Phikeia (New Member) Education Plan
Fall 2019 PA Eta Chapter

Written by: William Orsland and the Phikeia Education Committee
Phi Delta Theta's Mission

Phi Delta Theta was built on three pillars that haven’t budged an inch since the Fraternity was founded by “The Immortal Six” way back in 1848 at Miami University. The pillars are: The cultivation of friendship among its members, the acquirement individually of a high degree of mental culture, and the attainment personally of a high standard of morality. Shortened, we refer to the principles as friendship, sound learning and rectitude.

Helping every individual to meet his true potential is the bedrock of the Phi Delta Theta Fraternity. By celebrating each person’s true self, and by learning from each other’s strengths while helping to improve each other’s weaknesses, every member of Phi Delta Theta develops into a greater version of himself than he could ever on his own. Rather than try to find young men to “mold” into some ideal, we celebrate the uniqueness of each individual and, through encouragement, values, example and brotherhood, empower every brother to exceed his personal expectations.

Phikeia Program Overview

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. This year we are part of a pilot program that Phi Delta Theta General Headquarters is implementing. The pilot is a three-week new member education plan with each week revolving on around one of the cardinal principles of Phi Delta Theta; friendship, sounds learning, and rectitude.

The Phikeia will convene every Sunday for meetings designed to educate them about the inner workings of the Fraternity including the cardinal principles, 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 October 11th; three weeks after the Induction Ceremony.

The ultimate goals of this program are 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

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.

Pennsylvania Eta’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 report such activities to the Phikeia Educator, President, Vice President, or any other Brother in the Fraternity to correct the situation. They are also encouraged to report hazing activities to Phi Delta Theta General Headquarters or local advisers.

- Phi Delta Theta Crisis Hotline
  - Phone: 1-877-563-1848

- Lehigh University Hotline
  - Phone: 1-888-NOT-HAZE
  - Website: Lehigh.edu/ofsa.

- Chapter Advisory Board Chairman – Richard Dunne
  - Phone: 609-468-7051

- Chapter President – Griffin Reichert
  - Phone: 307-699-2128
  - Email: fgr221@lehigh.edu

- Phikeia Educator – William Orsland
  - Phone: 347-852-4733
  - Email: who220@lehigh.edu

- Risk Manager – Delton Tschida
  - Phone: 918-816-9703
  - Email: dst221@lehigh.edu
Phikeia Weekly Meeting Guidelines

All members of the Phikeia class will meet every Sunday at 8:30 PM-9:30PM. These meetings will take place at the Phi Delta Theta chapter house. Each meeting 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 Studies** – 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** – Every week, a different guest speaker 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 between the second and third Phikeia Meetings. During the third week of Phikeia Education, a Big Brother Ceremony will be held 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 both individual and group settings. Big Brothers will attend as many events, including weekly meetings, with the Phikeia as possible in order to help their transition into the Fraternity.
Expectations for the Phikeia

- **Proper Attire** – As per General Headquarters policies, Phikeia should dress appropriately for all occasions. At certain meetings, with fair notice, you are expected to wear slacks, coat, and tie with your Phikeia button. 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 & Study Hours** – 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 Study Hours per week as per the recommendation of the Phi Delta Theta General Headquarters Guide to Phikeia Education. These hours can be completed at the Phi Delta Theta Chapter House, Libraries, or with assistance from an active brother 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 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 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 possibly 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 Calendar**

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 preliminary dates for those events.

**Week 1: Friendship**  
*September 19th – 25th*

**Objectives for the Phikeia**
- Be able to analyze and explain the similarities and differences between brotherhood and friendship
- Be able to breakdown red flags of mental health struggles (Mental health video)
- Bond with their class and members of the chapter
- Identify and join a committee of the chapter they find interesting

**Retreat**
- **Date:** Wednesday, September 18th  
- **Time:** TBD  
- **Overview:** TBD

**Induction Ceremony**
- **Date:** Thursday September 19th  
- **Time:** 8:00 PM – 9:30 PM  
- **Overview:** All Brothers and Phikeia are expected to attend. 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.

**Study Hours & Scholarship Meeting**
- **Date:** Friday September 20th  
- **Time:** 6:00 PM - 7:30 PM  
- **Overview:** Meeting with our scholarship chair to go over their weekly scholarship plan - Identify classes Phikeia need help with and offer academic support through brotherhood tutoring.

**Brotherhood Event – Skulls Viewing**
- **Date:** Saturday September 21st
• **Time:** 4:00pm-6:00pm
• **Overview:** The Phikeia will watch The Skulls. I believe 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. Food will be provided.

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**Weekly Phikeia Meeting**

- **Date:** Sunday September 22nd
- **Time:** 8:00 PM-9:30 PM
- **Agenda:**
  - Opening Remarks & Discuss importance of academic performance
  - Introduce and review chapter bylaws
    - 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
  - Introduce and discuss 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
  - Discuss Fraternity principle of the week—Friendship
    - What does friendship mean to you?
    - What’s the difference between friendship and brotherhood?
    - Assign the friendship module to completed by next Sunday’s meeting
  - Guest speakers
    - Chapter President – Griffin Reichert
      - Griffin will explain his role as President as it relates to our chapter, Lehigh University, and Phi Delta Theta nationally
    - Vice President – Brandon Judge
      - Brandon will explain his responsibilities as our vice president as well as request the Phikeia to start thinking about which committee(s) they would be interested in joining
    - Treasurer – Ben Reich
      - Ben will explain his duties as treasurer as well as re-emphasize to the Phikeia their financial obligations

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**Brotherhood Event – Game Night**
- **Date:** Tuesday September 24th  
- **Time:** 6:00-7:30  
- **Overview:** The Phikeia will join the brothers for dinner at our chapter house and then join us in playing a variety of board games including but not limited to monopoly, chess, and catan.

### History of Lehigh Greek Life
- **Date:** Wednesday September 25th  
- **Time:** 7:00-8:30 PM  
- **Overview:** History Lesson on Unrecognized and Dissolved fraternities and alumni guest speaker:  
  - 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 Delton Tschida and our social chairman Latham Johnson, both of whom will talk about their positions and responsibilities as well as lead the Phikeia in a risk management exercise.
- **Alumni Guest Speaker TBD** (see list at the end of the document)  
- **Big Brother Program Announcement**

### Week 2: Sound Learning  
*September 26th – October 3rd*

#### Objectives for the Phikeia
- Prepare and set academic goals for their college semester  
- Relate sound learning to their goals—both for college and life  
- Understand and summarize the importance of community service and philanthropy

#### Literary Exercise
- **Date:** Thursday September 26th  
- **Time:** 6:00-7:00  
- **Overview:** introduction to the cardinal principle, Sound Learning by Brother Bennett Cole. Brother Bennett Cole, 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.

#### Study Hours & Scholarship Meeting
- **Date:** Friday September 27th  
- **Time:** 6:00-7:30 PM  
- **Overview:** 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.

#### Service Event
- **Date:** Saturday September 28th  
- **Time:** TBD  
- **Overview:** The Phikeia as well as members of the brotherhood will donate their time and complete community service hours

#### Weekly Phikeia Meeting
- **Date:** Sunday September 29th  
- **Time:** 8:00 PM- 9:30 PM  
- **Agenda:**  
  - Opening Remarks  
  - Philanthropy & Service  
    - Philanthropy Chair and Community Service chair lead a discussion about service  
    - Eric Meskin, our philanthropy and community service chair will first explain how he sets up events and the extent of their responsibilities
- Have the Phikeia reflect on the service they completed the day prior
- 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?
  - Morrison’s Philosophy
    - 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?
  - Sound Learning
    - Continue the discussion of the cardinal principle Sound Learning that brother Bennett assigned as well as assign the Phikeia the sound learning module to be completed by next Sunday’s meeting
  - Big Brother Program
    - Have Phikeia list their big brother preferences
  - Guest speakers
    - House Manager – Trevor Aschimes:
      - Trevor 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.
    - Secretary – Robby Gerber III:
      - Robby will explain his role as secretary and explain to the Phikeia the voting process of Phi Delta Theta
      - Review Roberts Rules of Order

**Brotherhood Event – Tournament Night**
- **Date:** Tuesday October 1\(^{st}\)
- **Time:** 6:00-7:00 PM
- **Overview:** The Phikeia and the brothers will compete in a variety of tournaments ranging from games such as FIFA or NBA2K to a chess or dominos tournament

**Case Study Meeting**
- **Date:** Wednesday October 2\(^{nd}\)
- **Time:** 6:00-7:30 PM
- **Agenda:**
  - **Case Study**
    - Warden and ex-president Harrison Szczapa 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 Speakers**
    - Warden – Harrison Szczapa:
      - Along with guiding the Phikeia through two case studies Harrison will explain his duties as warden as well as explain our judicial process giving examples of times it was used in the past
    - Alumni Guest Speaker TBD
      - See list at the end of the document (Will Holkey)

**Week 3: Rectitude**
*October 3\(^{rd}\) – October 10\(^{th}\)*
Objectives for the Phikeia

- Be able to clearly define what rectitude means formally and personally
- Explain how they can make a positive impact in the community, on campus, and within the chapter
- Indicate how older members and alumni have used the three cardinal principles within their lives
- Explain how expectations and accountability play a part in Phi Delta Theta

Study Hours & Scholarship Meeting

- **Date:** Thursday October 3rd
- **Time:** 6:00-7:30 PM
- **Overview:** Meeting with our scholarship chair to go over their weekly scholarship plan

Big Brother Ceremony

- **Date:** Friday October 4th
- **Time:** 6:00 PM-8:00 PM
- **Overview:** The Big Brothers will be paired with their Little Brothers according to the event description above.

Phikeia Hike

- **Date:** Saturday October 5th
- **Time:** 12:00-3:00 PM
- **Overview:** Brother Brandon Judge and Brother Trevor Aschimes will lead our Phikeia Retreat which consists of a hike (weather permitting) with Big Brothers and many other members of the fraternity who wish to join. The Phikeia will have lunch with brothers and then will proceed to go on a hike lasting until mid-afternoon. With this event, we hope to promote further connections between brothers and the Phikeia as well as spend some well-needed time outdoors and away from the pressures of academics.
  - (In the event of cold temperatures or rain, we will plan to have the retreat at a bowling alley or similar location instead. The decision as to which retreat, we will enact will be made a couple weeks before the scheduled date)

Weekly Phikeia Meeting

- **Date:** Sunday October 6th
- **Time:** 8:00-9:30
- **Agenda:**
  - Opening Remarks
  - Rectitude
    - Discussion about the third 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 Thursday October 10th

Brotherhood Movie Night

- **Date:** Tuesday October 8th
- **Time:** 6:00-7:30
- **Overview:** The Phikeia will join the brothers for a movie night at the chapter house for a movie TBD

Province President Visit

- **Date:** Wednesday 9th
- **Time:** 7:00-7:45
- **Agenda:**
  - Alumni guest speaker
Initiation

- **Date:** Thursday October 10th
- **Time:** 7:00-9:00
- **Overview:** Granted they completed all three modules successfully, the Phikeia will become full members of the Fraternity through the initiation ceremony
  - List of alumni guest speakers (tentative still)
    - John Papazian
    - Dick Dunn
    - Will Hoelke