



PHI KAPPA SIGMA
INTERNATIONAL FRATERNITY

**ONCE A PHI KAP,
ALWAYS A PHI KAP.**

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LETTER FROM LEADERSHIP



For 170 years, the Phi Kappa Sigma organization has developed well-rounded members and helped prepare graduates for lifelong success. Our organization has been comprised of three core branches: the fraternity, the foundation, and the society.

While we all experienced the fraternity, we would like to introduce the Mitchell Heritage Society. The society's mission is focused on the preservation of our historical documents and archives while encouraging a deep breadth of training for our members at all levels. Through preserving our history, we can pass our objects and heritage from our storied past to the hands of our bright future.

Members quickly come to realize that opportunities offered within the fraternity will help develop skills that one can use over a lifetime. The heart of the matter being, can all members answer two simple questions:

- Did the organization enhance my collegiate experience?
- Did the organization develop skills not taught in the classroom?

If you as a member can answer yes to either of these questions, then we've succeeded at the objectives of our fraternity.

Society changes over the course of our lives with both positive and negative attributes and the only constant is the passage of time. Phi Kappa Sigma has adapted to those changes to provide meaningful experiences for every generation.

The need for educational opportunities not readily available in the classroom led our organization to develop the Men of Honor Institute, the Operations Skills Institute, the Scepter Mentorship Program, the Ambassador program, and Key Sessions. All of these exist under the umbrella of the Phi Kappa Sigma Male College.

Taking its name from Arkansas' first higher educational institution founded in 1859, the Male College strives to help our active members **master the soft skills that will make them more successful in life after graduation.** The program, consisting of courses both in-person and remote instruction, is designed to work adjacent to our other leadership initiatives while culminating in a graduation ceremony at our Grand Chapter.

Through our educational and leadership-based initiatives, we invest not only in our own future as an organization, but also in the individual futures of all our members. Now we ask for your investment in the future of our organization as well. It is only together that we may ensure tomorrow will rise on a better Phi Kappa Sigma making us: *Stellis Aequus Durando—Equal to the Stars in Endurance.*

Fraternally,
David R. Wolf
Alpha Theta, University of Wisconsin '99
Executive Director
Phi Kappa Sigma International Fraternity



PHI KAPPA SIGMA

AT-A-GLANCE

FOUNDED BY DR. MITCHELL ON
AUGUST 16, 1850

FOUNDERS DAY:
OCTOBER 19, 1850

39 CHAPTERS

2 COLONIES

1 EXPANSION



40,000
LIVING
MEMBERS



1,500
UNDERGRADUATES

100TH GRAND CHAPTER
INDIANAPOLIS – SUMMER 2021

ACTIVE CHAPTERS

Alabama	Northern Illinois	Texas	Boston University
Carthage College	Oklahoma State	Toronto	Texas State
Clarkson	Penn State	Tulane	
Franklin & Marshall	Princeton	UC Berkeley	
George Mason	Purdue	UC Riverside	
Georgia Tech	Radford	UCLA	
Illinois Tech - IIT	Ramapo College	U-Mass Lowell	Oklahoma
Indiana	Randolph-Macon	UMBC	North Texas
Kenyon College	Rowan	UNO	Iowa State
Maine	South Alabama	Ursinus College	Minnesota
McDaniel College	South Carolina	Washington State	Illinois
Michigan State	Tarleton State	Washington	Fall 2023
MIT	TCU	Wisconsin	West Virginia

COLONIES

CURRENT EXPANSIONS

FUTURE EXPANSIONS

ALUMNI ASSOCIATIONS

Region 1 - Arizona, California, Colorado, Oklahoma, Texas, Washington



Austin



Dallas/Ft. Worth



Denver



Houston



Los Angeles



Phoenix



San Diego



San Francisco



Seattle

Region 2 - Illinois, Indiana, Missouri, Minnesota, Ohio, Wisconsin



Chicago



Columbus



Indianapolis



Milwaukee



St. Louis



Twin Cities

Region 3 - Alabama, Louisiana, Florida, Georgia, North Carolina, South Carolina, Tennessee, Virginia, Maryland



Atlanta



Birmingham



Charlotte



New Orleans



Orlando



Richmond



Tampa



Nashville

Region 4 - Michigan, Toronto, Pennsylvania, New York, New Jersey, Massachusetts, Connecticut



Boston



New York City



Philadelphia



Toronto



Washington, D.C.



OUR PURPOSE

Lifelong growth and development of the Fraternity and its members.

There has always been considerable discussion concerning the role of fraternities at institutions of higher learning. Phi Kappa Sigma has always maintained that fraternities are an integral component of higher education, one of immeasurable value.

As a fraternity man, our graduates will be among the nation's best prepared and most likely to succeed during and after college. Not only will the chances that they graduate improve, but statistically so will their grades. They will be more likely to participate in and excel at extracurricular activities and student leadership, and they will form lasting relationships with the best and brightest men and women on campus.

Fraternity and sorority members' engagement advantage indicates that they are more likely to be intellectually and emotionally connected to their organizations and enthusiastic about their work. Overall, 43% of fraternity and sorority members who are employed full time are engaged in the workplace, compared with 38% of all other college graduates. Importantly, these differences are statistically significant after controlling for key demographic variables, including gender, race, ethnicity, and socioeconomic status.

"The educational programs that Phi Kappa Sigma provides are world-class programs that gave me the tools to be successful fraternally, personally, and professionally. Beyond the tools and knowledge provided through these programs, I have made lifelong connections with brothers from all over the nation!"

– Jackson Larson, Gamma Gamma, Carnegie College '20



ENDOWING OUR LEADERSHIP PROGRAMS WILL POSITIVELY IMPACT THE LIVES OF COUNTLESS PHI KAP BROTHERS

■ PHI KAPPA SIGMA MALE COLLEGE

CREATED: 2018

On February 7, 1859, Brother James Willy Barrow decided to set up shop and create the Phi Kappa Sigma Male College in Monticello, Arkansas. Being the first institution of higher learning in Arkansas, it was also the only institution to be directly named after a fraternal organization. The college graduated two classes before the Civil War.

After years of precise planning and saving, Phi Kappa Sigma is happy to share that it's taking the final steps to revive the spirit of the college and vision of lifelong learning in the digital age. The intent is that the Male College will be a primary resource to assist all members throughout all stages of their personal and professional lives.

The goal of the Male College initiative is to add the soft skills and everyday knowledge to advance a brother through his path to a successful career and make them more successful in life after graduate. The program, consisting of courses both in-person and remote instruction, is designed to work adjacent to other our leadership initiatives while culminating in a graduation ceremony at our Grand Chapter. We're looking to launch 20 courses split evenly between the personal and professional development tracks.

CERTIFICATION OPTIONS

General Leadership Certification

- Four courses from each section of personal and professional development.

Leadership Certification with Personal Development Emphasis

- Six courses from personal development and two courses from professional development.

Leadership Certification with Professional Development Emphasis

- Two courses from personal development and six from professional development.

Honors Certification Program

- Six courses from personal development and six courses from professional development.

**PROGRAM COST = \$30,000 ANNUALLY
ENDOWMENT OPPORTUNITY = \$600,000**



"When serving as Chapter Advisor for Alpha Theta, I noticed Universities excelled at teaching technical skills needed for a specific career, but lacked in developing the interpersonal skills necessary to advance one's career and personal life after college. That is where Phi Kappa Sigma Male College can offer members the tools necessary to learn soft skills that will accelerate their career progression and provide a basic understanding of what life after college entails." - David Wolf, Alpha Theta, University of Wisconsin '99, Executive Director

INSTITUTES



■ MEN OF HONOR LEADERSHIP INSTITUTE CREATED: 2000

The Men of Honor Leadership Institute is a comprehensive three-day experience. Its carefully crafted curriculum is designed to help undergraduate brothers grow into scholars, leaders, and gentlemen. Top and budding members from our chapters have gathered annually for over two decades to gain the skills that allow for positive change to occur within their respective communities and chapters.

PARTICIPANTS WILL:

- Explore and define personal values.
- Reflect on the congruency between self-values, actions, and behaviors.
- Compare and contrast personal values with Phi Kappa Sigma's values.
- Grow to expect values-based action from themselves and fellow members.
- Return to home chapters with a renewed sense of vision and purpose.
- Learn crucial leadership skills.
- Explore, define, and enhance leadership skills.
- Examine commitment to the Fraternity's culture.
- Identify the need for change within their communities, campuses, and chapters.
- Craft action plans that will allow for positive change to occur.

PROGRAM ATTENDANCE

2021 - 89*

2020 - 63

2019 - 104

2018 - 112

2017 - 95

2016 - 90

* First digitally delivered program due to COVID-19

**PROGRAM COST = \$40,000 ANNUALLY
ENDOWMENT OPPORTUNITY = \$800,000**



"Men of Honor is the best leadership development program offered by a college fraternity. The positive effects that Men of Honor has had on Phi Kappa Sigma and our brothers has been nothing short of amazing. I wish everyone had the chance to attend a program like this."

- Doug Opicka, Alpha Epsilon, Illinois Institute of Technology '97

INSTITUTES



■ OPERATIONS SKILLS INSTITUTE CREATED: 2021

The Operations Skills Institute (OSI) is Phi Kappa Sigma's newest program, which went through a curriculum change from our previous summer program, the Carroll K. Simons Institute (CSI) founded in 2013. The goal of OSI is to provide the time and space for officers to strengthen chapter operations, chapter management, and leadership skills.

OSI is modeled around best practices of a chapter retreat. Centralized at an outdoor education center, OSI utilizes both large group seminar sessions, and competitive, small group activities.

PARTICIPANTS WILL:

- Deepen their understanding of a highly functioning chapter.
- Understand the procedures of the organization.
- Learn to set clear and compelling direction.
- Infuse a culture for learning and betterment.
- Lead and manage change in the overall organization.
- Transform teaching and learning inside the individual chapter.
- Manage accountability systems, software, and financial controls.

MEMBER ATTENDANCE

2019 - 38
2017 - 42
2015 - 28
2013 - 25

PARTICIPANTS ADVANCE THEIR KNOWLEDGE IN THE FOLLOWING AREAS:

- **Scheduling:** Assess the wants and needs of the group in planning the annual calendar.
- **Budget development:** Structure financial aspects of the chapter and utilization of funds.
- **Software implementation:** Learn the newest tools to automate chapter operations.
- **Resource utilization:** Learn about the support international headquarters offers to chapters.
- **Project management:** Plan the work of the chapter to achieve goals and meet success criteria.
- **Alumni relations:** Develop and maintain activities and functions to keep alumni engaged.

**PROGRAM COST = \$30,000
ENDOWMENT OPPORTUNITY = \$600,000**



"Going to the Institute was a transformative experience for me that gave me the confidence that I needed to lead my chapter in the right direction. While there, not only did the Institute revitalize my faith that my chapter could improve, but it also allowed me to meet other people that were struggling with similar issues and learn how they overcame said problems. The Institute is what helped me be the effective leader that my chapter needed." – Kevin Adams, Tau Chapter, Randolph-Macon '18

BETTERMENT



AMBASSADOR PROGRAM CREATED: 2011

The Ambassador Program is a three-day experience devoted to helping some of our best chapter leaders make a positive impact on their chapter and the organization.

This program's comprehensive curriculum is designed to help members become agents of change in their chapter and encourage continued engagement with the organization post-graduation.

Every year, 10-12 members from across our Fraternity are chosen to partake. Invitations are also extended to any junior/senior member of our Fraternity.

THE AMBASSADOR PROGRAM AIMS TO HELP PARTICIPANTS UNDERSTAND THE FOLLOWING CONCEPTS:

- **Personal leadership:** Develop and utilize their leadership traits and within their style.
- **Public speaking:** Build confidence speaking to their communities, regardless of size.
- **Facilitation skills:** Guide conversations in a positive and values-based manner.
- **Positive change:** Implement change initiatives and strengthen performance that is aligned with our mission.
- **Conflict resolution:** Find peaceful solution through dialogue and compromise.
- **Fraternity mission:** Move goals in a direction that benefit all for a larger impact.

**PROGRAM COST = \$10,000 ANNUALLY
ENDOWMENT OPPORTUNITY = \$200,000**



"The Ambassador Program is a one-of-a-kind opportunity for our upperclassmen to develop skills that will make them stronger leaders within their chapter and provide them with the training to be engaged alumni and prepared professionals."

– Jake Bates, Beta Eta Chapter, North Texas '14

BETTERMENT



■ THE SCEPTER MENTORSHIP PROGRAM CREATED: 2007

The Scepter Mentorship program connects collegians with Phi Kap alumni. Undergraduate members gain guidance as they transition from coursework to their professional career, while the program offers alumni an avenue to give back in a productive and meaningful way.

An assessment, resume review, and identification of mutual areas of improvement serve as the basis of the matching process. Based on this data, mentees and mentors are matched, typically in cross-chapter pairings.

THE PROGRAM AIMS TO HELP PARTICIPANTS UNDERSTAND:

- **Academic success:** Build study skills, educational navigation, and resources.
- **Professional development:** Gain support in resume building, internship acquisition, and navigating post-graduate professional life.
- **Leadership:** Learn to balance educational, professional, and social development and application of skills to become effective leaders.
- **Industry insight:** Advance knowledge and understanding of their chosen career field.
- **Alumni relations:** Foster positive relationships between members and alumni.

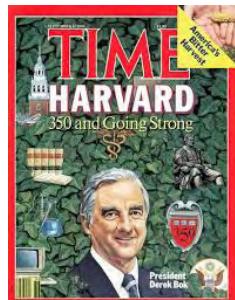
MENTEES:

- Receive coaching in growth areas.
- Increase chances of success in the Fraternity, school, community, and professional life.
- Build relationships between the chapter members and alumni.
- Help chapters establish continuity of institutional knowledge.

MENTORS:

- Build a relationship with a mentee to help them accomplish goals.
- Help alumni re-engage with the Fraternity and their younger brothers.
- Support lifelong fraternal relationships
- Gain mentorship skills while enhancing professional value to others.

**PROGRAM COST = \$5,000 ANNUALLY
ENDOWMENT OPPORTUNITY = \$100,000**



"What we are doing in educating students is trying to prepare them to live more fulfilling lives for the decades after they graduate, and trying to provide a better, richer, fairer, more decent society for the generations after."

**– Derek C. Bok, Alpha Tau, Stanford University '51,
25th President of Harvard University**

BETTERMENT



■ KEY SESSIONS

Key Sessions are regional betterment programs where local chapters gather to discuss pressing issues and develop solutions.

Key Sessions are conducted in a central location or campus with programming organized by alumni volunteers and international headquarters staff.

PARTICIPANTS WILL:

- Feel more connected to the organization.
- Understand resources provided by alumni and international headquarters.
- Apply best practices and better understand operational procedures.
- Facilitate stronger chapter operations.
- Learn to communicate and collaborate with area chapters that face similar issues.
- Key Sessions provides an outlet for members to interact and build friendships with brothers in nearby chapters.

The sessions are differentiated to meet the needs of the region's chapters.

They are typically broken into the five objectives of membership:

- Scholarship
- Fraternity & Leadership
- Personal Conduct & Development
- Financial Commitment
- College or University

PROGRAM COST = \$10,000 ANNUALLY / \$1,250 PER KEY SESSION (2 PER REGION PER YEAR)
ENDOWMENT OPPORTUNITY = \$200,000 / \$50,000 PER REGION'S KEY SESSION



"What I actually found was a comfortable pocket of familiarity amongst the unfamiliar. I met brothers from other chapters, socialized with them, shared information, and bonded immediately. Many are still my best friends after all these years."

– Wilson Wong, Alpha Nu, Georgia Tech '72

BETTERMENT

■ EDUCATIONAL CONSULTANTS

Educational Consultants serve as an information and support resource for members and travel to chapters to teach them various operational and leadership skills. In addition, Educational Consultants are experts in recruitment and assist with expansion and recruitment efforts to help grow the membership of chapters and the Fraternity as a whole.

**PROGRAM COST = \$42,500 PER YEAR PER CONSULTANT
ENDOWMENT OPPORTUNITY = \$850,000 PER CONSULTANT**

SCHOLARSHIPS

■ DIRECT MEMBER SUPPORT

Scholarships are awarded annually to those who apply through need-based and/or participation-based applications. The scholarships are used to help pay educational expenses (tuition, fees, books, supplies, etc.) of the deserving brother awarded the scholarship. Scholarship support relieves some financial pressure from members and allows them to focus on their education and involvement with the Fraternity.

Year	Scholarships Awarded	Amount Awarded
2020	66	\$100,000
2019	44	\$90,000
2018	50	\$88,000
2017	45	\$80,000

**PROGRAM COST = \$100,000 ANNUALLY / \$250 (MIN.) FOR INDIVIDUAL SCHOLARSHIP
ENDOWMENT OPPORTUNITY = \$2 MILLION / \$15,000 (MIN.) FOR INDIVIDUAL NAMED SCHOLARSHIP**



"The support not only helped me financially but made me realize that a people, an organization, was behind me. These were men of honor that did not even know me personally but believed in me as an individual and trusted me unconditionally. I am truly grateful for their faith and hope to repay that outside of college in the professional world. We—and all those who receive a scholarship—share in success."

— Craig Boylard, Alpha Theta, Wisconsin '11



TOTAL COST

TO ENDOW ALL
PHI KAPPA SIGMA
LEADERSHIP
PROGRAMS AND
SCHOLARSHIP
NEEDS:

\$4,500,000

INVEST IN THE FUTURE OF PHI KAPPA SIGMA

This phase of our vision requires assistance and input from a highly select group of alumni, like you. We are working to identify alumni who have both the ability and interest to provide major leadership to this project. To ensure the future of our organization, Phi Kappa Sigma must have meaningful alumni support today. Our plan outlines our immediate, pressing needs and articulates how we will build upon Phi Kappa Sigma's purpose.

Please remember the many ways Phi Kappa Sigma enriched and benefited your life through those who preceded you. We now have the great responsibility to invest in the young men who follow to ensure they grow, develop, and improve their chapters. Through your support, Phi Kappa Sigma will be well positioned for success and will be able to provide leadership to deserving young men so they will be prepared to solve the many challenges they will face.



*"Our volunteers keep the fraternal experience alive and available
for the current and future generations of Phi Kaps!"*

We will help you find a role that matches your skills and availability."

– Kevin Olsavsky, Psi, Penn State '86

EXECUTIVE COMMITTEE

Grand Alpha (International President)

David Smith

Gamma Tau, New Hampshire '06

Grand Beta (International Vice President)

R. Philip Petrowski

Alpha Theta, Wisconsin '01

Grand Pi (Int'l VP of Education/Leadership)

Brendon Egan

Gamma Upsilon, UMass-Lowell '10

Grand Sigma (International Secretary)

Hamilton "Toby" Smith

Phi, Richmond '83

Grand Tau (International Treasurer)

Gil Lizationalde

Beta Lambda, Northern Illinois '01

Grand Theta (International Regional Director)

Timothy Schug

Alpha Epsilon, IIT '07,

Grand Theta (International Regional Director)

Jeffrey Fusco

Gamma Xi, George Mason '14

INTERNATIONAL STAFF

Executive Director

David Wolf

Alpha Theta, Wisconsin '99

Senior Expansion Consultant

Andrew Amaya-Shaw

Beta Xi, UNO '17

Educational Consultant

Joseph "J.T." Thomas

Alpha Kappa, Alabama '17

Educational Consultant

Andy Silos

Epsilon Alpha, Tarleton State '19

Educational Consultant

Ryan Eisnaugle

Beta Omega, Radford '20

OUR PATH TO SUCCESS – THE GIFT CHART

Pennington & Company's experience with over 800 collegiate organizations shows that the top 10 gifts usually make up half of a successful capital campaign, while the top 20% of donors will make up 80% of the funds contributed. This gift chart provides an overview of the gifts needed for a campaign of this magnitude to be successful.

	Gifts Needed	Gift Size	Per Year	Range Total
Top 80%	1	\$1,000,000	\$200,000	\$1,000,000
	2	\$500,000	\$100,000	\$1,000,000
	2	\$250,000	\$50,000	\$500,000
	4	\$100,000	\$20,000	\$400,000
LEADERSHIP GIFTS				
20%	8	\$50,000	\$10,000	\$400,000
	10	\$25,000	\$5,000	\$250,000
	25	\$10,000	\$2,000	\$250,000
	50	\$5,000	\$1,000	\$250,000
PACE-SETTING GIFTS				
20%	200	Up to \$2,500	Varies	\$200,000
PUBLIC PHASE GIFTS				
	303			\$4,500,000
	Total Gifts			Cumulative Total

PHI KAPPA SIGMA CORE VALUES

We commit to the value of TRUST, the foundation of a relationship based on a belief in oneself as well as others, which is earned and strengthened through experience. The value of trust is found in our reliance on each other and enables an open comfort in interacting with s.

We commit to the value of HONOR, staying true to a set of higher standards and morals in the face of adversity. Membership in Phi Kappa Sigma means a commitment to leading an honorable life.

We commit to the value of RESPECT, which begins with yourself and the practice of the golden rule, “Do unto others as you would have them do unto you.” This statement is the acceptance of the ideals of others. In order to move forward as a brotherhood, we must continue to consider each other’s viewpoints.

We commit to the value of KNOWLEDGE, the acquisition of thought, theory and principles following in the footsteps of our founding fathers in accordance with our oath of brotherhood. With this knowledge, we will come closer to self-discovery, the improvement of society and the translation of knowledge into power.

We commit to the value of WISDOM, a virtue gained through experiences of self and others. Wisdom is the application of knowledge and past experiences to make decisions regardless of the situation. Through sharing wisdom, a bond is formed between young and old, teacher and student; this bond is what brings us together.

We commit to the value of RESPONSIBILITY, by being reliable in the fulfillment of the objectives of our Fraternity and our personal obligations, enduring the consequences of our actions.

We commit to the value of INTEGRITY, our inner foundation for holding true to our values of trust, honor, respect, knowledge, wisdom, and responsibility that guides us to make the best decisions.