SCHOLARSHIP COMMITTEE REPORT
Richard Pelletier
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St. Louis, Missouri

Below is an update on the new and existing goals that I or my committee have for the 2016-2018 biennium. I have reformatted this report compared to my prior report to make goals and comments more streamlined. There are 5 major categories: Miscellaneous Goals, Headquarters Operations, Marketing and Communications, Chapter Outreach, and Foundation Support. I'm hoping this makes it easier to read my report and keep track of what we are doing. Any grayed out text is left in from prior reports so that it is retained in the record and for my future 2018 GAC report. Again, I apologize in advance for the length of the report.

1. **Miscellaneous Goals**
   The following goals do not fall into a specific category.

   1. Faculty Advisor
      Supporting Documentation: **Appendix I** Chapter Scholarship Manual March 2017.docx, Chapter Advisory Committee Manual.pdf, The Handbook for Campus Safety and Security Reporting 2016 Edition.pdf, Campus Safety Initiatives Primer.pdf, Fraternal Law Sept 14.pdf
      a. We are trying to accomplish a few goals in relation to the role of the Faculty Advisor:
         - Expand the purpose and responsibilities of the role
         - Provide better supporting documentation and policies from HQs
           - Develop materials that discuss our standing regarding the Clery Act
         - Develop methods to recruit, educate, retain and recognize Faculty Advisors
      b. I am working with Ron Ransom and Jared Bills to review the Advisory Committee documentation that we provide to improve the Faculty Advisor section. My hope is to use this document to detail the responsibilities of the role as well as what chapters can do to recruit, educate, retain and recognize the Faculty Advisor. I am also going to edit the document to recommend that in the absence of an actual faculty member serving as the Faculty Advisor, the chapter should elect an alumnus Phi Kappa Psi brother to serve as a volunteer in the role for the purposes of supporting the scholarship responsibilities of the role. I also plan to include this information into the Scholarship Manual.
      c. I am also working with Lise Anne Slaton (wife of a brother and a Faculty Advisor herself) to develop this material. I would like to obtain a list of other current chapter Faculty Advisors so that I can reach out to them to assist with this material development as well.
      d. It is my understanding from talking to SWGP Boyle that the Clery Act is oftentimes a big hurdle for chapters to get a faculty member from their University to serve as the Faculty Advisor, so we are also trying to find ways to handle this. I am working with a chapter brother of mine (Jeff Pratz, Rowan '00) who is a lawyer to develop an initial document regarding our standing on the Clery Act, to be edited and approved by the Attorney General once we submit it. Once approved, we will provide this documentation to Faculty Advisors and chapters seeking a Faculty Advisor so that the

potential advisor will fully understand the Fraternity's stance on the Clery Act and may be more willing to volunteer.

2. Setting a minimum GPA requirement for all members and penalties for not reaching the minimum
   Supporting Documentation: Chapter GPA Performance (2015 and 2016)_Rick Analysis.xlsx, EC Scholarship Edict.pdf **Appendix J**

   a. The Fraternity has lofty goals of having our chapters be in the top 25% academically on each campus. While this is a great goal, there are no bylaws in place that hold our chapters accountable academically nor do we provide enough support to help chapters reach this goal. I discuss the more supportive measures that we are taking in other goal items, but this goal is specifically to discuss current GPA statistics, bylaws, the 1989 EC Edict, and penalties for not maintaining a minimum GPA.
   b. Some statistics to consider (based on current GPA analysis for all chapters from 2015 and 2016):
      - 51% of chapters have a current GPA that is above the All Men's average on their campus (1% are the same, 40% are below, and 8% I can't say from the data collected)
        - 40 chapters are within a 0.1 difference from the All Men's average on their campus, with 5 within a 0.01 difference and 1 within a 0.001 difference (this considers all chapters, not just those below the average)
      - 46% of chapters have a current GPA that is above the All Fraternity's average on their campus (2% are the same, 46% are below, and 6% I can't say from the data collected)
        - 54 chapters are within a 0.1 difference from the All Fraternity's average on their campus, with 9 within a 0.01 difference and 3 within a 0.001 difference (this considers all chapters, not just those below the average)
      - 92% of chapters have a current GPA over a 2.5 on a 4.0 scale (2% are below and 6% I can't say from the data collected)
        - 8 chapters are within a 0.1 difference from a 2.5 average, with 1 within a 0.01 difference (this considers all chapters, not just those below the average)
   c. There are bylaws in place that require chapters set a minimum GPA and enforcement procedures, but no specific minimum GPA is stated. There is also an edict from the 1989 Executive Council that states:
      - "Be it resolved that all Chapters of the Phi Kappa Psi Fraternity be required to maintain an average in excess of the all men's average at their institution of learning, or in excess of a 2.5 (on a 4.0 base), whichever is higher… (*more info not related to this*)…That such Chapters that fail to meet these standards, shall, at the Grand Arch Council assembled, be required to show just cause why they should not be reprimanded, placed on academic probation, or placed under an academic or general Supervisory Committee"
   d. The statistics above show that nearly all chapters (92-98%) are above a 2.5 average (on a 4.0 scale) currently, and that most chapters (51-59%) are above the All Men's

average. In regards to the 1989 EC Edict, that would mean that 41-49% of chapters are not meeting the requiremets (there are 0 All Men's averages below a 2.5).

e. While the GPA requirement is specific and in agreement with what the Scholarship Committee would like to see, we feel that the penalties are a little vague and would like it to be more specific. We plan to propose an amendment to the bylaws that would remove voting eligibility at GAC if the GPA minimum isn't met. The wording of that proposed amendment is as such:
   - "Only those chapters that are above the All Men's GPA average at their host institution each biennium between the Grand Arch Council shall be considered in good standing and eligible to vote in the proceedings of the Grand Arch Council. Appeals to this rule can be disputed with and approved by the Scholarship Committee at the Grand Arch Council."

f. This may not be the final wording of the amendment proposal, but we intend to propose this or something similar at the 2018 GAC. An alternative to the All Men's GPA would be the All Fraternity's GPA, which somehow appears to be higher than the All Men's on average.

g. With the Edict already in place however, we can also implement some other policies at the approval of the Executive Council to correlate with the Edict until the amendment is passed (if it is passed) and afterwards, if still necessary. We propose the following policies for consideration:
   - Automatic failure of the Scholarship section of the Accreditation procedure
   - Ineligibility for chapter-wide awards (not individual awards) at GAC or WWLS

3. National scholarship committee
   a. I have a scholarship committee made up of volunteers (Phi Psi and non-Phi Psi) willing to help with scholarship endeavors. The committee doesn't meet in a traditional sense and instead discusses topics through a Facebook group (https://www.facebook.com/groups/289496937819283/). We are always looking for more active volunteers. Unfortunately, many in the committee are not as active as I would hope, but being a volunteer group, I can not force anyone to be more involved than they want to be.

4. Decide on whether to change the term "Scholarship" to be something else
   a. Both the 2014 and 2016 GAC scholarship committees agreed that the term "scholarship" was sometimes confusing and did not clearly state what the role of the Director or the committee was about. We are discussing this topic as a committee and will decide the best course of action. If we decide to change the terminology, we may need to edit the CBRs, publications and other items that make reference to the correct terminology.

2. Headquarters Operations

The following goals relate specifically towards non-marketing/communications HQs operations. I am working with Ron Ransom to complete many of these goals.

1. Evaluation of chapter GPAs

Supporting Documentation: Chapter GPA Performance (2015 and 2016)_Rick Analysis.xlsx

a. HQs is currently using the most current semester GPA that they have information for to evaluate chapters for chapter rankings and when consultants speak to the chapter about academics. HQs has looked at the previous 4 semesters for the Accreditation process in the past. In my Fall 2016 Scholarship Report, I recommended that HQs use an average value from the past few semesters when performing evaluations. This recommendation was decided upon by the Scholarship Committee in my last term as the Director of Scholarship from 2012-2014. I have reconsidered my opinion on this. After analyzing the GPAs from the 2015 and 2016 semesters, I have found that using an average GPA only benefitted 32-38% of chapters, almost all of whom have current semester GPAs that are worse than prior semesters, while 57-63% of chapters were penalized with a lower average than their current GPA. I am recommending that HQs continue to use just the most current GPA, or if they are willing, compare the average GPA to the most current GPA, and use whichever is higher.

2. Upkeep of Chapter Scholarship Manual.docx

   Supporting Documentation: Chapter Scholarship Manual_March 2017.docx, ChapterScholarshipFund_Packet.pdf

   a. The Chapter Scholarship Manual is a document that is meant to serve as a guide for chapter scholarship chairs, presidents, and chapter advisors. The document covers all aspects of "scholarship", including the definition of the term and how it applies to the chapter, a description of all scholarship awards given out by the Phi Kappa Psi Foundation, statistical information about the Foundation, guidelines for how to set a minimum GPA within the chapter, procedures for how to create enforcement procedures, guidelines on how to handle brothers with a low GPA, and many pages worth of information on how to improve GPAs that scholarship chairs and chapters can utilize.
   b. A new subtopic related to the Faculty Advisor was added to the "Ideas to Improve Scholarship" section of the manual. This subtopic needs to be more fully fleshed out still.
   c. Another addition that needs more detail is a section in the Rehabilitation portion of the Academic Probation area where we provide suggestions on how to connect with a struggling brother and show them that the chapter is there for them.
   d. The Foundation awards and statistics section of the Scholarship Manual has been updated by Cara Augspurger (Scholarship and Fellowship Coordinator for the Foundation) as of November 2016. There are some parts of the manual highlighted in yellow that need to be updated by HQs. There are also some parts of the manual highlighted in red that will be updated by myself and my committee.
   e. A new subsection titled "Characteristics of Chapters with High GPAs" was added to the "Ideas to Improve Scholarship" section of the manual. A majority of these ideas were contributed thanks to former SWGP Scott Noble (thank you Scott for your insight!).
   f. We would like to merge the Chapter Scholarship Fund Guidebook from the Foundation with the Chapter Scholarship Manual to create one document with all of the information. Ideally, the CSF Guidebook information would be incorporated into the Scholarship Manual as another chapter within the manual.

g. Ron is working with HQs staff to format the document to something that matches the Fraternity's standards.

3. Develop a chapter scholarship chair transition program
   Supporting Documentation: 2017 Regional Officer Training Grant Final.pdf
   a. I am working with Ron to see if there is any existing transition/training documentation available at HQs. Depending on what's already developed, I will edit/confirm that material or development new material.
   b. This may fall under the plans for the Regional Office Training program that HQs is developing.
   c. Incorporate this material into the Chapter Scholarship Manual when complete.

4. Review Accreditation materials and processes related to Scholarship
   Supporting Documentation: Phi Kappa Psi Accreditation Submission by Date.pdf, Phi Kappa Psi Accreditation Submission by Position.pdf
   a. Ron has provided me with documentation regarding the current accreditation processes. I plan to review this material and provide recommendations on how to improve anything related to Scholarship to align more with our goals.

5. Reporting of chapter GPAs
   Time of Completion: October 2016
   a. HQs has moved to a model where they obtain the GPAs directly from the university each semester or quarter. If unsuccessful in getting a report, a chapter services consultant will follow up with the university or chapter during their visit to get the report. There are some caveats to this however. Some universities will not share the GPA information with HQs or students at all and others do not even collect this information. HQs has a record of all chapters in these situations and works directly with the chapter to make a best estimation of the chapter's GPA. Also moving forward, the Accreditation process will allow Greek Advisors to submit the report online.

6. Creation of a full-time staff member at HQs solely dedicated to scholarship
   Time of Completion: August 2016
   a. As of August 17th, 2016, HQ staff member Adam Dunworth has been tasked to handle anything and everything related to scholarship from the HQ side. I am also working with Ron Ransom. Adam has informed me that there is currently no plan to hire someone full time for this responsibility. Given the financial situation of the Fraternity right now, I expect that Adam and Ron will be the best support for me that we will have for the foreseeable future. I still recommend however that the Fraternity consider hiring someone dedicated to scholarship if and when funding is more readily available.

3. Marketing and Communications

The following goals relate specifically to marketing and communications that support scholarship efforts. I am working with Ron Ransom to identify the best way to achieve each goal.

1. Scholarship webinars / break-out sessions on a regular basis
    a. I am working with Ron to determine the feasibility of setting up regular webinars / break-out sessions to answer questions and help chapters regarding scholarship topics. The idea would be to do something similar to the monthly webinars / brother Guidi's "Hit the Mark" / former SWGP Noble's monthly calls where anyone could join in and ask me questions and I can try to help them. I think this would be a productive way to support the chapters and could open dialogues between those attending to brainstorm and work out issues. I would like to see this at least twice a year, but am open to other scheduling.
    b. An alternative to this idea was proposed by Adam Dunworth. He suggested that we set up a Facebook page where I can do these Q&As. I am open to this as well, but would prefer conference calls/webinars.
    c. Another alternative approach would be for HQs to open a new email account for the Director of Scholarship that members can send emails to asking questions and whoever the current Director of Scholarship is can answer. This would also retain all of the email communications for future Directors of Scholarship to reference.

2. Promotion of the Princeton Review partnership discount code "PhiKappaPsi10"
    a. I set up a partnership with the Princeton Review during my 2012-2014 term to give a 10% discount on all Princeton Review services when using the code "PhiKappaPsi10". To my knowledge, this has not been made widely known. I am working with Ron to work on this.

3. Encouraging a culture of academic achievement and scholarly endeavors
    Supporting Documentation: Chapter Scholarship Manual_March 2017.docx
    a. A lot of emphasis gets put on chapters improving their GPA numbers. We would like to see chapters focus more on improving the culture and mind-set of the chapter to one focused on academics and scholarly endeavors instead of just improving GPAs. As such, we are recommending more programming regarding scholarship at national Phi Kappa Psi conferences and more marketing efforts being made to emphasize the importance of scholarship. Additionally, the scholarship committee is working to add more ideas to the Scholarship Manual regarding how to improve academic culture within the chapter environment that chapters can implement themselves.

4. Chapter Outreach

The following goals relate specifically toward items where outreach to chapters is a requirement. In discussing many of these items with Ron Ransom and SWGP Boyle, we have agreed that HQs will perform the initial outreach to all chapters and when necessary, individual chapters will be directed to work with the Director of Scholarship.

1. Bylaws
    Supporting Documentation: 2014-07 Official GAC Bylaw Amendment Proposal.pdf
    a. Amendment 2014-07 from the 2014 GAC requires that all chapters set a minimum GPA requirement for members to be in good standing, have enforcement procedures/policies to ensure the minimum is maintained and what to do when it isn't.

We need to collect all chapter bylaws and look to see that these requirements are met. HQs doesn't currently collect bylaws from chapters to verify this. Ron is working to collect bylaws and verify this information. If chapters are missing this information, they will work with me to develop something.

2. Scholarship Programs
   a. A common request from chapters is to be able to see the scholarship programs of other more successful chapters to see if they can learn how to better their program. As such, we are looking to create a repository at HQs that is made up of the best programs from our best chapters. The plan is to reach out to the 25 chapters with the highest GPA and ask for their scholarship program. Ron is working to get these programs from chapter bylaws or by asking the chapters themselves. Once obtained, we will evaluate each program and post the ones that work best to the Phi Psi Portal for chapters to reference.

3. Proactive support of declining chapters and chapters with lower GPAs
   Supporting Documentation: Chapter GPA Performance (2015 and 2016)_Rick Analysis.xlsx
   a. There are currently 41 chapters who do not exceed the All-Men's GPA average on their campus, 15 chapters below a 2.75 GPA, and 39 chapters with GPAs that are declining when comparing their current GPA to the previous semester's GPA. Many chapters fall into 2 of those categories and some into all 3. There are also 6 chapters who we don't have GPA information for at all and 2 more chapters who we don't know the school's All-Men's average. I have been informed that new accreditation process procedures are going to make it easier to recognize struggling chapters so that we can provide more proactive support, but this isn't enough. We need to reach out to these chapters now and find out how we can best support them. When Ron reaches out to chapters for their bylaws and scholarship programs, I would also like him to ask how we can help them now (i.e. is there anything that they want/need). Based on that feedback, we will work with each chapter individually.

      - Below the All-Men's GPA: AL Alpha, AL Beta, CA Delta, CA Epsilon, CA Eta, CA Iota, CA Kappa, CO Alpha, FL Alpha, IL Epsilon, IL Iota, IL Theta, IN Alpha, IN Delta, IN Gamma, Kent State University Colony, MD Alpha, MD Gamma, MN Beta, MN Gamma, NE Alpha, NE Beta, NJ Beta, NY Iota, NC Beta, OH Delta, OH Epsilon, OH Iota, OH Theta, OK Alpha, OR Beta, PA Lambda, PA Nu, PA Rho, PA Sigma, TN Epsilon, TX Alpha, TX Beta, TX Gamma, TX Zeta, WI Gamma
      - Below a 2.75 GPA: AL Beta, CA Iota, CO Alpha, IL Epsilon, IL Iota, IL Theta, MS Alpha, NC Beta, OR Beta, PA Nu, PA Rho, TN Epsilon, TX Beta, TX Gamma, TX Zeta
      - Declining GPAs: CA Epsilon, CA Iota, GA Alpha, GA Beta, IL Epsilon, IL Iota, IN Alpha, IN Delta, Kent State University Colony, MD Gamma, MI Alpha, MN Beta, MN Gamma, NE Alpha, NJ Beta, NJ Epsilon, NY Alpha, NY Beta, NY Iota, NY Kappa, OH Beta, OH Delta, OH Epsilon, OH Eta, OH Omicron, OR Beta, PA Beta, PA Eta, PA Iota, PA Nu, PA Rho, PA Sigma, PA Xi, TN Epsilon, TX Alpha, TX Beta, TX Epsilon, TX Gamma, TX Zeta

- Chapters without GPA information: CA Beta, CA Xi, CSUN Colony, MA Beta, OH Lambda, RI Beta
- Chapters without All-Men's average information: LA Beta and NY Alpha

4. Encouraging chapters to apply for Foundation awards

   Supporting Documentation: **Appendix K** Data_National Scholarships_Applicants_updated.xlsx

   a. There are many chapters that do not apply for scholarships from the Foundation or apply infrequently. Cara compiled a list of all total applicants for all chapters for the past 5 years to give us an idea of which chapters need to apply more. The chapters listed below only had 5 or less total brothers apply for awards during that time. I am going to recommend to Ron that when he reaches out to chapters for the items above, that he also promotes the Foundation awards and encourages them to apply this year.

      - AL Alpha, AL Beta, AL Gamma, AZ Alpha, Ball State University Colony, CA Delta, CA Epsilon, CA Kappa, CA Nu, CA Xi, DC Alpha, DE Alpha, FL Alpha, GA Beta, IL Alpha, IL Delta, IL Epsilon, IL Theta, IL Iota, IN Gamma, IN Iota, KY Beta, LA Alpha, LA Beta, LA Gamma, MD Alpha, MD Gamma, MI Alpha, MN Gamma, MN Delta, MO Alpha, NY Alpha, NY Beta, NY Iota, OH Alpha, OH Lambda, OH Mu, OH Nu, OH Omicron, OK Alpha, OR Alpha, PA Epsilon, PA Eta, PA Rho, PA Sigma, PA Xi, RI Beta, TN Delta, TN Epsilon, TX Alpha, TX Beta, TX Gamma, TX Epsilon, TX Zeta, University of Louisiana at Lafayette Colony, VA Alpha, WI Gamma, WV Alpha

5. Foundation Support

The following goals relate specifically to the Foundation and any work that I am doing with them. I am working with Cara Augspurger for most items.

1. Promotion/Marketing of Scholarship awards
   a. We are working on ideas to better promote the scholarship awards available through the Foundation and/or HQs. Oftentimes, these awards have low application numbers and just applying would give applicants a good chance of winning. Cara has provided me with some statistics in an email regarding the average total number of applicants for awards for each award cycle for the past 5 years. When there used to be separate awards given in the Fall and the Spring, we had on average 265 total applicants a year. When the Foundation switched to offering the scholarships all at once in the Spring, the average total number of applicants dropped to 164 for the year, a drop of over 100 applicants. This is a huge drop in applicants and needs to be addressed by better marketing of the awards both from HQs and the Foundation.
   b. In addition to working with Cara, I am also working with Ron to see what we can do from a HQs perspective. Here are some suggestions already being considered for HQs and the Foundation:

      - Require chapter presidents/scholarship chairs to watch a short video online that talks about the scholarships and the process for applying. Cara liked this idea and will try to incorporate something into the CSF webinar she is developing.

- Make application for national scholarships a required part of the accreditation process with different recognition tiers for how many brothers from a chapter apply for awards (i.e. 0-25%, 25-50%, etc).
- Have brother Mark Guidi discuss the awards during one of his "Hit the Mark" Google hangouts. This would fall under HQs marketing, but Cara said that she is willing to write material for Mark. We just need to pick a date.
- Provide scholarship winners with shirts or lapel pins that they may wear which might motivate others to apply. Cara liked the idea, but cost is obviously a factor. She is looking into it.
- Have the Archons serve as scholarship ambassadors and hold a contest in each district. Contests could be for most improved (on a percentage basis), highest chapter GPA, etc. Awards could be in the form of event registrations, like WWLS or GAC.

2. Volunteering for the Scholarship Selection Committees each year
   a. I plan to serve on at least 1 scholarship selection committee each year. I am also encouraging my scholarship committee members to serve. I also recommended to Cara that the Foundation reach out to prior award applicants and recipients to see if they would be willing to serve. She liked this idea and plans to reach out to them.

3. Foundation's Programming Committee
   Supporting Documentation: 2017 02 13 (Program Committee Meeting Minutes).pdf, 2017 Regional Officer Training Grant Final.pdf
   a. I am currently serving as a non-voting member of the Foundation's Programming Committee. I was asked to serve on the committee because of my role as Director of Scholarship. My intent while serving on the committee is to review any items discussed, see if and how they relate to scholarship endeavors, and be involved in the discussion if they are.
   b. A current topic within the Programming Committee is the Regional Officer Training program that HQs is developing. I reviewed the materials currently available and did not see any training for the scholarship chair. I recommended that future planning for the ROT program include training for the scholarship chair. I was informed by Kyle Hickman that this is already being discussed. I expressed my interest in being involved in the development of any scholarship related training material.

4. National chapter scholarship incentive program
   a. We are trying to develop a national chapter scholarship incentive program. The goal is to incentivize chapters to perform well academically by providing rewards for achieving certain GPA thresholds. We are still working out the details, but expect to set a minimum GPA threshold to be eligible, require that there is consistency or improvement in GPA from semester to semester, and complete an application process each year. Potential rewards being researched are reduction in insurance premiums, conference registration fee coverage/reimbursement, or "donations" to the chapter's CSF. Potential sources of funding for the rewards would come from the Foundation through a grant by the programming committee (most likely), utilizing the funds from

closed chapter CSFs that are currently going to District Scholarships (less likely), or through HQs redistribution of funds (doubtful). I am discussing this with Ron Ransom from HQs, Cara at the Foundation, and my scholarship committee to work out the details.

5. Scholarship –based recruitment programs
   Supporting Documentation: PSKS Guide.pdf, PSKS Info.xlsx
   a. A common idea to help improve chapter GPAs is to recruit new members who are academically focused. There are many ways to accomplish this and one of them in particular usually involves recruiting incoming freshmen using a scholarship award from the chapter's scholarship fund. Many chapters have programs (such as Iowa Alpha) where this is very successful. Other chapters have tried to establish something similar and have run into roadblocks, typically in the form of the University not assisting them. It would be beneficial for us as a committee to look into how we can help chapters set up their own scholarship-based recruitment program and get around any roadblocks they may face. We can start by examining the results of the 2014-2016 biennium's "Pledge Smart/Keep Smart" pilot program. I reached out to Adam to obtain the results of the pilot program, which he was able to provide to me, but we still need to review the information and determine how best to move forward.

Richard Pelletier
Rowan '02