

# ASSOCIATE MEMBER EDUCATION ACTIVITY GUIDE

## CHAPTER TWO: OUR FRATERNAL ORGANIZATION



## 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 54<sup>th</sup> 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:

Dylan R. McKenzie  
Assistant Director of Education  
[dmckenzie@pikapp.org](mailto:dmckenzie@pikapp.org)  
(980) 318-5316

## OVERVIEW OF THE WEEK

**Recommended Amount of Meeting Time:** 1 hour

### **Goals for the Week:**

- Identify and draw the symbols of Pi Kappa Phi.
- Describe Pi Kappa Phi's national and local organizational structure.

### **Recommended Activities:**

- 30-Second Life Stories (10 minutes) - pg. 5
- Pi Kappa Phi Civics (60 minutes) - pg. 6

### **Associate Member Assignments to Complete Prior to the Meeting**

- Read pages 42-85 in *The White Diamond*
- Prepare a 30-second life story

## 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

### 30-SECOND LIFE STORIES (10 minutes)

- The Warden or a member of the Associate Member Education Committee should model the activity by giving a 30-second life story
- Each associate member should then share his 30-second life story
- The Warden should monitor the 30-second time allotment to keep the group on track

## PI KAPPA PHI CIVICS (60 minutes)

### Setup/Supplies Needed:

- Flip chart or white board
- Laptop
- Projector
- [Pi Kappa Phi's Brand Guidelines](#)

### The Greater Fraternity - 15 minutes

- Review and discuss each of the entities of the Greater Fraternity
  - The Ability Experience
  - Pi Kappa Phi Foundation
  - Pi Kappa Phi Properties
- Review and discuss the publications of the National Fraternity
  - *The Gold Book*
  - *Star & Lamp*
  - Fraternity Directory
  - FOKROMIX

**Who does Pi Kappa Phi rely heavily on to help move the organization forward?**

- Alumni, students, and friends of the Fraternity

**Why is it important for us to know how the Fraternity operates?**

**Who is our Leadership Consultant?**

### Fraternity Governance - 10 minutes

**As members of Pi Kappa Phi, it is important that you understand the organizational structure, laws, and customs of both the National Fraternity and our local chapter. As associate members you are expected to not merely be an observer, but rather an active participant in the betterment of this brotherhood.**

- Review the Fraternity's mission, vision, and tagline

Every biennium (i.e. every two years) Pi Kappa Phi hosts a national convention for the purpose of exercising supreme legislative power. All chapters are temporarily dissolved while the Supreme Chapter is in session. The Supreme Chapter reviews the work done by the national officers during the preceding biennium; adopts legislation that becomes Supreme Law by due process; adopts amendments to existing national bylaws; considers and directs financial matters such as member dues and fees; promotes the general welfare of the Fraternity through projects, rules and regulations; elects national officers to govern the Fraternity between Supreme Chapter meetings; and recognizes members through resolutions and awards.

At the 54th Supreme Chapter in summer 2014, Pi Kappa Phi launched its 2020 strategic plan – Uncommon Leadership – and unveiled new branding for the Greater Fraternity. The Pi Kappa Phi Foundation also announced its Common Loyalty Campaign with a goal of increasing funding for the Fraternity’s leadership, academic and service programs in order to invest in more men.

The National Council is elected to govern the Fraternity between Supreme Chapter meetings. Alumni elected to this body are business and professional leaders from across the United States. The Council acts as a board of directors for the Fraternity and meets approximately three times per year in person in addition to regular teleconferences. The members of the National Council (2016-2018) are:

- National President: Thomas B. Sullivan, Delta Omega (Texas A&M)
- National Vice President: Jeremy D. Galvin, Alpha Omicron (Iowa State)
- National Treasurer: William T. Sigmon, Alpha Sigma (Tennessee)
- National Secretary: Eric J. Almquist, Alpha Omicron (Iowa State)
- National Historian: A. Glenn Aspinwall, Gamma Kappa (Georgia Southern)
- National Chaplain: Alan P. Duesterhaus, Zeta Epsilon (George Mason)
- National Chancellor: James M. Smith, Alpha Eta (Samford)

Members of the Fraternity are expected to uphold and abide by the standards of conduct as established in the Constitution, Supreme Laws, policies and resolutions of the Supreme Chapter, and Ritual of the Fraternity. Members are held accountable to these standards through local self-governance.

### **Fraternity Symbols & Brand Guidelines - 15 minutes**

- Have the following presented on flip chart, white board, or handout.

Pi Kappa Phi’s symbols are a visual representation of our Fraternity and its ideals. Every member has the responsibility to protect the integrity of each symbol.

- Review and discuss each of the following symbols, including the coloring and use.

- The Badge of Membership
  - The Associate Member Pin
  - The Coat of Arms
  - The Star Shield
  - The Flag
  - The Bell
  - The Great Seal
  - Colors and Flower
- Review [Pi Kappa Phi's Brand Guidelines](#)

Why do you think the Star Shield is such an important symbol for Pi Kappa Phi?

### The Local Chapter - 10 minutes

- Review and discuss the organization of the local chapter
  - Chapter constitution and bylaws
  - Chapter Code of Conduct
  - Purpose of the Standards Board
  - Executive Council positions and responsibilities
- Review your local chapter governance structure (i.e. executive board, committee chairmen, advisors, chapter meeting times, etc)

### Closing Debrief - 5 minutes

Today we learned more about how our fraternity was founded and how it has transformed throughout the past century.

What was most memorable or stands out about today's meeting?

Knowing what you know now about the greater fraternity, how will you make an impact on the greater fraternity?

As you can see, a great amount of energy has been expended to structure a fraternity that can offer you uncommon opportunities for leadership now and in the future. But it is important to remember that members of Pi Kappa Phi are called upon to know more than our history and our system of governance. Now that you understand the basics of our operations as an organization, you must learn to live your life as a brother of Pi Kappa Phi.



## SUGGESTED SUBORDINATE RITUALS

- The Precepts of Brotherhood Public Sub-Ritual
- Student Creed
- The Web
- Delta Sigma
- Founders' Memorial Service

### 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?