

ASSOCIATE MEMBER EDUCATION ACTIVITY GUIDE

CHAPTER EIGHT: LIFELONG COMMITMENT



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:

- Identify ways to continue involvement in Pi Kappa Phi after graduation.

Recommended Activities:

- The Beginning of a Legacy (60 minutes) - pg. 5

Associate Member Assignments to Complete Prior to the Meeting

- Read pages 186-191 in *The White Diamond*

Additional Notes

- Invite an alumnus who has maintained a commitment to volunteering for the Fraternity after graduation to come speak with the associate members. Some suggestions may include the Chapter Advisor, Regional Governor, Ladder of Risk or ASTP facilitator, or member of the chapter's Council of Advisors.
- Share the logistics and flow of session with the guest speaker. It is important to begin on time, because you are working with someone else's donated time. Be sure to schedule your speaker by at least the beginning of the semester. This allows the chapter to be respectful of your guest's calendar. Be sure to follow the session with a hand-written thank you note to the presenter; getting the signatures of all the associate members on the note would be a nice touch.

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

THE BEGINNING OF A LEGACY (60 minutes)

It is important to recognize that this is only the closing of the education process as an associate member. It is an expectation, outlined in the Student Creed, to continue making strides to learn, grow, and fulfill your obligations to your college and Pi Kappa Phi throughout your life.

We have spent the last several weeks helping you learn the things that we believe necessary to succeed as a Pi Kapp. If you are truly growing and succeeding through the tenets of Pi Kappa Phi, you can rest assured that you will find success in other areas of your life. Think about it; gaining a deeper understanding of character, civic participation, leadership, scholarship, and service will reward you as a student, man, professional and citizen. We want you to view Pi Kappa Phi and a lifelong commitment, and the continued application of our education process will make it possible for that to become a reality.

As we continue this week, we will discuss achievement. The view of it we will discuss is intended to get you thinking about achievement in Pi Kappa Phi through lifelong brotherhood and achievement in others areas of your life.

To start, we are fortunate enough to have Brother _____ to speak with us about his experience with lifelong brotherhood.

- Introduce the speaker, and ask him to share a little about his background, profession, and his Pi Kappa Phi story
- After he has finished sharing about himself, follow-up with pre-planned questions; examples include:
 - How has Pi Kappa Phi been beneficial in your life?
 - What is your favorite Pi Kapp memory?
 - How have you made efforts to sustain lifelong brotherhood, and in what ways do you hope to continue giving back to the Fraternity?
 - From your undergraduate experience, who is someone you looked up to in the chapter and why?
 - How are you able to incorporate the values of Pi Kappa Phi into your daily experience?
 - What advice do you have for these associates to fully grasp the opportunity that Pi Kapp presents them?
- You can also open the floor to questions from the associates, but make sure and be respectful of your guest's time
- When the speaker is done, thank him for his time, and allow him a moment to exit, escorted by one of the member education committee members
- Ask the associates to pair off and quickly share with one another what they took away from the session. Ask for volunteers to report out about what they have shared.

Now that you have gotten an opportunity to hear a testimonial of one man's experience with lifelong brotherhood, let's turn the attention inward. Take out a sheet of paper and pen to respond to the following questions:

- How will you use the lessons taught during the associate membership education process to impact your Pi Kapp experience during the next year?
- What do you hope to accomplish in Pi Kappa Phi during your time as an undergraduate? What do you foresee as necessary to help you achieve that?
- In what ways, as you understand them, will you incorporate the values (think Student Creed) of Pi Kappa Phi into your daily life to positively impact it (be specific)?

Do not lose the things you have just written. Keep track of them and check in frequently to monitor your progress and update them, as may be needed.

SUGGESTED SUBORDINATE RITUALS

- Passing the Flame
- Sticks in the Fire
- Water
- Fill a Role

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?