



PHIKEIA EDUCATION PROGRAM PARTICIPANT MANUAL



PHI DELTA THETA
Become the greatest version of yourself

INTRODUCTION

Congratulations on making the decision to become a part of the Chapter of the Phi Delta Theta Fraternity. By receiving a bid from our Fraternity, we recognize your potential to become the greatest version of yourself. You exemplify leadership and stand out above your peers. We expect you to continue bettering yourself throughout this process, and we hope that you, and others around you, acknowledge your growth over these next few weeks. You are embarking on a journey known as “the Phikeia Education Program”; your first step to becoming a brother in this prestigious fraternity. The Phikeia Education Program is four weeks long and is designed to help you build a bond with other Phikeia and the entire brotherhood. You will grow as a person and a man during this process, which will ultimately end with your initiation into our fraternity. We wish you the best of luck as you take steps towards becoming an exceptional brother.

MISSION AND VISION STATEMENT

PHI DELTA THETA FRATERNITY MISSION STATEMENT

Phi Delta Theta was organized with three Cardinal Principles: The cultivation of Friendship among its members, the acquirement individually of a high degree of Sound Learning (mental culture), and the attainment personally of a high standard of morality (Rectitude).

OBJECTIVES

1. Phikeia will demonstrate understanding of both local and national Fraternity history.
2. Phikeia will apply the Cardinal Principles to how it appears within the chapter.
3. Phikeia will be prepared to contribute in a leadership role upon initiation.
4. Phikeia will be able to present themselves in a morally just and confident manner.
5. Phikeia will exhibit personal development in fraternity, school and life.

EXAMPLE MISSION STATEMENT:

Phi Delta Theta is a premier men’s leadership organization that seeks not to be superior to our fellow man, but to be superior to our former selves.

PHIKEIA CLASS VISION STATEMENT

When writing a vision statement, your mission statement and the Cardinal Principles can be a valuable starting point. Be sure that when you're creating one not to fall into the trap of only thinking ahead a year or two. Once you have one, your vision statement will have a huge influence on decision making and the way you allocate resources as a Phikeia class throughout the semester. Example, Zeta Phikeia class: "We stand for brotherhood through servant leadership and growing not as individuals but as a family."

SYLLABUS

This program is intended to help young men create strong friendships, achieve and further individual scholastic/professional goals, and prepare for initiation into the active chapter of _____ . Most importantly, we seek to develop a higher moral character for life beyond college.

DESCRIPTION OF THE PHIKEIA EDUCATION PROGRAM

SCHOLARSHIP

- The minimum GPA to be initiated is a _____ (2.75 minimum per *The Code*).
- Phikeias are encouraged to attend the chapter's study hours (time and dates will be announced beforehand).
- The scholarship chairman along with the Phikeia educator will give Phikeias a presentation about study techniques and time management.
- Phikeias are required to participate in _____ academic hours a week.

MODULES/TESTS

- Phikeias must complete and pass all PDT U online modules pertaining to Friendship, Sound Learning, Rectitude, and the Final Exam to be eligible for initiation.

MEETINGS

- Phikeias meet three times a week based on agreed upon availability for all meetings, programs, and activities.
- Phikeia meetings are run by their officers, with the Phikeia educators providing the agenda and overseeing operations.
- Phikeia meetings will consist of team-building, overview of weekly objectives, facilitated program components focused on the three Cardinal Principles, guest presentations, and Phikeia class business meeting.

ACTIVITIES

- Phikeia are required to complete at least two activities that foster brotherhood, cooperation and individual improvement each week of the Phikeia Program.

FINANCES

- Phikeia must pay _____ (General Headquarters Phikeia Dues are \$85 per person and initiation dues are \$255 per person).
- The money that is not sent directly to GHQ will be reserved for the Phikeia's philanthropy activity, and/or will be used to purchase materials for Phikeia Program activities.

COMMUNITY SERVICE

- Phikeia must complete _____ hours of community service during their first semester as a Phikeia.
- Community service hours must be approved by the philanthropy and service chairs.

RISK MANAGEMENT

- Hazing is NOT tolerated in any way, shape, or form. Phikeias that feel they are being hazed, or otherwise made uncomfortable, by a brother or alumnus are expected to report it immediately to their Phikeia educators and the risk management chairman.
- Phikeia receive the *Rights of a Phikeia* document to ensure that they understand how to recognize and report hazing.

- The risk management chairman will provide Phikeia a presentation about recognizing and controlling potential risks.
- Phikeias that witness hazing, or any form of sexual assault are expected to (1) do or say something to help the situation immediately, (2) report it to campus authorities immediately, and (3) report it to the Phikeia educator and risk management chairman.
- Crisis Help-Line: 513.523.6345, enter option 8.
- Hazing Hotline: 888.NOT.HAZE (888.668.4293).

PHILANTHROPY

- Under guidance of the Phikeia educator, Phikeias work together to plan and execute a philanthropy event to raise money for the LiveLikeLou Foundation.

BIG AND LITTLE BROTHERS

- Phikeia request up to three Big Brothers during the _____ week of the Phikeia process.
- Phikeia educators will pair Big/Little Brothers based on interests, goals, and individual needs. The Big Brothers serves as a mentor throughout the remaining Phikeia Program, helping the Phikeia prepare to become an active brother.

PALLAS COMMITTEE

- In accordance with the Fraternity's bylaws, each semester the chapter approves the Pallas Committee, consisting of the Phikeia educator, the chapter president, and an active member of the most senior new member class.
- At minimum, each Phikeia individually meets with the Pallas Committee twice during the Phikeia process.
- The goal of the Pallas Committee is to provide the Phikeia guidance related to the three Cardinal Principles and their acclimation to the college experience.

PHIKEIA OFFICERS

- Phikeias nominate a president, vice president, secretary and treasurer of their class at the first Phikeia meeting. They elect their officers at the second meeting.
- In the case of a class with fewer than eight members, only a president and vice president are elected. They absorb the duties of the secretary and treasurer.

SYLLABUS: WEEK BY WEEK

• Week 1

• Theme: Onboarding

- Meeting #1: Induction
- Meeting #2:
 - Welcome speech
 - Cover logistics and details of Phikeia process
 - Guest speakers
 - Discuss Greek alphabet
- Study hours: four per week
- Activity: Phikeia retreat
 - Example: Phikeias will go skeet shooting with the Education Committee as a way to bond and begin the education process on a strong note.

• Week 2

• Theme: Friendship

- Meeting #1:
 - Module 1 on Friendship due by the end of week
 - Assign interviews
 - Discuss philanthropy, guest speaker (philanthropy chairman)
- Meeting #2:
 - Guest speaker
 - Quiz on Greek history
 - Friendship presentation and activity
 - Fraternity history
- Study hours: four per week
- Activity: Phikeia recreation/bonding activity together

- **Week 3**
- **Theme: Sound Learning**
 - Meeting #1:
 - Module 2 on Sound Learning due by the end of week
 - Sound Learning presentation
 - Meeting #2:
 - Fraternity history quiz
 - Discuss specific chapter history
 - Sound Learning activity
 - Discuss Big/Little preferences
 - Study Hours: four per week
 - Activity: TBD
 - Phikeia will create and plan an event for brothers to spend time with them and to really develop further relationships, looking forward to the Big/Littles
- **Week 4**
- **Theme: Rectitude**
 - Meeting #1:
 - Module 3 on Rectitude due by the end of week
 - Rectitude presentation
 - Meeting #2:
 - Final quiz before initiation (difficult, cumulative quiz pulling from anything discussed during the Phikeia process)
 - Discuss details for Big/Little Ceremony
 - Rectitude activity
 - Study hours: four per week
 - Activity: Big/Little Dinner
 - Ceremony at where Bigs and Littles are revealed then can spend time with each other along with the other families. Will be encouraged to go to dinner after.
- **Final Exam Review**
- **Final Exam via PDT U**
- **Voting and Initiation:** *This week is unique. There will only be communication between Bigs and Littles, but other than that, the Phikeias will not hear from anyone else in the chapter. This serves several purposes: it adds mystery and excitement around initiation, it allows Bigs and Littles to continue to bond, and forces the Phikeias to rely on their new mentors. It also allows the Education Committee to watch from a distance to see if any Phikeia slips up during this period.*
- **Formal Initiation: TBD**
- **Initiation Activity Following: TBD**
- **Acclimation Period and Continued Education**
 - Week 1: Phikeia educator and president will discuss and review with the newly initiated brothers both ritual and our Fraternity's secrets, while reviewing their process overall
 - Week 2: The guest speaker will come and discuss professionalism and what it looks like both in college and after. Here we will discuss résumés and what steps they should take now to prepare for after college
 - Week 3: Academic chairman will speak discuss steps and process of registering for classes and how to change majors
 - Week 4: Discuss self care habits and mental health specially surrounding the stress and pressure that comes with the end of the year and finals

FREQUENTLY ASKED QUESTIONS

WHAT IS THE WEEKLY TIME COMMITMENT?

Each Phikeia is required to attend all Phikeia meetings with his class and encouraged to participate in service, social and other Phikeia/Fraternity functions, activities and events. If time constraints are a pressing issue, please feel free to contact the Phikeia Educator or your Big Brother. Everyone has a different schedule, and we will work with your schedule as long as you try to work with ours.

WHAT IS PLEDGING?

A pledge is what is commonly referred to as a new member of a Greek organization. New members of Phi Delta Theta are referred to as Phikeias. The word Phikeia has no direct translation from the Greek language, but the term has special significance to the members of Phi Delta Theta. The main difference between being a Phikeia and being an active member is that you cannot go to chapter and do not get to vote, and you are not technically in the Fraternity. You will not, however, be asked to do anything that would not be asked of an active member. If we won't do it, you won't either.

WHAT IF I DON'T LIKE IT?

If you discover your values do not align with that of the Fraternity or that the Phikeia education process is not for you, we ask that you discuss it with us, so we can see if we can address the concern as efficiently and effectively as possible. If you still have reservations, you have the option of removing yourself from the Phikeia program. We only ask that you contact your Phikeia educator and Big Brother before you make your final decision.

HOW MUCH DOES IT COST?

Phi Delta Theta internationally ranks among the bottom third of all fraternities for total costs.

WHO ARE MY MAIN CONTACTS?

The Phikeia educator, _____, and those within the Phikeia Committee, are your primary contacts in the chapter. After you are assigned a Big Brother, he is considered your mentor during the Phikeia process and is probably the best person to contact if you ever have any questions. Of course, you are also free to speak to or ask questions from anyone in the chapter.

WHAT IS A BIG BROTHER VS. PHIKEIA BROTHER

A Big Brother is your mentor during the Phikeia education period. A Phikeia brother is everyone who is in your Phikeia class. This isn't always the case, but many times, your Big Brothers and Phikeia brothers are the members you develop the closest friendships with.

WHY PHI DELTA THETA?

Phi Delta Theta is a fraternity that puts values and brotherhood first. We are a democracy allowing all members to have an equal say in chapter operations. We have a zero-tolerance hazing policy, and value your academic performance above all. We are a very close-knit group with great pride in our chapter.

FINANCES

Financing your Phikeia education process is a necessity. There are expenses incurred by the chapter and by Phi Delta Theta General Headquarters for every member involved with Phi Delta Theta.

- Phikeia education:
 - General Headquarters expense: \$85
 - Initiation into Phi Delta Theta: \$255
 - Chapter initiation dues:
 - Member badge/philanthropy budget: \$35
 - Dues
 - Social dues:

DEFINITIONS OF HAZING

No chapter or member of Phi Delta Theta shall indulge in any physical abuse or undignified treatment (hazing). **Hazing is defined as** “any action taken, or situation created, intentionally or unintentionally, whether on or off fraternity premises, and whether with or without the consent of the persons subjected to the action, which produces mental or physical discomfort, embarrassment, harassment, or ridicule.” Such activities and situations include: 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 chapter facility, wearing apparel in public which is conspicuous and not normally in good taste, engaging in any public stunts and buffoonery, morally degrading or humiliating games and activities, late work sessions which interfere with scholastic activity, and any other activities which are not consistent with fraternal law, ritual, or policy with the regulations and policies of the educational institution.

BIG BROTHER PROGRAM

Your Big Brother will be your friend, advisor, and confidant who will help you appreciate the brotherhood. He will be a source of both information and support that will answer any questions you may have. Your Big Brother should be aware of all your concerns, worries, and/or problems, as he can be a great help in your quest toward initiation and a valuable guide in your future fraternity life.

The Big Brother program is an important element in the overall Phikeia education program. It provides each Phikeia with an active member to communicate with on a one-on-one basis. The Big Brother's primary responsibility is to assist his little brothers much as possible during the Phikeia education period.

Big Brothers are selected by the Phikeia, the Phikeia educator, and the Pallas Committee within the first weeks of the Phikeia program. A lot of time and thought should be put into this process so do not rush it. This process should take several weeks to allow both the Phikeia and members to become acquainted.

Time commitment: If a member is tied down with other responsibilities, they may not make a suitable Big Brother. This honor should be bestowed only on members who are willing to commit to being "on call" for the entire semester. Sometimes it is best to give members more than one Little Brother if they can handle it.

Compatibility: The Big Brother and Little Brother will rank their top three choices and the Phikeia educators and Pallas Committee will choose the pairing. It is important to not pair up people who are already good friends or who have a bad history together. This needs to be a learning and growing experience for both parties.

Requirements for Big Brother's and Little Brother's:

- They should meet at least once a week outside of normal fraternity activities to discuss the Phikeia academic process, the Little Brother's progress in the Phikeia education program, the Fraternity's history, questions to be covered on the upcoming test, and any other relevant matters
- The Big Brother should be responsible for involving his Little Brother in the social life, intramural sports, and other activities of the chapter and/or university
- The Big Brother shall serve as mentor and will always set an example for his Little Brother throughout the Phikeia period and initiation into Phi Delta Theta
- Twice a semester (as appointed by the Phikeia educator), the Big Brother addresses the chapter during a formal meeting concerning his Little Brother's progress in the Phikeia program
- More information on the responsibilities of a Big Brother can be found in the [Big Brother Program](#) guide
- [The Rights of Phikeia](#)



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