



# Vice President Member Experience

JANUARY 24-26, 2025



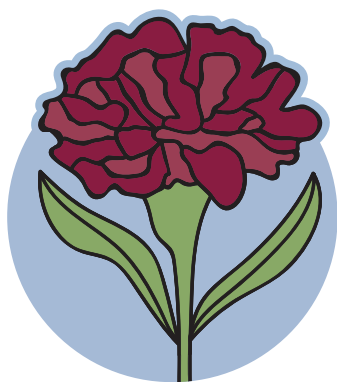
COLLEGE  
WEEKEND



## WELCOME TO COLLEGE WEEKEND!

This weekend is all about **you**, and we're so excited to help you kick off the year ahead!

On behalf of the entire Fraternity, our volunteer officers and staff, thank you for making the decision to join us in St. Louis for College Weekend! This weekend's programs are designed to prepare you for leadership in Pi Beta Phi and lay the groundwork for success in your new role. Throughout the weekend, you'll have opportunities to meet sisters from chapters across North America. Take advantage of this time to learn, grow and connect with Pi Phi leaders who share your dedication and passion for our sisterhood. We hope you'll be inspired by your fellow leaders to set the stage for the year ahead. The tools, knowledge and skills you gain this weekend will serve as the building blocks of your leadership journey within Pi Beta Phi.



# Send Pi Phi Love

Send a wine carnation to share Pi Phi Love with the special sisters in your life! Honor a friend, chapter leader, Advisor or mentor with a \$5 gift to our Foundation. Wine carnation honorees attending College Weekend will receive wine carnation enamel pins onsite, and all honorees will receive a personal email filled with Pi Phi Love.

Stop by the Wine Carnation Garden in the Grand Foyer or scan the QR code to help our garden bloom.



*Gifts to our Foundation support you and every Pi Phi sister—and make leadership development events like College Weekend possible. Learn more at [pibetaphi.org/foundation](https://pibetaphi.org/foundation).*



# PI BETA PHI COLLEGE WEEKEND AGENDA

## FRIDAY, JANUARY 24, 2025

11 a.m.-9 p.m.	<b>Registration</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
11 a.m.-6 p.m.	<b>BetaBase Learning Lab</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>Digital Pix</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>Pi Beta Phi Foundation Wine Carnation Garden</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>Shop Pi Phi</b>	GRAND C, 4 <sup>TH</sup> FLOOR
1-3 p.m.	<b>Headquarters Tour</b> <i>(pre-registration required)</i>	LOBBY, 4 <sup>TH</sup> STREET ENTRANCE
3-5 p.m.	<b>Headquarters Tour</b> <i>(pre-registration required)</i>	LOBBY, 4 <sup>TH</sup> STREET ENTRANCE
3-6 p.m.	<b>Leadership and Nominating Committee (LNC) Meetings with Alumnae Advisory Committee (AAC) Members</b> <i>Sign up required; visit the app for available times.</i>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR
6-7:45 p.m.	<b>Opening Dinner and Keynote</b>  Tina Rae VanSteenbergen will kick off College Weekend with her keynote, <i>Creating Confidence</i> , where she'll share how confidence has long been an expectation of women. Tina will explore confidence as a journey, a long and at times treacherous hike—one with hills, valleys, twists, turns and no map.	GRAND DEFGH, 4 <sup>TH</sup> FLOOR
8-9 p.m.	<b>Educational Colleges</b>	
	<b>Alumnae Advisory Committee College</b>	REGENCY AB, 2 <sup>ND</sup> FLOOR
	<b>Chapter President College</b>	REGENCY C, 2 <sup>ND</sup> FLOOR
	<b>Community Relations College</b>	REGENCY F, 2 <sup>ND</sup> FLOOR
	<b>Finance/Housing College</b>	REGENCY E, 2 <sup>ND</sup> FLOOR
	<b>Inclusion College</b>	GATEWAY WEST, 18 <sup>TH</sup> FLOOR
	<b>Member Experience College</b>	REGENCY D, 2 <sup>ND</sup> FLOOR
	<b>Operations College</b>	GRAND AB, 4 <sup>TH</sup> FLOOR
	<b>Recruitment College</b>	GATEWAY EAST, 18 <sup>TH</sup> FLOOR
<b>Risk Management College</b>	PARK VIEW, 4 <sup>TH</sup> FLOOR	
9-10 p.m.	<b>LNC Meetings with AAC Members</b> <i>Sign up required; visit the app for available times.</i>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR





## SATURDAY, JANUARY 25, 2025

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7:30-8:30 a.m.	<b>LNC Meetings with AAC Members</b> <i>Sign up required; visit the app for available times.</i>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR
8 a.m.-7 p.m.	<b>Registration</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>BetaBase Learning Lab</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>Digital Pix</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>Pi Beta Phi Foundation Wine Carnation Garden</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
8 a.m.-10 p.m.	<b>Shop Pi Phi</b>	GRAND C, 4 <sup>TH</sup> FLOOR
8-8:45 a.m.	<b>Breakfast</b> A breakfast buffet is available for all registrants.	GRAND DEFGH, 4 <sup>TH</sup> FLOOR
	<b>LGBTQIA+ Affinity Group Meet-up</b> LGBTQIA+ Affinity Group members are invited to grab breakfast from the buffet and join fellow sisters for casual conversations. Feel free to come and go as you please and explore other meet-ups happening at the same time. To learn more or to join, visit <a href="http://pibetaphi.org/lgbtqia">pibetaphi.org/lgbtqia</a> .	STERLING STUDIO 5, 2 <sup>ND</sup> FLOOR
	<b>Members of Color Affinity Group Meet-up</b> Members of Color Affinity Group members are invited to grab breakfast from the buffet and join fellow sisters for casual conversations. Feel free to come and go as you please and explore other meet-ups happening at the same time. To learn more or to join, visit <a href="http://pibetaphi.org/membersofcolor">pibetaphi.org/membersofcolor</a> .	STERLING STUDIO 4, 2 <sup>ND</sup> FLOOR
	<b>Pi Phi Pages Group Meet-up</b> Pi Phi Pages participants are invited to grab breakfast from the buffet and join fellow sisters for casual conversations. Feel free to come and go as you please and explore other meet-ups happening at the same time. To learn more or to join the Facebook group, visit <a href="http://pibetaphi.org/piphipages">pibetaphi.org/piphipages</a> .	STERLING STUDIO 9, 2 <sup>ND</sup> FLOOR
9-11:45 a.m.	<b>Educational Colleges</b>	
11:45 a.m.- 12:45 p.m.	<b>LNC Meetings with AAC Members</b> <i>Sign up required; visit the app for available times.</i>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR
12-1 p.m.	<b>Lunch</b> Enjoy a lunch buffet as you share what you've learned with your sisters, connect with Pi Phis from other chapters and exchange ideas. No programming is scheduled during lunch.	GRAND DEFGH, 4 <sup>TH</sup> FLOOR
1:15-3 p.m.	<b>Educational Colleges</b>	
3-4 p.m.	<b>Mental Health Break</b> Grab your sisters, get outside or decompress during our mental health break. A snack will be provided in the Grand Foyer.	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>LNC Meetings with AAC Members</b> <i>Sign up required; visit the app for available times.</i>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR

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4:15–6:15 p.m.	<b>Educational Colleges</b>	
7–10 p.m.	<b>Pink Party Dinner</b>	GRAND DEFGH, 4 <sup>TH</sup> FLOOR
	Change into your Pink Party T-shirt and join your sisters for a buffet dinner alongside a silent disco and a Pi Beta Phi Cookie Shine.	
8:30–10 p.m.	<b>Alumnae Reception</b>	RED PRIVATE DINING ROOM, 1 <sup>ST</sup> FLOOR
	Network with Pi Phi alumnae and swap sisterhood stories over desserts.	
	<b>LNC Meetings with AAC Members</b>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR
	<i>Sign up required; visit the app for available times.</i>	

**SUNDAY, JANUARY 26, 2025**

7:30–8: a.m.	<b>LNC Meetings with AAC Members</b>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR
	<i>Sign up required; visit the app for available times.</i>	
8 a.m.–12 p.m.	<b>Registration</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>Pi Beta Phi Foundation Wine Carnation Garden</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
8–8:45 a.m.	<b>Breakfast</b>	GRAND DEFGH, 4 <sup>TH</sup> FLOOR
	A breakfast buffet is available for all registrants. No programming is scheduled during breakfast.	
9–9:45 a.m. and 10–10:45 a.m.	<b>Workshop Sessions 1 &amp; 2</b>	
	<b>Balancing Act</b>	Regency D
	<b>Building Bridges</b>	Regency B
	<b>Career Confidence</b>	Regency E
	<b>Conquering Conflict</b>	Regency C
	<b>Crafting Your Chapter Brand</b>	Regency F
	<b>Delegation Decoded</b>	Gateway West
	<b>Facilitation Foundations</b>	Regency A
	<b>Home Sweet Home</b>	Grand AB
	<b>Keys to Success*</b>	Sterling Studio 6
	<b>Retention by Design</b>	Gateway East
	<b>Safe Sisterhood</b>	Sterling Studio 9
	<b>The Power of YOU</b>	Parkview
11–11:30 a.m.	<b>Closing General Session</b>	GRAND DEFGH, 4 <sup>TH</sup> FLOOR
	We'll end our time together by reflecting on the biggest highlights and key takeaways from the weekend. You'll leave energized and ready to drive positive change within your chapters and beyond.	

\*Keys to Success is only being offered during Session 1





## KEYNOTE SPEAKER

### TINA RAE VANSTEENBERGEN

Tina Rae VanSteenbergen is on a mission to change the narrative for women. Her work is rooted in a powerful belief: women need women—to succeed in the workplace, to feel understood, to believe in themselves and to feel less alone. Through her authentic, heartfelt speaking style, Tina empowers women to tear down the walls between them, foster genuine connections and build strong communities filled with empathy, kindness and empowerment.

With a blend of storytelling, humor and honesty, Tina has inspired hundreds of thousands of women across North America to take up space in their personal and professional lives. She helps women embrace their confidence—not as a simple expectation, but as a shared journey of growth, resilience and self-discovery.

Tina's keynote promises to leave you inspired, connected and ready to embrace your authentic confidence as you navigate the twists and turns of life.



## COLLEGE WEEKEND ANNOUNCEMENTS

### MISSING SOMETHING? WE CAN HELP!

Stop by the registration desk in the 4<sup>th</sup> Floor Grand Foyer to pick up your lost items or drop off something you've found. The lost and found will be open Friday 11 a.m.-9 p.m., Saturday 8 a.m.-7 p.m. and Sunday 8 a.m.-12 p.m.

### DOWNLOAD THE PI PHI EVENTS APP AND STAY UP TO DATE

When you download the Pi Beta Phi events app, you'll have instant access to all things College Weekend. From the agenda and hotel map to important announcements and an attendee directory, the Pi Phi app will keep you in the know. Follow the steps below to download.

1. Search for the Pi Beta Phi Events app in the App Store on iOS devices and the Play store on Android.
2. Download and install the app.
3. Open the app and select Pi Beta Phi College Weekend 2025.
4. Follow the instructions listed and log in using the email you used during registration.
5. Enter the four-digit verification code from your email into your device when prompted.



### LET'S GET SOCIAL

College Weekend is an experience like none other. Share your favorite moments on social media using #PiPhiLeaders and #PiPhiCollegeWeekend and you may see your photos on the big screen!



### LEVEL UP AT THE BETABASE LEARNING LAB

Want to take your BetaBase skills to the next level? The BetaBase Learning Lab offers a hands-on opportunity to explore our new member portal. Work alongside fellow officers and Advisors as you explore tools for managing your chapter, practice running reports and work through real-world scenarios with staff and volunteers!

### SHARE YOUR STORY

Our sisterhood is made up of thousands of members with unique identities, backgrounds and experiences. While we have common values and a shared love for Pi Phi, every member brings something special to our sisterhood; every member has a story to share—from how Pi Phi empowered you to lead and your favorite memories living in the chapter house to how you celebrate holidays throughout the year and the incredible work you’re doing in your community.

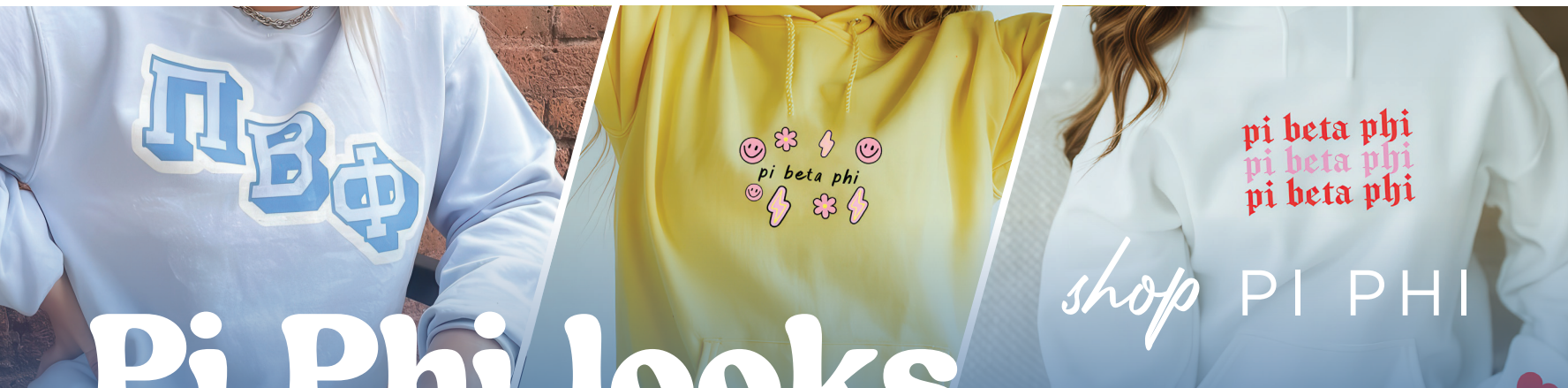
Scan the QR code and complete the form to share your story!



### SHOP PI PHI

Ready to add to your Pi Phi collection? Stop by Grand C on the 4<sup>th</sup> Floor to shop our most popular styles and find a few new favorites. From sweatshirts to stickers—there’s something for everyone!

When you Shop Pi Phi, you support Pi Phi! A portion of every purchase comes back to the Fraternity.



# Pi Phi looks good on you!

Shop the largest collection of Pi Phi merchandise all year long at [shoppiphi.com](http://shoppiphi.com).

When you Shop Pi Phi, you support Pi Phi! A portion of every purchase comes back to the Fraternity.





**“IT WAS NOT JUST THE FINANCIAL SUPPORT THAT MEANT SO MUCH TO ME, BUT THE RECOGNITION FROM AN ORGANIZATION THAT I HAVE BEEN A PART OF FOR YEARS.”**

**— WHITNEY STANTON, COLORADO ALPHA**

Whitney is one of 106 Pi Phis who received a Foundation scholarship or fellowship during the 2024-2025 academic year.

Our Foundation provided \$317,846 in scholarship awards for the 2024-2025 academic year to Pi Phi collegians and alumnae pursuing their academic goals—and many scholarships give preference to members from specific chapters.

Scan the QR code to learn more and complete your application by February 15!



## LODGING AND MEALS

### LODGING

Lodging for Friday and Saturday night is included in the registration package for registered attendees. All participants should be checked out of their rooms no later than noon on Sunday. Programming will conclude by 11:30 a.m. to allow participants time to take care of any remaining business. Each attendee will be responsible for incidental expenses (telephone calls, additional meals, snacks, etc.) they incur.

### MEALS

Friday dinner, Saturday breakfast, lunch and dinner, and Sunday breakfast are included in the registration fee. College Weekend events are alcohol-free. Please do not bring alcoholic beverages into any College Weekend functions, including meals.

### SPECIAL ACCOMMODATIONS

When registering for College Weekend, you were prompted to note any special accommodations. If your needs have changed, please stop by registration to let us know so we can best support you throughout the event.

### DIETARY RESTRICTIONS

When registering for College Weekend, you were prompted to note any dietary restrictions. All allergens will be clearly marked on buffets. A dietary restriction card for Friday night's plated meal has been included inside your registration packet. Once seated, please place your dietary restriction card at your place setting to denote your dietary restriction to the banquet server. The banquet staff will then bring you the appropriate meal. In order for all attendees to enjoy the meal, it's important you take the correct meal if you have special dietary restrictions. If you have any additional concerns regarding dietary restrictions at buffet meals, please ask someone from the hotel banquet staff.



# EMERGENCY PROCEDURES

In the event of an emergency while at College Weekend, please follow the hotel procedure first and then Pi Phi procedures as outlined below.

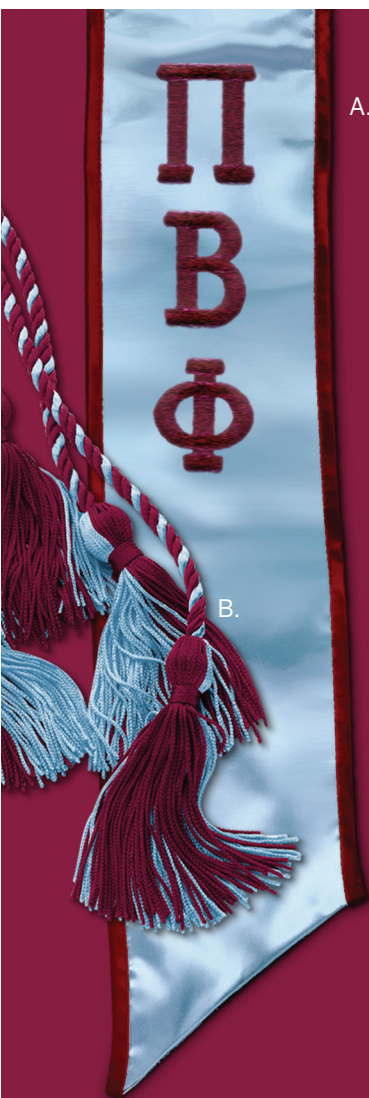
## HOTEL PROCEDURE

In case of emergency, the hotel emergency number is 55.

## PI BETA PHI PROCEDURE

After following the hotel's emergency procedure, contact the Pi Beta Phi Emergency Hotline. The hotline will be staffed 24/7, and the individual answering will know the proper procedures to be followed based on the situation. **The Pi Beta Phi Emergency Hotline number is (636) 236-9463.**

No one goes to the doctor or hospital alone. Always use a "travel buddy" if a visit to a doctor or hospital is necessary. A member of the Alumnae Advisory Committee or a Fraternity Officer should accompany a collegian. Report status after medical treatment to the Pi Beta Phi Emergency Hotline.



A.

# Step into your future

with Pi Beta Phi close to heart



C.

B.



D.



E.



F.



G.



H.



I.



J.



K.



L.



M.

- A. Graduation Stole, #STOLE
- B. Graduation Cord, #CORD
- C. Crown Pearl Badge with Diamond Point, #0203
- D. Crest Guard, #0910
- E. VP Recruitment, #0027
- F. VP Inclusion, #0184
- G. VP Community Relations, #045B
- H. VP Operations, #0003
- I. VP Finance/Housing, #0004
- J. Chapter President, #001A
- K. VP Risk Management, #0067
- L. AAC, #0021
- M. VP Member Experience, #0006

Use code  
**PIPHIWEEKEND25**  
to get FREE\*  
shipping!  
(Valid January 23-  
February 9, 2025.)

# We Are Pi Phi

Pi Phi is made stronger by the diversity of our members, each contributing their own story to our shared history. #WeArePiPhi celebrates the unique identities and experiences of every Pi Phi sister, and your story is an important part of our collective legacy.

Ready to share your story? Scan the QR code and complete the form to let us know!



## NEARBY HOSPITAL AND PHARMACY

### Barnes-Jewish Hospital

1 Barnes Jewish Hospital Plaza, St. Louis, MO 63110  
(314) 747-3000 | [barnesjewish.org](http://barnesjewish.org)

Distance from hotel: 4.8 miles

Approximate travel time: 15-minute drive

### CVS Pharmacy (inside Culinaria, A Schnucks Market)

315 North 9<sup>th</sup> Street, St. Louis, MO 63101  
(314) 436-7491 | [nourish.schnucks.com](http://nourish.schnucks.com)

Distance from hotel: 0.5 miles

Approximate travel time: 10-minute walk

## FIRE AND EVACUATION PROCEDURES

In the event of a fire, the fire alarm will sound on the floor of the emergency, as well as the floors immediately above and below followed by an audible message. Listen to the public address system for directions and proceed to the lobby to await further directions from hotel staff or the Fire Department.

## ACTIVE SHOOTER PROCEDURES

In the case of an active shooter, take these actions:

1. **Run:** If there is an escape path, attempt to evacuate. Take your phone with you but leave all other belongings behind. Help others escape if possible. Prevent others from entering the area. Call 911 when you are safe.
2. **Hide:** When evacuation is not possible, find a place to hide. Lock and/or blockade the door. Silence your phone. Remain quiet.
3. **Fight:** As a last resort, and only if your life is in danger should you attempt to incapacitate the shooter.

## REPORTING SAFETY IN CASE OF EMERGENCY

Collegians and AAC members should report they are safe to the Chapter President of the chapter they are representing. The Chapter President will report to the Collegiate Regional Director. International volunteers should report they are safe to their volunteer supervisor. Headquarters staff should report they are safe to their supervisor.



ΠΒΦ'S 75<sup>TH</sup> BIENNIAL CONVENTION  
**A CELEBRATION**  
*of* **SISTERHOOD**

**JUNE 19-21, 2025**

**THE GALT HOUSE HOTEL  
LOUISVILLE, KENTUCKY**

Pi Beta Phi's 75<sup>th</sup> Biennial Convention: A Celebration of Sisterhood honors our 158-year history and the values at the heart of Pi Beta Phi. Join your Pi Phi sisters in commemorating our shared heritage, celebrating our collective achievements, reaffirming our commitment to our values and envisioning a promising future together.

Registration will open soon at [pibetaphi.org/convention](https://pibetaphi.org/convention).



# HOTEL MAP – 2<sup>ND</sup> FLOOR

**Alumnae Advisory  
Committee College**

Regency Ballroom A-B

**Pi Phi Pages  
Meet-up**

**Building Bridges  
Workshop**

Regency Ballroom B

**Balancing  
Act Workshop**

**Member  
Experience College**

Regency Ballroom D

**Community  
Relations College**

**Crafting Your Chapter  
Brand Workshop**

Regency Ballroom F

**LGBTQIA+  
Affinity Group  
Meet-up**

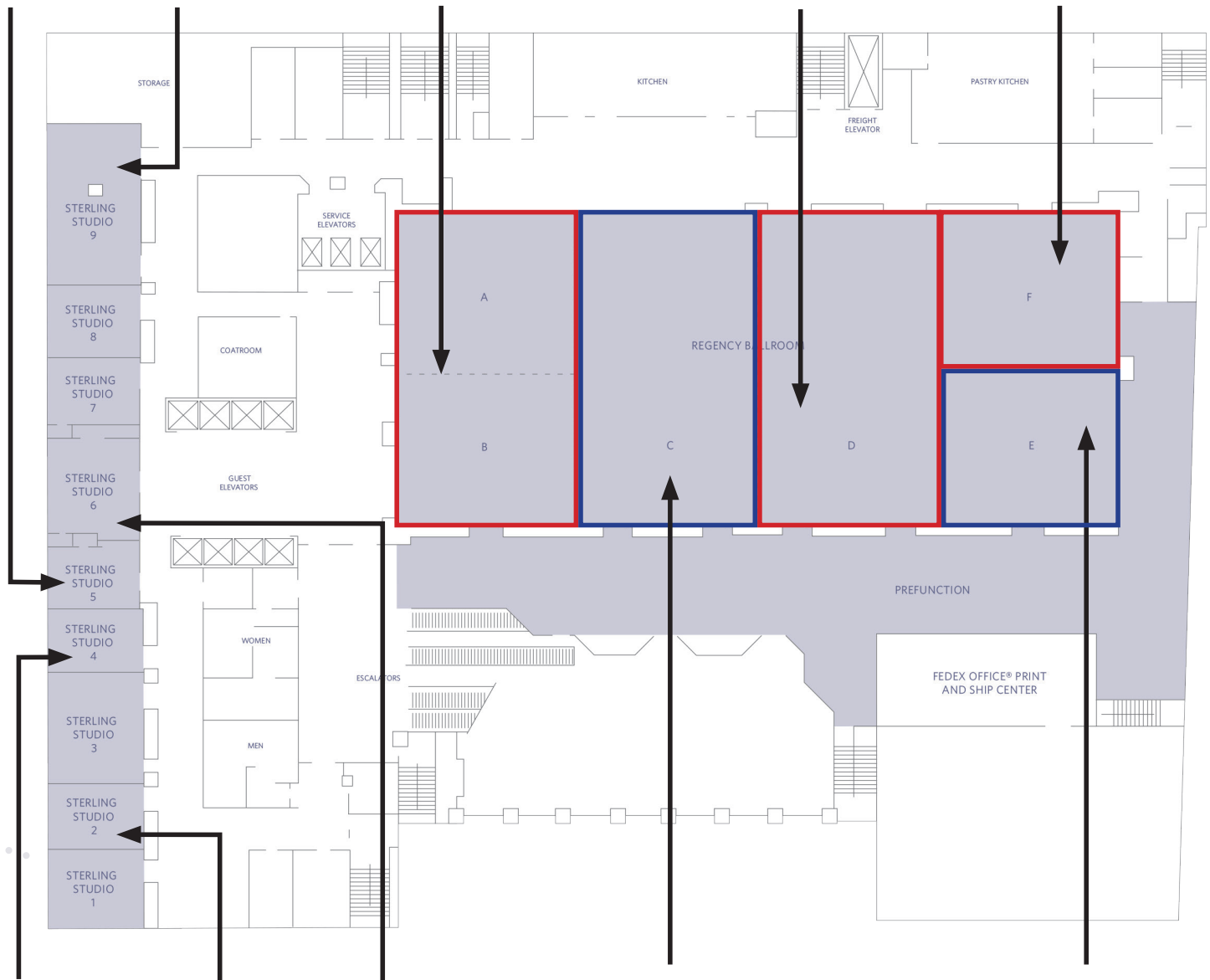
Sterling  
Studio 5

**Safe  
Sisterhood  
Workshop**

Sterling  
Studio 9

**Facilitation Foundations  
Workshop**

Regency Ballroom A



**Members  
of Color  
Affinity Group  
Meet-up**

Sterling  
Studio 4

**LNC  
Meetings**

Sterling  
Studio 2

**Keys to Success  
Workshop**

Sterling  
Studio 6

**Chapter President College**

**Conquering  
Conflict Workshop**

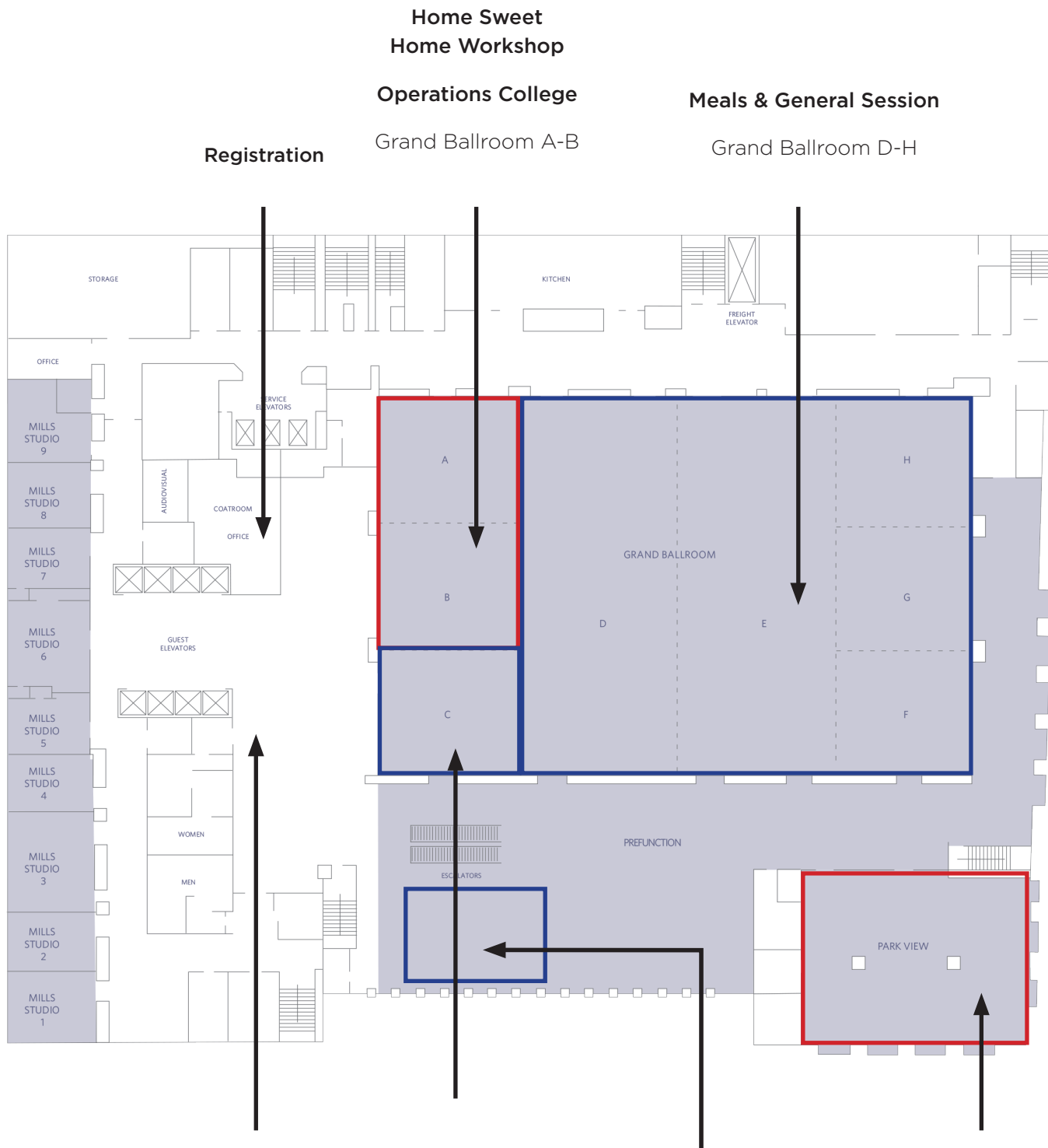
Regency Ballroom C

**Finance/Housing College**

**Career  
Confidence Workshop**

Regency Ballroom E

# HOTEL MAP – 4<sup>TH</sup> FLOOR



**BetaBase Learning Lab**  
Digital Pix Booth

**Shop Pi Phi**  
Grand Ballroom C

**Pi Beta Phi Foundation Wine Carnation Garden**

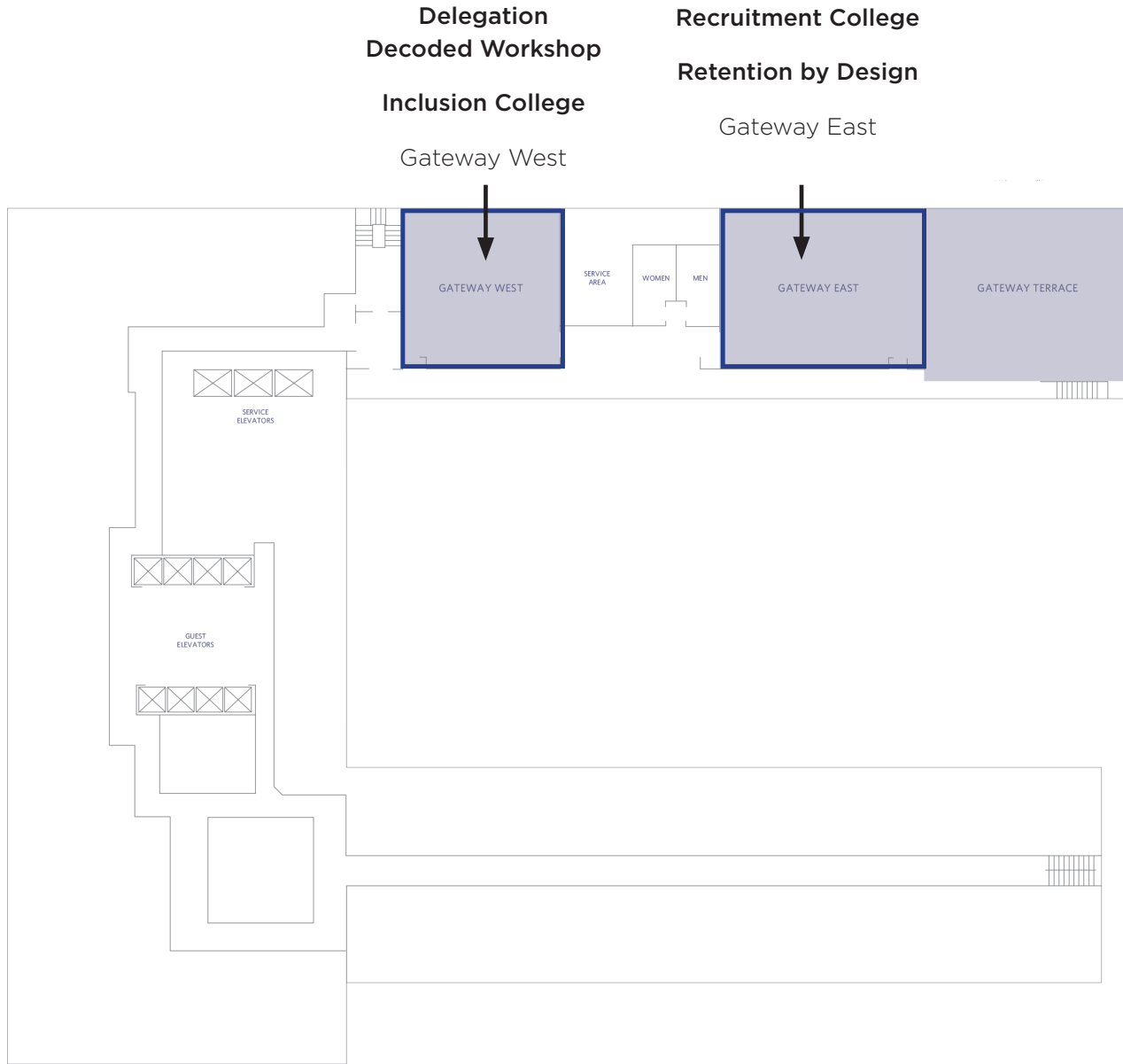
**The Power of YOU Workshop**  
Risk Management College

Park View





# HOTEL MAP — 18<sup>TH</sup> FLOOR

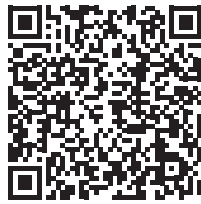


*Pi Phi  
giving  
day*

3.14.25

# Join our Pi Phi Giving Day ambassador team!

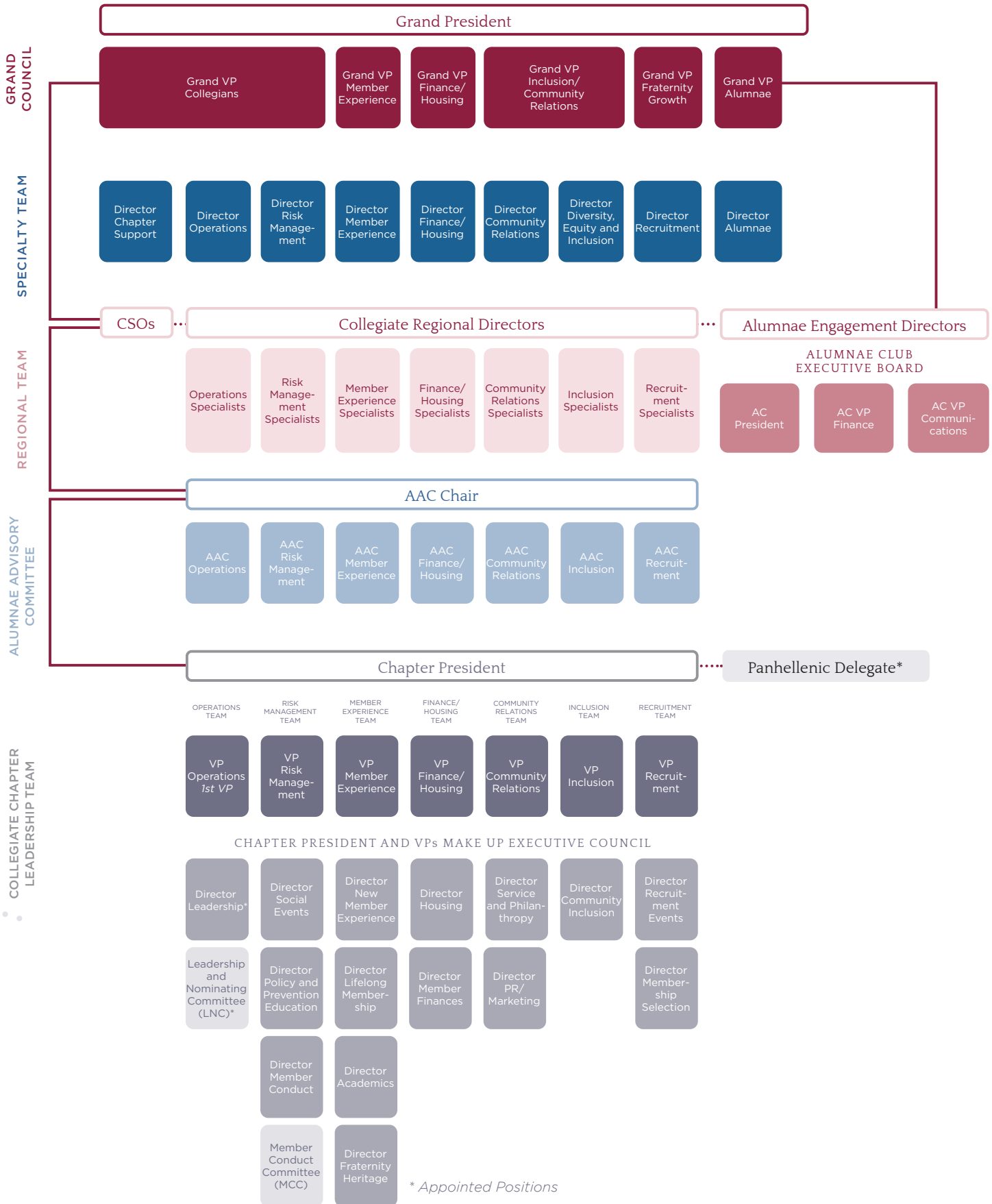
Do you have a passion for Pi Phi and want to make a difference? As an ambassador, you can win exclusive Pi Phi prizes while helping to promote this special day of giving.



Scan the QR code to sign up, then stop by the Wine Carnation Garden in the 4<sup>th</sup> Floor Grand Foyer to pick up your Pi Phi Giving Day ambassador button!



# PI BETA PHI ORGANIZATIONAL STRUCTURE





# PI BETA PHI REGIONAL MAP



## Smile Big

Capture your favorite 2025 College Weekend moments with Digital Pix, our official event photographer!

Stop by their booth in the 4<sup>th</sup> Floor Grand Foyer for a chance to win a FREE chapter composite!





# VOLUNTEERS AND STAFF

## GRAND COUNCIL



**Lisa Gamel Scott**  
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Grand President  
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**Melissa Malone Colvin**  
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**Ana Mancebo Miller**  
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**Greer Horne**  
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## GRAND COUNCIL EMERITAE



**Sarah (Sis) Ruth Mullis**  
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**Carol Inge Warren**  
NORTH CAROLINA BETA  
Grand Vice President Emerita  
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# SPECIALTY DIRECTORS



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**Jennifer Mandeville**  
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**Daphney Rose Bitanga**  
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# REGIONAL TEAMS

## REGION ONE



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**Katie Bills Gerrity**  
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**Jennifer Green Hall**  
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Risk Management Specialist  
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**Deanne Trent**  
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**Debbie Wang**  
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**Katie Francis Moore**  
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**Veronica Milliken Boggs**  
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**Semrin Aleckson Gillespie**  
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**REGION TWO**



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FLORIDA ZETA  
Alumnae Engagement Director  
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**Julia Furtaw**  
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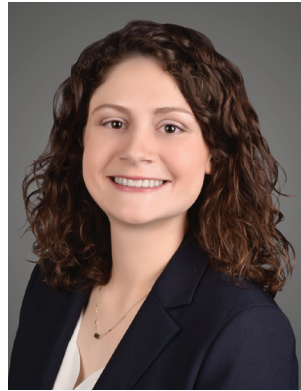
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# WELCOME TO THE MEMBER EXPERIENCE COLLEGE!

Is your chapter struggling with participation? How about attendance at carefully planned ceremonies or sisterhood events? Or maybe, you're looking for ways to reignite junior and senior members' passion for Pi Phi. The Member Experience College will equip you with the tools to delegate so you can focus on promoting a premier member experience from pledging to graduation. Through reflection, collaboration and action planning, this track will take your chapter's satisfaction to the next level!

By participating in the Member Experience College, officers will be able to:

- Develop practices that effectively contribute to a premier and inclusive member experience.
- Discover opportunities for meaningful, values-based program implementation through sisterhood events and *Leading with Values*® seminars.
- Learn how to assess member satisfaction through the Annual Member Evaluation and adapt chapter practices and programming based on the results.
- Deepen their understanding of the Member Experience Team's responsibilities and the tools needed to manage a team and delegate effectively.

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# TRACK AGENDA

## **PART I - FRIDAY 8 - 9 P.M.**

Welcome

Benefits of Membership

## **PART II - SATURDAY 9 - 11:45 A.M.**

The Future of Pi Phi: New Member Education

Connecting Past to Present: Fraternity Heritage

Intentional Programming: *Leading With Values* Seminars

## **PART III - SATURDAY 1:15 - 3 P.M.**

Promoting Sincere Friendship: Sisterhood Events

Developing Women of Intellect: Academic Programming

Providing Lifelong Enrichment: Pi Phi for Life

## **PART IV - SATURDAY 4:15 - 6:15 P.M.**

Ensuring a Positive Member Experience: Assessment

Putting Thoughts Into Actions



# VICE PRESIDENT MEMBER EXPERIENCE POSITION DESCRIPTION

## OVERVIEW

The Vice President Member Experience (VPME) is responsible for the implementation of programming that promotes a premier member experience, Fraternity heritage and Fraternity values from pledging through graduation. They assess member satisfaction to make membership meaningful through the implementation of the *Leading with Values*® program.

## RESPONSIBILITIES

- Ensures membership satisfaction through sisterhood events and meaningful chapter programming.
- Oversees the implementation of the *Leading with Values* program to ensure programming is successfully promoting life skills and core values alignment.
- Continually monitors member retention and develops ways to deliver on the benefits of membership.
- Administers the Annual Member Evaluation by the due date specified by Headquarters and utilizes results to support a positive member experience.
- Supports Directors in implementing the New Member Education Program, Pi Phi for Life, academic programming, Fraternity heritage programming and maintaining chapter archives.

## KEY DATES AND DEADLINES

<b>JANUARY</b>	Plan <i>Leading with Values</i> seminars for the term Collaborate with the Director Fraternity Heritage to facilitate this term's Fraternity Heritage Activity Facilitate the completion of the Annual Member Evaluation and return to Headquarters by the specified due date
<b>MARCH/APRIL</b>	Review Annual Member Evaluation results with Executive Council and AAC
<b>AUGUST/ SEPTEMBER</b>	Plan <i>Leading with Values</i> seminars for the term Collaborate with the Director Fraternity Heritage to facilitate this term's Fraternity Heritage Activity

## KEY DATES AND DEADLINES (CONTINUED)

<b>ONGOING</b>	Work with the Director New Member Experience to assist with the New Member Education Program and timeline Assist the Director Academics with academic support Support the Director Fraternity Heritage to execute all ceremonies appropriately Support the Director Lifelong Membership to execute an engaging Pi Phi for Life plan for juniors and seniors Meet weekly with all Directors on the Member Experience Team
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## MANUALS, GUIDES AND RESOURCES

- Chapter Officer Report Calendar
- Constitution and Statutes
- Executive Council Officer Manual
- *Leading with Values* Implementation Guide
- *Leading with Values* seminars
- *Leading with Values* Seminars Facilitator Training Guide
- Member Experience and Satisfaction Guide
- Monthly Chapter Evaluation



# DIRECTOR NEW MEMBER EXPERIENCE POSITION DESCRIPTION

## OVERVIEW

The Director New Member Experience (DNME) is the primary guide, mentor and advocate for the New Member class in their orientation and preparation to assume the responsibilities and privileges of initiated membership in Pi Beta Phi. The DNME coordinates all aspects of Pi Beta Phi's New Member Education Program (NMEP) and supports any continuing New Members.

## RESPONSIBILITIES

- Plans and executes all in-person New Member lessons, with New Member Ritual, in accordance with Pi Beta Phi's NMEP.
- Plans Bid Day in consultation with the Vice President Recruitment.
- Schedules the participation of officers and members in New Member lessons.
- Ensures all New Members have met Pi Beta Phi's Initiation requirements, including the completion of all online courses in Pi Beta Phi's Online Learning Center.
- Coordinates with the Vice President Finance/Housing to ensure all financial obligations are understood and fulfilled by New Members.
- Coordinates with the Vice President Operations to complete the annual signing of the Member Obligations for all New Members.
- Assesses the progress of New Members during weeks 3 and 6 of the NMEP through the outlined appraisal process.
- Prepares a New Member Handbook for New Members.
- Manages the mentor and New Member process with Bid Day buddies and big sisters.
- Facilitates the "What is Mentoring?" and "How to be a Mentor" workshops for New Members and potential mentors/big sisters.
- Collaborates with the Vice President Risk Management and Director Policy and Prevention Education to provide required and additional education, including anti-hazing programming.
- Sends a letter to the families of New Members.
- Supports the Director Fraternity Heritage with Pledging and Initiation ceremonies.
- Collaborates with the Director Academics to implement a New Member academic program







## KEY DATES AND DEADLINES

<b>JANUARY</b>	<p>If applicable, work with the Chapter President to request dispensation from the Regional Team in BetaBase for NMEPs shorter than eight weeks</p> <p>Submit New Member Education Program Plan to the AAC Member Experience Advisor and regional Member Experience Specialist</p> <p>Ensure Bid Day plans are approved by AAC Member Experience and Risk Management Advisors</p> <p>Submit a drafted family letter to the AAC Member Experience Advisor for approval at least two weeks before distribution date</p> <p>Ensure the Formal Pledging Ceremony happens within 72 hours of Bid Day and enter all New Members into BetaBase</p>
<b>FEBRUARY</b>	<p>Send a letter to the families of New Members</p> <p>Conduct required mentorship workshops</p> <p>Conduct three-week New Member appraisal process</p>
<b>MARCH</b>	<p>Conduct six-week New Member appraisal process</p> <p>Ensure Executive Council and AAC vote to initiate New Members; create a plan for any continuing New Members</p> <p>Support the Director Fraternity Heritage in preparing and executing Initiation</p>
<b>JULY</b>	<p>If applicable, work with the Chapter President to request dispensation from the Regional Team in BetaBase for NMEPs shorter than eight weeks</p> <p>Submit New Member Education Program Plan to the AAC Member Experience Advisor and regional Member Experience Specialist</p> <p>Ensure Bid Day plans are approved by AAC Member Experience and Risk Management Advisors</p> <p>Submit a drafted family letter to the AAC Member Experience Advisor for approval at least two weeks before distribution date</p>
<b>AUGUST</b>	<p>Ensure the Formal Pledging Ceremony happens within 72 hours of Bid Day and enter all New Members into BetaBase</p>
<b>SEPTEMBER</b>	<p>Send a letter to the families of New Members</p> <p>Conduct required mentorship workshops</p> <p>Conduct three-week New Member appraisal process</p>



## KEY DATES AND DEADLINES (CONTINUED)

<b>OCTOBER</b>	Conduct six-week New Member appraisal process Ensure Executive Council and AAC vote to initiate New Members; create a plan for any continuing New Members Support the Director Fraternity Heritage in preparing and executing Initiation
<b>ONGOING</b>	Monitor completions of Pi Phi New Member courses in the Online Learning Center Meet weekly with the Vice President Member Experience

## MANUALS, GUIDES AND RESOURCES

- Ceremonies and Ritual Guide
- Chapter Officer Report Calendar
- Constitution and Statutes
- Emergency Procedures
- Event Information Form
- Event Planning and Management Guide
- How to be a Mentor Facilitation and Participant Guides
- Membership Status Guide and Visual
- Member Obligations Instructions
- Mentor/Big Sis Guide
- Monthly Chapter Evaluation
- New Member Education Program Guide
- New Member Education Program Activity and Lessons Guide
- New Member Education Program Plan
- Policy and Position Statements
- What is Mentoring? Facilitation and Participant Guides

# DIRECTOR FRATERNITY HERITAGE POSITION DESCRIPTION

## OVERVIEW

The Director Fraternity Heritage (DFH) is responsible for ensuring the history, traditions, ceremonies and Rituals of Pi Beta Phi are a present force in the chapter. They provide the perspective of the international Fraternity through both initial and ongoing education to build an appreciation for the history and values of the organization. The DFH strives to incorporate Pi Beta Phi's core values into the daily operations of the chapter.

## RESPONSIBILITIES

- Increases member understanding and appreciation of the international Fraternity
- Coordinates and prepares all Fraternity traditions and ceremonies
- Conducts Fraternity heritage programming
- Facilitates the Values Refresher workshop annually
- Serves as the chapter's historian and archivist, maintaining the chapter history, archives and music
- Teaches members the music of Pi Beta Phi and oversees a Music Chair, if applicable
- Collaborates with the Vice President Community Relations to develop a positive partnership with local alumnae and alumnae clubs and identifies ways to incorporate them into Fraternity heritage efforts
- Oversees, trains and directs chapter censors after they are recommended by the Leadership and Nominating Committee
- Seeks dispensation from the regional Member Experience Specialist for necessary adjustments to the timing or execution of Fraternity Ritual

## KEY DATES AND DEADLINES

<b>JANUARY</b>	<p>Confirm inventory of materials necessary for the Pledging Ceremony at least 30 days prior to Bid Day</p> <p>If applicable, work with the Chapter President (CP) to request dispensation from the Regional Team in BetaBase for adjustments to the timing of the Pledging Ceremony</p> <p>Submit the fall chapter history to AAC Member Experience by Jan. 31</p> <p>Ensure the Formal Pledging Ceremony happens within 72 hours of Bid Day</p>
<b>FEBRUARY</b>	<p>Contact local alumnae and alumnae clubs to collaborate on Founders' Day celebrations</p>



## KEY DATES AND DEADLINES (CONTINUED)

<p><b>MARCH</b></p>	<p>If applicable, work with the CP to request dispensation from the Regional Team in BetaBase for adjustments to the execution of Initiation</p> <p>Prepare and execute Initiation</p>
<p><b>APRIL</b></p>	<p>Plan and host the chapter's Founders' Day celebration on April 28</p> <p>Prepare and execute the Senior Ceremony</p>
<p><b>JULY</b></p>	<p>Submit the winter/spring chapter history to AAC Member Experience by July 1</p> <p>Confirm inventory of materials necessary for the Pledging Ceremony 30 days prior to Bid Day</p>
<p><b>AUGUST/ SEPTEMBER</b></p>	<p>If applicable, work with the CP to request dispensation from the Regional Team in BetaBase for adjustments to the timing of the Pledging Ceremony</p> <p>Ensure the Formal Pledging Ceremony happens within 72 hours of Bid Day</p>
<p><b>OCTOBER/ NOVEMBER</b></p>	<p>If applicable, work with the CP to request dispensation from the Regional Team in BetaBase for adjustments to the execution of Initiation</p> <p>Prepare and execute Initiation</p>
<p><b>ONGOING</b></p>	<p>Facilitate the assigned Fraternity Heritage Activity each term</p> <p>Review the Ceremonies and Ritual Guide timeline to schedule all events and ceremonies throughout the year</p> <p>Facilitate the Values Refresher workshop once annually</p> <p>Meet weekly with the Vice President Member Experience</p>





## MANUALS, GUIDES AND RESOURCES

- Alumna Initiate Procedures Checklist
- Anniversary Celebrations and Reunions Guide
- Celebrating 150 Years Song Book
- Ceremonies and Ritual Guide
- Chapter Archives Guide
- Chapter History Guide
- Chapter Officer Report Calendar
- Cipher and Key Request Form
- Constitution and Statutes
- Dispensation Governing Document Request Form
- Fraternity Heritage Module and Activity Guide
- Initiation Invitation for Alumnae
- Monthly Chapter Evaluation
- Music Guide
- Music of Pi Beta Phi in MP3 format
- Policy and Position Statements
- Pi Phi Histories: Holt House, Songs, Cookie Shine, Arrow Badge
- The Music of Pi Beta Phi
- Values Refresher Workshop





# DIRECTOR ACADEMICS POSITION DESCRIPTION

## OVERVIEW

The Director Academics oversees chapter academic support and mentoring including the development and monitoring of academic plans for members on Academic Support and Academic Supervision.

## RESPONSIBILITIES

- Oversees all aspects of chapter academics including mentoring, assistance and support as well as individual and chapter-wide excellence.
- Enforces Pi Beta Phi, College Panhellenic and institutional policies regarding academics.
- Develops academic improvement plans for members on academic support.
- Monitors and supports members on academic supervision.
- Develops plans to increase overall chapter GPA and provides ongoing opportunities for academic improvement to all members.
- Implements a New Member academic program with support from the Director New Member Experience.
- Promotes scholarships and fellowships available through Pi Beta Phi Foundation and other external opportunities for intellectual growth.
- Seeks a positive partnership with the chapter's campus Faculty Advisor and identifies ways to appreciate campus faculty.
- Completes all required academic reports to Pi Beta Phi and the campus.
- Supports the Vice President Operations (VPO) in assessing chapter academic requirements during the annual bylaws and bylaws addendum review process.

## KEY DATES AND DEADLINES

<b>JANUARY</b>	<p>Complete Fall Chapter Scholarship Report in BetaBase by Jan. 15</p> <p>Generate Scholarship Achievement Certificate for members achieving 4.0 GPA last academic term</p> <p>Work with VPO to enter members on academic support into BetaBase immediately after receiving grade reports</p> <p>Schedule individual meetings with members on academic support to assign academic improvement plans immediately after receiving grade reports</p> <p>Coordinate with Chapter President and Vice President Member Experience to ensure all officers have maintained academic eligibility to hold office</p> <p>Educate members on scholarships and fellowships available through Pi Beta Phi Foundation, due by Feb. 15</p>
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## KEY DATES AND DEADLINES (CONTINUED)

<b>FEBRUARY</b>	Submit Scholarship Improvement Plan to regional Member Experience Specialist if chapter average GPA is below 2.75 by Feb. 15
<b>MAY</b>	Complete Winter quarter Chapter Scholarship Report in BetaBase by May 1 (quarter system schools only)
<b>AUGUST/ SEPTEMBER</b>	<p>Complete Spring Chapter Scholarship Report in BetaBase by Aug. 15</p> <p>Work with VPO to enter members on academic support into BetaBase immediately after receiving grade reports</p> <p>Schedule individual meetings with members on academic support to assign academic improvement plans immediately after receiving grade reports</p> <p>Coordinate with Chapter President and Vice President Member Experience to ensure all officers have maintained academic eligibility to hold office</p> <p>Submit Scholarship Improvement Plan to regional Member Experience Specialist if chapter average GPA is below 2.75 by Oct. 15</p> <p>Generate Scholarship Achievement Certificate for members achieving 4.0 GPA last academic term</p>
<b>ONGOING</b>	<p>Monitor member progress of academic improvement plans through grade checks each term</p> <p>Meet weekly with the Vice President Member Experience</p>

## MANUALS, GUIDES AND RESOURCES

- Academics Guide
- Bylaws and Bylaws Addendum Template
- Chapter Officer Report Calendar
- Constitution and Statutes
- Monthly Chapter Evaluation
- Notice of Terms of Academic Support
- Scholarship Achievement Certificate





# DIRECTOR LIFELONG MEMBERSHIP POSITION DESCRIPTION

## OVERVIEW

The Director Lifelong Membership (DLM) is responsible for preparing Pi Beta Phi members to be engaged throughout their life. They directly serve as the primary guide, mentor and advocate for the senior member class as they transition to alumnae life and support the junior class to leave a positive legacy during their senior year. The DLM is responsible for overseeing the Pi Phi for Life senior program and planning safe and meaningful sisterhood events relevant to senior members.

## RESPONSIBILITIES

- Plans and facilitates required Pi Phi for Life Signature workshops during the junior and senior years of membership.
- Offers additional enrichment resources to enhance the experience of junior and senior members.
- Assists senior members in staying connected to Pi Beta Phi and finding ways to be engaged as an alumna post-graduation.
- Plans relevant sisterhood events for seniors that follow Pi Beta Phi's Policy and Position Statements and event planning policies and procedures.
- Supports the Director Fraternity Heritage in preparing the Senior Ceremony.
- Collaborates with the Vice President Operations to ensure members update their expected graduation dates in BetaBase.

## KEY DATES AND DEADLINES

<b>FEBRUARY</b>	Facilitate the Pi Phi for Life Junior Workshop
<b>MARCH</b>	Facilitate the Pi Phi for Life Senior II Workshop
<b>SEPTEMBER</b>	Facilitate the Pi Phi for Life Senior I Workshop
<b>ONGOING</b>	Meet weekly with the Vice President Member Experience Ensure members keep their expected graduation up to date in BetaBase



## MANUALS, GUIDES AND RESOURCES

- Ceremonies and Ritual Guide
- Constitution and Statutes
- Event Planning and Management Guide
- Monthly Chapter Evaluation
- Pi Phi for Life Enrichment and Workshop Resource Videos (available on Vimeo)
- Pi Phi for Life Junior and Senior Workshops Facilitation and Participant Guides
- Policy and Position Statements
- Senior Engagement Guide





# MONTHLY CHAPTER EVALUATION FOR VICE PRESIDENT MEMBER EXPERIENCE AND MEMBER EXPERIENCE TEAM

## MEETING EXPECTATIONS STANDARDS

- Meets or exceeds 75% participation in the Annual Member Evaluation (AME) by the Fraternity's deadline and utilizes the data to plan chapter programming
- Implements Pi Phi for Life programming for junior and senior members according to Fraternity guidelines
- Leads the New Member Education Program (NMEP) according to Pi Beta Phi's procedures
- Executes Ritual and ceremonies according to Fraternity guidelines

## EXCEEDING EXPECTATIONS STANDARDS

- Facilitates *Leading with Values* seminars that are relevant to chapter needs
- Utilizes members or a formal committee, such as Arrowboard, to foster chapter morale and provide encouragement throughout the year
- Creates opportunities for senior members to model the way and contribute to chapter life
- Provides a level of academic programming and support resulting in the chapter maintaining or improving its grade point average





## REFLECT

**WHAT IS MY CHAPTER ALREADY REALLY GREAT AT WHEN IT COMES TO PROGRAMMING AND ENHANCING THE MEMBER EXPERIENCE?**

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**WHAT DO I NEED TO DO THIS WEEKEND TO MAKE SURE I CAN TAKE THIS BACK TO MY CHAPTER?**

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**HOW WILL I WORK WITH MY DIRECTORS TO RELAY THE INFORMATION I LEARN THIS WEEKEND?**

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**HOW DO I ANTICIPATE THIS INFORMATION WILL HELP ME IN MY CURRENT OR FUTURE ROLE AS A LEADER WITHIN PI BETA PHI?**

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## REFLECT

**WHAT CONTRIBUTED TO A LACKLUSTER OR POOR MEMBER EXPERIENCE IN THE PAST?**

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**WHAT FEARS DO I HAVE ABOUT BRINGING INFORMATION BACK TO THE CHAPTER?**

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**WHAT ARE SOME WAYS OF COMMUNICATING THAT DID NOT WORK IN THE PAST TO GET MEMBERS ON BOARD?**

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## WHY

**LIST THREE REASONS WHY YOU BELIEVE MEMBERS REMAIN IN THE CHAPTER TODAY.**

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**LIST THREE REASONS WHY YOU COULD SEE MEMBERS QUESTIONING IF THEY SHOULD REMAIN A PI PHI.**

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**WHY ARE YOU IN THIS POSITION?**

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# TIPS FOR MOTIVATING MEMBERS TO CARE ABOUT THEIR MEMBER EXPERIENCE



**1. BEFORE ALL ELSE, IDENTIFY WHAT MOTIVATES YOUR AUDIENCE TO ENGAGE.**

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**2. LIGHTEN UP!**

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**3. COMMUNICATE A LITTLE DIFFERENTLY THIS TIME.**

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**4. BE CLEAR ABOUT WHAT IS HAPPENING AND WHY IT'S HAPPENING.**

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**5. WHAT PROBLEM ARE YOU GOING TO SOLVE FOR THEM?**

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**6. INVOLVE MEMBERS IN THE PROCESS.**

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**7. PROVIDE MEANINGFUL, ENJOYABLE PROGRAMS THAT ARE WORTH YOUR MEMBERS' TIME.**

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## FRIDAY NIGHT TAKEAWAYS

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## **YOUR ROLE IN THE NEW MEMBER EXPERIENCE**

**HOW CAN WE UTILIZE NEW MEMBER APPRAISALS TO BE PROACTIVE ABOUT NEW MEMBERS' PROGRESS TOWARD INITIATION?**

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**WHAT ARE SOME WAYS I CAN CONTRIBUTE TO A SUCCESSFUL NMEP AND HOW WILL THAT ALLOW MEMBERS TO BE MORE SUCCESSFUL PARTICIPANTS IN MY PROGRAMMING LATER ON?**

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**HOW CAN I HELP THE DIRECTOR NEW MEMBER EXPERIENCE MAKE THE NEW MEMBER PROGRAM AS INCLUSIVE AS POSSIBLE?**

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**HOW CAN I SUPPORT THE DIRECTOR NEW MEMBER EXPERIENCE THROUGHOUT THE YEAR?**

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## FIVE THINGS YOU NEED TO BRING BACK TO YOUR DIRECTOR NEW MEMBER EXPERIENCE

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## FRATERNITY HERITAGE

Select an activity surrounding Fraternity heritage (ex: Initiation, Fraternity Heritage Modules, Founders' Day, etc.) and think of how your chapter currently executes that activity. Now, write down a way that your Director Fraternity Heritage can approach it differently for better engagement and connection to our members.

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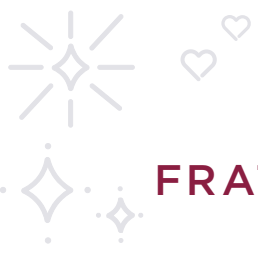
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# FRATERNITY HERITAGE NOTES

Lined writing area with horizontal lines for notes.



# FIVE THINGS YOU NEED TO BRING BACK TO YOUR DIRECTOR FRATERNITY HERITAGE



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## **LEADING WITH VALUES**

*Leading with Values* seminars offer purposeful programming to help participants create authentic connections by engaging in open and honest conversations, grow their interpersonal skills through intentional dialogue and reflection and acquire tangible skills that aid in the advancement of confident, women leaders.

*Leading with Values* seminars can be conducted in place of a chapter meeting. Programs range anywhere from 20 to 30 minutes and are facilitated by a chapter member.

### **NAME OF LEADING WITH VALUES SEMINAR:**

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### **HOW CAN I EXPLAIN WHY I'VE PICKED THIS SEMINAR FOR MY CHAPTER?**

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### **WHAT MODIFICATIONS WOULD I NEED TO MAKE TO THIS SEMINAR TO BETTER FIT MY CHAPTER?**

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### **WHO SHOULD FACILITATE THIS SEMINAR, AND HOW CAN I PREPARE THEM?**

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### **WHAT CHALLENGES MIGHT I FACE WITH THIS SEMINAR, AND HOW CAN I PREPARE TO ADDRESS THEM?**

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# SISTERHOOD EVENTS

**WHAT MAKES A SUCCESSFUL SISTERHOOD EVENT?**

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## 3-2-1 SISTERHOOD EVENTS

**WHAT IS YOUR SISTERHOOD EVENT? DON'T FORGET TO INCLUDE LOGISTICS LIKE WHO, WHAT, WHEN AND WHERE!**

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### 3. IDEAS

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### 2. THINGS TO LOOK UP

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### 1. CHALLENGE

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## SISTERHOOD EVENT IDEAS

Lined writing area for notes and ideas.







## LEARNING STYLES

Your members likely learn best in different ways. Possible learning styles include:

**Kinesthetic:** Learners who learn by doing.

**Visual:** Learners who find it easier to learn when information is presented visually, with colors and graphics.

**Auditory:** Learners who absorb information best by listening to it.

**Reading and Writing:** Learners who learn best by reading and writing down what they've learned.

**Logical:** Learners who learn by analyzing and understanding the parts of a concept, then putting them together.

**Solitary:** Learners who prefer to learn through self-study methods.

### NOTES

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# ACADEMIC PROGRAMMING IDEAS

## MANAGING ACADEMIC SUPPORT

- Visit the academic resource center
- Meet with Academic Support members at least three times per term
- Identify academic scholars who can assist with different majors

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## THINKING BEYOND STUDY HOURS

- Help members find tutors
- Use study hour tracker apps so members can study anywhere
- Hold office hours for the Director Academics or designated tutors
- Ask what works best for the member

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## ENGAGING ACADEMIC PROGRAMS FOR THE ENTIRE CHAPTER

- Hold study nights in the chapter facility
- Plan pizza or pie parties for the class that has the best GPA at the end of a term
- Coordinate "Senior Scoops"- an ice cream social where the seniors help others in the chapter identify great professors, classes, etc.

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## FIVE THINGS YOU NEED TO BRING BACK TO YOUR DIRECTOR ACADEMICS

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# FIVE THINGS YOU NEED TO BRING BACK TO YOUR DIRECTOR LIFELONG MEMBERSHIP

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# ANNUAL MEMBER EVALUATION

**FRATERNITY GOALS:**

- Collect demographic information for collegiate initiated members.
- Assess collegiate initiated member satisfaction with local and international activities, programming and support.
- Understand the realities and opportunities of the collegiate housing experience.

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# ANNUAL MEMBER EVALUATION

WHY SHOULD I CARE ABOUT THE AME?

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## TAKEAWAYS

WHAT DO I NEED TO DO TO MAKE SURE I CAN TAKE THIS INFORMATION BACK TO MY CHAPTER?

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HOW WILL I WORK WITH MY DIRECTORS TO RELAY THE INFORMATION I LEARNED THIS WEEKEND?

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HOW DO I ANTICIPATE THIS INFORMATION WILL HELP ME IN MY CURRENT OR FUTURE ROLE AS A LEADER WITHIN PI BETA PHI?

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WHAT ARE THREE THINGS I HOPE TO IMPLEMENT THIS TERM?

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## ACTION PLAN

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## TAKEAWAYS

WHAT FEELINGS DO I HAVE ABOUT BEING IN THIS ROLE OVER THE NEXT YEAR?

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WHAT WAS AN "AHA" MOMENT FOR ME WHEN SOMETHING REALLY CLICKED?

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WHAT IS MY BIGGEST TAKEAWAY?

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1867

ΠΒΦ

HONOR  
and  
RESPECT

lifelong  
COMMITMENT

INTEGRIT

Sincere  
friendship

Pi  
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Phi

PERSONAL AND  
INTELLECTUAL  
growth

LEADERS

ΠΒΦ

THANKS TO THE GENEROSITY OF DONORS, THIS PROGRAM IS SUPPORTED BY



FOUNDATION