

ASSOCIATE MEMBER EDUCATION ACTIVITY GUIDE

CHAPTER FOUR: ACHIEVEMENT



THE BASICS

PHILOSOPHY OF THE ORGANIZATION REGARDING HAZING

Pi Kappa Phi Fraternity is a values-based membership development organization that focuses on building brotherhood through character enhancement, leadership development, academic achievement, commitment to service, lifelong friendship and social experiences. The Fraternity's purpose and aim is to promote fellowship and mutual trust among its members, and Pi Kappa Phi fundamentally believes hazing prevents individual members and chapters from exemplifying these characteristics of brotherhood.

Striving to be a responsible member of the higher education community, Pi Kappa Phi is highly concerned about any activity that could be considered mentally, physically, or emotionally unsafe. Our Fraternity believes very strongly in the betterment of men through our chapters. Our organization upholds the following philosophy specifically related to hazing:

- The Fraternity is unequivocally opposed to all acts of hazing and expects our members to follow the laws across the United States that have made hazing illegal.
- As an organization founded on the principles of friendship, the Fraternity expects that all members treat each other with dignity and respect, regardless of their membership classification or level of seniority within the organization.
- The Fraternity supports and enhances the mission of the institutions where we are present through application of relevant student development theories.
- As a subset of the campus community, the Fraternity collaborates with the host institution to address the problem of hazing.
- The Fraternity works to address the underlying causes of hazing, and not simply the observable behaviors. As such, Pi Kappa Phi utilizes a comprehensive educational approach that reinforces the Fraternity's concern for human dignity and mutual respect among its members.
- Through education, training, and mature adult guidance, we provide the tools to help students make good choices, and to understand the consequences of their choices. The organization will hold chapters and individual chapter members accountable for the choices they make.
- The Fraternity expects personal responsibility from its members and accountability through local self governance within the boundaries established by Pi Kappa Phi's Constitution, Supreme Laws, and National Council policies.
- The Fraternity follows a consistent and progressive discipline strategy with our chapters. When a member or subordinate chapter is unable to conform to the expectations of Pi Kappa Phi, however, the conduct process may determine that they should no longer share in the privilege of participating in the Fraternity.
- We are concerned for the safety, well being, and dignity of our members.

PI KAPPA PHI FRATERNITY RISK MANAGEMENT POLICY

No chapter, associate chapter, student, alumnus, or volunteer shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel that is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities that are not consistent with academic achievement; fraternal law, ritual, or policy; the regulations and policies of the educational institution; or applicable state law."

THE WHITE DIAMOND: A GUIDE TO BROTHERHOOD

First authorized for publication by the 1936 Supreme Chapter, *The White Diamond* has served as a guide to brotherhood for generations of Pi Kappa Phi's associate members. In 1990, T.J. Sullivan, Alpha Psi (Indiana), wrote and designed what many modern-day Pi Kapps know as *The White Diamond*. Since then, *The White Diamond* has undergone a series of updates and revisions. This most recent revision reflects a commitment by the Fraternity to continue publishing a cutting edge guide to brotherhood for associate members.

At the 54th Supreme Chapter in Atlanta, the student delegates adopted a public values statement for the Fraternity centered on the values espoused in our Student Creed – commitments that both undergraduate members and alumni make in order to truly realize the vision of our founders. The 2016 edition of *The White Diamond* is organized around each of the values: Common Loyalty, Personal Responsibility, Achievement, Accountability, Campus Involvement, Responsible Citizenship, and Lifelong Commitment. **Each week of the chapter's associate member education program is intended to correspond to a chapter of *The White Diamond*, and the chapters are intentionally ordered to create an effective associate member education experience.**

HOW TO USE THIS GUIDE

Each Associate Member Education Activity Guide corresponds to a chapter of the 2016 edition of *The White Diamond*. The guide contains a number of suggested activities to assist the Warden, Chaplain, and Associate Member Education Committee in planning the chapter's associate member education program.

In order to develop a successful associate member education program, the Warden, Chaplain, and Associate Member Education Committee should:

1. Review the activities contained in this guide.
2. Determine which activities, homework assignments, projects, and subordinate rituals to include in the associate member education program.
3. Complete the Topics and Assignments on the Associate Member Education Syllabus Template for the corresponding week in the associate member education program.
4. Complete the Core Concepts/Topics to Discuss, Activities, Subordinate Rituals, and Associate Member Assignments sections of the Associate Member Education Lesson Plan.
5. Submit a copy of the Associate Member Education Syllabus and Associate Member Education Lesson Plan to the Chapter Advisor, Leadership Consultant, and Director of Member Education for review.

STAFF CONTACT INFORMATION

For more information about Pi Kappa Phi's associate member education resources, contact:

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OVERVIEW OF THE WEEK

Recommended Amount of Meeting Time: 1 hour

Goals for the Week:

- Construct a vision for individual success as a brother of Pi Kappa Phi.
- Identify and apply the six behaviors for success.
- Emphasize the impact of individuals on the entire chapter.
- Identify appropriate campus resources to support academic success.

Recommended Activities:

- Personal Definition of Success (10 minutes) - pg. 5
- Six Behaviors for Better Grades (10 minutes) - pg. 7
- Scholarship Resources (5 minutes) - pg. 9
- Life Balance (15 minutes) - pg. 10

Associate Member Assignments to Complete Prior to the Meeting:

- Read pages 110-139 in *The White Diamond*

Additional Notes

- Consider inviting your Chapter Advisor and/or members of your chapter's Council of Advisors to this session. They will be given the chance to advise the associate members as they shape their goals.
- In addition, consider inviting your scholarship chairman from the chapter to speak directly about chapter scholarship programs, incentives, and support for all members. The Interfraternity Council Director/VP of Scholarship would also be a good resource to invite to speak to the class about opportunities available to them through the IFC.
- Utilize your campus resources for academic achievement is advised during this week. Ask an advisor to come in and speak about academic success or see if they have any workshops that could benefit the associate member class.

ACTIVITY KEY

ACTIVITY (amount of time)

Setup/Supplies Needed

- If any special setup is needed for the session it will be listed here
- Any supplies needed will also be listed

Section Title - amount of time (# minutes)

Questions to ask and points to make verbatim

- Notes & Instructions for facilitators

RECOMMENDED ACTIVITIES FOR THE WEEK

PERSONAL DEFINITION OF SUCCESS (10 minutes)

In Chapter Three we talked about your personal values, the next step is to develop your own personal definition of success that is based on those values. The world may value money, fame and power – and you might too – but the truth is you will never ever “feel” successful, unless you can clearly define what success means to you and how you will know when you have achieved it.

In this exercise you will spend some time creating your own unique definition of success that you will use to guide your life. Do not worry about anyone else’s definition or how others might react to your view of success, the goal is to establish a clear definition of “success” that you feel comfortable with and will make you happy.

Here is an exercise to help you practice how to quickly establish life priorities and key goals:

List three roles you play in life (student, brother, worker, friend, boyfriend, athlete, volunteer, etc).

List three specific key goals and actions steps you need to pursue every day accomplish this goal.

- Here is an example:
 - Role = student
 - Goal = Maintain at least 3.2 GPA
 - Action Steps = study a minimum of 2 hours per night and 8 hours over each weekend or never skip classes.
- Give the associate members a few minutes to complete this exercise

For most people achievement is the equivalent of success, which comes in many forms and places. Sometimes success is the result of our actions; sometimes it is lessons learned. Pi Kappa Phi expects every brother to find his passion and excel. For some brothers it will be on a playing field. For others it will be starting a business or running for political office. In each endeavor, we should strive to emulate our founders' pursuit of excellence, which brings credit to the fraternity.

Consider the names that you see in the back of your White Diamond - those recipients of Mr. Pi Kappa Phi and inductees in to the Pi Kappa Phi Hall of Fame; all of these men achieved greatly in their personal and professional pursuits. In doing so, they uplifted the name of Pi Kappa Phi. These were, and in many cases still are, men who envisioned accomplishments and found the path to make them realities. They each found a unique route to their accomplishments, but there are sure to be found commonalities emerge amongst those routes.

There is no great secret to achievement, and we hope the remainder of our time together today will help you realize one common method to make it possible for you to bring the great dreams you have into your grasp.

SIX BEHAVIORS FOR BETTER GRADES (10 minutes)

You have made the conscious choice to join a fraternity that values personal responsibility, achievement, and lifelong commitment. Scholarship encompasses activities that cultivate intellectual growth, curiosity, and achievement. This tenant is lived out not only in the classroom, library, and local coffee shop, but throughout your lifelong experiences as a brother of Pi Kappa Phi. Learning can take place with your brothers, professors, mentors, and others on campus.

In order to achieve high academic standards, you must be able to balance the responsibilities of your course work with the extracurricular obligations of college.

- Introduce the Six Behaviors for Better Grades, one at a time, asking associate members to explain why they think this is important.

[1] **Never Miss a Class.** It's about getting the material that is presented and it is about being seen by the professor.

[2] **Sit in the First Three Rows.** This puts you front and center, where the professor will see you sitting with the rest of the "A" students. It has nothing to do with being able to hear, see or otherwise make sure you get the information.

[3] **Visit Professor Weekly.** Showing up with a question shows professors that you are engaged in the material, and more importantly it give the professor an opportunity to tell you what material is most important, what you really need to know... in other words, what will be on the test.

- Some potential questions to ask professors may include the following:
 - How did you decide what content you would include in our course and how does it resonate with you personally?
 - Tell me about your research interest when you pursued your Ph.D.? Has that changed or become even more specialized? If you could sum up what you would like your students to take away from this specific course, what would it be and why?
 - I am personally struggling with this _____ component of _____ week's lecture. Could you unpack that for me?

[4] **Review before Class.** In addition to being prepared it will help you answer the first key question the professor will ask: where did we leave off last time?

[5] **Study with Note Cards.** This is a mental trick on yourself. First, you only need to study what you don't know, so you can set aside the cards you already do know. As you see that second pile grow, you are creating a positive reinforcement for yourself.

[6] Do Extra Credit. Extra credit work often gives you the extra points that are added onto YOUR FINAL GRADE, not just a test grade. Even more importantly, you are placing yourself in the only group who tends to do extra credit work: A students!

- Reiterate to associate members that the Six Behaviors of Better Grades are not directly related to studying and learning material. Instead they are geared towards practicing the behaviors of successful people, doing the things that “A” students do.
- By choosing to practice these behaviors, they will likely find that they are reinforcing what they are learning. It’s working smarter instead of harder.
- Also keep in mind that their individual learning style should be considered, and these practices should be in addition to their individual learning style study habits.

SCHOLARSHIP RESOURCES (5 minutes)

Pi Kappa Phi also recognizes excellence in academics through the Order of the Lamp academic honor society. All members are eligible for recognition in the Order of the Lamp during each term they achieve a term grade point average of at least a 3.25 on a 4.0 scale. Seniors who achieve a cumulative grade point average of a 3.25 or higher are recognized with an Order of the Lamp certificate sent to them after graduation. Applications for the Order of the Lamp are available through the National Headquarters on pikapp.org.

- Compile a list of potential resources on campus and assign a resource to one or more associates to investigate. Associate should return prepared to give a brief report out on their findings.

There are various resources on campus that can aid in the balancing of your life during your undergraduate career. Your task before our next meeting is to visit a resource on campus, learn about what resources are available, and report back.

- Here are some potential conversation starters:
 - Ask about what resources they have available and how they would apply to your current subjects
 - Ask the professional about any personal success stories they witnessed associate with any of their clients/students
 - What resources would you bring to group of men to help them succeed academically?
 - Any advice that will help me excel academically?

LIFE BALANCE (15 minutes)

As associate members, you are balancing class, social life, and fraternity needs, to name a few of your daily responsibilities. You choose how these responsibilities are negotiated, and prioritize accordingly. Successful people also make the daily choice to

1. Focus on a specific goal
2. Work smarter instead of harder
3. Balance their lives across many areas

Research shows that focusing on these three areas will lead to a more balanced and content person.

- Have associate members discuss what aspects make up the physical, intellectual, and spiritual realms and how they could better balance the three
 - Physical (sleep, nutrition, exercise, regular check-ups with the doctor)
 - Intellectual (doing your best on assignments, engaging in stimulating thought: current events, arts & culture, strategizing)
 - Spiritual (this can be religious, but can focus on feeling content and centered within yourself. This might mean engaging with nature or connecting with people)
- Debrief or have the associates break into 2-3 groups, depending on the size of the group.

What are the physical, intellectual, and spiritual activities that contribute to you feeling balanced?

If you were living the most balanced version of your life, what would you be doing in each of these three areas?

What happens if one of these dimensions is missing or lacking in your life?

What happens when they are out of balance?

SUGGESTED SUBORDINATE RITUALS

- The Precepts of Brotherhood Public Sub-Ritual
- Student Creed
- Water
- Web

Debrief

- The most important part of a sub-ritual is the debrief. It is extremely pivotal that the meaning behind each sub-ritual be discussed with the chapter. Do not assume that the members understood the lesson; talk about the lesson and have the members share their feelings and thoughts. It is during this time that true growth and development takes place. Therefore, a thorough debrief should follow EVERY subordinate ritual performed by the chapter.
- **What?**
 - What happened?
 - Dissect what happened throughout the activity, what was observed, what they were feeling, what symbols were present, etc.
- **So What?**
 - Why are these things important?
 - How do they tie back to the values of Pi Kappa Phi and the tenants of “The Student Creed?”
 - What impact do they have on individual members?
 - What impact do they have on the chapter? What impact do they have on the national fraternity?
- **Now What?**
 - What do you do now?
 - How can you apply these concepts, values, lessons, etc. outside of the sub-ritual?
 - How do they apply to your fraternity experience?
 - How do they apply to your college experience?
 - How do they apply to the real world and life after college?
 - What should they do with this lesson?