

Phikeia (New Member) Education Plan Spring 2021 PA Eta Chapter

Written by: Kirkland Cobb, Blake Wilkey, and the Phikeia Education
Committee

The primary objective of the Phi Delta Theta PA Eta Phikeia Education plan is to teach new members about every aspect of the Fraternity and to prepare them for initiation and lifelong committed membership in Phi Delta Theta. The Phikeia will convene every Monday for meetings designed to educate them about the inner workings of the Fraternity including the duties of the executive officers, the regular officers, and the committee system within the Fraternity. They will also learn about the history of both Phi Delta Theta PA Eta and of the entire Phi Delta Theta organization. The Phikeia will be given a copy of this Phikeia Education Plan, the Manual of Phi Delta Theta, the Phi Delta Theta PA Eta Bylaws, and any other documents, historical or otherwise, needed to properly educate them on the Fraternity. Initiation will be held on the first Sunday following the resumption of Greek activities.

The ultimate goals of this program is to successfully prepare all of the Phikeia for initiation, enhance their scholarship performance, and to provide a challenging educational experience which will cultivate commitment and excitement in these new brothers of Phi Delta Theta. The Phikeia Education Program was designed to teach the fundamentals of being an effective member of Phi Delta Theta, so that the chapter might enjoy the future leadership of these young men. The program will give the Phikeia the skills, put them into practice, and temper their use with the wisdom of the Fraternity's principles.

Anti-Hazing Statement (from the Phi Delta Theta Fraternity Executives Association) • The Association believes that true fraternalism is nurtured in an atmosphere of social and moral responsibility, respect for duly constituted authority and loyalty to the principles of higher education.

- The Association further believes that while social behavior cannot be legislated, a Fraternity without morally sound precepts and practices is not a constructive influence upon college students.
- The Association further believes that a Fraternity has a solemn obligation in the development of its pledges/associates and members and that this responsibility extends alike to the institutions where it is represented; to parents and others who make possible the education of pledges/associates and members; to the communities where chapters are accountable for good citizenship; and to the college Fraternity system of which it is a part.
- The Association further believes that while much progress has been made, one of the most damaging instruments to the Fraternity system is the employment of a program of education which includes hazing, and that this unproductive, ridiculous and hazardous custom has no rightful place in the Fraternity system.
- The Association defines hazing as any action taken or situation created, intentionally, whether on or off Fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations includes paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside the confines of the house; wearing, publicly, apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities, late work sessions which interfere with scholastic activities and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of the educational institution.

Our Chapter's Stance On Hazing

The Phi Delta Theta PA Eta chapter has a strict zero-tolerance policy regarding hazing that follows the guidelines listed above by our General Headquarters. Should any Phikeia experience any of the situations above, they are encouraged to speak up to the Phikeia Educators (Blake Wilkey and/or Kirkland Cobb), President (Justin Reed), Vice President (Davis Ma), or any other Brother in the Fraternity to correct the situation. They are also encouraged to call the Phi Delta Theta Crisis Hotline, 1-877-563-1848, the Lehigh University Hotline, 1-888- NOT-HAZE, or report the situation at Lehigh.edu/ofsa. The Chapter Advisory Board (CAB) Chair, Richard Dunne (609-468-7051) can be used as an additional point of contact.

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Phikeia Educator: Kirkland Cobb 202-374-0038 kpc221@lehigh.edu

Phikeia Educator: Blake Wilkey 646-745-6468 baw221@lehigh.edu

Phikeia Weekly Meeting Guidelines

All members of the Phikeia class will meet virtually every Monday at roughly 8:30 PM-9:30PM. These meetings will take place through the use of Zoom Meetings.

Most meetings will consist of the following parts:

Opening Remarks: The Phikeia Educator will call the meeting to order, review the minutes from the previous meeting, and read the agenda for the current meeting.

Case Study: The Phikeia will be presented with a theoretical situation in which they will have to make a difficult decision - Case Studies will be modeled after real events that happened in the Fraternity in the past.

History Lesson: The Phikeia will be given a lesson on the history of the PA Eta Chapter - related to the case study to allow them to critique the actual decision that was made by the chapter in the same situation they were just given. After analyzing both decisions, the Phikeia will come up with a final solution to the case study allowing them to analyze both each other's' values and the values of the current members of the PA Eta Chapter

Guest Speaker: Almost every week, a different guest speaker(s) will visit the Phikeia during their meeting - These guest speakers will be executive officers, regular officers, and alumni of Phi Delta Theta PA Eta - Officers will discuss their role in the Fraternity and how it relates to the Phikeia - Alumni will discuss their experiences with Phi Delta Theta and any advice they have to impart to the Phikeia.

Big Brothers: Big Brothers will be selected by preference of both the Phikeia and the brothers of Phi Delta Theta PA Eta early in the third week. During the third week of Phikeia Education, a Big Brother Ceremony will be held virtually which will be mandatory for all members of the

Fraternity. During this ceremony, the Big Brothers will recite the Big Brother Creed and will commit themselves to assisting their Little Brothers through the process of Phikeia Education. Big Brothers will help the Phikeia in identity development by helping them learn who they are as individuals and find their place in Phi Delta Theta. They will each have time to bond with their Little Brothers in zoom breakout rooms.

Expectations for the Phikeia

Attire: As per General Headquarters policies, Phikeia should dress appropriately for all occasions. At certain meetings, despite being virtual and with fair notice, you are expected to wear slacks, coat, and tie with your Phikeia Pin. The pin should be worn over the heart on a collared shirt or sweater, never on a lapel or vest.

Attendance and Punctuality: Phi Delta Theta believes that attendance and punctuality at meetings is of paramount importance for every member and we believe the Phikeia should be taught this importance as soon as possible. Thus, the Phikeia will be held to the same standard with regard to attendance at events as full members of Phi Delta Theta PA Eta. This means that every Phikeia must attend weekly meetings and any philanthropy, community service, and otherwise mandatory non-social events. Any scheduling conflicts will be handled by the Phikeia Educator.

Academics: We believe that academics are the most important aspect of the college experience and that it can be easy to get caught up in fraternity life and begin to ignore the importance of working hard and studying. Therefore, the following guidelines in accordance with the policies of the Scholarship Committee will be presented to the Phikeia.

- Phikeia will be required to attend 10 virtual Study Hours per week as per the recommendation of the Phi Delta Theta General Headquarters Guide to Phikeia Education. These hours can be completed anywhere including libraries in order to ensure that the Phikeia do not fall behind academically while working to become a member of Phi Delta Theta
- Phikeia will be required to meet with our Scholarship Committee virtually and discuss their academic schedule and performance. They will be placed on the Phi Delta Theta Scholarship Program consisting of filling out a weekly/daily planner and being paired with a mentor.
- If a Phikeia has a GPA within the Academic Assistance Levels specified by the Scholarship Committee, he will also be required to submit grade reports as to how he is doing in each class so that the Scholarship Committee can assess his performance.
- A Phikeia who has a GPA within the Academic Assistance Levels will also meet virtually with the Scholarship Chair and create an academic plan tailored to the needs of the Phikeia to improve study skills. He will also be assigned a member of the scholarship committee to monitor his progress and work with him individually throughout the semester.
- Phikeia must have at least a 2.5 GPA to be initiated.

Phikeia Disciplinary Procedures: Should a Phikeia not meet the standards that are expected of him, (be it not achieving academically, failing to attend mandatory events, violating Lehigh University Code of Conduct, etc.) he will be subject to Judicial Review and possible removal

from the Phikeia Program. The Phikeia Educator and the Phikeia Committee will evaluate the performance of each Phikeia and give a presentation to the chapter on a weekly basis outlining any concerns, but also voicing words of praise for each member of the Phikeia. If the Chapter feels the Phikeia is not performing to the standards set by the education program, the Chapter can vote to remove a member from the Phikeia Education Program.

Phikeia Education Schedule

The Phikeia Education calendar is subject to change due to inclement weather, personal obligations of the Phikeia Educator, schedules of the Phikeia, and availability of PA Eta brothers. The calendar provides descriptions of planned events, along with the tentative weeks for which those events will occur in the Phikeia Education Process.

Not included in the schedule are two talks/presentations from campus resources. Tentatively, the Phikeia will hear a talk from Break the Silence and Peer Health Advisors during the second and third weeks. The date for these will be confirmed once we are able to do so following the lifting of the greek “pause”.

WEEK 1

Sunday 8:00 PM-9:30 PM: Induction Ceremony

Location: Virtual Zoom Meeting

Attendance: Attendance is expected of all active brothers and Phikeia

Rationale/Objective:

Following the Induction Rituals, the Phikeia will receive their Phikeia Pins and Phikeia Manuals. After the ceremony and presentation of Phikeia materials, the Brothers will stay and bond with the newly inducted Phikeia. We wish to provide a warm welcome to our potential new members as they become a part of Phi Delta Theta. During the ceremony, potential new members will be officially given the title of “Phikeia” and will begin the process of becoming brothers of Phi Delta Theta.

Monday 8:00 PM-9:30 PM: Meeting 1

Location: Virtual Zoom Meeting

Attendance: Phikeia Educators, Phikeia, Chapter President, Chapter Treasurer

Rationale/Objective:

-Opening Remarks From Phikeia Educators

-Distribute a copy of the Phi Delta Theta PA Eta Bylaws to every Phikeia. Discuss voting procedures, academic guidelines, and judicial consequences as listed in the Bylaws

-Discuss 9 Pledges of the Phikeia Oath.

- I pledge myself to Phi Delta Theta
- I am a new member of Phi Delta Theta and will do everything expected of me to become one

- I will only act in the best interest of the Fraternity
- I will always abide by the rules and principles we stand for
- I plan to succeed and maintain academic integrity
- I will never act immorally as to negatively reflect the Fraternity
- I will stand strong in supporting my personal beliefs and those held by Phi Delta Theta
- I will follow the bylaws and respect my brothers' well-being and property ● I will strive in all ways to transmit the Fraternity to those who may follow after not only not less, but greater than it was transmitted to me

-Guest speaker: President Justin Reed

- Justin will explain his role as President as it relates to our chapter, Lehigh University, and Phi Delta Theta nationally. Time will be allotted for Phikeia to ask questions about Justin's role as president. President Justin will then lead the Phikeia in an activity where they write principles that they believe Phi Delta Theta revolves around and standards that they can hold themselves and their fellow Phikeia to.

The meeting will conclude with the Phikeia Educators telling the Phikeia what to expect from the Phikeia Education process, establishing clear expectations, and taking time for Phikeia to ask any questions they may have at this point. Phikeia will be given their first "homework assignment" which will be to read and take notes on chapters 1&2 of their Phikeia Education Manual before the next meeting.

Wednesday 8:00 PM-9:30 PM: Meeting 2

Location: Virtual Zoom Meeting

Attendance: Phikeia Educators, Phikeia, Chapter Vice President

Rationale/Objective:

-Opening Remarks from Phikeia Educators

-Guest speaker: Vice President Davis Ma

- Davis will explain his responsibilities as our vice president as well as explain the different committees within Phi Delta Theta as well as assign the Phikeia to different committees based on both preference and need. Phikeia will be given the chance to ask Davis any questions they may have regarding the responsibilities of Vice President or how our committee system works.

The meeting will conclude with a review of chapters 1&2 of the Phikeia Education Manual. chapters 3&4 will then be assigned for study to Phikeia.

Friday 7:00-8:30: History Lesson on unrecognized and dissolved fraternities

Location: Virtual Zoom Meeting

Attendance: Phikeia Educators, Phikeia, Risk Manager

Rationale/Objective:

-Opening remarks from Phikeia Educators

-During this event, the Phikeia will learn about the actions that have led fraternities at Lehigh and across the nation to lose their national recognition. Some of these chapters at Lehigh include Sigma Chi, Kappa Sigma, Pi Kappa Alpha, Kappa Alpha. The goal of this event is to have Phikeia identify the type of behavior that results in dissolution and be able to correct it. This history lesson will be run by our risk manager Ben Kabakow who will also talk about his position and responsibilities. Phikeia will then be given the opportunity to ask Ben questions relating to risk management.

-By this point, the Phikeia should have a firm understanding of chapters 1-4 from their Phikeia Education Manuals. The meeting will conclude with a review of these chapters as well as an open ended discussion on the topics presented. Chapters 5&6 will be assigned for study.

WEEK 2

Sunday 5:00-7:00 PM: Phikeia Study Hours and Scholarship Meeting:

Location: Virtual Zoom Meeting

Attendance: Phikeia Educators, Phikeia, Scholarship Chair

Rationale/Objective:

-Meeting with our scholarship chair to go over their weekly scholarship

plan - Phikeia will independently study for classes or Phikeia Education

Monday 8:00-9:30PM: Meeting 3

Location: Virtual Zoom Meeting

Attendance: Phikeia Educators, Phikeia, Philanthropy & Community Service Chair

Rationale/Objective:

-Philanthropy and Community Service chair will lead a discussion about service ● Colin Knauer, our philanthropy and community service chair will first explain how he sets up events and the extent of his responsibilities

● Why is doing service important? How does it make you feel?

● What service opportunities have the Phikeia completed or heard of in the past that they enjoyed—would they like to continue this?

-Introduce and discuss Robert Morrison's quote: "To do what ought to be done but would not have been done unless I did it, I thought to be my duty"

● What does this mean to the Phikeia? Why do they believe every brother of the Phi Delta Theta PA eta chapter has this quote memorized and resonates with them?

-Phikeia Educators will discuss/review information presented in the Phikeia Education Manual.

Chapters 7&8 will be assigned for study.

Wednesday 6:00-7:00 PM: Literary Exercise and introduction to the cardinal principle sound learning

Location:Virtual Zoom Meeting

Attendance:Phikeia Educators, Phikeia, Scholarship Chair

Rationale/Objective:

-Brother Ryan Burke, our current scholarship chair, will explain his role and responsibilities within the fraternity and will present the Phikeia with a literary exercise on the cardinal principle Sound Learning.

-Phikeia will be connected with older brothers in the same major for help with courses.

-Phikeia Educators will discuss/review information presented in the Phikeia Education Manual. Chapters 9&10 will be assigned for study.

Friday 7:00-9:00 PM Skulls Viewing:

Location:Virtual Zoom Meeting

Attendance:Phikeia Educators, Phikeia

-The Phikeia will watch The Skulls. It is important to see where the current stereotype of Greek Life came from and to see this American classic. From this film the Phikeia will learn the reasons that Greek Life gets such a bad reputation in the mainstream media, as well as to learn what not to do when the chapter will become theirs to govern in a short time.

WEEK 3

Sunday 5:00-7:00 PM Phikeia Study Hours and Scholarship Meeting:

Location: Virtual Zoom Meeting

Attendance:Scholarship Chair, Phikeia

Rationale/Objective:

-Meeting with our scholarship chair to go over their weekly scholarship plan – check to see how the Phikeia have been doing with the added time that Phikeia Education brings.

- Phikeia will independently study for classes or Phikeia Education.

Monday 8:00 - 9:00 PM: Meeting 4

Location: Virtual Zoom Meeting

Attendance: Phikeia Educators, Phikeia, House Manager

Rational/Objective:

- Opening Remarks from Phikeia Educators
- Have Phikeia list their big brother preferences
- Discuss Cardinal Principle Friendship:
 - What does friendship mean to you?
 - What's the difference between friendship and brotherhood?
 - Assign Friendship module to be completed by next weekly Meeting
- Guest speaker House Manager Zachary Olson:
 - Zach will explain his role as house manager to the Phikeia from his day to day operations within the fraternity to the more behind the scenes responsibilities of the house manager. Phikeia will meet with our House Manager to discuss what it is like to live in the chapter house. The meeting will be focused on the rules and systems we have in place to take care of our chapter house. The goal of this is to get the Phikeia to understand the high standard that is expected of them once they move into the chapter house the following semester.
- Review of Phikeia Education Manual chapters 9 &10. Chapters 11&12 will be assigned for study.

Wednesday 6:00-6:45: Alumni Speaker

Location: Virtual Zoom Meeting

Attendance: Phikeia Educators, Phikeia, Alumni Speaker (TBD)

Rational/Objective:

- Alumni Guest Speaker TBD—see list at the end of the document
- How has Phi Delt helped you grow? What advantages are there to being a Phi Delt Alum? What role has Phi Delt played in your life? What recommendations would you give to get the most out of the Phi Delt college experience? What does it mean to be a Phi?

Friday 7:00-8:00PM: Meeting with Recruitment chair

Location: Virtual Zoom Meeting

Attendance: Phikeia Educators, Phikeia, Recruitment Chairs

Rationale/Objective:

- Recruitment chairs Davis Ma and Gus Teteris will explain their roles and responsibilities. They will also ask the Phikeia to reflect on their recruitment process asking questions such as what were the biggest reasons they decided to rush/join Phi Delta Theta, what were their detriments?
- Review of Phikeia Education Manual chapters 11&12. Chapters 13&14 will be assigned for study.

Saturday 6:00 PM-7:00 PM Big Brother Ceremony:

Location: Virtual Zoom Meeting:

Attendance: All Active Brothers, Phikeia

Rationale/Objective:

The Big Brothers will be paired with their Little Brothers according to the event description above.

WEEK 4

Sunday 5:00-7:00 PM Phikeia Study Hours and Scholarship Meeting:

Location: Virtual Zoom Meeting

Attendance: Scholarship Chair, Phikeia

Rationale/Objective:

-Meeting with our scholarship chair to go over their weekly scholarship plan. -Phikeia will independently study for classes or Phikeia Education.

Monday 8:00-9:30PM Meeting 5

Location: Virtual Zoom Meeting

Attendance: Phikeia Educators, Phikeia

Rationale/Objective:

-Opening Remarks

-Warden Jeff Van Buskirk will lead the Phikeia through two different case studies, each being based on a historical event in Phi Delta Theta PA eta history—he will ask the Phikeia to think through the situation and ask them how they would respond in a similar situation -Guest

Speaker: Warden Jeff Van Buskirk:

- Along with guiding the Phikeia through two case studies Delton will explain his duties as warden as well as explain our judicial process giving examples of times it was used in the past

-Discussion of the Cardinal Principle Rectitude:

- What does it mean to Phikeia?
- What are some real-life examples?
- Why is it a cardinal principle
- Assign Rectitude Module to be completed by Monday February 26th

-Review of Phikeia Education Manual chapter 13&14.

-Inform and prepare Phikeia for their “final exam” on the content presented in the Phikeia Education Manual.

Wednesday 8:00-9:00 PM: Meeting 6

Location: Virtual Zoom Meeting
Attendance: Phikeia Educators, Phikeia

Rationale/Objective:

-Opening Remarks

-Mental health discussion

Utilizing mental health resources provided to the chapter from nationals - including both presentations and videos-the phikeia and brotherhood will come together to discuss mental health and how its affected brothers in our own house, as well as how we can look for signs of red flags and how to appropriately deal with them

- Continue to prepare Phikeia for their “final exam” on the content presented in the Phikeia Education Manual.

Friday 7:00-8:00 PM Meeting with the Secretary

Location: Virtual Zoom Meeting
Attendance: Phikeia Educators, Phikeia, Secretary

Rationale/Objective:

-The Phikeia will sit down with Secretary Eric Meskin who will breakdown the roles and responsibilities of his position as well as review with Phikeia, Robert’s Rules of Order. Eric will also explain to the Phikeia the voting process within Phi Delta Theta and the different thresholds needed for different methods for each (i.e. How bid voting works, how general elections works, and the differences between each)

-At this point, the Phikeia will have read the entire Phikeia Education Manual and have been prepared to be tested on its contents. A “Final Exam” will be given to ensure the Phikeia have learned the necessary information. Membership is contingent on scoring an 80% or higher on this exam.

Sunday 7:00-9:00 PM: Initiation

Location: Virtual Zoom Meeting
Attendance: All Active Brothers, Alumni, Phikeia

Rationale/ Objective:

- Granted they completed all three modules successfully and passed the “final exam”, the Phikeia will become full members of the Fraternity through the initiation ceremony

List of alumni guest speakers (tentative still)

John Papazian

Dick Dunne

Will Hoelke

Timothy O'Hearn