



Pledge Educator Handbook

THE PI KAPPA ALPHA FRATERNITY

PROPERTY OF

CHAPTER

Foreward

The contents of this handbook are the result of a compilation of information from various chapters and various brothers affiliated with the Pi Kappa Alpha International Fraternity for the use by any chapter which is interested in establishing or improving its pledge education program. It should be understood that each chapter is self-governing and solely responsible for its day-to-day, week-to-week and month-to-month operation and nothing herein is intended as or should be deemed as supervision, direction, monitoring, oversight or as an effort to control the local chapter by the Pi Kappa Alpha International Fraternity, which is a fraternal affiliation of over 200 chapters, over 10,000 active undergraduate members and over 200,000 alumni and several nonprofit corporations, including, but not limited to Pi Kappa Alpha Corporation, a Tennessee nonprofit corporation which serves as a clearinghouse and an administrator for purposes of organizing meetings and conventions, publishing fraternal publications and performing other functions for the entire International Fraternity.

This handbook is an educational guideline only which contains suggestions and recommendations developed by various chapters which were able to develop successful pledge education programs. It is published and available to any chapter through the clearinghouse in Memphis as a form of brotherly advice for whatever use one wants to make of it.

All ideas herein are optional and nothing is mandatory. Participation as pledge educator is by the voluntary choice of each chapter and each member with the understanding that one generally gets out of something what one is willing to put into it. Thus, any language contained herein which could possibly be construed as “mandatory” such as “do this” or “do that” is only in the form of a recommendation that if one wishes to get the most benefit out of using the suggestions in the handbook, then the suggestions can be utilized with the understanding that any handbook is, at most, a guide and that the users should substitute their own experience and judgment to use, adapt or modify the suggestions and recommendations contained herein. In other words, the handbook is a guide from which the users can use to establish, improve or build their own programs, using their own knowledge, common sense, ideas and experience and to assist the users from time to time as a reference for ideas and suggestions. In turn, each chapter is encouraged to share good ideas with other chapters by advising the administrative clearinghouse for possible inclusion in future publications.

Program Overview

The strongest fraternities on any campus are the chapters whose members enjoy the most prestige as undergraduates and later in life. These are the fraternities that treat each individual with respect and treat them as a brother. They are strong because they do not have cliques within the organization. They do not indulge in activities that make them have ill feeling toward each other. The Chapter does not believe in breaking members down in order to build them back up, instead, chooses to build on where the new members are and offer continued growth and development.

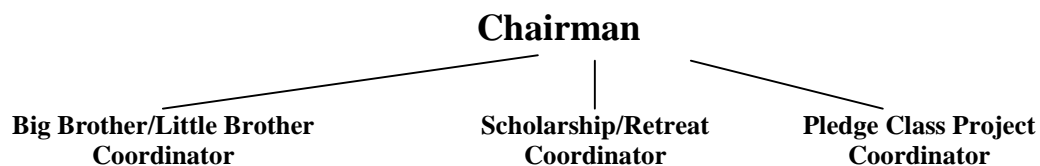
One of the most challenging yet rewarding positions in the Fraternity is the Pledge Educator. As Pledge Educator, you are an essential element in the development and eventual success of the chapter's membership. The Pledge Educator position offers great opportunity to inspire future leaders in the chapter. The Pledge Educator's role is to be a continual motivator, maintain an organized program, and to educate the chapter membership on the immense benefits to be gained from an effective pledge education program.

Pledge Educator & Committee

As the chapter's pledge educator your role is one of a teacher, requiring a maximum of time and responsibility. In the eyes of these new members, you are Pi Kappa Alpha. You must lead as a role model, because every thing you do will be viewed by the new members as the "right thing to do". It is important that your program is organized, providing an open network between chapter members and new members. The success of this program can be measured through the pledge retention rate, pledge class grade point average, and by what kind of leaders the pledge class produces.

When developing the chapter's pledge education program it is important that the emphasis is on consistency of communication with the chapter and the pledge class. As chairman you need to feel comfortable with your interpersonal skills and your ability to stay true to what is right if members want to influence how you educate the new members. You are the point man for motivating the chapter to demonstrate a positive environment and to help members understand the importance of a positive pledge education program. As the leader of the committee you are the main liaison between the chapter and the pledge class.

A successful pledge education program has a working committee of at least one, but hopefully three assistants. Each committee member should be delegated specific tasks within the committee (see **PROGRAM TASKS** for examples). Though it is the pledge educator who is ultimately in charge of following through with commitments, it's important to give specific roles to committee members. A well-balanced committee will have a chair and three members:



- ◇ **Big Brother/Little Brother Coordinator:** This committee member coordinates and plans activities for the Big Brothers to do with the Little Brothers. It is his role to create an environment that allows these friendships to grow.
- ◇ **Scholarship/Retreat Coordinator:** The role of this committee member is to administer progress reports, set study hours, offer tutors, and educate new members about the resources available on campus. He also assists in planning the pledge class retreat.
- ◇ **Pledge Class Project Coordinator:** This committee member's role is to coordinate and help organize the pledge class project. He works with the chairman to assure that ideas like ceremonial paddles, fundraisers, house projects, are planned, publicized and run efficiently. This member can also monitor the point system.

The Big Brother/Little Brother Coordinator is a basic but essential part of the chapter's pledge education program. Careful attention to the organization, planning and follow-through of this program can be one of the valuable aspects of the pledge education period. Care must be taken in the selection of those members that will serve as Big Brothers to each pledge. Those men who do not fulfill their responsibilities as a Big Brother should be replaced with another member to ensure that these responsibilities are met.

A Big Brother (sometimes called Pledge Father) is an initiated member who serves as an advisor, guide, confidante and friend to a pledge, and sets an example for the pledge to follow as an active. The relationship often continues well past initiation, but is most important during the initial stage of orientation and assimilation into Pi Kappa Alpha. The Big Brother program should maintain a frequent communication with his Little Brother, partake in all Big/Little Brother Activities, and make an effort to develop a sincere and helpful interest in the progress of his little brother, both academically and fraternally. He should be a friend to his Little Brother, offering insight into the chapter as a result of his experience.

1. **Selection of Big Brothers** - The most common method of selection is accomplished by having each pledge submit to the Big Brother Coordinator the names of three chapter members they would like as their Big Brother. Every member wishing to participate as a Big Brother will submit a list of three pledges he would like to have as a Little Brother. The entire committee should then take the requests of all the pledges and members and match them, giving each pledge and active their first choices when possible. Care should be taken to try to match compatible personalities of pledges and actives to foster a beneficial relationship between them. The entire process, from explaining the program to the pledge class to presentation of the Big Brothers to the pledges, should take no more than two to three weeks.
2. **Presentation of Big Brothers** - Many Pi Kappa Alpha chapters have developed meaningful and traditional Big Brother ceremonies over the years which emphasize the importance of the position to the active chapter and the pledges alike. The ceremonies are a means of presenting the Big Brothers to the pledges in an atmosphere of solemnity to impress upon them the significance of the event. Following is a sample scenario for a Big Brother ceremony:

The attire for the event should be coat and tie for both pledges and members. The pledges should be brought into a darkened room with only a candle providing light at the front of the room. The SMC or Pledge Educator should be positioned near the candle. The pledges should position themselves facing the front of the room standing in a single line and be given instructions to look toward the candle.

When they are in place, the Big Brothers should quietly file in the room taking their places behind their Little Brothers. The SMC or Pledge Educator should then give a brief discourse on the purpose of the Big Brother Program and what it could mean to each pledge. He may want to call upon his own personal experience or some particularly memorable incident involving a pledge and his Big Brother. In closing, he should then make a statement such as:

"To each pledge, I now introduce you to one of my brothers who will be a friend, a guide and a future brother to you. I have the utmost confidence that this man will play a significant role in your pledge-ship, and I wish you a long and close friendship."

At this point, the Big Brothers place their hands on the pledges' shoulders and turn them around to meet one another for the first time as Big/Little Brothers. The entire ceremony should be carried out with a very serious tone.

It is appropriate to have some sort of celebration following, or for the entire group to go to dinner following the ceremony.

3. **The Big Brother's Role** - The Big Brother should make an effort to establish contact with his Little Brother frequently each week, if not daily. The pledges should be instructed to take the initiative to make plans with their Big Brothers for various activities. The Big Brothers should do likewise. The Big Brother must make a consistent effort to establish open and honest communication with the pledge. He should attend all chapter meetings to report on his Little Brother's progress, if necessary. The Big Brother should be at all Big Brother/Little Brother group activities, and file weekly Big Brother reports promptly with the Big Brother Coordinator. If a pledge is having difficulties, his Big Brother should work to assist him in overcoming the obstacles that are impeding his performance.
4. **Big Brother/Little Brother Activities** - In order to ensure an adequate amount of interaction between all Big and Little Brothers, the Big Brother Coordinator should plan and organize several activities involving all pledges and their Big Brothers. This will guarantee that the Big Brother with overwhelming time commitments and other obligations has the opportunity to plan for spending time with his Little Brother with plenty of advance notice. It also provides for positive interaction and some memorable experiences for the pledge and his Big Brother. These activities should be scheduled for every other week and the schedule of events should be determined at the beginning of the pledge education period.

Below are some suggestions for Big/Little Brother activities:

Big/Little Brother Athletic Events - Football games, bowling or two-on-two basketball provide for friendly competition with other Big/Little Brother pairs. Prizes for the best performance or winners add to the fun.

Canoe Trip/Camping - An afternoon or weekend spent with his Big Brother can enhance the friendship between the pledge and his Big Brother.

Big/Little Brother Dinners - Away from the chapter house or on weekends is the best time and setting for this activity.

Big/Little Brother Awards - For best combined GPA, or for imaginative, humorous awards.

Big/Little Brothers Set-up Dates - Big and Little Brothers set each other up with blind dates for a party where the Little Brother picks up his Big Brother's date and vice versa.

Big/Little Brother Community Service Projects - Teams compete for a prize based upon the amount of money raised or hours worked.

Big Brother Reports - Due to the large number of pledges in many pledge classes, there is a need for a means of guarantee that each Big Brother provides a consistent stream of information to the Big Brother Coordinator on a regular basis. Individual meetings between the Big Brothers and the Big Brother Coordinator are not always feasible, nor are weekly group meetings of all Big Brothers always possible.

A weekly written report provides concise and permanent records of the Big Brother's evaluation of the pledge's progress. Included in this manual is a sample Big Brother's Report for your use. These reports should be submitted to the Pledge Educator at least 24 hours in advance to provide him time to evaluate them. The report should be saved in folders for each pledge to allow chronological review of his performance.

It is suggested that the Big Brother Coordinator recommend to the Big Brothers that they plan to purchase a small gift for their Little Brother upon initiation. Sample items would include an inexpensive Fraternity badge, a jersey, a paddle, a set of Fraternity glasses or other gift.

Scholarship/Retreat Coordinator

To aid the studies of the pledges, the Scholarship/Retreat Coordinator will organize several projects that will make the study time for the new members more productive. First, the Scholarship/Retreat Coordinator will reserve a place for the pledges to study. Each pledge will be required to attend these study sessions at least once a week and are encouraged to attend every night. A test file will be made available for you to study the exams previously given by your professors. Also, speakers have been scheduled to come into your meetings and talk on such subjects as note taking and time management.

The Scholarship/Retreat Coordinator should consider setting up meeting times for the new member class to explore the resources the university or college offers. One week, the coordinator may bring the pledge class to the library and have a library assistant give a tour. Another week, the coordinator may take the pledge class to the Writing Center and ask them to use this resource by the end of that week. The Coordinator can do this with the Math Lab, Language Labs, Tutoring Center, etc. until all resources are covered and the pledge class feels comfortable utilizing the resources available.

Pledge Class Retreat

Many chapters have handed down the tradition of pledge class "walk-outs" or "sneaks" that have had several worthy intentions, yet fell short of the goals because they were, in large part, purely social events. A pledge class retreat is a more effective vehicle for:

- ✓ Developing friendships among the pledge class.
- ✓ Allowing for goal setting and planning.
- ✓ Providing a working atmosphere for teaching about Pi Kappa Alpha.
- ✓ Providing a conducive atmosphere for reflecting about the purpose of the Fraternity and each pledge's role in Pi Kappa Alpha's future.

Keep in mind that the retreat should be fun. It should also be informative and productive, but above all, it should be a good time for all those in attendance. The pledges can accomplish many things in an enjoyable environment. The key to the retreat's success is to have a healthy mix of work and play that allows for meeting the goals of the retreat while engaging in plenty of recreation.

The retreat must be away from the chapter house and all other easily reached distractions. The setting should be in a comfortable and relaxing atmosphere. A farm, a cabin in the woods, a lake home, a beach cottage, a pledge's house in the country, or some other suitably distant location prevents the temptation to leave the retreat for a brief time. The pledge class should understand that their attendance for the entire retreat is important to the event's success. A weekend is optimal for the retreat, with activities beginning on Friday evening and concluding on Sunday morning. Meals, activities and recreational time should be spent as a group. A minimum number of chapter members should be present to allow for the greatest participation by the pledges. It is suggested that the Pledge Educator and any other members who are needed to head sessions be present. Five members are normally sufficient to conduct the retreat.

In most situations it is recommended that the pledge class organize the purchase of food (the use of alcohol is not recommended) for the weekend, that all pledges acquire sleeping bags or suitable bedding and that clothes for athletic activities and any other scheduled events be brought for the weekend. The retreat must be held within the first two to three weeks of the pledge education period to maximize its effectiveness. It is during this period that the pledges are most receptive to the material and information that will be discussed throughout the weekend. It is also during this time that their enthusiasm and attitude about Pi Kappa Alpha is best suited for retreat activities.

The retreat schedule should be pre-determined, but leave a few opportunities for any activities or exercises that the pledges may want to undertake on their own. A sample schedule for the pledge class retreat follows:

Pledge Class Retreat Schedule

FRIDAY

7:00 P.M.	Dinner
7:30 P.M.	Arrive At Retreat Location
8:30 p.m	Discuss "Why I joined Pi K A"
8:00 p.m.	Learn Pi Kappa Alpha songs and chapter songs
9:30 p.m	Goal-setting
10:30 p.m	Free time
11:30p.m	

SATURDAY

8:00 a.m.	Wake Up
8:30 a.m.	Breakfast
9:00 a.m.	Presentation "Statement of Position on Hazing"
11:00 a.m.	Touch Football game
12:30 p.m.	Lunch
1:30 p.m.	Seminar: "What makes Rush Successful"
3:00 p.m.	Leadership Exercises (elect executive board)
5:00 p.m.	Outdoor Activity (i.e., softball game)
6:30 p.m.	Dinner
7:30 p.m.	Presentation on Fraternity Finances
8:30 p.m.	Discussion: "What do I expect from the Fraternity?"
9:30 p.m.	Review all songs
10:00 p.m.	Free time

Sunday

9:00 a.m.	Evaluate the retreat & Closure
10:00 a.m.	Depart

Pledge Class Projects/Activities

Classroom-style education is only part of an effective pledge education program. Many of the most memorable experiences, the development of some of the closest friendships, and some of the most enjoyable times will result from the projects and activities that the pledge class will undertake. These activities teach valuable lessons in organization, camaraderie, appreciation for Pi Kappa Alpha, and a sense of duty to the community, to name just some of the benefits that result.

The Group Projects Coordinator of the committee is responsible for the organization of these activities and should be prepared to outline the planned activities for the pledge education program and their scheduled dates. He should also be prepared to explain to the pledges why the activities are a required part of the program and what benefits the pledges should hope to receive from completion of the projects.

It is recommended that the pledge class have a vital role in the decisions made regarding the exact activities to be undertaken. The Group Projects Coordinator may want to give the pledge class a list of suggestions for each project category and let the pledge class decide on the specific activity. Your chapter may have a traditional annual activity for which the pledge class is responsible each year, and this would automatically be included in the calendar of activities for the pledges.

Following the Group Projects Coordinator's presentation on the proposed activities to the pledge class, they should be given a week to consider them and discuss the options, making their decisions at the following week's meeting. From this point, the Group Projects Coordinator works with the pledge class officers in further planning, organization, implementation and follow-up of the activities. At the pledge class meeting following the completion of each project, the Group Projects Coordinator should lead a brief discussion of the outcome of the project. It is essential that the Group Projects Coordinator maintain written records in a notebook regarding his efforts in carrying out his responsibilities. This notebook will be used by future Group Projects Coordinators as a guide.

Suggested Activities for Pledge Class Projects

1. **Community Service Projects.** There are numerous organizations that can be chosen by the pledge class as the focal point for a community service project: neighborhood associations; organizations established to benefit the elderly, the needy, the handicapped; churches; neighborhood parks in need of cleaning up; etc.
2. **Fund Raising Projects.** The pledge class can generate funds for many purposes. Most often they are raised to purchase a gift for the chapter, to fund projects of renovation or addition to the chapter house, or to defray the cost of the initiation fees of the pledges. The list of ideas that can be utilized is substantial. Many ideas can be gathered from other organizations on your campus or nearby campuses.
3. **Pledge Class Athletic Teams.** Many campuses have separate leagues or tournaments exclusively for inter-fraternity pledge class competition. If your campus doesn't offer such a competition, the pledge class may want to start a sporting tournament to be sponsored by Pi Kappa Alpha. Another suggestion is to hold a chapter athletic event.
4. **Pledge Class Social Events.** A social event between the pledges and a sorority pledge class can assist the pledges in meeting other members of the Greek system and give them valuable experience in planning a successful social activity. Many chapters also have an all-chapter formal or dance sponsored and organized entirely by the pledges.
5. **Pledge Class Gift.** Another common tradition among Pi Kappa Alpha chapters is the presentation of a gift from the pledges to the chapter. The gift can take the form of a purchase of an item for use in the chapter house at chapter activities, or a project to improve the chapter house. Fund raising by the pledge class is usually needed to accomplish this. Sample ideas are a plaque to display at the chapter house or a banner to hang at athletic events, a television or stereo for the chapter, remodeling a chapter room at the chapter house or other physical improvements, etc.
6. **Ceremonial Paddles.** A Fraternity paddle from a pledge to his Big Brother has long been a tradition of Pi Kappa Alpha and is a great remembrance of friendships for many years. They can be obtained from one of

many companies specializing in fraternity items or can be individually made by each pledge using a uniform design, or each pledge creating a design of his own.

7. **Special Events.** Many campuses maintain traditional events at which your pledges will want to be represented. Throughout the year, notable speakers will be featured on your campus and the Pledge Educator and Group Projects Coordinator will want the pledge class to attend. It is suggested that the entire pledge class attend an IFC meeting to gain an understanding of its functions and benefits to each fraternity. Other events will arise that will be of value to the pledge class, and the Group Projects Coordinator will require or suggest that the pledge class attend.

Transition

Many chapter's pledge education programs are inconsistent, and therefore, ineffective. Perhaps one year your chapter will appoint a capable leader who establishes a solid foundation of programming but the following year a new pledge educator brings down this foundation by not building on the momentum established by the previous chairman. Much of this inconsistency can be blamed on poor transition between the old and new chairman.

Throughout the year, the chairman must keep a detailed handbook on the chapter's pledge education program. Each pledge class activity should be listed by filling out an event summary form. The planning process and the follow-up of the activities must also be explained in the handbook (see event summary in **CHAPTER WRITTEN PROGRAM**).

The handbook should also advise the pledge educator on the type of chapter members to select for the pledge education committee. If the departing chairman has definite opinions, this section, *Notes for Successor*, could specifically name chapter members to be appointed to the committee. The handbook must be updated and handed down from pledge educator to pledge educator. This system will result in a better fraternity experience for the undergraduate members of the chapter and will ensure a future of the chapter with a strong pledge class.

The role of the pledge educator is vital to the success of the chapter's current and future. Your leadership and organizational skills are the key components to the chapter's success. You must remember that the chapter has entrusted you to perform your role well, relations between the chapter and the pledge class will be strong, and the chapter will enjoy the fruitful results of loyal and active chapter members.

Program Tasks / Planning

I. Garnet & Gold

- A. Contact Secretary about ordering G&G and pledge pins
- B. Review with Pledges

II. Pledge Manuals

- A. Syllabus
- B. Include informational items and pamphlets
- C. Pledge requirements
 - 1. A point system may be used to evaluate the pledges
 - 2. Athletic event
 - 3. Community service event
 - 4. Housing Project (if applicable)
 - 5. Rush event(s)
 - 6. Social event
 - 7. Exams
 - 8. Grade Point (pledges can be assigned academic big brothers within the 1st week of installation)
 - 9. Participation

III. Guest Speakers

- A. Hold seminar(s) on chapter operations & conducting business on a weekly basis
- B. Hold seminars on other pertinent issues (risk management & rush mandatory)

IV. Calendars

- A. Inform pledges of chapter events
- B. Inform chapter of pledge events

V. Pledge Retreat

- A. Lodging arrangements (& Directions)
- B. Food
- C. Initiatives

VI. Exams

- A. Mid-term or weekly tests
- B. Final

VII. Weekly reports to the active chapter on pledge program progress

VIII. Chair pledge Committee

- A. Meetings: Go over grades, points, finances

Planning

Early Summer

- Transition with last Pledge Educator
- Start Pledge Educator Handbook
- Get Forms from IMC
- Create Tentative Calendar / Pledge Education syllabus for the entire year
- Make arrangements for Fall Pledge Retreat

Late Summer

- Set goals
- Give Tentative Calendar to IMC
- Submit estimated budget (itemized list)
- Create Pledge Education Committee
- Assign Duties
- Set Committee Goals
- Hold Committee Mtgs. (as needed)
- Start Pledge Manuals

August

- Finalize Pledge Manuals
- Make arrangements with SC to order Garnet & Gold and pledge pins

Fall Semester

- Transition with Rush Chairmen
- Get phone numbers and addresses of pledges
- Meet with Athletics, Rush, Community Service, Fundraising, Campus involvement, Scholarship, THC, IMC & SMC to discuss pledge activities and plans
- Hold Pledge Meetings
- Hold seminar on Chapter operations
- Hold seminar on Risk Management
- Hold Pledge Retreat
- Inform chapter of upcoming events
- Start making arrangements for Winter Pledge Retreat (end of Oct.)
- Pledge education committee meeting
- Review winter Pledge calendar / syllabus

November

- Make sure Ingress has been completed by this point
- Pledge education committee meeting
- Review Pledge Program with IMC to make additions or changes
- Start making pledge manuals for winter pledges

Spring Semester

- Transition with Rush Chairmen
- Get phone numbers and addresses of pledges
- Meet with Athletics, Rush, Community Service, Fundraising, Campus involvement, Scholarship, THC, IMC & SMC to discuss pledge activities and plans
- Hold Pledge Meetings
- Hold seminar on Chapter operations
- Hold seminar on Risk Awareness
- Hold Pledge Retreat
- Inform chapter of upcoming events

April

- Hold pledge meetings
- Prepare for year-end summary
- Prepare transition with next Pledge Educator
- Make sure ingress has been completed by this point

Successful Chapter Programs

Example I:

A chapter at a small university has eighty – members (80) and possesses a strong pledge education program. This chapter has implemented a point system that rewards new members for their participation. The new members not only know exactly how they are doing with their pledge-ship and understand clearly where they can improve by where they lack points. The chapter believes in rewarding the new members for their actions and uses the recruitment program to weed out potentially problematic members. The chapter has the largest membership on its campus where the average chapter size is around 25. The chapter has over a 90% pledge retention rate and typically has a 3.0 grade point average for the pledge class.

Example II:

A chapter at a state-funded university has a membership of sixty-eight members (68). The chapter has implemented a pledge manual for the pledges to use to guide them through their eight-week pledge program. After the pledges were initiated, the pledge manual became the new members' brother's manual that allowed them to continue with their education into the fraternity all four years. The chapter is very close and feels that these detailed manuals have helped their members remain involved with the fraternity because the members have something tailored to their needs all four years. The pledge manual was a great starting ground for the future.

Example III:

A university that has an undergraduate population of over 20,000 students is home to a Pi Kappa Alpha chapter with an outstanding new member education program. The pledge educator manages a three-man committee, which incorporates tours of the tutoring center, writing center, and library. The pledge class completed four (4) pledge class events that involved community service, fundraising, a speaker on campus, and a house renovation project. The events included active involvement by all of the actives, including parents, and alumni. The pledge education committee continued the tradition of having the pledge class run their own meetings utilizing the same committee system and structure the active chapter had, following all Roberts Rules of Order. The chapter culminated the year by winning the all campus Membership Development Award at their Greek awards banquet.

Effects Of The Program

The pledge education program is an integral part of the foundation for having a successful chapter. Unfortunately, it is all too common for members to take this program lightly or incorporate ideas that are inconsistent with the Fraternity *Standards*. These things inhibit a strong program.

If your new members are only asked to come over to conduct interviews, clean the house, and deal with inebriated brothers, they will learn that being active is nothing more than that. If the chapter uses alcohol as a primary means of motivation, new members will only come around for social functions. The chapter has an opportunity to produce future leaders by having a strong program that is tailored toward reaching the potential of each new member.

A chapter's programming is instilled during the pledge program. If the chapter only asks the new members to participate in community service events, and campus involvement, then once these members are actives, they will expect the same of the next class of new members. It is important that the chapter participates as a chapter, not as a pledge class. Members of the chapter need to realize that they are ambassadors of the fraternity and that their actions will decide how the new members act once they are initiated. There needs to be a consistency between how the new members are held accountable and how the active members are held accountable. If there is no consistency, the pledges will think that being active means being lazy.

This is the basis for your chapter to establish an effective pledge education program. If your chapter successfully runs a program that teaches the new members how to run a chapter, organization and structure, the importance of documentation, and the need for the whole chapter to participate in activities, then your new members will respond proportionally to the interest shown in them. Your new members should run their meetings just like the active chapter does using Robert's Rules of Order. Your new members should have a committee structure that organizes and plans events. By maintaining a consistent relationship with your new members through these activities and positive reinforcement, your new members will be more likely to assist with your chapter's other endeavors in the future.

Your pledge education program should also incorporate the current membership with these activities. It is important to begin to encourage your members to become involved with the new members while they are going through their pledge period. A positive experience will convey the importance for your members to remain involved with the chapter even after graduation.

As pledge educator, you should take great pride with the importance of your position. You are the spokesperson of your chapter for to the new members and you will serve as the main liaison between the two entities and lay the path for the future. Your challenge will be to meet the continuing needs of both your alumni and chapter.

Appendix

Chapter Flow Chart

Chapter Officer Checklist

Memorial Headquarters Staff Directory

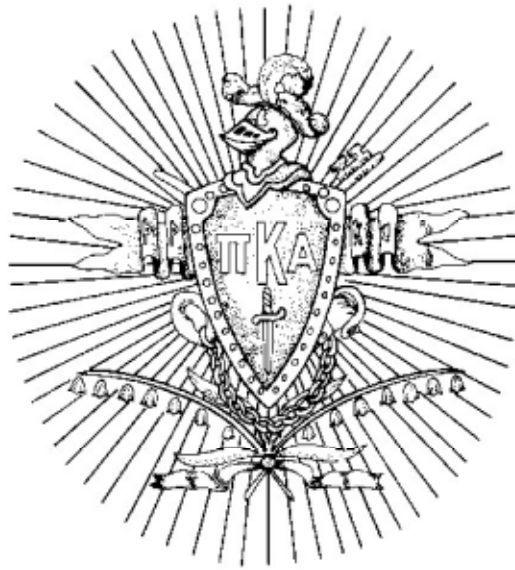
Sample Pledge Manual

Sample Point System

Sample Pledge Meeting Agenda

The Pi Kappa Alpha Fraternity

Omega Omega Chapter



SAMPLE PLEDGE MANUAL

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Seven Habits of Highly Effective People

Contributing Editor Stephen R. Covey (Alpha Tau '49) at the University of Utah is the best selling author of the 7 Habits of Highly Effective People and Living the Seven Habits: Stories of Courage and Inspiration. He is the vice chairman of Franklin Covey Company and a consultant on leadership to some of the world's largest corporations.

Be Proactive. Ask your self, “Are my actions based on self-chosen values or on my moods, feelings and circumstances?”

Begin with the End in Mind. Ask yourself, “What would I want written on my tombstone? Have I written a personal mission statement that provides meaning, purpose and direction to my life? Do my actions flow from my mission?”

Put First Things First. Ask yourself, “Am I able to say no to the unimportant, no matter how urgent, and yes to the important?”

Think Win – Win. Ask yourself, “Do I seek mutual benefit in all of my relationships?”

Seek First to Understand, Then to be Understood. Ask yourself, “Do I avoid talking initially about my concerns and instead express my understanding of the other person and his or her point of view?”

Synergize. Ask yourself, “Do I seek and value opinions, viewpoints, and perspectives from other s to create solutions that are better than I would have created on my own?”

Sharpen the Saw. Ask yourself, “Am I continually improving the physical, mental, and social dimensions of my life?”

Pledge Program Mission Statement

The goal of the Pledge Education Process is to help all pledges improve in all areas of their lives. The education program will be a guide to help pledges enrich their own lives as well as providing a strong understanding of the local & international fraternity.

Pledge Program Philosophy

We will provide an atmosphere that is conducive to academic achievement. Weekly meetings will provide pledges the opportunity to expand their knowledge in the following areas: scholarship, leadership, brotherhood, and the history of the fraternity. In order to get the full fraternity experience our pledges must be willing to try new things. The pledge's fraternal experience will depend on individual effort. You will get out of this program what you put into it-tenfold.

Scholarship is the reason that all of our members have come to this University. Our fraternity will in no way hamper your educational experience at this institution; Instead we will cover topics that will allow our pledges to reach their full potential academically. The pledge program will not guarantee success academically; only you can ensure that success.

Leadership is essential for the success of all organizations. All Pike men are asked to be leaders at one point or another. We want our pledges to understand that leaders lead by example not by title.

Brotherhood is the string that ties all of the members of the fraternity together. It is important that we understand our pledges are a very diverse group of individuals from many different areas. We always want our pledges to remember to be their brothers' keeper.

We teach the **history** of the fraternity for two reasons. First we feel that understanding the background of the organization builds a sense of pride. We also are committed to being the best fraternal organization in the world. In order to continue excellence a fraternity must learn from its mistakes and its successes. If you are unaware of previous problems you may repeat the same mistakes made by others before you.

We will never force any of our members to do anything or do any act that would constitute hazing. All of your actions will be made by your own freewill. The success of our fraternity depends on all of its members. Success is not measured by positions held, volunteer work done, or the grades we received in class, true success is attained by challenging yourself to improve in every area of your life everyday. Remember Pikes willingly accept the challenges before us, so that we may feel the exhilaration of victory!

Pi Kappa Alpha Preamble

**Sunday Evening, March 1, 1868
University of Virginia**

For the establishment of friendship on a firmer and more lasting basis;
for the promotion of brotherly love and kind feeling;
for the mutual benefit and advancement of the interests of those with whom we sympathize
and deem worthy of our regard; We have resolved to form a Fraternity,
believing that, thus we can most successfully accomplish our object.

Robertson Howard
Julian Edward Wood
James Benjamin Sclater, Jr.
Frederick Southgate Taylor
Littleton Waller Tazewell (Bradford)
William Alexander

Ode to a Pledge

Yesterday is gone forever;
Tomorrow is yet to be;
The destiny of Pi Kappa Alpha
Rests today with thee.

Robert D. Lynn
(Presbyterian College, *Mu* '31)
1914-1987

"The Will to Do and the Soul to Dare."

Pre-Education Program

Hello gentlemen and welcome to Pi Kappa Alpha. We are extremely excited that you have arrived. I am going to explain the first week of your pledgship training. You only have a few things to do In your first week as a Pike and that is to be a gentleman, go to class, study, get comfortable with your new surroundings, meet as many new people as possible, and set up a recruitment event. Going to class is the most important aspect of your entire college career, because the key to academic success is learning what is going to be tested. The key to being an effective student is not to fall behind; so remember to start now (DON'T WAIT). Getting comfortable with your surroundings can be difficult. We understand that this is an extremely new situation, but it is now your home so relax. Meeting people in college is easy so just be friendly and open to new people. Setting up a recruitment event will be very exciting and challenging to all of our pledges. Do not be apprehensive we will help you through every step.

First of all we need to teach you what recruitment is. Recruitment is the process of increasing membership or replacing membership. Recruitment is the lifeblood of all undergraduate fraternities, because it determines whether or not you will have a strong fraternity today and for years to come. We want to recruit the best undergraduate members of this University, because we want to have the best fraternity at this University. There is a direct correlation between your organizations strength and the quality of men recruited into the organization. If you recruit great men your organization will be great. If you recruit poor men then your organization will be poor. It is that simple. Why do you think I am so excited to know that Pi Kappa Alpha has the best pledge class of all fraternities on campus? I am excited, because by recruiting the best men you create the best organization and I like to be the best.

There are a few key ideas to recruitment so please listen carefully. The most important idea to recruitment is be friendly to all prospective members and be very outgoing. Recruitment boils down to the idea of making friends. People will join organization A over organization B if they feel that they have more friends in organization A. I guess you could say it is a pretty simple concept, however many organizations fail miserably. Why, you might ask, would an organization that knows the formula for success fail anyway? Well, I will tell you it is just not that easy. Here are a few tips that might help your recruitment efforts go more smoothly:

The Rules of Recruitment

1. During a recruitment event don't talk about the fraternity unless the prospective member specifically asks you. The best thing to do is talk about a subject that the prospective member knows most about and that is himself. Ask open-ended questions that will allow a prospective member to talk for a long time about him. Remember to listen intently.
2. Make him a friend if you don't know him very well, Remember people don't join an organization because of a resume builder they join because they feel comfortable with the other people. If you are already good friends with a prospective member, take him around to other members and introduce him. When you introduce him to either a pledge brother or active brother show him to the brothers he would most get along with first.
3. Don't make any attempt to sell anything. Simply blow away the stereotypes of "Animal House" by showing him empirical evidence that not all Greek organizations act like a bunch of fools.
4. Know your competition (other fraternities, dorms, other social clubs, etc.) but never say anything derogatory about anyone else. If asked simply state why you employ our organization and what it does for you.
5. Think like a prospective member - and you'll be a good recruiter. Remember their particular circumstances (he's a freshman away from home for the first time, or he's a transfer student. He might initially be against Greek, or he might just not know a thing about the system.) Make sure that at all time, he feels comfortable with the idea of rushing.

6. Assume the prospective member knows nothing - because he doesn't know any more than he has read in the Collegian (which hates Greeks, unfortunately) or has been told by "Someone who knows." He doesn't know the terms you use and he doesn't know the Greek alphabet. Explain everything.
7. Most importantly be yourself and don't make anything out to be something it is not. Be honest with all prospective members...never lie!
8. Also remember to have fun. Recruitment can be difficult if you don't make fun a priority. Just relax and have a good time. Remember you can't control what a prospective members decision will be. All you can do is be a positive Image for Pi Kappa Alpha and everything else will fall into place.

Recruitment event requirements

1. Each pledge should try having at least one prospective pledge attend. Please remember this can be difficult, but try and meet some guys in your classes over the next two weeks and invite them to the event.
2. You will have a budget limitation on your event (You can spend as much or as little of the as you deem necessary)
3. Your recruitment event cannot involve any alcoholic beverages

What event do we want to do?

This is totally up to you guys, but we will come up with a few ideas separately and then we will compare ideas. You will have five minutes to come up with as many ideas as you can. Remember try to think out of the box be original and try to come up with things that are fun for all parties involved.

Recruitment Event Goals

What are the things that we want to accomplish with this event? What type of image do we want to present to prospective members? What type of men do we want to invite to the event? How many men do we want at the event? How many men would we like to join our organization, because of this event?

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____

Important Information On Being a Gentleman

Only one man in the world can turn his back on good manners.

He is the man who will never need another's influence, never need a customer or a client, never need human understanding, never be lonely, never fall in love, never want to share a moment with another, and never want a home or a son of his own.

The conduct of fraternity men marks, in great measure, the weakness or the strength of his fraternity. An unfavorable opinion by outsiders is often formed as a result of thoughtless action both inside and outside the chapter house. If we are to impress the true fraternal ideals upon those who observe us, we must take stock of ourselves; we must live up to the house rules which are sometimes considered lightly by some thoughtless members or pledges not mindful of the trust reposed in them.

Proper conduct is part of the foundation of all success in fraternity and chapter organization. In its absence, the benefits of fraternity are only partially realized. Harmony is lost and factional division (that archenemy of fraternalism) can gain a foothold. Therefore, it is our duty, as Pikes (and Pike pledges), as a chapter, and as an individual to care for our reputation.

Respectfulness of women is a responsibility of all Pikes. You are aspiring to wear the letters and badge of Pi Kappa, Alpha; therefore, live up to its ideals.

The chapter house where we learn these ideals and the purposes of our beloved fraternity should not be desecrated in any manner that will bring criticism to your name or that of Pi Kappa Alpha.

"We Judge ourselves mostly on our intentions but others judges us by our actions"

Proper Dress

To a great extent, like it or not, in our society people are often judged by the manner in which they represent themselves. The first impression you give to others will be the longest lasting impression. This is particularly true in rush, in certain social and organizational settings, and in the business world. Dressing appropriately for a particular occasion can help you feel better about yourself and thus allow you to be at your best. Those who are successful, in most cases, tend to dress well, in good taste, and in line with the norms established for those in their particular careers.

Proper Conduct

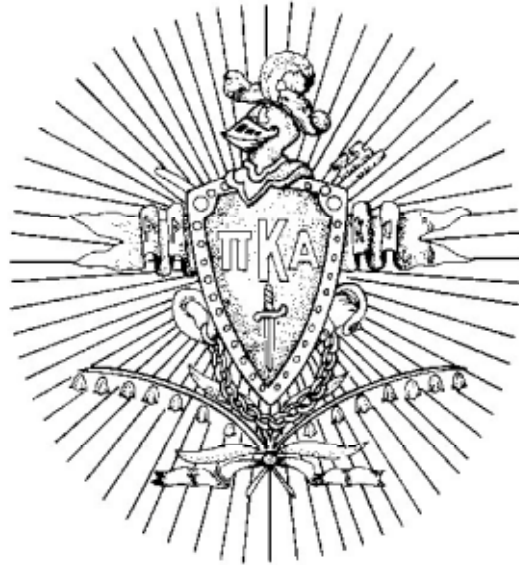
You are not here to create a super human group of pledges. We want this experience to be a very positive one for you. I hope that you understand that you are now apart of an organization that strives to be the best. We want our reputation on campus to be the best as well as in the community as a whole. The main reason fraternities around the country have gotten such a bad reputation is because a few members act first and think second. I want you to do yourself a favor always think before you act. In other words, *seek to understand, and then to be understood*. I want to ask yourself a few questions before you do anything out of the ordinary.

- Is my action potentially harmful to others or myself around me?
- Am I making a good impression on all people around me by participating in this action?
- Would I be proud to tell my parents about what I am doing?
- Would I be proud to tell my pledge educator (me) about what I am doing?
- Would I be proud to tell the entire chapter that I have participated in such an activity?

If by answering these questions you come to the conclusion that whatever you are doing is acceptable, by all means participate. However, if you have one thread of doubt, don't participate. The main issue with proper conduct is using your head in all situations. Remember just because you are away from home don't allow yourself to forget what your parents or elders have instilled in you. In other words never forget who you are or where you come from.

The Pi Kappa Alpha Fraternity

Omega Omega Chapter



WEEK 1 INTRODUCTION

Welcome!

Welcome and congratulations on being asked to join Pi Kappa Alpha. We recruited men who possess the characteristics that have become synonymous with Pi Kappa Alpha here at this University but it does not mean that we intend to mold each pledge into a carbon copy of what we consider to be the "ideal" brother. In fact, one of the greatest strengths of our chapter is its diversity. Every member brings new ideas and new insights, which help to distinguish ourselves as the best fraternity at this University. Most importantly, all of this is accomplished while maintaining our positive image and gentlemanly conduct.

My primary goal as your pledge educator is to set up a program during which you not only learned about the fraternity, but one that impresses the ideals of our fraternity upon you so they become a lasting influence for the rest of your life... thus our motto - "Once a Pike, Always a Pike". (together we will set goals to help your pledge brothers, but also to the active members of the house.) We will talk more about that later, but I just want to inform you now, this term is going to be what you make it. So, I encourage you to give as much time as you can to Pi Kappa Alpha, both during this term and when you are active. The return you will receive will be much greater than the investment of your time.

The pledge period is specifically designed to familiarize you with the benefits and responsibilities of membership. The pledges must immediately realize that a serious and devoted sense of proper behavior and responsibility toward the brothers and toward all non-brothers is a vital part to the longevity of Pi Kappa Alpha. Since you have accepted the bid to be a part of our fraternity, you are now as much of a representative of Pi Kappa Alpha as the present members of the brotherhood. Therefore, it is necessary that each of you realize that the Greek system and campus relations rest on your shoulders as well. Failure to display proper conduct at all times may result in the termination of your associate term.

Our fraternity seeks student leaders and gentlemen. Gentlemen who are searching for "*friendship on a firmer and more lasting basis*," men with character and unique personalities, sound morals and values, and men who always strive to better themselves and their surroundings. The brothers feel that you have the capability to fulfill these high ideals, which were set forth by our fraternity founding fathers. The opportunity for great experiences and lasting memories will be provided by the hard work and dedication of the brotherhood. It is your duty and responsibility to yourself and your pledge brothers to take advantage of all the available programming. You will undoubtedly take away more than you put into your Fraternity experience at Pi Kappa Alpha.

Entire pledge class requirement

The entire pledge class will be required to complete certain events in the semester. It is not good enough to just take care of yourself you must take care of all of the brothers in your class (Be your brothers keeper). If certain projects are not getting done and done right, you, as a member of your class, have to take personal responsibility to make things happen. The following is a list of minimum standards, activities and tests that the class as a whole must accomplish in order to secure initiation for everyone.

- Full class participation in the pledge retreat
- Be familiar with and able to recite the preamble found in the Garnet and Gold.
- Maintain above a 2.0 GPA
- Keep a zero balance with the Fraternity
- Display a sense of collective brotherhood within the pledge class
- Produce a newsletter every four weeks to be distributed to the Pledge Educator. This newsletter will include the things that your pledge class has done during this education period.
- Pledge scrap book including pictures and accomplishments

These may seem like a long and difficult list of tasks, but I assure you if you stick with it and work hard you will be filled with an overwhelming feeling of pride and accomplishment. And, there will be no question to your preparedness for initiation into this beautiful fraternity. Remember we invited you to join our noble and great fraternity. We probably would not have done so if we did not think that you were a worthy and awesome individual. We want you to be here. (I want you to succeed in all of your endeavors and make an immense contribution to an absolutely amazing organization. Please, if you have problems with anything come and talk to me. I promise that whatever is said or discussed will be held in confidence and that I will do my utmost to solve whatever situation arises.)

Rules

You will not have any special rules imposed on you. We expect you to follow all of the rules that are laid out in the By-laws as well as the *Standards for Retention of Membership* issued by the International Fraternity of Pi Kappa Alpha. You are expected to act like Pike men. This is a list of things that will surely result in disciplinary action.

- Complaints from anyone about your demeanor or behavior
- Consistently being in a drunken state.
- Getting in a fight.
- Getting behind the wheel of a car after consumption of alcohol.
- Making a mockery of our fraternity in any way
- Trashing our beloved house (including throwing cigarette butts onto the property, leaving trash in the hall, leaving chew cups in others rooms, or not cleaning up after you make a mess)
- Borrowing items from anyone without their consent.

This is a list of things that will surely result in your expulsion from the fraternity

- Sexual assault or molestation of a woman
- Taking advantage of a woman when she is under the influence of alcohol.
- Ending up at the hospital for alcohol poisoning. We do not condone drunkard ness please think before you drink and no when it is time to call it quits
- Lying to any member of the fraternity or one of your brothers. You are only as good as your word. Please do not ever make a mockery of our fraternity by being dishonest.
- Stealing or borrowing and never returning.
- Illegal Drug use either on house grounds or away from the fraternity.

Just use good common sense and you will never have a problem with any of the rules. **Remember: Pike men live with integrity.** Don't do anything in our house that you wouldn't be comfortable telling your parents about. If you see your pledge brother doing something stupid, pull him aside before the situation escalates. **Remember to be your brother's keeper.**

DISCUSSION:

Think some instances where you might want to intervene and help a pledge brother who is making a mistake:

What can you say to him?

Think of some instances when someone has been dishonest with you. Do you completely trust that person who has lied to you before?

Is it important to you that your friends and brothers are honest? Does honesty have anything to do with trust?

Points System

The purpose of a point system (if so desired) is for positive reinforcement with the pledge class. At no time can points be taken away. If each pledge fulfills the activities and events listed below, he will have no problem becoming an initiated member of the Chapter

<u>Event</u>	<u>Points Possible</u>
Pledge Meetings (8 @ 25 points each)	200
Retreat	25
Social Event	25
Community Service Event	25
Fundraising	25
Pledge Class project	25
Athletic events (2 @ 15 points each)	30
Study nights (9 @ 10 points each)	90
Rush event	25
Recruit another person to join	100
Test scores (out of 100%)	
Maintaining a \$0 balance	50
Obtaining a 3.0 GPA or above at mid-terms	50

TOTAL # OF POINTS POSSIBLE

Grading Scale

625 – up.....	Excellent
550-625.....	Above Average
475 –550.....	Average
400-475.....	BELOW AVERAGE (WE DO NO ACCEPT)
Below 400.....	Asked to leave

Pledge Class Executive and Chairman Positions

Pledge Class President: _____

(Duties include keeping the Pledge educator and committee updated on all pledge class actions, and charming all meetings. You will work with the current President of the Fraternity:

Pledge Class Treasurer: _____

(Duties include coordinating the financial aspect of all class projects and activities and collecting dues payments from the pledge class. You must work with the current Treasurer of the Fraternity:

Pledge Class Secretary: _____

(Duties include keeping minutes of all pledge class meetings and distributing information to the rest of the class. You will work with the current Secretary of the Fraternity:

Pledge Class Risk Awareness Chair: _____

(Duties include monitoring all pledge events and working closely with the current risk awareness chairman of the Fraternity:

Pledge Class Vice President: _____

(Duties include monitoring all committee members and working closely with the current VP's of the Fraternity:

Pledge Class Publications Chair: _____

(Duties include submitting a copy of the Alpha newsletter to the Pledge Educator for editing and then distributing copies to the Chapter (2 per education period).

Pledge Class Intramural Chair: _____

(Duties include helping the current Intramural chairman fill all sports with qualified participants as well as setting up events).

Pledge Class Philanthropy Chair: _____

(Duties include helping the current philanthropy chairman fill all sorority philanthropies with at least one team from our fraternity)

Pledge Class Recruitment Chair: _____

(Duties include helping the current rush chairman with rush events and collecting all of the names from this pledge class and delivering them to the current rush chairman:

Pledge Class Historian and Campus Involvement: _____

(Duties include helping the current historian put all of our old pictures into new binders and organizing the scrap book and help pledges get involved on campus.)

Pledge Class House Manager: _____

(Duties include overseeing the pledge house improvement project and staying in contact with the current housing manager of the Fraternity:

These jobs will require quite a bit of time, but the experience you will gain will be invaluable. So, if you feel like getting involved this is a perfect opportunity. However, I caution you just because you hold a position doesn't make you a great leader. Remember leaders lead by example not by title. In other words we speak with our actions much louder than we do with our mouths.

Pledge Meeting Agenda

Meeting Agenda # _____
Week of _____

General Topics to be covered for this meeting:

1. _____
2. _____
3. _____
4. _____
5. _____

ORDER OF BUSINESS

- I. Call to Order – Pledge Class President
- II. Pi Kappa Alpha Invocation
- III. Pi Kappa Alpha Preamble (in unison)
- IV. Roll Call
- V. Minutes of previous meeting
- VI. Committee Reports
- VII. Old Business
- VIII. New Business
- IX. Pledge Education (Discussion, Speakers)
- X. Weekly Pledge Exam
- XI. Schedule of weekly events
- XII. Open Forum
- XIII. Adjourn

Special Activities for this week:

DATE	ACTIVITY	TIME	PLACE
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

The Pi Kappa Alpha Fraternity

Omega Omega Chapter



WEEK 2 TIME MANAGEMENT

Time Management

- I. Introduction
 - A) Time management: the skills that will help you determine the priorities in your life by the amount of free time spent on each priority. The art of getting everything done that will help you attain your goals.

- II. Example
 - A) Please put down the top 5 priorities in your life.
 - B) Please pull out your goals for the semester?
 - C) Example
 - 1) There are 60 seconds in one minute
 - 2) There are 3,600 seconds in one hour
 - 3) There are 86,400 seconds in one day
 - 4) Normal use of time
 - a) 28,800 seconds day sleeping
 - b) 3,600 seconds day getting ready (changing clothes taking a shower, etc.)
 - c) 1,200 seconds using the restroom
 - d) 3,600 seconds day eating
 - e) 10,800 seconds day in class
 - f) Therefore total amt. Of time during the day you have to do whatever you want to do is approximately 38,400 seconds
 - g) Or 640 minutes or 10 and 2/3 hrs. / day
 - D) Question: **“What do you do with your 10 and 2/3 hrs?”**
 - E) Activity

- III. Priorities
 - A) Top 5 things in your life
 - B) What % of your free time should be spent on your priorities? Are the items in your life priorities?

- IV. Goals
 - A) Are you attempting to attain your goals?
 - B) Goals can't just be written down on paper they must be written out and followed

- V. Summary
 - A) By managing your time correctly all of your goals are attainable
 - B) By periodically examining how you spend your time you should be able to determine exactly what your priorities are in life.
 - C) Charting activity Perception vs. Reality

Discussion

Do you feel that there is enough time in your day to get all of your goals accomplished?

Do you need to make some adjustments in your schedule in order to free up time for other activities?

If you need to make adjustments in your daily schedule will you follow through or will you make an empty promise to yourself?

Time Management Tips

Tip #1: Buy an organizer and use it.

There are many on the market like the Franklin Planner or even the computerized Palm Pilot. Whatever your career plans may be, you will probably need one someday anyway, so get used to using one now. Planners are incredibly efficient and very helpful, especially when things get so busy that even you can't remember everything. Calendars help put time in perspective and make you more aware of upcoming activities, deadlines, etc.

Tip #2: Make a list and check things off as you go. It sounds simple because it is simple. Nothing feels better than getting something done and being able to cross it off on a list. This simple act can make you feel like you've done something—even if you have a hundred things to do.

Tip #3: Don't use free time -just to relax, use it as an incentive.

If you can't find the motivation to get your work done but you really want to make it to that party or watch your favorite TV show, set a goal to get a certain amount of work out of the way before you can begin your leisure time. Push yourself and you'd be amazed how much you can get done.

Tip #4: Learn to say no but don't forget how-to say yes.

If you think you are too busy to take on another activity, than respect your limits and say no. Sometimes it is easy to get caught up in staying active and trying to please others so it becomes more and more difficult to resist particular areas of involvement or activities. If you are feeling too much pressure, put on the brakes in one area and come back to it later. As soon as you catch up or feel more comfortable again, then try to get involved again. Remember to try to stay active in many areas because often times the best man to get the job done is the one who is the busiest.

Tip #5: Don't get involved in something that you don't care about

Simply put, don't join something just for the sake of joining it. It is far better to do a few things well than to do many things average or poorly.

Tip #6: Schedule time for you.

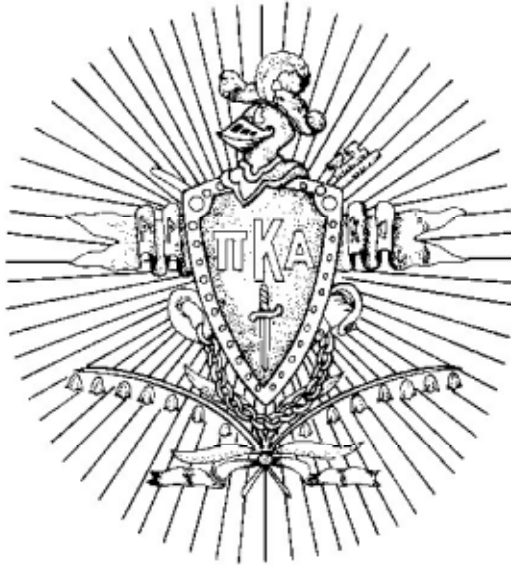
No matter how busy you may be, always make time at least once a day to do something out of your own free will. Play a sport, go to the fitness facility, read for fun, go to a bible study, go grab ice cream with your girlfriend, you get the idea. Just make sure you do this activity for yourself and no one else.

Tip #7: Reflect

No matter what the mixture of activities in your life or how busy you are, you should always leave time to reflect upon what happened during the day or the week. Reflection allows you to absorb what you have experienced, learn from your mistakes, and enjoy the successes of the time that passed by.

The Pi Kappa Alpha Fraternity

Omega Omega Chapter



WEEK 3 FRATERNITY BUSINESS

Fraternity Business

Money, money, money, and more money! Why is it so vastly important that I pay my bills on time? I mean, who really cares if I get the check there next week, in two weeks or next month? It doesn't matter if I don't pay the fraternity this month someone will pick up the slack for me. There is a lot of other guys in the fraternity they will get there money in on time and therefore it is okay if I am a little late it will not hurt the house they have plenty of money?

These are excuses that are used by some members not to pay the fraternity on time or at all. I am here to tell you that it is a very important obligation that you take care of your financial duties in a timely manner. I can promise you that by not paying the fraternity in a timely manner you will make a significant influence on the fraternities operations.

Pi Kappa Alpha fraternity at this University runs an annual budget of over \$\$\$\$. If ten people are late paying a bill then the fraternity will be waiting for \$\$\$ and will not be able to function. That is a dramatic decrease in funding to the fraternity we are unable to pay our bills on time and then we accrue interest against our debts. Please refer to the sheets (supplied by the treasurer) to examine the budget that we keep for the semester. Look at the net profit for the semester it is only around \$ and normally that is used in other programming areas that we haven't accounted for. By not paying on time you put the fraternity in a deficit situation. We cannot continue operations if we are in a deficit.

We will now go to the budget and examine all of the expenses that the fraternity must pay. This is an opportunity for you to learn where your dues as a member of Pi Kappa Alpha are going. If you have any questions please ask during the presentation.

Discussion:

Is it fair to the rest of the brothers if an individual is not paying his bills on time?

Are you being a good brother if you do not live up to your financial obligation?

Do you feel that the success of the fraternity depends on financial stability?

Will you live up to your financial obligation to the fraternity as long as you are a member?

The Pi Kappa Alpha Fraternity

Omega Omega Chapter



WEEK 4 CONFLICT RESOLUTION/RISK AWARENESS

Risk Awareness

Why has risk awareness become such a hot topic? Fraternities are by far and away the highest risk organizations in the world. As a whole, fraternities pay an extremely high premium just to receive insurance. In fact, each chapter pays \$4,000 annually to the Pi Kappa Alpha International Headquarters. Just trying to grasp the amount of money that Pike Headquarters pays for insurance premiums is amazing. We have over 200 chapters around the country and every chapter pays 4,000 for insurance; that is approximately \$820,000 per year for insurance. The International Fraternity pays almost one million dollars per year just for insurance alone (By the way this figure does not include individual insurance policies purchased by some chapters). I hope you get the picture.

Why in the world does the International Fraternity have to pay such an exorbitant amount of money for insurance? Well, I will give you a few hints as to why. First of all, whenever a party is thrown the fraternity has an extremely high amount of liability involved. If any person at our party consumes too much alcohol and dies, the fraternity might be sued. If any person falls and hurts themselves while at the party the fraternity might be sued. However, parties are not the only reason fraternities are a liability. I don't know if you have paid attention to the newspapers, but many fraternities around the country have burned to the ground in the last year. A smoldering cigarette butt in the trash can, a candle left unattended, a faulty wiring job, and an old heater are all reasons that have lead to a house fires.

Did you know that the chapter might be liable for each of our member's actions? If one of our members sexually harasses a female the chapter will be sued not to mention might be immediately shut down. If one of our active members hazes a pledge and the activity results in injury, the active chapter could be shut down and sued. In fact, our president is liable for all of our member's actions. The chapter president can be held liable in a court of law for your actions. If you make a bad decision you not only affect yourself, but you affect our Fraternity. Tonight we will have a speaker discuss ways that we can reduce our risk. Please give your full attention.

Discussion:

Do you feel that it is important to be your brother's keeper?

From the Risk Awareness viewpoint why is it important to be your brother's keeper?

List certain instances that could be potentially dangerous for the chapter.

Do you feel that it is important that our chapter abides by the university's risk awareness policy?

Do you feel that the university's programs provide an important service to the Greek community?

Conflict Resolution

One of the most important skills that you can possess in a fraternal organization is the skill of conflict resolution. Our fraternity is a very diverse organization with many different kinds of people. We don't always agree on how to continue a successful organization. Therein lies the problem. Many different people have many different ideas and some of these ideas conflict. We must learn to come up with compromises that will allow our organization to solve problems without causing hard feelings between our members. In other words we must create win-win relationships between our members. Other times we may have members that are not following the rules and we must confront these members.

Effective Listening

You must possess a few skills in order to create win-win relationships. The two skills that we must work on are effective listening and offering constructive feedback. Tools for skillful listening are imperative in order to come up with a solution. You must remember even though you might have a great idea for a solution, another person may have an equally great idea. We must listen to both sides intently in order to achieve a compromise to a problem. The first thing that we must do when we have conflict is to clarify and summarize the situation. This step attempts to identify the most significant ideas or events emerging from conversation. It also simplifies what has been said.

Examples of statements that clarify and summarize statements

1. Let me see if I am following you. You said....
2. If I hear you correctly, you're saying ...
3. Let me see if I understand what you're saying...
4. What I hear you saying is...

Another skill for effective listening is reflection of feelings. This step attempts to convey not only an understanding of the idea or event that the speaker is referring to, but also an understanding of the person's feelings. This requires empathetic listening - going beyond the ideas expressed, to the feelings with the words. It is these feelings that are reflected to the speaker. Reflection of feelings is different from summarizing because it echoes the feelings that may not have been expressed openly, but were clearly a part of the message. You must tune in to the person's feelings and put that feeling into a word statement.

Example of reflecting the speaker's feelings:

1. **Speaker:** *"Being the council president looks like a lot of fun. But I also hear that it can be hard work. I don't know whether to consider applying for the position or not. "*
2. **Respondent:** *"You are curious about the position. But you're not sure if it's right for you"*

Offering Constructive Feedback

Feedback provides constructive information to help another person become aware of how his behavior affects others and how his actions are perceived. It is important to give feedback in a manner, which will not be threatening to the other person or increase his defensiveness.

Non-threatening feedback focuses on:

1. The behavior rather than the person
2. Observations rather than inferences.
3. Descriptions rather than judgment.
4. Description of behavior in terms of more or less, rather than in terms of either/ or

5. Behavior related to a specific situation, preferably to the here and now rather than on behavior in the abstract, placing it in the "there and then"
6. The sharing of ideas and information rather than on giving advice
7. Exploration of alternatives rather than answers or solutions.
The use of "I" statements is another helpful technique in offering feedback in a non-threatening manner. The statements help to express and take ownership of how the speaker is feeling, as opposed to putting the person receiving the feedback on the defensive.

Examples using "I" statements

1. **Threatening:** *"You are really pissing me off right now!"* **Non-threatening:** *"I find myself getting angry when you make derogatory comments about my mother and I hope you will consider my feelings when you say those things in the future."*
2. **Threatening:** *"You are so rude playing your music this loudly!"* **Non-threatening:** *"I'm frustrated that you always play your stereo so loud in the morning and I would like us to agree on some time that it will be quiet so I can get some more sleep."*

Conflict Management

The four techniques we have discussed for approach to conflict will allow you to handle a tough situation in a better way. Remember we must be able to handle our emotions in a heated situation. Never let yourself get sucked into a shouting match when it isn't necessary. There will always be some situations that will arise that you must be able to come to a solution. Use your heads not your emotions when we try to solve problems. Fighting and yelling in order to get a solution cause tension between members and creates an uneasy environment for everyone.

Discussions:

A member of the fraternity who you don't get along with particularly well has just come home at 1:00 a.m. and he is being extremely loud. Tomorrow morning at 8:00 a.m. you have an exam in one of your classes. What would you say to persuade this member to stay quiet so you can get some rest? What type of body language would you use?

Confrontation

Many people believe that confronting someone will be a negative experience. It doesn't have to be. Confrontation is simple the process of bringing something to someone's attention in order to affect change. It can be a positive growth experience for both parties.

No matter how experienced or old, some individuals find confrontation anxiety-provoking or stressful. Confrontation can be difficult for a variety of reasons: we want to be liked and feel that if we challenge others they may not like us; we believe people want to hear only positive things; we believe they want us to be to them rather than be truthful; we do not want to speak out publicly against a popular idea.

Yet, confrontation is an essential element in our daily lives from the time we begin interacting with others; particularly in our fraternity. Unfortunately, many have grown to believe that friends do not condemn the acts of friends. However, without a firm commitment to agree upon standards and the willingness to confront the violators of those standards, we are no longer a brotherhood, but only a social club.

We must confront or challenge, whether the violation is large or small, whenever our standards are broken. If we allow the little infractions to slip through, we will be unable to manage the larger problems. Only by confronting our brothers, do we demonstrate our interest in their well-being.

I want my brothers to hold high expectations of me and make sure that I live up to these standards. Therefore I would like you to decide right now if this is an important element of a your fraternity. If so please sign read the following statement and sign it. Remember that your signature is your word to follow through.

I will challenge all my fraternity members to abide by these fraternal expectations and will confront those who violate them.

Signature

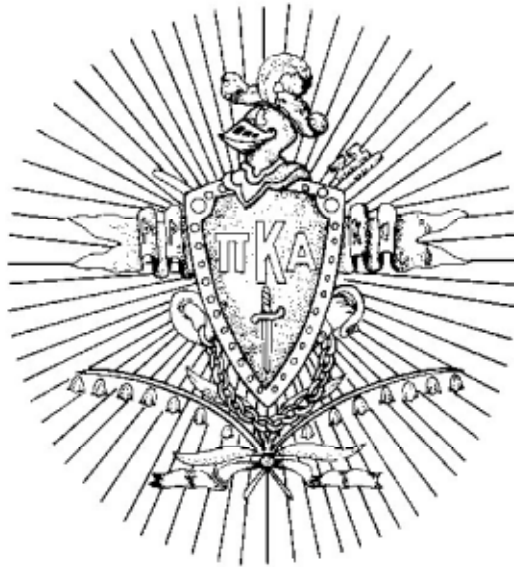
Date

Discussion:

Your brother and best friend in the fraternity has been stealing clothes from another brother (or in his words borrowing clothes and just forgetting to return them). No one else in the fraternity will ever know about his stealing except for you. What are your options in order to resolve this situation? What are your responsibilities to the fraternity and to yourself? What course of action would you choose?

The Pi Kappa Alpha Fraternity

Omega Omega Chapter



WEEK 5 BROTHERHOOD

Brotherhood

Can someone please tell me what brotherhood is? Are there certain actions that people perform that qualify as brotherhood? Is brotherhood a feeling that you get? What is the definition of brotherhood?

Brotherhood cannot be classified or defined specifically. Brotherhood is intangible meaning you can't touch it, feel it, or put your finger on certain actions that create brotherhood. In my opinion, brothers don't have to be best friends or even blood relation. However, there is one quality that surrounds brotherhood and that is a mutual respect for one another.

Pike men respect all current members of the fraternity and an alumnus we share a common bond and that is we all want the fraternity to be successful. Just as you may have a blood brother you share a common bond and that is your family. Fraternity relationships call for an understanding that, no matter how different we are or how contradictory our personalities might be, we are bonded by the same ideals. You might be the most conservative person on campus and he might be the most liberal. You might be a night person and he might rise at the crack of dawn. You might listen to Clint Black and he may jam to Limp Bizkit. Get one thing very clear: none of those things matter. Under the banner of Pi Kappa Alpha, you two are brothers, meaning that you obviously agree on at least one thing and that is our fraternity. Make no mistake about it we all bleed Garnet and Gold and our commitment to the success of the fraternity is sacred.

There are certain actions that are examples of true Pike brothers. These actions are the best examples of the ideals of Pi Kappa Alpha. A Pike brother is financially responsible, a leader in his community, a gentleman to all, a good student, and above all committed to bettering the collective good of the fraternity. A Pike brother never slanders another brother's name. A Pike brother will always be accountable for his actions and hold all of his brothers to the same lofty ideals. In short, *"we live by the standards we set and, gentlemen, we have high standards."*

True Pike Brothers

Financially Responsible: True Pike brothers pay their dues on time.

They understand where the money goes and the importance of prompt payment. The fraternity is a business as well as a social organization.

Scholastically oriented: True Pike brothers place a high priority on academic work and consistently perform well in classes, because they realize that they must stay in school.

Participates in all chapter activities: True Pike brothers participate in all chapter activities that do not conflict with their faith, family, or scholarship. Whether the events are social events, rush functions, athletic events, community service projects, or chapter meetings.

Interested in Leadership: True Pike brothers know the responsibilities of chapter leaders and are interested in pursuing influential positions in the chapter. They respect chapter leaders for the time and effort they expend to further the interests of the chapter and the fraternity. Leaders include all committee heads and executive members.

Socially acceptable: A true Pike brother is a social gentleman, carrying himself well, treating women with respect, having good manners and etiquette, treating university and chapter property with care and respect, and obeying the laws and regulations of the university and community.

Committed to the chapter: The true Pike brothers are committed to the chapter and understand the solemn nature of the oath they have given to the chapter.

This list of actions is not a complete list of all actions that create a true Pike brother. This list is just a minimum expectation of a true Pike brother. Strive to be the best brother you can be, but never fall below the minimum expectation by doing so you lower the standard to all men who follow you.

How a Fraternity Should Be

- It should be a place where a better environment for the pursuit of academic work can be secured.
- It should be a place where a better cultural atmosphere can be found.
- It should be a place where character is formed, not destroyed.
- It should be a place where the habits of responsibility, industry and leadership are recognized for their real value and seriously cultivated by members and pledges.
- It should be a place where members "practice what they preach"; where the younger men are appealed to by the example of the older men. In such a fraternity, younger men are not driven to give adherence to regulations, which the members violate with impunity.
- It should be a place where the ideal of the chapter is to aid, rather than hinder, the educational progress of the college.
- It should be a place where such a warm congeniality of personal relationship between the men exists that outsiders, looking in, will deserve to share in the privilege of membership.

How to Kill a Fraternity

- Don't attend meetings
- If you owe money, be sure not to pay it, and if you do, pay it late.
- If you come to an event, be sure to come late and then get mad when the other members have already started.
- If the weather isn't to your liking, don't even think about attending an event.
- If you do attend meetings, find fault with the other officers and other members. If things are not run your way, be sure to complain
- Never accept an office. Revel in the joy of criticizing others rather than helping the situation.
- Get really upset if you are not asked to be on a committee, but if you are on a committee never attend committee meetings or help its success.
- If asked by the chapter to voice your opinion, tell them that you have nothing to say-then, after the meeting, tell all the others how things should be run.
- Don't bother getting pledges - let the Rush chairman do that for you.
- Do nothing except what is absolutely necessary, but when the other brothers unselfishly and willingly roll up their sleeves and go to work for the house, go and howl about how the fraternity is being run by a clique.
- Allow a member to use illegal-drugs on the premises or on private property away from the house. No one will ever notice the difference. This activity sends out a great image to all of the prominent sororities on campus not to mention younger members of the fraternity.
- Allow an active member to haze a pledge. Besides, it helps the pledges gain a deeper respect for the fraternity - right?
- After you have held an office be sure not to attend any more meetings, because you have already put in your time.
- Never be a gentleman to a lady; in fact, swear and curse in front of all women when ever possible.
- Never respect anyone. Always remember "I am the man" and everyone should give me exactly what I want when I want it.
- The number one way to kill a fraternity is to be satisfied with your current position. Never ever get sucked into the idea that your organization can just stay the way it is now. If your fraternity isn't improving it is dying.

Brotherhood

Discussion:

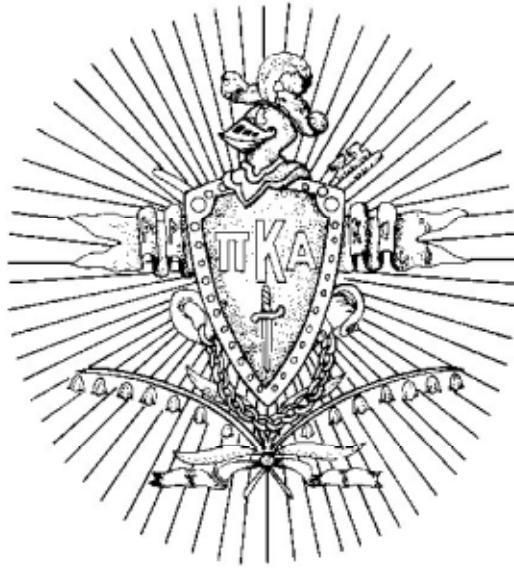
Think of a member in the chapter that you consider a good brother. What are some of the characteristics he possesses that makes him a good brother?

What characteristics of a true Pike brother do you need to work on and how can you improve in these areas?

Will you allow the fraternity to resemble what a fraternity should be or will you allow the fraternity to engage in activities that will hamper its success?

The Pi Kappa Alpha Fraternity

Omega Omega Chapter



WEEK 6

GREEK SYSTEM/INTERNATIONAL FRATERNITY

Greek System

To be a member of Pi Kappa Alpha, you must be able to understand the overall picture of what the Greek system is striving for. If we are going to succeed as a fraternity at this University we need the whole Greek Community to succeed as well. You might ask why is it important that we work together as Greeks to succeed? Well, I can tell you that the Greek way of life is being questioned throughout the United States. In fact, many fraternity and sorority systems have been shut down on other campuses. We need to help make sure that our campus continues to have a strong Greek system now and in the future. Every individual here will make a strong impression in the community whether you know it or not. Every time you wear our letters non-Greek students, professors, and the community has put you in a category of Greeks. You can give off a number of impressions so please take the opportunity to leave a positive impression on the community not only as Pikes, but also as proud Greeks.

Our campus is home to a number fraternities and sororities. How in the world do all of these organizations all function separately but come together as the Greek System? Well our guest speaker (Greek Advisor) today is the person that makes sure everything runs effectively. The Greek Advisor will fill us in on the direction that our Greek system must move towards to not only survive, but to prosper.

Please take notes:

Discussion:

Name anything that would leave a negative image of the Greek system to the community?

In your opinion what are some ways that Pi Kappa Alpha can combat a negative image of Greek life at this University?

In your opinion what are some ways that you can combat a negative image of Greek life at this University.

The International Fraternity: A Brief History

Pi Kappa Alpha International Fraternity is a Greek letter, secret, social, college fraternity. It is composed of men who share similar ideals of friendship, truth, honor, and loyalty. The Fraternity's ideals are expressed in the written words and symbols of a secret ritual. These ideals and members' ability to maintain the visions of the Fraternity's founders are the great moral legacy of Pi Kappa Alpha.

Pi Kappa Alpha was founded at the University of Virginia on March 1, 1868. At the time, the University of Virginia was the fifth largest school in the United States. It all started in Room 47 West Range when Frederick Southgate Taylor turned to Littleton Waller Tazewell, his cousin and roommate, for help in starting a new fraternity. Also present was James Benjamin Sclater, Jr., a schoolmate of Tazewell, and Sclater's roommate Robertson Howard. Those four men voted to add a fifth to their group and chose Julian Edward Wood. Although history is unclear, William Alexander, probably a friend of Sclater, Jr., was proposed for membership and was admitted as a founder. The first initiate was Augustus Washington Knox.

The essence of the Founders' vision for Pi Kappa Alpha can be found in its Preamble. A committee was first suggested by Brother William Alexander to draw up a statement of the origin of the Fraternity. The committee was composed of brothers Robertson Howard and Littleton Waller Tazewell. The resulting statement is now referred to as the Preamble.

"For the establishment of friendship on a firmer and more lasting basis, for the promotion of brotherly love and kind feeling; for the mutual benefit and advancement of the interests of those with whom we sympathize and deem worthy of our regard; we have resolved to form a fraternity, believing that thus we can most successfully accomplish our object."

The years after the Civil War found a proliferation of American college fraternities being organized, particularly in the South. The founding of Kappa Sigma and Sigma Nu soon followed Pi Kappa Alpha's founding in 1868. These fraternities, along with Alpha Tau Omega, Kappa Alpha Order, and Sigma Phi Epsilon, are known as the "Virginia Circle."

Before the end of spring 1868, the brothers had decided that they wanted more than a Virginia society. They wanted to become a national fraternity! The following 21 years would prove to be some of the most troublesome times, nearly shattering the dreams of these young men. With universities making it nearly impossible for fraternities to exist by placing bans on the presence of secret societies, the Fraternity was still able to expand. The second chapter, Beta (Davidson College), had even voted to disband saying in a letter to the president of the college, "we have disbanded our chapter and we do not intend to carry it on unless we can do it openly and above board, as we regard its ties too sacred for other procedure."

Nearly two years later, the third chapter, Gamma (William & Mary), was established. During the years that followed until 1889, there would be a total of ten charters granted; however, only five remained active. This was the year of a most important convention. The Hampden-Sydney Convention brought the likes of Theron Hall Rice, a transfer to Virginia from Southwestern, who represented Alpha; Howard Bell Arbuckle, a recent graduate and then a teaching fellow at Hampden-Sydney, who represented Iota; and John Shaw Foster, a delegate from Theta Chapter at Southwestern (now Rhodes College). Lambda at the Citadel was to have been represented by Robert Adger Smythe, but a telegram from Charleston explained, "no holiday given us. Impossible to come. Act for us in everything."

This convention is of major importance, as it is considered the rebirth of the Fraternity. Together, Theron Hall Rice, Howard Bell Arbuckle, Robert Adger and John Shaw Foster came to be known as the Junior Founders.

Another pivotal event in the Fraternity's history is the 1933 Troutdale Convention. At this meeting, the national organization was restructured. Former national officer titles were replaced with simple ones, the number of national officers was increased, and the Fraternity established the executive secretary (later executive director, now executive vice president) as a paid professional administrator. The year marked the end of direct regular service by two junior founders, Arbuckle and Smythe. The period of the Junior Founders had passed and Pi Kappa Alpha looked forward to a new generation of leaders.

Fast Facts

International Fraternity

- Comprises chapters and colonies across the United States and Canada.
- Governed by International Convention made up by mostly undergraduate chapter delegates.
- Guided between conventions by a volunteer board of directors known as the Supreme Council
- Maintains a full-time professional staff of over twenty-five people.
- Publishes a quarterly magazine, the Shield and Diamond.
- Holds the highest retention rate of any national fraternity
- Upholds largest average chapter size of any national fraternity

Conferences & Conventions

- Holds International Convention every two years. It is encouraged to send as many members as possible.
- Conducts Officers Leadership Academy every summer during "Off-convention" years at the International Headquarters in Memphis, TN. It is encouraged to send as many members as possible.
- Hosts an annual Presidents' conference and Rush Summit in January for all chapter presidents and rush chairs. 2000 Presidents' conference is held during the winter break in Memphis, TN
- Conducts sixteen annual Regional Leadership Conferences. We encourage each pledge class to attend.

Housing

- Guided by a volunteer alumnus board.
- Administered by a full-time professional staff.
- Grants mortgage loans and unsecured loans for chapter housing.

Educational Foundation

- Founded in 1948 as a 501(C)(3) tax exempt organization for charitable, literary and educational purposes.
- Guided by a volunteer board of trustees.
- Administered by a full-time professional staff.
- Grants moneys to the Fraternity for educational programming
- Administers over 70 scholarship programs
- Awards Phi Beta Kappa and Omicron Delta Kappa initiation fees.
- Provides over \$200,000 for student loan program

Services

- Devotes seven Chapter Consultants and two Director of Services solely to chapters.
- Conducts over 275 three-day consulting visits a year to chapters.
- Provides extended visits to chapters with special needs.
- Maintains Video tape library for chapters' use on a variety of contemporary topics.
- Provides speakers for educational and special affairs.

Expansion

- Utilizes three professional staff members to developing and maintaining colonies.
- Sends two staff members to colonization sites for 4 weeks Visits colonies for an extended time at least once per semester/ quarter

The Pi Kappa Alpha Fraternity

Omega Omega Chapter

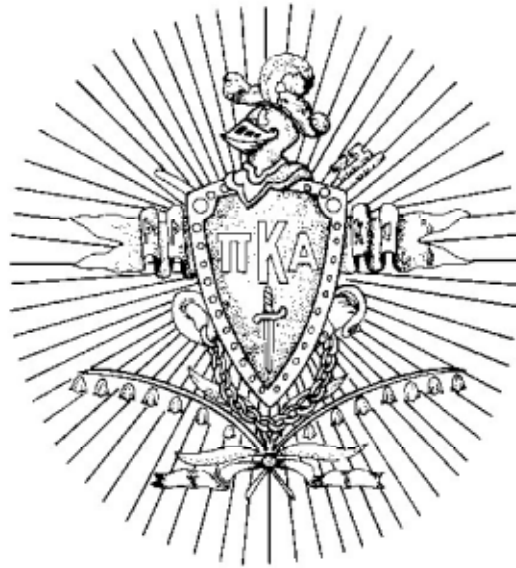


WEEK 7 CHAPTER HISTORY

INSERT CHAPTER HISTORY HERE

The Pi Kappa Alpha Fraternity

Omega Omega Chapter



PLEDGE EXAMS

Pledge Test 1
Garnet Gold Chapters 1 & VI

1. What are the five responsibilities of membership outlined in the Basic obligations?
2. Why is presenting yourself (dress & manners) in a respectable manner important to us as Pikes & pledges?
3. What do you do when a woman enters the room?
4. What is appropriate dress for formal dinners?
5. What dress is appropriate for regular dinners?
6. What can't be worn at the dinner table?
7. How are items passed at the dinner table?
8. How should salt and pepper be passed?
9. What should you say when leaving the dinner table?
10. When you plan to return where should your napkin be placed?

Pledge Test 2

Roberts Rules of Order

1. What should a member state to introduce a motion?
2. How do you close or end a meeting?
3. List the first four items on the agenda of a meeting.
4. Which comes first, officer's reports or reports of committees?
5. What does it take to be recognized at a meeting?
6. How do you stop debate and vote immediately?
7. Does calling the previous question require a second?
8. What kind of motion takes precedence over all others?
9. What is vote by division of house?
10. What is the agenda?
11. What is the chair?
12. What is the floor?
13. To whom is all discussion directed?
14. What is the prevailing side?
15. What is a QUORUM?
16. What vote is required to pass a main motion?
17. What vote is required to move the previous question?
18. How do you ask a question or make a point of order?
19. How do you recess a meeting?
20. All motions should be before discussion?
21. Can you interrupt a speaker for question of privilege?

Pledge Test 4
Chapter IV Garnet & Gold

1. What is the primary object of the college fraternity?
2. When should a man rise to his feet?
3. What should you say if you see an unfamiliar person enter the house? Do you think that your behavior will leave an impression on this individual?
4. Why do you think that you should show respect to all alumni members of the fraternity?
5. Should you ever pass the salt or pepper individually?
6. When you serve food to a person from which side should you serve it? When you take a plate from an individual from which side should you remove the plate?
7. What is the general rule for silverware use (Which fork should you use when)?
8. Where should your napkin be placed during dinner and dessert?
9. What language and topics of conversation are unacceptable during dinner?
10. As a general rule what is the appropriate percentage of a tip?
11. What two colors of dress shirts are appropriate? Is it appropriate to wear a short sleeve dress shirt with a sports coat?
12. What two colors of suits are appropriate at almost all events?
13. Which leather accessories should always match?

Pledge Test 5
Songs, Motto & Grace

1. Write the song "Down in Old Virginy"
2. Write the song "The Dream girl of Pi Kappa Alpha"
3. Write grace.
4. Write the Pike Cheer
5. What is the motto of the fraternity?

Pledge Test 6

International History

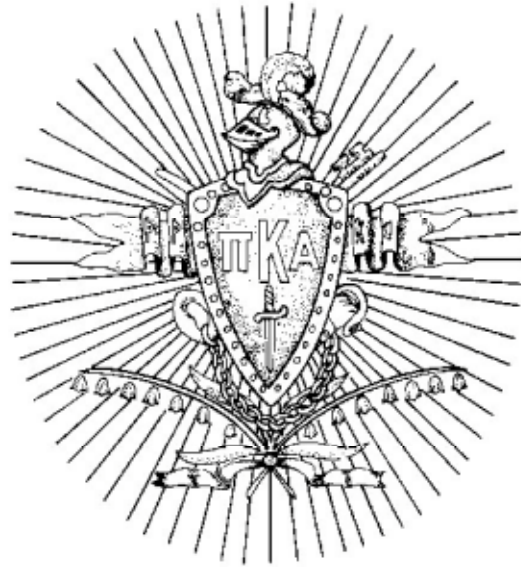
1. When was Pi Kappa Alpha founded?
2. Where was Pi Kappa Alpha founded?
3. Who were the founding fathers (6)?
4. Where is the Pi Kappa Alpha Memorial Headquarters located?
5. What is the official publication of the fraternity?
6. What is the history of the fraternity named?
7. What are the colors of the fraternity and the fraternity flower?
8. How many regions are there?
9. What region are we in? When is the Regional Leadership Conference?
10. Who are the junior founding fathers?

Pledge Test 7
Chapter History

1. On what date was our chapter founded?
2. How many members composed of our founding fathers?
3. (If applicable) What awards have we won in recent years?
4. What was the first award ever won by the Chapter?
5. Who was the first Chapter President?
6. _____
7. _____
8. _____
9. _____
10. _____

The Pi Kappa Alpha Fraternity

Omega Omega Chapter



MISCELLANEOUS

Chapter Structure

This document outlines the jobs of committee head members and their committees. For a more detailed overview of committee descriptions see the Chapter committee head job descriptions list.

Chapter President:

1. Shall act as representative to the national fraternity, university, and any other outside organization.
2. Shall chair the executive committee and active chapter.
3. Has the responsibility to enforce all laws of the Pi Kappa Alpha Fraternity and the Chapter.
4. Shall be responsible to the university for all actions and duties for the house.

Vice Presidents (Internal & External):

1. Runs cabinet meetings.
2. Monitors the daily operations and management of the fraternity.
3. Keep in constant touch with the committee heads and make sure they are running correctly.
4. Act in the absence of the president (Internal then External).
5. Voting members of executive council.

Treasurer:

1. Responsible for all chapter funds.
2. Shall collect dues, payments and fees payable to the chapter and keep each member aware of his financial position in the house.
3. Take all necessary action to collect money owed to the chapter.
4. Voting member of executive council.

Secretary:

1. Take minutes at all chapter meetings.
2. Shall write down all motions at executive council meetings and have available at the following chapter meetings.
3. Shall keep necessary correspondence with Memorial Headquarters on time as to alleviate any fines there so levied upon the chapter for late entries via the internet at www.pka.com/wcomm.html
4. Shall fully revise chapter by-laws at the end of his term.
5. Voting member of executive council

Sergeant-at-Arms:

1. Shall see that the chapter room is ready for meetings and that each member that enters is in good standing.
2. Shall see that rules of order are followed at each chapter meeting.
3. Shall see that the Constitution and by-laws are followed at all times.
4. Shall be the member-at-large.
5. Voting member of executive council

Pledge Educator:

1. Shall be responsible with the SMC for all pledges and policy used to govern them during pledge-ship.
2. Voting member of executive council.

Membership Development:

1. Promote development of all members through activities.
2. In charge of producing brotherhood manuals, speakers, retreats.
3. Voting member of executive council.

Rush Chairman:

1. Coordinate all rush events and rush captains. Paid position.
2. Voting member of executive council.

Committees

Intramurals- coordinate all intramural activities for the chapter.

Homecoming - coordinate all homecoming activities and member participation.

Historian – responsible for all historic documents, picture books, etc. In charge of publications such as turnpike and sports illustrated.

House Managers- maintain upkeep of house and grounds.

Fundraising - plan and coordinate fundraising activities.

Public Relations- keep the chapter in good standing with neighbors, sororities, fraternities, and the community. He is also in charge of putting parents weekends together, monthly newsletter to the campus, IFC, etc. and assisting with updating the chapter website.

Philanthropy/Campus Involvement/Community Service positions:

Target campus organizations for involvement, volunteer hours, and opportunities to raise monies.

Scholarship / Risk Awareness:

The scholarship chair is in charge of maintaining strong programming for all members, and the risk manager is in charge of educating members and taking preventive measures for the chapter.

Songs

"Down in Old Virginny"

It was down in old Virginny
Where Pi K A began
Its honor and its loyalty
First took its noble stand
The unity of this Fraternity
Can weather all storms that may come
Pi K A has the men that stand way above the rest
To all Fraternity men it represents the best
For the Garnet and the Gold Will never grow old
In the Heart of every Pi K A

From the Depths of Our Hearts

From the depths of our hearts let us sing it,
A song that will never grow old,
All the world loves a Pi Kappa Alpha,
Song of the Garnet and Gold,
Pi Kappa Alpha All hail to the Garnet,
All hail to the Gold, Pi Kappa Alpha,
All hail to the Garnet and Gold

The Dream Girl of Pi Kappa Alpha

The dream girl of Pi Kappa Alpha Is the dream girl I'll always adore
She's enchanting as starlight, and oh, how I long,
To be the lucky one boy to whom she'll belong
The dream girl of Pi Kappa Alpha
Is the ideal of all that I love
We put our hearts in the game
But whose heart will she claim?
Will the Pi Kappa Alpha dream girl be mine?

Motto

"Once A Pike Always a Pike"

Grace

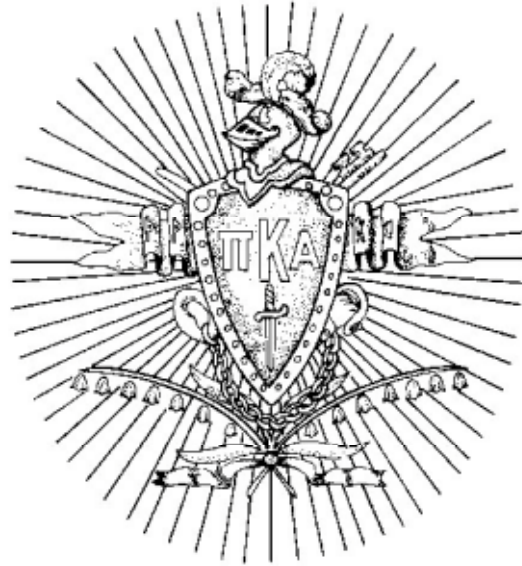
Father we thank thee for all thy blessings,
we will serve thee in phi phi K Amen

Pike Chant

Ooooooooooh!
Pikes once, Pikes twice,
For the best pikes thrice,
Get out of the way cause here we come
Pi K A is number 1
Ooooooooooh, Pike!
Boolah, Boolah,

The Pi Kappa Alpha Fraternity

Omega Omega Chapter



WEEK 8 INGRESS

Ingress Schedule

Day One

8:00 PMSLAG Presentation

9:00 PMDe-pinning and Salt Ceremony

9:45 PMIngress Discussion (Circle of Truth)

Day Two

8:30 PMModel Initiation (Pledge class initiates Pledge Educator)

Day Three (Grade Checks Due)

Daytime Ropes Course (team-building activity)

6:00 PMBig Brother Dinner

8:00 PMskit night

9:00 PMFive Obligations Discussion and Pledge Awards

Day Four

7:00 PMLetter Reading (Big Brother writes little brother)

8:00 PMRitual Discussion

9:00 PMFlame of Fellowship

Initiation Day One

First Part of Initiation (if time is allotted, second part of initiation will be administered today)

Initiation Day Two

Second Part of Initiation