



# The Oracle

## THE PHI MU DELTA FRATERNITY MEMBERSHIP MANUAL



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First Published: 1998

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**THE ORACLE:  
THE PHI MU DELTA FRATERNITY MEMBERSHIP MANUAL**

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**THE PHI MU DELTA FRATERNITY  
2018**

# Personal Membership Information

I accept this membership manual as a guide for learning about Phi Mu Delta Fraternity. I will keep it so, that in later years, it shall remain a source of information and inspiration to continued devotion to the fraternity and its values and ideals.

I, \_\_\_\_\_, was formally inducted to the \_\_\_\_\_ chapter of Phi Mu Delta Fraternity at \_\_\_\_\_ (college/university) on \_\_\_\_\_ (date) at which time the following men were the leaders of my chapter/colony:

PRESIDENT	CHAPTER ADVISOR
VICE PRESIDENT OF MEMBERSHIP	RECRUITMENT CHAIR
VICE PRESIDENT OF FINANCE	CHAPLAIN
VICE PRESIDENT OF MEMBER DEVELOPMENT	SERGEANT-AT-ARMS
VICE PRESIDENT OF ADMINISTRATION	SCHOLARSHIP CHAIR
BIG BROTHER	LITTLE BROTHER(S)

INDUCTION DATE: \_\_\_\_\_ INITIATION DATE: \_\_\_\_\_

I served my chapter in the following capacities:

\_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_

## DEDICATION

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The Oracle is dedicated to our Founders. Six men from three colleges came together to create a truly democratic fraternity. They were the most progressive men of their time, allowing any man of great character to enjoy the benefits of our Brotherhood. Their vision has allowed over 18,000 men to receive the gift of fraternity.

## **ACKNOWLEDGMENTS**

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We would like to acknowledge all of the hard work dedicated to crafting and developing this manual for our members. We deeply appreciate the guidance of William T. Foran, David T. Smittle, Jonathan James, Alexandra Waltemeyer, Joseph Thompson, Ben Pendry, and many others.

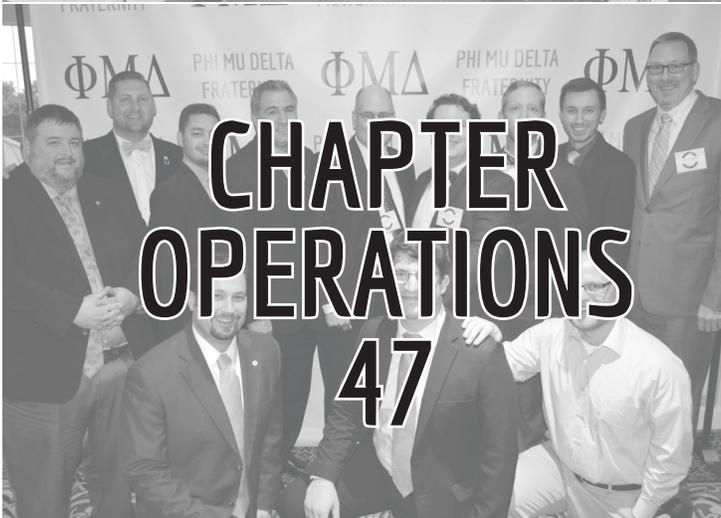
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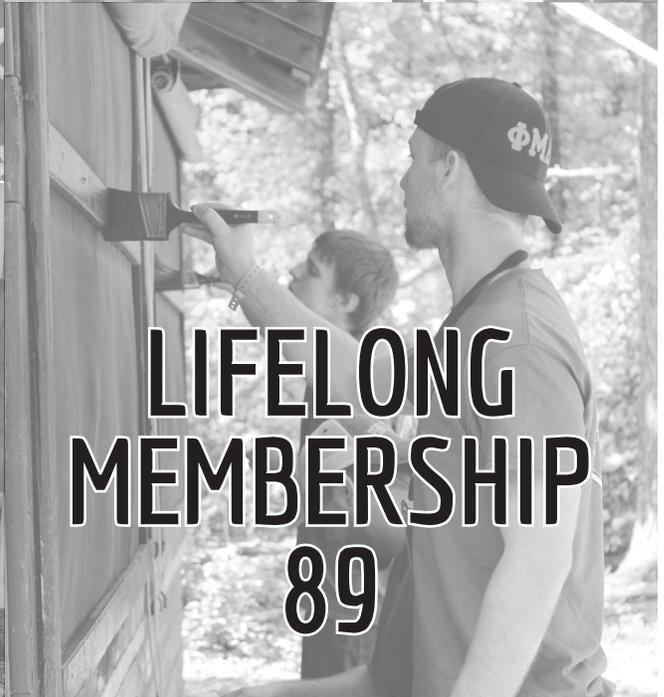
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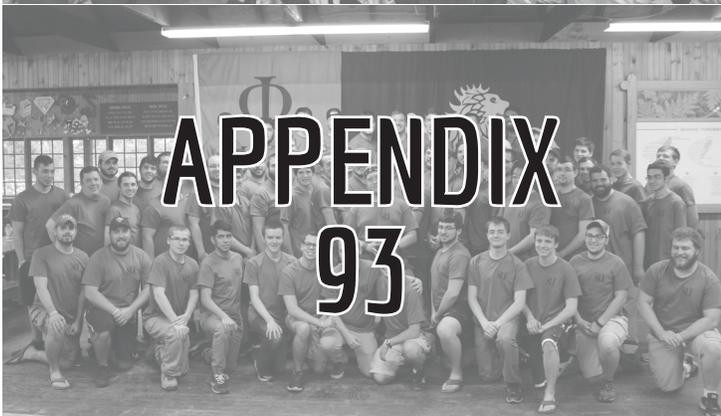
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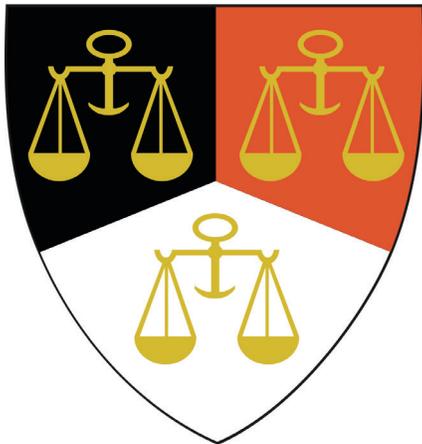
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Welcome to Phi Mu Delta! You are joining a brotherhood with over 18,000 initiates and 12,000 living alumni across the nation and world. Once a member wears the badge of Phi Mu Delta, he becomes a part of the fraternity, an already existing society, and will be treated as such. A member is not a drone to serve the needs and whims of individual brothers; rather he is on the road to strengthening the brotherhood and himself. As such, he should be made to feel a sense of belonging at all times. It is the duty of each and every man to develop as a brother and member of Phi Mu Delta.

Membership in Phi Mu Delta carries with it the responsibility to long-term traditions and the ideals of Brotherhood, Service, and

Democracy. Participation by its members obligates the fraternity to develop the newly pinned, newly initiated, active brothers, and alumni and to instill in them, at all stages of their development, the belief in the ideals as they are outlined in the Founder's Creed. Training and membership education should serve to further an individual's personal development as a brother and help him to better serve the fraternity and community at-large.



As a father teaches his son, or an older brother teaches the younger, the active brothers of Phi Mu Delta must teach and instill the ideals of the fraternity into those who wish to enjoy the full benefits of a strong and prosperous organization.

Welcome to the Brotherhood!



# Introduction



# What is Fraternity?

## DEFINITION

The word fraternity comes from the word “*phrata*”, a Greek word meaning friendship and fellowship. A fraternity is a group of men with common values, goals, and aspirations who make a commitment to each other for life to better themselves through strong academic achievement, civic engagement, and leadership and personal development. The members that form a fraternity share their efforts, friendship and knowledge and together learn, grow and make the fraternity stronger.

## THE VALUE OF FRATERNITY MEMBERSHIP

There are many collegiate organizations students may choose to join, so why fraternity? Fraternities exist to provide college men the opportunities to develop positively through membership. While service, leadership, and scholarship are duties of members of the fraternity, the strongest affect members have is personal growth had through membership.

The value of fraternity membership varies and is dependent upon the individual; however, some key membership benefits are:

### LIFELONG FRIENDSHIPS AND A NETWORK OF RESOURCES

Throughout membership, whether as new members, undergraduate members, or alumni, members of fraternities are meeting people and connecting through the fraternity. As undergraduates, members meet others on campus, fraternity brothers from other campuses, alumni of the organization, and others. As an alumnus, membership provides connections when he moves to city, starts a new job, or returns to campus for alumni functions.

### A “HOME AWAY FROM HOME” WHILE AT COLLEGE

Many college students move away and enter an entirely new experience without the comfort of high school friends and family. The fraternity provides a group of men, with similar values, to become a support network for members.

### LEADERSHIP DEVELOPMENT OPPORTUNITIES

Within any fraternity chapter, there are many leadership positions members can take on. Each position has different responsibilities and learning opportunities; however, they all share the ability to grow and develop as a leader and provide skills that can be used for other fraternity leadership positions, on-campus leadership positions, or internships/ career opportunities.

### NATIONAL SPONSORED EVENTS

Members will participate in programs hosted by the National Fraternity. These programs may be leadership or centered on a particular topic, but will provide the opportunity for members to meet brothers from other campus and alumni.

## TIME MANAGEMENT AND PRIORITIZING

The fraternity experience allows undergraduates to manage many aspects of everyday life post graduation, such as prioritizing and time management skills. Members will have weekly time commitments, financial obligations, service projects, philanthropy events, social functions, educational programming, etc. all while balancing academic needs. Members quickly learn how to prioritize, balance multiple obligations, and be successful.

## STRONGER INTERPERSONAL SKILLS

Fraternities provide the opportunities for men to work with others and through this experience, men to learn how to work with different types of people and communicate effectively with one another. In addition, there are times where members will have to learn how to set aside their own desires and any personal gain for the betterment of the group.

## CIVIC ENGAGEMENT

It is a duty and a privilege to give back to the community and the fraternity provides a mechanism to do so.

Members have the opportunity to give back to their local community through service, philanthropy events, and citizenship projects.



*Members of the Mu Alpha chapter at Susquehanna University.*

## ACADEMIC SUPPORT

The primary goal for college students is academic success; and the fraternity provides a support system to achieve this. While the fraternity does have academic expectations and standards, the chapter members provide support and assistance through programs, workshops, study groups, etc.

## GREATER SENSE OF PURPOSE

All fraternity members are bound together through a ritual - the beliefs and standards of a fraternal organization, which governs their purpose - often delivered through dramatic ceremonies. This purpose guides members daily lives and defines what a fraternity man should strive to be.

## THE GREEK ALPHABET

Α	Β	Γ	Δ	Ε	Ζ	Η	Θ	Ι	Κ	Λ	Μ
Alpha	Beta	Gamma	Delta	Epsilon	Zeta	Eta	Theta	Iota	Kappa	Lambda	Mu
Ν	Ξ	Ο	Π	Ρ	Σ	Τ	Υ	Φ	Χ	Ψ	Ω
Nu	Xi	Omicron	Pi	Rho	Sigma	Tau	Upsilon	Phi	Chi	Psi	Omega

## EXPECTATIONS

To better understand the connections between the fraternity ideals and the undergraduate members' actions, there are expectations of fraternity membership. Setting clear expectations can help avoid miscommunication and frustration between members.

### LIVE THE RITUAL OF THE ORGANIZATION

- Members should know and understand the ideals expressed in the fraternity ritual and will strive to incorporate them in their daily lives.

### ACADEMIC ACHIEVEMENT

- Members should strive for academic achievement: attend class, study regularly, prepare for tests and projects.
- Practice academic integrity.

### BEHAVE RESPONSIBLY

- Respect the dignity of all persons; therefore, members should not physically, mentally, psychologically or sexually abuse or haze any human being.

### PROTECT THE HEALTH AND SAFETY OF ALL HUMAN BEINGS

- Respect my property and the property of others; therefore, members will neither abuse nor tolerate the abuse of property.
- Neither use nor support the use of illegal drugs.

### PARTICIPATE IN FRATERNITY LIFE

- Attend meetings, serve on committees, be at events, support the fraternity.

### MEET FINANCIAL OBLIGATIONS IN A TIMELY MANNER

- The fraternity needs revenue in order to function and when a member does not pay on time, the fraternity experience suffers.

### RECRUIT LIKE-MINDED, QUALITY MEN

- The chapter will not remain if there are no members, so recruiting quality men is crucial.
- Replace yourself before leaving the chapter: someone to take your place, someone that is competent and will positively impact the group.

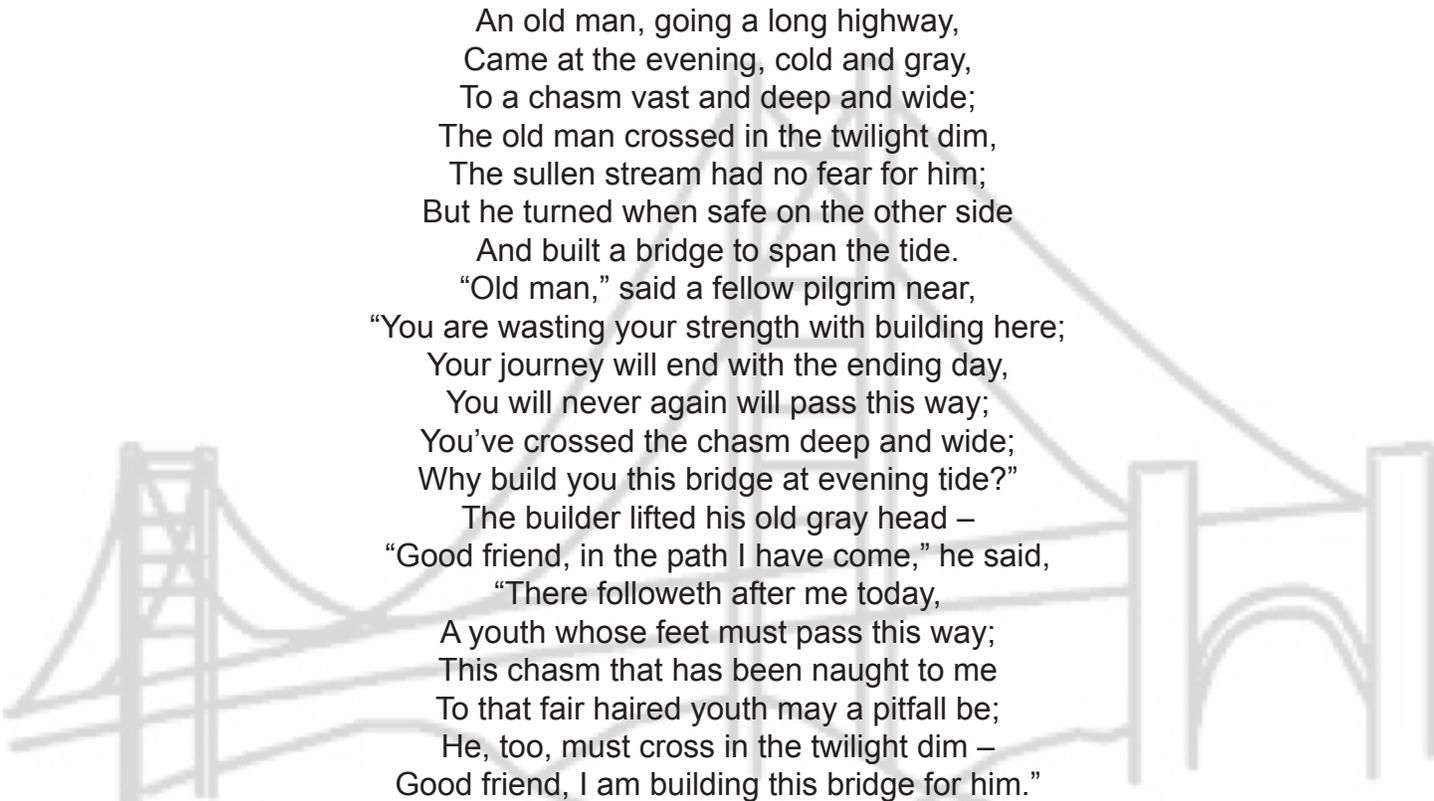
### HOLD PEOPLE ACCOUNTABLE

- Brotherhood isn't easy. The most difficult part is holding members accountable when they do not meet the expectations of the group.
- Challenge other members to abide by these fraternal expectations and confront those who violate them.



*A member of the Mu Theta chapter at Indiana University of PA.*

## THE BRIDGE BUILDER



An old man, going a long highway,  
Came at the evening, cold and gray,  
To a chasm vast and deep and wide;  
The old man crossed in the twilight dim,  
The sullen stream had no fear for him;  
But he turned when safe on the other side  
And built a bridge to span the tide.  
“Old man,” said a fellow pilgrim near,  
“You are wasting your strength with building here;  
Your journey will end with the ending day,  
You will never again will pass this way;  
You’ve crossed the chasm deep and wide;  
Why build you this bridge at evening tide?”  
The builder lifted his old gray head –  
“Good friend, in the path I have come,” he said,  
“There followeth after me today,  
A youth whose feet must pass this way;  
This chasm that has been naught to me  
To that fair haired youth may a pitfall be;  
He, too, must cross in the twilight dim –  
Good friend, I am building this bridge for him.”

- Will Allen Dromgoole

## BROTHERHOOD

What is brotherhood? Many say, “From the outside looking in, you can’t understand it. From the inside looking out, you can’t describe it.” However, it can be described and understood.

Brotherhood is the bonding of men of various backgrounds, beliefs, places, and eras around a singular set of life-directing commitments.

Brotherhood is not friendship but it can create friendships because it is not based on friendship or personalities. It is built on the commitments made to each other and to the fraternity.

Brotherhood is a privilege to have and it is hard - it must be maintained. Just because you are still wearing letters or appear on the roster, doesn’t mean you’re a part of it.

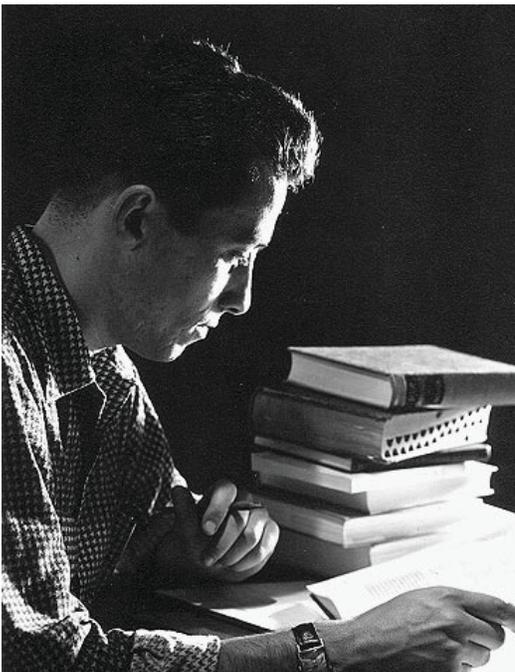
When brotherhood is done right, it is extraordinary. The oath made us brothers the commitment makes us a brotherhood.

*Adapted from John Shertzer’s Blog Fraternal Thoughts, December 12, 2012*

# History of Fraternities

The first American college fraternity, of which there is record, appeared at the College of William and Mary in 1750, and continued in uninterrupted existence until 1772. The exact date of its extinction is unknown. It adopted the name, "The Flat Hat Club" and was secret, literary, and social in character. It functioned similarly to today's organizations - it held regular meetings and had a grip and badge. Thomas Jefferson was its most notable member.

Though this organization went phased of existence, its traditions still survived. The name continued to exist as the college's newspaper. The society itself was resurrected under the old name as an honorary social group, and election to which is regarded as one of the highest privileges at the college.



*Dr. Robert G. LeBlanc, Nu Beta Chapter at the University of New Hampshire*

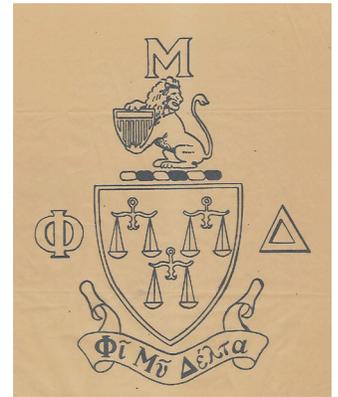
The birth of the Greek letter fraternity came in 1776, the same year as the birth of our nation. Phi Beta Kappa was formed at the College of William and Mary in Williamsburg, Virginia. The creation of the organization occurred at a meeting held in the "Apollo Room" of the Raleigh Tavern on December 5, 1776. Three years later, Phi Beta Kappa began to expand to Yale, Harvard, Dartmouth, and other institutions. Phi Beta Kappa was very literary in its aims; however, it was also secret and had social aspects. Soon after the "No Nothing" Movement of the early 1800's, Phi Beta Kappa was forced to reveal its secrets. Today, Phi Beta Kappa is the foremost academic honorary Greek letter society on college campuses.

Late in the fall of 1825, a student at Union College in Schenectady, New York, yearned for the fellowship of kindred souls. John Hunter, following the example of Phi Beta Kappa, created an organization which would unite his friends in a secret, social society, the Kappa Alpha Society. Soon after, others on the Union campus sought out similar relationships. In the spring of 1827, Sigma Phi was formed and later that fall, Delta Phi was created. Today, these three organizations are known as the "Union Triad." In addition to these organizations, three other fraternities were formed on the Union campus: Psi Upsilon (1833), Chi Psi (1841), and Theta Delta Chi (1847).

Soon the American fraternity system began to spread across the United States. Sigma Phi was the first fraternity to become national in its scope, adding its second chapter at Hamilton College. This led to the formation of Alpha Delta Phi (1832) at Hamilton.

As the country began to expand its borders westward, so did the fraternity movement. The first fraternity to be formed in the “west” was Beta Theta Pi at Miami University in Oxford, Ohio. Beta Theta Pi was formed in 1830 and was followed by Phi Delta Theta in 1848 and Sigma Chi in 1855. These three organizations became known as the “Miami Triad”.

The first southern fraternity, Sigma Alpha Epsilon, was founded at the University of Alabama in 1856. Two years later, Delta Tau Delta was formed at Bethany College. The Civil War slowed down the fraternity movement and nearly killed all of the chapters in the South. At Rensselaer Polytechnic Institute, Theta Xi was the only fraternity to be founded during the war in 1864.



After the War, the reorganization of chapters in the south began. Several fraternities were founded at military colleges, including Alpha Tau Omega (1865) and Sigma Nu (1869) at the Virginia Military Institute. Down the road at Washington and Lee University, Kappa Alpha Order was formed in 1865. Kappa Sigma (1867) and Pi Kappa Alpha (1868) were formed at the University of Virginia.

Later in the 1800's, several new fraternities were formed in the north. At the Massachusetts Agriculture College, (now UMass, Amherst) Phi Sigma Kappa was established in 1873. Theta Chi (1856) was founded at Norwich Academy in Vermont, as a local society that became national in 1902. Alpha Sigma Phi (1846) and Pi Lambda Phi (1895) were both founded at Yale University. At another Ivy League school, Cornell, Delta Chi (1890) was formed. And today's largest national fraternity, Tau Kappa Epsilon, was established in 1899, at Illinois Wesleyan University.

Many notable fraternities were formed at the beginning of the 1900's due to the changing demographic of the college population. For the first time, middle-class men, women, and African-American students were arriving on campus. Sigma Phi Epsilon (1901), Lambda Chi Alpha (1909), Kappa Delta Rho (1905), Acacia (1904), Alpha Gamma Rho (1908), and Pi Kappa Phi (1904) were all formed during this period.

Phi Mu Delta would arrive in 1918.

## THE NORTH-AMERICAN INTERFRATERNITY CONFERENCE (NIC)

Founded in 1909, the North-American Interfraternity Conference, Inc. is the trade association representing 69 International and National men's fraternities. The NIC serves to advocate the needs of its member fraternities through enrichment of the fraternity experience; advancement and growth of the fraternity community; and enhancement of the educational mission of the host institutions.



ORGANIZATION	LOCATION	DATE
Chi Phi	Princeton University	December 24, 1824
Kappa Alpha Society	Union College	November 26, 1825
Sigma Phi Society	Union College	March 4, 1827
Delta Phi	Union College	November 17, 1827
Alpha Delta Phi	Hamilton College	winter 1832
Psi Upsilon	Union College	November 24, 1833
Delta Upsilon	Williams College	November 4, 1834
Beta Theta Pi	Miami University	August 8, 1839
Chi Psi	Union College	May 20, 1841
Delta Kappa Epsilon	Yale University	June 22, 1844
Alpha Sigma Phi	Yale University	December 6, 1845
Delta Psi	Columbia College	January 17, 1847
Zeta Psi	New York University	June 1, 1847
Theta Delta Chi	Union College	October 31, 1847
Phi Gamma Delta	Jefferson College	May 1, 1848
Phi Kappa Sigma	Philadelphia, PA	August 16, 1850
Phi Kappa Psi	Jefferson College	February 19, 1852
Sigma Chi	Miami University	June 28, 1855
Sigma Alpha Epsilon	University of Alabama	March 9, 1856
Theta Chi	Norwich University	April 10, 1856
Delta Tau Delta	Bethany College	spring 1858
Theta Xi	Rensselaer Polytechnic Institute	April 29, 1864
Alpha Tau Omega	Richmond, VA	September 11, 1864
Kappa Alpha Order	Washington College	December 21, 1865
Pi Kappa Alpha	University of Virginia	March 1, 1868
Sigma Nu	Virginia Military Institute	January 1, 1869
Phi Sigma Kappa	Mass. Agricultural College	March 15, 1873
Phi Kappa Theta	Brown University	October 1, 1889
Delta Chi	Cornell University	October 13, 1890
Pi Lambda Phi	Yale University	March 21, 1895
Alpha Chi Rho	Trinity College	June 4, 1895
Sigma Pi	Vincennes University	February 26, 1897

Zeta Beta Tau	New York City, NY	December 29, 1898
Delta Sigma Phi	College of the City of NY	December 10, 1899
Kappa Delta Phi	Bridgewater Normal School	April 14, 1900
Sigma Phi Epsilon	Richmond College	November 1, 1901
Acacia	University of Michigan	May 12, 1904
Pi Kappa Phi	College of Charleston	December 10, 1904
FarmHouse	University of Missouri	April 15, 1905
Kappa Delta Rho	Middlebury College	May 17, 1905
Phi Kappa Tau	Miami University	March 17, 1906
Alpha Phi Alpha	Cornell University	December 4, 1906
Triangle	University of Illinois	April 15, 1907
Alpha Gamma Rho	Ohio State University	April 4, 1908
Sigma Alpha Mu	College of the City of NY	November 26, 1909
Tau Delta Phi	College of the City of NY	June 22, 1910
Tau Epsilon Phi	Columbia University	October 19, 1910
Kappa Alpha Psi	Indiana University	January 5, 1911
Alpha Epsilon Pi	New York University	November 7, 1913
Phi Beta Sigma	Howard University	January 9, 1914
Alpha Kappa Lambda	University of California	April 22, 1914
Phi Mu Delta	Mass. Agricultural College	March 1, 1918
Sigma Tau Gamma	Central Missouri State	June 28, 1920
Alpha Delta Gamma	Loyola University, Chicago	October 10, 1924
Phi Lambda Chi	Arkansas State Teachers College	March 15, 1925
Beta Sigma Psi	University of Illinois	April 17, 1925
Phi Iota Alpha	Rensselaer Polytechnic Institute	December 26, 1931
Iota Phi Theta	Morgan State College	September 19, 1963
Lambda Theta Phi	Kean College	December 1, 1975
Lambda Sigma Upsilon	Rutgers University	April 5, 1979
Lambda Phi Epsilon	UCLA	February 25, 1981
Beta Upsilon Chi	University of Texas, Austin	April 27, 1985
Delta Lambda Phi	Washington, DC	October 15, 1986
Omega Delta Phi	Texas Tech University	November 25, 1987
Nu Alpha Kappa	California Polytechnic State University	February 26, 1988
Phi Sigma Phi	South Bend, IN	July 30, 1988
Iota Nu Delta	Binghamton University	February 7, 1994
Sigma Beta Rho	University of Pennsylvania	August 16, 1996
Delta Epsilon Psi	University of Texas, Austin	October 1, 1998
Beta Chi Theta	UCLA	June 2, 1999

## NATIONAL PANHELLENIC CONFERENCE (NPC)



The NPC was established in 1902 to assist collegiate and alumnae chapters of the NPC member organizations in cooperating with colleges and universities and to foster interfraternal relationships. The National Panhellenic Conference is the premier advocacy and support organization for the advancement of the sorority experience.

ORGANIZATION	LOCATION	DATE
Alpha Delta Pi	Wesleyan College	May 15, 1851
Phi Mu	Wesleyan College	January 9, 1852
Pi Beta Phi	Monmouth College	April 28, 1867
Kappa Alpha Theta	DePauw University	January 27, 1867
Kappa Kappa Gamma	Monmouth College	March 1870
Alpha Phi	Syracuse University	October 10, 1870
Delta Gamma	Lewis School	December 1873
Sigma Kappa	Colby College	November 9, 1874
Gamma Phi Beta	Syracuse University	November 11, 1874
Alpha Chi Omega	DePauw University	October 15, 1885
Delta Delta Delta	Boston University	November 22, 1888
Alpha Xi Delta	Lombard College	April 17, 1893
Chi Omega	University of Arkansas	April 5, 1895
Alpha Omicron Pi	Barnard College	January 2, 1897
Kappa Delta	Virginia State Normal School	October 23, 1897
Sigma Sigma Sigma	Virginia State Normal School	April 20, 1898
Zeta Tau Alpha	Virginia State Normal School	October 15, 1898
Alpha Sigma Tau	Michigan State Normal School	November 4, 1899
Alpha Sigma Alpha	Virginia State Normal School	November 15, 1901
Delta Zeta	Miami University	October 24, 1902
Alpha Gamma Delta	Syracuse University	May 30, 1904
Alpha Epsilon Phi	Barnard College	October 24, 1904
Theta Phi Alpha	University of Michigan	August 30, 1912
Phi Sigma Sigma	Hunter College	November 26, 1913
Sigma Delta Tau	Cornell University	March 24, 1917
Delta Phi Epsilon	New York University	March 17, 1917

## NATIONAL PAN-HELLENIC COUNCIL (NPHC)

NPHC is the umbrella organization over the nine historically African American fraternities and sororities that promotes interaction through forums, meetings and other mediums for the exchange of information and engages in cooperative programming and initiatives through various activities and functions.



National Pan-Hellenic Council

ORGANIZATION	LOCATION	DATE
Alpha Phi Alpha Fraternity, Inc.	Cornell University	December 4, 1906
Alpha Kappa Alpha Sorority, Inc.	Howard University	January 15, 1908
Kappa Alpha Psi Fraternity, Inc.	Indiana University	January 5, 1911
Omega Psi Phi Fraternity, Inc.	Howard University	November 17, 1911
Delta Sigma Theta Sorority, Inc.	Howard University	January 13, 1913
Phi Beta Sigma Fraternity, Inc.	Howard University	January 9, 1914
Zeta Phi Beta Sorority, Inc.	Howard University	January 16, 1920
Sigma Gamma Rho Sorority, Inc.	Butler University	November 12, 1922
Iota Phi Theta Fraternity, Inc.	Morgan State University	September 19, 1963

## NATIONAL MULTICULTURAL GREEK COUNCIL (NMGC)

The NMGC creates a fraternal forum to increase communications and connections amongst multicultural fraternities and sororities, thereby creating a community of organizations dedicated to the promotion of diversity and service. NMGC member organizations have recognized the need for the Council's greater involvement in the development of its membership.



ORGANIZATION	LOCATION	DATE
Mu Sigma Upsilon Sorority	Rutgers University	November 21, 1981
Lambda Sigma Gamma Sorority	California State University, Sacramento	March 11, 1986
Lambda Tau Omega Sorority	Montclair State University	October 9, 1988
Omega Phi Chi Sorority	Rutgers University	November 9, 1988
Psi Sigma Phi Fraternity	Montclair State University & New Jersey City University	December 12, 1990
Delta Xi Phi Sorority	University of Illinois, Urbana	April 20, 1994
Gamma Eta Sorority	University of Florida	October 18, 1995
Phi Sigma Chi Fraternity	New York City College of Technology	November 16, 1996
Delta Sigma Chi Sorority	New York City College of Technology	November 27, 1996
Lambda Psi Delta Sorority	Connecticut	March 9, 1997
Theta Nu Xi Sorority	University of North Carolina, Chapel Hill	April 11, 1997

## NATIONAL ASSOCIATION OF LATINO FRATERNAL ORGANIZATIONS (NALFO)

NALFO is an umbrella organization that unifies the Latino fraternities and sororities and advocates on behalf with the general public and the administration. NALFO strives to unite and empower Latino organizations and their communities through advocacy, cultural awareness, and organizational development while fostering positive interfraternal relationships and collaborating on issues of mutual interest.



ORGANIZATION	LOCATION	DATE
Phi Iota Alpha Fraternity	Rensselaer Polytechnic Institute	December 26, 1931
Lambda Sigma Upsilon Fraternity	Rutgers University	April 5, 1979
Chi Upsilon Sigma Sorority	Rutgers University	April 29, 1980
Lambda Upsilon Lambda Fraternity	Cornell University	February 19, 1982
Alpha Psi Lambda Fraternity	Ohio State University	February 11, 1985
Lambda Alpha Upsilon Fraternity	SUNY Buffalo	December 10, 1985
Lambda Theta Nu Fraternity	Chico State	March 11, 1986
Kappa Delta Chi Sorority	Texas Tech University	April 6, 1987
Sigma Lambda Upsilon Sorority	SUNY Binghamton	December 1, 1987
Gamma Zeta Alpha Fraternity	Chico State	December 3, 1987
Lambda Pi Chi Sorority	SUNY Albany	April 16, 1988
Omega Phi Beta Sorority	San Diego State University	March 15, 1989
Alpha Pi Sigma Sorority	Indiana University	March 10, 1990
Sigma Iota Alpha Sorority	SUNY Albany	September 29, 1990
Gamma Phi Omega Sorority	SUNY Geneseo	April 17, 1991
Lambda Pi Upsilon Sorority	SUNY Geneseo	November 6, 1992

## INDEPENDENT FRATERNITIES

These fraternities do not fall under any interfraternal umbrella organization.

ORGANIZATION	LOCATION	DATE
Phi Delta Theta	Miami University	December 26, 1848
Kappa Sigma	University of Virginia	December 10, 1869
Tau Kappa Epsilon	Wesleyan University	January 10, 1899
Lambda Chi Alpha	Boston University	November 2, 1909
Alpha Phi Delta	Syracuse University	November 5, 1914
Sigma Phi Delta	University of Southern California	April 11, 1924

## NATIONAL APIA PANHELLENIC ASSOCIATION (NAPA)

The National Asian Pacific Islander American Panhellenic Association (NAPA) is a collective group of leaders within the APIA community who work together to advocate, collaborate, and educate members and constituency for the greater good. NAPA represents the member organizations within the fraternal and university communities. By setting the highest standards of membership, university administrations know that they have a partner in the success of the member organizations' chapters. When issues arise affecting the community, NAPA is able to mobilize and advocate as one strong, unified voice.



ORGANIZATION	LOCATION	DATE
Pi Alpha Phi Fraternity	University of California, Berkeley	1929
Lambda Phi Epsilon Fraternity	University of California, LA	February 25, 1981
alpha Kappa Delta Phi Sorority	University of California, Berkeley	fall 1989
Alpha Phi Gamma Sorority	California State Polytechnic University	February 1, 1994
Iota Nu Delta Fraternity	Binghamton University	February 7, 1994
Pi Delta Psi Fraternity	Binghamton University	February 20, 1994
Sigma Psi Zeta Sorority	SUNY Albany	March 23, 1994
Kappa Phi Lambda Sorority	Binghamton University	March 9, 1995
Sigma Beta Rho Fraternity	University of Pennsylvania	August 16, 1996
Delta Epsilon Psi Fraternity	University of Texas, Austin	October 1, 1998
Delta Phi Lambda Sorority	University of Georgia	December 5, 1998
Delta Phi Omega Sorority	University of Houston	December 6, 1988
Kappa Phi Gamma Sorority	University of Texas, Austin	November 8, 1998
Sigma Sigma Rho Sorority	St. John's University	December 10, 1998
Beta Chi Theta Fraternity	University of California, LA	June 22, 1999
Chi Sigma Tau Fraternity	University of Illinois, Chicago	September 9, 1999
Delta Kappa Delta Sorority	Texas A&M University	October 1, 1999
Delta Sigma Iota Fraternity	Pennsylvania State University	August 15, 2000





# *The Phi Mu Delta National Fraternity*

# About Phi Mu Delta

## HISTORY OF THE FEDERATION OF COMMONS CLUBS

Vermont Chapter National Federation of Commons Clubs		
Faculty Members		
Evan Thomas, B.S.	Edward Robinson, B.S.	
Anton H. Appelsman, Ph.D.	Delaford Dalben, B.S.	
Stephen G. Barnes, Ph.D.; D.D.; Lit.D.	Levin H. Flint, Sc.D.	
Joseph W. Vossy, C.E.; Sc.D.	Valle R. Yates, B.S.	
	Roy O. Buchanan, B.S.	
Seniors		
William Alexander Best	Walter Monroe Hawkins	Luther Glidden Lougee
Almer Curtis Bristol	Barton Franklin Howe	Richard Walter Powers
George Edward Davies	Nathan Bernard Jaffe	Britton Allen Shippey
Grover Cleveland Greenwood		George Otis Smith
Juniors		
John Thomas Reed Andrews	Andrew George Arthur	Herman Machanic
Howard Everett Camp	Houston	Allen Dean MacMurphy
Carl William Dwyer	Ray Elmer Jones	Clarence Dexter Pierce, Jr.
		Lloyd Abram Woodward
Sophomores		
George Hendric Brodie	Harold Edward Hazen	Dancomb Prescott Rowe
Raymond Cheney Cave	Robert Eddy Hercock	Wilhelm Renold Schillhammer
Wilbur Rudolph Erickson	Vincent Pierre LaFontaine	
Guy Harold Fullington	Carroll Elliott Marsh	Elmer Earl Towse
Guy Edward Harrington	Harold Augustus Merrill	Raymond Fred Watson
Raymond Judd Harris	David Marble Merritt	Roy Edmund Wilcox
Freshmen		
John Wilbur Armstrong	Harold Gibson Haskell	Edward Albert Plimley
Raymond Coleman Beckwith	John Merrill Hastie	Arthur Gilbert Pratt
Maurice Chester Bond	Guy Daniel Hawkins	Alfred James Rasmala
Wilfred Edgar Cassidy	Nelson Almas Hooper	Clinton Everett Smith
George Bernard Chase	Roy Leon Jones	Jose Elijah Squires
Russell Lyander Cobb	John Lester Lamson	John Leo Tully
Harlan Collins Greenwood	Ralph Dewey Lord	Norman A. Wright
	Truman Ott Murray	

University of Vermont Federation of Commons Clubs Roster, 1917

Phi Mu Delta traces its roots to the National Federation of Commons Clubs. The Commons Club was founded at Wesleyan University in Middletown, Connecticut, in 1899. The organization, as a whole, seems to have been unwieldy, for membership was not on the same basis at all chapters. At some institutions, members were voted upon, while at other colleges the local chapter accepted any man of the non-fraternity body willing to sign the constitution of the National Federation. In many cases, members were permitted to join Greek lettered organizations and hold dual membership.

The chief ideal of the order was Democracy, as was expressed in the Federation's National Magazine, The Chronicle. In addition, the red rose was the official flower and Abraham Lincoln was the patron saint.

Although the Commons Club was loosely bound as a national organization, individual chapters were very powerful machines of change on campus. Members often had the controlling vote in student activities, and more often, shouldered the responsibilities for the major student activities of the undergraduate body.

The 1917 convention was held at the Allegheny Chapter. The chief point of interest at this gathering was the beginning of the sentiment that there should be a more closely organized, somewhat stronger organization. The Federation's mother chapter at Wesleyan University proposed changing the name of the Federation to Phi Mu Delta; however, they were opposed to operating like traditional fraternities of the day. Some chapters were supportive of forming an all out Greek letter organization, while others were undecided.

Lengthy letters in The Chronicle discussed whether or not the Federation should become more exclusive. One chapter, very early on, decided to leave the Federation and form the founding chapter of Kappa Delta Rho at Middlebury College in Vermont.

The Commons Club grew to an impressive 19 chapters from Washington State to Maine prior to the formation of Phi Mu Delta. At the 1918 Conclave, held at the Massachusetts Agricultural College (now the University of Massachusetts at Amherst), many Clarence Dexter Pierce supporters petitioned to the assembly for the formation of a Greek letter fraternity. Only a year prior, Clarence Dexter Pierce put forward the petition to form Phi Mu Delta. This petition was adopted on March 1, 1918, and the original plan was in favor of all chapters of the Federation to join Phi Mu Delta. However, only four chapters did so: The Universities of Vermont, New Hampshire and Connecticut, as well as Union College.

## THE BEGINNING: 1918-1920

The formation of the new fraternity was met with some early resistance when the alumni of the Union chapter refused to join Phi Mu Delta. So, the Universities of Vermont, New Hampshire, and Connecticut went on to become the founding chapters. Chapter designations were determined by a lottery. The Connecticut chapter drew number one, and therefore became the Nu Alpha chapter, New Hampshire drew the number two ticket and became Nu Beta, and Vermont became Nu Gamma. The Nu prefix was determined by the location of the chapter, in this case the New England Region.

FOUNDERS OF PHI MU DELTA

From: Minutes of 3rd meeting of the National Federation of Commons Club Convention, March 1, 1918  
Called to Order: 9:00 A.M.

A motion was made to ratify the constitutional committee's report which called for the establishment of the Phi Mu Delta Fraternity. It was properly amended to state that those chapters ratifying the report would become members of Phi Mu Delta Fraternity.

The motion was passed.

Those members in favor were the true founders of Phi Mu Delta:

*NA	Connecticut	Arthur C. Bird	'19
*NB	New Hampshire	Otis R. Garland	'18
		Stimpson	
*NC	Vermont	Charles S. Rising	'19
	Union	Lloyd A. Woodward	'18
	"	Cloary	
	"	Schomberger	
	"	Mosher	

Brother Woodward, in a letter to James A. Virale dated March 28, 1966, notes: "The U.V.M. delegate to that (1917) convention was Clarence Dexter Pierce '18 and I always thought that if any 'father' of Phi Mu Delta was to be named he should be it. He was preparing for entrance to medicine and did not attend the 1918 one. The initiation ceremony is almost entirely his work."

The result of the elections, after several resignations and re-election, was:

Union	National	Honorary President	Mosher
Vermont	"	President	Charles A. Rising
Union	"	Treasurer	Schomberger
Union	"	Recording Secretary	Lysan
Connecticut	"	Extension Secretary	Arthur C. Bird
Union	"	Alumni Executive	Hughes
	"	Editor	Not Elected
Connecticut	"	Vice President	Moore

*List of the Phi Mu Delta Founders, 1918*

## YEARS OF GROWTH: 1920-1940

Expansion efforts were conservative at first with our first new chapter at Northwestern University (Gamma Alpha) in 1921. Chapters at the University of Michigan (Gamma Beta) and Massachusetts Institute of Technology (Nu Delta) soon followed this in 1922. Mu Alpha at Susquehanna University was our first expansion into the Mid-Atlantic Region, and Pi Alpha at the University of California, Oakland (now Berkeley), was our first Pacific Region expansion. The decade ended with the additions of the Nu Eta Chapter at Rhode Island State College (now the University of Rhode Island) in Kingston, Rhode Island, and Nu Theta Chapter at Rensselaer Polytechnic Institute in Troy, New York. In addition, we merged with Delta Alpha Pi in 1934, acquiring one chapter at New York University and merging with our chapters at Ohio State University and the University of Illinois.

October 21, 1935

To: Board of Directors and Active Chapters of Phi Mu Delta  
Subject: Merger with Delta Alpha Pi

Enclosed you will find the full details of our proposed merger with the Delta Alpha Pi Fraternity. This proposal contemplates the complete merging of the present Delta Alpha Pi Fraternity into Phi Mu Delta and will result in the strengthening of our chapter at Ohio State and ultimately some financial advantage to that chapter. The Delta Alpha Pi chapter at the Washington Square Branch of New York University will be a new chapter for our fraternity. The Delta Alpha Pi chapter at Purdue University is contemplated as coming in under this merger agreement although some difficulty is currently being experienced in arranging this. If the Purdue chapter does not come into the fraternity it will very likely have to change its name to Greek letters other than Delta Alpha Pi and proceed as a local.

Delta Alpha Pi will reimburse Phi Mu Delta for the cost of the installation, initiation costumes, and certificates involved. There will also be a good many subscriptions to "The Triangle" in exchange for paper now in the Delta Alpha Pi treasury. Regardless of whether or not the Purdue chapter is included in the merger, Phi Mu Delta will suffer no loss in this merger and ultimately may gain considerably.

I request that the Directors notify me at once of their acceptance of this proposal. I likewise request that the chapters call a special meeting for the consideration of this proposal and notify me just as promptly as possible of their acceptance of the proposal including the provision for waiving our installation fee contained in our constitution substituting therefor in this case the proposed proposal.

As the Delta Alpha Pi membership is anxious to become fully installed in Phi Mu Delta, your prompt action on this is requested.

Fraternally yours,  
Richard T. Lassiter  
Executive Secretary

*Merger documents with Delta Alpha Pi, 1935*

## THE WAR YEARS AND THEREAFTER: 1940-1950

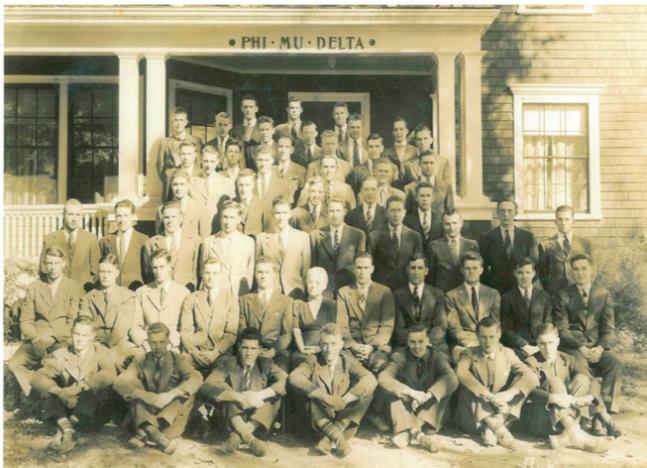
The war was especially tough on Phi Mu Delta. While many PMDs enlisted and fought in the war, their chapters crumbled away. As many as 800 Phi Mu Deltas took part in the war effort, and about 90 made the ultimate sacrifice. Nu Alpha did not survive the war and to this day has remained closed. Phi Mu Delta did not add any new chapters during this period.

## THE GOLDEN AGE: 1950-1970

Expansion began to take off during the “Golden Age” of fraternities from the late 1950s to the early 1960s. Several new chapters were started in New England, including Nu Zeta at UMass-Amherst was founded from a local organization known as Zeta Zeta Zeta. The Nu Epsilon Chapter at the University of Maine helped to establish a new chapter at The University of Southern Maine (Nu Xi chapter) from a very old local organization called Alpha Lambda Beta. Also, a local Latin letter fraternity, QED, had established itself at Trinity College in Hartford, Connecticut, after a schism in the local Delta Phi chapter. QED approached Phi Mu Delta in 1964 and became the Nu Lambda Chapter. This chapter went on to win several scholarship awards before closing in the mid-1970s due to anti-fraternity legislation on the Trinity campus.

In addition, The Bald Eagle Club at Lock Haven University in Pennsylvania became the Mu Zeta Chapter and the Sigma Delta Chi Fraternity, a young local organization from Keene State College in New Hampshire became the Nu Omicron Chapter in 1970. We began to prosper in the 1960s and opened our first National Headquarters in Lancaster, Pennsylvania, with professional staff and a traveling consultant.

## A DECADE OF CHALLENGE: 1970-1980



*Members of the Nu Epsilon chapter at the University of Maine.*

Unfortunately, in the early 1970s, fraternity membership began to decline all around the country. Phi Mu Delta was not immune. With the declining membership, it became difficult to maintain the National Office. While several new chapters were started in the 1970s, they all closed due to lack of support and membership. Phi Mu Delta began to look for solutions for the declining membership. In 1974, another small, financially strapped national organization, Delta Phi, approached Phi Mu Delta about a merger. Plans were made and both organizations planned to merge under the name, Delta Phi. However, Phi Mu Delta’s crest and colors were to be retained. All looked well, for about a year, and then things went sour.

Due to an impending lawsuit against Delta Phi, the merger was called off. Instead, a new innovative plan was established whereby Phi Mu Delta and Delta Phi would remain separate organizations, but share a National Office and share other resources. In fact, this plan looked so successful, that another small, national organization, Alpha Delta Gamma, entered into the deal. Unfortunately, this had its own problems, when one of the organizations could no longer afford their portion of the financial commitment. In 1977, the cooperative was disbanded and Phi Mu Delta closed the National Headquarters and laid off the staff. Phi Mu Delta was on its own again.

## A DECADE OF REBUILDING: 1980-1990

The late 1970s looked bad! It appeared that Phi Mu Delta would dissolve. In fact, many alumni and undergraduate members were calling for this. The Nu Delta chapter at MIT left Phi Mu Delta in 1977, and continues to exist as a local, Nu Delta, to this very day. However, a group of young alumni, led by the more experienced alumnus, Eli Henry, began to rebuild the national organization. A new National Office was established in State College, Pennsylvania: we hired Stewart Howe Alumni Service to run our daily affairs. The Triangle began to be published again and the chapter at the University of Vermont was reestablished. The 1980s began as a time of rebuilding. Phi Mu Delta re-wrote its constitution, re-established the Phi Mu Delta Foundation, and began to invest more time in its remaining chapters. The only new chapter during this period was established at California University of Pennsylvania. The Mu Pi Chapter was once a part of the Theta Delta Chi fraternity. However, in 1979, the group separated from Theta Delta Chi to form Pi Triton local fraternity. This group then petitioned Phi Mu Delta in 1985.

## A TIME OF GREAT OPTIMISM: 1990-2005

The 1990s were a great time of growth for Phi Mu Delta and a return to our core values. Our chapters were extremely strong and active in their communities. The Nu Beta Chapter at New Hampshire had closed its doors in 1981. In the spring of 1995, the chapter was re-activated and renewed our interest in quality expansion efforts. The fraternity continued to focus on growth with an all-volunteer organization, but it proved to be difficult.



*Members of the Mu Pi chapter at California University of PA.*

## THE RENAISSANCE: 2005-PRESENT

By early 2005, the fraternity was at a crossroads. We looked into several opportunities to support the fraternity, including merging with a stronger fraternity. In 2006, after much deliberation, the National Council voted to re-establish the position of Executive Director and move the National Office to New Jersey. This position would be a full-time paid position with the responsibility of running the daily operations of the fraternity and offering support and training to the chapters and colonies. The results of this plan were quickly realized! By 2014, Phi Mu Delta had seen its membership grow by 300% and hired additional staff to support the membership.



*National Office Staff at the Centennial Conclave.*

The last twenty years have been slow and steady. Phi Mu Delta has come back from a near financial disaster and grown to be known today as one of the strongest small national fraternities in the country.

## THE SIX FOUNDERS



### CLARENCE DEXTER PIERCE, NU GAMMA 1918

Brother Pierce is considered the father of Phi Mu Delta. He was a delegate at the 1917 convention of the National Federation of the Commons Clubs at which the proposal to convert to a Greek-letter fraternity was discussed and he led the way for the founding of Phi Mu Delta at the 1918 convention. Brother Pierce wrote the ritual we still use today. “Dex” as he was known, enlisted in the military as a medic at the outbreak of WWI. He then transferred to the infantry, was recognized for his natural leadership, and received a commission as a second lieutenant before the war ended. He returned to the University of Vermont and graduated with his class, receiving a Ph.B. in 1918, and a M.D. in 1923. He practiced medicine in Connecticut and New York, eventually settling in Batavia, New York, in 1957. So beloved was he by the people of Batavia, that the Medical Library in the Genessee Memorial Hospital bears his name.

### ARTHUR CONRAD BIRD, NU ALPHA 1919

Brother Bird was a delegate at the 1918 convention and an avid supporter of the formation of a Greek-letter fraternity. He was elected Extension Secretary of the new fraternity. Brother Bird was active in athletics and ROTC while in college and, after graduation, worked for several florists and received his graduate education in agriculture from what is now the University of Massachusetts. In 1925, he became a landscaping foreman for Bristol Nurseries in Bristol, Connecticut. He received several promotions over the years and, in 1949, he bought the company. Under Bird’s leadership, Bristol Nurseries became world- famous for its chrysanthemums.

### OTIS RAYMOND GARLAND, NU BETA, 1918

Brother Garland was one of the delegates from New Hampshire Agricultural (now UNH) to the 1918 convention. After graduation, he served in the Army and in 1919, he became a high school principle in Massachusetts. In 1933, Brother Garland was appointed Clerk of Hampton (NH) Municipal Court, and in 1964, he was named special justice of the same court. Brother Garland remained a loyal supporter of Phi Mu Delta all of his life.



## CHARLES SETH RISING, NU GAMMA 1919

Brother Rising was a natural born leader. This was recognized at the 1918 founding of the fraternity when he was elected the first National President of the fraternity. Brother Rising was an educator and served in numerous teaching and administrative posts, including superintendent of schools. In 1942, he was named Chief of Vocation and Education for Vermont Veterans. He later was named director of the same group for all of New England. In 1962, he became director of the experimental Vermont Family (Farm) Project. Brother Rising lived in Vermont all of his life.



## ROBERT CHAPMAN STIMSON, NU BETA 1918

Not much is known about Brother Stimson. He was born in Concord, NH, in 1896. He was very active in the founding of Phi Mu Delta. He graduated from what is now the University of New Hampshire in 1918, with a degree in chemical engineering. He enlisted in the Navy as a radio technician and died of unknown causes in Rotterdam, Holland, on September 19, 1920.

## LLOYD ABRAHAM WOODWARD, NU GAMMA 1918

Brother Woodward, a classmate of Clarence Dexter Pierce, served as an artillery officer toward the end of WWI. Upon returning to civilian life in 1919, he became a schoolteacher for the next year and a half in New York state. He then returned to UVM as an instructor in Physics and received his masters' degree from there in 1924. Brother Woodward remained at Vermont until 1961, when he retired with the rank of Associate Professor of Physics. He was active in the Boy Scouts and American Legion and served Nu Gamma faithfully all of his life. Brother Woodward was also the town Moderator and Justice of the Peace in his hometown of Underhill, Vermont.



THE PIERCE GANG

RISING

WOODWARD

BIRD

GARLAND

## MISSION

To provide a positive fraternity experience for today's college man, encouraging high personal standards, morally, mentally, and spiritually, and, to help its members live the ideals of our founders: democracy, brotherhood and service.

## VISION

To redefine fraternity through cultivating and curating a culture of lifelong civic engagement and fellowship.



## FRATERNITY VALUES

DEMOCRACY	Each member has a voice and is treated with dignity, respect, and equality. That all decisions are made with justice in mind and that we do what is just at all times.
SERVICE	The act of doing something for the welfare of others.
BROTHERHOOD	The relationship between brothers that is linked by common values, interests, and goals.

## THE FOUNDERS' CREED

I believe in Democracy... a democracy characterized by the practice of justice in every relation of life. I hold that justice is the foremost principle to be considered in making my decisions as a voting member of Phi Mu Delta, the student body, and as a citizen of the United States. I believe in that broad conception of democracy which seeks freedom of opportunity, and recognizes no color, race, creed, or position.

I Believe in Service... service to the college; service to every group organized for the common good; service to the individual. I believe in service defined in the terms of voluntary sacrifice for the welfare of those with whom I come in contact.

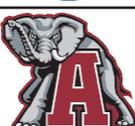
I Believe in Brotherhood... brotherhood that reaches beyond the limits of Phi Mu Delta and welcomes every man as my Brother. I believe in the intrinsic worth of the man at my side, and in his ability to make good and justify my faith in him.

I hold these beliefs as my profound conviction, and I pledge my fellow men to live up to them to the best of my ability.

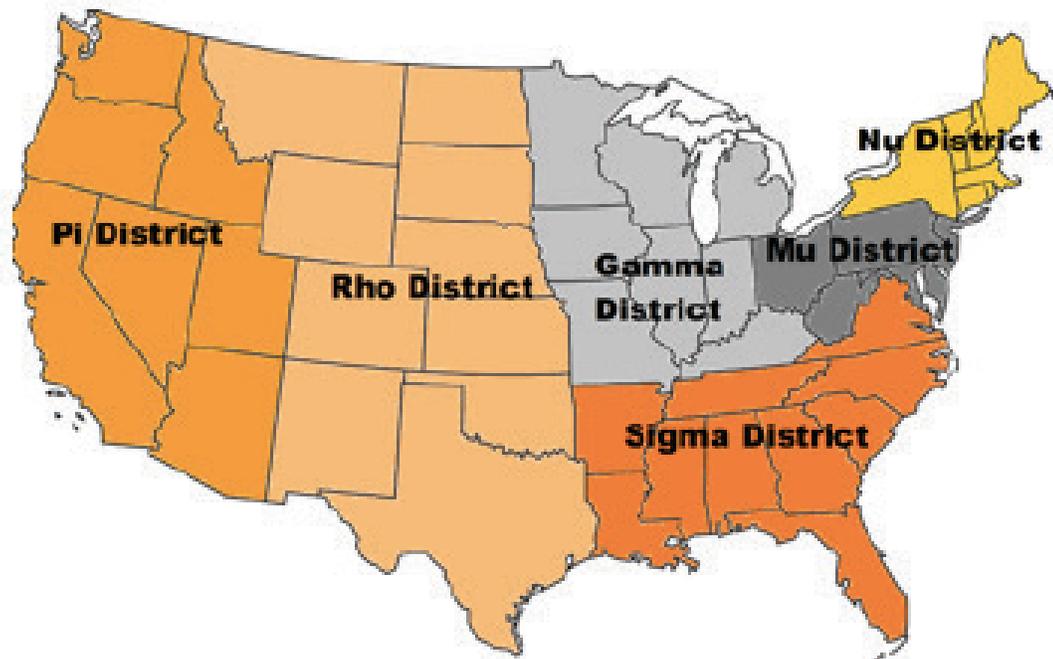
## UNDERGRADUATE CHAPTERS

CHAPTER		LOCATION	CHARTERING DATE	STATUS
Nu Alpha		University of Connecticut	March 1, 1918	Dormant
Nu Beta		University of New Hampshire	March 1, 1918	Active
Nu Gamma		University of Vermont	March 1, 1918	Active
Gamma Alpha		Northwestern University	April 28, 1921	Dormant
Nu Delta		Massachusetts Institute of Technology	January 22, 1922	Dormant
Gamma Beta		University of Michigan	May 1, 1922	Dormant
Gamma Gamma		University of Illinois	February 24, 1923	Dormant
Nu Epsilon		University of Maine	March 3, 1923	Dormant
Gamma Delta		University of Wisconsin	March 16, 1923	Dormant
Mu Alpha		Susquehanna University	December 20, 1924	Active
Pi Alpha		University of California – Berkeley	April 18, 1925	Dormant
Mu Beta		Ohio Northern University	April 10, 1925	Active
Mu Gamma		The Ohio State University	May 22, 1926	Dormant

Nu Zeta (Original)		Boston University	April 30, 1927	Dormant
Nu Eta		University of Rhode Island	February 23, 1929	Dormant
Nu Theta		Rensselaer Polytechnic Institute	May 4, 1929	Active
Mu Delta		Wittenberg University	March 1, 1930	Dormant
Mu Epsilon		Pennsylvania State University	October 11, 1930	Dormant
Pi Beta		Oregon State University	November 28, 1931	Dormant
Nu Iota		Tufts University	October 21, 1934	Dormant
Nu Kappa		New York University	December 7, 1935	Dormant
Nu Zeta		University of Massachusetts - Amherst	October 17, 1953	Dormant
Gamma Epsilon		University of Minnesota – Morris	December 18, 1964	Dormant
Nu Lambda		Trinity College	April 30, 1966	Dormant
Nu Xi		University of Southern Maine	December 8, 1967	Active
Mu Zeta		Lock Haven University	April 12, 1969	Active
Mu Eta		Kutztown University	April 25, 1970	Dormant

Nu Omicron		Keene State College	September 26, 1970	Dormant
Gamma Psi		Tarkio College	April 17, 1971	Dormant
Mu Kappa		Slippery Rock University	May 27, 1972	Dormant
Mu Omega		University of Toledo	May 19, 1973	Dormant
Mu Pi		California University of PA	May 5, 1985	Dormant
Mu Lambda		Mansfield University	August 8, 1998	Dormant
Mu Theta		Indiana University of PA	August 8, 1998	Active
Mu Iota		Lycoming College	April 15, 1999	Dormant
Mu Xi		Pennsylvania College of Technology	April 25, 2003	Active
Nu Pi		Plattsburgh State University	April 28, 2007	Dormant
Mu Omicron		Frostburg State University	April 15, 2009	Active
Nu Theta Eta		New England College	October 29, 2011	Dormant
Sigma Alpha		Longwood University	April 25, 2013	Active
Sigma Beta		University of Alabama	DID NOT CHARTER	Dormant

Mu Rho		Shawnee State University	March 13, 2016	Active
Mu Sigma		Rutgers University, New Brunswick	October 22, 2016	Active
Mu Tau		Rutgers University, Camden	October 22, 2016	Active
Nu Rho		Rhode Island College	DID NOT CHARTER	Dormant
Mu Upsilon		Robert Morris University	March 1, 2018	Active
Mu Phi Colony		Marywood University		Active
Sigma Gamma Colony		University of Lynchburg		Active



# Being a Phi Mu Delta

## DEFINITIONS

<b>ELIGIBILITY FOR MEMBERSHIP</b>	Character, ability, and willingness to support the fraternity and its principles.
<b>FRAT</b>	The term “frat” is taboo in Greek circles. It is always better to use the term “fraternity”, spelled out. Likewise, the term “house” should not be used to refer to the chapter and/or membership as a whole. Use the terms chapter or brotherhood instead.
<b>PHI MU DELTA</b>	The name of the fraternity should never be shortened to “Phi Mu”. Phi Mu is the name of an active national sorority and is in no way affiliated with our fraternity. Phi Mu Delta does have several “nicknames”, including PMD, Phi Mud, and Mud. Several chapters in Pennsylvania call their houses, “The Mudhouse”.
<b>TO PLEDGE (VERB)</b>	To make a commitment to or to honor oneself to a cause or organization.
<b>PLEDGE (NOUN)</b>	Traditionally, one who has not been officially initiated into a fraternal order and is treated as a second-class member. Pledges have traditionally been subservient to the order rather than contributing members to the future of the fraternal organization.
<p>PHI MU DELTA DOES NOT USE THE TERM “PLEDGE” TO DENOTE A NEWLY INDUCTED MEMBER. HE IS A NEW MEMBER WITH ALL RIGHTS AND RESPONSIBILITIES.</p>	
<b>NEW MEMBER</b>	New members are those enrolled at the institution who have experienced the official New Member Induction Ceremony but have not been through the Initiation Ritual. These men are in the process of learning the principles and traditions of Phi Mu Delta. New members, through their education period, are not second-class members. Rather, they contribute to the success of the fraternal organization through their daily contributions.
<b>ACTIVE MEMBER</b>	Members that have been through the New Member Induction Ceremony and the Initiation Ritual are still enrolled at the institution.
<b>ALUMNUS</b>	An alumnus is a member that has been through the Initiation Ceremony and is no longer enrolled at the institution.

*Phi Mu Delta does not recognize an “inactive” status. Once initiated, members are either active or alumni including those whom are studying abroad, student teaching, on internship, or taking extra semesters in order to graduate. Members who choose to not be active must submit resignation paperwork to the local chapter and National Office.*

## RESPONSIBILITIES OF MY MEMBERSHIP

There are only three types of Phi Mu Delta membership: new member, active member, and alumnus. In order to have the most successful experience at any point in your membership, you must accept the responsibilities.

- To attend and participate in all meetings of my chapter, and to be actively engaged in all aspects of its operation.
- To recruit outstanding young men on an ongoing basis to join Phi Mu Delta and work with my brothers to ensure proper growth and the continued life of my chapter through recruitment.
- To treat all people with respect and dignity, at all times.
- To participate in all worthy student and community activities that will compliment my development as a member of Phi Mu Delta.



*Brothers from the Nu Theta chapter at Rensselaer Polytechnic Institute.*

- To work on, at least, one chapter committee and work towards the benefit and improvement of my chapter.
- To know the history, ideals, and values of Phi Mu Delta and to incorporate them into my daily life.
- To promote the highest standards and ideals to the outside community to act in a way that only brings honor upon Phi Mu Delta.
- To live a life of learning, support the academic mission of the university, and promote academic excellence and integrity.
- To continue to be involved as an alumnus and support the needs of my chapter throughout my life.

- To confront those members who violate our ideals and hold accountable those who do not meet their obligations of membership.
- To meet my financial obligations in a timely manner and make sure my fellow brothers do the same.
- To ensure that my chapter is properly budgeting and spending money congruent with our values and goals.
- To use my skills and abilities to help others be better leaders, scholars, citizens, and servants.

## GENERAL RIGHTS AND RESPONSIBILITIES OF CHAPTER MEMBERS

Members are expected to understand the purpose of the National Fraternity and pursue activities which fulfill its purpose. It is understood that the objectives of the chapter will be compatible with the objectives of the National Fraternity and the college/university and not in violation of college/university, local, state and federal regulations and statutes.

1. Members are expected to attend meetings and functions.
2. Officers are expected to inform and involve members and the advisor prior to making any financial commitments. The advisor and the members of the chapter may wish to define what expenditures should be reviewed by the advisor.
3. Members are expected to take advantage of opportunities to enhance their skills (i.e. participation in Conclave, Sapphire Leadership Institute, Regional Leadership programs, etc.).
4. Members are expected to provide positive and constructive feedback and confront inappropriate behavior in other members and the advisor which they deem to be detrimental to that individual and/or the chapter.
5. Members are expected to treat the advisor as an individual who possesses dignity, worth and self-direction.
6. Members have the right to be listened to by other members and the advisor.
7. Members have the right to choose their levels of involvement in the chapter.
8. Members have the right to voice their disagreements with the decisions of the advisor and appeal those decisions to the District Governor.

## NEW MEMBER BILL OF RIGHTS

1. The right to attend all meetings of my chapter, unless the meeting deals with the Initiation Ritual of Phi Mu Delta.
2. The right to vote on all matters related to Phi Mu Delta. The only exceptions are when voting on the elimination of a fellow new member, on Initiation, or during a Judicial Board Hearing for a member.
3. The right to refuse any duty or task that other initiated members would not do with me, are illegal, immoral, or unethical.
4. The right to participate in all chapter activities and programs.
5. The right to know the date of my Initiation at least one month prior to the date of the Initiation Ritual.
6. The right to serve the chapter on a committee.
7. The right to wear the letters of Phi Mu Delta, our symbols and coat-of-arms in an appropriate manner.
8. The right to participate in activities outside of Phi Mu Delta on campus and in the community.
9. The right to confront and hold accountable any new member or initiated member when he does not meet his obligations of membership or have violated our values and ideals.
10. The right to have an engaged and qualified big brother to assist me through the New Member Orientation process.

# PHI MU DELTA CODE OF CONDUCT

## WHAT IS A CODE OF CONDUCT?

- The Code of Conduct serves as the universal accountability process for Phi Mu Delta chapters, collegiate members, and alumni.
- The enforcement of this Code is essential to the daily operations of a successful organization.



*Members of the Sigma Alpha chapter at Longwood University.*

## WHO DOES THE CODE OF CONDUCT APPLY TO?

The Code of Conduct applies to all members, including new members, collegiate members, and alumni. It applies to all conduct both within the operation of the chapter/colony and in their personal conduct in the name of the Fraternity.

## HOW IS THE CODE OF CONDUCT ENFORCED?

Collegiate members, alumni, and the National Fraternity are able to bring charges against those that may have violated the Code of Conduct before the chapter/colony. The procedure for bringing charges against members and conducting a conduct meeting are provided in this document.

## WHAT IS MY OBLIGATION?

In order to fulfill our solemn obligation to help its members reach the highest standards of educational attainment, moral values, and social responsibility, Phi Mu Delta Fraternity has adopted the following Code of Conduct for the daily lives of each of our members:

1. I will strive for academic excellence and encourage it in other members.
2. I will follow Phi Mu Delta's policies against the illegal use and abuse of alcohol and drugs.
3. I will respect the dignity of all persons and therefore I will not physically, psychologically, or sexually haze or abuse any person.
4. I will respect the property rights of others. Therefore, I will neither abuse nor tolerate the abuse of private, chapter, or public property.
5. I acknowledge that a safe, clean, and attractive environment is essential to both physical and mental health. Therefore, I will work with other members to properly maintain the chapter property.
6. I will pay my fraternity bills and other financial obligations when due and recognize the need for all other members to do the same.
7. I will recommend for membership only those men of outstanding personal character, who join me in seeking to achieve excellence in all we do.
8. I will exemplify and encourage self-discipline, responsibility, and leadership within my chapter/colony.
9. I will work to make my chapter the most respected on campus and within the community.
10. I will encourage and support other members in pursuit of the ideals of this code of conduct.

## BEING A PHI MU DELTA MAN



*Past National Presidents, Bob Lomison (Mu Zeta '77) and Paul Kittle, (Mu Pi '90).*

While Phi Mu Delta believes in democracy, service, and brotherhood, there are other characteristics Phi Mu Delta men should exhibit. It is difficult to be a good fraternity man.

### CARE, DIGNITY, & RESPECT

Be a kind, caring person. A Phi Mu Delta man is a considerate, compassionate person and treats those around him with care and dignity. When a Phi Mu Delta member exhibits care, dignity, and respect, there is no room for harmful behaviors, such as hazing, assault, abuse of drugs or alcohol, etc.

### TRUST

Be an honest person; do not cheat, deceive, or steal and be reliable. Be a trustworthy person will allow others to have confidence in you. Build relationships with others based on trust. A trustworthy man does what he says he will do. He admits his wrongdoings and tries to develop solutions.

### CITIZENSHIP

Strive to make the community you reside in better - actively involve yourself in service and philanthropy efforts and stay informed about important issues facing your community. Be a good respectful neighbor. Many college students live in rental properties in the community outside campus, be respectful to your neighbors, whether they are fellow students or not.

### ACCOUNTABILITY

Coinciding with trust, members should do what they say they will do. If you cannot hold true to your word, own that and remedy it.

Hold yourself accountable to your own actions but also hold your fellow brothers to the standards and expectations set by the group.



*Brothers from the Nu Xi chapter at the University of Southern Maine.*

# The National Fraternity

The National Conclave serves as the supreme governing body of the fraternity. Delegations from all active chapters, colonies and alumni associations gather every two years to select the National Council, vote on legislation, establish membership fees and provide feedback.

Between National Conclaves, the National Council is tasked with setting the goals for the next two years. The strategic initiatives and policies created by the National Council are carried out by the Executive Director and staff at the National Office. The National Office is tasked with running the day to day operations of the fraternity. They handle all paperwork, invoicing, database management and correspondence. In addition, the staff creates and implements all National programs and educational resources.

The relationship between the National Fraternity, National Office, and individual chapters is one of support and challenge. Chapters and members will be provided support and resources, but ultimately chapters must meet their own obligations and goals. In some situations, the National Fraternity is obligated to step in and correct poor operations or behaviors in the chapter. On rare occasions, the National Fraternity may take disciplinary action, when needed.

## NATIONAL SUPPORT

There are three layers to the national support for all members and local organizations, the National Office staff, National Council members, and National volunteers. The National Council members are elected every two years during the National Conclave and set the vision and strategic plan of the National Fraternity. The National Office staff execute that vision and strategic plan through chapter support, alumni engagement, educational and leadership programs, and non-profit business management. The national volunteers support the National staff in these initiatives.

## THE NATIONAL COUNCIL

The role of the National Council of Phi Mu Delta is to establish leadership consistent with the National Fraternity's Constitution and Bylaws, regarding the finances, management and activities for the further advancement of Phi Mu Delta. The National Council is the authority for the governance of the Fraternity. The Council delegates to the Fraternity's Executive Director for the management of operations and resources. The ultimate role of the National Council is to assist the fraternity's staff and volunteers in carrying out the mission and strategic plan of the fraternity.



*Some of the 2018-2020 National Council members.*

There are six alumni and two collegiate members that serve on the National Council: National President, National Vice President of Membership, National Treasurer, National Secretary, two National Members-at-Large, and two Collegiate Representatives. The Executive Director serves as an ex-officio member of the National Council.

## THE NATIONAL OFFICE STAFF

**The Executive Director:** The Executive Director manages the daily affairs of the fraternity through working to hire and supervise staff, serving as a representative of the National Fraternity, acting as a liaison between the National Fraternity and host institutions, cultivating alumni support within the fraternity, and organizing chapter visits with the National Office. The Executive Director also serves as an ex-officio member of the National Council and the nominations committee.

**The Assistant Executive Director for Undergraduate Engagement:** The Assistant Executive Director for Undergraduate Engagement supports the undergraduate chapters and colonies and on the growth efforts of the National Fraternity by developing the educational programming for the National Fraternity, providing leadership, education, and recruitment training. In addition, the Assistant Executive Director oversees the expansion efforts for the National Fraternity and the ensuring the health and stability of chapters, assisting in identifying, recruiting, and training Chapter Advisory Board members and District Governors, and creating and implementing all regional and national leadership conferences. The Assistant Executive Director oversees all of the undergraduate operations for the National Fraternity, including the support and training of the Coordinator for Undergraduate Engagement.

**Director of Advancement:** The Director of Advancement works with alumni engagement and supports the needs of the Phi Mu Delta Educational Foundation. The Director develops lifelong relationships grounded in the Fraternity's principles and through these relationships asks alumni, volunteers and friends to provide financial support to advance the organization's mission. In addition, the Director of Advancement will work with, support, and establish alumni associations.

**Coordinator for Undergraduate Engagement:** As a critical role in providing the undergraduate members with a positive Fraternity experience, the Coordinator of Undergraduate Engagement assists in the support and growth of chapters and colonies. The Coordinator conducts in-person chapter visits, working primarily with chapter leaders, advisors, and members, to assist chapters with general operations, recruitment, confidence building, and other areas of chapter performance. In addition, this position coordinates and executes expansion efforts for the National Fraternity. The Coordinator of Undergraduate Engagement coordinates on-site evaluations and provides regular contact between the National Office and the undergraduate chapters.

## NATIONAL VOLUNTEERS

**District Governors:** The District Governors are another layer of support for chapters, divided by the district in which the chapter resides, and represent the National Fraternity on the district level. There should be regular communication between the District Governor and chapters. District Governors assist the National Fraternity as another layer of support and through facilitating national and regional programs.

## LOCAL SUPPORT

There are two layers of the local support for all members and local organizations, alumni associations/house corporations and the chapter advisory board. The alumni associations and house corporations are chartered organizations of the National Fraternity and are linked to an undergraduate chapter or colony. The chapter advisory board members are volunteers that do not need to be brothers of Phi Mu Delta, but strong individuals that wish to support a local organization. All chapter advisors must be approved and certified by the National Office in order to serve in their roles.

### ALUMNI ASSOCIATIONS/HOUSE CORPORATIONS

Alumni Associations are formed in order to provide a support and assistance role with the undergraduate chapter, as well as, maintain social contact with the alumni from a particular chapter. Alumni Associations have an executive board which plans and finances educational programming for the benefit of the chapter or social events for the alumni. In addition, these boards help raise money for the chapter in order to finance educational endeavors and scholarships. Housing Corporations, often referred to as alumni control boards, are in control of all property owned and maintained by the local chapters of the fraternity. These boards are incorporated through the state and operate with a board of directors. They work closely with the Chapter President, Treasurer and House Manager to ensure that the property is well maintained and all bills are paid in a timely manner.



*The Nu Gamma Alumni Association President accepting the 2018 Commons Club Outstanding Alumni Association Award at the 2018 Conclave.*

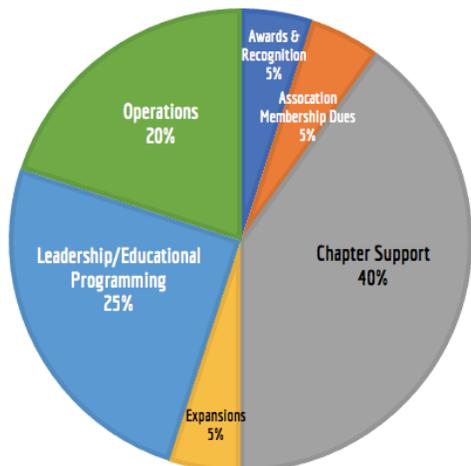
### THE CHAPTER ADVISORY BOARD

The chapter advisory board consists of 6 people: a Chapter Advisor, a Financial Advisor, an Academic Advisor, a Recruitment Advisor, a Membership Development Advisor, and a Judicial Advisor. The role of the chapter advisory board is to support and advise the chapter or colony with chapter operations, recognize successes and assist them through struggles. The members of the Chapter Advisory Board do not need to be brothers of Phi Mu Delta Fraternity. There is a required training and certification program for all chapter advisors.



*The members of Mu Beta (Ohio Northern) with the 2016 winner of the Dr. Albert D. Nutting Outstanding Advisor Award.*

## WHAT DO MY NATIONAL FEES PAY FOR?



The collegiate membership dues support the daily operations of the National Fraternity. The fees cover the services to the chapters and colonies provided by the National Office and the various national programs, such as Conclave, Sapphire Leadership Institute, and Officers' Academy.

## HOW WE SPEND YOUR DUES (2018 - 2020)

### **Induction Fee - \$40 per new member**

The chapter/colony is invoiced this non-refundable fee within 48 hours of the Induction Ceremony. The invoice is based on the number of new members included on the Induction Report. The Induction Fee covers the expenses of The Oracle: Phi Mu Delta's Membership Manual and the Initiation Badge.

### **Initiation Fee - \$300 per new member**

Each new member is invoiced an Initiation Fee, which should be paid using GreekBill or by check to the National Office 10 days before initiation. This is a one-time fee. Initiation Fees cover the overhead and ongoing expenses to run the National Office. Failure to pay the Initiation Fee prior to Initiation will result in a fine.

### **Brotherhood Service Fees - \$110 per active member per semester**

The Brotherhood Service Fee is paid by all returning members each semester. Brotherhood Service Fees help support the ongoing programs and chapter/colony support programs provided by the National Office.

### **Chapter Service Fee - \$800 per chapter/colony per semester**

The Chapter Service Fee is paid each semester by the chapter/colony. This fee pays to support the services and resources provided by the National Office.

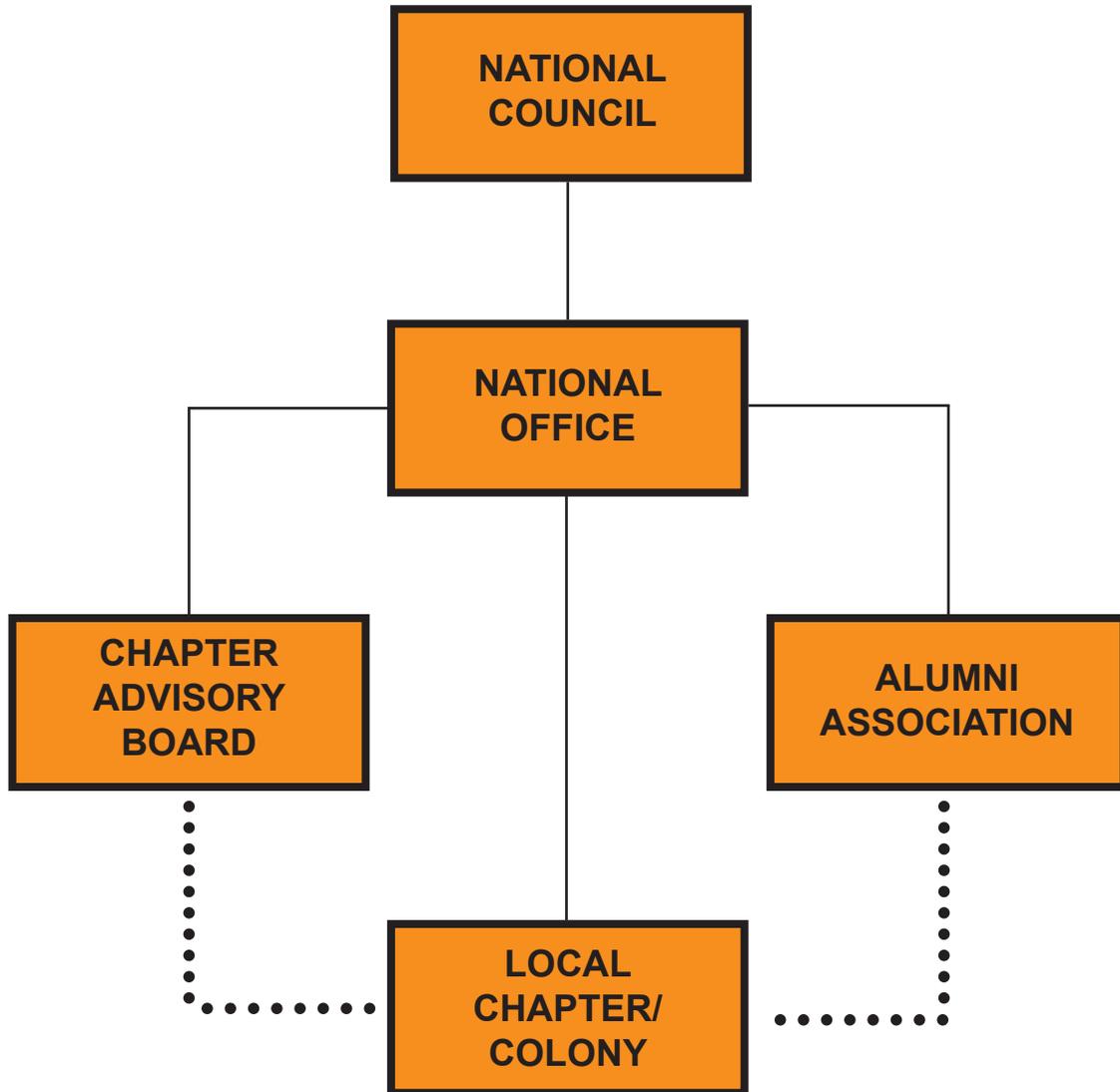
### **Insurance Rates - \$180 per active member per year**

The Insurance rate is assessed yearly, based on the roster submitted by the chapter leadership in the spring End of Term Report. There is 5% discount provided to chapters/colonies that pay in-full by October 1.

### **Leadership Fee - \$1600 - \$1800 each year**

Leadership Fees are due in the spring semester. The Leadership Fee offsets the cost of sending a delegates from each chapter to the Conclave/Sapphire Leadership Institute.

# NATIONAL GOVERNING STRUCTURE



## THE FOUNDERS' CREED

I believe in **Democracy**... a democracy characterized by the practice of justice in every relation of life. I hold that justice is the foremost principle to be considered in making my decisions as a voting member of Phi Mu Delta, the student body, and as a citizen of the United States. I believe in that broad conception of democracy which seeks freedom of opportunity, and recognizes no color, race, creed, or position.

I Believe in **Service**... service to the college; service to every group organized for the common good; service to the individual. I believe in service defined in the terms of voluntary sacrifice for the welfare of those with whom I come in contact.

I Believe in **Brotherhood**... brotherhood that reaches beyond the limits of Phi Mu Delta and welcomes every man as my Brother. I believe in the intrinsic worth of the man at my side, and in his ability to make good and justify my faith in him.

I hold these beliefs as my profound conviction, and I pledge my fellow men to live up to them to the best of my ability.

## WHAT IS A CREED?

A Creed is a statement of values. It is the public pronouncement of what we, as a fraternity, believe in and how we apply it to our everyday lives. Unlike the ritual of Phi Mu Delta, it is not a secret and it defines and clarifies our values statements.

Phi Mu Delta's Founders' Creed is unique within the fraternity world. While, most fraternity and sorority creeds were written after their founding by members looking to summarize and clarify the values found within their secret rituals, the Founders' Creed of Phi Mu Delta was written in 1899, by the men who formed the National Federation of Commons Clubs. We consider the Founders' Creed to be our legacy from them and cherish the values that were passed onto us as Phi Mu Delta.



*Brothers from the Nu Beta chapter at the University of New Hampshire.*

## WHAT DOES THE CREED MEAN?

The Founders' Creed is expected to be known by all members of the fraternity. It is recited at every meeting and at all ritual ceremonies.

It is more important to remember that the Founders' Creed needs to be lived through action, not simply memorized and recited. It has no meaning if we do not act on the values that we claim to believe. In fact, we look like hypocrites.

One of the fraternity's greatest challenges is when our members do not do what they say they will do. When we are congruent with our values, we will find greater rewards in our membership and people will see the true worth of our organization.

## RITUALS AND TRADITIONS

### CREED TALK

The Founders' Creed embodies all that Phi Mu Delta believes in. Each of the ideals is related to the way we, as brothers and new members, must treat our fellow man, society, and ourselves. Take time to consider the Creed and what it means to you. Gather together with your fellow new members and brothers and have a "Creed Talk". During the "Creed Talk", new members and brothers should break down the Creed into its parts and discuss the meaning. These should be happening at least once a semester at the Brotherhood Retreat.



*Brothers preparing for the Creed Talk, a tradition that also happens with all chapters and colonies during Sapphire Leadership Institute.*

### 19-18 CHANT

Developed by the members at the Mu Omicron chapter at Frostburg State University, the 19-18 chant is a call and response tradition to demonstrate encouragement and support. The first person chants "1-9" and the rest of the group responds with "1-8."

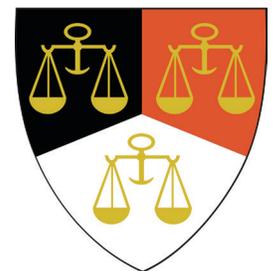


### 1918 SOCIETY

The 1918 Society is an undergraduate giving society for the Phi Mu Delta Educational Foundation. Undergraduates are encouraged to give \$19.18, annually to the Educational Foundation. Members of the society receive a 1918 Society pin.

### BADGE ETIQUETTE

**New Member Pin:** The Phi Mu Delta new member pin is given to the new members of the fraternity during the Induction Ritual Ceremony. It should be worn over the heart, and can be worn with casual clothes and formal dress, but should not be worn over a print on a shirt. The new member pin should be returned to the chapter after the new member receives his initiation badge.



**Initiation Badge:** The Phi Mu Delta badge is only to be worn by initiated brothers in professional dress. It should be worn over the heart on the shirt, not as a lapel on a coat or jacket. The badge is given to new members during the Initiation Ritual Ceremony. The badge is property of the fraternity and should be surrendered upon suspension, resignation, or expulsion of membership.





**Centennial Badge** The limited edition Centennial Badge is a gold badge with orange sapphires on each corner. The badge will be given to new members initiated in the spring 2017, fall 2017, spring 2018, fall 2018 semesters to commemorate the centennial of Phi Mu Delta. The badge will also be on sale for members to purchase.

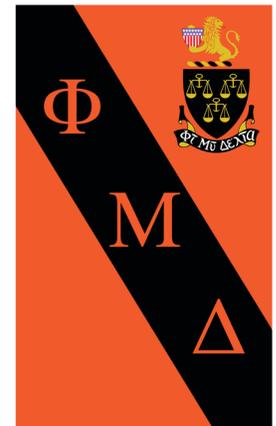
## INSIGNIA

**The Coat-of-Arms (Crest):** The coat-of-arms consists of the scales of justice on a shield of protection, over which is mounted the lion of strength and power bearing the red, white, and blue shield of America, and under which run a ribbon bearing the Greek lettering “Phi Mu Delta”.

The crest consists of a lion rampant in golden yellow, head turned toward the fly end, holding a shield of America in red, white, and blue. The top of the shield has a field of blue with 13 white stars and the bottom composed of alternate red and white stripes. 13 in number, the outer two are red.

**Banner:** The banner consists of a Princeton orange field with a black band running diagonally from upper left to lower right corner, containing the Greek letters “Phi Mu Delta” in Princeton orange. The fraternity coat-of-arms shall be located in the upper right field and shall be detailed in black and gold.

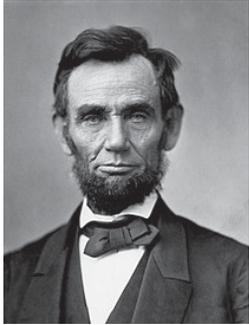
Chapter designations may be on banners and if included, it should be the chapter name designated by Greek letters, first of which included the district and shall be located in the left field. No other type of local personalization is permitted.



**Flag:** The flag has a fly end consisting of a square black bearing the fraternity crest. The lion sits on the torsade of the crest which alternates in orange and black. The hoist end of the flag is a field of orange bearing a vertical column of Greek letters in plain black style, PHI MU DELTA. The official flag should not have a chapter designation.

**Colors:** The official colors of Phi Mu Delta Fraternity are Princeton orange, black, and white. Chapters will use the official colors for promotional materials. Please request a style guide from the National Office.

**Flower:** The official flower of Phi Mu Delta Fraternity is the jonquil.



**Patron Saint:** Abraham Lincoln

## PUBLICATIONS

**Alumni Directory:** A directory of the National Fraternity is published when it is ordered by the National Conclave.

**The Official Pamphlet of Phi Mu Delta:** A ritual pamphlet of the National Fraternity is published when it is ordered by the National Conclave.

**Triangle Magazine:** The Triangle Magazine will be published periodically in conjunction with the Phi Mu Delta Educational Foundation.



Cover of the Spring 1971  
Triangle Magazine



Brothers from the Mu Rho chapter  
at Shawnee State University.

## NATIONAL AWARDS & RECOGNITION

### THE DR. ALBERT D. NUTTING OUTSTANDING CHAPTER ADVISOR AWARD



*Ryan Grogan, Nu Beta (New Hampshire) was one of the 2018 Award Recipients of the Outstanding Chapter Advisor Award.*

The Dr. Albert D. Nutting Outstanding Advisor Award is named in honor of the longtime advisor to the Nu Epsilon Chapter at the University of Maine. Dr. Nutting was a founding member of the chapter and returned to the University as a Professor of Forestry. He served the Nu Epsilon Chapter for over 30 years as its faculty and alumni advisor. Nominees may serve in any advisory capacity to the chapter.

### THE JAMES A. VITALE OUTSTANDING VOLUNTEER AWARD



*Sam Waltemeyer, from Mu Omicron '09 (Frostburg) was the 2017 award recipient for his service as a lead facilitator at Sapphire Leadership Institute, among other roles.*

Mr. James A. Vitale was named a Distinguished Service Chapter Member in 1999. Brother Vitale served as Executive Secretary of the Fraternity in 1964, and was able to open the very first National Headquarters in 1966. This award recognizes the outstanding contributions of a member of the National Council. Anyone may nominate a current volunteer for work done throughout the year.

### THE CHARLES S. RISING OUTSTANDING CHAPTER PRESIDENT AWARD

Charles S. Rising was the first National President of Phi Mu Delta. Through his leadership, the National Fraternity laid the foundation for our success over the past 88 years. The Charles S. Rising Outstanding Chapter President Award recognizes the contributions and leadership of a chapter president. Nominations may be submitted by any chapter member, advisor, or alumni association member.



*Mu Alpha (Susquehanna) accepting the 2017 Outstanding Chapter President Award.*

### THE COMMONS CLUB OUTSTANDING ALUMNI ASSOCIATION AWARD



*Nu Theta (RPI) was one of the 2018 winners of the Outstanding Alumni Association awards.*

The National Fraternity recognizes the value of our many alumni associations. Through them, our members are able to maintain life-long contacts and the undergraduates are given great mentors. This award recognizes those contributions. Any undergraduate chapter or alumni association may apply for this award.

## THE ROBERT C. LOMISON OUTSTANDING UNDERGRADUATE MEMBER AWARD



*Dustyn Hall at Sigma Alpha '18 (Longwood) was awarded this award in 2017.*

Brother Robert C. Lomison served as National President from 1982 until 1990. He joined the National Council as the Undergraduate Representative in 1976. At that time, the National Fraternity was facing many challenges and Brother Lomison was part of a team of brothers who saved the organization. The Robert C. Lomison Award recognizes the outstanding contributions of any undergraduate member to his chapter, campus, or greater community.

## THE DAVID T. SMITTLE EMERGING LEADER AWARD



*Brothers of the Mu Omicron (Frostburg) chapter accepting the award on behalf of their brother with David Smittle.*

Dave served on the National Council for over 30 years. His dedication and service to the National Fraternity extends to his chapter, Mu Beta at Ohio Northern University, where he served as a chapter advisor for many years. Throughout his service, he strives to provide enormous opportunities for emerging leaders. This award recognizes an undergraduate member that has demonstrated emerging or improved leadership abilities over the last year. Anyone may nominate an undergraduate for this award.

## THE ROBERT G. LEBLANC ACADEMIC ACHIEVEMENT AWARD

Dr. Robert G. LeBlanc was a member of the Nu Beta Chapter at the University of New Hampshire. After his graduation, Brother LeBlanc pursued a Ph.D. in Geography and returned to UNH as a professor. In 2001, Brother LeBlanc was traveling to a conference in Los Angeles when the flight he was aboard was one of the planes to strike the Twin Towers. In 2002, the Academic Achievement Award was named in his honor. The award recognizes the chapter/colony with the highest annual Grade Point Average. The winner is decided by grade reports submitted by the host campus.



*Mu Sigma (Rutgers, New Brunswick) chapter won this award in 2017.*

## THE PERCE R. APPELYARD AWARD FOR OUTSTANDING COMMUNITY SERVICE

Perce R. Appleyard served as National President from 1948 until 1950. Perce was a member of the Alpha Sigma Omega fraternity that became the Mu Alpha Chapter at Susquehanna University in 1924. From the moment Mu Alpha was chartered, Brother Appleyard dedicated himself and the Fraternity to community service and philanthropy programming. This award recognizes the chapter or colony with the greatest contribution of community service and/or philanthropy programming from the academic year.



*Sigma Alpha (Longwood) chapter won this award in 2018.*

## OUTSTANDING MEMBERSHIP GROWTH



*The Mu Beta at Ohio Northern University won both awards in 2017, after recruiting a total of 28 new members and growing 76% over the academic year.*

The Outstanding Membership Growth Award is presented to the chapter that has the highest percent growth from starting the fall semester to starting the next fall semester.

## OUTSTANDING RECRUITMENT AWARD

The Outstanding Recruitment Award is presented to the chapter that initiates the highest number of new members during the entire academic year.

## OUTSTANDING PROGRAMMING AWARD

This award is presented to the chapter that hosts an outstanding program for its members during this academic year. This could be an educational program, philanthropy event, or chapter function.



*The Nu Theta at RPI won this award in 2018.*

## THE ELI C. HENRY MOST IMPROVED CHAPTER AWARD



*Mu Omicron (Frostburg) won this award in 2018.*

Eli C. Henry was National President during the difficult times in the late 1970's. Together with a small band of dedicated alumni, Brother Henry is credited with saving the National Fraternity and putting the organization back on track for success. Unfortunately, Brother Henry suddenly passed in the early 1990's and the Most Improved Chapter Award was named in his honor. The chapter that has demonstrated the greatest improvement during the academic year in the areas of chapter management, scholarship, and recruitment will be considered for this award.

## THE CHAPTER OF EXCELLENCE AWARD

Clarence Dexter Pierce, the founder of Phi Mu Delta, stood for the strongest of ideals for the remainder of his life. He went on to be a successful doctor in Batavia, New York and was committed to service throughout his days. The Chapter of Excellence Award honors those chapters who has committed itself to our highest ideals and has created an environment where our members can thrive. Chapters must be strong in all areas of chapter management, scholarship, recruitment, and service to the community. These chapters are then asked to make a formal presentation before the undergraduate membership at Conclave or Sapphire Leadership Institute. These chapters compete for the Clarence Dexter Pierce Cup as selected by their peers.



*In 2018, there were four Chapters of Excellence (from left to right): Mu Alpha (Susquehanna), Mu Beta (Ohio Northern), Mu Xi (Penn College), Sigma Alpha (Longwood).*

## NATIONAL PROGRAMS

### THE NATIONAL CONCLAVE



*Attendees from the 2018 Centennial Conclave in Burlington, Vermont.*

National Conclave is the supreme legislative body of the fraternity. It is a biennial event occurring on the even-numbered years. At Conclave, members elect National Council Officers, determine National Constitution and By-Law changes, and make recommendations on the policies and operation of the fraternity.

Anyone from a chapter/colony is welcome to attend, but the National Constitution states that each chapter/colony is required to send three undergraduate delegates to Conclave—two head delegates (usually the president and highest-ranking officer attending) and one alternate delegate. The two head delegates serve as the chapter's undergraduate votes, and if a head delegate is not on the floor, the alternate serves as the vote.

### SAPPHIRE LEADERSHIP INSTITUTE

The Sapphire Leadership Institute is held biannually to assist all undergraduate members who are interested in learning more about leadership. This program allows participants to practice their own leadership skills in preparation for their growing role as chapter leaders. Each chapter and colony is expected to send four members this a four-day residential experience.



*Attendees from the 2017 Sapphire Leadership Institute in Medford Lakes, New Jersey.*

### NAVIGATOR

Navigator is an elite program designed to introduce newly initiated members to the possibilities of their lifelong membership. This program runs concurrently with the Sapphire Leadership Institute and chapters/colonies are required to nominate one newly initiated member to attend. To qualify, the member must have been initiated during one of the previous two semesters.



*Alumni and Friends of Phi Mu Delta are invited to facilitate SLI and Navigator.*



*2018 Officers' Academy attendees and facilitators.*

### OFFICERS' ACADEMY

Each January, Phi Mu Delta Fraternity hosts Officers' Academy. The purpose of this program is to offer nuts & bolts training to all newly elected officers. This three-day training workshop provides officers with the essential tools to manage chapter operations and attain goals for the coming year. All five members of the newly elected executive board are expected to attend

## ADVISORS' ACADEMY

Advisors' Academy runs concurrently with Officers' Academy and provides the chapter advisors with training and development opportunities. It is both a training weekend for advisors to learn about their roles and responsibilities, but also a time for the advisor to work with the newly elected officers on strategic planning and chapter operations. There is no cost for advisors to attend but advanced registration is required.

## CORNERSTONE INSTITUTE

The Cornerstone Institutes are designed to provide chapter members training on three key membership components: recruitment, membership development, and accountability. These are held at the beginning of the fall semesters on, at least, three different campuses around the country for members to attend. All members are welcome to attend this free program but the Vice President of Membership, Vice President of Member Development, Recruitment chair, and Sergeant-at-Arms are required to attend. This program replaces the previous Recruitment Academy.



*Brothers at the Mu Xi (Penn College) chapter.*



*Brothers at the Mu Zeta (Lock Haven) chapter participating in the Beyond the Limits Retreat in 2018. Alumni and National Staff attended.*

## BEYOND THE LIMITS

Beyond the Limits is a day and a half long retreat designed to rejuvenate and retool Phi Mu Delta chapters and colonies through intense discussions, activities, and goal setting. Through the philosophy of Appreciative Inquiry and Advising, the facilitator(s) will guide members through goal development in a positive, strengths-based manner. "Appreciative Inquiry is a strengths-based approach to organizational development that replaces the traditional top-down model of power and control with one that gives all participants equal stake and voice in the process" (Fifort & Lander, 2013). This process engages and empowers individuals to imagine possibilities rather than dwelling on the problems.

## THE ENGAGE PROGRAM: PHI MU DELTA'S TOTAL MEMBERSHIP DEVELOPMENT PROGRAM

### LEADING THE LION PRIDE- NEW MEMBER ORIENTATION

Leading the Lion Pride is Phi Mu Delta's orientation program by which new members learn more about Phi Mu Delta and assume their obligations to become brothers of the Order. Through a series of learning modules, brotherhood building activities, and interactions with initiated members and alumni, the new member learns the basic skills required and needed to maintain a strong chapter that will assist in his development throughout his life. Phi Mu Delta mandates that the New Member Orientation program may not last more than eight weeks.

Phi Mu Delta's New Member Orientation is never to be used as a "weeding" out process. The dynamic recruitment process teaches our members to only invite men into Phi Mu Delta who have already displayed the behaviors and values that we seek in a member.



*Founding Fathers at the Mu Phi chapter (Marywood) accepting their bids.*



*Members of the Mu Upsilon chapter (RMU) at the chartering ceremony.*

### THE PERSONALIZED MEMBERSHIP DEVELOPMENT PROGRAM (MYPMD)

Following the New Member Orientation, members are challenged to continue their leadership and soft skills development. As such, each semester, members are required to certify themselves from a selection of skill set training modules and activities. In some cases, prerequisite training will be required before a member may run for a particular office or chairmanship. All certifications are kept in the member's permanent record and are available to assist the member when it is time to apply for graduate school or build his resume.

### SENIOR YEAR EXPERIENCE

It is essential that we prepare our membership for post college success. The Senior Year Experience program is designed to help our members translate the skills that they have developed throughout their membership into marketable skills essential for success in life and career. Members are invited to develop mentoring relationships with local alumni throughout their senior year. In addition, the Phi Mu Delta national network of alumni is introduced to ensure that the member is well-connected with other members in career fields and geographical locations throughout the world. In addition, workshops, and seminars are provided for resume building, interview practice and financial literacy.



*Members of the Sigma Gamma chapter at the University of Lynchburg.*



# Chapter Operations



# National Constitution

## PREAMBLE

For the promulgation of the noble purposes of brotherhood which caused the Phi Mu Delta Fraternity to be founded, and which were enunciated as follows in the preamble to the constitution, adopted in 1918, we do hereby adopt this constitution:

“We the representatives of fraternal organizations of the University of Vermont, New Hampshire State College, and Connecticut Agricultural College, believing that there is a need of a democratic fraternal organization both for the college and for the individual, and in order to secure a closer brotherhood and to give permanence to a central organization, do hereby form and establish The National Fraternity of Phi Mu Delta.”

## ARTICLE I. NAME

Section 1. The name of this National fraternal organization shall be “The Phi Mu Delta Fraternity.”

## ARTICLE II. PRINCIPLE AND PURPOSE

Section 1. The principle of the fraternity shall be that indicated by the Greek phrase for which the name stands.

Section 2. The purpose of the fraternity shall be service to the college, to the fraternity, and to the individual.

## ARTICLE III. MEMBERSHIP

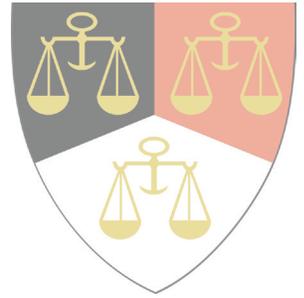
Section 1. Phi Mu Delta affirms its founding values that no man shall be denied membership on the basis of color, race, creed, position, disability, or sexual orientation.

Section 2. Character, ability, and willingness to support the fraternity and its principles shall be the basis of eligibility for membership.

Section 3. No man belonging to another national fraternity shall be admitted to membership, and no member of the Phi Mu Delta Fraternity shall join any other national fraternity. As used in this provision, the term “national fraternity” shall not be interpreted to include honorary and professional fraternities.

Section 4. Members shall be initiated according to the constitution, and shall consist of two classes: collegiate and alumnus.

Par. 1. Collegiate members shall be all those engaged in collegiate academic studies at institutions of higher learning where The Phi Mu Delta Fraternity has an established chapter who has received an invitation to join based on said chapter’s by-laws.



Par. 1a. A Collegiate member who transfers to a campus where no chapter exists shall retain his membership in the chapter in which he was initiated.

Par 1b. Upon graduation from undergraduate studies a collegiate member will automatically move to alumni status. If the member is continuing in graduate studies he will have the option to continue as a collegiate member by notifying the National Office.

Par. 2. Alumni members shall be all former collegiate members no longer pursuing collegiate studies that have paid all dues to the Phi Mu Delta Fraternity.

Par. 2a. The father or legal male guardian of an initiated collegiate member may be invited to join the fraternity and is immediately given alumni status upon initiation as long as his membership does not violate Article III, Section 3.

Par. 3. Honorary membership may be extended to any person in recognition of outstanding achievement on behalf of the fraternity. Such membership shall require a two-thirds affirmative vote of the National Council.

Par 4. Phi Mu Delta does not recognize inactive collegiate status. Members who choose to not be active must submit resignation paperwork to the National Office and their local chapter.

#### **ARTICLE IV. ORGANIZATION**

Section 1. The Phi Mu Delta fraternity shall be composed of local organizations established at institutions of undergraduate standing, coordinated by a National organization consisting of the National Conclave, the National Council, the National executive committee, and the National standing committees established by this constitution.

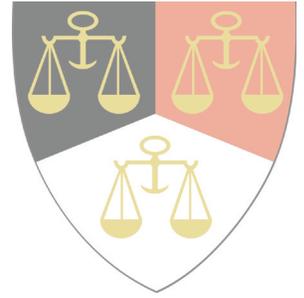
Section 2. The National organization shall have, as provided in this constitution, the power to control the admission and withdrawal of local organizations, the structure of the local organizations, the method of acquiring new members, the admission, honorable dismissal, expulsion of members, the initiation and other rituals, and the use of the insignia. It shall have, as provided in this constitution, general supervisory authority over the finances of the local organizations, and shall carry on relations with other (Inter) National fraternal organizations.

Section 3. All powers not expressly delegated by this constitution to the National organization are reserved to the local organizations through their by-laws.

#### **ARTICLE V. LOCAL ORGANIZATIONS**

Section 1. Local organizations may be established at any institutions of undergraduate standing which have no regulations prohibiting fraternal organizations.

Section 2. Each local organization shall consist of a collegiate chapter composed of undergraduate and graduate student members.



Par. 1. Chapters with houses should have a separate Alumni Corporation Control Board (a.k.a House Corporation) to perform landlord related functions for the property. Such Alumni Control Boards are chartered entities within the National Fraternity.

Par 2. Alumni from any chapter may form an alumni association in accordance with the policies of the National Fraternity. Such alumni associations are chartered entities within the National Fraternity.

Section 3. Each collegiate chapter and alumni association shall be governed by a constitution and by-laws duly enacted by it and reviewed administratively by the National Office. The National Office shall be notified of all amendments. Local constitutions must be in accordance with the National Constitution.

Section 4. The local organizations comprising the fraternity shall be divided into six districts:

Par. 1. Nu district shall include Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, and New York.

Par. 2. Mu district shall include Pennsylvania, New Jersey, Delaware, Maryland, Ohio, West Virginia and Washington DC.

Par.3. Gamma district shall include Indiana, Illinois, Kentucky, Michigan, Wisconsin, Iowa, Minnesota, and Missouri.

Par. 4. Sigma district shall include Virginia, North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi, Tennessee, Arkansas, and Louisiana.

Par. 5. Rho district shall include North Dakota, South Dakota, Kansas, Nebraska, Montana, Wyoming, Colorado, New Mexico, Oklahoma, and Texas.

Par. 6. Pi district shall include Alaska, Washington, Oregon, California, Idaho, Nevada, Utah, Arizona, and Hawaii.

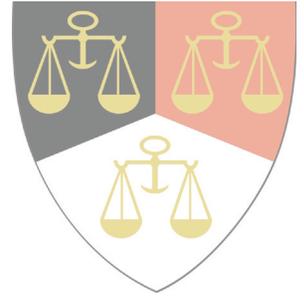
Section 5. Each local organization shall be designated by no more than three Greek letters, the first of which indicates the district.

Section 6: Local organizations must be in good standing with the National Fraternity. Good standing is defined as having no debt to the National Fraternity, attend all required meetings, and successful completion of all paperwork and required accreditation documents.

## **ARTICLE VI. THE NATIONAL ORGANIZATION - THE NATIONAL CONCLAVE**

Section 1. The National Conclave shall consist of two voting delegates from each Collegiate chapter and colony in good standing, one voting delegate from each chapter Alumni Association in good standing, one voting delegate from each Alumni House Corporation in good standing, Past National Presidents, and each member of the National Council.

Section 2. No Collegiate chapter, House Corporation or Chapter Alumni Association which owes an unfunded obligation to the National organization shall be permitted a vote at the National Conclave.



Section 3. Each voting delegate shall be entitled to one vote. No one shall be entitled to more than one vote, and voting by proxy shall not be permitted. Past National Presidents must be properly credentialed and in good standing with the Fraternity in order to vote.

Section 4. Each Collegiate chapter, House Corporation and chapter alumni association may have as many non-voting representatives present as it desires.

Par. 1. Collegiate chapters are required to send at least two voting delegates and one alternate. Chapter Alumni Associations and House Corporations are required to send at least one delegate to remain in good standing.

Section 5. Meetings of the National Conclave shall be held at such times and places as may be specified by the National Council. In no case shall the interval between meetings exceed two years.

Par. 1. The National Conclave shall be held on even-numbered years, whereas, the Sapphire Leadership Institute shall be held during odd-numbered years.

Section 6. All powers delegated by this constitution to the National organization shall be invested in the National Conclave.

Par. 1. The National Conclave may by a three-quarters vote amend this constitution. It may also by a three-quarters vote admit, expel, withdraw the charter of, or readmit a local chapter, subject to the conditions laid down by this constitution.

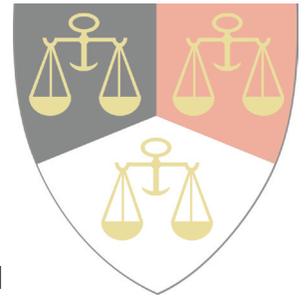
Par. 2. The National Conclave shall, by a majority vote, elect the National Council and may by a three-quarters vote remove any member of the National Council, subject to the provisions of this constitution.

Par. 3. The National Conclave shall determine installation fees and other expenses incidental to the installation of new collegiate organizations and National membership fees payable by collegiate members, but may delegate any or all of these powers to the National Council.

Par. 4. The National Conclave may assign to the National Council, the National executive committee, or the National standing committees any duties not specifically delegated to any individual or group by this constitution.

Par. 5. The National Conclave may review and ratify or disallow the acts of the National Council during the interval since the previous meeting of the National Conclave.

## ARTICLE VII. THE NATIONAL COUNCIL



Section 1. The National Council shall consist of up to nine members: the National President, the National Vice-President of Membership, the National Vice-President of Finance, the National Secretary, two collegiate representatives, two Councilmen-at-large, and the Executive Director, who shall serve as an Ex-Officio Member of the National Council.

Section 2. The National Council shall be open to nominations during the interval between Conclaves. A Chair will be appointed by the National President to oversee the nominating committee, which will consist of worthy alumni and collegiate members in good standing selected by the Nominating Chair. The nominating committee will solicit nominations and applications and develop a slate to be approved by the Conclave. In addition, nominations may be received from the floor at Conclave.

Par. 1. Any alumnus in good standing is eligible for nomination.

Par. 2. At each Conclave and Sapphire Leadership Academy, the Collegiate members present shall caucus and nominate their peers to run for the office of Collegiate Representative to National Council. Two representatives shall be elected to National Council. The term of office shall be one year. If the representative is unable to fulfill his one-year term or his obligations, a replacement will be appointed by the President and ratified by the National Council.

Par. 3. All members of National Council have equal voting rights, with the exception of the Executive Director. In case of a tie, the President shall cast the deciding vote.

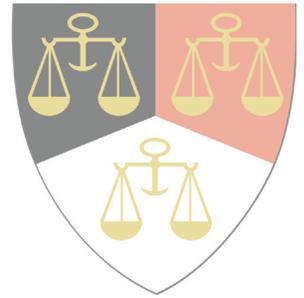
Par. 4 The term a National Council member is 2 years and their total length of service shall not exceed 10 consecutive years with the exception of the Executive Director. Their term will expire after the meeting of the Conclave.

Par. 5 If for any reason there is a vacancy on the National Council, a replacement will be appointed by President and ratified by the National Council.

Section 3. At the first meeting following its election, the National Council shall elect from among its members the National President, National Vice-President of Membership, National Vice-President of Finance, and National Secretary. The Collegiate representatives of the National Council shall not be eligible for executive office.

Section 4. The National Council shall meet upon the call of the National President at such times and places as he may designate. Special meetings shall be called by the National President upon petition of at least five members of the National Council. A quorum shall constitute one-half the number of members voted to National Council plus one. Where a meeting of the National Council is impractical, the Council may vote and meet by phone, email, mail or by other technological means and will be canvassed by the National Secretary, with the voting time on any question being fifteen (15) calendar days from the date of the postmark on the envelope (or the date/time stamp on the electronic mail message) in which the question to be voted upon is mailed, provided, however, that a quorum of votes are received within that time.

Section 5. During the interval between meetings of the National Conclave, the National Council shall exercise all powers delegated by this constitution to the National organization and not specifically delegated to any other individual or group.



Par. 1. The National Council shall be empowered to make such appointments as it shall consider necessary for carrying on the administrative work of the fraternity and shall provide proper compensation for services rendered. It shall also be empowered to remove such appointees at any time.

Par. 2. The National Council shall be empowered to authorize, by a three-quarters vote, the National Vice-President of Finance to lend available funds, or use as collateral available funds of the fraternity, except as limited by the by-laws.

Par. 3. The National Council shall review and ratify or disallow the acts of the National executive committee during the interval since the previous meeting of the National Council.

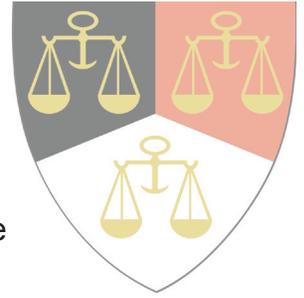
Par. 4. The National Council may recommend, by a three-quarters vote of its members, the admission, expulsion, suspension, charter withdrawal, or re-admission of a local chapter.

Par. 5. The National Council shall be empowered to fill, by majority vote of its members, any vacancy in its own membership until the next Conclave.

Par. 6. The National Council, by a three-quarters vote, may recommend that a local chapter or alumni association remove one of its members for the good of the fraternity. Such removal shall be effective only by three-quarters vote of the organization involved. Provided, however, that should the local organization fail to act within thirty (30) days, the recommendation shall be deemed ratified.

Section 6. No National Council member, with the exception of the Executive Director, shall receive compensation for his services, but may be reimbursed by the fraternity for reasonable expenses incurred in its behalf.

## ARTICLE VIII. THE NATIONAL OFFICERS



Section 1. The National President. It shall be the duty of the National President to preside at all meetings of the National Conclave, the National Council, and the National Executive Committee. He shall call all meetings of the National Council and the National executive committee as provided in this constitution. He shall be an ex-officio member of all National committees. He shall sign all charters,

membership certificates, and scholarship scrolls. He shall rule on all questions of law and order in meetings of the National Conclave, the National Council, and the National executive committee. He shall appoint, with the concurrence of the National Council, all National standing committees for terms of two years concurrent with the term of the National Council, and, subject to the provisions of this constitution, any temporary committees which he considers necessary, and the editor of the Triangle of Phi Mu Delta. He shall perform all duties incidental and necessary to his office. He shall preside at all installations of new chapters, but may delegate this duty to another member of the fraternity, if necessary. Upon all National Council and National executive committee matters, he shall have the privilege of voting.

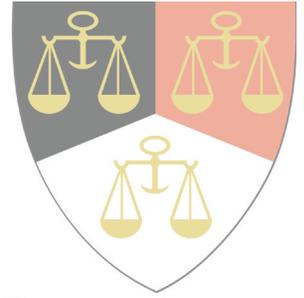
Par. 1. The National President, with the advice and consent of National Council, shall be empowered to sign for the Phi Mu Delta Corporation and enter into legal contracts and be authorized to have the use of the corporate seal.

Section 2. The National Vice-President of Membership. The National Vice-President of Membership shall be a member of the National executive committee and perform all of the duties of the National presidency in the event of the death or resignation of the National President. The National Vice President of Membership is also responsible for the National Standards and Ethics Board and supervision over all standing and ad hoc committees.

Section 3. The National Vice-President of Finance. The National Vice-President of Finance shall be chairman of the National finance committee and a member of the National executive committee. He shall, in cooperation with the Executive Director, review the financial reports of the Collegiate chapters and chapter alumni associations and assist them in financial matters. He shall review and approve all financial reports of the Executive Director periodically for accuracy and completeness, He oversee all expenses of the National Office. He will approve all tax filings He shall carry out all duties specifically delegated to him in this constitution and by- laws. He shall establish the annual budget in conjunction with the Executive Director and Finance Committee.

Section 4. The National Secretary. The National Secretary shall be the custodian of the constitution, by-laws, rituals, records, and archives of the fraternity. He shall keep an accurate record of the proceedings of meetings of the National Conclave, the National Council, and the National executive committee. He shall sign all charters and membership certificates.

Section 5. The remaining Councilmen at-large and the Collegiate Councilmen will have their duties assigned by the National President.



Section 6. The Executive Director. The position of the executive director serves at the will and pleasure of the National executive committee. The duties of the executive director shall be to manage the daily affairs of the Fraternity, hire and supervise staff, serve as a representative of the National fraternity, act as a liaison between the National fraternity and host institutions, cultivate alumni

support within the fraternity, and organize chapter visits with the National Office. The executive director shall serve as an ex-officio member of the National Council, the Conclave and the nominations committee. He shall also represent the fraternity within the Fraternity Executive's Association, The North-American Interfraternity Conference, and the Association of Fraternity Advisors. The executive director shall also provide training and support to the Chapters and colonies, House Corporations and Alumni Associations. He shall maintain the accounts of the fraternity, said accounts being subject to audit at the direction of the National finance committee or of the National Council. He shall present a complete accounting of the finances to the Vice President of Finance.

Par. 1. The Executive Director shall report to the National Executive Board via the National President and shall receive an annual evaluation from the National executive board.

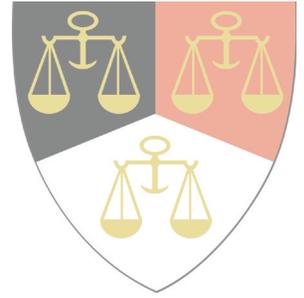
Par 2. The Executive Director, with the advice and consent of National Council, shall be empowered to sign for the Phi Mu Delta Corporation and enter into legal contracts and be authorized to have the use of the corporate seal.

#### ARTICLE VIII. THE NATIONAL STANDING COMMITTEES

Section 1. The National Finance Committee. The National finance committee shall consist of the National Vice-President of Finance, who will act as chairman. The National President and the National Secretary shall be ex-officio members of the National finance committee but shall have no vote in its resolutions. The National finance committee shall prepare an annual budget for the operation of the fraternity, shall direct the investments of all funds of the fraternity, with the exception of the Phi Mu Delta Foundation, shall approve the choice of a bank or banks in which to maintain and deposit the cash of the fraternity, and shall direct the audit of the accounts of the fraternity.

Section 2. The National Expansion Committee. The National committee on expansion shall consist of an appointee of the National President, who will act as chairman, and four members appointed by the National President with the concurrence of the National Council. The National committee on expansion shall carry on such expansion and colonization activities as are deemed in the interests of the fraternity, each of the four members at-large having in his special care such activities in a particular geographical area. The National committee on expansion shall be empowered to delegate, with the concurrence of the National Council, specific projects to any member or members of the fraternity.

Section 3. The National Scholarship and Academic Achievement Committee. The national committee on scholarship and academic achievement shall consist of an appointee of the National President, who will act as chairman, and two members appointed by the National President with the concurrence of the National Council. The National committee on scholarship and academic achievement shall direct and monitor the scholarship research and academic guidance of the fraternity.



Section 4. The National Alumni Activities Committee. The National committee on alumni activities shall consist of an appointee of the National President, who will act as chairman, and two members appointed by the National President with the concurrence of the National Council. The National committee on alumni activities shall

cooperate with chapter alumni organizations and/or geographic alumni clubs.

Section 5. The Collegiate Advisory Committee. The Collegiate Advisory Committee shall consist of up to eight collegiate members in good standing. Two members shall be elected from each active District and two members will be elected at-large from all active districts. The Committee will report directly to the Collegiate Representatives and one Member-at-Large and serve as a sounding board for collegiate concerns and support. Collegiate Advisory Board members will serve a one year term and be selected by their peers through an annual election process.

## **ARTICLE X. ADMISSION, SUSPENSION, EXPULSION, REVOCATION OF THE CHARTER, AND RE-ADMISSION OF CHAPTERS**

### **Section 1. Admission**

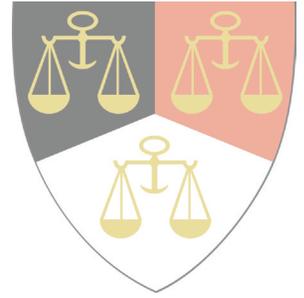
Par.1. Any local organization conforming to Article V. Sections 1, 2, and 3, of this constitution and whose members are individually eligible to become members of this fraternity shall be eligible for admission into the fraternity.

Par. 2. Any eligible local organization desiring to be admitted into the fraternity shall present an informal petition to the National Council or the expansion committee. An investigation of each petitioning group shall be made by the National Office staff and/or a member or members of the fraternity delegated by the National President, National Council or the expansion committee. Following such investigation the local organization shall then submit a formal petition for admission. Admission to the fraternity may be approved by the affirmative vote of three-quarters of the National Council. If a member of the National Council fails to take action within fifteen (15) days of the proposal said request shall be considered as ratified by that member.

Par. 3. A local organization, whose admission into the fraternity has been approved, shall become a chapter, and its affiliate members of the fraternity upon undergoing the initiation ceremony and the payment of an initiation fee and any other expenses incidental to initiation. The initiation fee and incidental expenses shall be determined by the National Conclave, which may delegate this duty to the National Council.

Par. 3a. All such fees shall be payable prior to initiation or billed to individuals through a financial management service as directed by National Office.

Par. 4. A charter certifying to the admission of the local organization into the fraternity shall be presented to the local organization. It shall be signed by the National President and the National Secretary.



## Section 2. Suspension

Par. 1. The National Council shall be empowered by a three-quarters vote to suspend any local organization for its continuous failure to meet its obligations.

Par. 2. A local organization under suspension shall: (1) not be released from financial obligations; (2) be understood to be in danger of expulsion or charter revocation; (3) keep in close touch with the National Council and National Office; and (4) be announced as suspended to the authorities and other fraternities on its campus if in the opinion of the National Council, after consultation with the administration of its institution, such action is in the best interest of the fraternity.

## Section 3. Revocation of Charter

Par. 1. If conditions warrant, a local organization may have the charter revoked upon the recommendation of the National Council by a three-quarters vote of its members. The expulsion of said group may be appealed to the next Conclave meeting and brought to a vote of the Conclave.

Par. 2. Upon Revocation of Charter, where no recognized alumni association exists, all financial assets shall be placed in a fund to endow future expansion efforts by the national office. All non-financial assets, including regalia and historical documents, shall be held at the National Office or distributed to active Chapters at the discretion of the National Council.

# ARTICLE XI. ADMISSION, SUSPENSION, HONORABLE DISMISSAL, AND EXPULSION OF MEMBERS

## Section 1. Admission

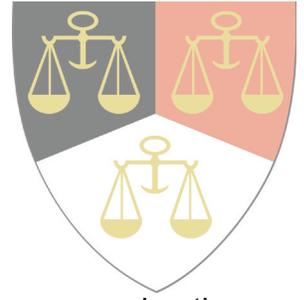
Par. 1. Any individual eligible for membership in the Phi Mu Delta Fraternity may be elected to new membership by the collegiate chapter. An eligible individual is: male, enrolled as a full-time student at the college where the chapter is located, and is a member in good standing of his home and campus communities.

Par. 1a. The collegiate chapter shall elect one of the alternate methods described here to elect a new member to membership as a brother.

Alternate A: Three dissenting votes among the collegiate members of the chapter to which a new member seeks membership shall constitute a rejection.

Alternate B: Acceptance by any percentage between 80% and 90% of the collegiate members of the chapter to which a new member seeks membership shall be required to admit him to membership as a brother.

*Each collegiate chapter must make a choice between Alternate A and B. If a chapter selects B, that chapter shall be on record with the National Fraternity as to the percentage of its choice. No man may be barred from membership unless a minimum of three negative votes be cast against him.*



Par. 2. Each collegiate chapter shall compete for new members as nearly as possible on the same basis as other similar organizations at its institution.

Par. 3. New members shall be trained and initiated as prescribed in the by-laws to this constitution.

Par. 4. Each new member shall be admitted into membership in the fraternity upon paying the National Initiation Fee and undergoing the Initiation Ceremony.

Par. 4a. The Initiation Ceremony must occur in accordance with Article VI of the National By-Laws.

Par. 5. Any properly initiated member in good standing of a local fraternity which becomes a chapter of the fraternity shall be eligible for initiation into the fraternity, or at his request, at any subsequent initiation ceremony conducted by that collegiate chapter, or, by arrangement, at another chapter.

## Section 2. Suspension

Par. 1. A collegiate chapter may suspend a collegiate member for due cause.

Par. 2. A collegiate member shall be automatically suspended from his collegiate chapter when bills due on the collegiate by him remain unpaid as specified by the chapters by laws.

Par. 3. A Collegiate member under suspension from his Collegiate chapter shall: (1) surrender his badge to the President of the Collegiate chapter; (2) be excluded from social and official fraternity activities of all kinds, but in meetings of the Collegiate chapter may enter into discussion with no power to vote; and (3) be released from no financial obligations.

Par. 4. The National office shall be notified immediately of any member's suspension.

## Section 3. Resignation

Par. 1. In exceptional occasions, when in the best interests of the fraternity, a member may resign from the fraternity.

Par. 2. A member who resigns from the fraternity shall surrender his badge, membership card, and membership certificates to the National Secretary or National Office.

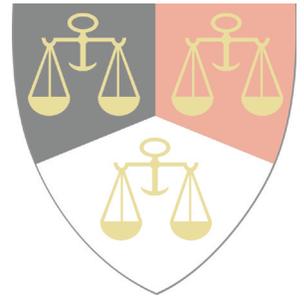
Par. 3. The National Office shall be notified immediately of any member's resignation.

## Section 4. Expulsion

Par. 1. A member may be expelled from the fraternity if he is: convicted of a serious crime or proven guilty of other charges of a serious nature, upon the recommendation of a Collegiate chapter or chapter alumni association by a three-quarters vote of its members, approved by the National Council, or directly by action of the National Council.

Par. 2. A member expelled from the fraternity shall surrender his badge, membership card, membership certificates to the National Secretary and any organizationally provided regalia and may not attend future chapter or alumni events.

Par. 3. The National Office shall be notified immediately of any member's expulsion.



## ARTICLE XII. FINANCES

### Section 1. National Finances

Par. 1. The finances of the fraternity shall be enrolled and directed by the National Council and the National finance committee and conducted by the National Vice- President of Finance in accordance with the provisions of this constitution.

Par. 2. The National Conclave shall determine the installation fee and other expenses incidental to the installation of new chapters, and the Initiation fee which shall be paid prior to initiation, but may delegate any or all of these powers to the National Council.

Par. 3. The Initiation Fee, as stipulated in the by-laws shall entitle the new member to a jeweled collegiate brother's pin, a copy of the new member manual, and other incidental items as available. It shall also entitle an initiate to his certificate of membership, membership card, a copy of the constitution, and maintenance of his lifetime directory records. Alumni members in good standing of a local fraternity which becomes a chapter of Phi Mu Delta may, at their individual option, receive The Triangle magazine by paying annual alumni dues in the amount set by the National Council or the National Conclave.

Par. 4. Each chapter shall be responsible for the collection and remittance, when due, of all fees and dues to the National Office.

Par. 4a. The chapter Vice-President of Finance is responsible for providing data to any financial management service utilized by the fraternity for the purpose of billing of fees to individual members.

Par. 5. No man shall be properly initiated into the fraternity until his Initiation Fee has been transferred to the National Office and required biographical information has been provided.

### Section 2. Local Finances

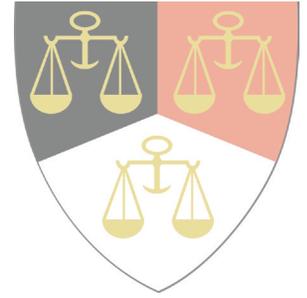
Par. 1. The finances of each local organization shall be controlled and directed by the respective collegiate chapter executive committee.

Par. 2. Each chapter executive committee shall institute for itself and the respective collegiate chapter an adequate accounting system approved by the National Office.

Par. 3. The Vice-President of Finance of each chapter shall submit to the National Office all financial records for review; i.e., balance sheet and profit and loss statement, within 30 days after closing the books, for the preceding period.

## ARTICLE XIII: RITUALS, INSIGNIA AND PUBLICATIONS

Section 1. The National Conclave shall authorize such rituals, insignia, and publications as it considers necessary.



## ARTICLE XIV. SCHOLARSHIP

Section 1. Each new member shall have a minimum high school grade point average (GPA) of 2.5 on a 4.0 scale for first semester freshman year and a minimum college GPA of 2.5 thereafter. Collegiate members failing below this standard shall be suspended until they meet academic requirements.

Section 2. The annual cumulative GPA of the chapter shall be at or above each host campus' all men's average.

## ARTICLE XV. CONDUCT

Section 1. Members of the fraternity shall conduct themselves, at all times, as befits gentlemen.

Section 2. Members of the fraternity shall observe the regulations of their respective institutions with regard to the use of intoxicating liquors and controlled substances, and shall at all times avoid intemperate conduct which would lead to injure the reputation of the fraternity.

Section 3. Public informal initiations by any collegiate chapter or alumni association of the fraternity are forbidden.

Section 4. No informal initiation, or any other chapter sanctioned activity in any collegiate chapter, shall consist of anything immoral, demeaning, obscene, or endangering to the physical or mental health of the individual.

Section 5. Only men in good standing, meaning those collegiate members who hold no outstanding debt to the National Fraternity and/or the local organization and those who maintain a cumulative grade point average of 2.5 or higher may hold office.

Par 1. Outstanding debt shall be defined as fees and monetary obligations which are in default. Fees and monetary obligations are in default when they are 30 days past due to the chapter or National Fraternity.

## ARTICLE XVI. AMENDMENTS

Section 1. Amendments to this constitution may be presented at the National Conclave or in writing to the National Secretary by any collegiate chapter, chartered alumni association, or member of the National Council.

Section 2. This constitution may be amended by the National Conclave by a three- quarters vote, provided the proposed amendment has been circulated at least sixty (60) days prior thereto.

## ARTICLE XVII. EFFECTIVENESS

Section 1. This constitution shall become effective as of Midnight, June 30, 2018, and shall supersede all previous constitutions of the fraternity.



# National By-laws

## ARTICLE I. MEETING OF THE NATIONAL FRATERNITY

Section 1. A committee on National Conclave arrangements shall be appointed by the National President to prepare and recommended arrangements for meetings of the National Conclave, subject to the approval of the National Council.

Section 2. A credentials committee, appointed by the National President, shall examine and pass upon the credentials of each delegate to the National Conclave.

Section 3. The order of business at the meeting of the National Conclave shall be established by the National Council and shall be sent to all collegiate and alumni delegations no less than thirty (30) days prior to the meeting of the National Conclave.

Section 4. Parliamentary law, as defined by Robert's Rules of Order, shall govern the proceedings of meetings of the National Conclave.

## ARTICLE II. FINANCES

Section 1. The National Council shall be empowered to determine the installation fee for a new chapter.

Section 2. Each chapter will transmit to the National Office, or a financial management service utilized by the fraternity and prior to the time of initiation an Initiation Fee for each man.

Par. 1. Collegiate dues, to cover expenses incidental to the operation of the fraternity, shall be established by the National Council. Each chapter will transmit to the National Office or a financial management service utilized by the fraternity, the fees, as specified by the National Conclave, for each collegiate member. Collegiate dues are currently referred to as Brother Service Fees. The National Conclave may delegate the power to establish the amount of the Brother Service Fee to the National Council.

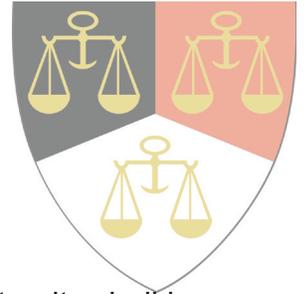
Section 3. The National Office shall assess a fine against each chapter alumni association and/or collegiate chapter against each illegally initiated man. The fine shall be set by National Council, no more frequently than annually, and they will inform chapters of any changes from the previous fine structures.

Section 4. Each member and new member will be assessed a Risk Management fee in the fall semester. This amount is determined through Risk Management Vendors in association with the National Office and Council. Should a significant amount of members fail to pay the Risk Management Assessment in a timely manner, the chapter/colony will be ordered to cease all functions until the fee is paid.

Section 5: The National Council maintains the ability to set additional fees, in emergency circumstances, in order to meet the financial obligations of the National Fraternity.

### ARTICLE III. INSIGNIA

Section 1. The coat-of-arms shall consist of the scales of justice on a shield of protection, over which is mounted the lion of strength and power bearing the red, white, and blue shield of America, and under which runs a ribbon bearing the Greek lettering "Phi Mu Delta".



Section 2. The standard badge, which shall always remain the property of the fraternity shall be surrendered upon the suspension, resignation, or expulsion of a member. It shall consist of a black triangular field, containing the Greek letters "Phi Mu Delta" in gold about a sapphire center and bordered with white pearl.

Par. 1. The official and exclusive supplier for the standard badge shall be a vendor selected by the Executive Director.

Section 3. The sister pin shall be manufactured by a supplier selected by the Executive Director. It shall be similar to the standard badge, but no smaller in size.

Section 4. The new member pin shall be manufactured by a supplier selected by the Executive Director. It shall consist of a shield with three fields, each bearing one of the colors of the fraternity and each enclosing the scales of justice.

Section 5. The colors of the fraternity shall be Princeton orange, black, and white.

Section 6. The flower of the fraternity shall be the jonquil.

Section 7. The National Council shall specify the description of the official flag of Phi Mu Delta, and shall authorize manufacture and issue of such to chapters or members who desire to purchase same.

Par. 1. The flag has a fly end consisting of a square of black bearing the fraternity crest (a lion rampant in golden yellow, head turned toward the fly end, holding a shield of America in red, white, and blue. The top of the shield has a field of blue with 13 white stars and the bottom composed of alternate red and white stripes. 13 in number, the outer two are red). The lion sits on the torsade of the crest which alternates in orange and black. The hoist end of the flag is a field of orange bearing a vertical column of Greek letters in plain black style, PHI MU DELTA.

Par 1a. The flag shall be manufactured and supplied by a vendor selected by the Executive Director.

Par. 2. Chapter designation shall be optional. If included, it shall be the chapter name designed by Greek letters, the first of which includes the district, and shall be located in the left field. No other type of local personalization is permitted.

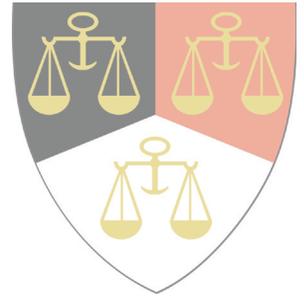
### ARTICLE IV. PUBLICATIONS

Section 1. A directory shall be published when ordered by the National Conclave.

Section 2. A ritual pamphlet shall be published when ordered by the National Conclave.

Section 3. The Triangle magazine will be published periodically in conjunction with the Phi Mu Delta Educational Foundation.

Section 4. Other publications necessary to the routine operation of the fraternity may be published at the discretion of the National Council.



#### **ARTICLE V. AWARDS**

Section 1. A National awards system is established whereby several vital aspects of chapter well-being are recognized.

Par. 1. Winning chapters will be determined by the National Council upon evaluation of nominations and award applications submitted by each chapter or through the use of an accreditation program developed by National Council.

#### **ARTICLE VI. NEW MEMBER EDUCATION**

Section 1. New member education shall at all times be carried on in the spirit of the Constitution of Phi Mu Delta. Article XVII, Section 4.

Section 2. Training shall include, but not be limited to, the procedures set forth in The Oracle: The Official Education Manual and Membership Development Program of The National Fraternity of Phi Mu Delta.

Section 3. Alcohol shall be prohibited from all activities related to recruitment or associated with the new member education program.

Section 4. New member education, beginning with induction, shall last no longer than eight academic weeks of actual new member education.

Section 5. To enhance the new member education the chapter shall maintain a mentorship program. Educational material to support the program shall fall under article XV Section 1 of the constitution of Phi Mu Delta.

#### **ARTICLE VII. INITIATION**

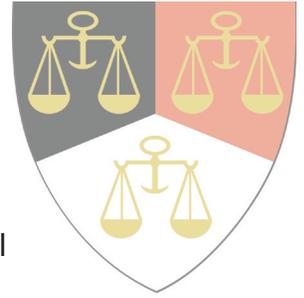
Section 1. Membership as a brother in the Phi Mu Delta Fraternity can be gained only by experiencing the ceremony described in the "Official Pamphlet of Phi Mu Delta-Initiation Ceremony and Instructions."

Section 2. No new member otherwise eligible for initiation shall be initiated until his initiation fee has been paid.

#### **ARTICLE VIII. CHAPTER STANDARDS AND ETHICS BOARD**

Section 1. The Chapter Standards and Ethics Board shall be comprised of the National Vice President of Membership, who will serve as chairman, and, at least five other alumni and undergraduates, in good standing, of his choosing. The National Vice- President will be the only National Council officer to serve on the Standards and Ethics Board.

Section 2. The Chapter Standards and Ethics Board shall be responsible for hearing and ruling on all disciplinary actions brought against collegiate chapters and colonies of the National Fraternity.



Par. 1. Based on the severity of the individual case, the Standards and Ethics Board can enforce or overturn fines, suspend chapters for financial or disciplinary reasons, place chapters on probation, sanction chapters with educational sanctions or community service hours, or propose that a charter be revoked from a collegiate chapter.

Par. 1a. A collegiate chapter may be sanctioned for committing any of the following offenses:

1. Failure of a collegiate chapter or colony to conform to the National Constitution or Chapter Constitution or By-Laws of either.
2. Failure of a collegiate chapter or colony to follow the policies of the host campus where a chapter is located.
3. Failure of a collegiate chapter or colony to follow the orders of the National Council.
4. Failure of a collegiate chapter or colony to pay fines, dues, or other penalties.
5. Failure of a collegiate chapter or colony to follow the National Risk Management policies.
6. Failure of a collegiate chapter or colony to follow proper procedures for initiation and ritual.
7. Failure of a collegiate chapter or colony to comply with sanctions directed by the Standards and Ethics Board.
8. Conduct which is unbecoming of a member of Phi Mu Delta and brings disgrace in the eyes of the public.
9. Failure of a collegiate chapter or colony to initiate a sufficient number of members, resulting in an insufficient number of collegiate members to run the daily functions of the chapter.

Par. 2. Sanctions shall be set by the members of the Standards and Ethics Board and enforced by the National Office.

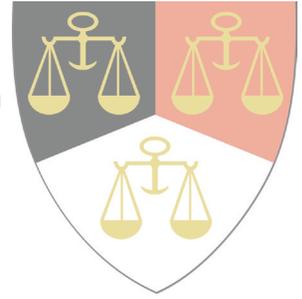
Par. 2a. Failure to complete sanctions will result in the suspension of the chapter or colony until such time that the sanctions are completed.

Par. 3. The status of all sanctioned collegiate chapters or colonies will be reviewed at each subsequent National Council meeting. On review, the National Council may change the status of the chapter or declare that more time is required to complete the sanctions.

Par 4. A chapter in good standing shall be defined as any chapter that does not currently owe funds to the National Office and or not currently facing sanctions by the National Office.

## ARTICLE IX. CHAPTER STANDARDS AND ETHICS BOARD PROCEDURES

Section 1. When the National Fraternity becomes aware of any violation of Fraternity Policy it will be the duty of the National Office to investigate the violation



Par. 1. The collegiate chapter or colony is responsible for completing an incident report and submitting it to the National Office within 72 hours of the violation or 24 hours after the violation is reported to the National Fraternity by a source external from the fraternity.

Par. 2. The National Office will request additional reports from the host institution be submitted, if available.

Par. 3. The National Office will submit copies of all reports to the Chapter Standards and Ethics Board and arrange a meeting with all accused members and the Chapter's President. This meeting will serve as the official hearing of the incident.

Par. 3a. The accused chapter's President will have an opportunity to answer and ask any questions during the hearing.

Par. 3b. The accused chapter may include any additional witnesses during the hearing.

Section 2. The Chapter Standards and Ethics Board will determine responsibility based on information available from report and information learned during the hearing.

Par. 1. Responsibility will be determined by a majority vote of the Standards and Ethics Board.

Par. 2. Sanctions will be determined and approved by a majority vote of the Standards and Ethics Board.

Section 3. Decisions of the Chapter Standards and Ethics Board can be appealed to the Appeals Committee decision to be decided by a majority vote. The Appeals Committee's decision may be appealed to the National Conclave. The National Conclave has the final decision in disciplinary appeal hearings.

Par. 1. The Appeals Committee will be comprised of three members, in good standing, appointed by the National President. National Council officers may not serve on the Appeals Committee.

Par. 2. Appeals may be only on the basis of either or both of the following grounds:

1. Procedural error which has materially prejudiced the Chapter's case
2. Newly discovered information which, had it been available at the time of the hearing, would likely have affected the outcome either with regard to a finding of responsibility or with regard to the sanction imposed (if the information was not reasonably available to the Chapter at the time of the proceeding).

## ARTICLE X. LITTLE SISTER/AUXILIARY ORGANIZATIONS

Section 1. All chapters and colonies are prohibited from organizing and/or maintaining auxiliary organization ("little sister") groups. Such groups are in violation of Title IX of the Federal Higher Education Reauthorization Act.

## ARTICLE XI. CODE OF CONDUCT

Section 1. All members should abide by and uphold the expectations outlined in the Code of Conduct provided by the National Fraternity.



## ARTICLE XII. AMENDMENTS

Section 1. These by-laws may be amended at any time by a simple majority of the National Council. In times between conclaves bylaws may be amended via a vote canvassed by the National Secretary voting time on any question being thirty (30) calendar days from the date of the post mark on the envelope (or the date/time stamp on the electronic mail message) in which the question to be voted upon is mailed, provided, however, that a quorum of votes are received within that time.



# *Policies & Position Statements*

## OPEN EXPANSION

Whereas, as a member organization of the North-American Interfraternity Conference, the National Fraternity of Phi Mu Delta supports the expansion positions of the conference and its member organizations, and

Whereas, the National Fraternity of Phi Mu Delta believes, that the a strong and thriving college and university based fraternity community benefits each chapter as well as the National Fraternity, and

Whereas, the National Fraternity of Phi Mu Delta recognizes that the size of any national fraternity is not indicative and that fraternity's ability to administer a successful expansion project and provide a positive fraternal experience, and

Whereas, the National Fraternity of Phi Mu Delta, supports the growth of fraternal opportunities by working in cooperation with colleges and universities to provide a positive fraternal experience, and  
Whereas, the National Fraternity of Phi Mu Delta, recognizes the right of any collegiate group to seek affiliation in a fraternity of its choice,

Therefore, Let It Be Resolved that the National Fraternity of Phi Mu Delta reaffirms its commitment to act in good faith and supports the rights and responsibilities of all students in looking to gain a fraternal experience as well as the rights all member fraternities in their efforts to continue to provide a positive fraternal experience.

## FREEDOM OF ASSOCIATION

Whereas, The North-American Interfraternity Conference has long maintained as a cardinal value the rights of college and university students freely to associate and responsibly to exercise their freedom of speech; and

Whereas, the National Fraternity of Phi Mu Delta supports the NIC's anticipation that each campus ensures that no NIC member organization is prohibited from selecting undergraduates for the purpose of establishing a chapter on the campus of the host institution, and

Whereas, the National Fraternity of Phi Me Delta supports the opportunity for each college man in good standing with his college/university to decide when is the best time for him to affiliate with a fraternity if he so chooses, and to do so without restriction from his institution

Therefore, Let It Be Resolved that the National Fraternity of Phi Mu Delta supports the freedom of association of all college students and disapproves of measures enacted by colleges and universities that target fraternities and are not applied equally to the entire student body.

## CONTIGUOUS U.S. EVENT POLICY

Whereas, the National Fraternity of Phi Mu Delta, as well as each undergraduate member is provided general liability insurance and protection for acts that occur under the auspices of and within the guidelines and expectations of the fraternity, and

Whereas, this coverage does not extend to fraternity events occurring outside of the contiguous United States, and any event occurring outside of the contiguous United States is done so at great risk to the fraternity and its members, and

Whereas, some chapters may either consider hosting or host events that occur outside of the contiguous United States for the purposes of avoiding fraternity policies and applicable federal, state, and local statutes, and

Whereas, these actions are not congruent with the mission, values, and expectations of Phi Mu Delta, Therefore, Let It Be Resolved that no chapter of Phi Mu Delta, nor may any member, contract to host or sponsor an event in the name of Phi Mu Delta outside of the contiguous United States.

## SEXUAL HARASSMENT POLICY

Whereas, given the values and founding principles of Phi Mu Delta, and

Whereas, the fraternity values the dignity and respect of all individuals, and

Whereas, as a member of FIPG, and a supporter of the FIPG Risk Management Policy, Therefore, let it be resolved that the Sexual Harassment Policy of the National Fraternity of Phi Mu Delta read as follows:

Phi Mu Delta Fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions which are demeaning to any individual. The fraternity will not tolerate sexual assault in any form.

Furthermore, Let It Be Resolved that Phi Mu Delta chapters, colonies, and membership will not sponsor or participate in any activity, including competitive games and other endeavors, which are abusive and degrading to human beings. Each chapter will educate its membership on the issues of sexual harassment/assault through Phi Mu Delta's Risk Management Program and The Oracle New Member Education Program.

### **EXOTIC DANCER/TREATMENT OF WOMEN POLICY**

Whereas, given the values and founding principles of Phi Mu Delta, and

Whereas, the fraternity values the dignity and respect of all individuals, and

Whereas, as a member of FIPG, and a supporter of the FIPG Risk Management Policy,

Whereas, the National Fraternity of Phi Mu Delta reaffirms its fraternal values and the respect for the dignity of all persons,

Therefore, Let It be resolved that no chapter or member acting on behalf of Phi Mu Delta fraternity shall engage or participate in acts or performances that are degrading to any person

Furthermore, be it resolved that no fraternity event or function should involve exotic dancers.

### **AUXILIARY GROUPS/LITTLE SISTERS POLICY**

Whereas, the North-American Interfraternity Conference has taken a position against auxiliary women's organizations, commonly referred to as "little sisters", as a practice that is inconsistent with the concept of separate and equal women's fraternities,

and Whereas, the Fraternity Executives Association has taken a position against auxiliary women's organizations,

and Whereas, "little sister" groups pose a real and tangible threat to Phi Mu Delta's protected status as a single sex organization, and Whereas, "little sister" groups are not desirable adjuncts to a chapter of Phi Mu Delta,

Therefore, Be It Resolved that the National Fraternity of Phi Mu Delta reaffirms its position on not supporting "little sister" organizations as part of the fraternal experience and its commitment to ensuring that each chapter of Phi Mu Delta act in accordance with the spirit of this resolution.

### **THEMATIC EVENTS POLICY**

Whereas, given the values and founding principles of Phi Mu Delta, and Whereas, the fraternity values the dignity and respect of all individuals, and

Whereas, as a member of FIPG, and a supporter of the FIPG Risk Management Policy,

Whereas, the National Fraternity of Phi Mu Delta reaffirms its fraternal values and the respect for the dignity of all persons

Therefore, Be It Resolved that no event or function sponsored by any chapter or any member on behalf of the fraternity have an event theme that is degrading or derogatory to any person, persons, race, ethnicity, creed, gender, or any other group or collection of individuals.

## GENDER IDENTITY POLICY

Whereas, Phi Mu Delta Fraternity was founded as an inclusive and non-discriminatory organization in 1918, opening its membership to all men seeking to live our values; and,

Whereas, Phi Mu Delta seeks to create leaders who are able to be successful in a global and diverse society; and,

Whereas, Fraternities and sororities have the right under the United States Constitution and civil rights laws to exist as single-gender organizations and to maintain that status, especially under the First and Fourteenth Amendments; and,

Whereas, Phi Mu Delta is a national Fraternity built on the brotherhood and fellowship of men. Any individual who identifies as male is welcome to seek and/or maintain membership in the Fraternity. This policy is intended to uphold the mission of Phi Mu Delta as a brotherhood of men and should not be interpreted as changing the all-male character of the Fraternity.

Therefore, be it resolved by the National Council on September 18, 2017, Phi Mu Delta remains true to our history of inclusion by allowing chapters to offer membership to those individuals who identify as male.

# Chapter Management

## CHAPTER OFFICER DESCRIPTIONS

### **PRESIDENT**

- Serves as the official representative of the chapter
- Call to order and run all chapter meetings and executive board meetings
- Direct the chapter's strategic plan and implement needed change within the organization
- Responsible for all chapter operations
- Develop positive relationships with campus officials, alumni, undergraduate members, and all other constituents

### **VICE PRESIDENT OF MEMBERSHIP**

- Perform all of the duties of the chapter President in the event of his absence
- Ensure that all membership related paperwork is completed and submitted in a timely manner
- Oversee the Chapter Conduct Board Organize the annual Brotherhood Retreat

### **VICE PRESIDENT OF FINANCE**

- Be in charge of all financial matters for the chapter
- Serve as the chair of the Finance Committee and oversee the development of the chapter budget
- Be responsible for collecting all fees and dues
- Enforce all by-laws as they relate to the chapter treasury

### **VICE PRESIDENT OF MEMBER DEVELOPMENT**

- Serve as the chair of the ENGAGE Committee
- Direct all activities associated with the ENGAGE program
- Ensure that the New Member Education Orientation is run in accord with the National New Member Education curriculum
- Responsible for the welfare of all members
- Provide programming that is free of hazing and enhances the brotherhood experience in a positive manner
- Oversee the assignment of big brothers and ensure that they are providing the support needed during the New Member Orientation program

### **VICE PRESIDENT OF ADMINISTRATION**

- Keep all the records of the chapter
- Type all meeting minutes and distribute them in a timely manner Maintain the chapter by-laws, constitution, and National by-laws
- Ensure that all chapter documents are kept in a safe place and readily available
- Maintain all chapter rosters and attendance records



*Brothers of the Mu Rho chapter at Shawnee State University.*

## CHAPTER COMMITTEES STRUCTURE

OFFICER POSITION	COMMITTEES
<b>Chapter President</b>	Executive Committee
<b>Vice President of Membership</b>	Recruitment Conduct Board Social Intramural Risk Management Accreditation (National and Campus) Ad Hoc Committees
<b>Vice President of Finance</b>	Budget Finance Audit Fundraising Philanthropy Steward
<b>Vice President of Member Development</b>	New Member Orientation Brotherhood Scholarship Service Activities Chaplain
<b>Vice President of Administration</b>	Public Relation Technology Social Media Historian



*Brothers at the Mu Phi chapter  
at Marywood University.*

### WHY HAVE COMMITTEES?

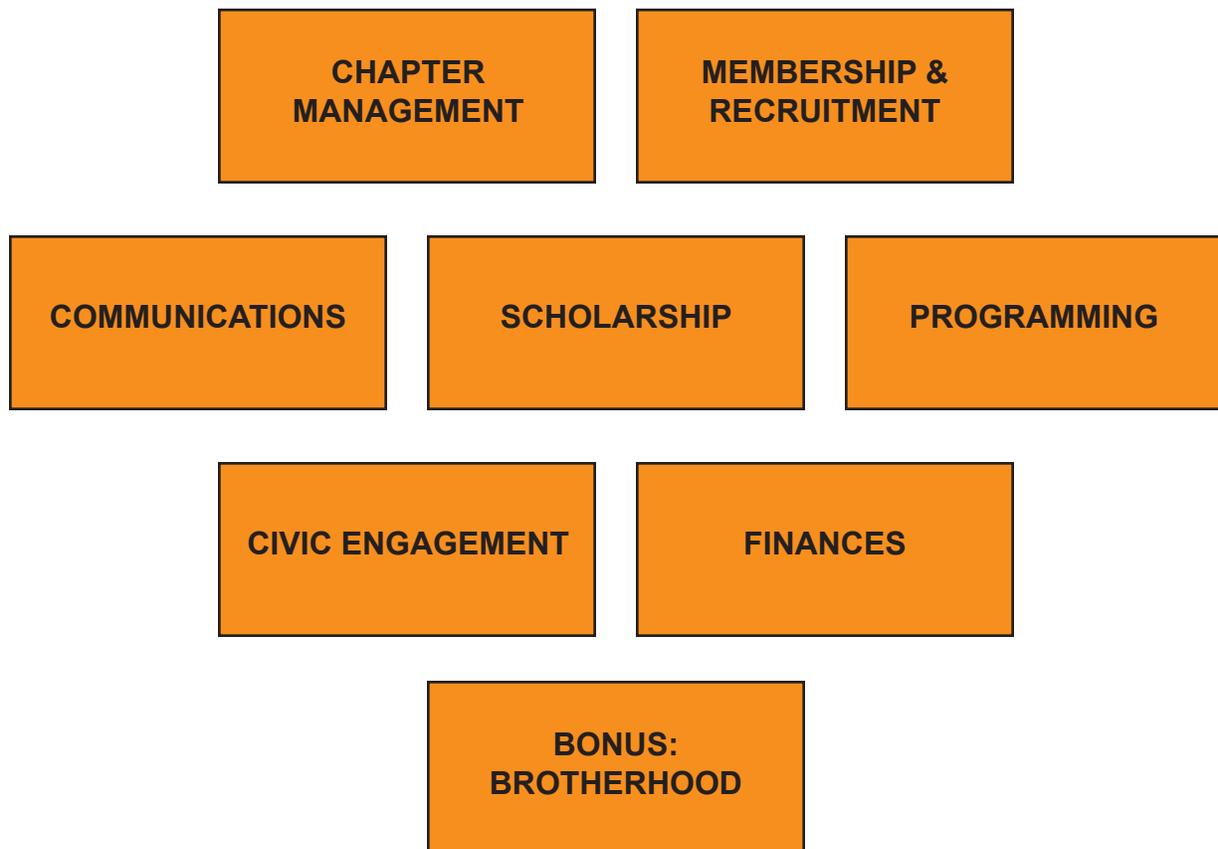
- Spreads out responsibilities Creates new ideas
- Creates new lines of communication Increases self-values of individual members
- Chapter business is carried faster and more effectively

## NATIONAL ACCREDITATION AND STANDARDS PROGRAM

Standards and Accreditation program outlines the basic expectations for all chapters and colonies of Phi Mu Delta. The criteria are determined by the membership during the biannual Conclave.

The Standards and Accreditation program drives the annual awards given out each year from the National Fraternity. Chapters that achieve Gold Standard during an academic year are eligible to present for Chapter of the Year at the summer program (Sapphire Leadership Institute or Conclave). Additionally, the accreditation status is a component in determining the chapter's insurance rates for the following academic year.

Above 90%	Gold Accreditation Status
80% - 89%	Silver Accreditation Status
70% - 79%	Bronze Accreditation Status



## CHAPTER MEETINGS



*Members of the Nu Beta  
(New Hampshire) chapter.*

Meetings should be happening regularly, with the time and place being consistent. The executive board should meet 3-4 days before the general membership meeting in order to develop and distribute the agenda.

The first meeting of every month should be a formal meeting grounded in the ritual of the National Fraternity and conducted by Chaplain. In addition to the formal meeting, the National Office recommends doing a “fun” meeting with announcements on paper and the duration of the meeting is focused on building brotherhood and fellowship within the chapter or colony.

### PURPOSE OF MEETINGS

- Exchange information
- Solve problems
- Make decisions
- Share concerns
- Explain issues

*Members should always know the basic purpose of the meeting.*

### DURING THE MEETING

- Members should feel welcome and that their time is appreciated
- Start on time Take minutes
- Keep order – try to limit discussion dominators
- Explain important decisions and upcoming events
- Always end or begin by reciting the Founder’s Creed as a chapter

### AFTER THE MEETING

- Distribute/post minutes
- Follow up with committees
- Call those who did not attend to tell them they were missed



*Members of the National Council during the  
Business Meeting at the 2018 Conclave.*

## ROBERT'S RULES OF ORDER

### ADDRESSING THE CHAIR

All meetings should be conducted from the “chair” (usually the President). Members addressing the chair should refer to the presiding officer as “Brother President.”

### OBTAINING THE FLOOR

Before a member may make a motion or speak in debate, he must obtain the “floor.” To claim the floor, a member raises his hand and waits to be “recognized” by the chair. The chair will recognize the member by announcing his name or title. This member then has the floor and can stand and speak until he yields the floor by resuming his seat. While a motion is open to debate, there are three important cases where the floor should be assigned to a person who may not have been the first to rise and address the chair. These cases are:

- If the member who made the motion claims the floor and has not already spoken on the question, he is entitled to be recognized in preference to other members.
- No one is entitled to the floor a second time as long as any other member who has not yet spoken to the pending motion requests the floor.
- The chair should attempt to alternate opposite opinions on a question if he is aware of members requesting the floor which have opposing views.



*Dr. Paul Kittle, was the chair of the 2018 Business Meeting as the National President.*

### MAKING A MOTION

First, a member makes a motion. Though he makes a motion, he uses the word “move” to make the motion (for example: “I move to allocate...”).

Another member seconds the motion by saying, “I second it” or simply, “Second.” It should be noted that a second by a member merely implies that the motion should come before the meeting and not that he necessarily favors the motion. A member may second a motion because he would like to see the assembly go on record as rejecting the proposal, if he believes a vote on the motion would have such a result.

The chair then states the “question” on the motion. Neither the making nor the seconding of a motion places it before the body; only the chair can do that by this step (stating the question). When the chair has stated the question, the motion is pending and is then open to debate (providing it is a debatable motion). If the body decides to do what a motion proposes, it adopts a motion or it is carried. If it decides against the motion, it is rejected or lost.

## AMENDING A MOTION

The motion to amend is a motion to modify the wording (within certain limits) of a pending motion before it is acted upon. An amendment must be germane; that is, it must be closely related to or have some bearing on the subject of the motion to be amended.

A motion to amend is handled the same way as a main motion and requires a second to be considered. An amendment is adopted by a majority vote even in cases where the motion to be amended requires a 2/3 vote for adoption.



## APPROVAL OF THE MINUTES

At the beginning of regularly scheduled meetings, copies of minutes of the previous meeting will be distributed for study by chapter members. The chair then asks, “Are there any corrections to the minutes?” And pauses. Then the presiding officer says, “If there are no corrections (or ‘no further corrections’) the minutes stand approved (or ‘approved as corrected’).”

## POINT OF ORDER

When a member thinks the rules of the meeting are being violated, he may make a “point of order”, thereby, calling upon the chair to make a ruling and enforce the regular rules. A point of order:

- Can be applied to any breach of the meeting’s rules is in order when another has the floor
- Does not require a second
- Is not debatable unless the chair, being in doubt, submits the point to a vote of the meeting; in which case, the rules governing the debate are the same as for an appeal

## CALL TO QUESTION

The call to question is the motion used to bring the meeting to an immediate vote on the pending question. The motion for the previous question:

- Takes precedence over all debatable or amendable motions to which it is applied can be applied to any immediately pending debatable or amendable motion
- Is out of order when another has the floor must be seconded
- Is not debatable is not amendable requires a 2/3 vote

## POSTPONE INDEFINITELY

A motion to postpone indefinitely is a motion that the assembly declines to take a position on the main question. Its adoption kills the main motion, at least for the duration of the session, and avoids a direct vote on the question. It is useful in disposing of a badly chosen main motion that cannot be either adopted or expressly rejected without possibly undesirable consequences. The motion to postpone indefinitely:

- Is out of order when another has the floor must be seconded
- Is debatable
- Is not amended
- Requires a majority vote

# Budgeting Basics

## BUDGETARY STEPS

### 1. DETERMINE THE INCOME

This equates to the number of active members times the fees each semester or year and may include a room & board fee for chapters with houses.

It is best to underestimate revenues. Plan how to raise funds and estimate this in categories such as Membership Dues, Fundraisers or Donations. Do not include fundraisers in budget projections. Thus, if the planned car wash and book sale were to fail (as fundraisers are known to do on occasion), the chapter budget would not be hurt. The chapter can then designate the revenue as desired.

### 2. DETERMINE EXPENSES

Try to split the expenses into two categories, fixed and variable. Variable expenses are ones that change from month to month, such as electric, water, etc. Fixed expenses would be mortgage, garbage, etc.

It is best to overestimate expenses. Estimate the costs for one year. Include costs of meeting chapter standards, conference attendance, copying and printing, food, advertising, rental fees and any costs your chapter regularly incurs. See the Annual Financial Report from the previous year for more details. The total in the expenditures section should be lower than the estimated income.



*Brothers at the Mu Xi chapter (Penn College) participating in their annual Jump for St. Jude Philanthropy Event.*

### 3. DETERMINE EXPENSE AMOUNTS

The best way to develop these numbers is by using historical data. If historical data is unavailable, take your best guess and add 10%. This will work in an error range that will hopefully make sure you do not under budget your monies.

Make sure to build in a miscellaneous category for expenses that are a surprise. Budget for savings!

### TYPICAL LINE ITEMS

- Interfraternity Council (IFC) Dues
- New Member Dues (any fees charged in addition to the two National New Member Fees)
- Recruitment
- Philanthropy
- Social
- Brotherhood Misc.
- Long Term Savings



## NATIONAL PAYMENTS

FEE TYPE	HOW ITS CALCULATED	DUE DATE	HOW TO PAY
Induction Fee	<b>\$40 for each new member</b> that participates in the Induction Ritual.	Immediately following the Induction Ceremony.	The chapter must send a check within 48 hours of the Induction Ritual to the National Office.
Initiation Fee	<b>\$300 for each initiated member.</b> The new member is invoiced through GreekBill.	10 days PRIOR to the Initiation Ritual.	The individual member can pay Online or the chapter can send a check for the total amount owed by the new members.
Brotherhood Service Fee	<b>\$110 per active brother</b> – including those studying abroad, on internship or student teaching.	February 7 and September 7	The chapter can pay via GreekBill or send a check to the National Office.
Chapter Service Fee	<b>\$800 per chapter/colony</b> regardless of membership size.	February 7 and September 7	The chapter can pay via GreekBill or send a check to the National Office.
Liability Insurance Fee	Based on the number of members expected to return in the fall semester. This is driven by the End of Term Report. The specific amount is determined by the chapter's performance the previous academic year. There is a tiered system in place for chapters/colonies.	October 1	The insurance company will send the VP of Finance instructions for payment.
Conference Registration Fee	All registration fees are announced in the fall semester, with registration opening in the spring. Fees are set depending on the number of members required to attend and the location of the program.	Registration open in the spring semester	The payment information will be announced prior to registration.
GreekBill fee	\$8 per active member listed on GreekBill's roster.	This is invoiced and collected from GreekBill.	This is invoiced and collected from GreekBill.

# Risk Management

## PHI MU DELTA'S RISK MANAGEMENT POLICIES

### ALCOHOL AND DRUGS

1. The possession, sale, manufacture, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.



*Brothers at the Mu Theta (IUP) chapter.*

2. The possession, sale, manufacture, or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity is strictly prohibited.

3. No alcoholic beverages or controlled substances may be purchased through or with chapter funds, nor may the purchase of same, for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited.

4. OPEN PARTIES, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, are forbidden.

5. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages or controlled substances to any minor (i.e., those under legal drinking age).

6. No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.



*Brothers at the Mu Zeta (Lock Haven) chapter.*

7. No chapter may co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased by any of the host chapters, groups or organizations.

8. All recruitment activities associated with a chapter/colony will be free of alcohol and/or controlled substances. No recruitment activities associated with any chapter/colony may be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.

9. No member or associate/new member or novice shall permit, tolerate, encourage or participate in “drinking games”. The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one’s age, “beer pong”, “century club”, “dares” or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.

10. No alcohol or controlled substance shall be present at any associate member/new member/novice program, activity or ritual of the chapter. This includes but is not limited to activities associated with “bid night”, “big brother night” and initiation. This would apply to all on-boarding and/or membership development activities.

## HAZING

No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Hazing activities are defined 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 may include but are not limited to the following: use of alcohol; 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 or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law.”



*Brothers at the Mu Sigma (Rutgers, New Brunswick) chapter.*

## SEXUAL ABUSE AND HARASSMENT

The fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions which are demeaning to any individual, ranging from but not limited to verbal harassment to sexual assault by individuals or members acting together.



*Brothers at the Mu Rho (Shawnee) chapter.*

## FIRE, HEALTH AND SAFETY

1. All chapter houses should meet all local fire and health codes and standards.
2. All chapters should post by common phones and in other locations emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
3. All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.
4. The possession and/or use of firearms or explosive devices of any kind within the confines and premises of the chapter house is expressly forbidden.
5. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as initiation.



*Brothers at the Nu Xi chapter (Southern Maine).*

## EDUCATION

Each colony/chapter shall annually instruct its members on the Risk Management Policy of Phi Mu Delta Fraternity. Additionally, all students and key volunteers shall annually receive a copy of the Risk Management Policy and a copy of the policy shall be available on the fraternity website.

## INSURANCE & RISK MANAGEMENT FREQUENTLY ASKED QUESTIONS

### WHAT TYPE OF INSURANCE DO WE HAVE?

The fraternity purchases liability insurance, which is insurance that protects the organization against claims from legal liability, provides legal defense, and pays sums necessary to settle claims against the fraternity.



*Undergraduates and alumni at the Nu Theta (RPI) chapter.*

### WHO IS COVERED UNDER THE INSURANCE POLICY?

The insurance coverage will pay claims for the following organizations and/or people while performing the duties of their elected or appointed positions within the organization **ONLY IF** the laws and policies of the institution, city, county, state, country and fraternity have been followed:

- A collegiate chapter, when it obeys the laws of the institution, city, county, state, and country entities and the policies of the fraternity.
- Collegiate chapter officers, executive board, committee chairman and members while performing the duties of their positions within the organization.
- All volunteer advisors while performing the duties of their positions within the organization.
- Local house corporations/property management teams while performing their duties.
- Alumni chapters, clubs and associations and chapter-related educational foundations, their officers and volunteers while performing their duties.
- Parents clubs and their volunteers when acting within the scope of their duties

Our insurance does not cover anyone who is acting in a criminal way, or a way that could cause harm to someone else. This is not a personal liability policy; it only protects volunteers working within the scope of their duties.

### WHO IS NOT COVERED BY THIS POLICY?

- Any individual member, alumnus, trustee, or advisor who is performing tasks outside of their responsibility (e.g., spontaneous social function planned by an individual member, chapter advisor consuming alcohol with collegians, hazing of members, etc.).
- Any member whose illegal or intentional actions result in death or injury to an individual or property damage.
- Members' parents or family members and guests of chapter members. College/university administration



*Brothers from the Mu Tau chapter at Rutgers, Camden*

## WHY DO WE NEED INSURANCE COVERAGE?

- More colleges and universities demand it for recognition  
Opens the door to expansion and growth
- Perpetuate the organization: Let us continue for the next 100 years  
Recruit and retain alumni involvement
- Protect our undergraduate members when they are acting for and on behalf of the fraternity
- Responsible thing to do

Suppose that someone is injured during a chapter event and this claim becomes a lawsuit. You are named as a defendant. Our insurance will cover you, as well as the fraternity, as long as you are an active, paid member of the organization in good standing, you did not violate any laws or the risk management policy, or intentionally cause harm to the other person, and you were acting in good faith. An individual is protected when acting in the scope of their duties on behalf of the fraternity while in compliance with its policies.

## WHAT IS CONSIDERED A CHAPTER EVENT?

To understand what may be considered a fraternity event, consider the following questions. If the answer to any question is “yes”, then regardless of the location (annex, brother’s house, apartment), your university, the fraternity and a court of law may consider it a fraternity event. Therefore, the policies of the organization need to be followed.



*Brothers at the Nu Xi (Southern Maine) chapter.*

- Was the event preplanned or premeditated?
- Was the event discussed during a chapter meeting or executive committee meeting?
- Was it advertised among the brothers through any means (word of mouth, flyer, email)?
- Were chapter funds used in any way?
- Did chapter officers help plan the event in any way?
- Did the event occur as a result of a fraternity function (e.g. big brother night, bid night, post-initiation party)?
- Was the property where the gathering occurred owned, rented or leased by a member of the organization?
- Would a third party construe the function as fraternity related?

## WHAT IS A CERTIFICATE OF INSURANCE?

A Certificate of Insurance is a form that verifies that you have insurance, states the coverage limits, and identifies who is covered under the policy. All recognized certificates and a copy of the Insurance and Claims manual are sent to the chapter president after full payment is received by the insurance company. Sometimes your university will want to see a Certificate of Insurance as proof that you have adequate insurance. Contact the National Office, and we will send a copy to your university. But usually, when someone asks for a Certificate of Insurance, they want the fraternity to name them as an additional insured, which means that they want our insurance policy to cover them.

## WHAT IS A CERTIFICATE OF INSURANCE?

A Certificate of Insurance is a form that verifies that you have insurance, states the coverage limits, and identifies who is covered under the policy. All recognized certificates and a copy of the Insurance and Claims manual are sent to the chapter president after full payment is received by the insurance company. Sometimes your university will want to see a Certificate of Insurance as proof that you have adequate insurance. Contact the National Office, and we will send a copy to your university. But usually, when someone asks for a Certificate of Insurance, they want the fraternity to name them as an additional insured, which means that they want our insurance policy to cover them.



*Brothers at the Nu Gamma (Vermont) chapter participating in the annual RallyThon to raise money for Children's Miracle Network.*

## HOW TO NAME AN ADDITIONAL INSURED?

Only the National Office can approve naming an additional insured to our policy. We consider these requests carefully. If a third party asks you for a Certificate of Insurance naming them as an additional insured, start off by making a request to the insurance company. They will review the request and then contact us for our approval. The process can take 10 to 14 days. If you are planning an event at a hotel or other venue please also submit a copy of your contract with the facility along with the complete Additional Insured request form from the Insurance and Claims manual.

## WHAT IMPACTS THE PREMIUM RATE?

Fraternities and sororities are a high risk market, so our insurance premium, the amount we pay to the insurance company, is very expensive. Factors influencing those fees include:

- Lack of interest in insuring fraternities and sororities by the insurance industry in general
- Loss experience for fraternity and sorority organizations as a whole and the individual organizations
- Poor public reputation of fraternities and sororities
- Men's general fraternities are the 6th highest underwriting risk
- A "headline" loss will impact everyone
- Individual loss experience Premise exposure

## WHAT HAPPENS IF WE DO NOT PAY?

The chapter will be suspended, lose its insurance coverage, and face other disciplinary action by the National Office.



The ability to meet, share and introduce Phi Mu Delta with other like-minded men is essential to a strong future. Recruitment is the lifeblood of our fraternity. The men we recruit today set the example for tomorrow.

## RECRUITMENT GOALS

### WHAT IS MY CHAPTER'S RECRUITMENT GOAL?

Depending on the current chapter size, the recruitment goals may vary. At a minimum, it is an expectation that chapters are returning each semester with 25 members. If a chapter is already returning with 25 members, the goal should be striving to achieve the optimal size on the campus. If the chapter is above the optimal size, the recruitment goal is based on a 5-10% growth of the chapter.

### WHY IS THE MINIMUM EXPECTATION 25 MEMBERS?

The National Fraternity expects all chapters and colonies to be returning each semester with 25 members in order to function properly. When chapters are below this expectation, many members are serving in multiple roles and the chapter operations are not as fluid as they could be if there were more members.



*Mu Upsilon (Robert Morris) Founding Father accepting his bid.*

## POTENTIAL NEW MEMBERS (PNMS)

### IDENTIFYING POTENTIAL NEW MEMBERS

Before recruitment begins, the chapter should collectively determine the qualities they are looking for in potential new members. These qualities should be measurable and based on the values of the organization.

Fraternity recruitment is similar to scouting for a sports team. We should be recruiting men that will help address our chapter's problems and/or weak areas to help strengthen our chapter. If we want to change the caliber of the member you have, we need to change a). the way we recruit and b). the men we are targeting.

## FINDING POTENTIAL NEW MEMBERS

### Six Cylinders of Recruitment (ways to grow the names list):

- 1. Referrals:** The members know people - who do you know that's not in Greek life that matches the values of Phi Mu Delta? Ask sorority women, faculty, administrator, alumni – who do they know that would be a good fit for Phi Mu Delta?
- 2. Summer recruitment:** Orientation, welcome week events, etc. Even if you have deferred recruitment, meet the freshmen early in their collegiate experience so they remember you as the people that helped them move in, find their class on the first day, ate with them in the dining hall when they didn't know anyone. Meet them and build a friendship.
- 3. Member positioning:** Get involved in other organizations to find potential new members! if you're already involved, who in your group isn't a member that would be a great addition? Use student government, orientation staff, resident assistants, intramural leagues, leadership organizations, service organizations, major specific groups, etc.
- 4. Membership drives:** There are post- recruitment pushes, or mid-semester recruitment. Try 5 for 5 – meet 5 new men on a campus a day for 5 days – that's 25 names per member, or try tabling after recruitment and throughout the semester.
- 5. Marketing for names:** Good PR will only benefit you, sponsor scholarships, get involved outside of Greek life (intramural leagues, service, philanthropy outside of your own).
- 6. Rush:** This is the traditional recruitment method used on most campuses – programming and events to bring potential new members in but this only targets those already interested and limits the pool of potential new members to only those that seek out Phi Mu Delta



*Brothers of the Nu Beta chapter  
(New Hampshire).*

## RECRUITMENT CONVERSATIONS

### THREE GOALS OF EFFECTIVE RECRUITMENT CONVERSATIONS:

- 1. The PNM feels comfortable, important, and understood:** Ask the potential new member genuine questions to get to know him. If the potential new member feels like you're trying to recruit him, he will disengage and ignore anything you have to say. Use active listening skills and focus on the person you're talking to! At the very least, you can gain a new friend if he decides that Phi Mu Delta isn't the right fit for him or if he isn't interested.
- 2. The PNM understands Phi Mu Delta:** Do you know how to talk about Phi Mu Delta to people outside of Greek life? How do you describe the benefits of joining a fraternity over joining other organizations? Be sure to make this unique and personal, what made you decide to join Phi Mu Delta? Did you envision yourself joining a fraternity before joining Phi Mu Delta? Why or why not?

This is part of the conversation is where you discuss the expectations of membership and help them understand what this experience actually is. Do they have any concerns about joining? There are common concerns PNMs have, here are some tips to address those:

- **TIME:** What is the minimum time commitment for members? Break down the time commitment and explain what happens if you cannot attend something.
- **FINANCIAL:** Be transparent about the costs of membership. Don't immediately propose they can work out a payment plan with the VP of Finance (that doesn't answer the concerns). Discuss the value of the fraternity experience. Why should the potential new member decide to join this organization, that has fees, versus an organization that does not?
- **FEAR OF STEREOTYPES:** This is where you, as a member, explain how Phi Mu Delta is different from the stereotypes he may have heard in the media or elsewhere!

- 3. The PNM wants to join Phi Mu Delta:** What do you do currently to engage potential new members with brothers? What type of events or programs do you hold? How do you get potential new members to attend these events?



Brothers of the Mu Tau (Rutgers, Camden) chapter.

An effective recruitment is not having large, expensive events. An effective recruitment is having small, normal activities as a chapter that demonstrate who you are on a daily basis. You should not be using recruitment events as a means to determine who is interested in Phi Mu Delta; rather, as a way to get to know the potential new members better.



# Being an Alumnus

Phi Mu Delta has three statuses: new member, undergraduate member, and alumnus. Once a member is no longer enrolled at an institution, or transfers to an institution without a Phi Mu Delta chapter, he becomes an alumnus. Joining a fraternity, unlike most other college organizations, is for life. Your level of commitment to the fraternity beyond your college years is a personal choice.

Many chapters of Phi Mu Delta have an alumni association. Those chapters with housing also have a housing corporation. In some cases, these two organizations are fused together into one incorporated body. In any case, alumni associations and housing corporations serve to ensure the future of the chapter. While they are chartered entities within the national organization, they are granted autonomy and have the power to revoke membership. In addition, they organize and carry out alumni social and fundraising functions for the benefit of the fraternity.

## THE ALUMNI ASSOCIATION

The main function of the Alumni Association is to maintain a database of alumni, raise money for the chapter. Organize alumni functions and support the chapter through scholarships and funds. In addition, they are charged with ensuring the future existence of the chapter through fundraising and performing other needed projects.

## THE HOUSING CORPORATION (CONTROL BOARD)

The main function of the Housing Corporation is to maintain the current chapter house and ensure the long-term housing of the active chapter are met. In essence, they are the chapter's landlord. They collect rent and other housing charges, pay the utilities and taxes, and perform structural repairs, as needed.



*Graduate from the Mu Upsilon chapter  
at Robert Morris University.*

# National Alumni Recognition Program

## ALUMNI RECOGNITION

Many chapters have famous alumni. In some cases, there may be buildings on your campus named for them or scholarships named in their honor.

Occasionally, Phi Mu Delta recognizes the accomplishments of our alumni with two different honors. The Distinguished Alumni Chapter recognizes the accomplishments of alumni who have contributed greatly to their professions or community. The Distinguished Service Chapter recognizes those alumni who have significantly served the National organization or their local chapter.

The Distinguished Service Chapter shall consist of alumni who have served the National Fraternity, its chapters, and alumni associations, alumni chapters, trust funds, foundation, or other operational affiliates in a superior and unusual manner.

The Distinguished Alumni Chapter shall consist of alumni who have contributed greatly to the advancement of their community and/or profession.



*(From Right to Left): Chuck Durham, Mu Zeta '93 (Lock Haven) and Eric Etkin, Mu Zeta '99 (Lock Haven) were recognized at the 2018 Conclave for their service to the fraternity and their communities.*

Election to these chapters shall be considered the highest honor, which may be bestowed upon a member of Phi Mu Delta. Members of the National Council not holding certified membership in Distinguished Serviced or Distinguished Alumni Chapters after the adoption of these criteria in May of 1967, shall be ineligible for election as members of the chapters during their terms of active service on the National Council.

## DISTINGUISHED ALUMNI AWARD RECIPIENTS

Members of the Distinguished Service Chapter, which recognizes alumni for their dedicated service to the Fraternity, include:

- Fred W. Erdmann, Nu Theta '51, *Past National President\**
- Sidney A. Dimond, Nu Beta '43, *Past National Councilman/Editor of the Triangle\**
- Lloyd K. "Jack" Miller, Gamma Gamma '25, *Past National President\**
- Perce R. Appleyard, Mu Alpha '22, *Past National President\**
- J. Ralph Spalding, Nu Gamma '23, *Past National Councilman/Editor of The Triangle\**
- Edson M. Bailey, Nu Beta '23, *Past National President\**
- Leroy J. Higgins, Nu Beta '23, *Past National Councilman\**
- Albert D. Nutting, Nu Epsilon '27, *Past National Councilman\**
- Richard T. Lassiter, Nu Delta '24, *Past National Secretary/Editor of The Triangle\**
- Robert C. Lomison, Mu Zeta '77, *Past National President/Chairman of Triangle Trust Fund\**
- Owen J. Sanderson, Mu Delta '54), *Past National Vice President*
- George E. LaTour, Nu Eta '60, *Past Executive Director/Editor of The Triangle*
- James A. Vitale, Mu Epsilon '61, *Past Executive Secretary/Editor of The Triangle*
- William H. Wilson, Mu Epsilon '58, *Past National President/Past Chairman of Trust Fund*
- Ronald H. Jury, Mu Zeta '72, *Past National President\**
- Peter A. Akerman, Nu Beta '80, *Nu Beta Chapter Advisor*
- Stephen MacDougall, Nu Xi '73, *Past National Traveling Secretary*
- Brian W. Gallup, Mu Alpha '70, *Treasurer of Alpha Sigma Omega, Inc.*
- Walter R. Hartfield, Nu Zeta '61, *Past National Councilman*
- John A. Roberts, Jr., Mu Zeta '72, *Past National Secretary*
- James Murphy, Nu Omicron '74, *Past National President*
- John E. Klay, Mu Beta '69, *Treasurer of Mu Beta House Corps.*
- James Harris, Mu Alpha '88, *President of Alpha Sigma Omega, Inc.*
- Paul R. Kittle, Jr., Mu Pi '91, *Past National President*
- Eric Etkin, Mu Zeta '99, *Past National Councilman*

Members of the Distinguished Alumni Chapter, which recognizes alumni for their contributions to their profession and community, include:

- Emilio G. Collado, *Nu Delta '31\**
- Roger M. Blough, *Mu Alpha '25\**
- French M. Schwemmer, *Mu Beta '26\**
- Maurice C. Bond, *Nu Gamma 1920\**
- John Wilbur Armstrong, *Nu Gamma 1920\**
- Kenneth Pratt Morse, *Nu Delta '26\**
- Austin J. Paddock, *Gamma Beta '29\**
- William M. Gardner, *Nu Beta '70*
- John Rigas, *Nu Theta '50*
- Gerald Francis Burrill, *Nu Epsilon, '29\**
- James E. Carnes, *Mu Epsilon '61*
- John K. Tsui, *Mu Epsilon '60*
- Dan Gwadowski, *Nu Xi '76\**
- Edward C. Dupont, *Nu Beta '71*
- Charles Durham, *Mu Zeta '93*



# Appendix

## PREVIOUS CONCLAVE LOCATIONS

1918	Amherst, MA
1919	Storrs, CT
1920	Burlington, VT
1921	Durham, NH
1922	Storrs, CT
1923	Boston, MA
1923	Evanston, IL
1924	Orono, ME
1925	Champlain, IL
1926	Ann Arbor, MI
1927	Burlington, VT
1928	Selinsgrove, PA
1929	Columbus, OH
1930	Buffalo, NY
1931	New York, NY
1932	Canceled
1933	Cleveland, OH
1934	New York, NY
1936	State College, PA
1938	North Conway, NH
1940	Kingston, RI
1942-46	Canceled
1948	Selinsgrove, PA
1950	Columbus, OH
1952	Orono, ME
1954	Bushkill, PA
1956	Bushkill, PA
1958	Bushkill, PA

1960	Bushkill, PA
1962	Bushkill, PA
1964	Bushkill, PA
1966	Bushkill, PA
1968	Montreal, QE
1970	Amherst, MA
1972	Centerville, PA
1978	State College, PA
1980	Burlington, VT
1982	Lock Haven, PA
1984	Troy, NY
1986	Ada, OH
1988	Selinsgrove, PA
1990	Troy, NY
1992	State College, PA
1994	Lock Haven, PA
1996	Ada, OH
1998	Durham, NH
2000	State College, PA
2002	Williamsport, PA
2004	Troy, NY
2006	Indiana, PA
2008	Boston, MA
2010	Williamsburg, VA
2012	Cleveland, OH
2014	Greenwich, CT
2016	Norfolk, VA
2018	Burlington, VT

## PAST NATIONAL PRESIDENTS

1918 - 1919	Charles S. Rising Nu Gamma 1920	1960 - 1970	Fred W. Erdmann Nu Theta '51
1919 - 1920	Maurice C. Bond Nu Gamma 1920	1970 - 1974	William H. Wilson Mu Epsilon '58
1920 - 1921	Everett D. Dow Nu Alpha 1921	1974 - 1978	Eli C. Henry Mu Epsilon '62
1921 - 1922	Edson M. Bailey Nu Beta 1920	1978 - 1980	William Myers Mu Beta '71
1922 - 1923	John H. Lovett Nu Alpha '23	1980 - 1982	Steve Sassaman Nu Theta '76
1923 - 1924	Robert A. Wilson Nu Beta '23	1982 - 1990	Robert C. Lomison Mu Zeta '77
1924 - 1931	Harold P. Miller Gamma Alpha '23	1990 - 1996	Ronald H. Jury Mu Zeta '72
1931 - 1936	Charles N. Elliot Nu Beta '30	1996 - 2000	David T. Smittle Mu Beta '84
1936 - 1938	Charles E. Buchanan Nu Delta '29	2000 - 2002	James Murphy Nu Omicron '74
1938 - 1940	Ernest R. Tonkel Gamma Alpha '36	2002 - 2006	Thomas A. Murphy Mu Alpha '94
1940 - 1944	Neal L. Lora Mu Beta '34	2006 - 2010	Paul R. Kittle, Jr. Mu Pi '90
1944 - 1947	Chester L. Lane Nu Beta '20	2010 - 2014	Kevin Socha Mu Iota '06
1947 - 1948	Arthur F. Hanley Nu Eta '39	2014 - 2016	Samuel Waltemeyer Mu Omicron '09
1948 - 1950	Perce R. Appleyard Mu Alpha '22	2016 - 2018	Paul R. Kittle, Jr. Mu Pi '90
1950 - 1960	J. Robert Zahn Mu Gamma '48	2018 - 2020	Joseph Doiron Nu Theta Eta '11

# PHI MU DELTA FIGHT SONG

Words and Music by  
PHILIP SCHLICK

Fight for Phi Mu Del — ta, may her col — ors stand

Tempo di Marcia

orange and black for — ev — er, first in all the land.

To the death we bat — tle, broth — ers all are we —

Loy — al to col — lege and our fra — ter — ni — ty.

# Phi Mu Delta Fight Song

On-ward Phi Mu Del-ta, we all love thy name.

Proud of ev-'ry chap-ter, we add to thy fame.

Bas-ket-ball and foot-ball, an-y-thing in hand; we

fight for Phi Mu Del-ta, re-nowned through-out the land.



# A TOAST TO PHI MU DELTA

*Gamma Beta*

So here's to Phi Mu Del-ta; its name that we all love. May its

The first system of musical notation consists of a vocal line and a piano accompaniment. The vocal line is in treble clef with a key signature of one sharp (F#) and a 4/4 time signature. The piano accompaniment is in grand staff (treble and bass clefs). The lyrics are: "So here's to Phi Mu Del-ta; its name that we all love. May its".

fu-ture be as bri-ight as the stars that shine a-bove. Or-ange,

The second system of musical notation continues the vocal line and piano accompaniment. The lyrics are: "fu-ture be as bri-ight as the stars that shine a-bove. Or-ange,".

black, and white for- EV-ER will tri-umph ov-ER all, So

The third system of musical notation continues the vocal line and piano accompaniment. The lyrics are: "black, and white for- EV-ER will tri-umph ov-ER all, So".

here's to Phi Mu Del-ta, may its col-ORS NE-VER fall.

The fourth system of musical notation concludes the vocal line and piano accompaniment. The lyrics are: "here's to Phi Mu Del-ta, may its col-ORS NE-VER fall.".

# PHI MU DELT SWEETHEART

(A Paul Gray Arrangement)

Lyric and Music by

ROLAND W. ESTERLY

Gamma Alpha

The first system of music consists of two staves. The upper staff is in treble clef and the lower staff is in bass clef. The key signature has two flats (B-flat and E-flat). The music begins with a treble staff containing a quarter note G4, followed by a series of chords. The bass staff provides a harmonic accompaniment with chords and a melodic line.

The second system continues the instrumental introduction. It features similar chordal textures in both staves, with some melodic movement in the treble staff. The system concludes with a double bar line and repeat dots.

The third system introduces the vocal melody. The treble staff contains the lyrics: "Drift - ing thru' mem - ries of Sweet - heart's I used to know". The bass staff continues with the accompaniment. The lyrics are written below the treble staff, with hyphens indicating syllables across notes.

The fourth system continues the vocal melody and accompaniment. The treble staff contains the lyrics: "Mem - ries bring dreams of the one who is true". The bass staff continues with the accompaniment. The lyrics are written below the treble staff, with hyphens indicating syllables across notes.

# Phi Mu Delt Sweetheart

One in a mil- lion this girl so div- ine  
Out of my dreams comes a vis- ion div- ine

This system of musical notation includes a vocal line with lyrics, a piano accompaniment in the right hand, and a bass line in the left hand. The key signature has two flats (B-flat and E-flat), and the time signature is 4/4. The lyrics are: "One in a mil- lion this girl so div- ine / Out of my dreams comes a vis- ion div- ine".

Won- der- ful Phi- Mu- Delt Sweet- heart o' mine There's a  
Here is the theme of this dream girl o' mine

This system of musical notation includes a vocal line with lyrics, a piano accompaniment in the right hand, and a bass line in the left hand. The lyrics are: "Won- der- ful Phi- Mu- Delt Sweet- heart o' mine There's a / Here is the theme of this dream girl o' mine".

Chorus -  
glow in her eyes like the sun in the skies and the

This system of musical notation includes a vocal line with lyrics, a piano accompaniment in the right hand, and a bass line in the left hand. The lyrics are: "Chorus - / glow in her eyes like the sun in the skies and the".

gold of the down in her hair There's a

This system of musical notation includes a vocal line with lyrics, a piano accompaniment in the right hand, and a bass line in the left hand. The lyrics are: "gold of the down in her hair There's a".

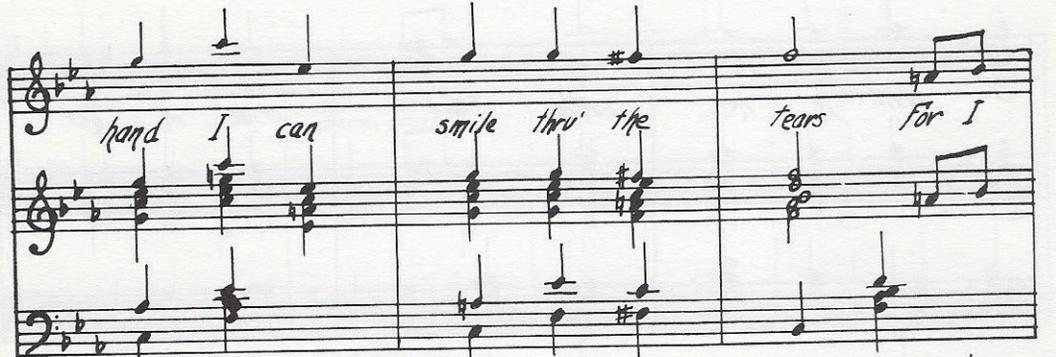
# Phi Mu Delt Sweetheart

thrill in her smile and a pride in her  
style and a spir- it that's hon- est and  
fair. In her sweet un- der- stand- ing I  
lose all my fears at the touch of her

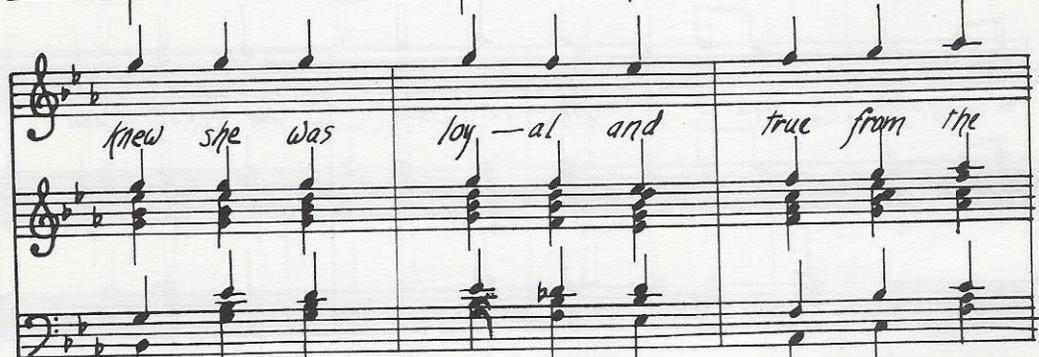
The musical score is written in a key signature of two flats (B-flat and E-flat) and a 4/4 time signature. It consists of four systems, each with a vocal line in the upper staff and piano accompaniment in the lower two staves. The lyrics are written in a cursive script below the vocal line. The piano accompaniment features a steady bass line and chords that support the vocal melody.

# Phi Mu Delt Sweetheart

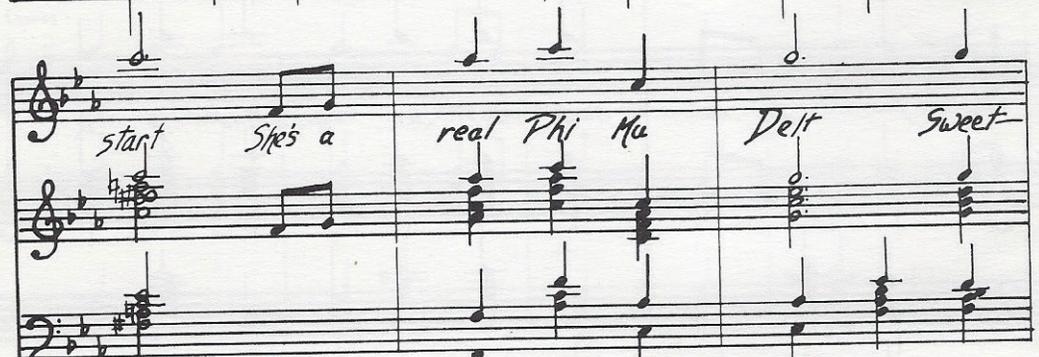
hand I can smile thru' the tears for I



knew she was loyal and true from the



start She's a real Phi Mu Delt Sweet-



heart. -heart.



## CHAPTER SONG

(The music for the song is furnished; individual chapters should make up their own words.)

The first system of musical notation consists of a vocal line and a piano accompaniment. The vocal line is written on a single staff in treble clef, with a key signature of two sharps (F# and C#) and a 3/4 time signature. The piano accompaniment is written on two staves (treble and bass clefs) in the same key signature and time signature. The music begins with a series of quarter notes in the vocal line, followed by a half note, and then a series of chords in the piano accompaniment.

The second system of musical notation continues the vocal line and piano accompaniment. The vocal line features a mix of quarter and eighth notes, with some notes beamed together. The piano accompaniment provides a steady harmonic support with chords and moving lines in both hands.

The third system of musical notation continues the vocal line and piano accompaniment. The vocal line has a melodic contour that rises and then falls. The piano accompaniment uses a variety of chord voicings and rhythmic patterns to support the melody.

The fourth system of musical notation concludes the vocal line and piano accompaniment. The vocal line ends with a final note, and the piano accompaniment provides a concluding harmonic structure. The system ends with a double bar line.



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# *The Founders' Creed*

I believe in **Democracy**... a democracy characterized by the practice of justice in every relation of life. I hold that justice is the foremost principle to be considered in making my decisions as a voting member of Phi Mu Delta, the student body, and as a citizen of the United States. I believe in that broad conception of democracy which seeks freedom of opportunity, and recognizes no color, race, creed, or position.

I Believe in **Service**... service to the college; service to every group organized for the common good; service to the individual. I believe in service defined in the terms of voluntary sacrifice for the welfare of those with whom I come in contact.

I Believe in **Brotherhood**... brotherhood that reaches beyond the limits of Phi Mu Delta and welcomes every man as my Brother. I believe in the intrinsic worth of the man at my side, and in his ability to make good and justify my faith in him.

I hold these beliefs as my profound conviction, and I pledge my fellow men to live up to them to the best of my ability.