

ASSOCIATE MEMBER EDUCATION ACTIVITY GUIDE

CHAPTER ONE: OUR PROUD HISTORY



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 the first fraternity, describe why and how it was founded, and identify the first sorority founded.
- Describe Pi Kappa Phi's founding and discuss why leadership and common loyalty were main components of the founding.

Recommended Activities:

- Six-Word Memoirs (15 minutes) - pg. 5
- History of Pi Kappa Phi-Option 1 (45 minutes) - pg. 7
- History of Pi Kappa Phi-Option 2 (45 minutes) - pg. 11

Associate Member Assignments to Complete Prior to the Meeting

- **Option #1**
 - Prepare a six-word story
 - Instructions to Associate Members: Taking a cue from novelist Ernest Hemingway, who, according to literary legend, was once challenged to write a short story in only six words, we set out to do the same. Hemingway's six-word story read: "For sale: baby shoes, never worn." Please consider what your six-word story would be. As we start on this path to brotherhood, it is important to learn about our brothers. If you only had six words to tell your story, what would they be? Be prepared to present yours next meeting.
 - Read pages 6-41 in *The White Diamond*
 - Watch the history video prior to the meeting
- **Option #2:**
 - Prepare a six-word story
 - Instructions to Associate Members: Taking a cue from novelist Ernest Hemingway, who, according to literary legend, was once challenged to write a short story in only six words, we set out to do the same. Hemingway's six-word story read: "For sale: baby shoes, never worn." Please consider what your six-word story would be. As we start on this path to brotherhood, it is important to learn about our brothers. If you only had six words to tell your story, what would they be? Be prepared to present yours next meeting.
 - Read pages 42-85 in *The White Diamond* and the history video will be shown during the meeting

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

SIX-WORD MEMOIRS (15 minutes)

Setup/Supplies Needed:

- Pens (1 for each associate member)
- Paper (1 piece for each associate member)

Instructions

- Warden (or a member of the Associate Member Education Committee) should model the appropriate behavior before the associate members begin the activity
- Give each associate member a pen and paper
- Have them write down their six-word story
- Go around the circle and have everyone re-introduce themselves and then share their story

Discussion Questions

What stood out to you?

What was something new you learned about another member?

What was the purpose of this activity?

We just learned a little more about each other as individuals. Tonight we will also explore more about our fraternity. We will learn about the founding and the history of our organization and about how the fraternity operates on a national level.

HISTORY OF PI KAPPA PHI - OPTION #1 (45 minutes)

- Lead a discussion about the founding of Pi Kappa Phi and its history throughout the ages

Why is it important to know the history of Pi Kappa Phi and fraternities in general?

- Foundation of our values
- To understand the original purpose of fraternity
- Context and application reasons

What was the Flat Hat Club?

- A group of young men who met in Raleigh Tavern in Williamsburg, Virginia
- Believed to be founded by Thomas Jefferson
- They met to escape the daily vigor of their studies at the College of William and Mary

How and why was the first Greek letter organization founded?

- Greek letter organizations were founded as literary and social societies
- They served as an escape for peers to go and discuss modern thought, literature, and relevant issues
- Phi Beta Kappa is considered the first Greek-letter organization
- They used Greek letters, a secret grip, motto, ritual of initiation, membership badge, and constitution/by-laws

When was this organization founded?

- Phi Beta Kappa was formed at The College of William and Mary in 1776 by John Heath

How did fraternities evolve and expand throughout the 1800's?

- Union Triad (1825-1827): Kappa Alpha Society, Sigma Phi, and Delta Phi.
- Formed at Union College
- Miami Triad (1847): Phi Delta Theta, Sigma Chi, Beta Theta Pi
- Founded at Miami University in Oxford, OH

Why were women's fraternities/sororities founded?

- Women's fraternities began at Wesleyan Female College in early 1850s
- Served as an exclusive group for women, who were discriminated against
- First Greek-letter woman's fraternity was Kappa Alpha Theta at DePauw University

What do you think it was like to go to the College of Charleston in 1904?

- Small, highly competitive campus
- Male dominated
- Christian influence
- Overwhelming emphasis on Greek and Latin

How do you think this affected the founding of Pi Kappa Phi?

- Ritual
- Language

What was the mission of the group that preceded Pi Kappa Phi?

- Non-Fraternity influence on a campus controlled by Greek societies
- Oppose the fraternity slate from continuing to control the Chrestomathic Literary Society
- Empower leaders to make a difference on College of Charleston’s campus

What was the name of this organization?

- Nu Phi which stood for “non-fraternity”

Why was this organization founded?

- Elect members to officer positions within the Chrestomathic Literary Society
- Leadership

Who were the three primary founders of Nu Phi?

- Andrew Alexander Kroeg, Jr.
- Simon Fogarty Jr.
- Lawrence Harry Mixson

Why is leadership such an important part of the founding of Pi Kappa Phi?

- We were founded on the premise of leadership

What happened to this group?

- Established the seven loyal Nu Phi after some members were disloyal
- Held a meeting on December 10, 1904 at Fogarty’s home at 90 Broad Street

Why did Kroeg decide to start a full-fledged fraternity?

- Take a couple responses
- Kroeg concluded that in order to shape the campus, they would need a loyal friendship that transcended Nu Phi

What do you think was unique about the bond amongst our founders?

How do you think “personal choice” was a part of the founding of Pi Kappa Phi?

Who were the other 4 loyal Nu Phis present at the first meeting?

- A. Pelzer Wagener
- Thomas F. Mosimann
- Theodore “Teddy” Barnwell Kelly
- James Fogarty

What do you think the quality of character was like for the founders?

- Integrity was integral to their transformation from Nu Phi to Pi Kappa Phi
- Highly valued

How did loyalty play a part in the founding of Pi Kappa Phi?

What was the significance of Teddy Kelly’s move to California?

- This event helped transform our local fraternity into a national fraternity
- Necessitated a national meeting, which led to Supreme Chapter

Why was the Delta chapter at Furman referred to as “subrosa”?

- Operated “in secret” (*subrosa* is Latin for “under the rose”) due to state laws against fraternities at state universities in South Carolina

Why is Durward W. Owen a significant figure in Pi Kappa Phi’s history?

- Served as Executive Secretary (now known as Chief Executive Officer) for 35 years
- Oversaw a period of tremendous growth for the Fraternity
- Named Honorary Fourth Founder by the Supreme Chapter upon his retirement in 1994

If you could ask the Founders or Durward any question what would it be?

What innovation in 1977 truly set Pi Kappa Phi apart from the rest of its Greek peers?

- The creation of The Ability Experience (originally Play Units for the Severely Handicapped, or P.U.S.H.)

Why was this such an important move for Pi Kappa Phi?

How was the founding of The Ability Experience similar to the founding of Pi Kappa Phi?

Who is Pi Kappa Phi's current Chief Executive Officer and when did he become CEO?

- Mark E. Timmes, Alpha Epsilon (Florida)
- 1994

What type of legacy do you think this leaves to you?

HISTORY OF PI KAPPA PHI - OPTION #2 (45 minutes)

Setup/Supplies Needed:

- Laptop
- Projector
- Speakers
- Screen
- Internet access
- [Pi Kappa Phi History, Pt. 1](#) video

History Video - 10 minutes

- Watch Pi Kappa Phi History, Pt. 1 video (run time 9:39)

Discussion - 35 minutes

Why do you think Pi Kappa Phi gives gifts to the College of Charleston every 25 years?

What are those gifts?

- The Memorial Gaate // 25th Anniversary (December 1929)
- Clock atop Randolph Hall // 50th Anniversary (December 1954)
- Rose Garden // 75th Anniversary (August 1979)
- Bell Tower // 100th Anniversary (July 2004)

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- Conclude this section with any further questions they may have and clarify information

SUBORDINATE RITUAL EXPLANATION (5 minutes)

The Ritual of Pi Kappa Phi is a beautiful ceremony which has been shared by tens of thousands of Pi Kappa Phis since the founding years of the fraternity. It has changed in small ways since then, but the messages are the same.

Subordinate rituals (sub-rituals, as they are referred to) play a special and necessary part of a member's growth in the Fraternity. It is through the use of sub-rituals that our values and ideals are exhibited and explained. Each week we will conduct a subordinate ritual that will tie together the information we have learned; thus, making Pi Kappa Phi a more meaningful part of your life.

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?