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# PILOT PHIKEIA EDUCATION PROGRAM

## FREQUENTLY ASKED QUESTIONS

- **Why is Phi Delta Theta moving towards a shortened, standardized Phikeia Education experience?**
  - » The eight-plus week Phikeia education program chapters have utilized has not been significantly altered since the 1960 General Convention. The General Council, in line with Phi Delta Theta's 2030 strategic plan, have requested the fraternity develop a standardized new member educational program that is safer, more effective, and efficient. To do this, the Phikeia Education Task Force was created. This task force was composed of industry experts, volunteers, undergraduates, and staff members. Their recommendation was to pilot a three-week program with diverse chapters and colonies to fine-tune a values-focused onboarding process for new members.
- **How do we really get to know and evaluate the Phikeia over a shortened, three-week period before they are initiated?**
  - » An important part of the pilot program is the focus on recruitment and continued education after initiation. As the chapter further develops how they recruit to focus on values and preparing new members with real expectations, there will be high caliber men accepting bids. The three-week program will focus on getting members assimilated to the chapter by giving them responsibilities to take ownership of their fraternity experience.
- **How well can a Phikeia class bond and get to know each other in three-weeks?**
  - » With an added focus on recruitment, the purpose of the three-week process will be to engage the Phikeia and provide them with the proper tools to become acclimated with the chapter. Continued education throughout the first semester will provide optimal time and opportunity to bond with all chapter members, alumni, and volunteers.
- **What if some of the Phikeia have not met the expectations after the three-week program? Is the chapter allowed to hold them over or not initiate them?**
  - » During the piloting of this Phikeia education program, if Phikeias do not meet expectations the chapter does not have to initiate them at the end of the education. The Phikeia educator will work with the Education team at GHQ to develop further educational meetings and events to better prepare the Phikeia to meet expectations. Chapters will be expected to hold new members accountable after initiation just as they would any initiated member.
- **What happens if the chapter determines after initiation that a new member is no longer worthy of being a brother due to their behavior and actions?**
  - » After initiation, the newly initiated brothers would then need to be removed by a chapter vote according to *The Code* and chapter bylaws.
- **Will my chapter be able to customize the Phikeia experience based on our chapter's unique traditions and history?**
  - » Yes, there are certain milestones and expectations that every program must meet, but there is room to add personal and chapter specific programs that are safe. All programming done outside of the standardized process will be submitted through an Event Planning Form and then reviewed.
- **What are the expectations and deadlines for Phikeia and membership dues?**
  - » During the piloting process, the pilot chapters will be able to outline the best practices for collecting, paying, and processing Phikeia and membership dues. All chapters will still be held responsible for the Phikeia that are inducted (Phikeia dues) and new members initiated (membership dues). Chapter's will work with their treasurer, Phikeia educator, advisers, and GHQ to determine the best method of issuing dues.
- **We have always waited until semester grades have been provided before initiating our Phikeia. What if a new member fails to meet GPA requirement at the end of the first semester?**
  - » Scholarship resources will be provided to each chapter participating in the pilot program. Narrowing down the Phikeia process to three weeks, new members will have the opportunity to spend more time focusing on their studies and to participate in the chapter's scholarship program. If a new member fails to meet the minimum GPA requirement at the end of the first semester, they should be held to the same standards that a member is held to per the chapter's bylaws. Assistance in creating new bylaws can be provided by volunteers, leadership consultants, or the education team at GHQ.
- **How do we hold our new members accountable after initiation to our academic expectations?**
  - » During the recruitment and Phikeia process, the chapter should outline all expectations of a member. Once a member is initiated, the chapter should utilize their judicial process and bylaws to hold members accountable.

- **We are concerned about the amount of work and time requirements placed on the Phikeia in a shortened, three-week period. Especially given most of the Phikeia will be first time in college students. How will the Phikeia be able to focus on their school priorities during a shortened period?**
  - » The shortened program is not meant to pull focus from their main school priorities. If fact, if done properly, the program will help assimilate Phikeia into college life. Eight-week or semester-long programs will not be packed into the three weeks, but rather spread out into Phikeia and member programming throughout the first year of membership.
- **One of the most valuable components of our Phikeia process involves weekly quizzes based on the Phikeia Manual. How should we expect our Phikeia to complete the entire Manual components in three weeks?**
  - » That should not be an expectation in three weeks. Quizzes can be utilized along with the e-learning components and weekly meetings, but other topics that are covered in the manual will need to be added to the continued education for members after initiation.
- **What do we do if a majority of the chapter does not respect the new members as they did not complete a similar Phikeia process?**
  - » Every chapter member will have the ability to vote on two main milestones for new members: whether or not they are inducted and initiated. Members will also have the ability to be a mentor to the Phikeia as a big brother. Through a focus on brotherhood and chapter engagement, the Phikeia educator will have more chances for the chapter to be involved in the program.
- **We are concerned that Phikeia will drop once they find out they only have to complete a three-week program. How do we talk about the Pilot program with prospective members during recruitment?**
  - » Always be truthful with potential new members. By setting clear expectations, they will know what to expect at the beginning of the program after recruitment. Furthermore, by focusing on membership development, the pilot program is contributing to your chapter current value proposition through providing new members with a valuable experience that will not only contribute to their membership within Phi Delta Theta, but to their personal and professional trajectories.
- **What are the specific expectations of the CAB as part of the pilot program?**
  - » One or more of the chapter advisory board members will be involved in the recruitment process, in attendance at ceremonies, the Phikeia retreat, meetings, and events. Alumni volunteers, university professionals, and alumni guests will all play a part in the education.
- **How do we manage the push back from chapter alumni who are resistant to change?**
  - » Any alumni or general member has the ability to provide feedback about the experience to GHQ. As a chapter member, always utilize your advisers to help talk with alumni that may be resistant to change. Differing viewpoints may help the chapter see challenges in a new way and can strengthen the program in the long run.
- **How do we stay competitive in recruitment once our fraternity community is aware that we have a shortened, three-week new member program?**
  - » It will be important to understand and effectively communicate “why” Phi Delta Theta is implementing a shorted three-week new member program. Furthermore, chapters participating in the pilot program will be challenged to focus on deploying their recruitment efforts year-round to effectively build relationships with potential new members outside of the traditional, competitive season like IFC formal recruitment and recruitment.
- **Our university only allows us to recruitment men in the fall and spring during a two-week time period. How are we to recruit, give bids, induct, and then initiate in a five-week period while managing other components of the chapter?**
  - » One of the major components of the pilot program is to focus on year-round relationship building with potential new members so your chapter does not feel overwhelmed when it comes down to executing the components of a shortened time period.
- **What will happen if we don't think the program is working?**
  - » The Phikeia educator and recruitment chairman will have contact with the leadership and education coordinator and the director of growth on a regular basis after their training at Kleberg. If a chapter does not feel like they are getting the most out of the programming, we will work with them to solve the issue. We want to know why it is not working so we can fix the issue if other chapters are experiencing the same thing.
- **How should the pilot chapters inform GHQ of their findings during the program?**
  - » There will be weekly/bi-weekly calls with someone from GHQ to report any information, and there will also be a survey sent to Phikeia educators as well as the new members in the program.
- **What is the timeline for piloting and the final results of the program?**
  - » Over thirty-five chapters will be piloting the program in the fall of 2019. More chapters will be added into

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the program to gain diversity and a better understanding of each chapter's personal needs for the overall betterment of the program. 90 percent of all chapters and colonies will be on the pilot program by the summer of 2021.

- **What is the timeline for Phikeia Education at the chapter level?**

- » Every chapter will be on a different timeline as it will depend on the campus' recruitment schedule. Once started, the chapter will complete the following milestones in order:

- Induction
- Retreat: onboarding and expectations
- Week 1: friendship
- Week 2: sound learning
- Week 3: rectitude
- Big brother programming
- Committee assignments
- Initiation
- Continued education: ritual, academics, bylaws, etc.

- » **Note: communication with advisers and GHQ will be vital in the timeline for specific chapters.**

- **What is the support structure for pilot chapters after their initial training at Kleberg Emerging Leaders Institute?**

- » After recruitment chairmen and Phikeia educators are trained, there are a series of opportunities the chapter will have to gain additional support:

- Chapter adviser training via webinar
- Bi-weekly calls with the Director of Growth Jim Rosencrans
- Bi-weekly calls with the Leadership and Education Coordinator Hunter Carlheim
- In-person meetings during the Phikeia process with a GHQ staff members or province president
- Survey feedback
- End of semester reviews and data feedback for all piloting chapters
- In-person meetings at Presidents Leadership Conference and Kleberg Emerging Leaders Institute