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## ***Chi Phi 2020 Initiative Statement of Intention***

[This paper outlines a proposal by the Chi Phi Alumni to Franklin and Marshall College to chart a new course for the Chi Phi Fraternity at Franklin and Marshall College.]

### **Statement of Intention**

We, the graduates of Franklin and Marshall College and proud members of the Chi Phi Zeta Chapter, propose to change our organizational purpose to focus on leadership, career guidance, philanthropy, brotherhood and life-skills education. Our goal is to assure our members represent the values of Franklin and Marshall College while undergraduate students and graduate with the skills they need to succeed in life, professionally and personally. This initiative is an on-going collaboration between the College, Chi Phi Alumni and student members that preserves our heritage and continues our tradition of developing successful members of the Franklin and Marshall community.

This initiative has the following intentions: (1) reactivate the Chi Phi Zeta Chapter and retain the experience of being a Chi Phi Brother at “Dubbsheim” (603 Race Avenue); (2) reduce the social focus of fraternity life and promote participation in other college activities; (3) improve the real-world and leadership skills of student members; (4) expand the existing program of internships and job placement; (5) instill a purpose in the hearts and mind of every graduate for philanthropy locally and nationally; (6) use this initiative as the sole method to recruit new members, thereby, eliminating the current “pledging” process currently managed by student leadership; (7) improve the relationship and participation in Chi Phi National programs; (8) leverage the engaged and strong alumni base to implement and sustain this initiative; (9) build a successful collaboration with the College that adds value to the existing F&M curriculum; and (10) assure that all Chi Phi student members are engaged contributors to the broader on-going mission and activities of the College.

Our alumni base is one of the most cohesive affinity groups at F&M. The reasons for this are many and vary by generation to some degree, but some of the core reasons are: location on campus, our beloved House (“Dubbsheim”), the strong representation of athletic team members, and the bonds of life-long friendship created by our shared Chi Phi and F&M experience. Our member-graduates have gone on to successful careers and family lives. The alumni base is currently very engaged and motivated to preserve Chi Phi at F&M. This initiative intends to leverage and apply this alumni base to assure successful implementation with adequate capital and resources and more direct involvement with the active members.

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Education has always been important to our fraternity, creating leaders, successful men, and some of the most loyal members of Franklin and Marshall. Students learn how to co-exist in a peer group, elect leaders from the membership, and manage a facility with an annual budget of over \$140,000 while at the same time bonding and creating life-long friendships. This proposal aims to retain these attributes and enhance them using a formalized program – led, managed and delivered by the alumni and other appropriate members of the College and public community.

Using alumni to find jobs for our graduating student members has always been a part of Chi Phi at F&M. Currently, our active program includes networking events and personal assistance. In the past year dozens of Chi Phi alums have volunteered to find career opportunities and place a Chi Phi Brother in a student's preferred professional field. Our intention is to improve the existing efforts of our alumni to find internships for undergraduates and full-time careers for graduates.

In summary, we believe that a liberal arts education is more important now than ever before for success in life, however, we also believe that there is a missing part to the F&M education in areas where Greek organizations such as Chi Phi can play a contributory and meaningful role at F&M. This initiative's core goal is to provide resources and training to each student member to assure their transition from a young, immature man to a man with the skills and awareness necessary for success as a parent, leader, humanist, and ethical and accomplished professional. Through programming and alumni dedication, we will focus on our Core Values (Truth, Honor, and Integrity) and place a strong emphasis on education, civic service, teamwork, and community to drive cultural change within our Chapter.

## **Implementation**

Implementation concepts for this initiative include:

### ***Organization***

In close collaboration with the College, a lead alumnus (local to Lancaster) and student(s) will be named to manage this effort on behalf of Chi Phi. These named leaders (2020 Leaders) will report to a subcommittee of the Chi Phi House Association, the legal authority for the House and alumni membership. Clear lines of authority, responsibility and reporting will be defined and published in a new organizational charter. Participation of the 900 alumni will be coordinated through this leadership team.

### ***Student Curriculum***

Beginning with the re-education of the current members, this program will emphasize changing the culture of Chi Phi to reflect the ideals of the school and the standards for behavior specified in the F&M Student Code of Conduct. A curriculum is developed that draws upon wealth of experience in our alumni base, many of whom have already stepped-forward to volunteer their time and knowledge. In the area of career development, the topics include: team building,

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interviewing for a job, career paths, career matching, vertical and horizontal industry education, ethics in the workplace, mentoring/protegee, and sexual harassment in the workplace. In the area of personal development topics include: how to make great personal decisions to succeed in life after college, life-long education habits, emotional awareness, taking risks, personal finance and attributes of leadership.

### ***Job Placement***

Building upon our existing experience of using the Chi Phi and F&M alumni network to find initial career opportunities for our graduates, we intend to build a better data base that matches goals to opportunities and engages an even broader range of opportunities for our members.

### ***Recruitment***

We will use this curriculum to recruit new members. We will state diversity goals (nationality, race, income, sports, and major) and monitor/report against these goals to the College. Candidates will be selected by the vote of a committee comprised of active student members and alumni from different generations.

### ***New Member Orientation***

There will be no “pledging” period, however, there will be a week of orientation that clearly articulates the program, the ideals of the fraternity and expectations for participation.

### ***Membership***

Each student member of Chi Phi will execute a contract with the House Association that specifies the responsibilities of the member and the expectations for behavior and compliance with the Student Conduct Guide. Emphasis on creating in the brotherhood a diversity of members to reflect the demographics of the school. Student members will be required to sign a contract with the Alumni Association specifying standards for conduct and other obligations.

### ***Abuse Reporting***

A system (private phone or anonymous web page) will be established to allow any member to report any type of personal harassment or abuse of the stated code of conduct. This information will be reviewed by a member of the alumni leadership team who will inform the appropriate College administrators and the alumni executive team.

### ***Cost***

This program will be delivered at no cost to the participants. The current structure of House Dues and membership fees will remain unchanged. We will execute a legal agreement of membership with every student member that specifies conduct and participation requirements and termination terms.

### ***House***

Dubbsheim will continue to be a place of residence exclusively for upper class members. We will dedicate the first-floor residential advisor space for this program. Other than during College

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sponsored alumni functions (Homecoming, Reunion Weekend, etc.), alumni will only enter the House with the knowledge and consent of the 2020 Leaders.

### ***Alumni Communication***

The alumni leadership team will appoint a communications chair to send out communications (at least 4 a year) to all alumni. Communications will always include expectations that when alumni return to the house and campus for any and all events there will be zero tolerance for bad actions.

### ***Chi Phi National***

A dedicated group of alumni and actives will be created whose responsibility is maintaining a continual, constant and great relationship with Chi Phi National. This starts immediately so that we can gather information and other ideas from them that would be included in our final plan of action to the college.

## **Next Steps**

The next step in this initiative is to collaborate with the College regarding this plan and obtain feedback. This initiative intention statement paper would be iterated until agreement is reached upon the mutual goals, objectives and methods. Once that is complete a detailed operating plan would be created. An understanding that if given a reduction of the five year suspension that it is something that will be earned, is a privilege and not a right and that there will be a zero tolerance of any mistakes with significant penalties for any violations, which we don't believe there ever will be.