

ASSOCIATE MEMBER EDUCATION  
ACTIVITY GUIDE  
PRE-INITIATION & ORIENTATION



## 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  
Director of Member Development  
[dmckenzie@pikapp.org](mailto:dmckenzie@pikapp.org)  
(980) 318-5316

## OVERVIEW OF THE WEEK

**Recommended Amount of Meeting Time:** 1.5 hours

### **Recommended Activities - Pre-Initiation:**

- Pre-Initiation Ceremony - pg. 5

### **Recommended Activities - Associate Member Orientation:**

- Welcome & Introductions - pg. 6
- Understanding Pi Kappa Phi - pg. 7
- Expectations of Associate Member Education - pg. 8
- Time Requirements & Expectations - pg. 10

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

- List the expectations of membership and requirements for Initiation
- Explain the characteristics of the ideal associate member
- Distribute the associate member syllabus and calendar of events for the semester
- Introduce *The White Diamond* and its role within the fraternity
- Conduct Pre-Initiation (as outlined in the Suburbanite Ritual Manual or *Gold Book*)

## 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

### PRE-INITIATION (30 minutes)

#### Setup/Supplies Needed

- Laptop with Chapter Gateway
- Internet
- Associate member pins (order 3 weeks in advance)

### Instructions

- Have associate members add their contact information to Chapter Gateway prior to Pre-Initiation

### Pre-Initiation Ceremony

- Coordinate with the Chaplain to setup for Pre-Initiation
- Reference the “Pledging Service” in *The Gold Book*, as well as the Pre-Initiation options in the Subordinate Ritual Manual
- All brothers except the Archon, Warden, and Chaplain should depart after cleaning up the ceremony

## ASSOCIATE MEMBER ORIENTATION (50 minutes)

### Setup/Supplies Needed

- Flip chart or white board
- Associate Member Education Syllabus for each associate member
- *White Diamond* books for each associate member (order 3 weeks in advance)

### Welcome & Introductions - 15 minutes

- Have the Fraternity's mission and vision clearly posted
- Welcome the new associate members with an upbeat, genuine, and positive welcome
- Have each associate member standup and give a short introduction of themselves

**Congratulations men! You have made the first vital choice toward a lifelong brotherhood with Pi Kappa Phi fraternity. You are surrounded by men who will challenge you to serve, grow as leaders, and achieve the unthinkable; and your growth starts today. A tradition of exceptional leaders began in 1904 with three men who challenged the status quo, and desired to make change on their campus in Charleston, SC. Through intentional programming, subordinate rituals, and uncommon opportunities, we will help you understand the privilege and responsibility inherent in being a brother of Pi Kappa Phi.**

## Understanding Pi Kappa Phi - 15 minutes

Before you embark upon your journey within the Fraternity, it is important that we have a clear understanding about who we are as members of Pi Kappa Phi.

- Ask for 4 or 5 volunteers and have each one read the following:
  - **Mission of Pi Kappa Phi:** To create an uncommon and lifelong brotherhood that develops leaders and encourages service to other for the betterment of our communities.
  - **Vision of Pi Kappa Phi:** A future where every Pi Kappa Phi embraces his role as a leader, puts service before self, and improves the world around him.
  - **Tagline:** Exceptional leaders. Uncommon opportunities.
  - **Mission of The Ability Experience:** We use shared experiences to support people with disabilities and develop the men of Pi Kappa Phi into servant leaders.
  - **Vision of The Ability Experience:** Create a community, one relationship at a time, the abilities of all people are recognized and valued.

What do these statements tell us about Pi Kappa Phi?

The associate member education process is framed by the ideals espoused through the values within our Student Creed. This means this process will concentrate on these core competencies:

Common Loyalty

Personal Responsibility

Achievement

Accountability

Campus Involvement

Responsible Citizenship

Lifelong Commitment

Pi Kappa Phi's esoteric values (secret) including the meaning of our symbols and letters will be explained during the Ritual of Initiation, however; these are the values we exoterically (publically) live by on a daily basis.

As you continue your journey to brotherhood, it is imperative that you not only learn about these values, but more importantly, that you live them in your daily life. From this moment forward, your fraternity expects nothing less.

## Expectations of Associate Member Education - 10 minutes

Embarking on this experience will take time, energy, and will challenge you to reach your potential as a leader and brother of Pi Kappa Phi. Please keep the following in mind as you go through your associate process.

Know your brothers. This includes associate and active brothers. Brotherhood is an intense relationship that goes deeper than memorizing their name and hometown. Dare to go deeper.

Learn Pi Kappa Phi and live it on daily basis. Knowing Pi Kappa Phi's roots, history, and values will help you better understand why the men around you love this fraternity, while further developing your affinity to brothers across the world. Our founders dared to bring something new to the concept of fraternity, and their memory must be eternalized in our action and deed.

*The White Diamond* is your owner's manual to brotherhood. Throughout your process, you will be assigned specific sections of this book and will be tested on your knowledge before initiation.

- Distribute *The White Diamond* to each associate member

Act responsibly. Alcohol will have no part in the new member education process. Be cognizant of the way you carry yourself in public. Members of Pi Kappa Phi respect EVERYONE and go above and beyond our call of duty to live out our values as educated men.

Be yourself. Although you are not initiated members and in possession of our secrets, you are human beings and will be treated with brotherly love and respect. Enact your values, and do not forsake your integrity.

Respect yourself and others. As an organization founded on the principles of friendship, Pi Kappa Phi expects that all members treat each other with dignity and respect.

The Fraternity's aim and purpose is to promote fellowship and mutual trust among its members, and we fundamentally oppose any activity that could be considered mentally, physically, or emotionally unsafe.

If at any point during your associate member education process you experience or become aware of behavior that is inconsistent with our shared standards, you should contact our Chapter Advisor, the Archon, the Warden, and the National Headquarters.

- Provide contact information (cell phone number and e-mail address) for each of the following:
  - Chapter Advisor

- Archon
- Warden
- National Headquarters - Brooke Kingsley Isbell, Assistant Executive Director of Prevention & Accountability (804-389-4439 // [bisbell@pikapp.org](mailto:bisbell@pikapp.org))

## Time Requirements & Expectations - 10 minutes

- Distribute the Associate Member Education Syllabus. This syllabus should clearly outline required events, meetings, initiation requirements, and the length of the program.

Membership is a lived commitment to the values and initiatives of brotherhood in Pi Kappa Phi. Fulfilling your role as a brother of Pi Kappa Phi includes fulfilling your time and financial obligations.

- **Time Commitment** - [NUMBER] hours per week, including:
  - [NUMBER] associate member meetings per week. Associate member meetings will occur on [DAY] from [START TIME - END TIME];
  - Weekly subordinate ritual(s) on [DAY] from [START TIME - END TIME];
  - Attendance at [NUMBER]% of chapter meetings;
  - Attendance at [NUMBER]% of fraternity events (including social activities); and
  - Attendance at [NUMBER]% of The Ability Experience/service/philanthropy events.
- **Financial Commitment**
  - Pre-Initiation Fee: \$70.00 (due prior to pre-initiation);
  - Associate Member Pin & Copy of *The White Diamond*: \$20.00;
  - Initiation Fee: \$195.00 (due prior to initiation);
  - Member Badge: \$15.00 (due prior to initiation); and
  - Chapter Dues: \$[NUMBER] per semester due on [DATE(S)]
- **Academic Commitment**
  - Sign a grade release form;
  - Maintain a minimum GPA of [MINIMUM GPA]; (*minimum of 2.70 per Supreme Law*)
  - Provide the Warden with a copy of your course schedule;
  - Abide by the Academic Integrity/Honor Code of [COLLEGE/UNIVERSITY], which states: [TEXT FROM COLLEGE/UNIVERSITY ACADEMIC INTEGRITY/HONOR CODE];
  - Present a mid-term progress report from each instructor/professor to the Scholarship Chairman; and
  - Present a progress report from each instructor/professor prior to initiation in order to ensure you have successfully demonstrated a desire to strive to attain the highest possible standards of scholarship.
- **Requirements for Initiation:**
  - Pass the final written exam with at least a [75%]
  - Pass an oral examination on the history and principles of the Fraternity
  - Complete Part 1 of GreekLifeEdu prior to initiation
  - [LOCAL REQUIREMENTS]