



THE SHIELD

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

WINTER 2018
VOLUME 139 • ISSUE 4

Annual Report Edition



INSIDE:

- ▶ **Virginia Zeta:** Quality membership, strategic recruitment and accountability
- ▶ **Immersed in service:** Brothers from Kansas Alpha partner with local food pantry
- ▶ **Plugged in:** Cloud-based technology offers members enhanced online experience



REGIONAL OFFICER TRAINING

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

(University of Houston)

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)

The deadline to register is Dec. 14.



Register now

The Regional Officer Training (ROT) program launches its third year in 2019, giving officers a chance to learn new skills to better serve their chapters.

Details regarding location assignments are now available on the ROT webpage. Check your location and register today. Please note that the following officers from each chapter are expected to attend: President, Vice President, Treasurer (Finance Chair), Corresponding Secretary, Recruitment Chair, Fraternity Educator (New Member Educator), Scholarship Chair, Service (Philanthropy) Chair, Risk Manager, Health & Wellness Chair, and Chapter Advisor.



THIS ISSUE

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Ball State University

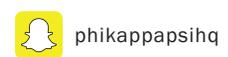
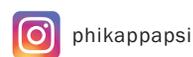
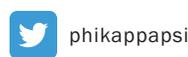
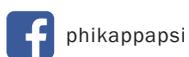
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Virginia Tech

28

Cover photo: Courtesy Virginia Tech / Jim Stroup



THE POWER OF POSITIVITY

Tougher times in Greek life call upon everyone to share strong outlooks

As I was recently watching the evening news, there was another story about a fraternity chapter at a prominent University being suspended for misconduct.

It was another reminder of the especially tough times Greek life has been through over the past two years.

The story also reminded me, however, of all of the positive things Phi Kappa Psi is doing to provide the best fraternity membership experience in America. This issue of *The Shield* highlights the many changes we have enacted in the face of a challenging and changing fraternity landscape and celebrates



the successes we have experienced resulting from our continued evolution. Your Executive Council and Headquarters staff are working tirelessly to help our chapters and undergraduate members have a safe, fun, educational, rewarding membership experience that makes our members better men.

Phi Kappa Psi was a leader in the interfraternity movement by enacting restrictions on “hard” alcohol in our chapter houses and at social events. The North American Interfraternity Conference (NIC) later followed our lead by enacting nearly identical restrictions for all member fraternities.

We also developed a new member pilot program that reduces the traditional pledge period before initiation to a maximum of 21 days. This bold step was not without controversy, but nearly one-third of our chapters successfully implemented the pilot program this Fall and we expect more chapters will do the same in the coming Spring semester. The feedback we are receiving from the chapters participating in the pilot program will be used to make appropriate adjustments. Also, we believe that learning should not end upon initiation. Therefore, Phi Psi is also developing a continuing education program for all members to complete after initiation and throughout their undergraduate fraternity experience.

Alumni advisors and volunteers are the lifeblood of any successful chapter. None of the efforts of Phi Kappa Psi can be successful without the assistance and support from our local volunteers. Providing the education and tools to be successful in that role is a critical function of the Headquarters staff. Therefore, we have created an Advisor Certification program that will help our volunteers

demonstrate to our host institutions, parents and others that they have the requisite training to address the myriad of issues that come with a modern fraternity chapter experience.

By always leading with character, acting bravely and with certainty to make decisions that are in the best interest of student safety and a fulfilling membership experience, positive change is happening throughout Phi Kappa Psi. Respect from our peer fraternal organizations has become evident when they have looked to us for guidance in developing their own policies, and with parents who are entrusting us with their sons’ lives. What all of this indicates is that even in times of uncertainty, each of us has the ability to change and foster positive outcomes.

We also must act responsibly by showing strength and providing reassurance to the families of our young men. That is why in 2019, the Fraternity will embark upon a comprehensive parent communication strategy that will have the Executive Council, Headquarters staff, and every volunteer playing an active role with the parents of our undergraduate members. Research has shown that when families are involved in their student’s life beyond high school and when we take extra steps to involve them in the Fraternity experience, higher grades and more overall-rewarding experiences are possible.

In addition to working hands-on with parents in 2019, we will also be renewing our focus on recruiting strong men with high academic standards and full hearts from serving others. As part of this initiative, we will be engaging alumni to act as strong role models that our young men can learn and grow from. If you are ready to help us in further positioning Phi Kappa Psi as a leader in Greek life, please contact Director of Advisory Teams Jared Bills at 317-632-1852 or jmb@phikappapsi.com.

As 2018 draws to a close, I want to encourage each of you to help us spread the word of the great things happening in Phi Kappa Psi. You can be proud that Phi Kappa Psi is a leader in the changes occurring throughout the Greek community, and we’re working diligently to ensure our undergraduates are receiving the tools necessary to be successful in college and throughout their lives.

Best wishes for a happy and prosperous New Year!

Fraternally,

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

CONSULTANT Chronicles

Check out some
of the news from
the road...



Meet Brandon Copeland (West Virginia '17)

Copeland is a Chapter Services Consultant for Districts V and III. The lifestyle of a Phi Kappa Psi consultant is quite different than your average twenty-something as they get to experience life on the road.



Copeland

Hired in July, Copeland visited 16 different chapters during the fall term in Illinois, Wisconsin, Minnesota, Iowa, Missouri, Kansas City, Nebraska, and Oklahoma — all in his Headquarters-issued Honda Civic.

An avid sports fan,

Copeland has taken advantage of his travels attending nearby MLB, NFL, and college football games, seeing the Milwaukee Brewers, Minnesota Vikings, Indianapolis Colts and Dallas Cowboys.

Another perk of being a consultant in 2018 is the popularity of Airbnb's, which can be rented and used for a home away from home during chapter visits. Though the Midwest is commonly misperceived as mundane, Copeland's travels have taught him that while most of America is largely the same, each place has its own nuanced microculture that takes adjusting to when moving so frequently. He assisted in the chartering of his own chapter and enjoys using skills from that experience to help other chapters operate at the highest level. Thanks for your hard work on the road, Brandon!

To see where our other consultants are traveling, see pages 26-27 and visit our chapter locator at phikappapsi.com/about/chapter-locator



THE SHIELD



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

Send pictures, story concepts to:

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Mail: The Shield
5395 Emerson Way
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Call: (317) 632-1852 | (800) 486-1852
or ask for the Editor of *The Shield*

Send address changes to:

Email: membership@phikappapsi.com

You also may contact *The Shield* using the above information. Your update may not occur immediately.

Send notices of deaths to:

Mail: Phi Kappa Psi Fraternity
ATTN: Chapter Eternal

Email: membership@phikappapsi.com

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Staff Directory

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

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WHAT'S NEW?

Help us make *The Shield* a magazine that brothers look forward to receiving. What do you want to read about? Make your voice heard by providing member stories and feedback! Keep Phi Psi in the loop. Email us at info@phikappapsi.com

PHILANTHRO*TEES

HQ Identifies Local Partnerships with Nonprofits

To address poverty in their own community, HQ staff was raised \$340 for Wheeler Mission's Women & Children's Center in Indianapolis by hosting "PhilanthroTees" (T-shirt Fridays), where employees donated to the cause. HQ raised \$500 for men's health research through the T-shirt initiative during November as part of Movember.

In November and December, staff also hosted a food drive and assisted in preparing hunger relief meals to benefit Second Helpings, a community kitchen that focuses not only on food rescue and distribution, but also in offering culinary job training for disadvantaged adults.



Some of the participants in PhilanthroTees at Laurel Hall are Nathan Whisman (*Wabash '10*), Jared Bills (*Oklahoma '12*), Mary Welch, Kyle Hickman (*Lycoming '07*) and Beth Winchell.

Do you know of an individual or chapter that has done something great for their community?

Our Spring issue of *The Shield* will focus on Service, and we want to hear about it! Please email info@phikappapsi.com, and you will be followed up with individually.



Hall of Famer

Charlie Havens (F&M '55) was inducted into the Franklin & Marshall Athletic Hall of Fame during Homecoming 2018. A starting offensive and defensive lineman and two-time team captain, Havens was also President of his chapter

during his senior year and earned many semesters on the dean's list.



Published Author

Health & Wellness Consultant **Drew Kerwood** was featured in the Association of Fraternal Leadership & Values' (AFVL) online magazine. His article "Let's Talk About Sexual Health" offers resources and advice for sexual health and fulfillment. He urges readers to include sexual health

as a part of their self-care routines. Read more at: aflvconnections.org.

Are You a Business Owner?

In Winter 2019, we plan to publish a Phi Psis in Business edition of *The Shield*, and want to feature members who run a business of their own. If you're interested in this unique opportunity to showcase your specialty with other members, please email info@phikappapsi.com for more information.

Input Needed

Submit any relevant photos, story ideas, and Member Milestones for our use in social media, quarterly emails and *The Shield*. HQ wants our public communications to showcase our chapters and alumni. Member-submitted content will ensure that the information we are sharing is interesting, relatable, and up to date. Please visit the homepage and follow the link that reads: Submit – Share the Phi Kappa Psi Experience.

Subscribe

We're revamping our online media! Sign up to receive a digital version of *The Shield*, sent to your email address. The online version boasts improved accessibility, videos, links to additional content and more. Subscribe by visiting phikappapsi.wufoo.com/forms/subscribe-to-the-digital-shield/.

CREED

PHI KAPPA PSI



I believe that Phi Kappa Psi is a brotherhood of honorable men, courteous and cultured, who pledge throughout their lives to be generous, compassionate, and loyal comrades;

I believe that I am honor bound to strive manfully for intellectual, moral, and spiritual excellence; to help and forgive my Brothers; to discharge promptly all just debts; to give aid and sympathy to all who are less fortunate;

I believe that I am honor bound to strengthen my character and deepen my integrity; to counsel and guide my Brothers who stray from their obligations; to respect and emulate my Brothers who practice moderation in their manners and morals; to be ever mindful that loyalty to my Fraternity should not weaken loyalty to my college, but rather increase devotion to it, to my country, and to my God;

I believe that to all I meet, wherever I go, I represent not only Phi Kappa Psi, but indeed the spirit of all fraternities; thus I must ever conduct myself so as to bring respect and honor not to myself alone, but also to my Fraternity;

To the fulfillment of these beliefs, of these ideals, in the noble perfection of Phi Kappa Psi, I pledge my life and my sacred honor.

By John Henry Frizzell (*Amherst 1898*) and Kent Christopher Owen (*Indiana '58*).

Adopted by the 1964 Grand Arch Council.

Phi Kappa Psi Fraternity Annual Report

JUNE 1, 2017 TO MAY 31, 2018 ➤

Throughout Fiscal Year 2017-18, Phi Kappa Psi continued to fulfill the objectives outlined in the Fraternity's 2020 plan. Now in its third year, the focus remains on creating an enhanced member development experience, along with efforts to further drive recruitment and retention, chapter and member accountability, and alumni involvement.

This report reflects data from June 1, 2017 to May 31, 2018 and includes information from the Fraternity's most recent audit.

As FY 2017-18 closed, stability regarding the number of chapters and total membership was noted. Undergraduate member headcount at the end of FY 2017-18 was 6,669, up from 6,285 the prior year or a 6% growth rate. The total number of chapters and colonies remained flat at 104. The Member Development team reached a significant milestone with 1,272 members receiving in-person training or 19% of the total undergraduate population, proving that after just three years, they are poised to provide training to 20% of undergraduate members by 2020.

Expansion efforts are also on target, and the Fraternity's Expansion team is leading the way for more undergraduate members to take the initiative toward leadership, both on campus and within local communities. During the year, five new (re)colonies were launched, including:

Indiana University

Towson University

James Madison University

Arizona State University

University of Nebraska

Implementation of a five-person Advisory team model continued. The team model allows each volunteer to focus on an area of advising. The trend of having multiple advisors is a standard, industry best practice approach because it divides the workload among volunteers and offers more opportunities for alumni involvement. The leading organization of this model averages over 10 advisors per chapter, so while Phi Kappa Psi is doing better than previous years, there is still work to be done.

Finally, the development of an Advisor Certification program that trains volunteers in state and Federal laws affecting higher education is allowing more volunteers to be successful in their roles of providing undergraduate members with a fulfilling membership experience. To join the movement of helping to provide undergraduate brothers with a rewarding fraternal experience, visit phikappapsi.com/volunteer.

Operations and Finance

Expenses consist of two categories, including Program Expenses and Management and General. For FY 2017-18, both Program and Management and General Expenses decreased, however, percentages remained the same from FY 2016-17.

This is primarily due to an increase in in-person training opportunities and renewed focus being placed on the execution of programs instead of an over-abundance of time being spent on program development.

For FY 2017-18, the per man liability fee was \$63.25 plus a Self-Insured Retention (SIR) cost of \$15 per man for a total of \$78.25. The liability cost for FY 2018-19 is \$75, plus the \$15 SIR cost for a total of \$90 per member. Less the SIR cost per man, this projection reflects an increase of \$11.75 from the previous year. These numbers are based upon processed Phi Kappa Psi claims and those paid by other North-American Interfraternity Conference-member fraternities.

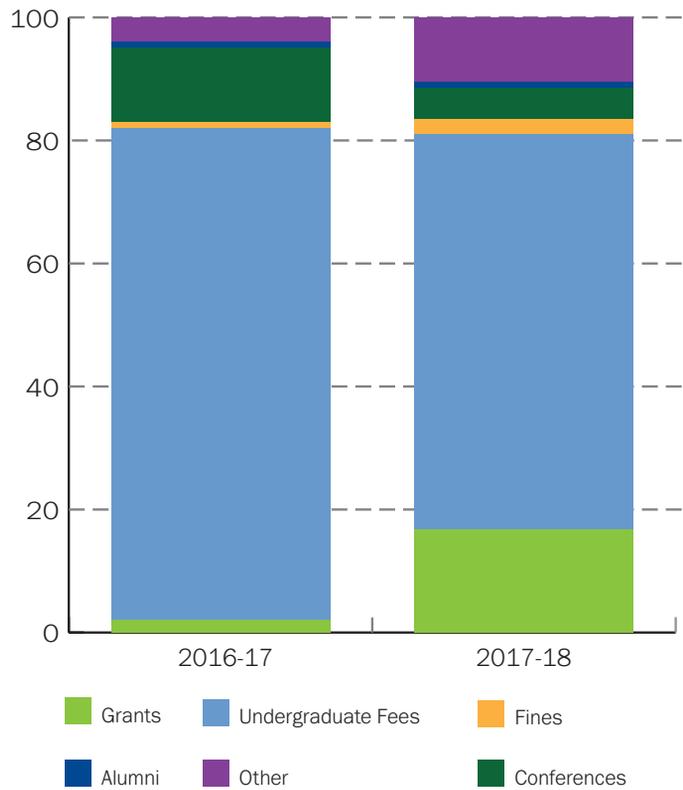
Comparing revenue from the last two years, totals increased by nearly \$370,000. This jump is attributed to undergraduate fees, conferences and convention fees and Phi Kappa Psi Foundation grants. In 2017-18, the percentage of Foundation grants received was 15%, compared to only 2% in 2016-17. Looking ahead, grant income is expected to increase, along with Member Development program opportunities.

In 2017-18, total revenue was \$4,861,710 and expenses were \$5,894,693, leaving a deficit of \$1,032,983. In 2016-17, total revenue was \$5,229,611 and expenses were \$5,042,096, leaving a surplus of \$852,597. This is great news as Fraternity's surplus projection was only \$700,000, but the actual surplus was an increase of \$152,597. While the Fraternity will continue efforts to seek new sources of revenue and growth, prudent management will serve as a guide.

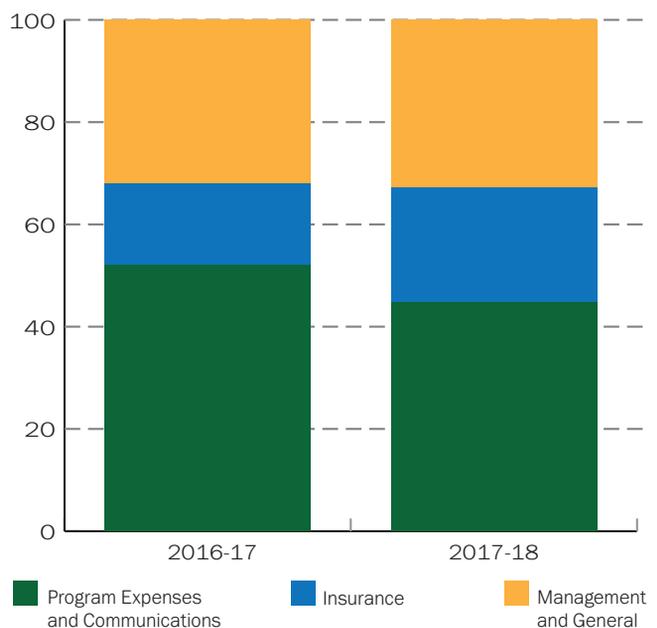
The Fraternity's biggest risk continues to be from drops in undergraduate membership because of negative Greek life perceptions on college campuses and in local communities. The Fraternity's strongest opportunity lies within efforts to increase revenue from alumni support. With renewed attention being given to the Loyalty Fund and by working with alumni who want to provide outstanding opportunities for younger brothers, positive experiences for generations of members will be possible.

PHI KAPPA PSI FINANCIALS

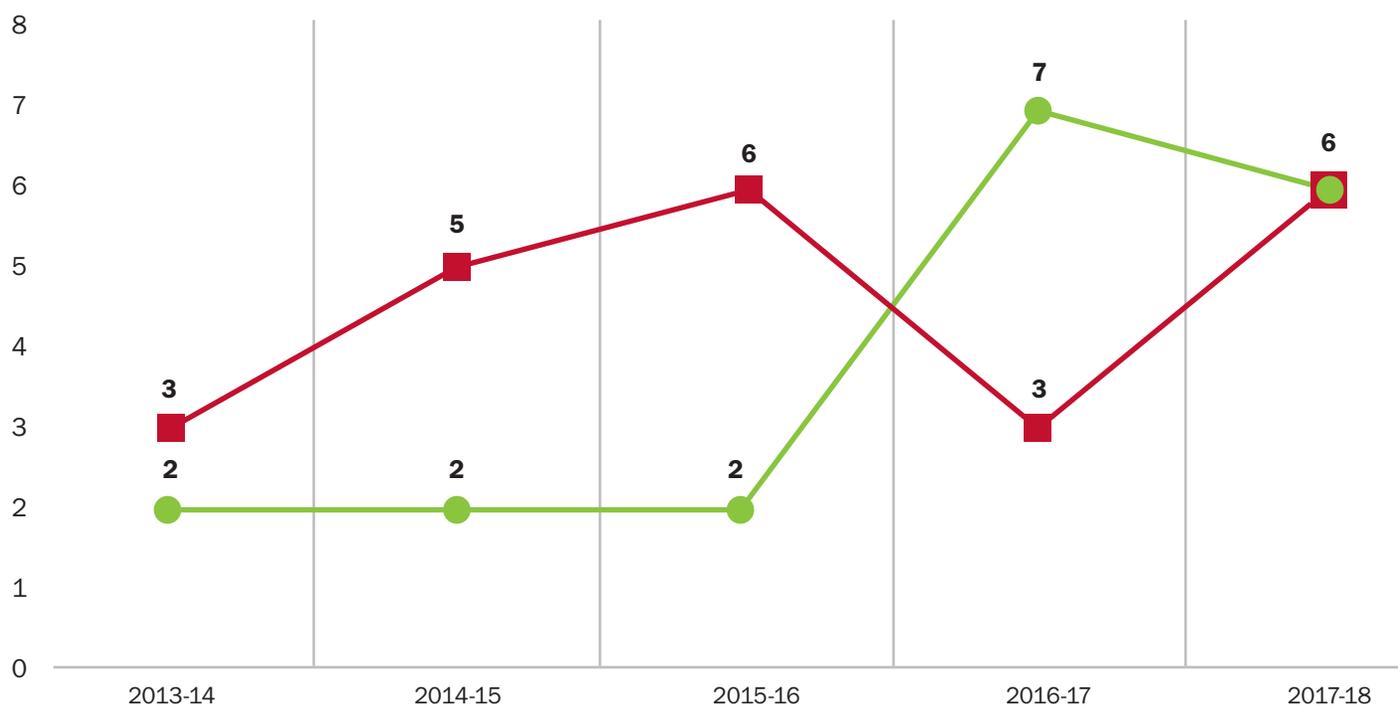
Year / Year Revenue Breakdown Comparison



Year / Year Expense Breakdown Comparison



OPERATIONAL PERFORMANCE METRICS (FISCAL YEAR)



■ **Risk Management** (Number of chapters suspended / year) ■ **Expansion** (Number of new colonies / year)

INSURANCE PREMIUMS (2014-Present)

Since 2014, insurance premiums have tripled while our Self-Insured Retention (SIR) fund has required an average of \$187.6K over the five-year period. This has resulted in the total cost of insurance doubling while coverage has decreased. So far, we've been able to manage this by pushing the per-man cost of insurance back to where it was in 2015-16. However, it is highly likely we will see these rates increase before they start to decrease.

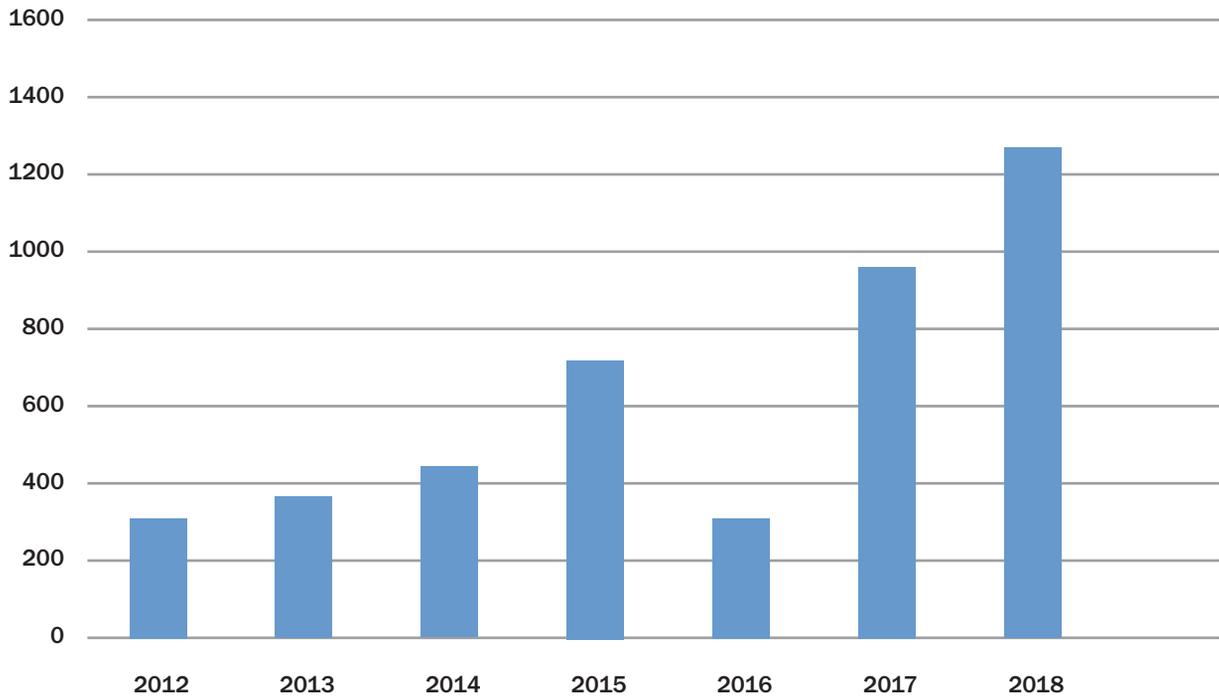
While the cost of doing business traditionally rises over time, increases in our insurance can be tied to risk management costs brought on by our member's actions and those of other organizations in our insurance group. Typically, when chapters adhere to membership standards and expectations, these numbers hold steady or decrease. However, more violations drive costs up faster. For more information on insurance costs, see the Risk Management story on pages 16-18 of this report.

	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
Insurance Premium	\$345,160	\$357,128	\$520,469	\$767,154	\$913,478
SIR Deposit	\$219,875	\$125,022	\$201,738	\$147,053	\$244,600
Total Expense	\$565,035	\$482,150	\$722,207	\$914,207	\$1,158,078
Cost Per Man	\$150	\$180	\$115	\$157	\$180
Members	*5,500	*6,000	\$6,500	\$6,500	\$6,500
Total Income	\$825,000	\$1,080,000	\$747,500	\$1,017,250	\$1,170,000
Difference	\$259,965	\$597,850	\$25,293	\$103,043	\$11,922

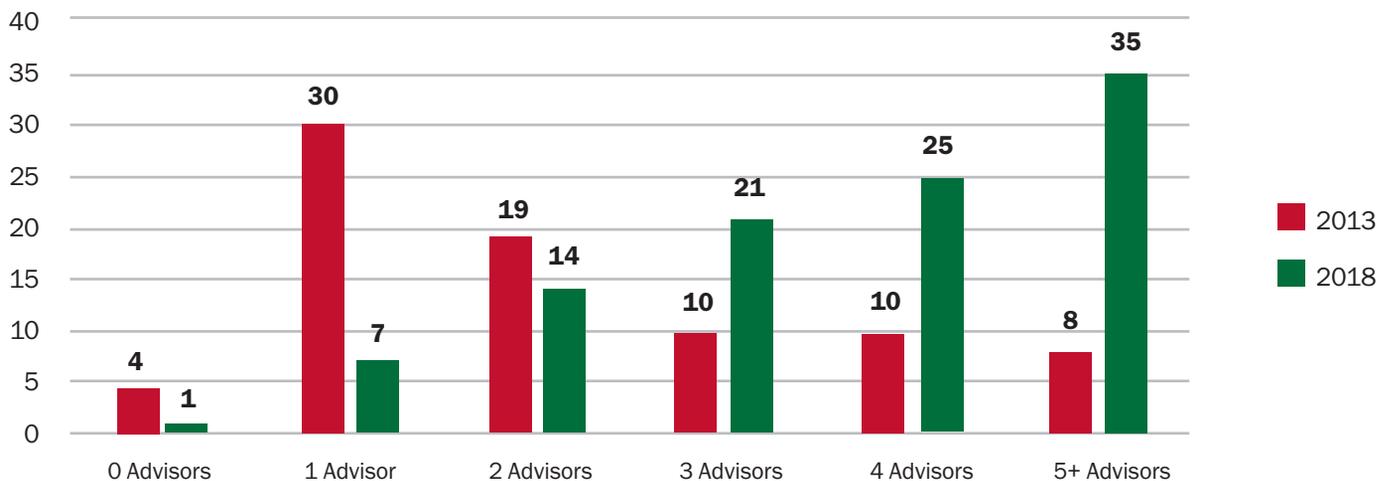
NUMBER OF UNDERGRADUATES ATTENDING IN-PERSON TRAINING

(% OF UNDERGRADUATE POPULATION)

In-person programming refers to conferences and leadership programs that undergraduates are encouraged to attend. These events include the internal Fraternity programs such as the Grand Arch Council, Regional Officer Training, Woodrow Wilson Leadership School, and industry-wide programs such as Undergraduate Interfraternity Institute (UIFI).



2013 VS 2018 ADVISORY TEAMS



FY 2017-18 CHARTERS

- Pennsylvania Epsilon - Gettysburg College
- West Virginia Alpha - West Virginia University
- Kent State University - Ohio Kappa
- California State University Northridge - California Theta

ACTIVE COLONIES

- Arizona State University
- James Madison University
- Texas A&M
- Towson University

APPROVED CHARTERS SO FAR IN 2018-19

- Virginia Tech - Virginia Zeta

To read about the Virginia Zeta Chartering Ceremony that took place in September, turn to pages 28-29.

- Denison University - Ohio Pi
- Indiana University - Indiana Beta

The Indiana University and the Denison University Colonies were approved for charter by the Executive Council on Oct. 27. Plans to hold their chartering ceremony will happen during the Spring term.

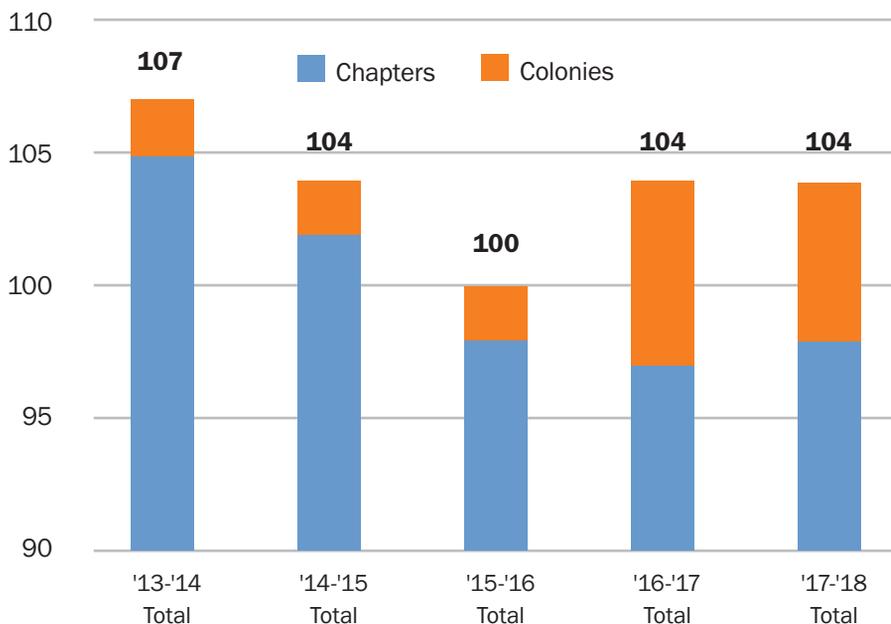
To read about the rich history of Phi Kappa Psi on Indiana's campus, and their journey to re-chartering, head to phikappapsi.com/returning-to-glory/

HELP US EXPAND

Though Phi Psi has expanded rapidly in recent years, we're only on a small percentage of college campuses. Do you know someone interested in starting a Phi Kappa Psi chapter? Since the founding of Phi Kappa Psi, many have experienced the prestigious rigors associated with building a new chapter. Each of them is a leader and innovator who sought something different rather than accepting what was in front of him.

Learn more at phikappapsi.com/new-potential-members/expansion/.

TOTAL NUMBER OF CHAPTERS AND COLONIES OVER TIME



PHI PSI SWAG

Show your Phi Kappa Psi spirit with swag from the Phi Kappa Psi Store. With high-quality items at affordable prices, there's something for every occasion and member.

Find comfort in sweatshirts and polos with letters, be official with Fraternity-branded pens, padfolios and graduation gear, or simply be the official grill master with a special Phi Kappa Psi three-piece BBQ set. Whatever you fancy, start shopping today.

Visit phikappapsistore.com to browse inventory, take advantage of current monthly promotions and make purchases.



Phi Psi Compared to Our Peers

When considering our competition, Phi Kappa Psi is currently performing in line with other peer groups. For example, our staff numbers and cost are spot on the median of our peer group as is our initiation fee. While the number of chapters and membership continues to grow, we're still below the median, although our average chapter size is on the higher end. Our new member fee remains the lowest of our peer group. Perhaps the biggest take-away is our chapter GPA's, which is also the lowest of our peer group. While the other data points are interesting, this one could create substantial headwinds to our sustainability. This is why this biennium scholarship will be a key area of focus.

■ PHI KAPPA PSI
 ■ PEER AVERAGE
 ■ PEER MEDIAN

Chapters	Members	Staff	Staff Cost as Percent of Expenses	Pledge Fee	Initiation Fee	Average Chapter Size	Percentage of Chapters with GPA Above All Mens
75	4,190	23	26.2%	\$ 50	\$ 150	41	43%
90	4,350	24	31.0%	\$ 50	\$ 195	47	45%
104	4,951	26	32.1%	\$ 60	\$ 200	50	45%
121	6,110	27	32.9%	\$ 70	\$ 205	51	45%
122	6,300	29	33.1%	\$ 70	\$ 225	52	51%
123	6,616	29	33.5%	\$ 75	\$ 240	52	58%
124	6,669	30	33.9%	\$ 75	\$ 245	52	60%
137	7,750	31	34.3%	\$ 85	\$ 250	53	71%
139	7,773	34	34.7%	\$ 85	\$ 250	54	76%
143	8,473	35	35.6%	\$ 95	\$ 271	58	78%
151	9,927	36	36.6%	\$ 100	\$ 275	64	85%
163	9,973	42	37.1%	\$ 100	\$ 295	68	96%
164	10,311	45	40.0%	\$ 100	\$ 305	71	N/A
184	11,577	57	41.2%	\$ 141	\$ 350	73	N/A
193	11,690	57	43.7%	\$ 150	\$ 550	74	N/A
136	7,777	35	35.1%	\$ 90	\$ 268	57	63%
137	7,750	34	34.5%	\$ 85	\$ 248	53	59%

Peer Group Includes: Alpha Epsilon Pi, Alpha Sigma Phi, Alpha Tau Omega, Beta Theta Pi, Delta Chi, Delta Sigma Phi, Delta Tau Delta, Delta Upsilon, Kappa Alpha Order, Phi Gamma Delta, Phi Kappa Psi, Phi Kappa Tau, Phi Kappa Phi, Sigma Pi, Theta Chi

THE GREAT JOY OF SERVING OTHERS

Community Service in our membership

As part of accreditation, each chapter is required to complete service hours and participate in philanthropic activities to make their campus and community a better place.

Participating in service and philanthropy can earn chapters the highest distinction with the Grand Chapter Award, and teaches them a lifelong commitment to service.

Top 10 Chapters

1. Kansas Alpha, University of Kansas ▶ 5,250 hours ▶ Grand Chapter
2. Minnesota Beta, University of Minnesota, Twin Cities ▶ 3,657 hours
3. Iowa Alpha, University of Iowa ▶ 3,567 hours
4. Virginia Zeta, Virginia Polytechnic Institute & State University ▶ 2,621 hours
5. Pennsylvania Theta, Lafayette College ▶ 2,588 hours
6. Indiana University Colony, Indiana University ▶ 2,312 hours
7. Ohio Eta, University of Toledo ▶ 2,128 hours
8. Ohio Xi, Capital University ▶ 2,118 hours
9. Indiana Epsilon, Valparaiso University ▶ 2,059 hours
10. Ohio Kappa, Kent State University ▶ 1,978 hours

Service Immersion Trips

What: Attendees will participate in a week-long service trip to one of the two locations listed below. They will immerse themselves in the city and its culture while they work hands on with local nonprofits to eliminate the issue of systemic poverty in the local community.

Where | When: Denver, Colorado ▶ March 24-30

Where | When: Twin Cities, Minnesota ▶ May 12-18

Who: Undergraduate men who demonstrate a strong moral character, a commitment to serving their communities, and academic excellence are encouraged to apply for this program. Brothers must be in good standing with their chapter and initiated for at least one full academic term to be eligible to apply and attend. Though the selected brothers will pay a registration fee, most of the trip costs will be covered by grants through the Phi Kappa Psi Foundation. The trips will be led by Phi Kappa Psi staff and volunteers.

Why: Students will learn about the social, political and cultural factors that can affect a community, while dedicating their time and energy toward hands-on service projects to learn about the potential for community impact and change. Students also will learn about themselves as servant leaders, how they can become advocates for

important causes, how to get others involved in important service initiatives, and why a lifetime of service is an important commitment of a Phi Kappa Psi brother.

Alumni Spotlight

The Virginia Commonwealth University Alumni Association in particular has made volunteering a key priority. During one of their largest efforts called the Alumni Charity Challenge, nearly 79,000 pounds of canned goods were collected during a five-year span. Another effort, called Operation Veterans Appreciation brings together hundreds of people for a day of recognition and appreciation to veterans recovering in the Spinal Cord Division of McGuire Veterans Hospital.

Virginia Commonwealth alumni Joseph Stemmié (*Virginia Eta '13*) received the 2018 Governor's Volunteerism and Community Service Award for his efforts.

To learn more about Service Immersion Trips, visit phikappapsi.com/programs/service-immersion-trips.

Community Service Hours 2016-17/2017-18

Criteria	2016-17	2017-18	Year-to-Year Growth
Total Hours Submitted	45,102	62,126	17,024
Undergraduate Submissions	4,344	2,584	-1760
Total Phi Psi Undergraduates	6,539	6,276	-263
Students Not Represented	2,195	3,692	-1497
Representative Sample	66%	41%	25%
Chapters Submitted	76	88	12
Total Submissions	6,031	10,836	4805
Average Submissions per Chapter	79.36	123.13	43.77
Average Hours per Chapter	593.45	705.98	112.53
Average Members per Chapter	62.28	60.35	-1.93
Hours per Member	9.53	11.70	2.17
Hours per Total Members	6.90	9.90	3.00

MITIGATING RISK

Phi Kappa Psi, Greek community join forces to ramp up safety

There's been a lot of talk about safety within the Greek community, and not without valid reason.

According to the 2016-17 Fraternity and Sorority Experience Survey conducted by the Center for Fraternity and Sorority Research with 37 campuses, Interfraternity Council chapters reported that:

- 16% of their brothers have an alcohol abuse problem.
- 14% stated they were unsure if their brothers have alcohol abuse problems.
- Recreational drug use was also a problem for 11% of their brothers.
- 15% were unsure if a brother had a recreational drug use problem.
- 34% of IFC fraternity men intervened in a harmful chapter situation one or more times per week.

As if these findings were not alarming enough, since 2010, a total of 38 deaths within the interfraternal community were reported in the news, according to a communications audit of major news sources by Holmes Murphy Fraternal Practice. Because of these statistics and tragedies, national conversations have ensued, and preventive measures are being taken to change dangerous behaviors and improve safety for Fraternity members and their guests. When such measures are taken, insurance claims.

Insurance and SIR Impacts

In FY 2017-18, the Fraternity's insurance premium increased by \$26.50 per man over the previous year. The Fraternity made a deposit equal to \$22.62 per man into its Self-Insured Retention (SIR) account, down \$8.42 from the previous year. The premium increase is a direct result of claims that have required defense and/or indemnity costs.

SIR is a dollar amount specified in Phi Kappa Psi's liability insurance policy that must be paid by the Fraternity before the insurance policy will address a loss. The Fraternity also pays the defense and/or indemnity costs associated with a claim until the SIR limit is reached. Afterwards, the insurer makes any additional payments for defense and indemnity that were covered by the policy. The SIR protects Phi Kappa Psi's overall loss ratio that decides the annual insurance premium.

NIC, Phi Kappa Psi Efforts

To further mitigate risk, the North-American Interfraternity Conference (NIC) increased efforts by organizing a social safe pilot program, an anti-hazing coalition with families who formed Parents United to Stop Hazing (PUSH) and an agreement by all-member fraternities to ban hard

“When we make efforts to create safer communities, we can further position ourselves to make positive changes, which can greatly impact the Fraternity experience.”

– Shannon Price (Alabama '88)

alcohol in chapter facilities. All NIC-member organizations have agreed to comply with the hard alcohol ban by August 2020.

For Phi Kappa Psi Fraternity, the Executive Council (EC) voted to implement tighter controls on alcohol consumption in December 2017. By February 2018, the EC voted to permanently ban hard alcohol in chapter facilities. Additionally, the EC voted to only allow the presence of hard alcohol served by a licensed third-party vendor off campus. To curtail incidents of hazing, two new member orientation pilot programs were announced that reduce the new member period from six weeks to 10 or 21 days. Currently, over 30 chapters and colonies are participating in the pilot and data will be evaluated in 2019 to determine how to best reduce the new member period.



“We took these steps to further ensure safety for our members while being accountable to their families and to our host institutions,” said Phi Kappa Psi National President Shannon Price (*Alabama '88*). When we make efforts to create safer communities, we can further position ourselves to make positive changes, which can greatly impact the Fraternity experience.”

On-Campus Partnerships

Host institutions are also taking proactive steps to reduce risk on campus. As an example, after University administrators at Ball State University noticed dangerous behavioral patterns including increased weekly events involving alcohol, out of control tailgating, and increased sexual misconduct and noise complaints, a social pause for all events with alcohol was imposed from Oct. 23, 2017 to Jan. 31, 2018. During the pause, every Greek life member was required to complete the Alcohol Skills Training Program (ASTP) and Bystander training led by Phi Psi Family volunteers. Of the 62 members from the Indiana Iota Chapter, 60 completed the requirements resulting in the chapter receiving a 97% completion score and a lift from the social pause.

“When we need them, the members of Indiana Iota truly rise to the occasion,” said Kari Murphy, Ball State’s Director for the Office of Greek Life. “As they went through the training, they asked great questions and took matters seriously, which I believe helped them better prepare for recruitment and to be part of the solution.”

Since the pause ended, Indiana Iota members have continued working to reduce risk within their chapter. Recently, when other groups were hosting unregistered events, the University Police Department shut them down. Many attendees were then trying to find other places to go and they attempted entry into Indiana Iota’s registered event. Without hesitation, the chapter’s Risk Management team made the decision to shut down their own event.

“Going through the social pause helped us better understand risk management policies and it gave us the confidence to continue building a strong brotherhood,” said Chapter President Ethan Craven (*Ball State '16*). “We are now more respectful than ever of policies and we recognize the importance of following rules.”

Insurance Rates Per Student	
2013 - 2014.....	\$ 150.00
2014 - 2015.....	\$ 150.00
2015 - 2016.....	\$ 180.00
2016 - 2017	\$ 100.00
2017 - 2018.....	\$ 126.50

This year, Phi Kappa Psi will need to deposit \$244,600. The table to the right shows the amount we have been required for annual deposit into the account by Nov. 15.

Year	SIR Deposit
2014 - 2015	\$219,875
2015 - 2016	\$125,022
2016 - 2017	\$201,738
2017 - 2018	\$147,053
2018 - 2019	\$244,600
TOTAL	\$938,290

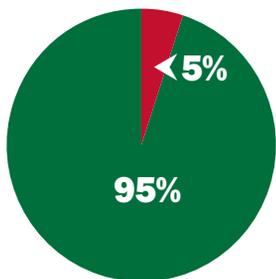


Sanction Completion Rate & Tracking

For the past two years, the Associate Directors of Standards have tracked chapter sanctions while assisting each chapter with completing the sanctions by the imposed deadlines. The goal is for chapters to remain compliant with the host Universities and the Phi Kappa Psi Headquarters to avoid receiving a harsher punishment of total suspension.

2017-18 SANCTION COMPLETION RATE

- Sanctions Completed On-Time
- Non-Compliant/Past Due Sanctions



This chart includes all chapters that have been sanctioned in Fiscal Year 2017-18, including those that have been suspended for not being compliant with their sanctions. Sanctions needing to be completed by Fall 2018 or Spring 2019 are not included in the chart.

Below is a chart that compares Phi Kappa Psi's growth on ensuring chapters remain compliant from last year to this year and the percentage of chapters who remained violation-free from last year to this year.

Average Suspension Lengths

One of the focuses of the Chapter Operations Department over the past three years has been working closely with Universities throughout the investigation and sanctioning process. When it is deemed necessary for a chapter to be suspended, one of the goals is to ensure the quickest possible return to campus. Below is the average suspension time (in months) that Phi Kappa Psi has had as a national organization over the last 4 years. The goal is to remain below an average suspension period of 30 months.

ELEVATE Your Connections: Campus Resource Guides

Phi Kappa Psi aims to be collaborative partners in student success. One way we do this is through ELEVATE and Campus Resource Guides. To provide enhanced knowledge and use of campus resources, Campus Resource Guides have been compiled for all chapters, colonies and new expansions. These guides contain comprehensive information and connections related to services, educational opportunities, and policies and protocol for each campus.

At each of our host campuses, there are a wealth of resources available to our members. Here are a few you might want to check out:

- **Campus Health Center** – Health centers offer medical services and educational programs. Many health centers run thanks to student fees, and you can obtain services at free/reduced rates. There may also be options for testing, immunizations, wellness programs, or pharmacy services.
- **Campus Counseling Center** – Counseling centers offer support for your mental health. This could be through screening programs, individual therapy, and/or group sessions. The stress and emotions of college can be a lot, and you should seek help and support if you need it.
- **Bystander Intervention Education** – One way to be part of the solution is to complete a bystander training. Many campuses have a program that teaches you how identify issues and provide strategies for you to safely intervene.
- **Recreation/Fitness Center** – A great way to stay fit and manage stress is a workout. Again, these are generally included in student fees, so you have already paid for access. There is a variety of workout equipment, group fitness classes, and organized sports, so you can find the routine that works for you.
- **Health Education/Health Promotion** – These are offices that offer education on a variety of aspects of health and wellness, including sexual health, alcohol and other drugs, sexual violence prevention, and nutrition. They provide presentations to your chapter, offer one-on-one health consultations and/or have events on-campus to help you achieve optimal health.
- **Campus Safety and Local Police and Fire Departments** – Building relationships with the local and campus police and safety teams can be beneficial to chapter. In addition to knowing who to call when there is an emergency, many campus or local safety teams can provide chapters with training and education to help make their living spaces and events safer and more successful.
- **Academic Support and Advising** – All of our host campuses offer some level of academic advising and support to students. This can include helping students explore majors and different course options to help meet their program requirements, test taking services, tutoring and writing review centers, and academic success trainings.

Guides can be accessed through the Phi Psi Portal.

Phi Kappa Psi Corporation-Owned Houses

Many Phi Kappa Psi chapters have houses that are owned and managed by an alumni Board of Directors called a Housing Corporation. Other properties are owned by host institutions and some do not have a facility, but host meetings on campus and events off-campus. The list on the following pages reflects chapter designations, school names, cities, states, housing status and ownership.

NOTE: Some housing situations are fluid and change from year to year.



Alabama Alpha



California Epsilon



Colorado Alpha

Designation	School	City	Housed	Ownership
Alabama Alpha	Alabama	Tuscaloosa	Yes	HC Owned/Univ
Alabama Beta	Auburn	Auburn	No	No Facility
Alabama Gamma	Alabama Huntsville	Huntsville	No	No Facility
ASU Colony	ASU	Tempe	No	No Facility
California Beta	Stanford	Stanford	Yes	University
California Epsilon	UCLA	Los Angeles	Yes	House Corporation
California Eta	Cal Poly	San Luis Obispo	Yes	House Corporation
California Gamma	UC Berkeley	Berkeley	Yes	House Corporation
California Iota	UC Davis	Davis	Yes	Third Party
California Kappa	UC Irvine	Irvine	No	No Facility
California Lambda	San Diego State	San Diego	Yes	HC Owned/Univ
California Mu	Occidental	Los Angeles	No	No Facility
California Nu	UC Riverside	Riverside	Yes	Third Party
California Theta	CSUN	Northridge	Yes	House Corporation
California Xi	Long Beach	Long Beach	Yes	House Corporation
Colorado Alpha	Colorado	Boulder	Yes	House Corporation
Delaware Alpha	Delaware	Newark	No	No Facility
Florida Alpha	Florida State	Tallahassee	Yes	University
Georgia Alpha	Georgia	Athens	Yes	House Corporation
Georgia Beta	Georgia Tech	Atlanta	No	No Facility
Iowa Alpha	Iowa	Iowa City	Yes	House Corporation
Iowa Beta	Iowa State	Ames	Yes	House Corporation
Illinois Alpha	Northwestern	Evanston	Yes	HC Owned/Univ
Illinois Delta	Illinois	Champaign	Yes	House Corporation
Illinois Eta	SIUE	Edwardsville	No	No Facility
Illinois Iota	Northern Illinois	DeKalb	Yes	Third Party
Illinois Theta	UIC	Chicago	No	No Facility
Illinois Zeta	DePaul	Chicago	No	No Facility
Indiana Alpha	DePauw	Greencastle	Yes	House Corporation
Indiana Beta	Indiana	Bloomington	Yes	House Corporation
Indiana Delta	Purdue	West Lafayette	Yes	House Corporation
Indiana Epsilon	Valparaiso	Valparaiso	Yes	House Corporation
Indiana Eta	Indiana State	Terre Haute	No	No Facility
Indiana Gamma	Wabash	Crawfordsville	Yes	University
Indiana Iota	Ball State	Muncie	No	No Facility
JMU Colony	JMU	Harrisonburg	No	No Facility
Kansas Alpha	Kansas	Lawrence	Yes	House Corporation
Louisiana Alpha	LSU	Baton Rouge	Yes	HC Owned/Univ
Louisiana Beta	UL Lafayette	Lafayette	Yes	House Corporation
Massachusetts Beta	Brandeis	Waltham	Yes	Foundation
Maryland Alpha	Johns Hopkins	Baltimore	Yes	House Corporation
Maryland Gamma	Maryland	College Park	Yes	Third Party

Continued



Illinois Alpha



Michigan Beta



New York Eta



Pennsylvania Nu

Designation	School	City	Housed	Ownership
Michigan Alpha	Michigan	Ann Arbor	Yes	House Corporation
Michigan Beta	Michigan State	E. Lansing	Yes	House Corporation
Minnesota Beta	Minnesota	Minneapolis	Yes	House Corporation
Minnesota Delta	Minn. - Duluth	Duluth	No	No Facility
Minnesota Gamma	Minn.State-Mankato	Mankato	Yes	House Corporation
Missouri Alpha	Missouri	Columbia	Yes	House Corporation
Mississippi Alpha	Ole Miss	University	Yes	HC Owned/Univ
North Carolina Beta	East Carolina	Greenville	No	No Facility
Nebraska Alpha	Nebraska	Lincoln	Yes	House Corporation
New Jersey Beta	Monmouth	West Long Branch	No	No Facility
New Jersey Epsilon	Rowan	Glassboro	No	No Facility
New Jersey Gamma	Rutgers	New Brunswick	Yes	Third Party
New York Alpha	Cornell	Ithaca	Yes	University
New York Beta	Syracuse	Syracuse	Yes	House Corporation
New York Eta	Buffalo	Buffalo	Yes	House Corporation
New York Iota	Binghamton	Binghamton	Yes	House Corporation
New York Kappa	Oneonta	Oneonta	Yes	Foundation
New York Theta	RIT	Rochester	Yes	University
Ohio Beta	Wittenburg	Springfield	No	No Facility
Ohio Epsilon	Case Western	Cleveland	Yes	University
Ohio Eta	Toledo	Toledo	Yes	University
Ohio Iota	Akron	Akron	Yes	House Corporation
Ohio Kappa	Kent State	Kent	No	No Facility
Ohio Mu	Dayton	Dayton	No	No Facility
Ohio Nu	Ohio	Athens	Yes	House Corporation
Ohio Omicron	Muskingum	New Concord	Yes	University
Ohio Pi	Denison	Granville	No	No Facility
Ohio Theta	Ashland	Ashland	Yes	University
Ohio Xi	Capital	Columbus	No	No Facility
Oklahoma Alpha	Oklahoma	Norman	Yes	HC Owned/Univ
Oregon Beta	Oregon State	Corvallis	Yes	HC Owned/Univ
Pennsylvania Alpha	W&J	Washington	Yes	University
Pennsylvania Beta	Allegheny	Meadville	Yes	University
Pennsylvania Epsilon	Gettysburg	Gettysburg	No	No Facility
Pennsylvania Eta	F&M	Lancaster	Yes	University
Pennsylvania Iota	Penn	Philadelphia	Yes	University
Pennsylvania Lambda	Penn State	State College	Yes	House Corporation
Pennsylvania Nu	IUP	Indiana	Yes	House Corporation
Pennsylvania Phi	Lycoming	Williamsport	No	No Facility
Pennsylvania Rho	York	York	No	No Facility
Pennsylvania Sigma	USP	Philadelphia	No	No Facility
Pennsylvania Theta	Lafayette	Easton	Yes	HC Owned/Univ
Pennsylvania Upsilon	Drexel	Philadelphia	No	No Facility
Pennsylvania Xi	Edinboro	Edinboro	No	No Facility

Designation	School	City	Housed	Ownership
Rhode Island Beta	Rhode Island	Kingston	No	No Facility
Tennessee Delta	Vanderbilt	Nashville	Yes	House Corporation
Tennessee Epsilon	Tennessee	Knoxville	Yes	HC Owned/Univ
Texas A&M Colony	Texas A&M	College Station	No	No Facility
Texas Alpha	Texas	Austin	Yes	House Corporation
Texas Beta	Texas Tech	Lubbock	Yes	House Corporation
Texas Epsilon	SFA	Nacogdoches	No	No Facility
Texas Zeta	Houston Baptist	Houston	No	No Facility
Towson Colony	Towson	Towson	No	No Facility
Virginia Alpha	Virginia	Charlottesville	Yes	House Corporation
Virginia Beta	W&L	Lexington	No	No Facility
Virginia Eta	VCU	Richmond	No	No Facility
Virginia Alpha	Washington	Seattle	Yes	House Corporation
Virginia Gamma	Beloit	Beloit	Yes	University
Virginia Alpha	West Virginia	Morgantown	Yes	House Corporation
Virginia Zeta	Virginia Tech	Blacksburg	Yes	House Corporation



Texas Alpha



Washington Alpha



Executive Council Meeting



March 16, 2019



Charlotte, North Carolina
at the Pi Kappa Phi Headquarters

2015 Ayrley Town Boulevard, Suite 200

FROM CLASSROOM TO BOARDROOM

District III Archon Garret Himstedt (Ball State '16) reflects on his Executive Council experience

As an incoming freshman at Ball State University, District III Archon Garrett Himstedt (Ball State '16) spent his first weeks on campus like most new college students – adjusting to classes, experimenting with dining hall food and making new friends.

While he saw signs around campus promoting fraternities, he had not considered joining one. As he continued meeting others who were involved in Greek Life, he grew interested.

“When I became friends with my classmates, I was surprised to find out how much they put into their fraternity, and what they got out of it,” Himstedt said. “They were taking full advantage of the benefits and opportunities that I didn’t even know existed.”

Through classes, Himstedt had met Dustin Meeks (Ball State '14). They quickly became friends and Meeks began introducing Himstedt to other Phi Kappa Psi brothers.

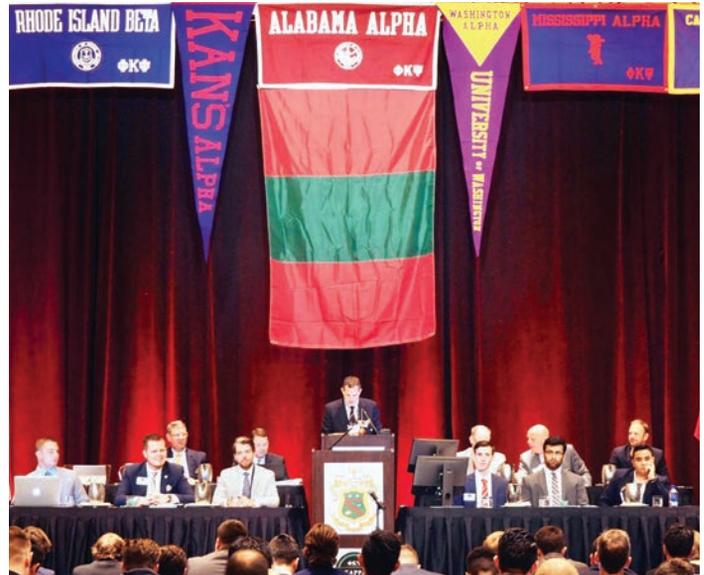


Garrett Himstedt
 Ball State University – District III
 Major: Public Communications
 Minor: Professional Selling & Political Science
 Senior set to graduate in 2019
 Hometown: New Palestine, Indiana

“After becoming friends with Dustin, and being introduced to the rest of his chapter, I saw the opportunities that they were given for being a part of this organization, and I couldn’t wait to take on leadership roles.”

Himstedt was soon an initiated member and saw firsthand how District III Archon Meeks served as a spokesperson for the undergraduates of the district. He quickly became interested in following suit.

After joining the chapter, Himstedt assumed several roles, including the chapter’s Social Chair, Recruitment Chair, and Vice President.



During the Grand Arch Council in Las Vegas, Himstedt and members of the Executive Council voted on important business.

“The relationship I’ve had with Phi Psi and the roles I’ve taken on have been very natural for me,” he said.

While Himstedt’s opportunities as a chapter leader was rewarding, he grew more intrigued by Meek’s experience as an Archon.

“Through my friendship with Dustin, I got a better understanding of the Archon role, and I thought that I would enjoy and excel in the role of being a student liaison to the Executive Council (EC).”

In late spring of 2017, he submitted his paperwork to declare his intent to run for the District III Archon position. Himstedt arrived at Woodrow Wilson Leadership School (WWLS) where Archons are elected, unsure of what to expect. He spent his time at WWLS introducing himself to his peers and discussing with them his experiences and hopes for Phi Kappa Psi. After a close election, Himstedt was declared the District III Archon. He admits that the experience was stressful.

“It wasn’t nearly as intense as the EC elections, but it was a fun political experience to have,” Himstedt said.

Since being elected, Himstedt’s position has served as an enlightening journey where he has learned more about himself, his peers and his role. He believes he speaks for all Archons in saying that this role requires patience and adaptability.

“Being open-minded is crucial for the Archon role,” Himstedt said. “It’s an interesting role because it requires commitment and flexibility when it comes to your responsibilities. I think this has been a great opportunity and it’s been quite important to remember that I am serving undergraduates in my district. I took the role knowing that I am their voice for the next two years, and when I think of it that way, it makes it that much more rewarding when things we are pulling for get accomplished.”



Josh Heideman (*Ball State '15*), Ethan Craven (*Ball State '16*) and Garrett Himstedt (*Ball State '16*) at the Grand Arch Council in Las Vegas.

Himstedt was part of the Executive Council during the 2018 Grand Arch Council (GAC) in Las Vegas. During the convention, he participated in important conversation and voted on issues that will have an impact on Phi Kappa Psi for years to come.

“Having the opportunity to work alongside esteemed alumni has been a tremendous experience. It has prepared me for the professional world, helped me learn the art of compromise, and been a fantastic way to network and get to know others in Phi Kappa Psi that I might not have had the chance to meet otherwise.”

One area that the Executive Council has focused on during Himstedt’s term as an archon is accreditation. He is proud of the new processes and software put in place to manage chapter reporting.

“We found that chapters were completing the work required for accreditation, and instead were having trouble with the reporting process,” he said. “With the new process, it became more accessible to members and ensured that chapters were receiving the credit they deserve, which improves undergraduate relationships with the EC.”

Himstedt plans to go into sales after graduation and credits his networking with Phi Psi alumni for inspiring him in his career path. As he balances a full courseload, chapter responsibilities, and Executive Council duties during his senior year, his time management skills continue to improve. Much like graduation, passing on the Archon torch will be bittersweet for Himstedt. He looks forward to serving his district for the remainder of the year and hopes to make more positive changes for the membership. He also hopes the younger generation of Phi Kappa Psi members will take advantage of this opportunity, and he wants to help future archons become elected at the 2019 Woodrow Wilson Leadership School.

“Being a part of Phi Psi has given my collegiate career direction and will continue to have a positive effect after I graduate and start my professional career.”

The Phi Psi Team

The Executive Council is the governing body of the Fraternity during intervals between the Grand Arch Councils. This 10-member board of directors is governed by the Fraternity’s Constitution, Bylaws and Rules. Also serving on the Executive Council are District Archons who are elected for a two-year term. These six individuals are student members who help to govern the Fraternity while setting it on a strong path forward.

The current organizational chart on pages 24-25 shows the staff by name and title. The current staff headcount is 32.



Executive Council ▲

President

Shannon E. Price (*Alabama '88*)

Vice President

Bob Marchesani (*IUP '79*) (*Butler '94*)

Treasurer

David Moyer (*Alabama '91*)

Secretary

Marc Dumas (*DePaul '93*)

District Archons ▼

District I

Austin Shission (*Rhode Island '16*)

District II

Hunter Music (*Ashland '14*)

District III

Garret Himstedt (*Ball State '16*)

District IV

Drake Broussard (*UL Lafayette '16*)

District V

Robin Bajpai (*Kansas '17*)

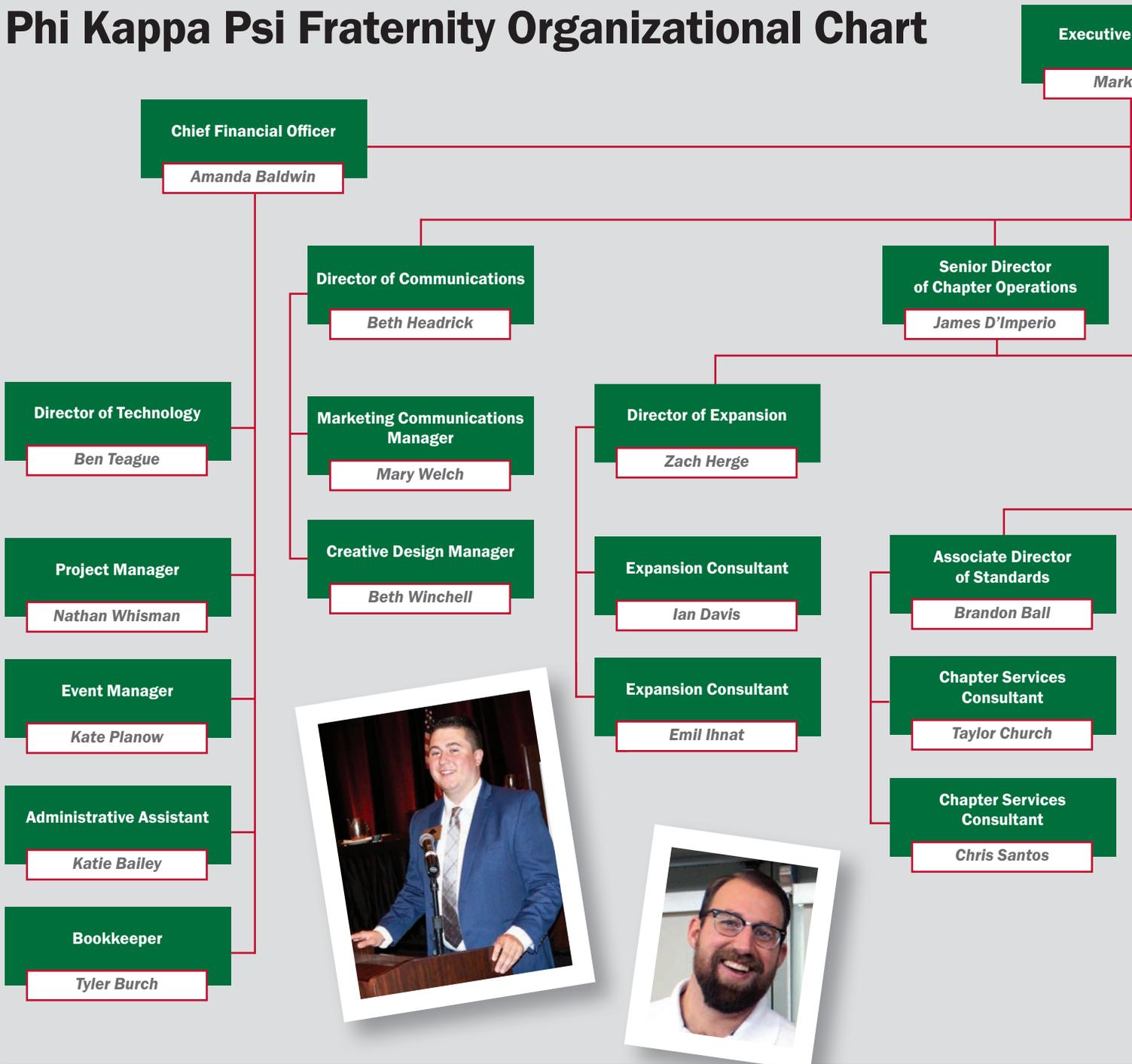
District VI

Luis Gonzalez Medina (*UC Irvine '16*)





Phi Kappa Psi Fraternity Organizational Chart





Director

Guidi



Chief Operating Officer

Ron Ransom



Director of Chapter Services & Standards

Brian Kochheiser



Senior Director of Alumni Engagement

Rob Nagel

Senior Director of Member Development

Kyle Hickman

Director of Advisory Teams

Jared Bills

Associate Director of Member Development

James McLendon

Associate Director of Standards

Alex Vickery-Holland

Associate Director of Standards

Ben Sigler

Archivist

Timothy Tangen

Director of Health & Wellness

Andrea Kleekamp

Chapter Services Consultant

Thomas Djerf

Chapter Services Consultant

Curtis Orona

Health & Wellness Consultant

Drew Kerwood

Chapter Services Consultant

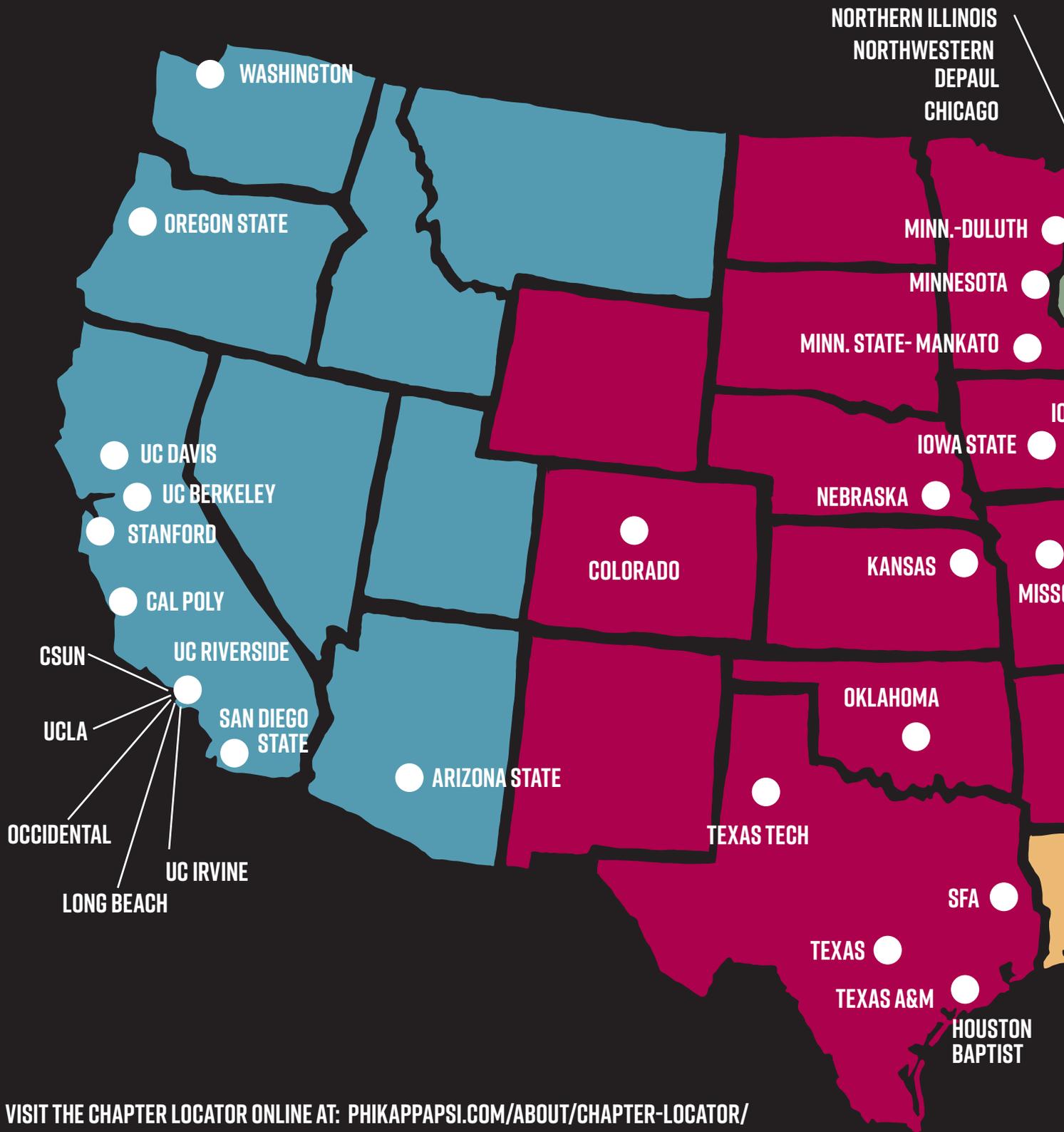
Brandon Copeland

Chapter Services Consultant

Devin Carver



CHAPTERS & COLON



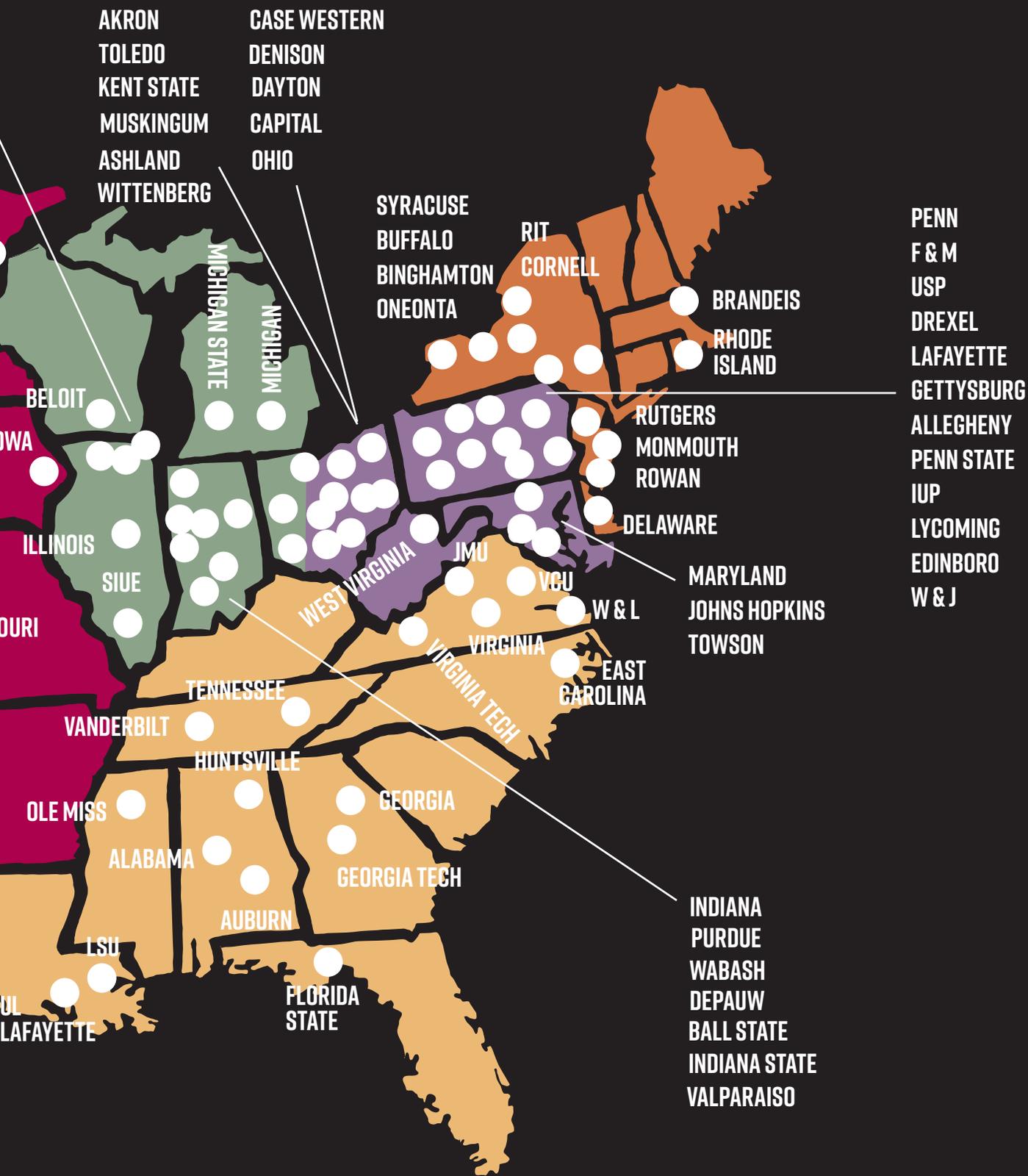
VISIT THE CHAPTER LOCATOR ONLINE AT: PHIKAPPAPSI.COM/ABOUT/CHAPTER-LOCATOR/

DISTRICT I

DISTRICT II

DISTRICT III

COLLEGES AND DISTRICTS



■ DISTRICT IV

■ DISTRICT V

■ DISTRICT VI



FROM RE-CHARTER TO ACTIVE CHAPTER

Virginia Zeta returns to Virginia Tech

Congratulations to the Virginia Zeta chapter at Virginia Tech who made their official return to campus as an active chapter on September 29 during a re-chartering weekend.

Originally chartered in 1976, Virginia Zeta left the campus in 2010. After eight years, the chapter is incredibly excited to be welcomed back.

From their humble beginnings as a colony that started with 10 friends, the Virginia Zeta Chapter now boasts 72 active members. Formed in Fall 2016, these Phi Psi's have worked hard to become chartered, and though they started as strangers, they now share a bond that is united in brotherhood.

Top: Phi Kappa Psi Executive Director Mark Guidi (*Virginia Tech '84*) proudly holds the Virginia Zeta Charter, signifying the chapter's return to campus. **Middle:** Chapter President Keith Robus (*Virginia Tech '18*) and Chapter Vice President Cyrus Crevits (*Virginia Tech '18*) admire the Virginia Zeta Charter. **Bottom:** Virginia Tech Dean of Students Dr. Byron Hughes (*Alpha Sigma Phi*) attended the Re-Chartering celebration in support of Chapter President Keith Robus (*Virginia Tech '18*) and his chapter brothers.



"Establishing a Colony means being ready to prove yourself on campus and to the national organization. We couldn't have done this without the support and active participation of our advisors and alumni base," President Keith Robus (*Virginia Tech '18*) said upon chartering. "The past two years have been filled with hard work and struggles, but through this process, my brothers and I have been able to bond and grow closer to not only each other, but also to the values of Phi Psi."

Their unwavering desire for growth and commitment to improvement made a lasting impression in their community, which has led to approval and encouragement from the Phi Kappa Psi Headquarters staff and the campus Interfraternity Council (IFC). Academically, the men currently hold a 3.2 average GPA, which is above the IFC and all-undergraduate average. This places them in the top 25% of IFC GPAs. The men also have a strong commitment to both the Virginia Tech motto *Ut Prosim* (That I May Serve) and

The Great Joy of Serving Others, which is demonstrated by the amount of service hours and philanthropy dollars raised by the group during the 2017-2018 academic year.

2017-2018 Total Number of Service Hours Reported: **2,621**

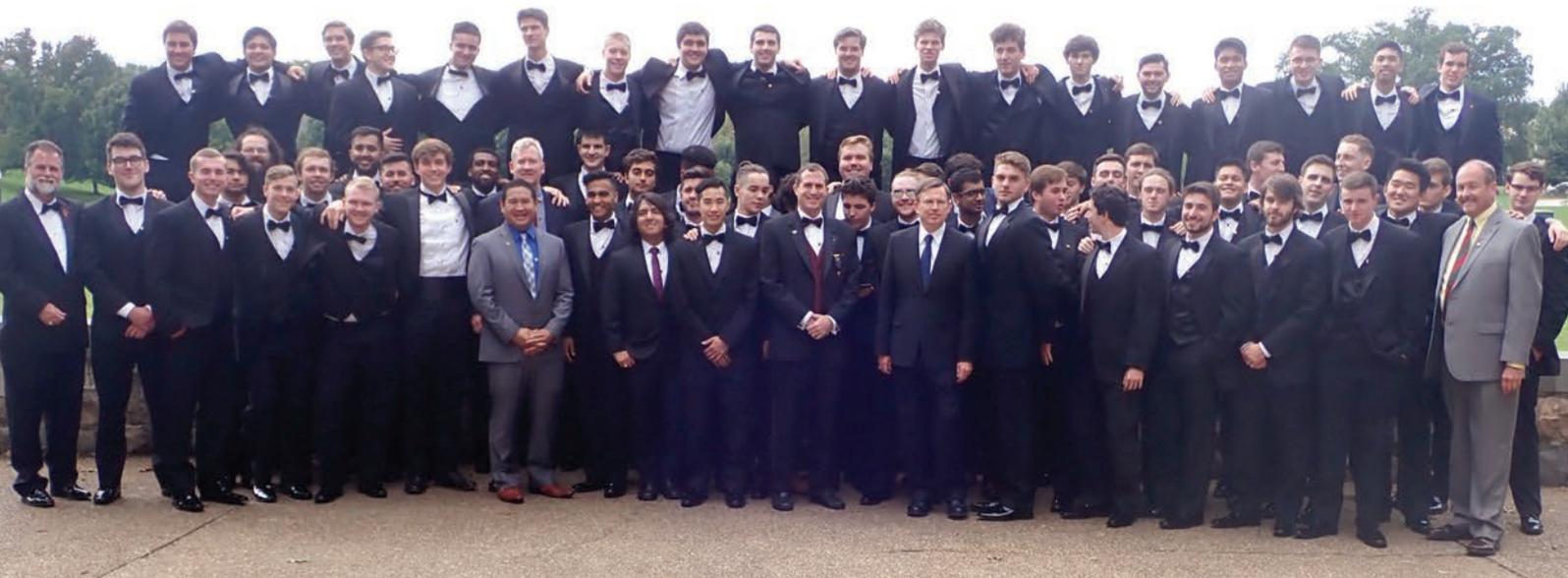
2017-2018 Average Number of Service Hours Reported: **36.4 per man**

2017-2018 Total Amount of Philanthropy Dollars Raised: **\$11,707**

Boys & Girls Club of Roanoke

During the National Week of Service in 2017, the Virginia Zeta Chapter hosted its first ever "Pie a Phi Psi" event where students could donate money over a two-day span to throw a pie in a brother's face. The event was successful and helped raise over \$2,000 for the Boys and Girls Club of Roanoke. In December 2017, the Chapter raised \$5,000 for the Boys and Girls Club of Roanoke over the course of one week through a GoFundMe campaign and exhibition booths on campus.





Not only has the chapter established a partnership with the Boys & Girls Club of Roanoke, but their commitment to service also has given them the opportunity to maintain good relationships with other reputable causes.

Suicide Prevention

The chapter planned and hosted an “Out of Darkness” Walk to End Suicide where they invited students on campus to walk with them to raise money for suicide prevention research and awareness.

Breast Cancer Awareness

Recruitment Chairman Jason Roth (*Virginia Tech '18*) ran the Richmond Marathon in November 2017 in honor of Breast Cancer Awareness Month. He was able to raise over \$1,000 for the MaryEllen Locher Foundation through donations.

Campus Involvement

Brothers built strong friendships on campus by proudly attending and participating in other Greek philanthropies, which resulted in raising money for meaningful causes, including \$800 for St. Jude Children’s Research Hospital, which is Delta Delta Delta’s philanthropic cause.



Left: Phi Kappa Psi National Secretary Marc Dumas (*DePaul '93*) represented the Phi Kappa Psi Executive Council and supported Chapter President Keith Robus (*Virginia Tech '18*) and his chapter brothers. **Right:** Phi Kappa Psi National President Shannon Price (*Alabama '88*) and former District IV Archon Nick Sharp (*Ole Miss '13*) enjoyed the festivities.

Brothers also raised \$1,600 for Court Appointed Special Advocates for Children, which is Kappa Alpha Theta’s philanthropic cause.

Their dedication to service through their personal efforts and campus involvement is just one testament to their stellar membership. The reputation they have built on campus, in addition to their strategic recruitment has led to a strong group of young men. This is also a direct result of their ability to hold members accountable. This group has proven time and again that they are committed to upholding their values and that they are a chapter to watch as good things are on the horizon.





Jacob Ferris (Kansas '15), Jim Boyle (Washington '88) and Will Brautman (Kansas '16) received the Academic Improvement Award during the Grand Arch Council in Las Vegas.

FROM GOOD

Kansas Alpha brothers reflect on journey to become Fraternity's top chapter

Five years ago, if anyone would have told the brothers of the Kansas Alpha Chapter at the University of Kansas that they would win Grand Chapter, they probably would not have believed it could happen.

Their recruiting practices had become stagnant and uninspired, which meant a change in focus was necessary. The brothers accepted the challenge, understanding that recruitment was the first step to ensuring future success. Their efforts began with a hard look at where they were and setting goals to get to where they needed to be. This led to a new way of recruiting members, according to current Kansas Alpha President Jonathon Shull (Kansas '16).

Kansas Alpha Chapter – University of Kansas

GPA: 3.17

GPA Rank: 10th of 25

Size: 110

Size Rank: 6th of 25

Campus Involvement: 95% of their members (105 members) are involved in other campus organizations

Campus Leadership: 19% of their members (21 members) hold leadership positions in other campus organizations

Community Service Hours: 5,250 / 56.45 hours per man



Shull

“Brothers from Kansas City already had relationships with people they had in mind to join the Fraternity, and it didn’t really give a chance to out-of-state students who wanted to be involved in our brotherhood,” he recalled. “When you’re recruiting straight from high school, it’s difficult to identify a good fit, so we pretty much became the opposite of selective, giving out bids to friends automatically. At one point we would have never given a bid to someone unless they already knew a brother.”

Despite this recruitment rut, newly-initiated members began to recognize the trap that they had fallen into, so they made it a priority to change their practices for the betterment of future new member classes. Jacob Ferris (Kansas '15), Nick Love (Kansas '15) and House Corporation President Nick Reddell (Kansas '00) can be credited with making changes that led to the chapter’s transformation in 2016. Shull’s new member class was the first to receive increased education in addition to higher standards for in-house involvement. These requirements still serve as a basis for incoming member classes.

“Jacob and Nick (Love) were sophomores when I was a freshman, and though I wasn’t aware of the existing problems in our house, upon becoming a member, it was made clear to me that our chapter was going through a transitional period.” Shull said. “Witnessing their work ethic and the strides they made to set my pledge class up for success really inspired me to take on leadership roles.”

Shull and the other officers started recruiting smarter by focusing on the quality of a man and what they could bring to the chapter, rather than their looking within their existing network. Given their unique process for recruiting new members out of high school, Kansas Alpha improved



TO GRAND



Michael DiGiorgio (Kansas '16), Jacob Ferris (Kansas '15), Jim Boyle (Washington '88), Robin Bajpai (Kansas '17), Will Brautman (Kansas '16), Nick Platt (Kansas '18), Carter Mayberry (Kansas '16), John Ziegelmeier (Kansas '70) received the Grand Chapter Award during the Grand Arch Council in Las Vegas.

their membership by becoming more strategic and intentional in their approach. They now dedicate time and research to ensure a more demographically diverse chapter, setting aside five to ten spots for out-of-state members each recruitment period. Their exemplary membership can be seen through their program attendance, service hours, and support from alumni. One example was at the Grand Arch Council (GAC) where seven chapter officers and their advisors attended and participated in voting on issues critical to the success of the Fraternity.

Ultimately, these efforts, in addition to having the highest number of service hours of all Phi Kappa Psi chapters through the 2017-2018 academic year, resulted in Kansas Alpha winning Grand Chapter. Not only was this chapter able to recognize their issues, but they took action. Most notably when Phi Kappa Psi Headquarters announced the philanthropy focus to address poverty at GAC, the brothers stepped up by partnering with a local food pantry called Julie's Café, which is a homeless shelter where brothers volunteer their time every Wednesday.

Kansas Alpha's transformation is a testament to Phi Kappa Psi's Constitution and to *The Great Joy of Serving Others*. Not only are the members true leaders, but their story is proof that fraternities still bring value to campuses and communities nationwide. Congratulations to the Kansas Alpha Chapter.

Kansas Alpha is an excellent example of how chapter's can look within their own communities to address poverty issues through work with nonprofits. For more resources and ideas of how to make a change in your own community, visit phikappapsi.com/programs/philanthropy/addressing-poverty/.

Previous Grand Chapter Award Winners:

- 2013 - New York Theta
- 2014 - Indiana Delta
- 2015 - Oregon Beta
- 2016 - Iowa Alpha
- 2017 - Pennsylvania Theta





FOREVER GIVING BACK

Todd Salen (Illinois '77) spans 40 years of fraternal involvement

Membership in Phi Kappa Psi Fraternity is intended to go beyond the undergraduate years to sustain friendships and provide values to carry over a lifetime.

The prosperity of the Fraternity relies on alumni support and involvement through volunteerism, and undergraduate members are directly positively impacted because of it. One volunteer who embraces this vision is Todd Salen (Illinois '77) who has been giving



Salen

back for over 40 years. From advising chapters and working with his Housing Corporation, supporting the Executive Council, to attending Woodrow Wilson Leadership School (WWLS) and the Grand Arch Council (GAC), Salen's steadfast loyalty to the Fraternity is having a tremendous impact.

Salen started working with Phi Kappa Psi as a volunteer after finishing his undergraduate degree at University of Illinois in 1980. He graduated with a Bachelor of Science in Advertising and was just beginning his own career when he was asked to assist in leading the

Phi Kappa Psi Colony at University of Michigan. As a colony advisor for Michigan Alpha, Salen worked with members to complete their chartering requirements, and he helped shape the chapter into a group that continues to flourish. Brother Salen has also been the Illinois Delta Chapter Advisor since 1991. In this role, he serves as the liaison for the chapter with



the University, the national Fraternity and the chapter House Corporation. He is also responsible for supporting chapter operations, leadership development and overseeing the chapter advisory committee that coaches the rush chairmen, new member educators, treasurer and chapter vice president. Salen annually conducts goal-setting seminars for chapter officers and helps individual officers develop plans to achieve their goals. He also serves as Chairman for the University of Illinois Board of Fraternity Affairs. He was inspired by his own chapter advisor and mentor Jim Acheson (Illinois '52), who he still talks with weekly.

“Jim showed me how to be a strong advisor and through him, I have understood the importance of being there for the chapter brothers. I couldn’t imagine not working with them,” Salen said. “The energy and passion they have for life makes my own life so fulfilled. My greatest achievement is seeing undergraduates I’ve worked with becoming successful in their own careers.”

Salen is indeed a giver, which makes him a natural fit as an advisor who has inspired so many younger

brothers. That same spirit is what carried Salen through some of the darkest days of his own life. In 2016, Salen was diagnosed with stage 4 colorectal cancer, but he didn’t let that bring him down. Now 19 months in remission, he recalls the advice his oncologist gave him.

“Knowing my life was built around community service and the Fraternity, he insisted that I get out of bed every day and actively keep volunteering,” he said. “That’s the best advice I’ve ever gotten. Along with these words of wisdom, I was blessed to have the support of friends and family, but most of all, I will never forget the emails, text messages, and phone calls I received from my brothers.”

In addition to advising, Salen has built a very successful career as a real estate broker and spends time in the community of Champaign (Illinois), where he has made a name for himself, most recently being named Realtor of the Year by the Champaign County Association of Realtors. He has produced over 20 shows for the Champaign-Urbana Theatre Company, some of his favorites being “Les Miserables” and “West Side Story.” He is also involved with the Champaign chapter of Habitat for Humanity, The Rotary Club of Champaign, the Champaign County Humane Society, the Illinois Leadership Center, and is an active member of Savoy United Methodist Church where he frequently participates in mission trips. He serves others through the means of shared passions and lives by the motto: “Make Every Day Matter.” With all that he has done and has yet to do to positively shape younger brothers into strong men of character, Salen is leaving a lasting impression.

“My greatest achievement is seeing undergraduates I’ve worked with becoming successful in their own careers.”

PHI PSIS PROGRAM LINEUP



ELEVATE

A recipient of the 2017 Laurel Wreath Award, Phi Kappa Psi's ELEVATE initiative encompasses all of the Fraternity's health and wellness programs. ELEVATE was designed to provide members with the knowledge and skills to identify and address concerns facing today's college man. ELEVATE connects members to resources, in-person education, online content, awareness campaigns, and ongoing support. The ELEVATE initiative aims to expand the health and wellness education provided to students to increase exposure and access to information and training, enhanced knowledge and skills to navigate and address health and wellness concerns, and reinforce "Respect for the Dignity and Well-Being of Others" as an organizational expectation.



REGIONAL OFFICER TRAINING

Regional Officer Training

Entering its third year of operation, the Regional Officer Training (ROT) program is designed to give chapter leaders the chance to learn new skills to better serve their respective chapters. The regional approach facilitates a comradery with nearby chapters to expand what the Phi Kappa Psi experience is for all members. At the on-site trainings, each position has a track that includes two workshops covering a variety of topics relevant to their role. There's also a series of special topic breakout sessions for attendees and ample opportunities to share best practices throughout the event. The 2019 ROTs will take place January 12 through February 2 in 11 cities across the United States. More than 140 volunteer facilitators help deliver the program.



Service Immersion Trips

The Fraternity's new Service Immersion Trips program will debut in 2019. The inaugural trips are headed to Denver, Colorado from March 24-30 and Twin Cities, Minnesota from May 12-18. Fifteen student applicants will be selected for each trip, which will be led by Fraternity staff and Philanthropy Committee volunteers. Each trip provides a mix of cultural immersion, local poverty-focused service projects and opportunities to engage with alumni.



Woodrow Wilson Leadership School

Occurring biennially for every odd-numbered summer, the Woodrow Wilson Leadership School (WWLS) allows up to three members from each chapter a chance to learn a number of skills to aid in their personal leadership journey. The 2019 WWLS will serve as an opportunity for undergraduates and alumni to participate in a high-level leadership experience, based on the Fraternity's new continuing education model, focusing on the six components of the Wellness Wheel Model. The 2019 WWLS will take place June 19-23, 2019 at Butler University in Indianapolis.



PROFESSIONAL DEVELOPMENT CONFERENCE

Professional Development Conference

A 2018 Laurel Wreath Award-winning program, the Professional Development Conference (PDC) is designed to offer undergraduate members relevant training to enhance both their personal and professional talents through intensive workshops, networking and one-on-one coaching by alumni. The conference provides participants with the tools to prepare for their post-collegiate careers by building interview skills, enhancing resumes, creating action plans for career planning, developing stress-management strategies and a healthy work-life balance, and perfecting networking skills. PDC recently took place Oct. 25-28 in Dallas and will return to Chicago in 2019.



Phi Psi Family

A dedicated group of volunteers and talented individuals, the Phi Psi Family is the driving force behind the Fraternity's programming and educational opportunities. The group is comprised of more than 275 member and non-member volunteers who are enthusiastic about undergraduate growth. Members possess excellent facilitation skills, participate in fraternity committees, write leadership curriculum and provide advisor support to our chapters and colonies. To get more involved, applications can be found on the Fraternity website at www.phikappapsi.com/volunteer.

ELEVATE YOUR 2019

The start of a new year is when we make commitments to begin new habits. Here are quick tips to build goals that set you up for success. Here's to making 2019 one of your best years ever!



Figure Out Your What

- Identify actionable language that states what you plan to do.
- Rather than “I want” language use, “I will” to show your commitment and focus.
- Simply identify what you are trying to do. This allows you to begin building actionable steps toward making this goal a reality.

Connect New Habits to Ones You Already Have

- Fold your new habit into your established routine.

Examples:

- ▶ Put your gym bag by your door, so you can grab it when you leave for work or class in the morning.
- ▶ Put your to-do list next to where you charge your phone each night.
- ▶ Use an upcoming birthday or milestone to schedule needed doctor appointments.
- ▶ Keep a food diary to identify ways to change your diet to meet fitness and nutrition goals.
- ▶ Prep breakfast and pack your lunch before going to bed so it's easy to have breakfast in the morning and save money by not buying lunch every day.
- ▶ Complete 10 minutes of de-cluttering and cleaning up after getting home from work or class before settling in for the night.
- ▶ Drink a full glass of water each morning before you brush your teeth.
- ▶ Take a few minutes each morning before hopping in the shower to stretch and wake up your muscles.

Just Make Progress

- Instead of seeing your goal as one big achievement, focus on smaller milestones you can hit and achieve.
- Resolutions aren't all or nothing. Change is a process. If you slip up, forgive yourself, and recommit to getting back on track.
- Any progress, no matter how big or small, is still progress.

Anticipate and Address Obstacles

- Determine excuses or issues you might encounter. Develop strategies to address them.
- Identify obstacles that previously prevented you from starting your new resolutions and find ways to get around them.
- Write out a plan on how you will work toward your goal, including how to overcome obstacles, so you can go back and look at it when you hit a wall.
- Ask friends who have similar goals and resolutions how they plan to overcome obstacles.

Find Someone to Hold You Accountable

- Have a brother who knows you well? Consider enlisting him to check on your progress.
- Use social media to track your progress. This can let others visually see what you're trying to do and offer support.

Build Rewards Into Your Process

- Identify what you can do to incentivize how you want to move forward.
- Establish a reward that gives you something to work for and provides motivation.
- Support your friends when they make progress toward their goals.
- Celebrate what you've done. This process isn't easy, but you can do it!

Adapted from: developgoodhabits.com

For more information, go to phikappapsi.com/programs/elevate-health-wellness.

PHI KAPPA PSI
ELEVATE
A LIFE OF EXCELLENCE

Shattering Stigma

Newest ELEVATE Health & Wellness program addresses mental health

In the United States, 1 in 4 adults will experience a mental health problem annually, according to the Movember Foundation.

It is important to start conversations within the Phi Kappa Psi membership with the intent of educating others and generating awareness.

To remove the stigma often associated with mental health and to ensure more young men are not only seeking treatment, but also having serious conversations about their own well-being, Phi Kappa Psi launched a robust educational effort called Behind Happy Faces in 2018.

Based on the 2007 book by the same name and with a mission of answering the most commonly asked questions regarding mental health, Behind Happy Faces is the newest addition to ELEVATE's in-person programs. The curriculum was launched in 2013 by book author Ross Szabo with the goal of teaching mental health the same way as physical health so that students can effectively build skills to address mental health. Suffering from bipolar disorder, Szabo experienced mania, depression, hallucinations, anger and major self-medication with alcohol. After two suicide attempts and having to take a leave of absence two months into his freshman year at American University, Szabo sought treatment and learned healthier ways to cope with and manage his condition.

Recognizing the importance of conversations around mental health at the chapter level, Director of Health and Wellness Andrea Kleekamp and Health and Wellness Consultant Drew Kerwood wanted to find an in-person program to open this dialogue. Eventually, the team identified Behind Happy Faces as the program to best meet this need. They began working with Szabo to customize the program for Phi Kappa Psi.

In August 2018, a group of dedicated Phi Psi Family volunteers gathered at Laurel Hall to be trained to facilitate Behind Happy Faces to Phi Psi chapters across the country. The program was piloted with 10 chapters in the Fall 2018 term as a test run and to receive feedback to better update and customize the presentation for the Fraternity.

One of the chapters that participated in the pilot program was the Illinois Iota chapter at Northern Illinois University. While at GAC, the chapter's Philanthropy Chairman Matt Holt (*Northern Illinois '16*) approached Kerwood for information.

"I have made mental health education my mission because I don't want to see anyone suffer in silence," Holt said. "Therefore, I decided to start being proactive to help in generating awareness for this important cause."

Holt worked with Kerwood to incorporate Behind Happy Faces content into the chapter's philanthropy efforts. This included a door-to-door knocking campaign throughout Dekalb (Illinois) and the surrounding areas to discuss mental health and solicit for the chapter's "Survive the Fight" GoFundMe campaign to benefit the Northwestern Medicine Ben Gordon Center Dekalb. So far, the campaign has raised more than \$400, with donations still coming. Recognizing additional opportunities to continue fundraising for the Center, Holt also organized a campus-wide concert with Brother Jacob Castano (*Northern Illinois '17*) who is a music producer and singer.

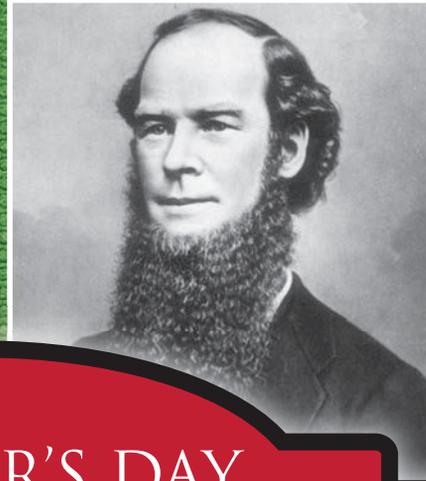
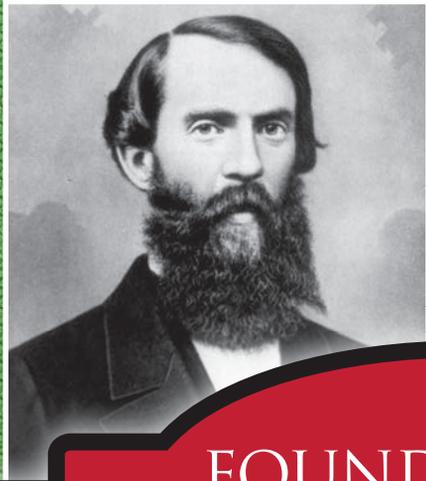


Phi Psi Family volunteers were trained to customize the presentation for the Fraternity at Laurel Hall in August.

"Matt was very proactive and capable," Kerwood said. "I encouraged him to talk with campus staff to help him with logistics and to identify partnerships with other groups on campus and in the local community. He did that by recognizing an issue and using it to create an opportunity for the greater good."

In addition to being available as an in-person program, training will be provided at Regional Officer Training (ROT) for chapter officers to facilitate peer-led workshops and activities around mental health. Beginning in January 2019, Behind Happy Faces will be added to the rotation of ELEVATE Health & Wellness programs provided to chapters. Programming such as Behind Happy Faces can help chapters learn more about critical issues and develop strategies to reduce risk. Additionally, the program can meet Chapter Accreditation and Risk Management Education Program requirements. Along with in-person programs, Kleekamp and Kerwood continue partnering with campus professionals, local volunteers, and chapter Health and Wellness chairs to provide health and wellness programming to Phi Kappa Psi members.

To learn more about Phi Kappa Psi's partnership with the Behind Happy Faces team and the program itself, visit pkp.humanpowerproject.com/.



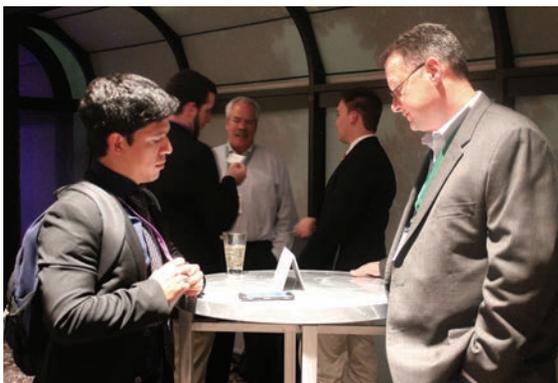
FOUNDER'S DAY

Growing Minds, Changing Lives

FEBRUARY 19

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SHAPING STUDENT SUCCESS



First-ever Professional Development Conference positively changes lives

For any graduating senior transitioning from college to professional status, understanding how to build and maintain a personal brand and knowing how to leverage social networks is important.

Likewise, dressing for success and effective interviewing is equally imperative. This is the basis for Phi Kappa Psi's Laurel Wreath Award-winning Professional Development Conference (PDC). While much success came out of the first PDC hosted Oct. 19-21, 2017 in Chicago, for one attendee, it was truly a game-changer.

When the plane touched down in Chicago last fall, Leo Razuri (CSUN '18) had no idea how much his life would be impacted. At the time, Razuri was a first-generation, college senior majoring in Astrophysics and minoring in Mathematics. He was one of three brothers from the Cal Theta chapter at California State University Northridge (CSUN) who was selected to attend the conference.



Top: Leo Razuri (CSUN '18) consults with David Rausch (Ohio State '86) at PDC in Chicago. **Middle:** Ismael Cabrajal (CSUN '18), Chris Horstman (Indiana '94), Leo Razuri and Juan Gomez (CSUN '18) at PDC 2017. **Bottom:** Joey Salciccioli (CSUN '18), Josh Solis (CSUN '18), Jim Boyle (Washington '88), Leo Razuri and Fox Bravo (CSUN '18) at the CSUN Rechartering in April.



Jimmy Palumbo

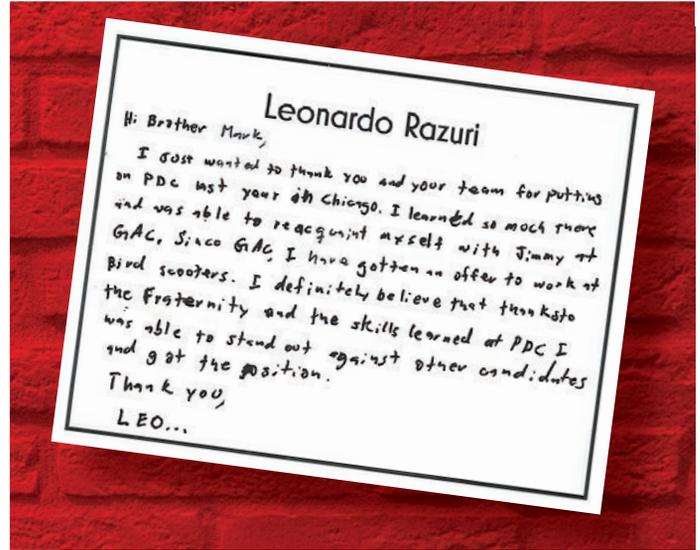
"The PDC was very intensive and engaging," Razuri recalls. "Before I came to Chicago, I had not fully grasped how powerful tools such as LinkedIn were and how I should be using them to better myself professionally."

The accompanying days would provide even more perspective for Razuri and the 137 other attendees from various Phi Kappa Psi chapters. They would learn everything from mealtime etiquette to the principles of effective networking. Between group sessions led by Jimmy and Liddie Palumbo of PIVITU, they would have opportunities to participate in one-on-one coaching sessions with a Phi Kappa Psi alumnus who served as one of 24 coaches. By the end of the weekend, the men became armed with everything they needed to make a successful transition. For Razuri, he took things a step further after returning home.



Liddie Palumbo

"The PDC truly shaped Leo and perfected him as a leader," said CSUN Chapter Advisor Dan Humfreville (CSUN '75). "It was evident that he learned a great deal at PDC and he took the opportunity to present his newfound knowledge



Left: During the 2018 Grand Arch Council, California State University Northridge (CSUN) received an award for Accreditation with Honors. Pictured left to right: Geoffrey Holmes (CSUN '18), James D. Boyle (Washington '88), Leo Razuri (CSUN '18) and Jonathan Ciccarelli (CSUN '818). **Right:** Following PDC and accepting a position with Bird Scooters, Razuri wrote a thank you note to Phi Kappa Psi Executive Director Mark Guidi (Virginia Tech '84) for playing a hand in his success.

to other chapter brothers. He was always very committed and strong, but this took things to a whole different level.”

Months passed as did a few semesters and a re-chartering for the CSUN Chapter in April. Throughout that busy time in Razuri’s life, he kept the chapter organized, serving as both the chapter-specific Brotherhood Chair and as Chapter Treasurer. Future opportunities would include graduation, a job search and the opportunity to attend the Grand Arch Council (GAC) in Las Vegas as a Chapter Delegate. While at GAC, something amazing happened.

“During GAC, I was still juggling a lot between fulfilling Fraternity obligations, becoming a father and doing a job search,” Razuri explained. “Although I didn’t have a lot of extra money, I still paid to attend the networking reception because I saw it as an investment in my future and a chance to reconnect with others who might possibly help me. Little did I know that the event would be a huge turning point.”



Razuri

While at the reception, Razuri made a point of talking with former Phi Kappa Psi Executive Administrator Kathy Skrief who would later reconnect him to Palumbo for a PDC refresher. Palumbo was excited to assist.

“I saw Leo as an outlier with a great story and tremendous potential,” Palumbo said. “I liked his velocity and saw how hungry he was for success. I also was drawn to him being a new father, so I wanted to do what I could to help his family.”

For nearly a month after GAC, Palumbo personally coached Razuri

and prepared him to take interviews and successfully follow up with potential employers and those who had a hand in his success. These efforts resulted in Razuri accepting an offer with Bird Scooters to serve as an operations specialist. Today, Razuri works directly with a nationwide network of contractors who charge the scooters.

“When I went for my interview with Bird, I shared the Congruency Model page I had constructed with Jimmy’s help,” Razuri said. “My future boss and HR Director loved it, asked me where I learned this, and for a copy. It made me stand out, and I hope helped to make their decision to hire me an easy one.”

2017 PDC Success Story

Because of his drive to succeed, coupled with the love for his family and a belief that they should have it better than he did, Razuri is truly a 2017 PDC success story. In addition to Razuri’s story, approximately 108 of the 2017 attendees received a job offer or internship in their field. Others applied to and were accepted into graduate school. According to consulting firm Korn Ferry, the average starting salary for the Class of 2018 was \$50,390. Students who worked directly with PIVITU earned an average salary of \$65,000, more than 29% more than the national average.

The 2018 PDC took place Oct. 25-28 in Dallas.

“The Fraternity and its members can really benefit from PDC,” said John Ciccarelli (CSUN '72). “It has all the makings for shaping success with our undergraduate members.”

BUILDING THE LEADERS OF TOMORROW

Second annual Professional Development Conference (PDC) branded a success

In late October, 113 undergraduate Phi Psis came to Dallas, Texas to participate in this year's PDC.

As students checked into the Hyatt Regency on Thursday afternoon, it was clear they were committed to the program for the weekend, but the stress of coursework and life back home was fresh in their minds. As the weekend continued, they became fully immersed and engaged in the positive, high-impact culture that PDC offered.

The undergraduates were paired with 22 volunteer coaches who led small group sessions and worked with them on a personal level to assist in preparing them for the next chapter of their life: establishing and flourishing in a career. The coaches responsible for motivating the students were no ordinary volunteers. They are Phi Psi alumni who boast successful careers in about every field imaginable. Small groups were organized strategically by Associate Director of Member Development and planner of the 2018 PDC, James McLendon, so that students could network and work with others of like-minded interests.

From the beginning of the conference, one thing was clear, students would get out of this program what they put into it. Whether their interest was in finance, marketing, technology, hospitality or medicine, the general sessions were applicable to every industry's hiring process and expectations.

Jimmy Palumbo, founder of PivitU, joined by his wife and two sons, led the students and coaches in general sessions each day. PivitU is a drill-style educational boot camp that teaches young minds the importance of incorporating professionalism and engagement into your lifestyle from college and beyond. These interactive sessions went in-depth, discussing how to polish a resume and LinkedIn profile for optimal results, why thank-you notes are important, how to prepare for interviews and behavioral questions as well as when and how to negotiate a salary.

The most important lesson introduced to students at PDC 2018 was how to effectively brand themselves, and why establishing a personal brand is crucial when selling skill-sets to employers.

Branding is an often-elusive term that is primarily used by creatives at marketing agencies. However, Palumbo taught that the scope of branding strategies should be utilized individually, too. A personal brand is a unique sense of professional identity that sets someone

apart in their industry. With each session Palumbo taught, he stressed the importance of developing and maintaining this sense of self every step of the way.



Brincka

"The best advice I got out of PDC was how to build your own brand to position yourself a cut above the rest. I plan to continue developing my personal brand throughout my entire career and never get complacent," said Nicklaus Brincka (*Syracuse '17*) who is studying accounting and has interest in Real Estate Tax and Development.

After each session, groups broke out for more individualized coaching and discussion where professional and personal connections were certainly made. Attendees also had the opportunity to learn business dining etiquette, participate in an invaluable Q&A session with a recruiter panel, listen to a featured coach who stressed the importance of self-care strategies, and attend a networking reception with the coaches and local Dallas alumni. Round-the-clock programming kept attendees busy, but as Sunday morning approached, their energy continued to grow. Students left the 2018 PDC with a renewed sense of motivation and ambition, and Headquarters staff and coaches can't wait to watch them flourish after graduation.

For additional photos and member testimonials of PDC 2018, visit phikappapsi.com/2018pdc/.



Brothers Jose Ballesteros (*UC Davis '16*), Gustav Chavez (*UC Davis '16*) and other attendees compared notes about their resumes at PDC in Dallas.



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Technology Transformation

Phi Psi Headquarters receives infrastructure infusion

For most organizations, change is constant.

For others, it's a chance to do something extraordinary. Such was the case for Phi Kappa Psi in the summer of 2017 when the organization's network specialist announced plans to head in a different direction. As news of the change in Information Technology administration spread, the organization was at an impasse.

"Last year, we realized just how antiquated our network environment was," said Ben Teague, Director of Technology for



Teague

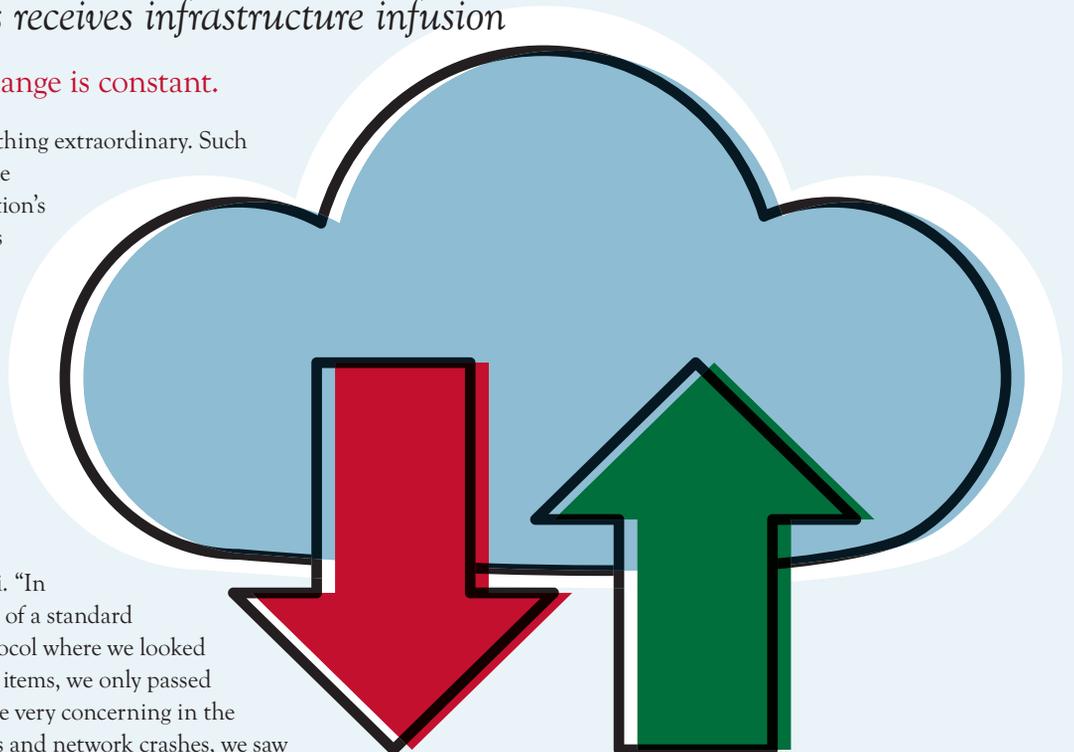
Phi Kappa Psi. "In an evaluation of a standard industry protocol where we looked at 13 security items, we only passed on one. While very concerning in the age of hackers and network crashes, we saw this as more than just something that had to be addressed. We looked at it as an opportunity to make a huge technology leap."

In the fall of 2017 with funding from the Phi Kappa Psi Permanent Fund authorized by the Executive Council, Indiana-based Spectrum Technology was hired, setting in motion a number of changes, including updated security policies, a new firewall, spam, virus and Trojan Horse protections and a move to have passwords changed regularly. Upgraded ports, switches, network wireless access points and faster Internet speeds were also implemented – all with a goal of creating a more productive work environment for both remote and Laurel Hall-based employees. Additionally, a faster, more user-friendly website was launched.

Now with a much more robust network infrastructure, faster Internet speeds and a modernized website in full operation, all signals indicated a move to a cloud-based system for emails, paving the way for Microsoft Office 365 and OneDrive in the spring of 2018, along with the introduction of ChapterSpot, a new cloud-based member database that would bring with it an enhanced member portal and integration with Salesforce, which offers amazing functionality with other systems. As well, a modest investment was made to develop the Phi Psi studio where LEDN Network is filmed. New equipment and editing software now not only guarantee regular episodes, but also expansion and further development of new formats.

"Before these investments were made, we often ran the risk of experiencing a near total loss, and as a staff, we were not nearly as productive," Teague explained. "Today, not only is member data protected, but we have a more enhanced way of working, which provides a better, more valuable experience for our members."

In FY 2018-19, a dynamic, partially cloud-based file system at a lower cost will launch, further contributing to higher levels of productivity. Added features to the member portal such as a Brother Finder and built-in websites for Alumni Associations will also be made. Look for these enhancements and so much more throughout 2019.



CRASH COURSE

With continuing education, advisors help transform undergraduate Fraternity experience

Building upon efforts to transform the Fraternity into an organization that enhances the overall undergraduate experience, the Fraternity launched an online advisor certification and training program during the Fall 2018 semester.

The new program helps educate volunteers serving in an advisor role on higher education policies and prepares them to address issues facing today's college students.



Bills

“The Advisor Certification ensures our volunteers are properly trained to give undergraduate brothers the best Fraternity experience possible,” said Jared Bills (*Oklahoma '12*). “By proactively working together, we are helping them be at their strongest.”

Thanks to Lloyd Talbert (*UCLA '78*), the program received a nod following the December 2017 Executive Council meeting. Talbert was one of several alumni present when training was discussed. As a long-time Fraternity volunteer, the need for enhanced training opportunities resonated with him, which is why he and his wife Julie made the decision to make a generous donation to support the program. As a result, advisors can now participate in a two-part program. The first consists of a five-week certification provided by EverFi. The second part is a 12-week training program developed by Phired Up.



Talbert

EverFi works with over 1,500 universities and certifies individuals in complex policies such as Title IX, FERPA, Clery Act and Ethics and Codes of Conduct. Phired Up assists their clients with becoming stronger coaches and facilitators, in understanding Generation Z

and campus trends, and with recruitment including how to best utilize analytics to build stronger chapters. As new educational opportunities become available, Brother Bills notifies advisors by providing a hyperlink to a 30-45 minute, self-guided, online module. Upon finishing each module, advisors can download and print off a certificate of completion to show their achievement.

After each semester, the program's metrics will be reviewed to determine how to further enhance future offerings. As of Oct. 2, half of Phi Kappa Psi's Chapter and Colony Advisors had completed at least one module with 32 advisors completing all five modules. Based on feedback from advisors who have taken the EverFi modules, the program has been rated at a 4.1 out of a possible 5 points, which is high for one-time education programs.

“This is a tremendously-beneficial opportunity for any advisor, and Jared has done a great job in developing this program,” said Brother Jim Slatten (*UL Lafayette '78*). “As advisors, we need to constantly continue learning and looking for new ways to give back to our undergraduate brothers. After all, they are the future of Phi Kappa Psi.”

For further information on the Advisor Certification, contact Jared Bills at jmb@phikappapsi.com.



Are you interested in joining Phi Kappa Psi's network of volunteers?

We want to hear from you! We have several opportunities for members and non-members alike.



Chapter Advisor:

Engage with a local chapter by supporting undergraduate operations by serving as a Chapter Advisor.



Alumni Association:

Meet new brothers in your city and reconnect with your chapter by joining an Alumni Association.



Facilitator:

Work with and lead undergraduates as a facilitator for one of our student leadership programs.

Visit phikappapsi.com/volunteer-interest-form to learn more about how you can get involved.



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\$100 MONTHLY



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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.



Steve Nieslawski (Illinois '79), George Humphries (Oregon '50) and Gordon Letterman (West Virginia '72) at the 79th Grand Arch Council in Las Vegas

CONTRIBUTING TO THE FRATERNITY'S FUTURE

Loyalty Fund Donor Explains Why He Gives

In the not too distant past, Phi Kappa Psi's voluntary alumni dues program furthered the Fraternity's vision, mission and values and perpetuated its founding ideal of the *Great Joy of Serving Others*.

These contributions went directly to the general fund, augmenting the Fraternity's operating budget. Eventually, fundraising strategies shifted, and the program ceased to exist. In the late '90s, much discussion and negotiation ensued, leading to the establishment of the Phi Kappa Psi Loyalty Fund as a means for members to directly support the Fraternity's priorities and initiatives once again. This effort was re-branded and re-launched in March of 2017 with a balance of \$1,847. Since then, the Phi Kappa Psi Loyalty Fund has raised nearly \$28,500 in Fiscal Year 2017-18.

"I had great experiences and learned a lot as an undergraduate member, thanks to the generosity of others."



Nieslawski

As one of the original promoters of the Loyalty Fund, former 72nd National President and current Loyalty Fund supporter, Steve Nieslawski (Illinois '79), understands that to give an undergraduate the best experiences possible, it takes contributions of both restricted and unrestricted funds – and a lot of them. That's one of the many reasons why he participates at the Association of Honor level. He also supports the Phi Kappa Psi Foundation and his local chapter at the University of Illinois.

"I had great experiences and learned a lot as an undergraduate member, thanks to the generosity of others," Nieslawski said. "All of that helped to shape me into the person I am today, and I want to ensure that other brothers have the same opportunities

that I had. That is why we chose to re-invigorate alumni giving through the Loyalty Fund during the Fraternity's Sesquicentennial Celebration. Members need an avenue to give directly to the Fraternity to help defray operating costs that cannot be supported by restricted giving."

Nieslawski also believes that donating to the Loyalty Fund creates goodwill, which is why he is passionate about donating to the Loyalty Fund and the Fraternity's future.

"Many of the things the Fraternity does for its members are important," Nieslawski explained. "The Loyalty Fund offers an opportunity to support initiatives driven by the Executive Council. I hope brothers will consider making the Loyalty Fund part of their overall fraternal giving. This fund can and should continue to be a strong source of revenue to sustain the Fraternity's priorities and its future."



Undergraduate brothers from California Theta with Steve Nieslawski, at the 79th Grand Arch Council in Las Vegas

THE LOYALTY FUND



Starting Balance = **\$1,847**

Total Net Billing from June 1, 2017–May 31, 2018 = **\$28,310**

Total number of donors over time = **68**

Total number of Association of Honor Donors = **10**

FY 2017-18 Goal: **\$50,000**

To donate, visit phikappapsi.com/alumni/loyalty-fund/



I'm working to ensure that those who come next will take hold of these ideals.

I define a leader as one who motivates others through inspiration, not authority; gaining their respect through the transformation of words into actions.

I thank Phi Kappa Psi Fraternity and Phi Kappa Psi Foundation for providing me with the opportunities to develop as a man and a leader. My 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. I've learned the value of establishing guidelines for how we should act as brothers and have been taught the value of accountability.

Frankly, it never crossed my mind to join a fraternity when I got to West Virginia University in 2014. I didn't even know what the word "rush" meant.

But, I could see that the guys in fraternities were involved and connected, which I wanted. I grew up in Salem (West Virginia). In high school, I had been active as team captain for the basketball and baseball teams. I was involved in the 4-H Club. For college, WVU was the only school I had in mind and I worked hard to keep great grades.

But after my first few semesters, I was ready for a new challenge.

I had heard people talking about Phi Kappa Psi coming back to campus and they were looking for people to lead the effort. I later

learned that the chapter had lost its charter in 2013 during a self-imposed suspension. I was attracted to that kind of accountability, and I liked the idea of rebuilding something new.

A band of brothers formed. Direction was established and vision was cast. Leadership was essential. Maybe it was because I was willing to step up, or because I had a heightened sense of purpose due to my background and military service, but regardless, I felt comfortable working with fellow colony members to craft our purpose and stake out our core ideals.

It was Fall 2016 when we began working toward re-chartering. That process would take a year – with a lot of hoops to jump through and many tasks to be delegated. For a re-charter, you're not elected to a leadership post, you're selected. Last fall, I was asked to serve as President of the Colony. I leaned on WV Alpha alumni to guide me as we navigated the process. The relationships I've established with undergraduates and alumni alike have really been what has empowered the chapter and me to succeed.

While my local experience gave me a great footing, it was the two Phi Kappa Psi leadership programs that empowered the West Virginia Alpha Chapter and me to climb higher. First, I represented West Virginia Alpha at the Regional Officer Training (ROT) in Columbus (Ohio). This program was very tactical and taught me a lot about what I needed to know to run a functional chapter. It gave me confidence as a chapter leader.



I was then nominated to attend PIVOT, a week-long immersive leadership experience where I was exposed to visionary and successful Phi Psi alumni. This program was more focused on my development as an individual. PIVOT was life-changing. I don't imagine I'd ever be able to experience anything like it again. There were so many successful alumni leaders in one place, sharing their experiences, triumphs and struggles.

While ROT helped me run the chapter, PIVOT reinforced my personal values and beliefs. I'll never forget the session by Lee Cockerell, a former vice president for Disney World Resorts. He came from virtually nothing and made it to the top. He described his work ethic and his perspectives about how he became successful in life. It has definitely motivated me to want to mirror his positive attitude and incredible determination.

I'm using the connections I made at ROT and PIVOT and other events to network. I'm now meeting more Phi Psi alumni in my field and have talked with them about their career paths and my future.

And finally, after all this growth and learning that happened in the span of a few short years, everything came together and the West Virginia Alpha Chapter, with over 80 inaugural members, officially arrived back on WVU's campus.

As President, one of the most important things I tried to instill in our chapter brothers was the idea of always doing your best, and always remaining enthusiastically responsible. Remember who you are, never lose yourself. These ideals have served us well as a chapter and as men.

My time as an undergraduate is over and the President's gavel has been passed on. But the imprint of my undergraduate experience will be with me forever, as I suspect your experience remains with you.

Please join me in doing what you can to live up to the "Gentleman's Paragraph."

With gratitude to the Fraternity and Foundation for investing in me,

Jesse Lackey

Jesse Lackey (WVU '17)

The Gentleman's Paragraph

The whole sum of Phi Psi tradition may be gathered together under the word Gentleman. It cannot be defined. It cannot be mistaken. A worthy member of Phi Kappa Psi is, and always must be, under all circumstances, in sickness or in health, in prosperity or adversity, in the bosom of the chapter or in the pitiless gaze of a cold world, a gentleman.



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MEMBER MILESTONES

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

California Nu

Trelynd Bowles '16 completed an Executive Fellowship in coordination with the Center of California Studies and the Office of the Governor for the State of California in August. Following the Fellowship, Bowles was appointed as a Policy Analyst in the Governor's Office of Planning and Research where he works on statewide policy issues relating to energy and climate.

Illinois Delta

Todd Salen '77 was named Realtor of the Year by the Champaign County Association of Realtors. Salen was honored during the Association's Awards Gala Oct. 16. In addition to his professional accomplishments, and he also is involved with the Champaign chapter of Habitat for Humanity, The Rotary Club of Champaign, the Champaign County Humane Society, the Illinois Leadership Center, and is an active member of Savoy United Methodist Church.

Kansas Alpha

Nate Mundy '01 and his wife Christine welcomed Paxton Satoshi Mundy into their family Oct. 2. The family resides in Redondo Beach, California.

Dan Dakhil '03 and his wife Kristen Ward Dakhil welcomed their second daughter Aug. 24. Reese Elizabeth Dakhil weighed 7 pounds, 1 ounce and measured 20 1/4" long. The family resides in Wichita, Kansas.

Adam Sparks '06 married Laura Dickey Aug. 18 in Chicago. **Matthew Sparks '04** who is Adams's older sibling, stood as Best Man. Fellow Brothers **Todd Brown '07**, **Brandon Budd '06**, **Andrew Patterson '06**, **Richard Zahner '06** and **David Gunter '07** served as groomsmen.

Andrew Tremonti '11 is interning at the United States District Court as a Judicial Intern and the University of Missouri-Kansas City Entrepreneurial & Intellectual Property Legal Services Clinic. Tremonti is completing his final year at the University of Missouri-Kansas City School of Law.

Louisiana Beta

Patrick Dupuy '17 was unanimously elected Interfraternity Council President at University of Louisiana at Lafayette. The last time a Phi Kappa Psi undergraduate member held this position was in 1969.

Adam Cicero '15 who serves as University of Louisiana at Lafayette's Fraternity Educator, trained and initiated the chapter's new member class in two weeks. This effort is part of the Fraternity's New Member pilot program that more than 30 chapters are participating in nationwide.

Missouri Alpha

Richard N. Bien '76 has been appointed to the Governing Council of the American Bar Association's Center for Innovation. His one-year term commenced at the end of the Association's Annual Meeting in August and was renewed for two terms.

New Jersey Epsilon

James Hitscherich '08 was awarded his first patent titled, "Grid-based measuring and aiming reticle for optical sight." It was granted on behalf of the United States Government. The reticle design is currently fielded with over 3,000 U.S. Army sniper teams and saved the Government over \$4 million in licensing fees. Hitscherich earned his Masters of Engineering Physics with a concentration in Applied Optics from Stevens Institute of Technology in Hoboken, New Jersey in August.

New York Beta

In September, to honor the memories of Brothers **Hunter Watson '15** and **Vinny Maugeri '14** who died in distracted driving-related accidents in 2016, the New York Beta Chapter hosted a candlelight vigil and sign-up tables across campus where students and faculty received educational material about distracted driving. Students and faculty were also asked to sign a pledge to not be distracted drivers themselves. In exchange for taking the pledge, they received stickers and wrist bands as reminders to alert and focused behind the wheel. In November, the Alabama Alpha chapter at the University of Alabama held a similar awareness event.

New York Theta

Carlos Cornejo Rojas '09 and his wife Rosella welcomed their daughter Aissa Cornejo Sept. 6. The family resides in Lima, Peru.

North Carolina Alpha

Steven Gale '63 received the Albert Nelson Marquis Lifetime Achievement Award by Marquis Who's Who. Dr. Gale has been endorsed as a leader in the education industry. He has written 30 books, 74 scholarly articles, 51 journal articles, 42 essay reviews, 72 chapters, 29 book reviews, 12 production reviews, 24 creative works and performances, and five study guides. His books include "Butter's Going Up: A Critical Analysis of Harold Pinter's Work," "Harold Pinter: An Annotated Bibliography," "S.J. Perelman: An Annotated Bibliography," and "Readings for Today's Writers." Most recently, Dr. Gale served as an endowed professor of Humanities at Kentucky State University.

Pennsylvania Nu

Ed Pudlowski '80 was elected President of the Conference of Consulting Actuaries, a professional services organization representing 1,300 actuaries across the United States. In this role, he will also serve as a delegate to the International Actuarial Association representing 60,000 actuaries from 110 countries, and as a council member of the North American Actuarial Council that represents actuaries in Canada, Mexico, and the United States. Pudlowski is President of MorningStar Actuarial Consulting.

Pennsylvania Xi

Jacob Poteet '15 interned at Certain Affinity in Austin, Texas and was promoted to the position of Associate Technical Designer.

West Virginia Alpha

Bryce Cumpston '10 was promoted to Program Director of Select Rehab's Winkler Court in Ft. Myers, Florida. Winkler Court is a rehabilitation center providing coordinated, comprehensive services to meet the care needs of individual residents and patients.

CHAPTER ETERNAL

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

Alabama Alpha – University of Alabama

Christopher T. Larson '69
Kerney W. Saxon III '69

California Beta – Stanford University

William A. Pascoe '88
John D. Sprowl '47

California Delta – University of Southern California

John Bradley Little '91

California Epsilon – University of California, Los Angeles

George M. Cuning '55
Hal H. Handley '49
Arthur Karma '48
John S. Paval '66
Gilbert W. Sites, Jr '51

California Xi – California State University, Long Beach

Jason Lamar Cruickshank '10

Illinois Alpha – North Western University

Jon L. Elsea '51

Illinois Delta – University of Illinois, Urbana-Champaign

Wayne E. Welk '50

Indiana Alpha – DePauw University

George R. Hershberger '54
Erwin E. Schulze '43

Indiana Beta – Indiana University

James M. Rogers '53
Harold W. Watts, Jr. '49

Indiana Delta – Purdue University

Robert F. Dawson '45

Indiana Epsilon – Valparaiso University

Charles A. Stahler '69

Indiana Eta – Indiana State University

Max Thomas Moser '93

Iowa Alpha – University of Iowa

Robert W. Benson '46
Robert W. Harker '91

Iowa Beta – Iowa State University

Robert Addison Bowsby '48
James Loetscher Paisley '43
Jay L. Spurgeon '52
Frank O. Szymeczek '51

Kansas Alpha – University of Kansas

Russell J. D'Anna Jr. '59
Eric Lewis Swedlund '89

Missouri Alpha – University of Missouri, Columbia

Richard L. Gall '53

Nebraska Alpha – University of Nebraska

Carl M. Glen Jr. '46
Thomas J. Milliken '47

North Carolina Beta - East Carolina University

Daniel Scott Bucci '03

Ohio Alpha – Ohio Wesleyan University

Richard H. Bohr '40
Jack H. Cox '43

Ohio Beta – Wittenberg University

Larry Carl Nelson '56

Ohio Delta – Ohio State University

Alexander "Alec" E. McCurry '80
John H. Shuler, Sr. '45
Thomas N. Swysgood '46

Ohio Eta – University of Toledo

Frederick L. Jewett '69

Ohio Zeta – Bowling Green State University

Jerald L. Fenstermaker '61

Oklahoma Alpha – University of Oklahoma

William A. Crone '56

Oregon Alpha – University of Oregon

Richard S. Hopper '47
Walter L. Keller '38

Oregon Beta – Oregon State University

John Clayton Burger '53

Pennsylvania Beta – Allegheny College

Carl Edward Filer Jr. '47

Pennsylvania Epsilon – Gettysburg College

Henry W. Graybill Jr. '46
Joseph R. Stravolo '56
Harold S. Wright '50
John E. Wright, Jr '64

Pennsylvania Iota – University of Pennsylvania

Robert B. Gillam '65

Pennsylvania Lambda – Pennsylvania State University

Thomas E. Kraemer '72

Pennsylvania Theta – Lafayette Theta

Arthur W. Conway '66
Roger C. Rowlands '66

Rhode Island Alpha – Brown University

Lee Joseph Golini '00

Rhode Island Beta – University of Rhode Island

William A. Bowers III '66
Richard John Gladney '74

Tennessee Delta – Vanderbilt University

Charles R. Shrader '61

Tennessee Epsilon – University

George H. Cox '67

Texas Alpha – University of Texas

William F. Schmidt, Jr. '57
Wilton R. Stone, Sr. '52
William T. Wheeler '51

Texas Beta – Texas Tech University

David J. Fields '67

Virginia Beta – Washington & Lee University

Nathaniel G. Tencza '96

West Virginia Alpha – West Virginia University

William T. Kerns '67

Wisconsin Gamma – Beloit College

Walter J. Fratt '49
Glenn Roy Koch '58

FROM THE Archives

PHI KAPPA PSI FAMILY JEWELRY



[1]

There are few families in Phi Kappa Psi that when you hear their names, one can immediately identify the chapter they initiated into. Within Phi Kappa Psi, one such family is the Emisons from the Indiana Alpha Chapter at DePauw University. The rolls of Indiana Alpha list 16 members from this family who were initiated into the chapter and Fraternity.



[2]

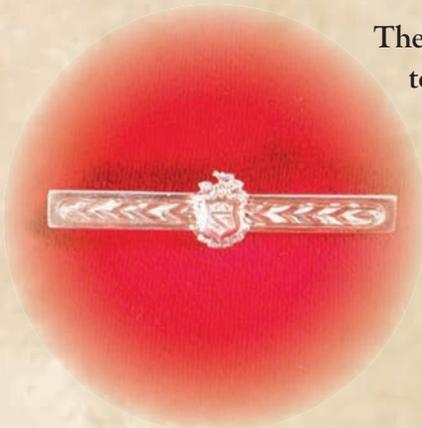
The diamond-circled mini-badge [1] belonged to Ewing Rabb Emison (*DePauw* 1909) and it has a chain where a chapter guard A would have hung. Ewing served as Chapter President during his senior year from 1912-13.



[3]

The standard badge [2] was worn by his son Thomas Sheppard Emison (*DePauw* '47). Following in his father's footsteps, Thomas also served as Chapter President during his senior year in 1949-50. This badge also has a chain where a chapter guard A would have attached.

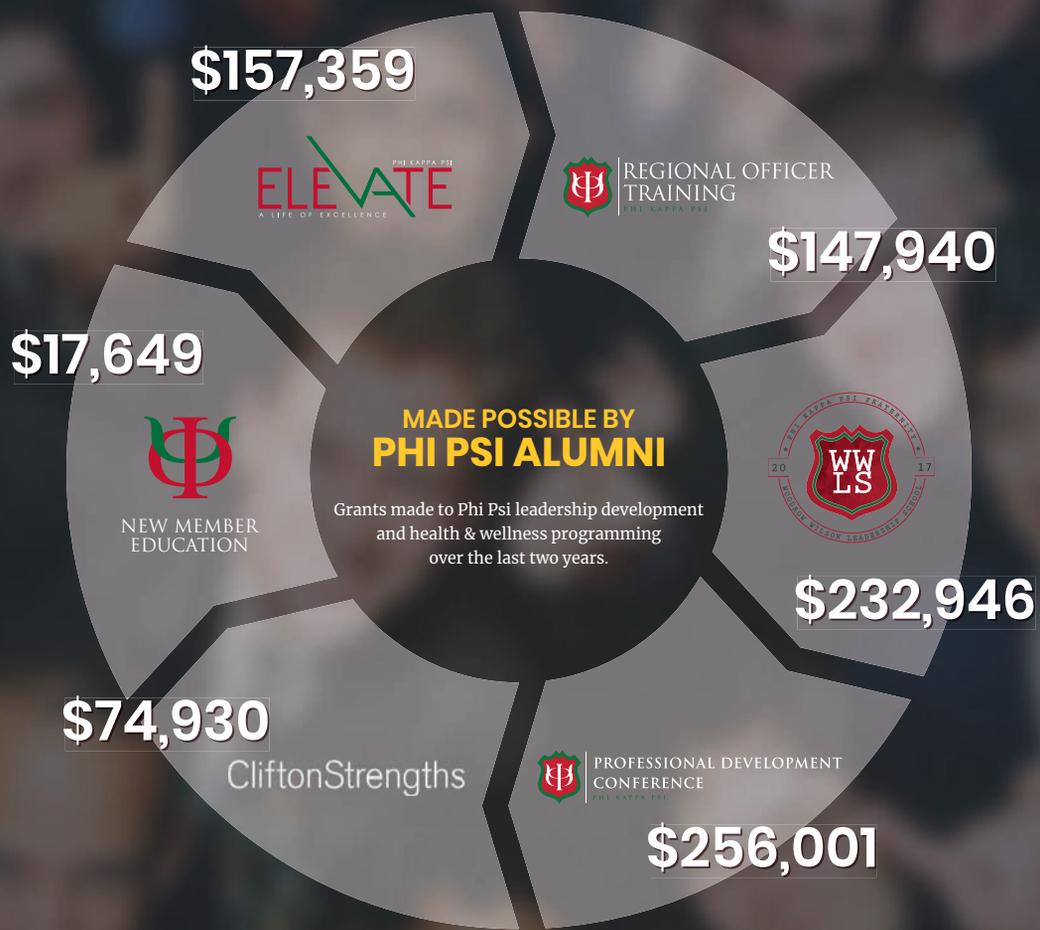
The other two pieces in this collection are Phi Psi Sweetheart pins with pearls [3] and a silver tie-tac featuring the Fraternity's Crest [4].



[4]

These pieces were generously donated by Mary Emison who wanted to ensure they remained with the Fraternity.

To donate Phi Kappa Psi jewelry or memorabilia to the Museum and Archives, please contact Archivist Timothy Tangen at TNT@PhiKappaPsi.com.



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