brotherhood.

Bill and Lindy both have been steadfast in their commitment to the Fraternity and have also continuously inspired and encouraged others to make the most of their Phi Psi journey.

From his earliest days, Brother Good has been involved in the life of the chapter, serving as recruitment chair, corresponding secretary and later treasurer. Bill found time not only to lead his fellow brothers, but he also displayed a commitment to his academic studies, and was often recognized as an undergraduate for his impressive GPA.

Bill later shared his gifts with numerous other chapters during his tenure on the national staff. Bill was a popular facilitator at campus Interfraternity workshops and a sought-after field secretary specializing in recruitment.



Iowa Beta's (Iowa State) spring quarter initiates included: front row, from left, Brian Prall, Jim Kraft, Joe Kearney, Tom McRae, and Jim Goodman; second row, Bill Good (standing), Jerry Slessor, Bryan Hoover (partially hidden), Chuck Pryor, Marshall Langohr, Ron Lichty, and Dennis Wilson (standing); and at the back, Lynn Friesth (kneeling) and Don Chapman (standing).



LINDY GOOD



Integral to the revival of Iowa Beta after a nearly-decade hiatus, it was the personal dedication of Bill and Lindy that brought new life into the chapter. Serving as house parents, both Bill and Lindy were instrumental in the re-chartering of the chapter, the physical improvements made to the facility and certainly the development of the young men who called 316 Lynn Avenue home.

Without Bill's persistence, guidance and advice, and Lindy's mothering spirit and warm demeanor, the Iowa Beta Chapter would be very different. Recognized by the chapter, the Iowa State campus, the Central Iowa Alumni Association and the national Fraternity, both Bill and Lindy single-handedly have touched hundreds of lives for the better.

Today, we thank these two distinguished individuals by establishing a scholarship

fund in their honor. Through the generosity of Dennis Stanley (*Iowa State '70*) and his wife Sherri, the William and Lindy Good Scholarship will be awarded annually to an Iowa Beta undergraduate with demonstrated financial need, a strong academic record, a passion for community service and philanthropic involvement and leadership aspirations.

The scholarship was officially announced in July at the Grand Arch Council in Las Vegas, celebrating all that Bill and Lindy have given to Phi Psi over time and ensuring their legacy will be felt forever more within the Iowa Beta Chapter.

Bill also was recognized at the GAC for his volunteer efforts, earning him the Outstanding Chapter Advisor Award.

Show your appreciation, honor Bill and Lindy and make a lasting impact on Iowa Beta by making an annual or monthly recurring gift.

By Mail

Checks can be mailed to:
Phi Kappa Psi Foundation
5395 Emerson Way
Indianapolis, IN 46226

Please be certain to indicate Bill & Lindy Good Scholarship in the memo section of the check.

Matching Gifts

Many companies match an employee's personal donation to nonprofit, tax-exempt foundations. Ask if your employer has a matching gift program.

Online

Give securely online at
pkpfoundation.org/good-scholarship

“Bill and Lindy have become my second set of parents. Whenever I've needed someone in college to lean on or ask for help, they have been there for me. Bill the ever steadfast and headstrong father who will always speak his mind in a 'let me tell you a couple three things...' and Lindy who is always interested in what we have to say, always there to bug and bother, always there to keep us in line like a patient and loving mother. They are a compliment to one another and have been instrumental to my success at Iowa State.”

– Nolan Vallier (*Iowa State '07*)



CAREER-MINDED

Award-winning Professional Development Conference Returns

After enjoying a successful launch in its inaugural year, Phi Kappa Psi will host its second Professional Development Conference (PDC) in October, returning for another round of developmental education for undergraduate members.

Predicated on ensuring members receive the most relevant programming to enhance their personal and professional skills, PDC is open to juniors and seniors of all majors and backgrounds. The program is a chance for participants to fine-tune their professional skill sets through intense workshops, excellent networking opportunities, and one-on-one coaching.

Originally launched in Chicago, Illinois in 2017, PDC will move south for its second round. The Lone Star State will host the 2018 program, as undergraduates head to Dallas, Texas from October 25–28. Participants can expect to leave the program feeling prepared to tackle their post-collegiate careers through building interview skills, resumes, and action plans for their careers. They also will spend time developing their networking, conflict management and decision-making skills, as well as learning how to properly manage stress while maintaining a healthy work-life balance. Attendees will leave PDC knowing how to dress for success and will have perfected their personal elevator pitch.

Numerous members from across the nation have benefitted from attending PDC in its first year.

“It was an absolute pleasure to participate in the first PDC, and I will use the knowledge to further not only myself, but the brothers in my chapter,” Brett Jones (*Akron '17*) said. “I appreciated the small talk we had over lunch on Saturday, and I will continue to strive not just in my investigative skills and data analytics, but to be resilient and always keep a beginner’s mindset. Again, this program was incredible and I want to thank everyone who came because this changed my life forever.”

The success of PDC is largely dictated by the strong volunteer facilitators who selflessly give their time in the name of educating brothers. Utilizing 25 to 30 facilitators, alumni are selected based on their skill set and knowledge, giving the Fraternity a strong network of volunteers to enhance the effectiveness of the program.

“The entire PDC was an amazing experience,” Bill Griffith (*Texas '74*) said. “It was both well-organized and rich in content. The whole conference was an excellent networking opportunity for both the students and the coaches.”

For more information, visit the Professional Development Conference page at PhiKappaPsi.com or contact Associate Director of Member Development James McLendon at jem@phikappapsi.com.



“The entire PDC was an amazing experience. It was both well-organized and rich in content. The whole conference was an excellent networking opportunity for both the students and the coaches.”

– Bill Griffith (Texas '74)



PDC HONORED WITH LAUREL WREATH AWARD

The Phi Kappa Psi Professional Development Conference (PDC) has been awarded a Laurel Wreath Award from the North-American Interfraternity Conference. Laurel Wreath Awards are given to individuals or groups in recognition of their unique programs, community outreach, or influence within the fraternal world. This is the second year that Phi Kappa Psi Fraternity's programming has been recognized with this prestigious award. Last year, the Fraternity's ELEVATE Health & Wellness program was honored.

PDC is a comprehensive, three-day, intensive professional development experience that prepares college juniors and seniors for a successful career. The program was hosted in Chicago and brought together 138 students from Phi Kappa Psi's 104 chapters and 24 alumni coaches from a rich variety of professional backgrounds. Topics discussed included negotiation, networking and interviewing skills, resume development, financial literacy, entrepreneurship, and creating a personal brand. The Fraternity would like to thank Jimmy and Liddie Palumbo of Atlanta-based PIVITU who assisted in the development of a hybrid program to create a true professional experience for participants. The Fraternity also appreciates the Phi Kappa Psi Endowment Fund's support for this program.

"We are thrilled to receive this award as it is reinforcement of a successful group effort," said James McLendon (*SIUE '10*), the Fraternity's associate director of member development and the project manager for PDC. "With the help of many brothers, dedicated staff and external partners, we built a program centered around eight career pillars and developed a series of coaching sessions to encourage student success after college."

In addition to gaining practical, professional experiences, students had opportunities to get in front of recruiters and prominent decision-makers. Lifelong connections were made and lives were changed for the better.

"While at the PDC, I met other brothers who I now share more than just Greek letters with," said Brother Chris Scott (*Ohio '16*). "The experience has sharpened my professional presence, which helped me land a rewarding position with PNC Bank and further expand my two e-commerce companies. I hope to continue using everything I learned from this outstanding program."

The 2018 PDC will be hosted in Dallas, Oct. 25-28.



Welcome to the Family

- Elliott Beach (Delta Sigma Phi)
- Jim Boyle (Washington '88)
- Chuck Brandman (Case Western '70)
- Erin Braselmann (Gamma Phi Delta)
- Megan Earls Bynes (Sigma Sigma Sigma)
- Jeff Condren (DePaul '03)
- Nicole Cronenwett (Alpha Omicron Pi)
- Rachel Dunning (Alpha Gamma Delta)
- Brian Ebeling (York '97)
- Jason Feiner (Delta Tau Delta)
- Mark Gehrke (Delta Upsilon)
- Will Hennegan (LSU '03)
- Alexis Heppler (Alpha Delta Pi)
- Carlos Hernandez (Stanford '78)
- Abby Howard (Alpha Sigma Alpha)
- Tryon Hubbard (Alabama '64)
- Jenn Jerussi (Alpha Chi Omega)
- Jade Jones (Pi Kappa Alpha)
- Orcel Kounga (Drexel '13)
- Carlie Lavin (Alpha Delta Pi)
- Tommaso Marsella (Lafayette '03)
- Michael Morin (Loyola '11)
- Erica Precht (Delta Gamma)
- Shauna Prentice (Kappa Delta)
- Elizabeth Robins (Gamma Phi Beta)
- Marc Robins (Alabama '84)
- Silvica Rosca
- Jessica Ryan (Sigma Delta Tau)
- Randall Schnack (UCLA '80)
- Dale TeGantvoort (Huntsville '14)
- Kate Wehby (Alpha Sigma Tau)
- Rick Weisberg (Stanford '87)
- Jeff Wysong (Georgia Tech '01)
- John Ziegelmeyer (Kansas '70)



ALL IN THE FAMILY

Phi Psi Family members represent, enhance Greek Life

With the introduction of warmer weather, the summer tends to be a time of relaxation and enjoyment for many.

It's a chance to spend time with family, travel to fascinating destinations, complete long overdue projects, and tackle that reading list that doesn't seem to get any shorter. For the members of the Phi Psi Family, it's also an opportunity to contribute to the enhancement of the Greek community by participating in professional development opportunities. To name a few examples, national and international fraternities and sororities host conventions or leadership schools, and organizations like the North-American Interfraternity Conference and LeaderShape host week-long institutes to assist students in their leadership journeys. We're proud to showcase the impact our Phi Psi Family members make, not only on the Fraternity and its members, but also on the interfraternal community through these summer initiatives.

It's enjoyable seeing photos of Phi Psi Family members participating in interfraternal opportunities, so if you possess high-quality photos with multiple Phi Psi Family members, please send them to info@phikappapsi.com, and include a description of the photo. They could be shared on social media or featured in future issues of *The Shield*.

PHOTOS **1.** Left to right: Mat Greer, Ben Turconi, Brandon Younkin, Drew Kerwood, Kristen Kardas, DJ Mahoney. Not pictured: Mary Young. **2.** Left to right: Byron Hughes, Craig Shook (Case Western '11), Michael Davis, Morgan Brickley, Kyle Hickman (Lycoming '07), Jake Bates and Sara Diem. **3.** Left to right: Zakary Gosa-Lewis, Drew Hopson (DePaul '10), Aimee Wardle, and Donald Moore. **4.** Left to right: Abby Jo McCollom, Kyle Hickman (Lycoming '07), Erin Chatten, Emilie Dye, Tara Fuller, and DJ Mahoney.



BUILDING MEN OF EXCELLENCE

The Lifecycle of Membership



The undergraduate fraternity experience with Phi Kappa Psi is a powerful process of growth during a formative time for young men.

For years, the Fraternity has been expecting chapters to participate in a six-week new member education process, followed by periodic member education. Over the past three years, the Fraternity has expanded its focus and resources on member development, which has resulted in the improvement of existing programs like the Woodrow Wilson Leadership School, the introduction of newer programs like Regional Officer Training, ELEVATE and the Professional Development Conference, and the enhancing of the resources and communication offered to undergraduates. The next step in that evolution is a comprehensive look at the life cycle of the undergraduate experience, and how education and assessment play a role.

When discussing New Member Orientation and Continued Education programs, it's important to first highlight the life cycle of the member experience.

► **Recruitment** – Strong chapters should be operating on the basis that bids are only provided to potential new members if they meet all their desired qualifications. This process involves strategically building relationships with



a variety of recruits; an in-depth exploration of their character, values, and interests; establishing reliable recruitment pipelines; weekly bid discussions by the chapter; making expectations about membership and opportunities to develop as a leader clear to recruits; and a 365-day approach to the recruiting cycle. Without this type of strategy, it becomes difficult to identify whether recruits are worthy of being initiated.

- **New Member Orientation** – This program offers the chapter and their new members a chance to identify whether a lifelong commitment to Phi Kappa Psi is the right decision.
- **Continued Education** – The process by which members grow and develop from the time they are initiated until they are an alumnus of their chapter.
- **Alumni Engagement** – Once graduated from their undergraduate institution, Phi Kappa Psi members are expected to remain active in the Fraternity. This may include giving of time, talents or treasure to Phi Kappa Psi and its members.

It's critical to understand that membership should flow through these four phases seamlessly before asking new members to commit to lifetime membership, joining over 90,000 living members. It's also imperative that the recruitment process finds quality men with strength and character. The orientation period helps recruits explore Phi Kappa Psi in more depth. The continued education process provides the opportunity for members to reach their full potential. Alumni engagement ensures a maximized collective impact of Phi Kappa Psi.

Men of Excellence Program Re-Introduced

The concept of being men of excellence is still relevant today, and as a result, these enhanced efforts in member education will now be referred to as the Men of Excellence program. It is expected that every undergraduate man who chooses to commit to Phi Kappa Psi will begin the process of fulfilling his potential and becoming a man of excellence through strategic personal and professional development.

New Member Orientation

After a very successful 79th Grand Arch Council (GAC) in Las Vegas, the Executive Council (EC) has unanimously agreed that the landscape for fraternities has become extremely dynamic and

ever-changing. Therefore, tough decisions about operations and enforcement must be made. GAC provided an opportunity to educate the membership and refocus the future direction of the Fraternity.

Several highly-debated topics, including a focus on fraternity education practices because of dangerous behaviors within Phi Kappa Psi and other fraternities and sororities were discussed. In February of 2018 after careful consideration of many factors creating unhealthy cultures in chapters, the EC approved a 10-day new member orientation period to replace the six-week traditional new member education model that has been utilized for the better part of two decades. During GAC, the brotherhood engaged in dialogue regarding the efficacy of such a policy and the direction the brotherhood felt the Fraternity needed to head. Approximately 25% of GAC attendees were in the room debating this topic at any given time. Over the course of four committee meetings, these determinations were made:

- The power dynamic inherent in the new member process has the potential for unhealthy behaviors. Consequently, Phi Kappa Psi chapters and those of other fraternities and sororities have had far too many issues. Steps toward a better alternative must be taken.
- The industry is shifting quickly, and shorter new member education periods are coming for all chapters eventually. Remaining vigilant in creating changes that benefit Phi Kappa Psi are necessary to maintain control of the future.
- The Committee did not endorse a 10-day new member period in its current form or implementation timeline, but they have endorsed the EC exploring a revised new member education model.
- Additional resources should be invested in recruitment training for chapters. This training should ensure chapter leaders have intentionally built a process for membership selection and extending bids to only the best possible recruits. This will ensure chapters are prepared for new member programs of any length.
- The Committee recommended that a task force composed of undergraduates, alumni, industry experts, and staff be organized to monitor the construction of any new programs. The task force should consider factors such as academic performance, disclosure of the Ritual, new member program policy compliance, big



brother programs, and member expulsion capability.

- Full support of the new continuing education program to reinforce a lifetime commitment to Phi Kappa Psi.

The full report from the Fraternity Education committee is available on the Phi Psi Kappa Psi website under GAC/Committee Recommendations.

The Ritual committee also recommended that all mentions of the terminology 'pledge' should be removed from the New Member Ceremony that is used to introduce recruits to the education experience.

Following GAC, the Executive Council also voted on several directives for the 2018-2019 school year. Those include:

- Soliciting volunteer chapters to test out 10-day and 21-day pilot New Member Orientation programs. Ideally, chapters from a variety of campuses will pilot the programs for the next year to gather data on the best possible approach.
- All other chapters will be expected to strictly adhere to the six-week new member education program. This means that initiation of new members should occur immediately following the end of the six-week program. Any modifications or additions to the six-week program must be submitted via a form in the Phi Psi Portal and approved by a staff member.
- The EC will form a New Member Education Task Force to begin the process of examining best approaches for spring 2019 and beyond.
- After considering the data and recommendations of the task force, the EC will vote on a revised new member education model at the 2019 Woodrow Wilson Leadership School for implementation in fall 2019.

The EC is encouraged and inspired by the brotherhood and the commitment made toward creating a healthier future for Phi Kappa Psi. For questions on the Fraternity Expectations or the new member pilot programs, please email FraternityEducation@phikappapsi.com.



Continued Education

Education will not end after initiation. Instead, it will be followed by a robust continuing education program called Men of Excellence.

It is important to take a holistic approach that is rooted in the Ritual and Creed of Phi Kappa Psi. Using the basic tenets of the Wellness Wheel Model found on the Phi Kappa Psi website under Programs/ELEVATE Health & Wellness, the men will be given a blueprint for an all-encompassing personal development plan to last their entire collegiate career. Members are

challenged to complete all the requirements for being a healthy and well-rounded Phi Psi by the time they graduate. There are expected tasks for each dimension of health supplemented with a group of suggested tasks.

By applying the Wellness Wheel, a person becomes aware of the interconnectedness of each dimension and how they contribute to healthy living. This holistic model explains:

- **Social Health** - How a person contributes to their environment and community, and how to build better living spaces and social networks
- **Professional Health** - The enrichment of life through work, and its inter-connectedness to living and playing
- **Spiritual Health** - The development of belief systems, values, and creating a world view
- **Physical Health** - The benefits of regular physical activity, healthy eating habits, strength and vitality as well as personal responsibility, self-care and when to seek medical attention
- **Emotional Health** - Self-esteem, self-control and determination as a sense of direction
- **Intellectual Health** - Creative and stimulating mental activities, and sharing your gifts with others

This program will be self-paced, and each member will be expected to maintain a record of their completed tasks under each wellness wheel dimension via the Phi Psi Portal. More information about how that system will operate will be available soon. Ultimately, completion of this program will help members build a strong co-curricular transcript to showcase a complete college experience while becoming Men of Excellence.

Managing the Fraternity Education Program

To ensure individual members are meeting all expectations of the new Men of Excellence program, it will require a team effort on the part of chapter leadership, specifically the Fraternity Educator, Scholarship Chair, Health & Wellness Chair, and Risk Manager. Previously, the Fraternity placed an emphasis on the New Member Educator role/committee as the individual who delivered the new member education experience. Within the model, the New Member Educator position is fully expected to convert to the Fraternity Educator, overseeing the efforts of all members to complete the Men of Excellence program.

The Fraternity Educator focuses on facilitating the curriculum for the Orientation Program and oversees Continuing Education. Rather than having the Fraternity Educator be the sole administrator of the program, they will work with the Chaplain, Health and Wellness Chair, and the Scholarship Chair to manage accountability. This includes keeping records of when tasks are completed and alerting members when opportunities to complete these tasks are available.

The chaplain will assist in keeping track of the chapter members' progress toward Spiritual Health and the Risk Manager will assist in keeping track of Social Health. The Health and Wellness chair will keep track of the of chapter member's progress toward Physical

and Emotional health. The Scholarship chair will chart a member's Intellectual and Professional Health. For chapters with a Professional Development committee, that chair should track Professional Health progress.

At the end of every school year, the Fraternity Education team will meet with each member of the organization to discuss their progress. The end of the year meeting is an opportunity for the members who are making progress to share some of their experiences and what they learned from them. For members who are not making progress, the Fraternity Education committee will present a support plan for the member or prepare a recommendation to the Governing Board for expulsion.

Fraternity Education teams should use the following as a guide for tracking progress in the program. The numbers below signify what should be the total number of tasks completed by the end of their undergraduate career:

- Starting the program Freshman Year: 30 Tasks total
- Starting the program Sophomore Year: 22 Tasks total
- Starting the program Junior Year: 14 Tasks total
- Starting the program Senior Year: 7 Tasks total

Additional training for the Men of Excellence program and its component parts will be provided via online webinars and at the 2019 Regional Officer Training programs.

For more information about this program, please contact Associate Director of Member Development James McLendon at jem@phikappapsi.com.



FULLY IMMERSED



Phi Kappa Psi announces 2019 service trips to focus on addressing poverty in local communities

Recently, the Fraternity announced a major change to its philanthropic focus: Devoting time and resources toward addressing poverty issues.



With this change, the Fraternity membership is dedicated to being part of the solution to addressing poverty in local communities.

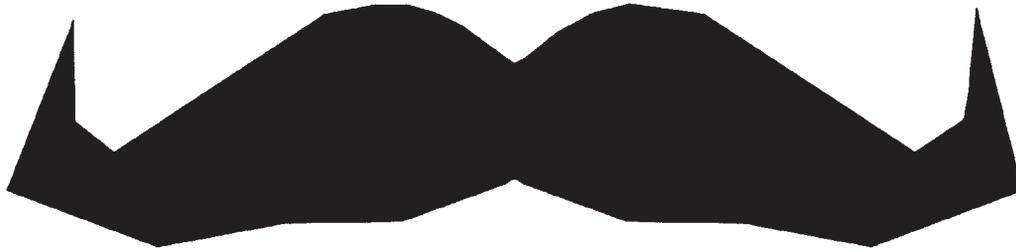
Undergraduate brothers are invited to learn about how poverty affects local communities in a fun, meaningful, and experiential way. Starting in Spring 2019, the Fraternity will launch two Service Immersion Trips for undergraduates where 15 brothers will be selected via an application process. They will join a staff member and volunteer as they embark on a week-long journey to explore the city, its culture, major issues with poverty, and work hands-on with nonprofits who are working to eliminate poverty. This will be a life-changing opportunity for brothers from all corners of the country to join for a common purpose: To participate in *The Great Joy of Serving Others* for a community in need. The Spring 2019 trips will take place in Denver, Colorado and Twin Cities, Minnesota. More information on specific dates will be announced when the application goes live in October.



Students selected will be required to pay \$100 to attend with the rest of the costs covered through generous donations from the Endowment Fund of Phi Kappa Psi.

Phi Kappa Psi has launched award-winning programs like ELEVATE and the Professional Development Conference. Now we're excited to expand the success with a new option available for undergraduate members.

2019 Destinations: Denver, Colorado and Twin Cities, Minnesota



MOVEMBER MAKES A RETURN

To raise awareness for men's health members are encouraged to join the movement

Men are simply dying too young from prostate cancer, testicular cancer, and suicide.

Though these issues are critical, they are not often discussed among men. However, by taking preventative steps and identifying help and support, the probability of men living longer increases.

Breaking the ice on this topic is the first step to encouraging education and proactivity, which can result in early detection, less premature death, and an improved climate in men's health overall.

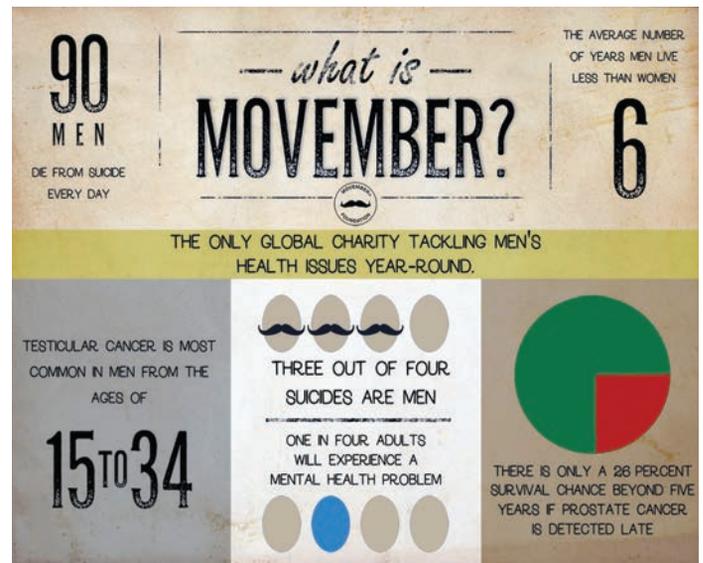
We are committed to ensuring our members feel empowered and supported to be the healthiest versions of themselves. This is why participating in Movember each fall is so important.

The Movember Foundation has made tremendous progress since their founding in 2003 to empower men to take better care of themselves with one simple goal: To stop the epidemic of men dying too young. Phi Kappa Psi will continue supporting this mission by giving our community the tools it needs to improve their quality of life, encouraging open conversations, and educating all men about the facts. Though Movember occurs annually during the month of November, it encourages everyday lifestyle changes.

Early detection is an important factor in treating prostate and testicular cancers. Understanding when something isn't right is important. We want every member to know that they are not alone, and we encourage you to take care of YOURSELF.

Movember 2018 - #24inYear4

So why have we been so silent? We owe it to ourselves, our brothers, fathers, role models and friends to start conversations. This is why



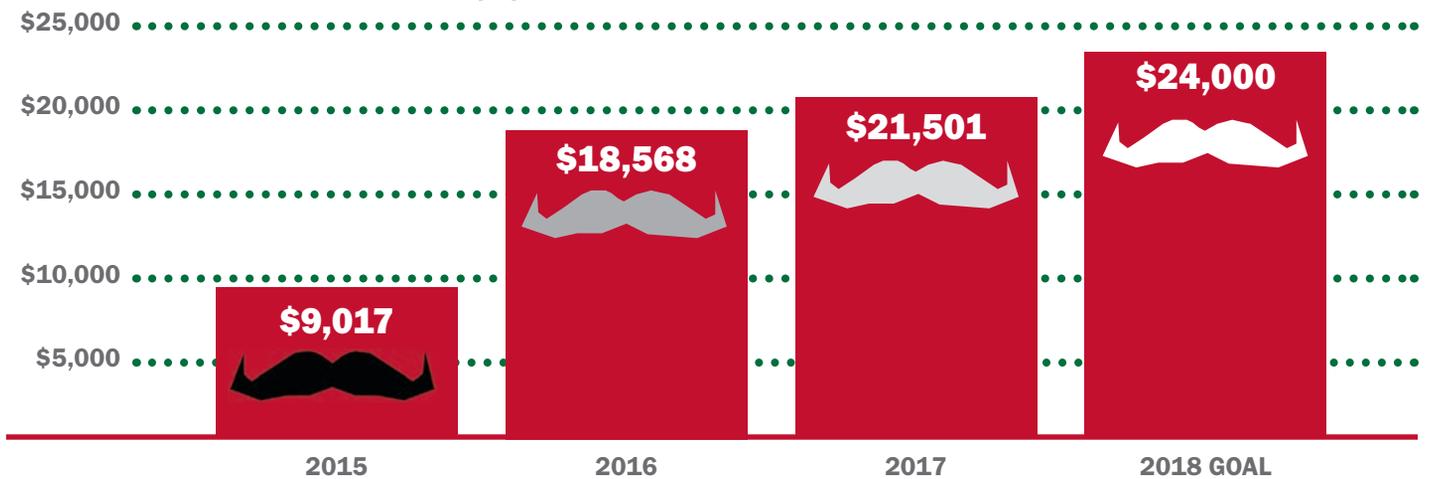
we are partnering with the Movember Foundation for the fourth year in a row to discuss men's health and strive for the betterment of our collective health.

This year, we plan to add at least **\$24,000** to the total \$49,086 we have raised for the last three years. Let's make this Movember one to remember by raising #24inYear4!

Remember, the goal is to increase personal awareness about your own health and share that knowledge with others. The money raised funds thousands of medical projects in 20 countries that would otherwise not exist.

#PhiPsiMovember > #24InYear4 > #PhiPsiMovember > #24InYear4 > #PhiPsiMovember

Phi Kappa Psi Movember Totals



#PhiPsiMovember demonstrates a commitment to creating meaningful change. With the right amount of effort, devotion and commitment, Phi Kappa Psi can be a leader in helping members and men around the world address critical men’s health issues. You can ensure this happens by growing a moustache in November, and/or participating in the #MoveforMovember Challenge.

Starting your Movember Fundraiser

1. Create a personal page

Head to Movember.com to create a profile. We encourage you to add a personal message in the description to bring your cause to life and utilize a customized URL to make your profile easily accessible and professional.

2. Create a team page

As you create an individual profile, Movember will prompt you to either “join” or “create” an existing team. If your chapter or Alumni Association chooses to create a team page to centralize donations (highly recommended), create one at this screen. The creator of the page will serve as the team captain. Create a customized link for your team page. Team names should follow this structure: Indiana Alpha-DePauw University or Houston Alumni Association. If you participate as an individual, simply join the Phi Kappa Psi Fraternity Team.

3. Join the Phi Kappa Psi Network

Click on the “Networks” tab below your profile picture. In the search bar, type “Phi Kappa Psi Fraternity” and click “Join This Network.” This will give you access to the overall network of Phi Psi members and friends participating in this challenge. We will regularly monitor progress for each individual and group to access who is at the top of our community leaderboard. To help us achieve our \$24,000 goal, your team profile MUST be a part of our network. If you are a member of the Phi Kappa Psi Fraternity team, your totals will automatically be counted toward the overall network.

4. Share your #PhiPsiMovember Story

Post pictures of your moustache or movement challenge progress to Facebook, Twitter, and Instagram with the hashtag #PhiPsiMovember. Use this as an opportunity to share your story for why you’re involved with Movember.

Rules for Movember Moustaches

- Register at Movember.com
- Once registered, begin the month of November with a clean-shaven face.
- For the entire month, grow and groom a moustache.
- No beards or goatees.
- Use the power of the moustache to create conversations and raise funds for men’s health.
- Each brother must conduct himself like a true gentlemen who follows the Creed.
- Create your WHY, tell your story and post your photos on social media using #PhiPsiMovember
- Have fun.

Others ways to get involved: Move for Movember

Did you know you can incorporate an active lifestyle into your #PhiPsiMovember campaign by setting activity goals and physical challenges? Doing a Move for Movember challenge helps you get healthier while promoting the causes of Movember. Utilizing your personal Movember web page to set, track, and provide progress updates is a great resource for fundraising as well.

We encourage you to start by reflecting on your own experiences and choosing how you want to communicate to others. For ideas, visit Movember.com or the Movember page at PhiKappaPsi.com.

#PhiPsiMovember ➤ #24InYear4 ➤ #PhiPsiMovember ➤ #24InYear4 ➤ #PhiPsiMovember

Enhancing CliftonStrengths®

Through tailored approaches, chapter leaders, volunteers can leverage hidden talents

Chapter leaders now have opportunities to request in-person visits centered around CliftonStrengths®.

Great strides have been made to integrate CliftonStrengths® into all Member Development programs. However, some members are not familiar with what CliftonStrengths® is, or how to use the model effectively. There also are students and advisors who are interested in learning more about how their strengths can assist them in their personal and professional lives.

With this new program, educational sessions will be developed to provide students and alumni with an understanding of how to use their strengths to lead a chapter. This initiative will be called “PhiPsiStrong,” and will allow opportunities to build upon previously-established efforts with CliftonStrengths®. This will be done through the Fraternity’s “Theme Thursday” efforts and programmatic integration while developing a demand for hands-on chapter visits. The goal is to become a strengths-focused organization, and the development of this team will ensure this goal is met.

Two teams have been developed to assist the Member Development department with this initiative. The first team is a volunteer planning group who will work to develop content for the chapter visits. The second team is the group of volunteers who will travel to the chapters to facilitate the programs. The volunteers have been assigned to a group of chapters by location. Chapters can now request a program on the Phi Kappa Psi website. After a visit is requested, chapter leadership will be connected to a designated volunteer and will be required to provide adequate background to develop a session that will be specifically tailored to the chapter. This group of volunteers comes from the Phi Psi Family, and they are comprised of alumni members, higher education, nonprofit, and sorority and fraternity professionals.

Planning team members include:

Alexis Heppler – Associate Director, Campus Life Programs – Neumann University

Kyle Jordan (*Valparaiso '97*) – Director, Conferences and Meetings – Financial Planning Association

Chris DeEulis – Assistant Director, Fraternity and Sorority Life – University of Michigan

Jenn Jerussi – Assistant Director, Fraternity and Sorority Life – Union College

Nicole Cronenwett – Director of Special Projects – National Panhellenic Conference

For more information about this program please contact Associate Director of Member Development, James McLendon at jem@phikappapsi.com.



Heppler



Jordan



DeEulis



Jerussi



Cronenwett



The Regional Officer Training (ROT) program will launch for its third year in 2019, giving officers a chance to learn new skills to better serve their respective chapters now and in the future. The regional approach facilitates a comradery with nearby chapters to expand what the Phi Psi experience is for all members.

ROT had 892 participants in 2018. By also adding the Risk Manager to the mix, the program will continue to expand in 2019.

More than 130 volunteer facilitators will join us in the 11 ROT locations.

Registration begins in October and continues through Dec. 14, 2018.

2019 program dates and locations:

Saturday, Jan. 12, 2019

Birmingham, Alabama (Samford University)
Chicago, Illinois (Loyola of Chicago)
Des Moines, Iowa (Drake University)

Saturday, Jan. 19, 2019

Los Angeles, California (UC Irvine)
Houston, Texas
Farmville, Virginia (Longwood University)

Saturday, Jan. 26, 2019

Columbus, Ohio (Capital University)
Portland, Oregon (Lewis & Clark College)
Indianapolis, Indiana (Laurel Hall)*

Saturday, Feb. 2, 2019

Binghamton, New York (SUNY Binghamton)
West Chester, Pennsylvania (West Chester University)

**This will be a hybrid, two-day program Saturday, Jan. 26 – Sunday, Jan. 27.*



REGIONAL OFFICER TRAINING



Managing illness, providing support can ensure better outcomes for brothers

What is a Chronic Health Condition?

By Andrew J. Kerwood
Health and Wellness Consultant

As our undergraduate members begin to move back to campus to start the Fall 2018 term, it is important to highlight important health and wellness concerns affecting our members.

Usually when we discuss health and wellness, we focus on prevention efforts to help ensure our members can avoid injury or illness. Or, we discuss treatment to help identify ways for members to get better. One area that we tend to overlook is managing Chronic Health Conditions. Many of our members are currently living with a Chronic Health Condition or may develop one during their time as a student. As Phi Kappa Psi continues to focus on members' health and wellness through the ELEVATE initiative, it is important to explore and build awareness about the different Chronic Health Conditions our members may be living with.

You may be asking yourself, "What is a Chronic Health Condition?" Or, perhaps you're thinking, "That sounds really serious, I think I would notice if a brother had a health condition like that." Well, the thing is, you might not notice a brother has a Chronic Health Condition, and they may not be super serious or life-threatening. Medical professionals currently have a few ways of defining Chronic

Health Conditions, but in general, we can think of them as health conditions that are persistent or long-lasting illnesses, infections, or diseases that develop over time. Some Chronic Health Conditions can be permanent, or they may go away over time. Some can be life-threatening, though most, with appropriate treatment, may have minimal impact on a person's overall life expectancy. Chronic Health Conditions can be physical ailments or mental health disorders, and include asthma, ADHD, autoimmune disorders like Crohn's disease, diabetes, Lyme disease, HIV, cancer, depression, and bipolar disorder.

When we consider Chronic Health Conditions, remember that some may not be easily detectable from just observing someone. While a member may have a Chronic Health Condition, they may not feel comfortable announcing it to everyone immediately. It is also important to consider that many men already could have a Chronic Health Condition before joining the Fraternity. If so, they may be unable to participate in different activities, and should

not be pressured into participating, especially if they disclose that they have a medical condition. This goes for mundane things like participating in intramurals, to more concerning things like new member education activities. A member with asthma should not participate unless he has his inhaler on hand, adjustments to the house meal plan should be made for members with Crohn's disease, and members living in the house should have a safe and secure place to properly store their prescription medications.

If you are a member living with a Chronic Health Condition, the odds are that you already have talked with a healthcare professional and have started developing strategies to help manage your condition. In the case that you haven't or you have a recent diagnosis, here are a few general tips to help manage a Chronic Health Condition. These tips will not apply to every situation, so communicate with a healthcare professional about specific tactics and strategies to manage your personal health.

Manage your condition



1. Make sure at least someone knows about your Chronic Health Condition.

Whether this is a roommate, housing chair, chapter president or chapter advisor, it is important that at least one person knows about your condition. They can help make sure your emergency plan is followed, advocate for changes that can support your health and wellbeing and help provide needed accommodations.



2. You don't have to tell everyone.

Disclosing a condition can be scary and stressful, so take the time to weigh the pros and cons of disclosing. The more people who know about your condition, the more awareness is built within the chapter about it, but that also means more people may make assumptions about you. The less people who know means you can control the rumor mill, but there are less people to fall back on for help.



3. Make an emergency plan.

Whether you are living in the house or on campus, you should have an emergency plan in the case your Chronic Health Condition causes a life-threatening situation. This should include an action plan for those who you live with to follow in case you begin to show signs and symptoms of an emergency situation. A common example could be an asthma attack. Roommates should be aware of what signs to look for when a member is experiencing one, the location of spare inhalers if needed, emergency numbers to call, and the health care professionals they should contact. This requires the member to disclose their Chronic Health Condition to others and take the time to lay out and plan ahead. A healthcare professional, like those in Campus Health Services can help with developing this action plan.



4. Connect with Campus Health Services before you need help.

This is really important and should be on the top of everyone's to do list. The Campus Health Services team is there to support all students, whether they live on or off-campus, and they can be a wealth of knowledge, especially for campuses in smaller communities that may have limited health services available. Build that relationship now so in case of an emergency, everyone is more prepared to provide support. This also applies to your campus's office of Disability Services and Academic Support, especially if your condition may cause you to miss class more often or require adjustments to your classes. Your



goal in college is to be academically successful and making sure you can access your classrooms and supportive learning environments can be crucial for people living with Chronic Health Conditions.

5. Talk to your professors at the start of the semester.

It is important that your professors are aware that you may have specific needs based on your Chronic Health Condition. While not all professors will be accommodating, it is best to have the conversation with them at the start of the semester to determine your needs for helping to make your academic experience better. This may look like extensions to submit assignments, recording class lectures so you can review them again later, or the need to sit somewhere specific in a classroom.



6. Make sure you have everything you need in your room or living space.

Is there a safe and secure place to keep your medications? Do you have extra testing strips in your room if you're diabetic? Take time to stock the kinds of medical supplies you may need to help maintain your health and keep them in a safe, accessible location. Make sure your roommates know what they are and what they should be used for in case of an emergency. Even simple comfort items such as a heated blanket to help reduce aches and pains can make a difference.



7. Take care of yourself!

This might sound basic and not need to be said, but a lot of people, especially men, tend to forget about this part. Listen to your body and make sure you can recognize when symptoms might be flaring up or if you're about to get hit with something. Figure out what you can do to help prevent symptom flare-ups and manage symptoms when they arise. Maybe it's something as simple as an extra hot shower before bed or having a specific kind of scented lotion that helps you relax. If you need to take some extra alone time to recharge your batteries, do it. Let your roommates or chapter brothers know you need down time. Whatever it is, run with it and let it help you feel better. General health and wellness strategies like getting enough sleep, eating a balanced diet and staying hydrated are extra important when you are also managing a Chronic Health Condition. Trying to maintain a healthy lifestyle can help reduce or limit the effects of symptoms. Talk to your healthcare provider about what might work best for you.



8. Be prepared and plan ahead.

For some people with Chronic Health Conditions like depression, they may have trouble staying on top of school work when they get hit with symptoms. Completing assignments becomes even more important if you know that your condition can sometimes knock you out for a day or two. If you are able to, try to work on assignments and papers ahead of time. If you are out of the game for a few days, you won't fall behind. Talk to your professors about how you can work ahead, or have a flexible schedule if symptoms impair your ability to finish assignments on time.

The other aspect we need to consider when it comes to Chronic Health Conditions are people living with those who have a Chronic Health Condition. Whether you're a roommate, a housing advisor or just a close friend to someone with a Chronic Health Condition, you should know how you can support them as they manage their health. Here are some suggestions on how you can help brothers living with Chronic Health Conditions.

Support your brother



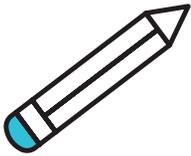
1. Let your roommate/chapter brother disclose their Chronic Health Condition at their own pace.

If you get the sense that your roommate may be dealing with a health condition, but they aren't forthcoming about it, just offer them general support and care. Let them know that you're there to support them as they need it. As trust begins to develop, they may decide to divulge more information. If they share information about their health with you, keep that information in confidence unless they say otherwise. It can take a lot for a person to decide to disclose highly stigmatized conditions, like depression, bipolar disorder, or being HIV positive to those around them. If they decide to not disclose right away, don't take it personally.



2. Don't make assumptions.

Listen to how this Chronic Health Condition affects this person, what kind of support they need, and how their condition may limit their diet or activities. Two people with asthma may be affected in different ways and comfortable with different levels of activity. People with Crohn's disease have varying levels of sensitivity to different types of foods, and they'll know best what can trigger symptoms. Don't assume that someone with diabetes has poor self-control and decision-making skills, which caused them to become diabetic. Diabetes can develop for a number of reasons, some that are out of the person's control. Avoid, or at least recognize, moral judgments when a member discloses that they are living with HIV and Hepatitis B. Let them tell their own story about their health and how they are living with their chronic conditions, and listen for how you can support them.



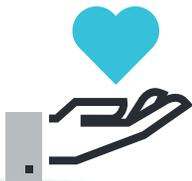
3. Do your homework.

If your roommate or chapter brother decides to tell you about their Chronic Health Condition, you will most likely have questions. While they will be knowledgeable about their specific needs, and it is good to ask them about those, they also probably get asked to explain their condition all the time. This can be exhausting and annoying to have to explain something that we all have the ability to research on our own. Some Chronic Health Conditions are heavily stigmatized, so your chapter brother may already feel uneasy sharing this kind of information with you. Take time to do independent research before bombarding them with your questions. Show you not only care and lend your support, but also give them the space to divulge information at their own pace.



4. Provide support.

Your friend has shared personal information about a Chronic Health Condition and may require additional help to keep them on track. You've done your homework and better understand some of the needs people with this condition likely have. Ask how you can be helpful. Maybe they need you to make sure they're up and awake in the morning before you leave for class or reminding them to take their medications at a specific time. Sometimes, they'll just need extra motivation when they feel worn out, or more space and privacy if they're feeling overwhelmed. It's best to ask them to see what they need, rather than assuming.



5. Advocate for your roommate or chapter brother.

Their condition may make it hard for them to participate in different activities or eat certain types of food. Stay mindful of these kinds of restrictions when making plans, whether they are informal or chapter-related. If a brother has Crohn's disease, make sure that there are food options that they can pick from that won't aggravate their symptoms. This process also might be facilitated by your Campus Services.



6. You are not a medical or health care professional.

As you take time to learn more about your chapter brother's Chronic Health Condition, the odds are that you will also come across websites and articles offering ways to help treat or even cure that condition. While some of them may seem well researched and legitimate, many are not. When discussing how to be a supportive roommate or brother, remember that you are not a trained medical professional. Any changes to treatment and management of a Chronic Health Condition should be discussed with a medical or healthcare provider to avoid complications or unforeseen negative effects. It is likely they are getting offered suggestions from well-meaning people all the time, so in most cases, it's probably better to ask them how they're doing and how you can support them.

As members of Phi Kappa Psi, we must pay attention to our own health and wellbeing, as well as to others. Better health and wellbeing relies on preventing illness and injury by protecting ourselves, treating illness and injuries that do happen, and managing the conditions that we develop and may not be able to cure. Living with a Chronic Health Condition is not always easy, but it is possible and it can be easier with a little help from those around you.



Community-Focused

To be actively involved, start making a difference locally

By Jessica Ryan

Many join fraternities to be part of something bigger than themselves.

Today's college students are looking for ways to make a larger impact on the world around them. One way fraternities offer this greater impact is through the work they do as active citizens.

However, the term citizenship is often perceived as a nebulous notion. Citizenship for many only revolves around voting and governmental affairs. College-age students may have trouble identifying what citizenship means, and they may not be clear if it relates to voting or community service. Fraternities prepare college students to engage their local communities through philanthropy and community service, but that's only one piece of citizenship.

In their book titled *Leadership for A Better World*, authors Susan R. Komives, Wendy Wagner and Associates describe the role of citizenship in their Social Change Model for Leadership

Development. They state that, "citizenship centers on active community participation as a result of a sense of responsibility to the communities in which people live."

Fraternities, as organizations, often excel in having an active role through organized community service. Some do this exceptionally well by connecting the purpose of their service to the sense of responsibility to the community. However, there are more ways that as organizations, our chapters can be active community participants who feel a true sense of responsibility to the communities where they reside.

When we look at our individual members, both active in college and alumni, there is a greater disparity in the level of active citizens. The fraternity experience is supposed to instill this sense of responsibility to the community. It is in the Phi Psi Creed that members would find *The Great Joy of Serving Others*, but this may not be something that you have found yourself actively focused on recently. Being an active

Forms of Individual Civic Engagement

Direct Service

Giving personal time and energy to address immediate community needs. Examples include tutoring, serving food at a shelter, building or repairing homes, and neighborhood or park clean-ups.

Community Research

Exploring a community to learn about its assets and how it is being affected by current social problems. This form of civic engagement provides knowledge that other efforts can build upon.

Advocacy and Education

Using various modes of persuasion (e.g. petitions, marches, letter writing) to convince government or corporate decision-makers to make choices that will benefit the community. Raising public awareness of social issues by giving speeches to community groups, distributing written materials to the general public, or providing educational activities in schools.

Capacity Building

Working with the diverse constituencies of a community, building on existing assets, to solve problems and make it a better place. Creating a space for everyone in the community to have a say in what the community should be like and how to get there.

Political Involvement

Participating in processes of government, such as campaigning and voting. This includes keeping informed about issues in the local, national, and global communities in order to vote responsibly and engaging in discourse and debate about current social issues.

Socially Responsible Personal and Professional Behavior

Maintaining a sense of responsibility to the welfare of others when making personal or professional decisions. Using one's career or professional training to benefit the community. This category describes personal lifestyle choices that reflect commitment to one's values: Recycling, driving a hybrid car, or bicycling to work; buying or not buying certain products because of unjust corporate policies or choosing to work for companies with socially just priorities.

Philanthropic Giving

Donating funding or needed items, organizing or participating in fundraising events.

Participation in Associations

Participating in community organizations that develop the social networks that provide a foundation for community-building efforts, including civic associations, sports leagues, church choirs, and school boards.

Source: Used with permission. © Julie E. Owen and Wendy Wagner, 2007.

citizen may look different from person to person but there are some key components to increasing your citizenship level.

First, "If citizenship is approached as working with others in one's community to make a difference for the common good, then it is important to explore what is implied by the word community" authors Komives, et al. state. There are various dimensions to each of us that comprise what local means to us in terms of community. Taiya Selasi says it best in her Ted Talk, "Don't Ask Where I'm From, Ask Where I'm a Local." Where you are local is personal to you. It instills more connectedness between you and the community that is local. It increases your responsibility to this community. Selasi says to think about the "three R's – rituals, relationships and restrictions." This may be your school or alma mater; membership in a club or organization; your neighborhood or city; a location you frequent; a shared identity with others; the society at large. The start of that list may be where you are a local, based on your rituals and the relationships you have. Selasi introduces the third R – restrictions – by saying, "We're local

where we carry our rituals and relationships, but how we experience our locality depends in part on our restrictions." How she describes restrictions to our locality directly relates to the society. What restrictions in society are there for you or others that say you are local? What about people you are connected to? All three of these R's will help you define what community means to you. Once you have completed identifying, you are defining where your responsibility to citizenship lies.

Second, now understanding where you are local, create a list. The list should include groups or people, issues, and communities you are invested in. These often change in time and are fluid in our lives. A college student might include the engineering and tech field, student government, their residence hall, and government or campus policies that are affecting their friends. Alumni with a growing family might include their career field or company, their children's school, their street or neighborhood council, and city, state or national policies that are affecting their home ownership or parental resources. This list will

help identify your first step. Start where you are a local, where you feel connection and engage with that group, policy or place.

Third, seek first to learn more to understand the community's need. It is important to understand that although we are a local to this place, our views may be different from others. Not all who you seek to give back to will communicate their needs in the same way. A local elementary school that is seeking volunteers may explicitly say they are looking for college students to tutor in STEM classes. However, your neighbor who is struggling as a new parent might not tell you directly what they need and their experience as a parent may be different from yours. There are many ways to be an active citizen. Authors Komives, et al. outline the following forms of Individual Civic Engagement in their book (see page 35). This includes:

- Direct Service
- Community Research
- Advocacy and Education
- Capacity Building
- Political Involvement
- Socially Responsible Personal and Professional Behavior
- Philanthropic Giving
- Participation in Associations

This last piece is all about the action. What are you capable of doing to make a difference in your community? Many of these forms are things our active chapters are doing and others our alumni are involved in: The challenge is to find ways to incorporate all forms in your work as an active citizen throughout your communities.

You've participated in a fraternal association and are probably a member of other groups in your community. You may donate your time volunteering or contribute money and goods through philanthropy. You may even use your career or major to teach or give back to children in the community. Where we often lack citizenship is in areas such as Community Research, Advocacy and Education, Capacity Building and Political Involvement. Go out and do some research about poverty rates in your community. Who is affected by poverty and what do they need? Participate in marches or letter-writing campaigns to speak on matters that are important to you. Work directly with the community to build knowledge and highlight the voices of others. Most importantly, register and exercise your right to vote on local policies, and local and national politics.

These steps are not hard, but they do take a moment of reflection and intentionality. Start small, register to vote today at vote.gov, and sign up to volunteer where you are a local.



Jessica Ryan is the Associate Director for Leadership & Experiential Learning in the Office of Fraternity & Sorority Life at the University of Pennsylvania. She is a dedicated fraternity and sorority volunteer, facilitating for many national organizations, the North-American Interfraternity Conference (NIC) and the Association of Fraternity/Sorority Advisors (AFA). She serves as a National Council member for her sorority Sigma Delta Tau, leading Sig Delt's Alternative Spring/Summer Break Program for the past four years. Additionally, she serves in other national leadership roles, including as a past SDT Foundation Trustee. Originally from Florida, she has a Bachelor's degree from the University of South Florida and has an M.Ed. from the University of West Florida. She now lives in Philadelphia, Pennsylvania with her husband and son.

BECOMING AN ACTIVE CITIZEN

By Christopher Hessenflow (ECU '91)

To build community, leverage what is in your reach

It's Oct. 1 and my scarecrow Jack shows up in front of my home.

Jack is a towering presence standing 8 feet or so from the soon-to-be hibernating earth. Jack protects my home from the southward-bound birds as they say their goodbyes to the leaves while making their way to warmer climates. Jack also says, "Hello," to our local young people as they head to school each morning. Jack is a symbol for what is to come later in the month and a beginning to the holiday season.

When I moved to my village 15 years ago, I made a conscious decision to make Halloween a special holiday for my community. How? I knew my community was made of young families with children. Young families are made of young people who celebrated Halloween when they were kids. Young families wish to pass their joy to their children. Today, many of us have the modest resources to make extraordinary things happen. We should note this last statement.

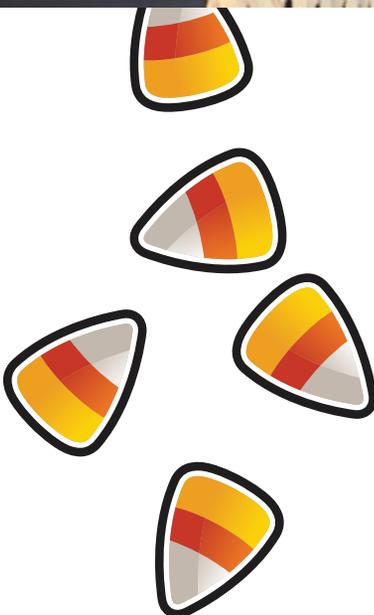
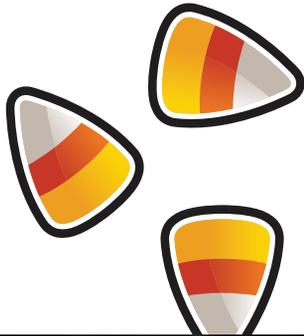
What my community does not know is that I moved to Chicago from Richmond, Virginia, and I know what some special families do on Halloween each year on Hanover Street in Richmond's historic Fan District. A number of years ago, a group of families, not any different from mine set up a block party to ensure a safe environment for 'trick-or-treating' in their area. Each year, the event grew. A few years ago, the *Wall Street Journal* reported that homes on this block expect 1,000 visitors an hour.

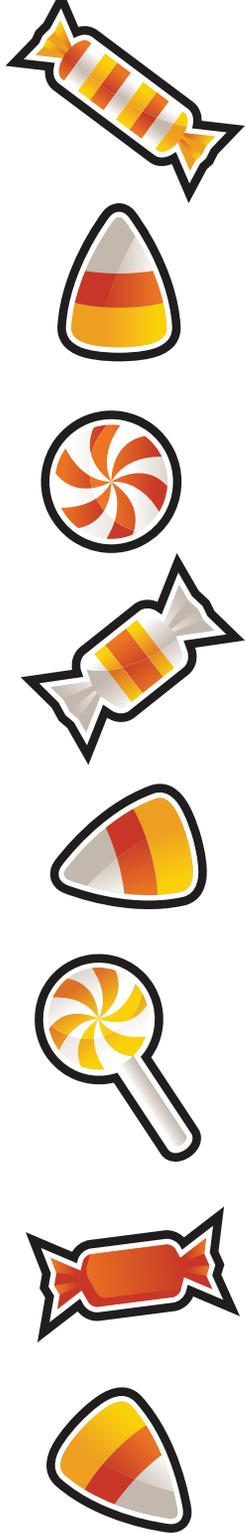
My neighborhood is a little more modest. Each year, I track the number of visitors. I get around 400, and I am busy for three hours until 7 p.m. That doesn't mean our celebration is over. I plant hints to all our visitors that something special may be happening at our home when trick-or-treating is over. Our family sets up a bonfire in front and, when legal, sends up jack-o-lantern rice lanterns. We play music and socialize. While the children trade candy and dance, the adults connect with each other in a most playful environment.

What I determined early on is that I needed to plan for their arrival and find a way to use this opportunity to meet my neighbors.

Consider thinking about Halloween like I do. Name a time where your neighbors visit your home and you have an opportunity to shake hands, chat up the young people, and make a positive impression.

This is marketing at her purest. I am not selling anything more than goodwill. My small contribution is an affirmation to the young people and their families that they are important





and valuable. The feelings they receive when visiting my home are investments in my future. The young people may never truly know or recognize me or remember this particular moment. They will, however, remember the feelings they had running from home to home, meeting my neighbors on this one exciting night, and they will know that they were cared for and that in my life, they mattered.

Last year, for the first time, I had a family come by at the end of the evening. The mother wanted to talk to me about my home. She went on to tell me that at one time, they lived in my community. Every year on Halloween, my home is a priority to visit. They moved away ten years ago, but every year, the family travels from McHenry (Illinois) to visit my home. Her children are in their late teens and this is their tradition.

“Halloween isn’t Halloween without visiting your home,” she told me. She went on to share the little details that I thought no one noticed.

And that, my friends, is an example of how a person like you and I can take a few resources and make the world a little better for all.

Fifteen years ago, John Mock, our home salesman, helped place the families on my street next to each other. The Hessenflows, Whaleys, Currays, Whites, Sweets, Fitches, Slaughters, Farfans, and so many others made up our block.

Through connections, our families started integrating into the community. We took places on the Park District Boards, as Village Trustees, on Chamber of Commerce Boards, Festival Committees, Church Boards, Library Boards, School Boards, as Coaches, and any other area we associate with a thriving community. As stewards of our neighborhoods, we can become advocates for stronger communities, which in turn, promotes a better quality of life for those around us.

Resources to make your Halloween Extraordinary

Candy: Nearly every retail establishment will run sales leading up to Halloween. It’s a small investment to make, and one that means the world to young people.

Halloween comics to share: There’s nothing better than a good story that brings people together, and Halloween comics will do that.

Glow rings and more: What a great way to ignite the night and show the spirit of Halloween with special trinkets.

Halloween rice lantern: No Halloween celebration is complete without a lantern to set off into the night.



With more than 15 years spent in the Financial Services industry, **Christopher Hessenflow** has worked for Capital One Financial, American Express Financial Advisors, and ABN Amro Financial Services.

Today, he is a financial planner in the Chicagoland area for Wealthcare Capital Management. He earned a BS in Economics at George Mason University in 1994 and a Financial Planning certificate in 2002 from DePaul University. In 2003, he formed Hessenflow Financial Planning to best meet the needs of his clients. As a financial planner, Hessenflow’s mission is to change the way individual investors approach their financial lives by measuring success, not by returns, but through the achievement of their life goals. He teaches financial planning courses, enjoys thinking, creativity, and being the proud father of two amazing daughters.



\$10 MONTHLY



\$25 MONTHLY



\$100 MONTHLY



LOYALTY

PHI KAPPA PSI • LOYALTY FUND

The Phi Psi Loyalty Fund supplements undergraduate programming and donations can be made monthly or annually at varying levels – starting at an easy \$5 per month. Please consider supporting the future of Phi Kappa Psi.

CONTRIBUTE TODAY!

www.PhiKappaPsi.com/alumni/loyalty-fund/

Please note: Phi Kappa Psi is a 501(c)(7) organization. The gifts are not tax-deductible.

GIVING LEVELS

All donors will be recognized online and will receive the thank you gifts listed below.

AMICI – \$5 Monthly: A LOYALTY Fund Donor Ribbon at GAC and a copy of *The Centennial History of Phi Psi*.

LIVE EVER DIE NEVER – \$10 MONTHLY: A LOYALTY Fund Donor Ribbon at GAC, a copy of *The Centennial History of the Phi Kappa Psi Fraternity* and a branded tumbler.

OUR STRONG BAND – \$25 MONTHLY: A LOYALTY Fund Donor Ribbon at GAC, a copy of *The Centennial History of the Phi Kappa Psi Fraternity*, a branded tumbler and a branded tie.

LEGACY – \$50 MONTHLY: A LOYALTY Fund Donor Ribbon at GAC, a copy of *The Centennial History of the Phi Kappa Psi Fraternity*, a branded tumbler, a branded tie, a \$50 discount on your GAC registration, and a branded golf shirt.

ASSOCIATION OF HONOR – \$100 MONTHLY: In addition to the gifts all other levels receive, you will be sent a branded pin as recognition for the generous gift you have given to your brothers.

Artistic COLLABORATION

Ask anyone when the last time they bought an album because the cover art caught their eye, and it's likely most will have to pause and think.



As streaming services and playlist apps continue to dominate the music industry, attention to the visual component of an album is more nostalgic than popular among music lovers everywhere. However, when a sound recording and a visual image clicks, it creates a lasting impression. Think of Pink Floyd's prism, or the world-famous Rolling Stones tongue. Where is this generation's iconic album cover? It's never been just about the music, and while cover art style and popularity has certainly changed, two talented Phi Psi alumni are getting back to basics with their artistic collaborations.

A self-starter, Frank Ruvoli (*Wabash '09*) began teaching himself to play guitar during his sophomore year of college after a shoulder injury halted his baseball career. By his senior year, he was writing his own music and landing gigs in local restaurants and bars. He even opened for country star Clayton Anderson that same year. Catchy melodies followed by ambient and soulful guitar riffs have made this modern jammer's songs so addicting. He gained attention from his peers and became known for his feel-good tunes that are reminiscent of John Mayer and Dave Matthews. Since graduating with a Bachelor's degree in Philosophy, his passion for the music scene continues to grow. As a self-taught bass and drums player in addition to playing the guitar, Ruvoli also has learned how to successfully record music without an actual studio by founding a record label called Fire Tree Records.

"I write, record, and produce everything on my own. My Philosophy major helps make songwriting way more approachable," Ruvoli said. "I wanted to make recording more accessible to myself and others, which is why I established FireTree."

Ruvoli is inspired by the huge amount of talent that lives in the Northwest Indiana/Chicagoland area, and hopes that this label will help his fellow artists produce the music they love. He has since released two EP's, one called "Places I've Been" and the other titled "Dreamers." He has since become a popular live musician in his community.





For the 15-foot "Hand," sculpture currently on display at the Cincinnati Pyramid Hill Sculpture Park, John Vosel created a structure out of repurposed material.

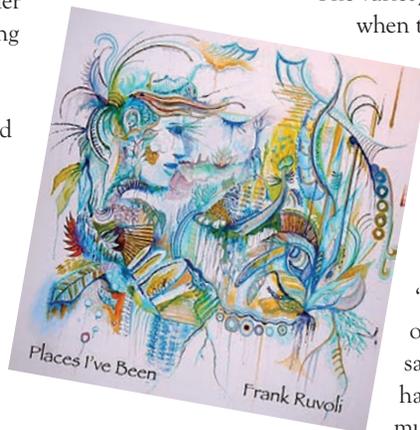


A people person, Ruvoli also works as a freelance marketer, he gives youth baseball lessons, and recently acquired his real estate license. He has known fellow talented artist and Phi Psi brother John Vosel (*Wabash '11*) since their undergraduate days. The two finally got the chance to work together on designing the cover art for his first EP.

"John and I lived together in the Phi Psi house at Wabash, and I've always been so interested in the differences in our creative processes," Ruvoli said. "He starts with pieces and builds an idea from there, as opposed to my songwriting. It's a lot easier to have a big idea and fill in the blanks along the way. His involvement and passion for painting, drawing, and sculpting is one of the things that drew me to the artistic world after my baseball career ended."

Vosel graduated from Wabash College in June 2015 with a Bachelor's degree in Fine Arts, concentrating in sculpture. He is a young, well-rounded artist with a huge range, including designing a mural in the Cincinnati Zoo, working as a student assistant in the Wabash Fine Arts Center, and constructing set designs for the Wabash Theatre Department. His work has earned him several collegiate and industry awards, and he has moved on to pursue his Master of Fine Arts with a concentration in sculpture at the University of Cincinnati. His inspirations come from the art movement Fauvism, which focuses on bright unrealistic colors, and the reality distorting that comes from street graffiti.

Fauvism can be seen in the two album covers he designed for Ruvoli, which are also a testament to his exquisite talent for drawing and painting.



"When it comes to painting and drawing, I'm interested in distorting reality with color," Vosel said. "Making a two-dimensional object look as three-dimensional as possible through the use of bright, unrealistic color evokes emotion and adds layers of complexity."

To create such a multifaceted, dimensional look for the album covers, Vosel used a unique combination of acrylic paint, spray paint, and colored pencils.

"The variety of textures these different utensils possess is crucial when trying to create depth on a flat surface" Vosel said.

While drawing from his interests in street art and graffiti by the use of spray paint, it was also important for Vosel that his art be reflective of Ruvoli's music. He is no stranger to combining his own personal style with someone else's vision as he is frequently contacted for commissioned paintings.

"It's important to not let your own personal style take over when collaborating artistically with someone," he said. "It's taken practice, but now I enjoy the challenge. I had so much fun listening to and internalizing my friend's music to produce cover art, and we are both proud of it. I look forward to doing it again."

Congratulations to these two young men as they flourish in their careers. To stay updated on their stories, see upcoming shows, or to buy and commission art, visit their respective websites at www.frankruvoli.com and www.johnvosel.com.

MOVING TO THE BEAT

District I Archon Austin Shission dances for dollars to help sick children



With a little bit of music, a strong ambition of one day working with children’s hospitals, and a heart full of love, District I Archon Brother Austin Shission (URI '16) is on a noble mission to help sick children, one two-step at a time.



Shission

Growing up in Northeast Pennsylvania, Shission annually saw the success of Penn State’s ‘THON,’ which raises money for the local children’s hospital. As the event concluded each year, he looked forward to hearing the grand total of money raised. As he sped off to college at the University of Rhode Island, declared a pre-med major and joined a fraternity heavily focused on *The Great Joy of Serving Others*, thoughts of his past had him wondering how he could bring a similar event to fruition.

With a dedicated team of volunteers who rallied together to put on a memorable event, Shission, along with many others, worked with Children’s Miracle Network (CMN) employees and University administrators to organize an eight-hour, family-friendly dance marathon on March 24 at Mackal Field House to benefit Hasbro Children’s Hospital in Providence, Rhode Island. Fittingly, the event was called RhodyTHON.

“When I set out to bring the Dance Marathon to the University of Rhode Island, I didn’t know what to expect for the first year,” Shission said. “I was excited, anxious, and nervous at the same time. All I wanted was to make the event mildly successful and to see that it continued.”

Together with campus Panhellenic President Hailey Flavin, and his counterpart Jordan Broadbent, Shission and his team promoted the event throughout the campus and community. With bouts of excitement and restlessness leading up to the event and even through the fatigue that set in toward the homestretch of the night, Shission

and his team never gave up – because they knew their efforts were changing lives.

“What actually happened was something I never thought possible,” he explained. “Our event broke the CMN Hospitals fundraising record for a first-year program with a grand total of \$171,476 raised. By making RhodyTHON part of Greek Week, various organizations around campus came together to dance and raise money.”

To commemorate all the hard work, the slogan ‘For the Kids’ was etched in newly minted ink on Shission’s chest. To him, this serves as a permanent reminder of his dedication to helping make life better for children in need of vital healthcare. For his efforts, Shission was one of 20 recipients nationwide to earn the 2018 Miracle Network Dance Marathon Distinguished Leadership Award from CMN.



Brother Austin Shission (URI '16) shows off his For The Kids tattoo that serves as a permanent reminder of what he and others did to make life better for sick children.

“Starting a campus tradition is one my biggest accomplishments,” he said. “I am proud of this event not for the record it set or the money raised, but rather because it shows what happens when a group of people with a shared passion unite to do something larger than themselves. It gives me hope that RhodyTHON will become an annual event to change lives.”

Given his indomitable spirit that truly demonstrates the Fraternity’s values of Service to the Community and Respect for the Dignity and Well-being of Others, it’s clear that Shission is dancing to a strong beat. Congratulations and keep on rocking.

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/.

Alabama Alpha

Chad Hanson '09

Earned a seat at the Alabama Court of Appeals.

Illinois Delta

Brad Werner '02

Wipfli LLP, a top national CPA and consulting firm, announced the promotion of Brad Werner, CPA to partner. Brad is the Chicago market construction and real estate leader and an audit partner whose primary focus is on attest services for middle market companies.

Indiana Beta

Charles Sparrenberger '71

After a lifetime career in Information Technology, Sparrenberger has retired. During his career, he worked in the IT departments of: Old National Bank, Traylor Bros., Inc., University of Evansville, Bristol-Myers Squibb Company and Pinnacle Computer Services, Inc. He is active in the Evansville Radio Controlled Model Airplane Club which he joined in 2000, and he is looking forward to anticipating what is next on the horizon.

Indiana Epsilon

Joel Meyer '91

After 14 years running a software company and selling to a private equity firm, Joel has moved back into the investment world and is opening a financial advisory practice.

Indiana Gamma

Joey Dierdorf '18 and **Taylor King '18** each received a Fulbright ETA award to Germany as well as a United States Teaching Assistantship award to Austria. Dierdorf elected to accept the Fulbright, while King selected the USTA award.

Marcus Hoekstra '18 won a Fulbright ETA award to Spain, and **Aren Peterson '16** earned a year in Austria as a USTA recipient.

Kansas Alpha

Scott Shorten '03

Dr. Shorten, a neurologist and sleep medicine specialist with Meritas Health Neurology was recently named the new medical director of the Diagnostic Sleep Center at North Kansas

City Hospital. He earned his medical degree from the University of Kansas School of Medicine, finished his residency in neurology at the University of Kansas Medical Center and completed a fellowship in sleep medicine at Vanderbilt University Medical Center.

Charles Walter German II '06 and his wife Katie Zoretic German welcomed the newest addition (and hopeful future Jayhawk) Charlie Walter German III into their family on June 11.

Maryland Alpha

Bill Irvine '03 and **Tim Kernan '03** founded CarbonSul, a bio-based technology platform that recycles oil and gas byproducts into an environmentally friendly source for plastics.

New Jersey Alpha

Marc Palker '71, CMA, CSCA, MBA, RTRP has successfully completed the requirements to be Certified in Strategy and Competitive Analysis (CSCA) by the Institute of Certified Management Accountants (ICMA) the certifying body of the Institute of Management Accountants (IMA). Mr. Palker has been a Certified Management Accountant (CMA) since 1992, which is a pre-requisite to sit for the CSCA exam. The exam is comprised of 60 multiple choice questions and a case study, and lasts three hours.

New Jersey Epsilon

Bernie Parisi '06 started a new job in Philadelphia as a Data Scientist for TK Interactive, a data driven technology company.

Ohio Eta

Ed Chapman '48 retired after 43 years at Ohio Bell and six years as Mayor of Bay Village, Ohio. He moved to Seven Lakes, North Carolina in 1993, and is now 93 years old.

Ohio Lambda

Doug Sawyer '06 was promoted to President of Universal Welding, a full-service metal fabricator serving OEMs and foundries in the Midwest.

Pennsylvania Eta

Charlie Havens '55 will be inducted into the Franklin & Marshall Athletic Hall of Fame during Homecoming in October. The former team captain and chapter president is being recognized for being one of the best linemen in his era.

Pennsylvania Rho

Keith Coleman '93 was announced Teacher of the Year for Hargrove Elementary School 2018-2019.



Maryland Alpha Brothers Irvine and Kernan were awarded \$10,000 for their startup at the Rutgers LaunchR competition.

MISSION



Founders of Students Care: Peter Easler (Iowa '17), Michael Penniman, and Jacob Newcomb (Iowa '17)

Iowa Phi Psi brothers join to help their own while building a vital nonprofit

Daily challenges that face those with disabilities are usually unfathomable to the average, always on the move college student.

Not only do physical limitations require extensive personalized care, but community integration and fulfillment is often something not included in the long-term rehabilitation process for persons with disabilities. Especially in the collegiate capacity, involvement and support is crucial for self-actualization. Two Phi Kappa Psi brothers at the University of Iowa recognized this little-known issue and have come together to address it in the form of a nonprofit they call Students Care, a 501c3 focusing on collegiate students with disabilities. The agency coordinates student to student care through Medicaid, volunteerism, and Consumer Choice Option-funded programs. Their goals are twofold: To provide reliable home care and improve the overall quality of life for both parties by building relationships between the two. They provide full-time care, tutoring, on-call responders, and above all, friendship.

“Our goal is to help people and be able to seamlessly run this organization. If we continue our success, I’m confident that Students Care will prosper after I graduate. I’d like to see it at campuses across America.”

—Peter Easler (Iowa '17)

Michael Penniman enrolled as a sophomore at the University of Iowa in the fall of 2016, after an accident had left him quadriplegic his freshmen year of college, four years prior. Due to the severity of the accident, he had to put his education on hold. While several home care organizations were made available to him, he was consistently disappointed and shocked at the level of care he was receiving. His scheduled visits were broken up into three shifts, and usually spanned up to six hours a day. These visits were intended to give him the support he needed to live on his own and finish his schooling. Visits consisted of stretching, bathing, dressing, eating and getting from points A to B. The first semester of school was a struggle as he was unable to receive basic care when employees missed shifts or neglected to show. The lack of organization with these providers posed a huge threat to his health. His coursework suffered and he had very little social interaction on campus. Penniman deserved

CRITICAL.

adequate service, but he also wanted to maintain some sense of normalcy. He called on family friend Peter Easler (*Iowa '17*) for support to help fill in the gaps between his home service visits. Easler gave his support, kept him company, and even took care of Penniman physically when his providers could not. When Iowa Home Care was forced to cancel their entire 50-hour care booking with Penniman due to understaffing, it was Easler and his Phi Psi brothers that assumed responsibility.

In the wake of the home care disaster, Penniman officially dropped his provider, and the idea for Students Care was born. Their team started off small as Easler got together with fellow pledge brother Jacob Newcomb (*Iowa '17*) to enlist four other students to help. Together, they successfully assisted Penniman in becoming better acclimated to life on campus while giving him the consistent care he needed. These were the first steps Students Care took to become a legitimate organization. Now a fully functioning nonprofit, Students Care utilizes the availability of Medicaid waiver funds, which allow those with disabilities to hire their own care team rather than using state-funded home care. This gives more freedom to the clients. The Students Care initiative is still learning and growing while setting the foundation for making a difference in the lives of many students.

Co-founder Penniman remains a client of the organization, and primarily serves as Director of Outreach. The uniqueness about this organization is that it is mutually beneficial. Penniman receives care up to six hours per day and he has worked with every employee (now 12) directly to ensure they understand the Students Care mission. The clientele base is slowly growing. Students Care works with another student from Kirkwood Community College to integrate him into the University of Iowa community by providing more opportunities.

“We want to establish a legitimate presence in the community and focus on delivering excellent care, which will build confidence in our employees as home care providers,” Easler said. “Our goal is to help people and be able to seamlessly run this organization. If we continue our success, I’m confident that Students Care will prosper after I graduate. I’d like to see it at campuses across America.”

So what’s next for Students Care? Easler is currently developing a scheduling interface app that would allow employees and clients to plan efficiently for home care visits. The app would also allow for a large-scale expansion for other universities and communities to easily integrate. The prospective app will include not only scheduling for both parties, but community engagement involving social activities and medical support beyond shift scheduling.

The momentum for this movement is growing, and we proudly recognize our Phi Psi members who have laid the groundwork for this life-changing organization. We can’t wait to see it flourish.



Mark Easler (*Iowa '86*), Peter Easler (*Iowa '17*), Anthony Penniman (*Iowa '86*), Micheal Penniman, Jacob Newcomb (*Iowa '17*) and his father enjoying a night out together.

CHAPTER ETERNAL

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

Alabama Alpha – University of Alabama

William J. Brower '69
George F. Riley '70

California Delta – University of Southern California

John P. Groome '63

California Epsilon – University of California

Harold L. Thomas '43

Delaware Alpha – University of Delaware

Brian A. Stapleton '17

Illinois Delta – University of Illinois, Urbana-Champaign

Matthew A. Lukaszczuk '18

Indiana Beta – Indiana University

Lt. Col. William V. Hutchens '53
William H. Reinhardt, Jr. '46
Thomas J. Wolfe '63

Illinois Zeta – DePaul University

Brian H. Nowakowski '10

Indiana Alpha – DePauw University

David L. Burt '54

Indiana Beta – Indiana University

Carey A. Spicer '54

Indiana Delta – Purdue University

Robert S. Lefley III '49

Indiana Gamma – Wabash College

Allan H. Bredenfoerder '64

Iowa Alpha – University of Iowa

George 'Fritz' Keefner '58

Iowa Beta – Iowa State University

Frank W. Barickman '48
Robert F. Lichty '44
Thomas C. McCarthy '46
John 'Jack' W. Nugent '42

Louisiana Alpha – Louisiana State University

Adam R. Neese '13

Maryland Alpha – Johns Hopkins University

Donald E. Markle '51

Michigan Alpha – University of Michigan

Perry W. Morton '59
Quentin B. Sickels '47

Minnesota Beta – University of Minnesota, Twin Cities

Clyde M. Reedy '40
William E. Roach '63

Minnesota Gamma – Minnesota State University, Mankato

Evan J. Hedwall '05

Missouri Alpha – University of Missouri, Columbia

Dwight E. Hall '67

Missouri Beta – Westminster College

Walter H. Birdseye III '70

Nebraska Alpha – University of Nebraska

John H. Blankenship '43
Paul H. Kruse '52
David P. Miller '57

New York Alpha – Cornell University

Newton H. Green '46

New York Beta – Syracuse University

Donald R. Dauer '44
James E. Hagerty '50

New York Kappa – Oneonta

Lee H. Raines '08

North Carolina Beta – East Carolina University

Hussein Qureshi '14

Ohio Alpha – Ohio Wesleyan University

Richard F. Gregory '54
Donald M. Haley '76
Sam P. Morgan '52

Ohio Delta – The Ohio State University

Charles N. Hunt '50
Jeffrey R. Neel '64

Ohio Epsilon – Case Western Reserve University

Louis F. Jagucki '43

Ohio Zeta – Bowling Green State University

James E. Hagerty '50
Bentley A. Spiewak '66

Ohio Eta – University of Toledo

Foster V. Waltz Jr. '50

Oklahoma Alpha – University of Oklahoma

Jack W. Moore '48

Pennsylvania Beta – Allegheny College

Victor A. Francis '72
Harry C. Larimer '53

Pennsylvania Epsilon – Gettysburg College

Douglas O. Truax '61

Pennsylvania Eta – Franklin & Marshall College

Henry E. Frailey '49
David S. Schwartz '50

Pennsylvania Theta – Lafayette College

William B. Heberton '50

Pennsylvania Lambda – Pennsylvania State University

William D. Ziegler Jr. '53

Rhode Island Alpha – Brown University

Philip F. Denner Jr. '46

Texas Alpha – University of Texas

Leroy M. Fulbright '43
Stephen M. Hargett '74
James T. Rogers '55

Texas Gamma – Texas State University, San Marcos

George R. Dixon '72

Virginia Alpha – University of Virginia

Robert M. Lodge '65

Washington Alpha – University of Washington

Richard L. DeGroot '65
Jeffrey A. Sherry '70

West Virginia Alpha – West Virginia University

Ronald L. Goodman Jr. '69

FROM THE Archives

100 YEARS OF RED AND GREEN AND THE JACQUEMINOT ROSE

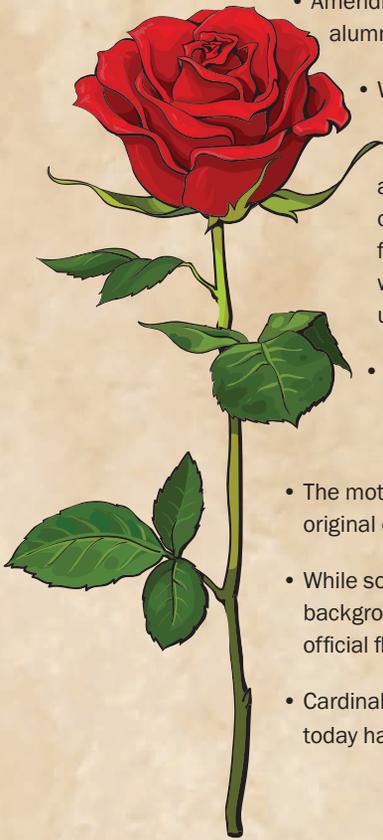
- Walking into the 1918 Grand Arch Council in Detroit, many attendees wore pink and lavender as a symbol of the Fraternity's colors. This caused arguments as many saw them being "less manly," and a need to change to something darker and stronger. However, being at war caused a slump in attendance with only 170 participants.

- Amendments were submitted and motions were made to change the colors as impassioned alumni made pleas and arguments.

- With a special committee consisting of Dr. Henry T. Scudder (*Columbia 1873*) and five Archons, an ad hoc Flag and Colors unanimously moved, "That the Flower be a deep red Jacqueminot rose. That the colors be deep red, dark green, and black to be always used as a background. That the hat band be in the same colors in the following order: black and then red stripe, green and black. The hat band to be 2" wide in the following order from top, black 10/16" wide, deep red 5/16" wide, dark green 5/16" wide, then black 10/16" wide. That the flag be 6' x 8 1/2' colors to run diagonally from upper corner black, then red 6" wide, then green 6" wide, then black."

- The proportions were presented to the Executive Council to determine, and the report was referred to the Committee on Constitution who adopted the report with the exception that "the design of the flag be subject to definition by the Executive Council."

- The motion was adopted and passed by a vote of 43-9, despite many efforts to restore the original colors and flower.
- While some changes were made since the 1918 GAC, black was only briefly used as a background color, and the layout of the flag was modified. The Jacqueminot Rose is still the official flower and deep red and dark green were clarified to specific hues.
- Cardinal Red and Hunter Green are the only colors of Phi Kappa Psi that every initiate alive today has ever known.



**I DEFINE A LEADER AS ONE WHO MOTIVATES
OTHERS THROUGH INSPIRATION, NOT AUTHORITY.**



Jesse Lackey
West Virginia '17

I thank Phi Kappa Psi for providing me with the opportunities to develop as a man and a leader. My fraternity experience has given me the confidence to make tough choices, and the clarity to understand that I'm not going to be liked by everybody all the time.

Visit pkpfoundation.org/impact to see Jesse's full story.



PHI KAPPA PSI FOUNDATION
Invest today. Change tomorrow.

