

# Delta Kappa Epsilon

*Gentlemen, Scholars, and Jolly-Good Fellows*



## New Member Education Program

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- 4. Policy and Chapter Operations:**
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  - c) New Member Officer Elections
- 5. DKE Knowledge:**

- a) Quiz
- b) Objects of DKE and Discussion
  - (1) Writing assignment
- 6. Ritual:**
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  - a) Development Discussion: "Motivating the Middle"
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  - a) Educational Programs and Chapter Operations
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- 4. DKE Knowledge:**
  - a) Quiz
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5. **Ritual:**
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6. **Resources:**
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7. **Assignments:**

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  - c) Assignment Review
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2. **Skills and Personal Development:**
  - a) Development Discussion: Perception is Reality
  - b) Principles of Physical Health
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4. **DKE Knowledge:**
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5. **Ritual:**
  - a) Mystic Circle
6. **Resources:**
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  - b) Study Guide #4
  - c) Principles of Physical Health
7. **Assignments:**

**D. Week 5:**

**3. Logistics:**

- a) Q&A
- b) Calendar Overview
- c) Assignment Review
- d) Philanthropy Event Check In
- e) Initiation Logistics

**1. Stakeholders and Community:**

- a) Local Community
- b) New Member Philanthropy / Service Project

**2. Skills and Personal Development:**

- a) Personality Type Assessments

**3. Policy and Chapter Operations:**

- a) Leadership Transition Process

**4. DKE Knowledge:**

- a) Quiz
- b) Discussion: Local Chapter History

**5. Ritual:**

- a) Gentleman, Scholar, and Jolly-Good Fellow Ceremony

**6. Resources:**

- a) Quiz #4
- b) Study Guide #5

**7. Assignments:**

**E. Week 6:**

**4. Logistics:**

- a) Q&A
- b) Calendar Overview
- c) Assignment Review
- d) Initiation Logistics

**1. Stakeholders and Community:**

- a) DKE International Community

2. **Skills and Personal Development:**
  - a) Development Discussion: Recognizing Opportunities, Driving Change
  - b) Development Activity: Open Letter-to-Self
3. **Policy and Chapter Operations:**
  - a) DKE Headquarters: Communications and Chapter Evaluations
4. **DKE Knowledge:**
  - a) Quiz
  - b) Writing Assignment: Ritual Reflection
5. **Ritual:**
  - a) DKE Poem Ceremony
6. **Resources:**
  - a) Brothers in DKE Poem
  - b) Quiz #5
  - c) Final Exam Study Guide
7. **Assignments:**

**F. Week 7:**

5. **Logistics:**
  - a) Q&A
  - b) Calendar Overview
  - c) Review of Upcoming Week
1. **Stakeholders and Community:**
  - a) Engagement and Outreach
2. **Skills and Personal Development:**
  - a) Summary of Growth
3. **Policy and Chapter Operations:**
  - a) Visionary planning
4. **DKE Knowledge:**
  - a) Final Exam
5. **Ritual:**
  - a) Initiation
6. **Resources:**
  - a) Final Exam

## **Part III: Appendix**

# **Program Overview**

Brother Pi,

We have created this process and manual as a means to help you complete your task of educating the new member class. Our goal is to ensure that the new members are supplied with abundant information, while making your job a little easier in the process.

Here are some of our suggestions to make your New Member Education Process run smoothly:

- The breakdown of the process is listed on the next few pages. Most of the information provided can be read directly to the new members, however there is some information that is just for the New Member Educator. We highly suggest you read through each week before presenting anything to the new pledge class.
- This manual is designed to work hand-in-hand with the Pledge Manual given to the new members. The new members are required to bring their manual to each meeting, as there are page numbers that refer to it, as well as all assignments.
- This document contains a general lesson plan of a week pledge process. If necessary, it can easily be shortened or lengthened to fit your timeline.
- It would be beneficial both to you and your new members if you put together a PowerPoint for each week. On this PowerPoint you could include group discussion questions, summary points of what you are teaching them, weekly assignment information, etc.
- During Week 2, you should talk to your new members about your chapter's local history, bylaws, constitution, alumni association, and organizational structure, if applicable. There is not a pre-made quiz on this information; however, we highly recommend that you make your own and add it to the quiz for that week.
- All of the documents that can be found in the Appendix (except for the answer keys) are intended to be handouts given to the new members throughout this process. Make sure to print enough copies of each before they are needed. Some documents, excluding Week 1 Resources, Quizzes, and Study Guides, can be shared electronically.

We here at Headquarters want to wish you the best of luck with this exciting and important position within our fraternity. You are actively shaping the future of DKE in this role and have our full support in this endeavor.

ITB,  
HQ staff

## Goals of New Member Education Process

- **Unity**

1. Summary:

1. The new member process will unite new members with each other, with the entire chapter, and with the DKE international community as a whole. This unity will be achieved through various ritual ceremonies that will challenge new members to connect to each other and the fraternity through the fraternity's values and symbols.

2. Curriculum:

1. Pinning Ceremony
2. Big Brother Ceremony
3. Mystic Circle Ceremony
4. Brothers in DKE Poem
5. Initiation Ceremony

- **Knowledge and Appreciation of DKE History**

1. Summary:

1. New members will internalize local and international knowledge about DKE in order to better understand the past, present, and future trajectory of the fraternity and their place in the organization.

2. Curriculum:

1. History
2. Lore and Symbols
3. Notable Alumni
4. Chapter Roll
5. DKE International Structure and Function

- **Group Organization and Accountability**

1. Summary:

1. New members will develop an understanding of the fundamental philosophies, guiding policies, and chapter- and international-level practices that govern and drive success in our organization. Positive group behaviors will be practiced; new members will learn and discuss the expectations placed on them by DKE HQ, their alumni, and their school; and each individual will understand how the fraternity operates on a day-to-day, week-to-week, semester-to-semester, and year-to-year basis.

2. Curriculum:

1. Structure
2. Policy
3. Operations
4. Transition Processes
5. Reports and Communication

- **Increased Individual Capability through Skills Development and Personal Growth**

1. Summary

1. New members will be encouraged to grow as individuals in a variety of ways. This growth will include developing professional and academic skills, training in group leadership, exploring personal beliefs and feelings in a diverse world, and learning the fundamentals of health and wellness. These skills and personal developments will help individuals to self-determine their personal happiness, healthiness, and success.

2. Curriculum

1. Mental
2. Emotional
3. Social (Leadership)
4. Physical
5. Spiritual

- **Connection to Stakeholders and Community**

1. Summary

1. New members will be introduced to the concept of community, and will be inspired to connect with the various communities and stakeholders that are associated with any fraternity chapter. New members will learn to foster interpersonal relationships and will understand the power of networking and public relations to accomplish big things in any community.

2. Curriculum

1. Chapter Community
2. Greek Community
3. School Community
4. Local Community
5. Deke International Community

# Week One

## Logistics

### **Letter of Welcome**

Hand out the Letter of Welcome, Expectations and Weekly Assignments, and Active Chapter Roll handouts found in the **Appendix**. Take some time to have members read through the Letter of Welcome.

### **New Member Education Program Structure**

Each week throughout this process new members will touch upon several pieces of curriculum that pertain to each of the goals of new member education. For example, this week the new member class will experience a unifying ritual, start learning DKE History, be introduced to the theory behind the leadership structure of the chapter, take part in a discussion of social leadership, and be introduced to the Big Brother program and to the Philanthropy/Service program of the chapter. The New Member Educator will be the primary leader. This structure will continue throughout the duration of the new member education, with each week building upon the previous week or otherwise advancing the curriculum in a thoughtful way.

#### Weekly Topics Discussed

*Stakeholders & Community*

*Philanthropy & Service*

*Skills & Personal Development*

*Policy & Chapter Operations*

*DKE Knowledge*

*Ritual*

### **Expectations of New and Active Members:**

#### **1. New Members**

- Take active part in all new member education activities including but not limited to meetings, discussions, events, study sessions, presentations, etc. unless a reasonable scheduling conflict occurs. Review any possible scheduling conflict with the New Member Educator as soon as possible.
- Prioritize personal health/well-being and academics over any fraternity activities, and to speak up to fellow new members, the New Member Educator, and/or another active in the fraternity if difficulties are being experienced with a balance of priorities.
- Report any hazing activities directed towards one or more new members by any active member directly to DKE HQ. Please see DKE's Anti-Hazing Policy on **page 42** of your Pledge Manual to review a definition of hazing and hazing activity.

## 2. Active Members

- Be mindful of the academic/extracurricular commitments, personal schedules, and personal health and well-being of the new member class, and adjust the new member education program as necessary to reasonably accommodate for any conflicts or difficulties.
- Treat all new members with respect, strive to always ensure that all new members are experiencing a dignified and meaningful new member education experience, and abide by DKE's Anti-Hazing Policy, which can be found on **page 42** of the Pledge Manual. Any hazing activity should be promptly reported to DKE HQ.
- Make every effort to contribute to the integration of the new member class into the chapter.

### **Event Calendar Overview**

This outline (found in the **Appendix**) is to be filled out jointly by the New Member Educator and the New Member Class so that all parties are on the same page about the new member education schedule. Filling out this calendar is a great time to identify possible scheduling conflicts.

### **New Member Information Collection**

Hand out the form found in the **Appendix**. Give them a couple minutes to complete then return it back to you. You will use this information to get to know your new members better, avoid schedule conflicts, and refer to in emergency situations.

### **Stakeholders and Community**

#### **Overview**

Any individual or group exists within the context of various human communities of other individuals or groups that either live in the same area and/or otherwise have something in common. For example, you and your next door neighbor not only occupy space near one another, but you also are affected by the same local taxes, have access to the same grocery stores, and probably root for the same sports teams. You are a part of a community because of these (and many other) connections.

A fraternity is a part of many different communities as well, some being particularly nuanced due to the unique nature of fraternal organizations. This uniqueness stems from many sources, but some of the more important sources are as follows: First, most fraternities are geographically widespread (DKE spreads over the United States and Canada), which contributes to a diverse set of voices, experiences, local histories, etc. that blend together to make up the character of the larger organization. Second, fraternities have both active and alumni members. The active community is commonly a tight-knit group of men with relatively diverse backgrounds all in the same place at the same time. The alumni community is usually less connected day-to-

day, but the leadership potential of their human network is commonly vast and varied. Third, fraternity necessarily exist on or near college campuses, which adds in a whole new and unique set of human communities to the conversation.

Within each of these communities that a chapter is connected with are those individuals or groups that have a vested interest in the fate of the organization, otherwise known as “stakeholders”. Several examples of stakeholders include alumni that actively participate with the chapter, Greek Life Advisors, and Headquarters Staff. These stakeholders typically engage with the chapter on a regular basis, and have an opinion when changes or other noteworthy happenings take place within the group. A good relationship with stakeholders can help a chapter to make effective internal change and to operate externally in a positive manner. A bad relationship can hinder progress, upset stakeholders, and can even lead to the chapter being sanctioned or shut down.

With the concepts of community and community stakeholders in mind, it is prudent to have a more detailed discussion about your chapter’s unique situation so that you can operate effectively within your communities and with your stakeholders. Refer to the questions below to help guide the conversation.

### **General Discussion:**

1. Who *specifically* are the important stakeholders for this chapter?
  1. Think about:
    1. Actives
    2. Alums
    3. School
    4. Local Community
    5. DKE Headquarters
    6. Friends/Fellow Students
    7. Other Organizations (Greek and non-Greek)
    8. Parents
    9. Others
  2. What are the interests of each of these stakeholders?
  3. What do they “do” that affects the chapter? How do they get involved or exert influence?
  4. What is the chapter’s overall relationship like with each of these stakeholders?
    1. How can that relationship improve, if at all?
  5. If you had to rank your list of stakeholders, which would be most important and which the least important to the overall success and sustainability of the chapter?

### **Philanthropy and Service**

Words of support are terribly important for worthy causes, but they only mean so much in the grand scheme of things, and so that is why the acts of volunteering time and raising money tend to demonstrate true commitment to a cause. Because of this reality, philanthropy and service represent some of the best ways for a chapter to show true appreciation for and dedication to a given community or group of communities. It is one thing for a chapter to say that they support their local community, but quite another for each brother in the chapter to dedicate ten hours of

their time per semester to help run a local soup kitchen and to raise \$2500 for that kitchen as well. The difference is stark, no?

One must take part in the event itself in order to truly understand the power of philanthropy and service and the connections that it can build between communities, and so that is why each new member class is asked to plan and implement either a philanthropy or a service event during their new member education period. There is no better time than now to start planning this event, what the goals are, who will attend, who it will benefit, etc. Set the implementation date for some time in the fifth or sixth week of new member education. Refer to the hand out in the **Appendix** for a list of common ideas for philanthropy and service events.

## **Skills and Personal Development**

### **Overview**

Developing healthy, happy, and successful members is important for a variety of reasons. For the fraternity, it means that members will be getting something tangible out of their fraternity experience that they can put into action right away, and that they will have a better chance of going out into the world and doing great things in whatever field they find themselves in, all the while representing DKE. For the member in question, the desire to achieve these states may be self-explanatory, but it is good to remind yourself that the fraternity truly can help you to develop yourself in amazing ways. For example, it is very common for fraternity men to have higher GPAs than non-fraternity men on campus. There are different explanations why this might occur, but many of them point to the academic support system that you can readily tap into through the fraternity.

Over the course of your New Member Education period you will be asked to take part in a variety of discussions and activities, some formal and some informal, that will allow you to develop a variety of different skills and perspectives that could be useful both professional and personal situations. We hope that you will take the opportunity to engage with these discussions and activities and reflect upon what you gain during the experience. You could develop your leadership potential, improve your grades, advance your personal beliefs about the world, and learn more about your mental health and what you need to be both happy and successful on a day-to-day basis. These are all opportunities for you to take advantage of in this process, if you so choose.

### **Study Hall**

Transitioning to college is as difficult as it is unique to each student. Because most of you are in your first year of college, we want the fraternity to do its part in making your transition a successful one. One of the most important ways that the fraternity can aid in this transition is to support your academic endeavors, which is where “study hall” comes into the picture.

As a part of the New Member Education Process, there will be a study hall. What that study hall looks like, when it takes place, and how it is tailored to each new member is up to you, your new member class, the new member educator, and the scholarship chair though. At the end of the day, we want you to be successful, so we encourage the aforementioned group of people

to come together and develop a plan that works for everyone. Some people like to study in groups, while some do not. Some people study in little chunks throughout the day, while some like to sit down and knock it all out at once. We want you to find what system works best for you, and then find ways for everyone to keep each other accountable. There should be a specified number of hours each week set aside for studying. Useful incentives and fair penalties should be put into place for all new members. Again, figure out what works best for everyone. If you are stumped, brainstorm some ideas with your Faculty or Alumni Advisor, or your Chapter Consultant. They would all be more than happy to assist you in the area of scholarship.

Beyond your personal academic success, we hope that each new member class will find ways that they can support one another with their studies. Make yourselves available to edit each other's papers, share thoughts on practice presentations, and to generally keep spirits up amidst tests and other stressful assignments. It has been proven that one of the best ways to study for a test is to *teach* the material to another person. If you can successfully teach the material you are about to be tested on to another person, that means that you have a pretty good handle on the material yourself - and so you are probably well prepared for that test. Take advantage of these opportunities!

### **Development Discussion: Time-Management and Teamwork**

Time is valuable. There are an infinite number of things that can be attempted in a given day, but only so much time to accomplish a finite number of them. Many of you will learn this lesson firsthand the semester now that you have added the fraternity to your list of commitments. Because things tend to only get busier, and not the opposite, we hope to impart to you some time management and teamwork skills that you can begin to think about and use in your daily life to make you happier, healthier, and more successful.

First we will walk through **time management**. A useful way to breakdown time management is to use the categories *urgent* and *important* to describe the many different activities that might require your attention on any given day. *Urgent* activities demand your immediate attention - like a phone call - but whether or not you give them attention may or may not be important. *Important* activities truly matter because not doing them may have serious consequences for you or others. Let us return to the phone call example: A phone call is urgent in that you must take care of it immediately, but if it is from a telemarketer it is not important. However, if the phone call is from your boss and you are supposed to talk about a big project, it is both urgent and important.

Take some time on paper to write about a given week of activities for you nowadays. Which activities are urgent? Which are important? Which are both? Which are neither? Looking at all of these things, how could you organize your days differently so that you have a better balance of things? Sometimes sacrifices will need to be made one way or the other, but the idea is that they will be worth it to you in the end because your time is valuable.

**Teamwork** is another seriously important discussion at this point in time. You have joined a fraternity, and in so many ways that means that you have joined a group of people who will be frequently working together towards common goals - a team. Several of the most important aspects of teamwork include trust, communication, utilizing diversity, and dealing with new or

difficult situations. Teammates must trust one another to get things done, to support each other, to be looking out for everyone's best interest, etc. How else is trust important? How is the trust between the group at this point in time? How could it improve?

Communication is key. Perhaps you all already have one or more channels of communication in place, such as a group text and regular meetings. Be sure to set up specific guidelines for using these and other communication channels. What is to be talked about? How is each individual supposed to conduct themselves while communicating? If someone has an issue or a question, do they know who to communicate with to find the solution or answer? Talk with each other about active, respectful communication and what that can do for your new member class now and in the future.

Any team is comprised of unique individuals. Each has their own set of strengths, weaknesses, likes, dislikes, tendencies, etc. that they bring to the table. Who are you? What do you bring? Where do you best fit into this team puzzle called a new member class? Talk with each other and the New Member Educator about this. Be respectful of one another as you bring up discussion points, as this can be a sensitive subject at times. Knowing yourself is a powerful tool though. Through this knowledge you can set yourself up for success over and over. And so if a team as a whole knows itself better the team is that much more capable of regular successes.

New or difficult situations are the ultimate test for a team because they put pressure on all aspects of the team structure — Trust is tested. Communication is tested. Strengths and weaknesses are tested. If teamwork has been built up properly, the new or difficult situation will be navigated without too much stress for any one part of the team. If the team is deficient though, one part of the team may be struggling. Or that part may have collapsed altogether. This could look like a breakdown of trust, frequent miscommunications, or a misallocation of resources to get through the problem at hand. If this happens, the group must come together, figure out what it was that went wrong, and correct the problem so that it does not happen again. Have you experienced something like this on a team before? If so, how? How well does your new member class deal with new or difficult situations? How could you improve for the future?

## **Policy and Chapter Operations**

### **Overview**

A fraternity is a unique student organization in many ways. Several reasons for this uniqueness include a rather large leadership structure (generally speaking), a diverse set of standard operations, and a laundry list of internal and external policies guiding group and individual behavior along the way. All of this material can be a lot to take in at once, and so we do not recommend approaching that way. Instead, you should expect to get a little bit more information on important policies and chapter operations each week so that you slowly build up your understanding of how the fraternity works over time. The goal is not to create a bunch of new members who know everything about everything that pertains to the chapter's functionality. Instead, we hope to have new members who simply have a fundamental grasp on how things work so that they understand the big concepts behind the day-to-day, week-to-week details. If you are still hungry for more understanding and involvement after that, then you will be well-

prepared to do things like run for an officer position, attend a leadership conference, or propose internal amendments to the structure and function of the organization.

### **Policy Discussion**

One of the most important policy discussions to have early in this process is that of risk management. We highly encourage you to take a moment to briefly review the contents of these policies whenever they are referred to in this text.

The first and foremost set of risk management policies to discuss is the DKE International Headquarters' risk management policies. DKE subscribes to a set of policies known as "FIPG", or Fraternal Information and Programming Group. Approximately 50 national fraternities and sororities subscribe to this particular set of risk management guidelines, as they are both simple yet comprehensive. Why are these policies so important? Because they are a safety net for the chapter and any guests of the chapter at events. They help the group to effectively manage the inherent risks that come along with things like throwing parties, accepting new members, and living in a house together. If a chapter or colony is found to be in violation of these policies when an incident occurs, the group could stand to be legally liable for any losses, financial or otherwise. In layman's terms, the group or individuals in the group could lose the backing of the DKE HQ insurance policy, and so they might have to personally pay for any damages to property or harm done to individuals, and that can be a *substantial* sum. Additionally, violation of some of these policies would also amount to breaking state and/or federal laws, so even further legal repercussions could result from violations. Please see **pages 41-43** in your Pledge Manual now to review a copy of this document, and discuss its contents with your New Member Educator, Risk Management Chair, Social Chair, Chapter President and, if possible, Alumni Advisor and Chapter Consultant.

At this time, the group of leaders mentioned above should also speak to any local risk management policies or realities that need to be addressed up front with new members. Some Greek Life Offices or Interfraternity Councils have supplementary risk management policies that chapters must abide by. Additionally, some chapters have rather nuanced policies that they utilize to reduce risk at a local level. It is important to understand what these local policies are and why they are in place so that health and safety is not compromised at any point in time.

### **New Member Officer Elections Overview**

As a part of the New Member Education process, you will elect fellow new members to fulfill certain duties on behalf of your class as officers. The positions that you must elect are listed below. Responsibilities of these positions are listed on a handout that can be found in the **Appendix**. These additional roles are not all mandatory though. If your class conjures up another role that you deem necessary, by all means add it to the election list. If you do not have enough men to fill all the roles, consider combining two roles into one, or splitting the responsibilities up amongst the group.

This election will take place next week (that is, during Week 2 of this program), so take some time to review these roles and think about who might be the best fit for each. As a rule of thumb, remember that these roles only last for the duration of the New Member Education process. Being elected New Member Class President does not mean that you will be or must be

Chapter President. And not getting elected to any position does not mean that you are unworthy of being an officer. This is just a trial period. It gets people involved with responsibilities that interest them, it provides structure to the new member class, and it introduces new members to the election process. Take it all in stride. If, for example, you want to be involved with philanthropy discussions, but do not get elected (or do not even run for) philanthropy chair, perhaps you end up just volunteering your time to help plan and implement philanthropy events. That in itself is a very self-aware and honorable act, and demonstrates great value to the fraternity.

- President
- Treasurer
- Secretary
- Risk-Management Chair
- Philanthropy and Service Chair (can easily be split into two chairs)
- Social Chair

### **Running a Meeting Effectively**

Because you are now a member of an organization that necessarily calls meetings on a regular basis, it is good to briefly cover some good and bad practices with regard to running meetings. Please review the lists below and discuss these points as a group. This list can also be found in the **Appendix**.

#### **Good**

- If it is a weekly meeting, collectively decide upon a set day and time for the meeting each week, and do not change it. This will eliminate the headache of trying to find a time each week to meet.
- Keep the meeting to a set length of time. Everyone will be happy to know that the meeting has a definite end time.
- Keep track of attendance. Set strict attendance expectations and repercussions for not abiding by the expectations.
- Plan to make as few decisions as possible at the meeting, and instead report more on future happenings. Decisions should be made in committees as often as possible to save time and energy.
- Keep order through structure. Have a common beginning, middle and end to your meetings.
  - Example of a general Chapter Meeting: Call to order. Open by reciting the Objects of DKE as a group. Talk about Old Business. Talk about New Business. Make general announcements. Close by giving everyone, one at a time, an opportunity to speak about whatever is on their mind (it could be funny, serious, or nothing at all). Adjourn.

#### **Bad**

- Speaking out of turn or while others are speaking.
- Running past the allotted time.
- Changing location or time at the last minute.

## **DKE Knowledge**

### **Overview**

Knowledge about the fraternity's history and lore must be learned by all members for several key reasons. First, this knowledge helps you to develop your identity as a Deke. You have essentially joined another family by joining DKE, and so you must learn about this new family so that you can truly call yourself part of it and its culture.

Second, this knowledge helps you to understand the historical context in which your Deke experience is rooted. Your day-to-day, week-to-week, semester-to-semester, and year-to-year experience with DKE is going to look very different than, say, Teddy Roosevelt's did over a hundred years ago. There have been many happenings since then, both connected to the fraternity and not. Being aware of the history and culture of the fraternity throughout time will give you a better sense of where you fall into the bigger picture of all things DKE, and where we are headed in the future as a brotherhood.

Lastly, learning this knowledge will hopefully provide you with lifelong inspiration to achieve great things, whether personally or professionally, as so very many Dekes have in the past. Former President and DKE Brother George W. Bush recently summed up this culture of success well in a letter to the 2014 International Convention of DKE:

*"In a free society, public good depends on private character. Delta Kappa Epsilon has enriched the lives of students by teaching the importance of learning, leadership, and community service. Through your commitment to these ideals, DKE has helped prepare brothers and alumni to become active and responsible citizens, including five former Presidents and many civic and business leaders."*

### **Knowledge Testing**

Please see the hand out in the **Appendix** for your first knowledge study guide. The weekly quizzes are based on the information required in the weekly assignments handout, and the study guides outline that important information. We encourage you to work together with those in your new member class to learn this material, as you will be briefly tested over it next week.

### **Founding Story of DKE**

Below is a copy of the story of how DKE was founded. (This can also be found on **page 17** in your Pledge Manual.) Please review this story, commit it to memory and then discuss it as a group. Some questions to keep in mind include: What strikes you about this story? Do you connect with any elements of the story on a personal level? How do you respond to what you believe to be injustice? Why do you think they chose the open motto to be "Friends from the Heart, Forever"? What does that mean to you? How do you feel about Edward Bartlett's description of the ideal candidate for DKE (make sure to talk about his inclusion of the phrase "in the most equal proportion").

*Delta Kappa Epsilon was founded at Yale in 1844, and is the oldest international secret college fraternity of New England origin.*

*In the 1840s there were two Junior societies at Yale: Alpha Delta Phi, which had been founded at Hamilton College in 1832, and Psi Upsilon, founded at Union College a year later. In those days, certain members of the Sophomore class were elected into these societies on the basis of good scholarship and personal character. These exclusive groups functioned largely as private debating groups in a day when literary and oratorical skills were an undergraduate's highest goals. There was a social aspect, too, but Alpha Delt and Psi U had less of a fraternal spirit than they do today—they were primarily selective organizations honoring men of academic merit.*

*In the spring of 1844, due to undergraduate politics and a division in the Sophomore class, a number of men of high character and scholastic attainment did not receive bids from the two societies. So unfair, in fact, were the selections that some men who did receive bids promptly rejected them. There arose a feeling of such injustice that fifteen men resolved to form their own society, one which would be more fraternal in nature and less restrictive (and, as they saw it, unfair) in terms of membership criteria when compared to their rivals.*

*On Saturday, June 22, 1844 these men met in No. 12, Old South Hall, and established a new society, which they called Delta Kappa Epsilon. At this meeting, which must have been a long one, the Fraternity's secret and open Greek mottos—the latter, "Friends from the Heart, Forever" in translation—were adopted, the ΔKE pin was designed, showing ΔKE on a scroll, upon a diamond shape bearing a star in each corner, and the secret grip was devised.*

*Very quickly ΔKE became more than just another Junior society. Sole emphasis on academic distinction was expanded to include qualities of good fellowship and compatible tastes and interests. The wider range of prospective members would be narrowed down, as written by founder Dr. Edward G. Bartlett, as "the candidate most favored was he who combined in the most equal proportion the gentleman, the scholar, and the jolly good fellow," and these criteria have remained unchanged to this day.*

## **Ritual**

### **Brief Overview**

Throughout this New Member Education process, you will take part in a handful of ritual ceremonies. These rituals have much to teach you, and are designed to allow you to connect with DKE and each other on deeper levels. We hope that you look forward to these events, and gain much from the experience.

### **Resources**

- Letter of Welcome
- Calendar of Events
- New Member Information Collection
- Expectations & Weekly Assignments
- Philanthropy & Service Event Ideas

- Running a Meeting Effectively
- Study Guide #1

### **Assignments**

- Read pages 6-16, 32-36, and 39-40
- Begin to memorize the “Phi Marching Song” on page 79
- Memorize the first 10 active DKE chapters
- Make a list of all the Greek Chapters at your school
- Complete Study Guide 1
- Consider running for a Pledge Class Officer position

# **Week Two**

## **Logistics**

Please take some time at the beginning of this week's new member meeting to review the calendar of events for the week, ask the New Member Educator any questions based on the material covered or events from last week, and to turn in any written assignments or other materials that are needed by the New Member Educator. Make sure to address the weekly assignments listed in the handout given out last week (found in the **Appendix**), as this will be part of the material they are tested on. This "check-in" session should take place every single week to make sure that everyone is happy, healthy, and organized.

## **Stakeholders and Community**

### **Chapter Community**

The basic level of community in any fraternity chapter exists amongst members of that chapter, including Actives, Alums, and New Members. Although they have their distinctions, which will be touched upon, it is most helpful to conceptualize these three groups as one unit, namely because together they make up the living identity of the chapter and are collectively responsible for all actions taken in the name of the chapter.

We will talk about the case for building full-chapter community between undergraduates and alumni more in a moment. First though we must address the idea of community among just Actives and New Members, because the importance of a strong connection with this cohort of people alone has its own value. This is the group that you will interact with on a day-to-day basis. It is very common to live with someone else in the chapter for at least some period of time while in school. They are the ones who help to run the organization of which you are now a part. They will likely become some of your closest friends. The community connections that you build with these people are therefore, obviously, very important. This raises a question — should the building of these connections between undergraduates be left up to chance, or should they be thoughtfully and intentionally cultivated? If you support the latter suggestion, how should connections between brothers be built? Take some time to work through this question and the questions below as a group.

### **Questions:**

1. Are active and new members stakeholders in the chapter? If so, how?
2. What does each of these parties want with regard to the chapter?
3. What investment of resources (time, money, etc) do they make in the chapter to achieve their interests?
4. What impact can they have upon the chapter? Over what timeline?
5. What are some ways to increase day-to-day engagement with the chapter at the level of the actives and new members?

## **Brotherhood Activities**

Obviously, we believe that brotherhood connections should be intentionally built up over time. Certainly, some element of chance is still involved when making a personal connection with another person, but if you are put into the right situations with others you definitely have a better chance of getting to know one another and identifying something that you both have in common. Take some time to review the list of brotherhood building activities handout in the **Appendix** and plan out an event for this week or next. It should involve all Actives and New Members, and encourage interaction between the two groups in some thoughtful way.

## **Alumni Members**

Developing and maintaining strong relationships with alumni is desirable to a chapter for a variety of reasons. First, as discussed previously, these men help to make up the identity of your local organization - they carry with them memories that help to explain the history of the chapter; bonds exist between them, the actives, and the school; they might advise the chapter or attend local events; etc. And normally there are many more alumni than there are actives and new members. Honoring the connection that alums have with the chapter's identity is tantamount to preserving history.

Second, alumni can offer many great resources to the chapter. Beyond stories and historical artifacts, these men can offer chapter guidance, financial support, networking opportunities, career opportunities, personal mentoring, and many other things. Not tapping into these resources is nothing short of foolish.

We encourage the chapter to set up a meet-and-greet between the alums and the new members as soon as possible so that the two groups can begin to build bonds as brothers. If possible, set up an event that is somewhat classy. Ahead of this event, sit down and talk through the questions below. These will help you to grasp the importance of alumni to the chapter community.

## **Questions**

1. What is the value of an alumnus to the chapter?
2. How are alums connected to the chapter currently? How should they be?
3. How should the chapter be interacting with alumni? How regularly?
4. What events or discussions should be planned with alumni in the coming days? (think about goals for this semester, this year, several years from now, etc.)

## **Big Brother Program**

The Big Brother Program is another great example of building community *within* community, that is, close connections within an already tight-knit brotherhood. This program involves an active member of the chapter being matched with a new member of the chapter, and serving as a mentor throughout the new member education process and, ideally, throughout the rest of college and sometimes even later in life. This mentoring, especially during new member education, should take place nearly every day and should involve building a personal relationship as well as asking questions about fraternity topics, such as:

- How is new member education going?
- How are you getting along with your fellow new members? With other actives?
- How is your time management these days?
- Are you interested in being in a leadership position later? If so, which one?
- What do you think we need to change about the new member process, or about the fraternity in general?

If a Big Brother is filling his role properly, a new member should always feel comfortable going to him for advice, support, or just some time with a friend. Additionally, Big Brothers should help New Members to get to know other older members of the fraternity. In this way, the Big Brother Program helps to bridge the gap between New Member Classes.

At this point, New Members should be thinking about who might be a good Big Brother for them and share this information with the New Member Educator, and the New Member Educator should start organizing the chapter so that Bigs/Littles can get matched sometime next week during the Big Brother Ritual Ceremony.

## **Skills and Personal Development**

### **Development Discussion: Speaking and Listening**

Communication is an extraordinarily important part of life. We simply must rely upon reading, writing, and speech to interact with and contribute to society in reliable and meaningful ways. Because of this, learning to communicate effectively is an invaluable skill, regardless of the career path you take or whoever you end up associating with on a regular basis. Two key aspects of communication include speaking and actively listening, especially within a social group like a fraternity. Here we hope to cover some of the basics of those two ideas, and to encourage some discussion on the matter.

We will first run through some of the basics on listening. Before we talk about concepts though, we'd like each of you to take a moment to remember the last time that you were talking with someone and you realized that they were not listening to you very well, or maybe even at all. Perhaps they were looking at their phone the entire time, or they lost the train of conversation because they were thinking about something else. How did that feel like to be ignored? Did you address it in any way? How does it leave you feeling about that person after the fact? Take a little time to chew on this.

Listening is important for several reasons. It is a fundamental display of respect in that you are acknowledging that the other person exists and that their words have value. It is a way to glean information both about what the person is talking about and about how that person feels about it. It is essential for building deep, interpersonal relationships. What does good listening look like though? Talk amongst yourselves for a few minutes to brainstorm some ideas, then refer to the handout in the **Appendix** titled "Active Listening" and discuss its contents.

Now take some time to think about how you speak with others, either individually or in a group setting. Think about the last time that you had to give a speech or presentation. What was

that like? What are your strategies for success when speaking? Have you had a bad experience while speaking before? Who are you most comfortable speaking with? Least comfortable? Why?

Speaking effectively is important because it is an opportunity to directly share information with others. It is a leadership tool, a relationship builder, a way of putting pieces of yourself out into the universe. How you choose to share this information could make all the difference whether others listen or don't listen to you, agree or disagree with you, take one action or another, etc. What are the principles to keep in mind when sharing information then? Handout the document in the **Appendix** titled "Dos and Don'ts of Speaking Effectively" and talk about its contents.

### **Development Activity: Letter to Yourself**

Please write a letter to yourself concerning the prompt: What does fraternity mean to me at this point in time? Once you are finished, please seal it in an envelope, sign the front of it, and give it to the New Member Educator. He will hold on to this until the end of your New Member Education period. It is our belief that capturing your thoughts at this point in time and then reviewing them after the process is over will help you to better understand the changes that you will go through during this process. It can be very enlightening to take part in this activity.

## **Policy and Chapter Operations**

### **DKE International Structure**

As you already know, Delta Kappa Epsilon is an international fraternity, with chapters all over the United States and Canada. It is good to learn a little bit about how the organization works at this level so that you can appreciate the true size and scope of our brotherhood, and how it is held together in the modern world.

At the basic level, the structure and function of the brotherhood on the international stage is established by a constitution (see **Appendix**) and maintained by a Board of Directors who serve terms on a volunteer basis and a Headquarters comprised of full-time staff members. These are the individuals who are responsible for carrying out the day-to-day operations of the fraternity.

If you have not already met your designated Chapter Consultant, you will likely meet him within the span of one semester. He works with your chapter to assess the overall health of the chapter, to consult your leadership on possible strategies for improvement, and to inspire the entire membership to strive for excellence. When you meet him (or the next time you see him), please consider thanking him for the work that he does. Having his boots on the ground at our chapters helps keep our fraternity strong in immeasurable ways. And if you ascend to a leadership role within the fraternity in the future, keep in mind that he is a great resource to use, regardless of what you are struggling with or trying to accomplish. Talk to your President or see **page 31** in your Pledge Manual for more information on contacting your consultant.

### **Local Structure**

At this point in time, we would ask the Brother Beta of the chapter (or another qualified individual) to speak with the New Members about the organizational structure of the local chapter. As every group is a little bit different, there is no better person to talk to about this topic than the

man in charge of the chapter. Please share with the new members your constitution, bylaws, and any documentation you may have on your alumni association. Talk about these different documents and ideas, and answer any questions that the New Members might have about how things work. In the very near future they will be running the chapter, so make sure they are prepared to take up the torch.

### **New Member Officer Elections**

New Member officer elections should take place either during the weekly new member meeting or at a special meeting if time is an issue. The New Member Educator or another qualified officer should explain the chapter's election process to the New Members ahead of time so that they understand what is supposed to happen.

After the election, New Members should schedule a meeting with the Active who holds their same position and plan to interview that individual. The discussion in this interview cover the duties and responsibilities of the position, some strategies for avoiding pitfalls and achieving success, etc. Also, the Active officer should make themselves available to the New Member officer throughout the New Member Process and vice versa. It is hoped that this relationship will help to drive learning and success for both officers.

### **DKE Knowledge**

#### **Quiz**

The first quiz should be distributed to the new members. If possible, grade it immediately so that they have quick feedback on their performance. Once this is finished, distribute Study Guide 2, which can be found in the **Appendix**.

### **The Objects of Delta Kappa Epsilon**

The mission of our fraternity is contained within a statement known as "The Objects of Delta Kappa Epsilon". This can also be found on **page 3** in your Pledge Manuals.

The Objects of DKE read as follows:

*The Cultivation of General Literature and Social Culture,  
the Advancement and Encouragement of Intellectual Excellence,  
the Promotion of Honorable Friendship and Useful Citizenship,  
the Development of a Spirit of Tolerance and Respect  
for the Rights and Views of Others,  
the Maintenance of Gentlemanly Dignity, Self-Respect,  
and Morality in All Circumstances,  
and the Union of Stout Hearts and Kindred Interests  
to Secure to Merit its Due Reward.*

Read through The Objects a few times. Digest each one individually. Think about applying each one of these to your own life. Think about a time when you embodied one or more of these Objects. Work through a few questions, such as those below, then discuss them as a group.

- What would a person look like in our society if they matched their personal conduct to this mission statement without fail?
- Which Object is the most meaningful to you? Why?
- Which sounds the most difficult to implement? The easiest? Explain.
- Why create a list like this that is so diverse in nature?
- What is one thing that you could change today that would help you to live out these Objects better?

It is recommended that each New Member complete a short writing assignment (~1 page single spaced) on one of three prompts:

- A) Pick an Object that has special significance to you and explain why it is significant.
- B) Comment generally upon this statement as a whole. What are its strengths? Its weaknesses? If you were to change anything, what would you change and why? If you wouldn't change anything, why not?
- C) What would a man look like in society today if he lived out these Objects in his day-to-day life? What are some ways that you can begin to align your thoughts and behaviors with these Objects?

## **Ritual**

### **Pinning Ceremony**

New Members should be expected to set aside approximately one hour this week to be led through the DKE New Member Pinning Ceremony, as conducted by Actives and, if possible, Alums of the chapter.

## **Resources**

- Brotherhood-Building Activities
- Active Listening
- Dos and Don'ts of Speaking Effectively
- DKE Constitution
- Local Chapter/Colony Constitution and By-Laws (if applicable)\*
- Outline of Local Organizational Structure\*
- Outline of Local Alumni Association (if applicable)\*
- Quiz #1
- Study Guide #2

\*The NME should create a hand out with this chapter specific information.

## **Assignments**

- Personal Development Activity: *Letter to Yourself*
- DKE Knowledge Assignment: *The Objects of DKE*
- Read pages 17-21, 35-36, and 41-43
- Begin memorizing “Viva La DKE” (pg 80)
- Memorize “Phi Marching Song” (pg 79)
- Memorize the next 10 active DKE chapters
- Complete Study Guide 2

# **Week Three**

## **Logistics**

Review the calendar, turn in any assignments or documentation, have questions answered, etc. Make sure to review the weekly assignments listed in the handout given out last week (found in the **Appendix**), as this will be part of the material they are tested on. Also, have a group discussion about the philanthropy or service event that the group is planning. How is the planning process going?

## **Stakeholders and Community**

### **Greek Community**

The first discussion of stakeholders and community focused on the chapter-level. This week we will be covering the same themes but now at the level of the Greek community as a whole. As a reminder, this pattern of moving up one level in scope will continue throughout the duration of the New Member Education process.

Every Greek community looks a little bit different. Some schools have dozens of fraternities and sororities, while others may only have a handful. Some schools have a whole office full of Greek-Life administrators, while others may have only one or maybe even nobody. Even though your community may be unique in a variety of ways, there are still relationship and power dynamics that are common to all Greek communities, and knowing how these work can help your chapter to leverage relationships effectively and navigate through difficult situations successfully.

Take some time as a group to consider the questions below. There are no right or wrong answers at this time.

### **Questions:**

- Who are the stakeholders in the Greek community as a whole? (it is always good to know specific names)
  - Hint: Administrators, IFC, PHC, Fraternity Leaders, Sorority Leaders, Advisors (alumni or faculty), etc.
- How do these people they interact with one another currently?
- What do these relationships look and feel like?
- How could things change to make the community healthier and more functional? How would that change take place?
- What could Deke do to improve its status in the Greek community over the course of this semester? This year? Next year?

The connections between the aforementioned groups help to make up the relationship and power dynamics within the Greek community. It is our hope that your Deke chapter becomes thoughtfully engaged with the politics of this community, largely because there are many positive

possibilities that can come out of this commitment. Friendly relations with sororities and other fraternities can help bolster the success of social and philanthropy events and help with building consensus on community-wide issues. A healthy and professional relationship with administrators will lead to the development of mutual trust and understanding, which is especially useful if issues ever arise. Robust engagement with the IFC (if applicable to your group) is essential for having Deke's voice heard and agenda respected in the community. Meaningful engagement with this community can make the Deke experience better for the entire chapter in immediate ways.

By and large, any Greek community has a shared identity. How different are you really from the fraternity next door? The kind of guy you each attract may be a little different, but both groups tend to offer a very similar experience to their members, and many of those members learn to love and appreciate their respective organization for similar reasons. And so with this shared identity the Greek community also has a shared *fate*. When your neighboring fraternity violates school policy in some way they may be the ones to feel the full brunt of the consequences, but there are indirect consequences for all Greeks in the community as well, such as a change in the rules that ends up affecting everyone. When Deke holds a philanthropy event every year that raises a respectable amount of money for a great charity, that charity will think "Random University really does have a wonderful Greek community". As Greeks, we are all connected. We are in this experience together.

### **Options for Greek Community Interaction**

There are many ways that the New Member class can get plugged into the Greek community. We recommend interacting with several different parts of the community in order to meet and engage with a diverse suite of people. These recommendations include:

- Sororities/Other Fraternities
  - Host a social mixer with one or more groups
  - Attend the philanthropy or service event of another organization
  - Set up a presentation at the chapter meeting of another group that you are trying to become closer with, or take some of their leadership out to a meal
- IFC/PHC
  - Attend an IFC meeting, paying attention to how the meeting is run, what sorts of topics come up in conversation, and who is present.
  - Learn about the PHC counterparts of IFC, ask them about the initiatives that they are working on this semester
- Greek Life Office
  - Take a small gift or a box of snacks/treats into the Greek Life Office and say hi to the Greek Life Advisor for a few minutes. Learn his or her name, where they went to school, what their Greek experience was like, etc.

### **Skills and Personal Development**

#### **Development Discussion: "Motivating the Middle"**

“Motivating the Middle” is a book written by T.J. Sullivan which discusses a powerful set of strategies for student organizations to use in order to get more positive involvement out of their membership. The gist of his message is that every student organization is broken down into three kinds of individuals: the top third, the bottom third, and the middle third. The top third are the super high performers who love to be involved with everything and would sacrifice school work in order to advance the cause of their organization. They will always be involved. The bottom third are those who are barely involved, if at all. They cause problems. They might not pay their dues. They slow things down. The author argues that these individuals should be strictly held to bare minimum expectations, and otherwise be left alone. If they want to contribute more than the minimum, let them come to you.

And the middle third, which Sullivan has the most to say about, are those that enjoy being involved in the organization but balance their involvement with other things, such as other clubs or sports, a significant other, time at home, work, etc. If motivated properly, the author argues, this group of individuals can turn the tide of the entire organization. Instead of just being the top third individuals pushing things along, if the middle third are motivated they can significantly increase the number of individuals contributing to success, help to recruit other good members, increase attendance at events, etc. These are the individuals that leaders should target to engage with, to motivate, and to put into other leadership positions.

Take some time to unpack these ideas as a group.

Citation:

*Sullivan, T. J. Motivating the Middle: Fighting Apathy in College Student Organizations. Tucson, AZ: Wheatmark, 2012. Print.*

### **Development Activity: *Paying Attention to the News***

Wake up fifteen minutes earlier than you normally do and review the news headlines of the day from whatever news source you prefer. Try doing this for one week, and make it a point every day to find someone to talk with about one of the headlines that most stood out to you. After one week, decide if you find value in the activity. If so, what do you like about it? If not, why not? What could you do differently to stay in touch with the news?

## **Policy and Chapter Operations**

### **Educational Programs and Chapter Operations**

This week we will be going into more depth on educational programs and introducing the New Member class to some of the details associated with chapter operations.

All new members of Delta Kappa Epsilon are expected to complete the online educational program **GreekLifeEdu**. This program, which takes about one hour to complete, educates students involved with Greek organizations on the issues associated with alcohol use, sexual assault, and hazing. There are many pieces of false information that surround these three topics, and so getting the proper facts is important for developing an informed perspective. Please talk with your New Member Educator about registering and completing this program. We encourage

your New Member class to sit down and talk about the material in the program after all of you have finished it.

In the future, DKE HQ also plans to roll out additional online training programs. Some of these programs will deal with risk management, and other will deal with different chapter operations like recruitment, philanthropy, and others.

This week it is also expected that a handful of chapter officers will take some time to sit down this week with the New Member class in order to talk about their role within the fraternity. By the end of the New Member process, every officer should have spoken with the new member for at least fifteen minutes with the New Member class about their role and what New Members can do if they are interested in some of the responsibilities or functions of that role.

## **DKE Knowledge**

### **Quiz**

The second quiz should be distributed to the new members. If possible, grade it immediately so that they have quick feedback on their performance. Once this is finished, distribute Study Guide 3, which can be found in the **Appendix**.

### **Discussion: Notable DKE Alumni**

Take some time to read through your Pledge Manual on **pages 49-55** and review the lengthy list of famous DKE alumni. Discuss amongst the group why you think DKE — which has always been far from the largest fraternity in existence — might have so many successful members. What is it about DKE? Do we look for better members on average? Do we develop our members in unique ways? Do we expect great things out of our members once they graduate? Or some combination of several things? After discussing this matter for a little while, work on writing up a one page document on one of several writing prompts:

- Who is your favorite DKE alumnus, and why?
- What does Deke need to do to continue finding/developing successful members going into the future?
- Who do you think is the most impressive alumnus to come out of your chapter? Write about his upbringing, his college years, and his professional life. If he is still alive, we encourage you to make contact with him in order to write this piece most effectively.

## **Ritual**

### **Big Brother Ceremony**

New Members should be expected to set aside approximately one hour this week to be led through the DKE Big Brother Ceremony, as conducted by Actives and, if possible, Alums of the chapter.

## **Resources**

- Quiz #2
- Study Guide #3

## **Assignments**

- Development Activity: *Paying Attention to the News*
- DKE Knowledge Assignment: *Notable DKE Alumni*
- Read pages 3,18, 20-24, and 35-36
- Memorize “The Objects of Delta Kappa Epsilon” (pg 3)
- Memorize “Son of a DKE” (pg 77)
- Memorize the next 10 active DKE chapters
- Complete Study Guide 3

## **Week Four**

### **Logistics**

Review the calendar, turn in any assignments or documentation, have questions answered, etc. Make sure to review the weekly assignments listed in the handout given out last week (found in the **Appendix**), as this will be part of the material they are tested on. Do another check-in on the philanthropy/service event planning process. How are things going? What is left to put into place?

Also, several more chapter officers should be lined up to speak with the New Member class throughout this week about their role within the chapter, and how New Members can get involved if they are interested in that role.

### **Stakeholders and Community**

#### **School Community**

We now move up another conceptual rung on the ladder of community and consider interactions and relationships between the fraternity and the entire university/college-community (as a reminder, the first rung is the Chapter-community and the second is the Greek-community as a whole). The stakeholders involved at the level of the entire school are *all* students, staff, faculty, alumni, parents, board members, coaches, and others who have a direct and meaningful relationship with the school. Each of these stakeholder categories will likely have a different relationship with Greek Life (and there are bound to be subcategories of each group that have even more unique viewpoints). It could easily exhaust many chapter resources to stay actively engaged with all of these different groups of stakeholders at the same time, but the chapter should *at least* be aware of what its relationship looks like with each of these groups, and to do regular maintenance to that relationship when deemed appropriate.

Being aware of the various relationships that exist between the chapter and those in the school community and performing positive maintenance on them is important for various reasons. First, this work can help to show the school what value your Deke chapter brings to the community. Professors, for instance, tend to not know very much (or anything at all) about the Greek community at your school. Imagine though that every Deke were to become a positive ambassador between the chapter and all of the faculty that they interact with during a given semester by truly living his life as a Gentleman, a Scholar, and a Jolly-Good Fellow. Every professor with a Deke in his or her class would see that the Dekes tend to pay attention, do well on assignments and tests, communicate effectively, appear clean-cut, and socialize in positive ways with other students. What more could a professor ask for? If an issue ever arose such that a Deke was misbehaving in class the faculty member would know that, in general, that this was an isolated incident, and that the chapter would deal with the problem soon enough. Contrast that scenario with the faculty member thinking that *all* Dekes were like this one guy, and by extension a detriment to the school community. Demonstrating value matters in the school community.

Second, having positive relationships with the school community can open up doors and present opportunities that the chapter might not have otherwise had available. Maintaining good relationships with non-Greek students will likely involve more of them participating in your philanthropy events, sending a thank-you card to your janitors and maintenance workers each semester will help to ensure that they help you out in a timely manner if a problem ever arises in your house or other living quarters, and developing a good rapport with the alumni office might help the chapter to make contact with an alumnus who hasn't visited with the chapter (or donated it money) in a long time. These are just a few examples to help demonstrate the general principle that good relationships can be extraordinarily rewarding in unexpected ways.

Another way to think about interacting with the school community is for the chapter to decide on what it wants (or needs) its image in the school community to be in order to reach chapter goals. For instance, if a chapter is looking to bolster its recruitment program with more men who have above a 3.0 GPA, then the chapter should work to develop an image in the school community of being an organization that values and rewards excellence in scholarship. This could be done by publicizing members that do well each semester academically on social media, promoting a scholarship that will be given to the new member with the highest GPA, or encouraging current members to join a Greek-honor society, such as the Order of Omega, if they are qualified. Over time, the school community (recruits especially) will start to associate the chapter with scholarship excellence. This reputation will help to bring those academically gifted recruits around to recruitment events and keep their minds open to the idea of joining.

Take some time to imagine other goals and how changing the chapter's image in the school community could help to reach those goals, and to discuss some of the other ideas brought up in this section.

### **Options for School Community Interaction**

The New Member class can interact with the school community in innumerable ways. We encourage a few types of interaction right away though:

- Get involved with another club, organization, or campus job that is not related to the fraternity. You don't have to be an officer or let it consume your life. Just find something of interest, attend a few meetings, and decide how you might like to get involved. You might surprise yourself.
- Attend a Student Government meeting. This is one of the best ways to understand what is going on in the student community.
- Attend the office hours of your professors, even if you are doing alright in the class. If you don't have much to talk about academically, ask them about their life, schooling, relationship with Greek Life, research interests, etc.
- Wear Deke gear and perform an on-campus service event, like picking up trash or setting up a table and passing out informational pamphlets from the student health center.

### **Skills and Personal Development**

## **Development Discussion: Perception is Reality**

As every New Member has probably come to understand by this point in the process, being a part of Delta Kappa Epsilon means that you are now expected to behave in above-average ways academically, socially, professionally, and otherwise. These expectations are woven into the Deke identity through the Objects of Delta Kappa Epsilon. However, Dekes everywhere must go beyond simply living up to those expectations - we must also share our identity with the world. Why such so much emphasis on sharing our culture with the world? Because perception is reality. Whether we like it or not, the way the communities of which we are a part *perceive* us determines how they will believe we *actually* are. So succeeding in this world is more than just doing well on paper or in your own head, it is also about communicating to others the proper perception of your performance. If you do well, and show others how and why you are doing well, they will perceive you correctly. If you do well, and don't share with others how or why this is happening, they could misperceive you, which could damage your relationship.

We can extend this idea of perception as reality towards working on correcting risk management issues. If you throw raucous parties every Friday and Saturday night of the semester, how do you think your neighbors will perceive you? If the only time to interact with campus police is when an issue is taking place, how do you think they will perceive you? If you rarely pay your international DKE dues on time, how do you think DKE HQ will perceive you? These kinds of questions are important to ask yourself whenever you are putting the DKE name out into the world and interacting with others. The way you are perceived helps shape how others view you in their version reality, whether or not you are actually like that in truth.

Take some time to unpack this idea as a group. How are you as a chapter or a New Member class being misperceived right now? What steps could *the chapter* do (focus on taking ownership of the situation) to help correct that misperception? How would the chapter benefit by correcting this issue?

## **Principles of Physical Health**

Being that physical health is linked with the idea of self-respect (one of DKE's Objects), and considering the fact that a healthy body contributes to a healthy mind and attitude, we feel that it is prudent to include a brief passage on the matter.

When it comes to physical health, everyone is a little bit different. But several of the big topics that everyone must keep in mind are eating, sleeping, and exercise. What follows are a handful of practices that are worthy of trying out in order to set the foundation for a healthy lifestyle.

### **Eating**

- Eat breakfast on a regular basis.
- Choose lots of vegetables and lean protein like poultry, fish, beans, eggs, and nuts.
- Keep saturated fats, excess sodium and added sugars to a minimum (ex. fried and artificial foods, salty snacks, sugary drinks).

### **Sleeping**

- Shoot for something like 7-9 hours per night.
- Try to go to bed and wake up at roughly the same time each day.

- Avoid excess blue light (computers, phones, TV) within one hour of going to sleep.
- Create a dark and quiet environment for sleeping.
- Practice a pre-bedtime ritual, like reading a book/magazine or listening to some music, while lying down in bed.
- If possible, avoid alcohol, nicotine, and caffeine before bed. Each can disrupt healthy sleep patterns.

### **Exercise**

- Find a physical activity that you enjoy to help motivate you to stay active (biking, running, lifting, sports).
- Develop a workout routine with a friend(s) to stay accountable.
- Utilize the school athletic facilities, attend training classes or personal lessons.
- Doing anything is better than nothing.

Eat well, sleep enough, and find ways to be active on a regular basis! If you pay attention to the difference that small changes make over time, you will likely be amazed by how much better you feel and perform on a day-to-day basis. (A handout of this list can also be found in the **Appendix**.)

## **Policy and Chapter Operations**

### **Introduction to Officer Roles**

This week it is expected that the majority of the chapter's officers will take some time to sit down with the new member class in order to discuss their role within the fraternity. Throughout these presentations, New Members should take note of how things work, what is on the horizon for the chapter, and how things might be run better or differently in the future. There is also a list of Chapter Officer Roles in the **Appendix**. (HQ is currently working on an Officer Manual with roles & responsibilities as well as officer transition.)

Once all of these presentations are completed, the New Member class should set aside some time to do an in-depth brainstorming session. The topics to consider during this session include:

- What are the most important operations of the fraternity?
  - How can those be improved?
- Which officer role are you most interested in, and why?
- What are some new ways to run fraternity operations or reorganize the leadership structure?
- How could communication amongst the entire fraternity improve?
- Should dues increase, decrease, or stay the same?
- How can you get more alums involved with the chapter?

- What systems exist within the chapter to keep members accountable for the expectations upon all members (pay dues, attend meetings, behave appropriately, reach certain GPA, etc.)?
  - How can those systems be improved?
  - If a Judicial Board does not exist, can one be formed this semester?

## **DKE Knowledge**

### **Quiz**

The third quiz should be distributed to the new members. If possible, grade it immediately so that they have quick feedback on their performance. Once this is finished, distribute Study Guide 4, which can be found in the **Appendix**.

### **Presentations: DKE International History**

All New Members should pick one moment in DKE international history and do a 5-7 minute presentation to the New Member class or entire chapter on the topic. Some of the questions to consider are: Who was involved? What did it mean to DKE? Why did you pick that topic? You may use the Pledge Manual, the internet, or whatever other sources that you choose to make this presentation.

### **Ritual**

New Members should be expected to set aside approximately several hours this week to be led through the DKE Mystic Circle Ceremony, as conducted by Actives of the chapter.

### **Resources**

- Principles of Physical Health
- Chapter Officers
- Quiz #3
- Study Guide #4

### **Assignments**

- Presentations: DKE International History
- Read pages 25-31, 33, and 37-38
- Memorize "Oh the Red Hot Spot" (pg 79)
- Memorize the next 10 active DKE chapters
- Complete Study Guide 4

**Note:** Remind new members to bring their computers to the next meeting.



## **Week Five**

### **Logistics**

Review the calendar, turn in any assignments or documentation, have questions answered, etc. Make sure to review the weekly assignments listed in the handout given out last week (found in the **Appendix**), as this will be part of the material they are tested on. Do a final check-in on the philanthropy/service event planning process. How are things going? What is left to put into place?

Also, consider bringing up initiation logistics if those are starting to fall into place.

### **Stakeholders and Community**

#### **Local Community**

The next level of community to discuss, in conjunction with the philanthropy or service event to be held this week, is the local community. This community category extends to all people that live and work in the city/town in which the school is located. It is important to consider this level of community because any school is necessarily tied to and affects its surroundings, and vice versa. Townspeople work at the school, students work in the community, everyone shops at the same stores, weather affects everyone equally, local ordinances usually apply equally on- and off-campus, etc. There is a strong connection between a school and the town in which it exists. If you are interested in understanding this connection more closely, ask a librarian at your school to point you towards some books or articles that will help to explain the history between the town and the school.

Building up a relationship between a chapter and the local community can benefit the chapter in a variety of ways. The chapter will have increased standing in the school and greek communities; members will have the opportunity to develop professional skills such as group leadership, logistics, and strategic planning; and members will be able to see how the fruits of their labor can directly benefit those in need.

If a chapter does not already have a relationship with some sort of outside organization (e.g. Habitat for Humanity), that should be the first goal. Talk with the Greek Life Director, the Director of Community Service, or other people in the school community that might be able to put you in touch with a group that could benefit from assistance or donations. Meet with individuals who work or volunteer for that organization, and talk to them about opportunities to get involved. Try to establish a semesterly project that will allow many people to take part and that the outside organization truly needs accomplished on a regular basis.

#### **Philanthropy / Service Project**

Implement the project that the New Member class has been planning since the beginning of New Member Education. Include all members of the chapter and, if possible, members of other fraternities and sororities and their pledge classes, non-Greek students, locals, and really anyone else who is interested in participating. The sky's the limit on the kind of creativity that can be applied to these projects.

## **Skills and Personal Development**

### **Development Activity: Personality Type Assessments**

There are many different personality assessments out there, and some are definitely more comprehensive than others. Completing a free assessment can be an enlightening experience though, especially if accomplished and discussed in a group setting. We encourage the New Members to all take a personality assessment and to sit down and discuss the results with each other in order to see what sorts of insights can be made into the group dynamics.

Free Possible Tests (NME picks one):

- <http://www.truity.com/view/tests/personality-type>
- <http://www.16personalities.com/free-personality-test>
- <http://www.humanmetrics.com/cgi-win/jtypes2.asp>

Discussion Questions:

- How did you react to your results?
- Did you learn anything new about yourself?
- What did you find out about your peers?
- What is the mix of personalities like amongst the entire group?
- What adjustments could you make to your leadership style to best suit your peers and the group as a whole?

## **Policy and Chapter Operations**

### **Leadership Transition**

This week we will discuss the leadership transition process. This process is crucial to the success of any fraternity chapter simply because there is so much turnover in the organization with people leaving roles and often graduating shortly thereafter. Therefore, making sure that knowledge and information is passed from one set of leaders to the next is paramount for starting off any term in office on the right foot. We share this with the New Member class so that you can both understand the importance of this process and know a little bit more on how it should work within any given chapter. Below are the three basic steps to transitioning leadership. All officers, new and old, should attend this half-day meeting. Make sure to provide snacks, create an agenda ahead of time, take notes on all discussions, and have an alumni advisor attend, if possible.

**One:**

- Review progress of chapter goals.
- Identify the strengths and weaknesses of the outgoing executive council.
- Discuss standard operating procedures (e.g. executive council meetings).

**Two:**

- Breakout sessions matching each outgoing officer and officer-elect.
- Examine, in-depth, the responsibilities of each officer.
- Pass on relevant materials.
- Discuss recent accomplishments and the top priorities that require immediate attention.
- Question and answer period.

**Three:**

- Bring the whole group back together.
- Brainstorm and identify the top priorities of the chapter.
- Set some goals based on where the chapter wants to be.

**DKE Knowledge****Quiz**

The fourth quiz should be distributed to the new members. If possible, grade it immediately so that they have quick feedback on their performance. Once this is finished, distribute Study Guide 5, which can be found in the **Appendix**.

**Discussion: Local Chapter History**

The New Member Educator, the Historian, the Alumni Advisor, and any other applicable members of the chapter should lead the New Member class through a discussion on the history of the chapter. Discuss the founding, some notable events throughout time, and some of the chapter's most important members. We encourage the presenting group to peruse the school's library ahead of time to find old photos, yearbooks, or other publications that might have information on the chapter's early days. Reach out to DKE headquarters if you need further assistance.

**Ritual**

New Members should be expected to set aside approximately hour this week to be led through a ritual ceremony that focuses on the idea of the Gentleman, the Scholar, and the Jolly-Good Fellow, as conducted by Actives of the chapter.

**Resources**

- Quiz #4
- Study Guide #5

**Assignments**

- Read pages 4-9, 35-38, 45-48 and 56-66

- Memorize the next 10 active DKE chapters
- Complete Study Guide 5

## **Week Six**

### **Logistics**

Review the calendar, turn in any assignments or documentation, have questions answered, etc. Make sure to review the weekly assignments listed in the handout given out last week (found in the **Appendix**), as this will be part of the material they are tested on. Take extra time to discuss initiation logistics.

### **Stakeholders and Community**

The last community to discuss during this process is the international community of Delta Kappa Epsilon. By this point in the process you should know much of the chapter role, and some of the bigger aspects of DKE history and culture. This understanding will help you to understand the size and scope of the fraternity, and so during this conversation we hope to instead give you some knowledge and tools to use in order to tap into this community and all that it has to offer you as a member.

Even as an undergraduate there are a variety of ways to plug yourself into the larger Deke community. One of the easiest and most rewarding ways of doing this is simply to visit another chapter of DKE. This experience almost without fail helps you to better understand our bonds of fraternal brotherhood because you will see firsthand what it is like to connect with another Deke that you've never met before. We encourage you to make one of these trips, if possible. Reach out to DKE HQ to get put into contact with the President of any chapter that you wish to visit. If you get the chance, you should also visit DKE Headquarters in "The Shant", which is located in Ann Arbor, Michigan.

There are several other opportunities that you might take advantage of as an undergraduate, including attending a Convention or a Leadership Summit, where members from chapters all over the USA and Canada gather to learn new things about themselves and the fraternity world, network with one another, and celebrate DKE. These are very memorable events for all involved. Don't miss out!

As your undergraduate years come to a close, you should also consider some of the professional opportunities that DKE offers, including summer internships for undergraduates (usually rising seniors) and full-time work as a Chapter Consultant for newly graduated members. Talk to your Chapter Consultant about these and other opportunities to give back to the fraternity.

Although most of you have the majority of your undergraduate career still ahead of you, it is never too early to talk about some of the ways that you can (and should) remain involved with the DKE international community once you become an alumnus. Of course you can remain involved with your own chapter and its alumni association, but it is also common practice to get involved with whatever DKE chapter might be near you wherever you end up living in the future. You might help advise the chapter directly or just attend local events for alumni. As an alumni you also have the right to join the DKE Club, which is a subsidiary of the Yale Club in New York City. This club puts on quarterly events and has reciprocity with many other elite clubs around the country. DKE Headquarters and local alumni groups regularly put together social events in large cities around North America as well, and attending these as an alumnus can be a lot of fun and

professionally rewarding. We always hope that you consider donating to Delta Kappa Epsilon in whatever way you can as well. Financial support from our alumni helps to fund staff members, international programs and events, and to support our local chapters.

## **Skills and Personal Development**

### **Development Discussion: Recognizing Opportunities, Driving Change**

As each of you in the New Member class begin to integrate into the chapter you will soon start to run into many opportunities to drive positive change in the chapter, whether you are in an official leadership role or simply a social leader. The challenge then is to recognize when these opportunities are presenting themselves and, if you feel strongly about the matter, rise to the occasion as a leader. How does one recognize opportunities to drive change though? This is the skill that must be cultivated by each in his own way. One technique you might try include talking to many of the current leaders and making internal assessments of the various things going on within the organization. If your gut tells you that something needs to be changed, added, taken away or improved then you should pay attention to that feeling and start to envision what a solution would look like.

Once you know what you'd like to change, developing a strong vision and action plan is essential for making things happen. Vision first. What do you want the endgame to look like? What is the ideal state of the fraternity with regard to the particular issue that you are focused on? Using recruitment as an example, a vision statement may look something like this:

*Our vision for recruitment is to implement a values-based, chapter-wide recruitment program that brings in approximately 25 young men every fall semester who are ideal candidates in that they embody, in very equal proportions, the qualities of a Gentleman, a Scholar, and a Jolly-Good Fellow.*

Once your vision for the future is established, the next thing to accomplish is to design a step-by-step plan to make the vision a reality. What needs to happen first? Who needs to be involved? Is a budget necessary? What are the expected obstacles? What needs to happen next? And what does the final part look like? Ask yourself these and other questions and watch as the plan comes together.

The last thing to consider is the concept of "step-zero". You have recognized an opportunity to drive positive change in some way, you have envisioned a better future, and you have laid out a plan, so what is holding you back from starting? Sometimes this first step can be the most difficult one of any big challenge or journey, and that is where step-zero comes into play. Step-zero is that thing that does not necessarily have any bearing on the plan itself, but you nevertheless must accomplish in order to kick-off your plans and build momentum. Perhaps this is a speech before the chapter talking about what you want to do, maybe you need to get away from everything for a day or two in order to relax, or you could just need to chat with a close friend about the project to remind yourself that you are doing something good that other people

appreciate. Whatever your step-zero is, factor it into your plans and use it to launch yourself into your good work.

Once things get going, just make sure to keep track of your progress and communicate regularly with the people that are important to the project. And make sure to celebrate small successes along the way, because that will help to keep spirits high during the difficult times that inevitably pop-up along the way in any journey.

Take some time as a group to digest and discuss this information. Consider the questions below during your discussion:

- What opportunities for change do you have a gut feeling about?
  - If you cannot think of any opportunities right now, how might you go about investigating new ones?
- What is your vision for change?
- What would a rough version of your plan look like?
- What does *your* Step-Zero need to be to get you and your plan moving?
- What obstacles will be in your way? How will you deal with them when they emerge?

### **Development Activity: Open Your Letter-to-Self**

New Members should now open the letters that they wrote to themselves in Week 2 of the New Member Education process. Take some time to read your letter on your own. Once everyone is done with this, regroup and discuss some of the thoughts and feelings that you experienced while looking at the month-old letter. What has changed? What is still the same? What do you wish you could tell yourself at the beginning of this process that you didn't know before?

## **Policy and Chapter Operations**

### **DKE Headquarters: Communications and Chapter Evaluations**

One function of Delta Kappa Epsilon International Headquarters is to monitor the health of local DKE chapters and to provide strategic support wherever needed. HQ wants you and your chapter to succeed, and will happily provide guidance and resources to that end. In order to make this system work though, HQ (through your Chapter Consultant) and chapter leadership (such as the President or the Alumni Advisor) must maintain good communication with one another. Staying in regular contact with your Consultant will only serve to help your chapter in the long run because he will likely be able to identify areas for chapter improvement well ahead of any serious issues, which could save the chapter a lot of time and headache down the road. Staying in contact with your Consultant will also help the chapter to showcase its positive performances to the entire DKE community. If your chapter is doing something exceptionally well, the Consultant might share your example with other DKE chapters and use it as a teaching tool.

It should be understood as well that Chapter Consultants don't just help chapters to address weaknesses and celebrate successes; these individuals are also present to critically evaluate your chapter's short-term and long-term prospects of success. If it is determined that your chapter is struggling in one or more key areas of operation, a more serious meeting between

chapter leadership and HQ will likely need to take place. Please keep in mind that HQ always makes every effort possible to understand where our undergraduates are coming from and to side with them. Sitting down to talk about serious issues does not necessarily mean it is a bad meeting, we again just want to make sure that we are doing everything that we can to help your chapter to succeed and sustain itself in the long-term.

## **DKE Knowledge**

### **Quiz**

The fifth quiz should be distributed to the new members. If possible, grade it immediately so that they have quick feedback on their performance. Once this is finished, distribute the study guide for the final exam, which can be found in the **Appendix**.

### **Writing Assignment: *Ritual Reflection***

After the completion of this week's ritual, New Members should write a one-page paper reflecting on their experience with the content of this week's ritual. (The poem can be found on **page 20** in the Pledge Manual, but there is also a handout included in the **Appendix** if necessary.)

### **Ritual**

New Members should be expected to set aside approximately several hours this week to be led through the Brothers in DKE Poem Ceremony, as conducted by Actives of the chapter.

### **Resources**

- Brothers in DKE Poem
- Quiz #5
- Final Exam Study Guide

### **Assignments**

- Ritual Assignment: *Ritual Reflection*
- Complete Final Study Guide

# **Week Seven: Final Week**

## **Logistics**

Review the calendar, turn in any assignments or documentation, have questions answered, etc. Take extra time to discuss initiation logistics.

This week is largely about reflecting upon your experiences during New Member Education, applying some of the things that you've learned in practical ways, and preparing for your final examination. As always, work together and support one another however you can.

## **Stakeholders and Community**

Brainstorm some creative ways to reach out or give back to members of the Greek, School, Local, and/or DKE International communities in the near future (this semester or next). This engagement could come in the form of philanthropic donations, service hours, establishing new or strengthening existing relationships through meetings or other events, or whatever other type of engagement that you see as relevant. Pass your notes from this brainstorming session along to the current and future philanthropy chairmen and service chairmen.

## **Skills and Personal Development**

Write a two-page summary of your development as a person throughout the New Member Education process and turn it into your New Member Educator. As you write this document consider how the things you read and learned, discussions you had, and events and experiences that you took part in challenged your previous thoughts, opinions, and habits. How are you different? How do you feel about these changes in your life? What do you wish to continue to develop within yourself? Do you interact with others differently, and if so, how and why?

## **Policy and Chapter Operations**

Working together as a pledge class, develop a collective vision for the chapter that you all believe is achievable within 3 years, and a plan for making that vision a reality. Consider all chapter operations listed below while crafting this vision statement and year-by-year plan.

- Chapter Leadership
- Alumni Relations
- Recruitment
- Brotherhood and Member Development
- Risk-Management
- Financial-Management
- Academic Achievement
- Group Organization and Communication
- University, Inter-Greek, and IFC Relations
- Membership Accountability and Judicial Board Functionality

- Community Service and Philanthropy
- DKE HQ and Inter-Chapter Relations

### **DKE Knowledge**

New Members should be actively studying for their final examination, which will be distributed in conjunction with the initiation ceremonies.

### **Ritual**

New Members should be expected to set aside a predetermined evening this week to be led through the Initiation Ceremony, as conducted by Actives of the chapter.

### **Resources**

- Final Exam

### **Assignments**

- Skills and Personal Development Activity
- Study for Final Test!

# **Resource Appendix**

- **Week 1**
  - Letter of Welcome
  - Event Calendar
  - New Member Information Collection
  - Expectations & Weekly Assignments
  - Active Chapter Roll
  - Philanthropy & Service Event Ideas
  - How to Run an Effective Meeting
  - Study Guide #1
- **Week 2**
  - Brotherhood-Building Activities
  - Active Listening
  - Dos and Don'ts of Speaking Effectively
  - DKE Constitution
  - Local Constitution and By-Laws (if applicable)\*
  - Outline of Local Organizational Structure\*
  - Outline of Local Alumni Association (if applicable)\*
  - Quiz #1
  - Study Guide #2
- **Week 3**
  - Quiz #2
  - Study Guide #3
- **Week 4**
  - Principles of Physical Health
  - Chapter Officers
  - Quiz #3
  - Study Guide #4
- **Week 5**
  - Quiz #4
  - Study Guide #5
- **Week 6**
  - Brothers in DKE Poem
  - Quiz #5
  - Final Exam Study Guide
- **Week 7**
  - Final Exam
- **Answer Keys**

\*Needs to be added by Pledge Educator

## **Letter of Welcome**

New Member of Delta Kappa Epsilon,

Welcome to Deke! We are excited to have you join our grand ranks of gentlemen, scholars, and jolly-good fellows. If you are reading this then the first and foremost of the many, many memorable experiences you will have with the fraternity is just about to begin - your new member education program.

The goals of the new member education program are manifold and will be explained in greater detail in later sections of this document. In short though, this program aims to educate new members on DKE history and ritual, create capable leaders who understand how to effectively run an organization, unify the new member class with the active membership, and connect new members with the important communities in which any Deke chapter must exist. Because you have accepted a bid of membership into our organization, we trust that you are willing and able to accomplish these goals with the stoutness of heart that has been expected of all Dekes since our founding at Yale nearly two centuries ago.

As you begin this momentous journey into the world of DKE, please do keep in mind what a genuine commitment to this brotherhood fully entails: All members are expected to put forth honorable effort into the new member program and into all operations of the fraternity chapter after gaining active status; to be faithful to their brothers, their chapter, and to the international Deke community as a new, active, and alumni member; and to meet or exceed all academic, financial, behavioral, and other standards as set forth by the chapter and DKE International Headquarters. Please speak with your New Member Educator or another chapter officer about these various commitments in the near future.

Congratulations on your decision to join Delta Kappa Epsilon. We look forward to meeting you in the future during a chapter visit, at a DKE conference, or perhaps out in the wide world that is now so much smaller thanks to the bonds of friendship that bind the hearts of all Dekes together, forever.

In the bonds,  
DKE Int'l Headquarters

## **New Member Education Program Structure**

Each week throughout this process you will learn information that pertain to each of the goals of new member education. For example, every week you will experience a unifying ritual, learn DKE History, be introduced to Stakeholders and Communities that both effect the chapter and have an effect on the chapter, take part in a discussions centered around Skills and Personal Development, plan and implicate a Philanthropy/Service event, and be introduced to DKE Policy and Chapter Operations. The New Member Educator will be your primary leader. This structure will continue throughout the duration of the new member education, with each week building upon the previous week.

### Weekly Topics Discussed

*Stakeholders & Community*

*Philanthropy & Service*

*Skills & Personal Development*

*Policy & Chapter Operations*

*DKE Knowledge*

*Ritual*

## **Expectations of New Members**

- Take active part in all new member education activities including but not limited to meetings, discussions, events, study sessions, presentations, etc. unless a reasonable scheduling conflict occurs. Review any possible scheduling conflict with the New Member Educator as soon as possible.
- Prioritize personal health/well-being and academics over any fraternity activities, and to speak up to fellow new members, the New Member Educator, and/or another active in the fraternity if difficulties are being experienced with a balance of priorities.
- Report any hazing activities directed towards one or more new members by any active member directly to DKE HQ. Please see DKE's Anti-Hazing Policy on page 42 in your Pledge Manual to review a definition of hazing and hazing activity.

## **Weekly Assignments**

*Important pages in Pledge Manual to refer to throughout process:*

Prominent Dekes pg 49-55

Complete DKE Chapter Roll pg 68-80

### **Week One**

- Read pages 6-16, 32-36, and 39-40
- Begin to memorize the "Phi Marching Song" on page 79
- Memorize the first 10 active DKE chapters
- Make a list of all the Greek Chapters at your school
- Complete Study Guide 1
- Consider running for a Pledge Class Officer position

### **Week Two**

- **Personal Development Activity: *Letter to Yourself***
  - Please write a letter to yourself concerning the prompt: What does fraternity mean to me at this point in time? Once you are finished, please seal it in an envelope, sign the front of it, and give it to the New Member Educator. He will hold on to this until the end of your New Member Education period. It is our belief that capturing your thoughts at this point in time and then reviewing them after the process is over will help you to better understand the changes that you will go through during this process. It can be very enlightening to take part in this activity.
- **DKE Knowledge Assignment: *The Objects of DKE***
  - Read through our mission, The Objects of DKE (page 3). Write a short paper (~1 page single spaced) on one of three prompts:
    - A) Pick an Object that has special significance to you and explain why it is significant.
    - B) Comment generally upon this statement as a whole. What are its strengths? Its weaknesses? If you were to change anything, what would you change and why? If you wouldn't change anything, why not?
    - C) What would a man look like in society today if he lived out these Objects in his day-to-day life? What are some ways that you can begin to align your thoughts and behaviors with these Objects?
- Read pages 17-21, 35-36, and 41-43
- Begin memorizing "Viva La DKE" (pg 80)
- Memorize "Phi Marching Song" (pg 79)
- Memorize the next 10 active DKE chapters
- Complete Study Guide 2

### **Week Three**

- **Development Activity: *Paying Attention to the News***
  - Wake up fifteen minutes earlier than you normally do and review the news headlines of the day from whatever news source you prefer. Try doing this for one week, and make it a point every day to find someone to talk with about one of the headlines that most stood out to you. After one week, decide if you find value in the activity. If so, what do you like about it? If not, why not? What could you do differently to stay in touch with the news?
- **DKE Knowledge Assignment: *Notable DKE Alumni***
  - Take some time to read through your Pledge Manual on pages 49-55 and review the lengthy list of famous DKE alumni. Write up a one page document on one of several writing prompts:
    - Who is your favorite DKE alumnus, and why?
    - What does Deke need to do to continue finding/developing successful members going into the future?
    - Who do you think is the most impressive alumnus to come out of your chapter? Write about his upbringing, his college years, and his professional life. If he is still alive, we encourage you to make contact with him in order to write this piece most effectively.
- Read pages 3,18, 20-24, and 35-36
- Memorize "The Objects of Delta Kappa Epsilon" (pg 3)
- Memorize "Son of a DKE" (pg 77)
- Memorize the next 10 active DKE chapters
- Complete Study Guide 3

## **Week Four**

- **Presentations: DKE International History**
  - All New Members should pick one moment in DKE international history and do a 5-7 minute presentation on the topic. Some of the questions to consider are: Who was involved? What did it mean to DKE? Why did you pick that topic? You may use the Pledge Manual, the internet, or whatever other sources that you choose to make this presentation.
- Read pages 25-31, 33, and 37-38
- Memorize “Oh the Red Hot Spot” (pg 79)
- Memorize the next 10 active DKE chapters
- Complete Study Guide 4
- Bring computer to Week 5 meeting!

## **Week Five**

- Bring computer to meeting!
- Read pages 45-48 and 56-66
- Re-read pages 4-9 and 35-38
- Memorize the next 10 active DKE chapters
- Complete Study Guide 5

## **Week 6**

- **Ritual Assignment: *Ritual Reflection***
  - After the completion of this week’s ritual, New Members should write a one-page paper reflecting on their experience with the content of this week’s ritual, the “Brothers in DKE” poem (pg 20)
- Complete Final Study Guide

## **Week 7**

- **Skills and Personal Development**

Write a two-page summary of your development as a person throughout the New Member Education process and turn it into your New Member Educator. As you write this document consider how the things you read and learned, discussions you had, and events and experiences that you took part in challenged your previous thoughts, opinions, and habits. How are you different? How do you feel about these changes in your life? What do you wish to continue to develop within yourself? Do you interact with others differently, and if so, how and why?
- Study for Final Test!

### Active Chapter Roll

*As of Fall 2016. Sectioned off 10 at a time.*

- |                                                |                                            |
|------------------------------------------------|--------------------------------------------|
| 1 Phi, Yale College                            | 70 Alpha Mu, Rowan University              |
| 3 Zeta, Princeton University                   | 71 Epsilon Rho, Duke University            |
| 7 Psi, University of Alabama                   | 72 Nu Zeta, Pace University                |
| 10 Beta, U of North Carolina Chapel Hill       | 74 Theta Upsilon, Arizona State University |
| 11 Alpha, Harvard University (Colony)          | 78 Phi Sigma, Bryant College               |
| 12 Kappa, Miami University                     | 79 Phi Rho, Pennsylvania State University  |
| 13 Delta, South Carolina College               | 80 Chi Rho, Bloomsburg University          |
| 14 Lambda, Kenyon College                      | 81 Zeta Chi, Bentley University            |
| 16 Eta, University of Virginia                 | 84 Beta Gamma, New York University         |
| 18 Iota, Centre College                        | 87 Sigma Kappa, Michigan State University  |
| <br>                                           |                                            |
| 20 Omicron, University of Michigan             | 90 Delta Psi, Indiana University           |
| 22 Rho, Lafayette College                      | 91 Mu Chi, Maryville                       |
| 23 Tau, Hamilton College                       | 94 Rho Beta, University of Richmond        |
| 26 Beta Phi, University of Rochester           | 98 Tau Chi, Texas A&M                      |
| 27 Theta Chi, Union College                    | 99 Beta Tau, University of Victoria        |
| 29 Zeta Zeta, Louisiana State University       | 100 Sigma Xi, St. Joseph's College         |
| 32 Phi Chi, Rutgers College                    | 102 Omega Mu, Oklahoma State University    |
| 35 Gamma Phi, Wesleyan University              | 103 Phi Mu, Manhattan College              |
| 36 Eta Alpha, Washington and Lee (Colony)      | 104 Chi Beta, University of North Carolina |
| 37 Psi Omega, RPI (Colony)                     | 105 Gamma Iota, Gannon University          |
| <br>                                           |                                            |
| 40 Delta Delta, University of Chicago          | 106 Zeta Gamma, Hampden-Sydney             |
| 41 Phi Gamma, Syracuse University              | 107 Phi Alpha, University of Missouri      |
| 43 Theta Zeta, U of California Berkeley        |                                            |
| 45 Phi Epsilon, University of Minnesota        |                                            |
| 46 Sigma Tau, MIT                              |                                            |
| 48 Alpha Phi, University of Toronto            |                                            |
| 49 Delta Kappa, University of Pennsylvania     |                                            |
| 50 Tau Alpha, McGill University (Colony)       |                                            |
| 51 Sigma Rho, Stanford University              |                                            |
| 52 Delta Pi, University of Illinois (Colony)   |                                            |
| <br>                                           |                                            |
| 55 Omega Chi, University of Texas (Colony)     |                                            |
| 56 Alpha Tau, University of Manitoba           |                                            |
| University                                     |                                            |
| 58 Delta Phi, University of Alberta            |                                            |
| 60 Lambda Delta, Southern Methodist U (Colony) |                                            |
| 61 Phi Alpha, University of British Columbia   |                                            |
| 64 Tau Delta, University of the South Sewanee  |                                            |
| 65 Psi Delta, Wake Forest University           |                                            |
| 66 Sigma Alpha, Virginia Polytech Inst         |                                            |
| 67 Phi Delta, U of Western Ontario (Colony)    |                                            |
| 69 Pi Beta, Troy University Alabama            |                                            |

### Current DKE Colonies

- 11 Alpha, Harvard University
- 36 Eta Alpha, Washington and Lee U
- 37 Psi Omega, RPI
- 50 Tau Alpha, McGill University
- 52 Delta Pi, University of Illinois
- 55 Omega Chi, University of Texas
- 60 Lambda Delta, Southern Methodist U
- 67 Phi Delta, Western Ontario

- Delta Rho, North Carolina State University
- Kappa Chi, University of Delaware
- Lambda Tau, University of Tennessee
- Tau Beta, Simon Fraser University
- Iota Chi, Ithaca College
- Alpha Omicron, Colorado University
- Texas Tech University

**Event Calendar Overview:**

This calendar outline is to be filled out by the New Member Educator and the New Member Class so that all parties are on the same page about the new member education schedule. Filling out this calendar is a great time to identify possible scheduling conflicts. ***Please notify your New Member Educator of any conflicts immediately.***

**Meetings & Events:**

Week 1

Meetings -

Week 2

Meetings -

Ritual Event -

Week 3

Meetings -

Ritual Event -

Week 4

Meetings -

Ritual Event -

Week 5

Meetings -

Ritual Event -

Week 6

Meetings -

Ritual Event -

Week 7

Meetings -

Ritual Event -

**New Member Information Collection:**

*Please fill out the following information and return to your New Member Educator.*

1. Name:

1. Contact information:

Phone:

Email:

Other:

1. Social Media Profiles:

Facebook:

Twitter:

Instagram:

Other:

1. Hometown:

1. High School:

1. High School GPA:

1. Notable health situations:

1. Emergency contact:

Name:

Phone:

1. Living situation:

1. Academic schedule:

1. Extracurricular interest/schedule:

1. Career Interests:

- 1.
- 2.
- 3.

1. Fraternity Leadership Position Interests:

1. International DKE Event Interest:

## Philanthropy & Service Ideas

### Service

Can food drive  
Adopt a Highway  
Volunteer at an Animal Shelter  
Soup Kitchen  
Clean up at Parks  
Nursing Home Visits  
Build a Playground  
Food Pantry  
Cut Grass  
Shovel Snow  
Rake Leaves  
Clean Gutters  
Scrape Windshields  
Walk Dogs  
Hospital Visits  
Coach/Support a Little League Team  
Reading to Kids  
Organize a Lending Library  
Lot Cleaning  
Clothes Donations  
Blood Drive  
Cleaning Graffiti  
Volunteer at Recycling Center  
Move-In/Out Day  
Community Garden  
Salvation Army  
Habitat for Humanity

### Philanthropy

Car Wash  
Rent a Brother  
Baked Goods Sale  
Wing Eating Competition  
Trivia Competition  
Date Auction  
Dance Competition  
Sports Tournaments  
Men's Beauty Competition  
Bubble Soccer  
School-wide Scavenger Hunt  
Paint Brawl  
Buddy the Elf Competition  
Silent Auction

### DKE Promoted Philanthropies

Movember  
USO  
Men's Health  
United Way  
Relay for Life

## **New Member Officers**

As a pledge, you will have the exciting possibility of serving as a pledge officer. Each pledge officer position is directly associated with its active counterpart and will give you insight into the position and what it entails. Should you be interested in a certain executive position as an active member, it may be beneficial to take on a pledge officer role to really understand what to expect in the future.

### **Pledge Class President**

The Pledge Class President serves as the representative of your entire pledge class. He becomes the direct link between the pledge class and the active chapter. The Pledge Class President must be ready to accept blame for the shortcomings of the pledge class. On the other hand, the collective success of a pledge class can often be attributed to a hardworking Pledge Class President. He is responsible for overseeing every detail of the pledge class, from attendance at meetings to the management of every pledge event, party, philanthropic event, sports event, etc. This role will challenge and nourish your leadership abilities as a pledge, active Brother and an Alumnus for the rest of your life.

### **Pledge Treasurer**

The Pledge Treasurer, much like the chapter Treasurer is responsible for the timely collection of the pledge dues and other funds when the need arises. He reports directly to the chapter Treasurer.

### **Pledge Social Chair**

The Pledge Social Chair is the driving force behind the pledge party as well as any social events run by the pledge class. He reports directly to the chapter Social Chair and should refer to them for advice. In addition to this, he may be called upon to help out in the organization of social events for the chapter.

### **Pledge Secretary**

Just like its active counterpart, the Pledge Secretary records the meetings of every pledge meeting and recalls them when called upon to do so. He is also in charge of the counting and notekeeping of the pledge officer elections.

### **Pledge Risk-Management Chair**

The Pledge Risk-Management Chair will work with the chapter Risk Management Chair to ensure everything is aligned with our risk management policy. This position will learn what is required by our policy and how to effectively enforce it.

### **Pledge Philanthropy and Service Chair**

This position can easily be split in two. This person will be in charge of coordinating and implementing the pledge class philanthropy project. They should work closely with the chapter Philanthropy and Service Chair(s) and refer to them for advice.

## Running a Meeting Effectively

Because you are now a member of an organization that necessarily calls meetings on a regular basis, it is good to briefly cover some good and bad practices with regard to running meetings. Please review the lists below and discuss these points as a group.

### Good

- If it is a weekly meeting, collectively decide upon a set day and time for the meeting each week, and do not change it. This will eliminate the headache of trying to find a time each week to meet.
- Keep the meeting to a set length of time. Everyone will be happy to know that the meeting has a definite end time.
- Keep track of attendance. Set strict attendance expectations and repercussions for not abiding by the expectations.
- Plan to make as few decisions as possible at the meeting, and instead report more on future happenings. Decisions should be made in committees as often as possible to save time and energy.
- Keep order through structure. Have a common beginning, middle and end to your meetings.
  - Example of a general Chapter Meeting: Call to order. Open by reciting the Objects of DKE as a group. Talk about Old Business. Talk about New Business. Make general announcements. Close by giving everyone, one at a time, an opportunity to speak about whatever is on their mind (it could be funny, serious, or nothing at all). Adjourn.

### Bad

- Speaking out of turn or while others are speaking.
- Running past the allotted time.
- Changing location or time at the last minute.

**Study Guide 1**

*Please read pages 6-16, 32-36, 39-40, 49-50, 68-69, and 79 in your Pledge Manual as well as your Active Chapter Roll handout and take notes on the following items. When naming an Alumnus, always indicate their chapter.*

1. The first fraternity (who, when, where)
2. 6 Characteristics of present day fraternities
3. Fraternity groups (Union Triad & Miami Triad)
4. Formation of Sigma Chi
5. The National Interfraternity Conference
6. Dekes of Prominence (and chapter!)
  - a. President
  - b. Vice President
  - c. Supreme Court
  - d. Speaker of the House
  - e. Secretary of State
  - f. Secretary of the Army
  - g. Secretary of War
  - h. Leader of Canadian Conservative Party
  - i. President of the Republic of Cuba

*You will also be expected to know:*

- The Greek Alphabet
- Fraternities & Sororities at your school
- DKE Insignia
- The first 10 active DKE chapters

## **Brotherhood Building Activities**

Ropes Course  
Chapter Dinner  
Intramural Sports  
Disc Golf  
Workout Classes  
Video Game Tournaments  
Fishing  
Movie Night  
Poker Night  
Putt-Putt Golf  
DKE Family Dinner  
Laser Tag  
Bowling  
Museum Tours  
Cooking Class  
Ultimate Frisbee  
Kickball  
Theme Park  
Road Trip  
Bad Movie Night

Paintball  
Book Club  
Pick-Up Games  
Lawn Games  
Bible Group  
Chapter Retreat  
Service Activities (see service ideas page)  
Canoeing  
Football Sundays  
TV Show Nights (Game of Thrones, etc)  
Board Games/Card Games  
Go Karts  
Fantasy Sports  
    Visit other DKE Chapters  
Capture the Flag  
Trivia Night  
Backpacking/Hiking  
Donate Blood  
Visit International Headquarters

### *Holiday Oriented:*

-Operation Christmas Child  
-Can Drive  
-Angel Tree  
-Caroling  
-Hayride  
-Haunted House  
-Pumpkin Carving  
-Sledding  
-Ski Trip

## Active Listening

Active listening is a way of listening and responding to another person that improves mutual understanding. Often when people talk to each other, they don't listen attentively. They are often distracted, half listening, half thinking about something else. When people are engaged in a conflict, they are often busy formulating a response to what is being said. They assume that they have heard what their opponent is saying many times before, so rather than paying attention, they focus on how they can respond to win the argument.

Active listening is a structured form of listening and responding that focuses the attention on the speaker. The listener must take care to attend to the speaker fully, and then repeats, in the listener's own words, what he or she thinks the speaker has said. The listener does not have to agree with the speaker--he or she must simply state what they think the speaker said. This enables the speaker to find out whether the listener really understood. If the listener did not, the speaker can explain some more.

Often, the listener is encouraged to interpret the speaker's words in terms of feelings. Thus, instead of just repeating what happened, the active listener might add "I gather that you felt *angry* or *frustrated* or *confused* when. . .[a particular event happened]." Then the speaker can go beyond confirming that the listener understood what happened, but can indicate that he or she also understood the speaker's psychological response to it.

Active listening has several benefits. First, it forces people to listen attentively to others. Second, it avoids misunderstandings, as people have to confirm that they do really understand what another person has said. Third, it tends to open people up, to get them to say more. When people are in conflict, they often contradict each other, denying the opponent's description of a situation. This tends to make people defensive, and they will either lash out, or withdraw and say nothing more. However, if they feel that their opponent is really attuned to their concerns and wants to listen, they are likely to explain in detail what they feel and why. If both parties to a conflict do this, the chances of being able to develop a solution to their mutual problem becomes much greater.

### ***To Become An Active Listener:***

There are 5 key active listening techniques that will help you ensure that you hear the other person, and that the other person knows you are hearing what they say.

#### **1. Pay Attention**

Give the speaker your undivided attention and acknowledge the message. Recognize that non-verbal communication also "speaks" loudly.

- Look at the speaker directly
- Put aside distracting thoughts
- Don't mentally prepare a rebuttal!
- Avoid being distracted by environmental factors (ie. side conversations)
- "Listen" to the speaker's body language

#### **1. Show That You're Listening**

Use your own body language and gestures to convey your attention

- Nod occasionally
- Smile and use other facial expressions
- Note your posture and make sure it is open and inviting

- Encourage the speaker to continue with small verbal comments (like “yes”, and “uh huh”)

### **1. Provide Feedback**

Our personal filters, assumptions, judgments, and beliefs can distort what we hear. As a listener, your role is to understand what is being said. This may require you to reflect what is being said and ask questions.

- Reflect what has been said by paraphrasing: “What I’m hearing is...” and “Sounds like you are saying...”
- Ask questions to clarify certain points: “What do you mean when you say...” or “Is this what you mean?”
- Summarize the speaker’s comments periodically
- Ask for more information if you find yourself responding emotionally to what someone said

### **1. Defer Judgment**

Interrupting is a waste of time. It frustrates the speaker and limits full understanding of the message.

- Allow the speaker to finish each point before asking questions
- Don’t interrupt with counter arguments

### **1. Respond Appropriately**

Active listening is a model for respect and understanding. You are gaining information and perspective. You add nothing by attacking the speaker or otherwise putting him or her down.

- Be candid, open, and honest in your response
- Assert your opinions respectfully
- Treat the other person in a way that you think he or she would want to be treated

Be deliberate with your listening and remind yourself frequently that your goal is to truly hear what the other person is saying. Set aside all other thoughts and behaviors and concentrate on the message. Ask questions, reflect, and paraphrase to ensure you understand the message. If you don’t, then you’ll find what someone says to you and what you hear can be amazingly different.

It takes a lot of concentration and determination to be an active listener. Old habits are hard to break, and if your listening skills are as bad as many peoples are, then there is a lot of habit breaking to do. Start using active listening techniques today to become a better communicator, improve your workplace productivity, and develop better relationships.

## ***Dos & Don'ts of Speaking Effectively***

### **Planning Your Talk**

**Do** decide what the purpose of your talk really is. What is the "take-home" message you want to give your audience? Organize your talk accordingly, focusing sharply on your intended message.

**Do** prepare a talk that will fit within the time limit you're given. That includes allowing time for questions from the audience. Rehearse with a stopwatch if necessary.

**Don't** forget that studies show an audience can remember only three or four things you present in a talk.

**Don't** distract from your message by including peripheral topics or excessive arcane detail.

**Don't** forget that any lecture is a performance: you must work to get your message across.

### **Some Basics**

**Do** show some enthusiasm and energy. If you're not excited about your topic, why should the audience be?

**Do** face your audience. If you need to see your slides, then look either at the overhead projector in front of you or at the screen on the computer running your presentation. It's not only rude to turn your back on your audience, but it also means you're speaking into the screen or the wall and making it hard for them to hear you.

**Do** speak loudly enough to be heard by the entire audience, even those in the back row.

**Don't** keep jumping back and forth through your slides. Either reorganize your talk to avoid this or duplicate the needed slide in the second place where it fits.

**Don't** start to change a slide, then stop halfway. Either change it or leave it.

**Don't** fidget nervously in front of your audience. Make your movements and gestures purposeful.

**Don't** stick your hands in your pockets, hook your thumbs under your belt, or engage in other creative diversions.

### **Words, Phrases, etc.**

**Do** clearly define any terms that may not be familiar to your audience. Remember, they're probably not all from the same specialty as you!

**Do** keep acronyms to an absolute minimum. They're like speedbumps to listeners unfamiliar with them.

**Don't** start sentences with "So."

**Don't** end sentences with "right?" or "OK?"

**Don't** apologetically introduce a topic with "Just real quick," "Briefly," or similar words. What that tells your audience is that "this isn't really important or relevant, but I'm going to inflict it on you anyway."

### **Questions**

**Do** answer questions as succinctly and briefly as possible. Remember, there may be only one person in the audience interested in a specific answer.

**Do** remember that "I don't know" is a perfectly good answer. You needn't go into a five-minute explanation of why you don't know. If you're working on answering the question, just say that.

**Don't** use a question as an excuse to bring up the dozen slides you cut out of your talk in order to meet the time limit you were given.

**Don't** go rummaging through your slides to answer a question unless it is absolutely necessary (and it usually isn't).

**Don't** hold "private conversations" with questioners in the front rows. Make sure everyone in the audience knows what the question is (repeat it if necessary) and can hear and understand the answer.

Each blank is worth 1 point, except when listing a Deke Brother, which is worth 2 points (one for the Brother's name and one for his Chapter); you may use Greek letters; you have 20 minutes.

### HERITAGE AND GOVERNANCE

1. The first Fraternity was \_\_\_\_\_, founded at \_\_\_\_\_ in the year \_\_\_\_\_.
2. List six characteristics of present day fraternities:
  - a. \_\_\_\_\_
  - b. \_\_\_\_\_
  - c. \_\_\_\_\_
  - d. \_\_\_\_\_
  - e. \_\_\_\_\_
  - f. \_\_\_\_\_
3. The group of fraternities known as the Union Triad are \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_.
4. The group of fraternities known as the Miami Triad are \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_.
5. \_\_\_\_\_ fraternity was formed in \_\_\_\_\_ when \_\_\_ Dekes broke away from the \_\_\_\_\_ Chapter over the question of who was to be elected class poet.
6. The National Inter-fraternity Conference was organized in the year \_\_\_\_\_.
7. Two past National Inter-fraternity Conference Presidents who were Dekes were:
  - a. \_\_\_\_\_ who served in the year \_\_\_\_\_ and
  - b. \_\_\_\_\_ who served in the year \_\_\_\_\_.
8. On back name the first ten active chapters of DKE.
9. Write the Greek alphabet in English with their corresponding Greek letters.
10. Using Greek letters, list all the fraternities and sororities on campus.

### DEKES OF PROMINENCE

1. Name the five Dekes who served as President of the United States.

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_

2. Name four Dekes who served as Vice President of the United States.

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_

3. Name three Dekes who served as U. S. Supreme Court Justices.

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_

4. \_\_\_\_\_ was a Speaker of the U. S. House of Representatives who used a gavel which was inscribed with the words \_\_\_\_\_.

5. \_\_\_\_\_ served as President of the Republic of Cuba.

6. \_\_\_\_\_ was leader of the Canadian Conservative Party.

7. \_\_\_\_\_ served as Secretary of State under President Truman.

8. \_\_\_\_\_, the only surviving son of President Abraham Lincoln, served as Secretary of War under President Garfield.

### **TRADITIONS AND INSIGNIA**

What is the mascot of Delta Kappa Epsilon?

Draw the Deke Flag, indicating the color fields.

**Study Guide 2**

*Please read pages 17-21, 49-55, 68-71, and 79 in your Pledge Manual as well as the Active Chapter Roll handout and take notes on the following items. When naming an Alumnus, always indicate their chapter.*

1. The founding of DKE
2. The founders of DKE
3. DKE basics (motto, member criteria)
4. The first fraternity lodge
5. DKE convention
6. Dekes in the Civil War
7. Dekes of Prominence (and chapter!)
  - a. Former governors
  - b. Government Company directors (NASA, CIA, etc.)
  - c. Ambassadors to foreign countries (China, France, Japan, etc.)
  - d. Famous American business owners
  - e. Famous magazine & newspaper contributors
  - f. Famous architect
  - g. Football Hall of fame member
  - h. Library organization creator

*You will also be expected to know:*

- First 20 active DKE chapters
- DKE insignia
- "Phi Marching Song"

Each blank is worth 1 point, except when listing a Deke Brother, which is worth 2 points (one for the Brother's name and one for his Chapter); you may use Greek letters.

### HERITAGE AND GOVERNANCE

1. Give the school, place, and date of the founding of Delta Kappa Epsilon:
2. On the back name the fifteen founders of Delta Kappa Epsilon (first and last names).
3. A Deke is a \_\_\_\_\_, a \_\_\_\_\_, and a \_\_\_\_\_.
4. Write, in transliterated Greek, the open motto of Delta Kappa Epsilon and then translate it.
5. On back briefly tell about the first fraternity lodge.
6. The first Deke convention was held in \_\_\_\_\_ on \_\_\_\_\_, \_\_\_\_\_.
7. \_\_\_\_\_ Dekes served in the Civil War; \_\_\_\_\_ was the first Deke to die during the Civil War and \_\_\_\_\_ was the last Confederate commander to surrender.
8. \_\_\_\_\_ wrote the poem *Brothers in DKE* about a true incident that occurred to \_\_\_\_\_ during the Civil War. On back relate the events of the poem and tell of its significance.
9. On back name the first twenty active chapters.

### DEKES OF PROMINENCE

1. The former governor of Alaska who was a Deke was \_\_\_\_\_.
2. This Deke was first head of the CIA: \_\_\_\_\_.
3. What Deke was a former NASA director? \_\_\_\_\_.
4. \_\_\_\_\_ was the first Director of the Peace Corps and Ambassador to France.
5. \_\_\_\_\_ was Chinese Ambassador to Spain, the U. S., Cuba, and the Philippines.
6. \_\_\_\_\_ was first ambassador from a foreign country accredited as a U. S. fraternity man and served as Japanese Ambassador to Germany,

the U. S., Russia, and Great Britain.

7. \_\_\_\_\_ served as senior partner for Lehman Brothers.

8. \_\_\_\_\_ was a financier, and industrial banker who loaned money to the U. S. government.

9. \_\_\_\_\_ served as past president of the Association of Stock Exchange Firms (New York).

10. \_\_\_\_\_ was editor of the *North American Review* and the *International Review*.

11. \_\_\_\_\_ was a frequent contributing author to *Playboy*.

12. What Deke lead a family chewing gum business? \_\_\_\_\_

13. \_\_\_\_\_ created the Dewey decimal system used by libraries today.

14. This Deke designed the Golden Gate Bridge: \_\_\_\_\_.

15. This Deke was inducted as a member of the National Football Hall of Fame and wrote the "Deke Sweetheart Song": \_\_\_\_\_.

### **TRADITIONS AND INSIGNIA**

On back write out the words to the "Phi Marching Song."

Draw the Deke pledge pin and indicate its color fields.

**Study 3**

*Please read pages 3, 20-24, 49-55, 68-72, and 77 in your Pledge Manual as well as your Active Chapter Roll handout and take notes on the following items. When naming an Alumnus, always indicate their chapter.*

1. First DKE convention
2. First DKE president
3. The DKE council & president
4. The Deke Club
5. Official badge of fraternity
6. Dekes of Prominence (and chapter!)
  - a. Amherst presidents
  - b. Dairy business owners
  - c. Heads of famous companies (Colgate-Palmolive, Procter & Gamble, Heinz)
  - d. Creator of chain of motel/restaurants
  - e. Head of MGM
  - f. Head of meat packing company
  - g. Head of Humble Oil
  - h. On the board of AT&T
  - i. President of the Union Pacific Railroad
  - j. Highest ranking Canadian Officer in WWII

*You will also be expected to know:*

- The Objects of DKE
- The first 30 active chapters
- DKE crest (draw it)
- "Son of a DKE"

## Principles of Physical Health

Being that physical health is linked with the idea of self-respect (one of DKE's Objects), and considering the fact that a healthy body contributes to a healthy mind and attitude, we feel that it is prudent to include a brief passage on the matter.

When it comes to physical health, everyone is a little bit different. But several of the big topics that everyone must keep in mind are eating, sleeping, and exercise. What follows are a handful of practices that are worthy of trying out in order to set the foundation for a healthy lifestyle.

### Eating

- Eat breakfast on a regular basis.
- Choose lots of vegetables and lean protein like poultry, fish, beans, eggs, and nuts.
- Keep saturated fats, excess sodium and added sugars to a minimum (ex. fried and artificial foods, salty snacks, sugary drinks).

### Sleeping

- Shoot for something like 7-9 hours per night.
- Try to go to bed and wake up at roughly the same time each day.
- Avoid excess blue light (computers, phones, TV) within one hour of going to sleep.
- Create a dark and quiet environment for sleeping.
- Practice a pre-bedtime ritual, like reading a book/magazine or listening to some music, while lying down in bed.
- If possible, avoid alcohol, nicotine, and caffeine before bed. Each can disrupt healthy sleep patterns.

### Exercise

- Find a physical activity that you enjoy to help motivate you to stay active (biking, running, lifting, sports).
- Develop a workout routine with a friend(s) to stay accountable.
- Utilize the school athletic facilities, attend training classes or personal lessons.
- Doing anything is better than nothing.

Eat well, sleep enough, and find ways to be active on a regular basis! If you pay attention to the difference that small changes make over time, you will likely be amazed by how much better you feel and perform on a day-to-day basis.

## Chapter Officers

### ***Executive Board:***

Brother Beta: President  
Brother Sigma: Vice President  
Brother Mu: VP of Risk Management  
Brother Rho: Recording Secretary  
Brother Iota: Corresponding Secretary  
Brother Kappa: Treasurer  
Brother Pi: New Member Educator / Master of Ceremonies  
Recruitment Chair  
Social Chair  
Philanthropy & Service Chair (sometimes split)

### ***Other Positions:***

Scholarship Chair  
Alumni Chair  
House Management Chair (if applicable)  
IFC/Greek Council Representative  
Brotherhood Chair  
Historian  
Athletic Chair  
Pledge Liaison  
Kitchen Steward (if applicable)  
PR Chair  
Sergeant at Arms  
Chaplain/Music/Spirit Chair

Each blank is worth 1 point, except when listing a Deke Brother, which is worth 2 points (one for the Brother's name and one for his Chapter); you may use Greek letters.

### HERITAGE AND GOVERNANCE

1. The first convention of Delta Kappa Epsilon held in the South was in \_\_\_\_\_ at the \_\_\_\_\_ Chapter.
2. The first fraternity man to serve as President of the U. S. was \_\_\_\_\_.
3. The Delta Kappa Epsilon Council was organized in \_\_\_\_\_ by a plan submitted by \_\_\_\_\_.
4. Who was the first president of the Delta Kappa Epsilon Council?  
\_\_\_\_\_.
5. The first issue of the *Deke Quarterly* was published in \_\_\_\_\_.
6. The Deke Club of New York was founded in \_\_\_\_\_ with \_\_\_\_\_ as its first president.
7. The official badge of the fraternity was adopted at the \_\_\_\_\_ convention and was modeled after the pin of founder \_\_\_\_\_; the only chapter allowed to place the name of its college under the scroll was \_\_\_\_\_.
8. On back write The Objects of Delta Kappa Epsilon.
9. On back name the first thirty active chapters.

### DEKES OF PROMINENCE

1. The three Dekes who served consecutively as president of Amherst from 1932 to 1970:  
\_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_.
2. Name two Dekes who headed a national dairy products business:  
\_\_\_\_\_ and \_\_\_\_\_.
3. Name two Dekes who headed the Colgate-Palmolive Co.: \_\_\_\_\_ and \_\_\_\_\_.
4. Name the Deke who headed Proctor & Gamble Co.: \_\_\_\_\_.
5. What Deke headed the Heinz Company? \_\_\_\_\_.

6. What Deke started a chain of motel/restaurants famous for its orange and blue colors?  
\_\_\_\_\_.
7. This Deke was corporate head of M-G-M: \_\_\_\_\_.
8. Name two Dekes who headed a famous meat packing company: \_\_\_\_\_  
and \_\_\_\_\_.
9. What Deke headed Humble Oil (later Exxon-Mobile)? \_\_\_\_\_.
10. What Deke served as president and chairman of the board of directors of AT&T?  
\_\_\_\_\_.
11. This Deke served as president of the Union Pacific Railroad: \_\_\_\_\_.
12. What Deke was the highest ranking Canadian officer during World War II and later served  
on the Manitoba Court of Appeals? \_\_\_\_\_.

### **TRADITIONS AND INSIGNIA**

On back write the words to "Son of a DKE."

Draw the Deke crest indicating the color fields.

**Study Guide 4**

*Please read pages 25-31, 33, 37-38, 49-55, 68-73, and 80 in your Pledge Manual as well as your Active Chapter Roll handout and take notes on the following items. When naming an Alumnus, always indicate their chapter.*

1. Last Deke founder to die
2. The most important DKE event
3. First General Secretary of DKE
4. Importance of the 69th Convention
5. Current Executive Director
6. Current honorary president of DKE
7. Creation of the Board of Directors
8. Current organizational structure of DKE
9. Rampant Lion Foundation
10. The Shant
11. Special Deke buildings
12. Dekes of Prominence
  - a. Judge on the US Military Tribunal
  - b. Executive Director of OΔK Honorary Service Fraternity
  - c. Rhodes Scholar
  - d. Famous DKE authors
  - e. US House of Representative
  - f. Publisher
  - g. Professional football coaches
  - h. Owners of Athletic teams
  - i. Olympic gold medalist
  - j. Former head of Yerkes Observatory
  - k. Inventor of the storage battery

*You will also be expected to know:*

- The first 40 active DKE chapters
- "Oh The Read Hot Spot"
- The membership badge (draw it)

Each blank is worth 1 point, except when listing a Deke Brother, which is worth 2 points (one for the Brother's name and one for his Chapter); you may use Greek letters.

### **HERITAGE AND GOVERNANCE**

1. The last founder to die was \_\_\_\_\_ in \_\_\_\_\_.
2. The most important event for Delta Kappa Epsilon in 19091 was the discovery of the North Pole by \_\_\_\_\_.
3. \_\_\_\_\_ was the first General Secretary of Delta Kappa Epsilon.
4. In \_\_\_\_\_, in response to changing times, the governing council became an advisory body with the governance of the Fraternity assumed by a Board of Directors consisting of \_\_\_\_\_ members with one undergraduate member elected at Convention. The first undergraduate Director of the Fraternity was \_\_\_\_\_ later that year.
5. The current organizational structure of Delta Kappa Epsilon consists of three elements which are: \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_.
6. The current Rampant Lion Foundation was established in \_\_\_\_\_ and was subsequently merged with the older Deke Foundation, which had been established in \_\_\_\_\_.
7. The Rampant Lion Foundation currently owns \_\_\_\_\_ which houses the DKE International Headquarters.
8. Deke chapters are associated with special meeting halls. The first fraternity lodge was constructed at the \_\_\_\_\_ Chapter at \_\_\_\_\_ in \_\_\_\_\_. Mother \_\_\_\_\_ built the first fraternity "tomb" in \_\_\_\_\_ followed by the \_\_\_\_\_ Temple at \_\_\_\_\_, built in 1877 by hand by its members, and finally \_\_\_\_\_ also known as "The Shant" which was dedicated in \_\_\_\_\_.
9. \_\_\_\_\_ is the current Executive Director of Delta Kappa Epsilon.
10. \_\_\_\_\_ is the current honorary president of Delta Kappa Epsilon.
11. On back explain the importance of the 69<sup>th</sup> Delta Kappa Epsilon Convention held in 1915.
12. On back name the first forty active chapters.

### **DEKES OF PROMINENCE**

1. This Deke served as a judge on the U. S. Military Tribunal at Nuremberg and later had a law school at LSU named after him: \_\_\_\_\_.

2. \_\_\_\_\_ served as Executive Director of OΔK Honorary Service Fraternity?

3. Name the Texas Deke who was a Rhodes Scholar? \_\_\_\_\_.

4. This Deke was the first doctor to successfully operate on the pituitary gland:  
\_\_\_\_\_.

5. What Deke wrote *Casey at the Bat*? \_\_\_\_\_.

6. What Deke wrote *The Virginian*? \_\_\_\_\_.

7. This Deke publisher owned a national newspaper syndicate and served two terms in the U. S. House of Representatives (he was the inspiration for the movie *Citizen Kane*):  
\_\_\_\_\_.

8. This Deke publisher owned the Somerset Press: \_\_\_\_\_.

9. Name thee Dekes who coached professional football teams and tell what team they coached:  
\_\_\_\_\_,  
\_\_\_\_\_,  
and \_\_\_\_\_.

10. What Deke owned the Atlanta Braves? \_\_\_\_\_.

11. What Deke owned the New York Yankees? \_\_\_\_\_.

12. This Deke coached Penn State for decades: \_\_\_\_\_.

13. What Deke won four Olympic gold medals for swimming? \_\_\_\_\_.

14. This Deke was the former head of the Yerkes Observatory and was known as the blind astronomer: \_\_\_\_\_.

15. This Deke invented the storage battery: \_\_\_\_\_.

### **TRADITIONS AND INSIGNIA**

On back write the words to "The Red Hot Spot."

Draw the membership badge, indicating color fields.

**Study Guide 5**

*Please read pages 35-38, 45-55, 68-74 in your Pledge Manual as well as your Active Chapter Roll handout and take notes on the following items. When naming an Alumnus, always indicate their chapter.*

1. The Deke Club of Paris founders
2. The 76th Convention in Cuba
3. First honorary president of DKE
4. First Canadian Convention
5. The *Deke Quarterly*
6. First Canadian honorary president of DKE
7. Details of the WWII Memorial Service at Yale
8. The Deke Club in New York
9. Most recent Lion Trophy winner
10. Dekes of Prominence (and chapter!)
  - a. "Father of Sociology"
  - b. President of International Harvester Co.
  - c. Heads of Bloomingdale Properties
  - d. Major music producer who hosted "American Bandstand"
  - e. Famous actor
  - f. Mentor to Robin Williams
  - g. Composer known for show tunes
  - h. Won a Pulitzer Prize

*You will also be expected to know:*

- The first 50 active DKE chapters
- Deke alumni recognition pin
- DKE Awards (Lion Trophy, Leadership Award, Alumni Awards)

## Brothers in DKE

*The story told in the following verses is a true incident of the Civil War. The Northern soldier was Lieutenant Edwin S. Rogers of the 31st Maine Regt. Vols. He was a native of Patten, Me., and entered Bowdoin College in the Class of '65, becoming at once a member of D K E. When a Junior he enlisted in the Union army, and at Cold Harbor, June 8, 1864, received a wound from which he died a few hours later. The name of the Southern Deke is unknown to the writer.*

Upon a southern battle-field the twilight shadows fall; The clash and roar are ended, and the evening bugles call. The wearied hosts are resting where the ground is stained with red, And o'er the plain between them lie the wounded and the dead.

And out upon the sodden field, where the armies fought all day, There came a group of soldiers who wore the rebel gray. But peaceful was their mission upon the darkened plain: They came to save their wounded and lay at rest the slain. And tenderly their hands performed the work they had to do,

And one among them paused beside a wounded boy in blue, A Northern lad, with curly hair and eyes of softest brown, Whose coat of blue was red with blood that trickled slowly down.

A bullet hole was in his breast, and there alone he lay At night upon the battle-field, and moaned his life away. The rebel paused beside him, and in the lantern's light He saw upon the soldier's breast a fair familiar sight. It was the pin of D K E, the diamond, stars and scroll, The emblem of a brotherhood that bound them soul to soul. He raised his hand and quickly tore his coat of gray apart, And showed the wounded soldier a Deke pin o'er his heart.

Then close beside the Yankee dropped the rebel to his knee, And their hands were clasped together in the grip of D K E. "I'm from Theta," said the Yankee, and he tried to raise his head; "I'm from Psi, in Alabama," were the words the rebel said. "Brothers from the heart forever" - nothing more was left to say, Though one was clad in Northern blue and one in Southern gray.

But the Northern lad was dying; his voice was faint at best As he murmured out his messages to "mother and the rest." And as the rebel soothed him, with his head upon his knee, He heard him whisper "Bowdoin," and "Dear old D K E." And he bandaged up the bosom that was torn by rebel shot; And bathed the brow with water where the fever fires were hot; And kissed him for his mother, and breathed a gentle prayer As the angel's wings were fluttering above them in the air.

And to a lonely country home, far in the heart of Maine, A letter soon was carried from that Southern battle plain. It told about the conflict, and how he bravely fell Who was the son and brother in that home beloved so well; It told the simple story of the night when he had died - All written by the rebel Deke whom God sent to his side. And when it all was written, the writer sent within A little lock of curly hair and a battered diamond pin.

And thirty years have passed away, but these simple relics are Of all a mother treasures dear, the dearest still by far.

A simple tale and simply told, but true; and I thought it might Well thrill the hearts of loyal Dekes, so I tell it here to-night. The Northern soldier's name is found on Bowdoin's honor-roll; And the names of both are blazoned fair on Delta Kappa's scroll. God bless our noble brotherhood; its past is sweet to hear, And its grandeur and its glory grow with each succeeding year; And the story of its heroes shall an inspiration be To us who proudly wear to-day the pin of D K E.

**John Clair Minot, Theta - Bowdoin '96**



Each blank is worth 1 point, except when listing a Deke Brother, which is worth 2 points (one for the Brother's name and one for his Chapter); you may use Greek letters.

### HERITAGE AND GOVERNANCE

1. During World War I \_\_\_\_\_ and \_\_\_\_\_ established the Deke Club of Paris at the Grand Hotel.
2. The 76<sup>th</sup> Convention in \_\_\_\_\_ was held in \_\_\_\_\_ and was the first time an U. S. college fraternity met in convention off continental shores; the convention was hosted by \_\_\_\_\_, President of Cuba.
3. In 1921 \_\_\_\_\_ of the U. S. Supreme Court was named as the first honorary president of Delta Kappa Epsilon.
4. The first Convention to be held in Canada was in \_\_\_\_\_ in \_\_\_\_\_.
5. The Golden Jubilee Issue of the *Deke Quarterly* was published in \_\_\_\_\_.
6. \_\_\_\_\_ was the first honorary president of Delta Kappa Epsilon from Canada.
7. A special event in the fraternity's history occurred on December 28, 1947 following the postponed Centennial Celebration of the Fraternity. A Memorial Service was held in Dwight Chapel on the Yale campus to honor Dekes who served in World War II. The service was led by \_\_\_\_\_, noted hymnologist and professor at the SMU Perkins School of Theology, who read "\_\_\_\_\_", a poem he composed especially for the occasion. Tributes in honor of the more than \_\_\_\_\_ Dekes who died in the war were given by \_\_\_\_\_ Deke's highest ranking officer during the war who later served as Justice of the Manitoba Court of Appeals, and \_\_\_\_\_, who was at the time U. S. Secretary of the Army.
8. The last winner of the Lion Trophy was \_\_\_\_\_.
9. The Deke Club of New York's address is \_\_\_\_\_ and it is inside the \_\_\_\_\_.
10. On back name the first fifty active chapters.

### DEKES OF PROMINENCE

1. What Deke is known as the "Father of Sociology"? \_\_\_\_\_.

2. What Deke served as president of International Harvester Co.?  
\_\_\_\_\_.
3. Name two Dekes who headed Bloomingdale Properties:  
\_\_\_\_\_ and \_\_\_\_\_.
4. \_\_\_\_\_ hosted "American Bandstand" and was a major music producer.
5. This Deke was noted for his movie roles as a supporting actor:  
\_\_\_\_\_.
6. This Deke comedian had his own television show in the 1960s and acted as a mentor to Robin Williams \_\_\_\_\_.
7. This Deke composer was known for his show tunes: \_\_\_\_\_.
8. This Deke ran an insurance business by day, developed policies that became the basis for current day estate planning, and by night composed world acclaimed symphonies for which he was awarded a Pulitzer Prize in music: \_\_\_\_\_.

### **TRADITIONS AND INSIGNIA**

Describe the Deke alumni recognition Pin.

Explain the Deke Lion Trophy Award.

What is the Deke Leadership Award?

List the five Alumni Awards and briefly describe them:

**Final Study Guide**

*Please review your previous study guides, your Pledge Manual, and your Active Chapter Roll handout and take notes on the following items:*

- Important DKE History
  - Founding
  - Historically important DKE chapters
  - “Brothers in DKE” Poem
  - Canadian expansion
- DKE Traditions & Insignia
  - Motto
  - Flag
  - Pins
  - Awards
  - Charity
  - Crest
  - Songs
  - “The Objects of DKE”
- Prominent Dekes
  - Presidents
  - Vice Presidents
  - Alan Bean
  - Robert Peary
  - Theodore Winthrop
  - Supreme Court Justices
  - Mario Garcia Menocal
  - John Clair Minot
  - Mike Babcock
- Important DKE sites
  - The Shant
  - Yale Club
  - Lodge
- Greek History
  - First fraternity & sorority
  - NIC, NPC
- Active Chapter Roll

# Delta Kappa Epsilon International Exam

Name:

Date of Exam:

Chapter/Colony:

Below are 80 multiple choice or true/false questions. You will have a total time of 60 minutes to complete this portion of the exam. You must get 80% to pass. Cheating of any type will be cause for failure on the exam. Good luck.

1. DKE was founded on what date?

- a. June 6, 1844
- b. July 4, 1776
- c. June 22, 1844
- d. none of the above

2. How many original founders of DKE were there?

- a. 15
- b. 16
- c. 6
- d. 10

3. Where was DKE founded?

- a. Yale
- b. Harvard
- c. Alabama
- d. Colby College

4. What is the greek letter designation for the first chapter of DKE?

- a. Alpha
- b. Kappa
- c. Phi
- d. Beta

5. Actions by which two fraternities led to the founding of DKE?
  - a. Alpha Delta Phi and Psi Upsilon
  - b. Sigma Alpha Epsilon and Pi Kappa Phi
  - c. Alpha Delta Pi and Delta Upsilon
  - d. none of the above
  
6. Where is the DKE International Headquarters?
  - a. New Haven, CT
  - b. Ann Arbor, MI
  - c. Cambridge, MA
  - d. New York, NY
  
7. What is the open motto of DKE?
  - a. Friends are Friends Forever
  - b. Friends from the Heart Forever
  - c. True Hearts means True Friends
  - d. Love, Honor, Truth
  
8. What are DKE's official colors?
  - a. Azure, Or, and Gules
  - b. Azure, Or, and Emerald
  - c. Garnet, Gules, and Or
  - d. Gold, Or, and Gules
  
9. The founders of DKE looked for men who were balanced in which way?
  - a. Nice, Smart, Fun
  - b. Honorable, Quiet, Patient
  - c. Gentleman, Scholar, Jolly-good Fellow
  - d. Prudent, Silent, Honorable
  
10. In which building was DKE founded?
  - a. Number 12 Old South Hall
  - b. The DKE House
  - c. Skull and Bones Society
  - d. Number 10 Old North Hall
  
11. Which US Presidents belonged to the Phi Chapter?
  - a. George HW Bush
  - b. Teddy Roosevelt
  - c. George W Bush
  - d. Both a and c

- e. Both a and b
12. Which US Presidents are also members of DKE? (circle all that apply, all or nothing credit)
- a. George HW Bush
  - b. George W Bush
  - c. Teddy Roosevelt
  - d. Jimmy Carter
  - e. Rutherford B. Hayes
  - f. Ronald Reagan
  - g. Dan Quayle
  - h. Gerald Ford
13. Who was the DKE Brother who went to the moon?
- a. Robert Peary
  - b. Neil Armstrong
  - c. Buzz Aldrin
  - d. Alan Bean
14. Who was the DKE Brother who was the first to the North Pole?
- a. Robert Peary
  - b. Robert Byrd
  - c. Deke Slayton
  - d. Alan Bean
15. Who was the first Union Officer (also brother of DKE) killed in the US Civil War?
- a. Theodore Winthrop
  - b. Orson William Stow
  - c. Dr. Elisha Bacon Shapleigh
  - d. Surgeon John B. Gibbs
16. Where is the Iota chapter of DKE?
- a. Iowa State University
  - b. Kenyon College
  - c. Hamilton College
  - d. Centre College
17. What was DKE's reputation on Yale's campus in the early days?
- a. The Southerner's fraternity
  - b. The Midwesterner's fraternity
  - c. The New York fraternity
  - d. The Rebel fraternity

18. Where was DKE's first chapter in the south?
  - a. University of Alabama
  - b. The University of Nashville (later Vanderbilt)
  - c. Miami University
  - d. Centre College
  
19. Where was DKE's first West Coast chapter?
  - a. University of California, Los Angeles
  - b. Stanford University
  - c. University of Washington
  - d. University of California, Berkeley
  
20. Where was the second chapter of DKE located?
  - a. Beta, UNC, Chapel Hill
  - b. Alpha, Harvard University
  - c. Xi, Colby College
  - d. Theta, Bowdoin College
  
21. Where was the first Canadian chapter of DKE located?
  - a. McGill University
  - b. University of Toronto
  - c. University of British Columbia
  - d. DKE doesn't have any chapters in Canada
  
22. Circle all of the Vice Presidents who are members of DKE (must get all right for credit)
  - a. Gerald R. Ford
  - b. Al Gore
  - c. Dick Cheney
  - d. Teddy Roosevelt
  - e. George W. Bush
  - f. George HW Bush
  - g. Dan Quayle
  
23. Who was George HW Bush's Vice President?
  - a. Ronald Reagan
  - b. George W. Bush
  - c. Bill Clinton
  - d. Dan Quayle
  
24. Where is the Kappa Chapter of DKE?
  - a. University of Miami
  - b. University of Michigan

- c. Miami University
  - d. Kenyon College
25. What is the award for the best chapter of DKE?
- a. The Lion Trophy
  - b. The DKE Founder's Cup
  - c. The Lion's Cup
  - d. The Best Chapter Award Trophy
26. What chapter did brother Dick Clark join as an undergraduate?
- a. Yale University
  - b. University of Rochester
  - c. Syracuse University
  - d. Cornell University
27. How many DKE brothers have been justices of the United States Supreme Court?
- a. 2
  - b. 3
  - c. 7
  - d. none
28. What chapter is Rutherford B. Hayes a member of?
- a. Yale University
  - b. Harvard University
  - c. Cornell University
  - d. Kenyon College
29. What chapter is the University of Michigan?
- a. Omega
  - b. Omicron
  - c. Rho
  - d. Pi
30. Where is the DKE Shant?
- a. New York, NY
  - b. Colgate, NY
  - c. New Haven, CT
  - d. Ann Arbor, MI
31. Where is the DKE Club?
- a. Boston, MA
  - b. Chicago, IL
  - c. New York, NY

- d. Philadelphia, PA
32. Yale's Football Stadium is named after which DKE alumnus?
- Dana X. Bible
  - Tom Landry
  - Walter Camp
  - Paul Brown
33. What was the first Greek fraternity?
- Delta Kappa Epsilon
  - Phi Beta Kappa
  - Pi Kappa Alpha
  - Kappa Alpha Order
34. What fraternity broke away from DKE at Miami University?
- Beta Theta Pi
  - Phi Delta Theta
  - Phi Kappa Tau
  - Sigma Chi
35. How often is the International Convention held?
- Once every 175 years
  - Once every year
  - Once every 2 years
  - There is no regular occurrence for the International Convention
36. How many Canadian Dekes reside on the DEKE Board of Directors?
- 1
  - 2
  - 3
  - 4
37. What year and from what chapter did our Executive Director graduate?
- Rho Lambda, '73
  - Gamma, '77
  - Kappa, '72
  - Iota, '74
  - He is an honorary DKE and did not graduate college
38. Why was the Lion Trophy made?
- To reward the best chapter of DKE
  - To celebrate DKE's 50th Anniversary
  - Because the CEO of Tiffany's at the time was a DKE

- d. To celebrate William Boyd Jacobs' birthday
39. What is DKE's educational foundation?
- a. The DKE Educational Fund
  - b. Movember
  - c. The Rampant Lion Foundation
  - d. ROAR
40. Who is the executive director of DKE?
- a. Sarah Christensen
  - b. Stan McMillan
  - c. Doug Lanpher
  - d. Sam Heffner
41. What is the Nick Napolitano Award for?
- a. Best chapter treasurer
  - b. Best chapter president
  - c. Outstanding chapter member
  - d. Most improved chapter
42. Zeta was the third chapter of DKE. Where is it located?
- a. Princeton University
  - b. Vanderbilt University
  - c. University of Alabama
  - d. University of South Carolina
43. In what state did DKE's "western" expansion first take place?
- a. Michigan
  - b. California
  - c. Texas
  - d. Ohio
44. Where was the first fraternity lodge in America?
- a. Colgate University
  - b. University of Michigan
  - c. Yale University
  - d. Kenyon College
45. What two chapters were the soldiers in the "Brothers in DKE" poem from?
- a. Miami University and Vanderbilt University
  - b. Yale University and the University of Alabama
  - c. Bowdoin College and the University of Alabama
  - d. Colby College and the University of Mississippi

46. The 76th Convention, in 1920, was held in Havana, Cuba. What is the significance of the convention?
- The President of Cuba at the time was a Deke
  - It was the first convention held after the Civil War
  - Fidel Castro's father was a Yale Deke
  - all of the above
  - both a and b
47. Members of the Zeta Zeta chapter at Louisiana State University are also members of what society?
- The Freemasons
  - The Knights of Columbus
  - The Illuminati
  - The Friars
48. Where was the first DKE convention in Canada held?
- Toronto
  - Ottawa
  - Montreal
  - Vancouver
49. What is the name of DKE's magazine?
- The Deke Magazine
  - The DKE Times
  - The Deke Quarterly
  - Jolly Good Fellow Illustrated
50. Gerald Ford was a member of Omicron, University of Michigan. What sport did he play there?
- Baseball
  - Soccer
  - Basketball
  - Football
51. Which active chapters have special meeting halls?
- Kenyon
  - Mu
  - Phi
  - Omicron
  - all of the above
  - both a and d

52. Can chapters of DKE have their own crest?
- yes
  - no
53. Finish this Lyric: When I was a freshman, A freshman \_\_\_\_\_ and \_\_\_\_\_.
- festive, green
  - free, clean
  - soft, green
  - none of the above
54. If you went through college living by the words of “Son of a DKE,” what would you “sport” in your junior year?
- a DKE pin
  - a lapel pin
  - a moustache
  - a lavalier
55. According to the song “Any Kind of Man,” what three fraternities can any kind of man make? (circle all that apply)
- Kappa Sigma
  - Psi Upsilon
  - Alpha Delta Phi
  - Delta Kappa Epsilon
  - Sigma Alpha Epsilon
  - Alpha Delta Pi
  - Pi Kappa Psi
  - Zeta Psi
56. Which U.S. President was an honorary member of D.K.E?
- George H.W. Bush
  - George W. Bush
  - Rutherford B. Hayes
  - Theodore Roosevelt
  - Gerald Ford
57. What is the Delta Award presented for?
- For outstanding Chapter improvement
  - For outstanding membership role
  - For an exemplary individual
  - For the Chapter with the highest GPA
58. What is Alan Bean known for?
- Artist

- b. Entertainer
- c. Astronaut
- d. both a and b
- e. both a and c

59. Teddy Roosevelt is a Deke who became president, but he also received which famous award?

- a. Pulitzer Prize
- b. Nobel Prize
- c. Academy Award
- d. Kennedy Center Award

60. In what city is the NFL team named after a DKE brother?

- a. Indianapolis
- b. New York
- c. Baltimore
- d. Cleveland

61. What chapter is Bowdoin College?

- a. Theta
- b. Upsilon
- c. Sigma
- d. Kappa

62. What chapter is Sigma?

- a. Bowdoin College
- b. Amherst College
- c. Princeton University
- d. Vanderbilt University

63. What chapter is UNC-Chapel Hill?

- a. Alpha
- b. Sigma
- c. Beta
- d. Eta

64. Eta is located at which school?

- a. Ole' Miss
- b. University of Virginia
- c. Colgate
- d. Virginia Tech

65. You might think this school was the first chapter of DKE because it is the "Alpha" chapter

- a. Dartmouth College
  - b. Harvard University
  - c. Princeton University
  - d. Bowdoin College
66. Who wrote the poem “Brothers in DKE?”
- a. Stephen Crane
  - b. Edward St. Vincent Millay
  - c. John Clair Minot
  - d. Johnny Tremaine
67. What DKE artifact(s) did an Apollo 12 astronaut bring with him to the moon?
- a. His Deke pin
  - b. His wife’s DKE sweetheart pin
  - c. Two DKE Flags
  - d. His DKE ring
68. In what year did DKE expand to the South?
- a. 1847
  - b. 1850
  - c. 1852
  - d. 1855
69. What US President’s son(s) was a member of DKE?
- a. Rutherford B. Hayes
  - b. John F. Kennedy
  - c. Abraham Lincoln
  - d. Both a and c
70. The DKE flag brought to the North Pole by a DKE explorer resides where?
- a. At the Bowdoin College Archives
  - b. At the Deke Shant
  - c. At the Smithsonian Museum
  - d. At the Naval Base Museum in Greenland
71. In what year did DKE expand to Canada?
- a. 1950
  - b. 1969
  - c. 1900
  - d. 1898
72. DKE was the first college fraternity to expand to Canada.
- a. True

- b. False
73. Joe Paterno was a member of DKE at Brown University.
- a. True
  - b. False
74. The DKE Club of New York is affiliated with:
- a. The Harvard Club
  - b. The New York Yacht Club
  - c. The Yale Club
  - d. The Union League Club
75. Franklin D. Roosevelt (32nd President) joined the local DKE club at Harvard, but DKE does not claim him as a member because:
- a. He later joined another fraternity
  - b. He was already a member of a different fraternity
  - c. He did not pass the pledge examination
  - d. He was a Democrat
76. The following chapters are (were) located in Canada:
- a. Alpha Phi, Phi Alpha
  - b. Phi Delta, Delta Phi
  - c. Tau Beta, Beta Tau
  - d. All of the above
77. Canadian Prime Minister Pierre Trudeau was a member of which DKE chapter?
- a. Alpha Phi - Toronto
  - b. Alpha Tau - Manitoba
  - c. Phi - Yale
  - d. Tau Alpha - McGill
  - e. He is not a member of DKE
78. Mike Babcock, DKE Brother, is the head coach for which NHL team?
- a. Boston Bruins
  - b. Montreal Canadiens
  - c. Vancouver Canucks
  - d. Toronto Maple Leafs
  - e. Detroit Red Wings
79. Of which chapter is Mike Babcock a member?
- a. University of Toronto
  - b. McGill University
  - c. University of British Columbia

d. University of Michigan

80. This company's founder and CEO is a member of DKE:

- a. General Electric
- b. FedEx
- c. Time Warner
- d. American Airlines

### Essay Portion

There are five essay questions below. You will be given 30 minutes to complete this portion of the exam. You must answer three of the five questions. **IMPORTANT:** Please answer numbers 1 and 2, then select one additional question to answer. Write as much or as little as you feel is necessary. Please label your answers.

#### Mandatory Essay Questions

1. DKE has much to offer you, but what do you have to offer DKE?
2. Why do you think DKE, despite its smaller size compared to other fraternities, counts so many successful men throughout history amongst its membership? Does DKE make these leaders or attract them?

#### Select one Additional Essay

1. What does DKE mean to you?
1. Which of the Objects of DKE stands out to you? Why?
1. What do you hope to get out of DKE?

## **ANSWER KEYS**

### **Quiz 1**

Each blank is worth 1 point, except when listing a Deke Brother, which is worth 2 points (one for the Brother's name and one for his Chapter); you may use Greek letters.

### **HERITAGE AND GOVERNANCE**

1. The first Fraternity was ΦBK, founded at William and Mary College in the year 1776.
2. List six characteristics of present day fraternities:
  - a. secrecy
  - b. a ritual
  - c. Greek nomenclature
  - d. a grip
  - e. a motto
  - f. a badge
3. The group of fraternities known as the Union Triad are KA Society, ΔΦ, and ΣΦ.
4. The group of fraternities known as the Miami Triad are ΦΔΘ, ΒΘΠ, and ΣΧ.
5. ΣΧ fraternity was formed in 1855 when 6 Dekes broke away from the K Chapter over the question of who was to be elected class poet.
6. The National Interfraternity Conference was organized in the year 1909.
7. Two past National Interfraternity Conference Presidents who were Dekes were:
  - a. Henry R. Johnson, E who served in 1926 and
  - b. H. Maurice Darling, AΦ who served in 1937.
8. On back, name the first 10 active chapters of DKE.
9. On back, write the Greek alphabet in English and Greek letters.
10. Using Greek letters, list all the fraternities and sororities on campus.

### **DEKES OF PROMINENCE**

1. Name the five Dekes who served as President of the United States.
  - a. Rutherford B. Hayes, ΔX
  - b. Theodore Roosevelt, A
  - c. Gerald Ford, O
  - d. George H. W. Bush, Φ
  - e. George W. Bush, Φ
2. Name four Dekes who served as Vice President of the United States.
  - a. Theodore Roosevelt, A
  - b. Gerald Ford, O
  - c. George H. W. Bush, Φ
  - d. Dan Quayle, ΨΦ
3. Name three Dekes who served as U. S. Supreme Court Justices.

a. John Clarke, BX  
c. Potter Stuart, Φ

b. Harold Burton, Θ

4. Nicholas Longworth, A was a Speaker of the U. S. House of Representatives who used a gavel which was inscribed with the words "To Nicholas Longworth, December 7, 1925, from DKE."

5. Mario Garcia Menocal, ΔX served as President of the Republic of Cuba.

6. George Drew, AΦ was leader of the Canadian Conservative Party.

7. Dean Atchinson, Φ served as Secretary of State under President Truman.

8. Robert Todd Lincoln, A, the only surviving son of President Abraham Lincoln, served as Secretary of War under President Garfield.

### **TRADITIONS AND INSIGNIA**

What is the mascot of Delta Kappa Epsilon? Rampant Lion

Draw the Deke Flag, indicating the color fields.

**KEY**  
**Quiz 2**

Each blank is worth 1 point, except when listing a Deke Brother, which is worth 2 points (one for the Brother's name and one for his Chapter); you may use Greek letters.

**HERITAGE AND GOVERNANCE**

1. Delta Kappa Epsilon was founded on June 22, 1844, in No. 12, Old South Hall, at Yale.

2. On the back name the fifteen founders of Delta Kappa Epsilon (first and last names)

William Atwater	William Jacobs
Edward Bartlett	Edward Kinsley
Frederic Bellinger	Chester Righter
Henry Case	Elisha Shapleigh
George Chester	Thomas Sherwood
John Conyngham	Albert Stetson
Thomas Franklin	Orson Stow
William Horton	

3. A Deke is a gentleman, a scholar, and a jolly good fellow.

4. Write, in transliterated Greek, the open motto of Delta Kappa Epsilon and then translate it.  
Kerothern Philoi' Aei - "Friends from the Heart, Forever"

5. On back briefly tell about the first fraternity lodge.

Because many colleges in the early 1800s banned fraternities, their members were forced to meet in secret. The first lodge used by any Greek-letter fraternity in the U. S. to house such meetings was the log cabin of Deke's Lambda Chapter (Kenyon College). Built around 1854 in a dense wood near the college, it was 45' long with an interior height of 10' and furnished with carpets, tables, chairs, and pictures.

6. The first Deke convention was held in New Haven, CT on December 23, 1846.

7. 1542 Dekes served in the Civil War; Theodore Winthrop, Φ, was the first Deke to die during the Civil War and Philip Spence, Z was the last Confederate commander to surrender.

8. John Clair Minot, Θ, wrote the poem *Brothers in DKE* about a true incident that occurred to U. S. Lt. Edwin S. Rogers, Θ during the Civil War. On back briefly relate the events of the poem and tell of its significance.

9. On back name the first twenty active chapters.

**DEKES OF PROMINENCE**

1. The former governor of Alaska who was a Deke was Tony Knowles, Φ.

2. This Deke was first head of the CIA: Rear Admiral Sidney Soures, K.
3. What Deke was a former NASA director? Thomas L. Payne, Y.
4. R. Sargent Shriver, Φ was the first Director of the Peace Corps and Ambassador to France.
5. Mun Yew Chung, Φ was Chinese Ambassador to Spain, the U. S., Cuba, and the Philippines.
6. Suti Ki Chinda, ΨΦ was first ambassador from a foreign county accredited as a U. S. fraternity man and served as Japanese Ambassador to Germany, the U. S., Russia, and Great Britain.
7. Robert Lehman, Φ served as senior partner for Lehman Brothers.
8. J. P. Morgan, Jr., Φ was a financier, and industrial banker who loaned money to the U. S. government.
9. E. J. Hunt, Y served as past president of the Association of Stock Exchange Firms (New York).
10. Henry Cabot Lodge, A was editor of the *North American Review* and the *International Review*.
11. Kenneth W. Prudy, PΔ was a frequent contributing author to *Playboy*.
12. What Deke lead a family chewing gum business? William Wrigley, Φ.
13. Melvin Dewey, Σ created the Dewey decimal system used by libraries today.
14. This Deke designed the Golden Gate Bridge: Charles A. Ellis, ΓΦ.
15. This Deke was inducted into the National Football Hall of Fame and wrote the “Deke Sweetheart Song”: H. E. Van Surdam, ΓΦ.

### **TRADITIONS AND INSIGNIA**

On back write out the words to the “Phi Marching Song.”

Draw the Deke pledge pin and indicate its color fields.

**KEY**  
**Quiz 3**

Each blank is worth 1 point, except when listing a Deke Brother, which is worth 2 points (one for the Brother's name and one for his Chapter); you may use Greek letters.

**HERITAGE AND GOVERNANCE**

1. The first convention of Delta Kappa Epsilon held in the South was in 1874 at the H Chapter.
2. The first fraternity man to serve as President of the U. S. was Rutherford B. Hayes, ΔΧ.
3. The Delta Kappa Epsilon Council was organized in 1881 by a plan submitted by Henry W. Rolfe, Σ.
4. The first president of the Delta Kappa Epsilon Council was Frank S. Williams, Ο.
5. The first issue of *The Deke Quarterly* was published in 1883.
6. The Deke Club of New York was founded in 1885 with Charlton T. Lewis, Φ as its first president.
7. The official badge of the fraternity was adopted at the 51<sup>st</sup> convention held in 1897 and was modeled after the pin of founder William Jacobs; the only chapter allowed to place the name of its college under the scroll was Yale.
8. On back write the Objects of Delta Kappa Epsilon.
9. On back name the first thirty chapters.

**DEKES OF PROMINENCE**

1. The three Dekes who served consecutively as president of Amherst from 1932 to 1970: Stanley King, Σ, Charles W. Cole, Σ, and Calvin H. Plimpton, Σ.
2. Name two Dekes who headed a national dairy products business: M.C.D. Borden, Φ and Howard S. Borden, Φ.
3. Name two Dekes who headed the Colgate-Palmolive Co.: Sidney M Colgate, Φ and James C. Colgate, Φ.
4. Name the Deke who headed Procter & Gamble Co.: James Gamble, Λ.
5. What Deke headed the Heinz Company? Howard Heinz, Φ.

6. What Deke started a chain of motel/restaurants famous for its orange and blue colors? Howard Johnson, Φ.
7. This Deke was corporate head of M-G-M: Louis F. Polk, Jr., Φ.
8. Name two Dekes who headed a famous meat packing company: Harold Swift, ΔΔ and Edward F. Swift, Φ.
9. What Deke headed Humble Oil (later Exxon-Mobile) Morgan J. Davis, ΩX.
10. What Deke served as president and chairman of the board of directors of AT &T? Henry B. Thayer, Π.
11. This Deke served as president of the Union Pacific Railroad: James H. Evans, I.
12. What Deke was the highest ranking Canadian officer during World War II and later served on the Manitoba Court of Appeals? Price J. Montague, AΦ.

### **TRADITIONS AND INSIGNIA**

On back write the words to "Son of a DKE."

Draw the Deke crest indicating the color fields.

**KEY  
Quiz 4**

Each blank is worth 1 point, except when listing a Deke Brother, which is worth 2 points (one for the Brother's name and one for his Chapter); you may use Greek letters.

**HERITAGE AND GOVERNANCE**

1. The last surviving founder to die was William B. Jacobs in 1905.
2. The most important event for Delta Kappa Epsilon in 1909 was the discovery of the North Pole by Admiral Robert E. Peary, Θ.
3. In 1910 the first General Secretary of Delta Kappa Epsilon was James Anderson Hawes, Φ.
4. In 1972 in response to changing times the governing Council became an advisory body with the governance of the Fraternity assumed by a Board of Directors consisting of 12 members with one undergraduate member elected at Convention. The first undergraduate Director of the Fraternity was Charles H. Lloyd, ΣA later that year.
5. The current organizational structure of Delta Kappa Epsilon consists of three elements which are: the International Fraternity, the Rampant Lion Foundation, and the ΔKE Club of New York.
6. The current Rampant Lion Foundation was established in 1982 and was subsequently merged with the older Deke Foundation which had been established in 1951.
7. The Rampant Lion Foundation currently owns The Shant which houses the ΔKE International Headquarters.
8. Deke Chapters are associated with special meeting halls. The first fraternity lodge was constructed at the Λ Chapter at Kenyon in 1854. Mother Φ built the first college fraternity "tomb" in 1861 followed by the M Temple at Colgate, built in 1877 by hand by its members, and finally The Hall of Omicron also known as "The Shant" which was dedicated in 1879.
9. Doug Lanpher, Γ is the current Executive Director of Delta Kappa Epsilon.
16. Billy Treadway, ΖΖ is the current honorary president of Delta Kappa Epsilon.
11. On back explain the importance of the 69<sup>th</sup> Delta Kappa Epsilon Convention held in 1915.  
  
Known as the "Great Deke Swing Around the Circle" the highlight of the convention was the two week train trip from New York to San Francisco. Over 100 undergrads and alumni traveled over 9,000 miles with stops in Chicago, Kansas City, Denver, Los Angeles, Portland, Seattle, and Minneapolis as well as the Grand Canyon and Glacier National Park. The result was renewed alumni interest in the fraternity.
12. On back name the first forty chapters.

## DEKES OF PROMINENCE

1. This Deke served as a judge on the U. S. Military Tribunal at Nuremberg and later had a law school at LSU named after him: Paul N Hebert, ZZ.
2. William M. Brown, I served as Executive Director of OΔK Honorary Service Fraternity?
3. Name the Texas Deke who was a Rhodes Scholar? E. E. "Pat" Murphy, ΩX.
4. This Deke was the first doctor to successfully operate on the pituitary gland: Dr. Harvey W. Cushing, Φ.
5. What Deke wrote the famous baseball poem *Casey at the Bat*? Ernest Thayer, A.
6. What Deke wrote *The Virginian*? Owen Wister, A.
7. This Deke publisher owned a national newspaper syndicate and served two terms in the U. S. House of Representatives (he was the inspiration for the movie *Citizen Kane*): William Randolph Hearst, A.
8. This Deke publisher owned the Somerset Press: Charles P. Bateman, ΓΦ.
9. Name three Dekes who coached professional football teams and tell what team they coached:  
Frankie Albert, ΣP, San Francisco 49ers, Paul Brown, K, Cincinnati Bengals, and Tom Landry, ΩX, Dallas Cowboys.
10. What Deke owned the Atlanta Braves? William Bartholomay, ΔE.
11. What Deke owned the New York Yankees? George Steinbrenner, E.
12. This Deke coached Penn State for decades: Joe Paterno, Y.
13. What Deke won four Olympic gold medals for swimming? Don Schollander, Φ.
14. This Deke was the former head of the Yerkes Observatory and was known as "The Blind Astronomer": Edwin B. Frost, Φ.
15. This Deke invented the storage battery: Charles F. Brush, O.

## TRADITIONS AND INSIGNIA

On back write the words to "Oh The Red Hot Spot"

Draw the membership badge, indicating color fields.



**KEY**  
**Quiz 5**

Each blank is worth 1 point, except when listing a Deke Brother, which is worth 2 points (one for the Brother's name and one for his Chapter); you may use Greek letters.

**HERITAGE AND GOVERNANCE**

1. During World War I James Anderson Hawes, Φ and General Payton C. March, P established the Deke Club of Paris at the Grand Hotel.
2. The 76<sup>th</sup> Convention in 1920 was held in Havana, Cuba and was the first time an U. S. college fraternity met in convention off continental shores; the convention was hosted by Mario Garcia Menocal, ΔX, President of Cuba.
3. In 1921 Justice John Hessin Clarke, BX of the U. S. Supreme Court was named as the first honorary president of Delta Kappa Epsilon.
4. The first Convention to be held in Canada was in 1923 in Montreal.
5. The Golden Jubilee Issue of the *Deke Quarterly* was published in 1932.
6. Alfred Newton Mitchell, AΦ was the first honorary president of Delta Kappa Epsilon from Canada.
7. A special event in the fraternity's history occurred on December 28, 1947 following the postponed Centennial Celebration of the Fraternity. A Memorial Service was held in Dwight Chapel on the Yale campus to honor Dekes who served in World War II. The service was led by Dr. Earl B. Marlatt, ΨΦ, noted hymnologist and professor at the SMU Perkins School of Theology, who read "Lest We Forget", a poem he composed especially for the occasion. Tributes in honor of the more than 300 Dekes who died in the war were given by Lt. Gen. Price J. Montague, AΦ, Deke's highest ranking officer during the war who later served as Justice of the Manitoba Court of Appeals, and Brig. Gen. Kenneth C. Royall, B, who was at the time U. S. Secretary of the Army.
8. The last winner of the Lion Trophy was Rho -Lafayette.
9. The Deke Club of New York's address is 50 Vanderbilt Avenue, NY and it is inside the Yale Club.
8. On back name the first fifty chapters.

**DEKES OF PROMINENCE**

1. What Deke is known as the "Father of Sociology"? Albion W. Small, Ξ.

2. What Deke served as president of International Harvester Co.? Herbert F. Perkins, Φ.
3. Name two Dekes who headed Bloomingdale Properties: Alfred S. Bloomingdale, Y and Lyman G. Bloomingdale, Y.
4. Brother Dick Clark, ΦΓ hosted "American Bandstand" and was a major music producer.
5. This Deke actor was noted for his movie roles as a supporting actor: Lloyd Nolan, ΣP.
6. This Deke comedian had his own television show in the 1960s and acted as a mentor to Robin Williams: Jonathan Williams, Λ.
7. This Deke composer was known for his show tunes: Cole Porter, Φ.
8. This Deke ran an insurance business by day, developed policies that became the basis for current day estate planning, and by night composed world acclaimed symphonies for which he was awarded a Pulitzer Prize in music: Charles Ives, Φ.

### **TRADITIONS AND INSIGNIA**

Describe the Deke alumni recognition Pin.

Explain the Deke Lion Trophy Award.

The Deke Lion Trophy is one of two undergraduate awards given by the Fraternity. The trophy is a silver Tiffany cup originally presented in 1894 to William Boyd Jennings, the last surviving founder of the Fraternity. Upon his death in 1905 it was returned to the Fraternity by his daughter. The Lion Trophy is the highest honor a Deke Chapter can receive and is symbolically given to the Chapter judged to be the best in overall performance in the four areas of Chapter Improvement, Alumni Relations, Scholarship, and Community Service.

What is the Deke Leadership Award?

The Deke Leadership Award is presented annually to the undergraduate judged to be the best all-around Deke in the previous academic year on the basis of character, scholarship, contribution to his school, contribution to Deke.

List the five Alumni Awards and briefly describe them:

a. William M. Henderson Alumni Award

Deke's top alumni award presented solely for exceptional service to an individual Chapter, not necessarily the recipient's own.

b. Honorary President

Awarded at each Convention to an alumnus who has exhibited long-standing devotion to the Fraternity and its ideals.

c. Outstanding Alumni Association

Occasionally awarded to a Deke Chapter alumni association acknowledging excellence in alumni participation in alumni and Chapter affairs.

d. Henry H. Michaels, Jr. Alumni Service Award

Named in honor of Mike Michaels, P, and presented to an individual who has performed outstanding service to Deke International.

e. President's Award

Named in honor of Dekes who have served as U.S. President, this award is presented from time to time in recognition of the personal achievements of an alumnus outside the sphere of Fraternity activities.

# Delta Kappa Epsilon International Exam Answer Key

Below are 80 multiple choice questions. You will have a total time of 60 minutes to complete this portion of the exam. You must get 80% to pass. Cheating of any type will cause for failure on the exam. Good luck.

1. DKE was founded on what date?
  - a. June 6, 1844
  - b. July 4, 1776
  - c. June 22, 1844**
  - d. none of the above
  
2. How many founders were there for the first chapter?
  - a. 15**
  - b. 16
  - c. 6
  - d. 10
  
3. Where was DKE founded?
  - a. Yale**
  - b. Harvard
  - c. Alabama
  - d. Colby College
  
4. What is the greek letter designation for the first chapter of DKE?
  - a. Alpha
  - b. Kappa
  - c. Phi**
  - d. Beta
  
5. What fraternities caused DKE to be founded?
  - a. Alpha Delta Phi and Psi Upsilon**
  - b. Sigma Alpha Epsilon and Pi Kappa Phi
  - c. Alpha Delta Pi and Delta Upsilon
  - d. none of the above
  
6. Where is the DKE International Headquarters?
  - a. New Haven, CT

- b. Ann Arbor, MI**
- c. Cambridge, MA
- d. New York, NY

7. What is the open motto of DKE?
- a. Friends are Friends Forever**
  - b. Friends from the Heart Forever
  - c. True Hearts means True Friends
  - d. Love, Honor, Truth
8. What are DKE's official colors?
- a. Azure, Or, and Gules**
  - b. Azure, Or, and Emerald
  - c. Garnet, Gules, and Or
  - d. Gold, Or, and Gules
9. The founders of DKE looked for men who were balanced in which way?
- a. Nice, Smart, Fun
  - b. Honorable, Quiet, Patient
  - c. Gentleman, Scholar, Jolly-good Fellow**
  - d. Prudent, Silent, Honorable
10. In which building was DKE founded?
- a. Number 12 Old South Hall**
  - b. The DKE House
  - c. Skull and Bones Society
  - d. Number 10 Old North Hall
11. Which US Presidents belonged to the Phi Chapter?
- a. George HW Bush
  - b. Teddy Roosevelt
  - c. George W Bush
  - d. Both a and c**
  - e. Both a and b
12. Which US Presidents are also members of DKE? (circle all that apply, all or nothing credit)
- a. George HW Bush**
  - b. George W Bush**
  - c. Teddy Roosevelt**
  - d. Jimmy Carter
  - e. Rutherford B. Hayes
  - f. Ronald Reagan
  - g. Dan Quayle
  - h. Gerald Ford**
13. Who was the DKE Brother who went to the moon?
- a. Robert Peary
  - b. Neil Armstrong
  - c. Buzz Aldrin

**d. Alan Bean**

14. Who was the DKE Brother who was the first to the North Pole?  
**a. Robert Peary**  
b. Neil Armstrong  
c. Buzz Aldrin  
d. Alan Bean
15. Who was the first Union Officer (also brother of DKE) killed in the US Civil War?  
**a. Theodore Winthrop**  
b. Orson William Stow  
c. Dr. Elisha Bacon Shapleigh  
d. Surgeon John B. Gibbs
16. Where is the Iota chapter of DKE?  
a. Iowa State University  
b. Kenyon College  
c. Hamilton College  
**d. Centre College**
17. What was DKE's reputation on Yale's campus in the early days?  
**a. The Southerner's fraternity**  
b. The Midwesterner's fraternity  
c. The New York fraternity  
d. The Rebel fraternity
18. Where was DKE's first chapter in the south?  
a. University of Alabama  
**b. Vanderbilt University**  
c. Miami University  
d. Centre College
19. Where was DKE's first West Coast chapter?  
a. University of California, Los Angeles  
b. Stanford University  
c. University of Washington  
**d. University of California, Berkeley**
20. Where is the second chapter of DKE located?  
a. Beta, UNC, Chapel Hill  
b. Alpha, Harvard University  
c. Xi, Coly College  
**d. Theta, Bowdoin College**
21. Where is the first Canadian chapter of DKE located?  
a. McGill University  
**b. University of Toronto**  
c. University of British Columbia  
d. DKE doesn't have any chapter in Canada

22. Circle all of the Vice Presidents who are members of DKE (all or nothing)
- a. Gerald R. Ford**
  - b. Al Gore
  - c. Dick Cheney
  - d. Teddy Roosevelt**
  - e. George W. Bush
  - f. George HW Bush**
  - g. Dan Quayle**
23. Who was George HW Bush's Vice President?
- a. Ronald Reagan
  - b. George W. Bush
  - c. Bill Clinton
  - d. Dan Quayle**
24. Where is the Kappa Chapter of DKE?
- a. University of Miami
  - b. University of Michigan
  - c. Miami University**
  - d. Kenyon College
25. What is the award for the best chapter of DKE?
- a. The Lion Trophy**
  - b. The DKE Founder's Cup
  - c. The Lion's Cup
  - d. The Best Chapter Award Trophy
26. What chapter did brother Dick Clark join as an undergraduate?
- a. Yale University
  - b. University of Rochester
  - c. Syracuse University**
  - d. Cornell University
27. How many DKE brothers have been justices of the United States Supreme Court?
- a. 2
  - b. 3**
  - c. 7
  - d. none
28. What chapter is Rutherford B. Hayes a member of?
- a. Yale University
  - b. Harvard University
  - c. Cornell University**
  - d. Kenyon College
29. What chapter is the University of Michigan?
- a. Omega
  - b. Omicron**

- c. Rho
  - d. Pi
30. Where is the DKE Shant?
- a. New York, NY
  - b. Colgate, NY
  - c. New Haven, CT
  - d. Ann Arbor, MI**
31. Where is the DKE Club?
- a. Boston, MA
  - b. Chicago, IL
  - c. New York, NY**
  - d. Philadelphia, PA
32. What are the signs of a good chapter? (circle all that apply, all or nothing)
- a. Membership**
  - b. Fraternity
  - c. International Relations**
  - d. Social
  - e. Local Relations**
  - f. Politeness
  - g. Scholarship**
  - h. Cleanliness
  - i. Chapter Operations**
  - j. Loyal
  - k. Alumni Relations**
  - l. Thriftiness
  - m. Chapter attitude**
33. What is the first Greek fraternity?
- a. Delta Kappa Epsilon
  - b. Phi Beta Kappa**
  - c. Pi Kappa Alpha
  - d. Kappa Alpha Order
34. What fraternity broke away from DKE at Miami University?
- a. Beta Theta Pi
  - b. Phi Delta Theta
  - c. Phi Kappa Tau
  - d. Sigma Chi**
35. What is considered the first sorority, or fraternity for women?
- a. IC Sorosis
  - b. Pi Beta Phi
  - c. Pi Phi Beta
  - d. Both a and b**
36. What is the NIC?

- a. The North American Interfraternity Conference**  
b. The National International Conference  
c. The National Intramural Conference  
d. The North American Interfraternity Council
37. What is the NPC?  
a. The New York Pen Hollow Club  
**b. The National Pan Hellenic Conference**  
c. The National Pan Holland Council  
d. The North American Pan Hellenic Council
38. Why was the Lion Trophy made?  
a. To reward the best chapter of DKE  
**b. To celebrate DKE's 50th birthday**  
c. Because the CEO of Tiffany's at the time was a DKE  
d. To celebrate William Boyd Jacobs' birthday
39. What is DKE's educational charity?  
a. The DKE Educational Fund  
b. Movember  
**c. The Rampant Lion Foundation**  
d. ROAR
40. Who is the executive director of DKE?  
a. Sarah Christensen  
b. Stan McMillan  
**c. Doug Lanpher**  
d. Sam Heffner
41. What is the Nick Napolitano Award for?  
a. Best chapter treasurer  
**b. Best chapter president**  
c. Outstanding chapter member  
d. Most improved chapter
42. Zeta is the third chapter of DKE; where is it located?  
**a. Princeton University**  
b. Vanderbilt University  
c. University of Alabama  
d. University of South Carolina
43. In what state did DKE's "western" expansion first take place?  
a. Michigan  
b. California  
c. Maine  
**d. Ohio**
44. Where is the first fraternity lodge in America?  
a. Colgate University

- b. University of Michigan
- c. Yale University
- d. Kenyon College**

45. What two chapters were the soldiers in the "Brothers in DKE" poem from?

- a. Miami University and Vanderbilt University
- b. Yale University and the University of Alabama
- c. Bowdoin College and the University of Alabama**
- d. Colby College and the University of Mississippi

46. The 76th Convention, in 1920, was held in Havana, Cuba. What is the significance of the convention?

- a. The President of Cuba at the time was a DKE**
- b. It was the first fraternity convention outside of the United States
- c. Fidel Castro's dad was a Deke
- d. all of the above
- e. both a and b

47. Members of the Zeta Zeta chapter at Louisiana State University are also members of what society?

- a. The Freemasons
- b. The Knights of Columbus
- c. The Illuminati
- d. The Friars**

48. Where was the first DKE convention in Canada held?

- a. Toronto**
- b. Ottawa
- c. Montreal
- d. Vancouver

49. What is the name of DKE's magazine?

- a. The Deke Magazine
- b. The DKE Times
- c. The Deke Quarterly**
- d. The Deke Occasional

50. Gerald Ford was a member of Omicron, University of Michigan; what sport did he play there?

- a. Baseball
- b. Soccer
- c. Basketball
- d. Football**

51. Which chapters have, or have had special meeting halls?

- a. Kenyon
- b. Mu
- c. Phi
- d. Omicron

**e. all of the above**

f. both a and d

52. Can chapters of DKE have their own crest?

**a. yes**

b. no

53. When I was a freshman, A freshman \_\_\_\_\_ and \_\_\_\_\_.

a. festive, green

b. free, clean

**c. soft, green**

d. none of the above

54. If you went through college living by the words of "Son of a DKE," what would you "sport" in your junior year?

a. a DKE pin

b. a lapel pin

**c. a moustache**

d. a lavalier

55. According to the song "Any Kind of Man," what three fraternities can any kind of man make? (circle all that apply)

a. Kappa Sigma

**b. Psi Upsilon**

**c. Alpha Delta Phi**

d. Delta Kappa Epsilon

e. Sigma Alpha Epsilon

d. Alpha Delta Pi

f. Pi Kappa Psi

**g. Zeta Psi**

56. Are we strong?

**a. yes**

b. no

57. If we are strong, what should the lion do?

a. pounce

**b. roar**

c. go rampant

d. we are not strong

58. What is Alan Bean known for?

a. Art

b. Entertainment

c. Astronaut

d. both a and b

**e. both a and c**

59. Teddy Roosevelt is a Deke who became president, but he also received which famous award?
- a. Pulitzer Prize
  - b. Nobel Prize**
  - c. Academy Award
  - d. Kennedy Center Award
60. In what city is the NFL team name named after a DKE brother from Kappa, Miami University?
- a. Indianapolis
  - b. New York
  - c. Baltimore
  - d. Cleveland**
61. What chapter is Bowdoin College?
- a. Theta**
  - b. Upsilon
  - c. Sigma
  - d. Kappa
62. What chapter is Sigma?
- a. Bowdoin College
  - b. Amherst College**
  - c. Princeton University
  - d. Vanderbilt University
63. What chapter is UNC- Chapel Hill
- a. Alpha
  - b. Sigma
  - c. Beta**
  - d. Eta
64. Eta is located at which school?
- a. UNC - Chapel Hill
  - b. University of Virginia**
  - c. Amherst College
  - d. Virginia Tech
65. You might think this school was the first chapter of DKE because it is the “Alpha” chapter
- a. Yale University
  - b. Harvard University**
  - c. Princeton University
  - d. Bowdoin College
66. Who wrote the poem “Brothers in DKE?”
- a. Stephen Crane
  - b. Edward St. Vincent Millay
  - c. John Clair Minot**

- d. Johnny Tremaine
67. What DKE artifact did an Apollo 12 astronaut bring with him to the moon?  
a. His Deke pin  
b. His wife's DKE sweetheart pin  
**c. A DKE flag**  
d. His DKE ring
68. In what year did DKE expand to the South?  
**a. 1847**  
b. 1850  
c. 1852  
d. 1855
69. What US President's son was a member of DKE?  
a. Rutherford B. Hayes  
b. Abraham Lincoln  
c. George Washington  
**d. Both a and b**
70. The DKE flag brought to the North Pole by a DKE explorer resides in the Smithsonian Institute in Washington, DC  
**a. True**  
b. False
71. In what year did DKE expand to Canada?  
a. 1950  
b. 1969  
c. 1900  
**d. 1898**
72. DKE was the first college fraternity to expand to Canada.  
**a. True**  
b. False
73. Joe Paterno was a member of DKE at Brown University.  
**a. True**  
b. False
74. The DKE Club of New York is affiliated with:  
a. The Harvard Club  
b. The New York Yacht Club  
**c. The Yale Club**  
d. The Union League Club
75. FDR joined the local DKE club at Harvard, but DKE does not claim him as a member because:  
a. He later renounced his membership  
**b. He was already a member of a different fraternity**

- c. He did not pass the pledge examination
- d. He was a democrat

76. The following chapters are (were) located in Canada:

- a. Alpha Phi, Phi Alpha
- b. Phi Delta, Delta Phi
- c. Tau Beta, Beta Tau
- d. All of the above**

77. Canadian Prime Minister Pierre Trudeau was a member of which DKE chapter?

- a. Toronto
- b. Manitoba
- c. Yale
- d. McGill

**e. He is not a member of DKE**

78. Mike Babcock, DKE brother, is the head coach for which NHL team?

- a. Boston Bruins
- b. Montreal Canadiens
- c. Vancouver Canucks
- d. Toronto Maple Leafs**
- e. Detroit Red Wings

79. Of which chapter is Mike Babcock a member?

- a. University of Toronto
- b. McGill University**
- c. University of British Columbia
- d. University of Michigan

80. This company's founder and CEO is a member of DKE:

- a. General Electric
- b. FedEx**
- c. Time Warner
- d. American Airlines

### **Essay Portion**

There are five essay questions below. You will be given 30 minutes to complete this portion of the exam. You must answer three of the five questions. **IMPORTANT:** Please answer numbers 1 and 2, then select one additional question to answer. Write as much or as little as you feel is necessary. Please label your answers.

#### Mandatory Essay Questions

3. DKE has much to offer you, but what do you have to offer DKE?

4. Why do you think DKE, despite its smaller size compared to other fraternities, counts so many successful men throughout history amongst its membership? Does DKE make these leaders or attract them?

Select one Additional Essay

2. What does DKE mean to you?
3. Which of the Objects of DKE stands out to you? Why?
4. What do you hope to get out of DKE?