

OFFICER, SOCIETY, COMMITTEE, SUBCOMMITTEE & WORK GROUP REPORTS



THE HONOR  SOCIETY OF
PHI KAPPA PHI
2010 NATIONAL CONVENTION
**& TRADITIONS
& TRANSITIONS**
Responding to a World of Change

Officer Reports



TRADITIONS & TRANSITIONS

Responding to a World of Change

Report of the Society Past President Paul J. Ferlazzo, Ph.D. 2007-2010

Introduction

It has been a great pleasure and privilege to serve Phi Kappa Phi over the past fifteen years as a member of the Board of Directors. As Western Region Vice-President for six years I had the opportunity to represent the Society at nearly 50 colleges and universities in the west and to confer with superior students and dynamic Phi Kappa Phi Chapter leaders. During my nine year term as President-Elect, President, and Immediate Past-President I shared in the work of helping the Society to grow in the areas of awards, programs, and member benefits, as well as in the numbers of new chapters and new members. Despite fluctuations in financial markets, I am pleased to report that Phi Kappa Phi through wise investment and positive fundraising has remained steadily secure and able to sponsor worthy activities for our members. We have even been able to purchase and maintain with pride our own Society Headquarters Building. With this record of progress in our background, I am confident that we will be even stronger in the future.

Activities

During this past triennium I served on seven important committees and had the privilege of chairing four. I served on the Budget Committee, the Programs and Awards Review Committee, and the Vision Statement Work Group. I chaired the Committee to Review the Artist, Scholar, and Service/Leadership Awards, the Committee to Reconcile the Bylaws, the Human Resources Committee, and the Nominating Committee. This last Committee had the complex duty of identifying candidates for the newly configured Board of Directors that accompanies our change to a biennial system of planning and management. Reports of these committees can be found elsewhere in the Convention Book. In addition to committee service I participated in all Board of Directors meetings and all Foundation Board of Trustees meetings. Locally I remain an active and contributing member in my home chapter #78, Northern Arizona University.

Concluding Thoughts

As my service on the Board of Directors concludes, I wish to extend a sincere note of thanks to several groups: to the staff at National Headquarters for their continued excellent service in keeping the Society functioning at its highly responsive level; to all the hardworking volunteer colleagues with whom I have shared service on the Board; to all our committed chapter leaders and students who represent Phi Kappa Phi everyday on their home campuses; and to the many generous donors and supporters whose contributions and good will continue to aid in the important work of Phi Kappa Phi. Thank you all for your support. It has been a great honor to serve.



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Report of the Society President Elect William A. Bloodworth, Jr., Ph.D. to the 2010 Convention

New to the board of directors of Phi Kappa Phi upon my election as president-elect in 2007, I have learned much in the past three years about the success, challenges, and future national prospects of the Society. Also, I have participated in the following significant board activities:

- All but one of the meetings of the Phi Kappa Phi and Phi Kappa Phi Foundation boards of directors since August 2007, including meetings of the Society's Executive Committee and Human Resources Committee.
- Meetings of the 2010 Convention Planning Committee, which I chaired.
- Meetings of the board's Budget Committee, which I chaired.
- The meeting of the Program and Awards Review Committee, which I chaired.
- The meeting of the Bylaws Committee, which I attended.
- The meeting of the Budget Advisory and Review Committee, which I chaired.

As a board member I have communicated frequently with President Rogow, Past President Ferlazzo, Executive Director Snyder, Associate Executive Director Barro, and others in the headquarters office in Baton Rouge; reviewed petitions for the establishment of new chapters across the nation; and attended chapter activities in Georgia and North Carolina.

In my service as president-elect, I have advocated for greater inclusion in Society governance by the tens of thousands of dues-paying members who are not able to be active in chapters, for chapter relations work and more effective chapters around the nation, for good fiscal management, and for greater reliance on the talents of the superb staff in Baton Rouge.

And I would be remiss in this report if I did not praise the leadership of Bob Rogow as president—who has set extremely high standards for the person who will follow him in that office—and the exemplary executive work of Perry Snyder and Lourdes Barro. For the past two years, from all that I have been able to tell, the Honor Society of Phi Kappa Phi has been in very good hands.

Looking forward to my next two years on the board, when I will serve as the Society's president, I am eager to assist in efforts to expand our initiation of new members, increase the percentage of initiates who remain active in the Society, and expand our preeminence among the nation's academic honor societies.



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Report of the Society Vice President Diane G. Smathers, Ed.D. 2007-2010

It has been my pleasure to serve as the Society Vice President for the 2007-2010 triennium. It was both an honor and a responsibility; I thank you for the opportunity.

The role of the Society Vice President is to Chair the Marketing and Member Benefits Committee, serve on the Budget and Finance Committee, the Executive Committee, preside at meetings in the absence of the President, handle routine correspondence including review of chapter petitions, and perform other duties as assigned. In addition to these roles, I Chaired the Ethics Statement Work Group, served on the Vision Statement Work Group, served as Vice President of the Phi Kappa Phi Foundation, participated in the installation of Brenau University Chapter #301, and became the proclaimed “bard” of the Society. I will briefly expand upon several of these undertakings.

The Marketing and Member Benefits Committee met once during the triennium and forwarded six recommendations to the Board of Directors which were subsequently accepted. One of recommendations included offering a special membership rate for older members. This new membership rate offers lifetime membership to those over age 62 at a 25% reduced rate. Another recommendation was to conduct a member survey following a full cycle of the newly designed Forum. This survey was conducted in January – February of this year and provides valuable information to help guide the Society through the upcoming biennial. The Committee also recommended providing access to archived issues of the Forum. The process to offer digital copies of the Forum is currently underway. Lastly, the Committee recommended increasing visibility of the Society through a tagline blitz and through the use of the internet, not only in support of the web site but also through social networking. “Great Minds” was launched and Society presence can be found on Facebook, LinkedIn, and Twitter.

The Ethics Statement Work Group was charged with leading the board in the development of an appropriate ethics policy for the Society. The Honor Society of Phi Kappa Phi Code of Ethics was developed and has been distributed. It is meant to serve as an aspiration for all who represent the Society.

Lastly, as an attempt to provide a qualitative evaluation of board meetings and inspire respect and collegiality among a group of dedicated, hardworking and loyal board members and staff, I wrote a compendium following each board meeting. This action resulted in my being dubbed the Phi Kappa Phi bard. I hope these additions to the board minutes will serve not only as a reminder of a productive triennium, but also help to document the history and spirit of our Society. Again, I thank you for the privilege of serving Phi Kappa Phi and will continue to consider this experience as one of the highlights of my professional life.



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Summary Report

Prepared by Southeast Region Vice President Ray J. Davis

2007-2010

National

- Attended Triennium Conference in Orlando, FL. and introduced as new VP for SE Region.
- Attended and participated in all Board of Directors Meetings except April 2010 meeting in Baton Rouge, LA.
- Attended and participated in all Chapter Relations Committee meetings except for April 2010 meeting in Baton Rouge, LA
- Participated in Chapter Relations teleconference calls.
- Served as a member of the Phi Kappa Phi Vision Statement Work Group.
- Read and responded to Petition materials for schools who submitted during this triennium.
- Visited chapter officers, along with Phi Kappa Phi Executive Officer, at the University of Maryland and University of Maryland Eastern shore to address concerns for re-structuring Chapter 22.
- Attended and participated in the Partnering for Success Workshop held in Baton Rouge, LA in January 2010.
- Represented the Board, along with the Executive Director, to conduct pre-site visits to the following schools that had submitted Petitions for Phi Kappa Phi chapters: Florida Institute of Technology and University of Tampa.
- Represented the National Board in the installation of the following new chapters: Florida Institute Technology, University of Maryland Eastern Shore, and University of Maryland Baltimore County.

Regional

- Worked with national staff to schedule, organize as well as participate in Cluster Meetings at North Carolina A&T State University, University of Alabama, Tennessee State University, and Columbia, SC.
- Participated in Phi Kappa Phi Ceremonies as Keynote Speaker for the following schools: North Carolina A&T State University, Tennessee State University, Campbell University, University of Tennessee at Martin, University of Alabama, Middle Tennessee State University, Auburn University at Montgomery, and Elon University.
- Attended and Participated in Phi Kappa Phi ceremonies at Elon University, North Carolina State University, and North Carolina A&T State University.
- Addressed Phi Kappa Phi issues of local chapters officers via e-mail and phone.
- Promoted Phi Kappa Phi at Emerging Leaders Workshop in Roanoke, VA.
- Promoted Phi Kappa Phi at NAAHP meetings in Nashville, TN and Miami, FL.
- Submitted written statements for PKP E-Newsletter.
- Attended monthly Phi Kappa Phi Executive Meetings at local chapter.



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Summary Report

Prepared by North Central Region Vice President Rick Shale

2007-2010

National Board Meetings Attended		
Fall 2007	Baton Rouge, LA	September 27-29, 2007
Spring 2008	Columbia, SC	April 10-12, 2008
Fall 2008	San Antonio, TX	October 23-25, 2008
Spring 2009	Baton Rouge, LA	April 16-18, 2009
Fall 2009	Kansas City, KS	October 8-10, 2009
Spring 2010	Baton Rouge, LA	April 8-10, 2010

North Central Region Chapters Installed		
Chapter 302	Murray State University, Murray, KY	November 28, 2007
Chapter 305	Muskingum College, New Concord, OH	April 26, 2009
Chapter 306	University of Kentucky, Lexington, KY	April 27, 2009
Chapter 307	Black Hills State University, Spearfish, SD	May 2, 2009
Chapter 310	University of Findlay, Findlay, OH	February 26, 2010
Chapter 311	Carroll University, Waukesha, WI	April 21, 2010

Chapter Visits		
Chapter 39	University of Michigan, Ann Arbor, MI <i>Speaker at Provost's Reception</i>	October 8, 2007
Chapter 39	University of Michigan, Ann Arbor, MI <i>Chair, Chapter Reorganization Meeting</i>	January 7, 2008
Chapter 39	University of Michigan, Ann Arbor, MI <i>Speaker, Initiation Ceremony</i>	April 1, 2008
Chapter 92	Central Michigan University, Mt. Pleasant, MI <i>Speaker, Honors Convocation, with Molly Stauffer</i>	April 2, 2008
Chapter 143	Youngstown State University, Youngstown, OH <i>Speaker, Initiation Ceremony</i>	March 27, 2008
Chapter 41	Michigan State University, East Lansing, MI <i>Speaker, Initiation Ceremony</i>	April 19, 2008
Chapter 80	U. of Wisconsin—Milwaukee, Milwaukee, WI <i>Speaker, Initiation Ceremony</i>	April 27, 2008
Chapter 238	Western Kentucky Univ., Bowling Green, KY <i>Chair, Chapter Reorganization Meeting</i>	September 24, 2008
Chapter 143	Youngstown State University, Youngstown, OH <i>Speaker, Initiation Ceremony</i>	March 26, 2009



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Chapter Visits (continued)		
Chapter 310	University of Findlay, Findlay, OH <i>New Chapter Training with Jim Carlson</i>	November 11, 2009
Chapter 305	Muskingum College, New Concord, OH <i>Meeting with Chapter President</i>	March 19, 2010
Chapter 143	Youngstown State University, Youngstown, OH <i>Speaker, Initiation Ceremony</i>	March 24, 2010
Partnering for Success Workshop		
Baton Rouge, LA	<i>(served as facilitator)</i>	October 10-12, 2008
Cluster Meetings		
Kalamazoo, MI, with Molly Stauffer and Chapter 248		November 20, 2008
Ann Arbor, MI, with Molly Stauffer and Chapters 39, 41, and 154		November 21, 2008
Kansas City, KS, with Jim Carlson and Chapter 14		October 8, 2009
Site Visits to Campuses Petitioning for a PKP Chapter		
Muskingum College, New Concord, OH <i>(with Executive Director Perry Snyder)</i>		September 7-9, 2008
University of Kentucky, Lexington, KY <i>(with PKP President Bob Rogow)</i>		September 21-23, 2008
Black Hills State University, Spearfish, SD <i>(with South Central VP Gil Fowler)</i>		October 5-7, 2008
Carroll University, Waukesha, WI <i>(with Executive Director Perry Snyder)</i>		April 1-3, 2009
University of Findlay, Findlay, OH <i>(with Executive Director Perry Snyder)</i>		April 6-8, 2009
Marshall University, Huntington, WV <i>(with Executive Director Perry Snyder)</i>		March 17-19, 2010
Committee Service		
Chapter Relations Committee. <i>This committee met prior to each national board meeting and also held numerous meetings via conference call.</i>		2007-2010
Board of Trustees, Phi Kappa Phi Foundation. <i>This group met semi-annually following each national Board meeting.</i>		2007-2010
Executive Committee		2009-2010
Ad Hoc Committee to Review and Revise the Petitioning Process		July 2009



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Miscellaneous Activities

Attended a post-convention training session for Chapter Relations chaired by Nancy Blattner, August 2007.

Wrote columns for issues of e-Touch, The Medallion, and Chapter 143 newsletter.

Prepared semi-annual activity reports for each national board meeting.

Frequent, sometimes lengthy, phone calls with Chapter Relations Directors and other national staff members.

Reviewed Petitions, Part A and Part B, for all institutions petitioning for a PKP chapter.

Published a book review of *Sporting Lives: Metaphor and Myth in American Sports Autobiographies* by James W. Pipkin in *Phi Kappa Phi Forum*, Spring 2009.

Reviewed and approved nominations for Honorary Members from North Central chapters.

Phone meeting with Dr. John Mason, Provost, Eastern Washington University, to discuss re-energizing Chapter 234, November 5, 2009.

Local Chapter Activities 2007-2010

Served on the Executive Board of Chapter 143

Member of the Chapter 143 Membership Selection Committee, Banquet Committee, Bylaws Committee, and Nominating Committee

Served as Chapter 143 Historian

Co-authored a Literacy Grant proposal with Debbie Liptak, January 2010

Co-edited a Chapter 143 Operations Manual with Sharyn Fees



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Summary Report

Prepared by South Central Region Vice President Gilbert Fowler

2007-2010

National

- Participated in meetings of the Phi Kappa Phi National Board of Directors and the Foundation Board of Trustees in August 2007, April 2008, October 2008, April 2009, October 2009, April 2010
- Served as a member of the Phi Kappa Phi Marketing and Member Benefits Committee worked to address Phi Kappa Phi promotional materials, webinars, publications, redesign of *Phi Kappa Phi Forum*, selection of new editor, more flexible membership plan, etc.
- Assisted in Representing Phi Kappa Phi at the National Collegiate Honors Council national convention in San Antonio in 2009
- Worked as member of National PKP Conference Planning Committee 2008, 2009 and 2010
- Reviewed and responded to various petitions for establishment of new PKP chapters during the triennium
- Reviewed and approved chapter nominations for honorary and distinguished members
- Met with Ad Hoc Committee to Review Structure of Fellowship Program
- Participated in site visit to Black Hills State University in Brookings, SD and later installed chapter at Black Hills State University
- Worked to develop and refine Model Campus Visit Itinerary Document
- Worked to develop and refine Chapter Recognition Program
- Produced book review for *Phi Kappa Phi Forum*
- Participated in variety of conference calls regarding national issues and chapter relations concerns: Fellowship Program, Chapter Recognition Program, Student Congress, National Board Meeting Locations, Convention Regional Meetings, etc.

Region

- Participated in chapter visits to the following chapters during the triennium: Arkansas State University, Mississippi State University, Jackson State University, University of Arkansas at Little Rock, Mississippi University for Women, University of Missouri-Kansas City, University of Missouri-Columbia, Delta State University and others via email and phone
- Installed a new chapter of Phi Kappa Phi in the South Central Region at the University of Texas-Tyler
- Conducted cluster meetings at Memphis, TN and Mississippi State University at Starkville, MS
- Assisted chapters with nominations for PKP National Literacy Awards, Study-Abroad Grants and PKP Fellowship Nominees
- Assisted in recruitment of South Central Region candidates for PKP Regional Representative and talked with candidates about opportunities and obligations
- Responded as quickly as possible to chapter requests for information and assistance



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Summary Report

Prepared by Western Region Vice President Ray Sylvester

2007-2010

Board of Directors Meetings/Planning Retreats

- Fall 2007 Baton Rouge, LA
- Spring 2008 Columbia, S.C.
- Fall 2008 San Antonio, TX
- Spring 2009 Baton Rouge, LA
- Fall 2009 Kansas City, MO
- Spring 2010 Baton Rouge, LA

Partnering for Success: Salt Lake City

Cluster Meetings

- Southern California (*Summer 2008*) – San Diego State University; California State-San Bernardino; California State-Dominguez Hills; Westmont; California State-Northridge; California State-Fullerton; California State-Los Angeles
- Northern California (*Summer 2009*) – University of California Davis; Sacramento State University; Stanislaus State University; San Jose State University; Fresno State University; University of the Pacific

Initiations Attended (Speaker)

- California State-Fullerton
- Stanislaus State University (2)
- University of California, Davis
- University of the Pacific (3)

Chapter Visits

- University of the Philippines
- University of Hawaii
- Brigham Young University, Hawaii
- Eastern Washington
- University of Utah
- Washington State
- Portland State
- San Jose State (2)
- Sacramento State
- University of California, Davis
- Stanislaus State
- Fullerton State
- Los Angeles State
- Cal State- Dominguez Hills



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Summary Report

Prepared by Northeast Region Vice President Yaw Asamoah

2007-2010

Chapter Visits

- Binghamton University
- Cornell University
- Duquesne University
- Indiana University of Pennsylvania
- Ithaca College
- Rochester Institute of Technology
- Slippery Rock University of Pennsylvania
- State University of New York- Oswego
- Syracuse University
- University of Delaware
- University of Maine
- University of Maryland-College Park
- University of Maryland-Baltimore County
- University of Maryland-Eastern Shore
- University of Maryland-University College

Chapter Installation

- Binghamton University, November 21, 2009
- University of Maryland-College Park, April 28, 2010
- University of Maryland-University College, April 30, 2010
- Rochester Institute of Technology, May 2, 2010

Partnering for Success Workshop

- Philadelphia, Pennsylvania, June 2009

Cluster Meetings

- Penn State University, June 2009
- Ithaca College, May 2010
- Duquesne University, May 2010



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Regent Report

Penny L. Wright, Ph.D.

2007-2010

The primary roles of the Regent on the Board of Directors are:

1. Chair and coordinate the meetings of the Chapter Relations Committee consisting of the Regional Vice Presidents and members of the headquarters Chapter Relations Division.
2. Review Petitions for New Chapters at all stages of the process and present with the concurrence of the Chapter Relations Committee motions for approval of the initiation of new chapters.
3. Attend and install new chapters if the RVP for the region is unavailable.
4. Participate in Cluster meetings and Partnering for Success meetings when requested.
5. Advise and consult with individual chapters as needed.
6. Attend and participate in chapter initiation ceremonies when invited. by presenting a talk or recognizing the initiates in other ways.

In addition to these responsibilities as a member of the Chapter Relations Committee, I was the representative from the Chapter Relations Committee on the Society Bylaws committee.

Specific Activities During the Triennium

- Chaired the Chapter Relations Committee meetings at the beginning of each Board meeting and presented the CRC report to the Board putting forward motions for Board approval of decisions made by the committee. A major role of the CRC is to review the status of all Phi Kappa Phi chapters, identify chapters in need of revitalization, discuss ways to help chapters that are inactive, and when appropriate recommend to the Board inactive status or withdrawal of the charter of a chapter that had previously been placed on inactive status.
- In April, 2008 I had the pleasure of installing and participating in the initiation of the first class of Society members at the Utah Valley University, Provo, Utah. I attended a meeting of the Utah Valley University Chapter board meeting the following to follow up on the chapter's progress.
- Chaired meetings related to the development of the Chapter of Excellence incentive program and presented the final proposal to the Board for approval and implementation. The first year of the awards was 2009.
- Chaired and conducted conference calls to discuss issues related to petitions for chapters when needed between Board of Directors Meetings. For example, in February 2010, I participated in a conference call with Perry Snyder, Executive Director, and Robert Rogow, Society President, to expedite the review of several petitioning chapters to facilitate site visits so that the final recommendation could be presented to the Board in the April 2010 Board meeting allowing the chapters if approved to move ahead with their first initiation in Spring 2010.
- Chaired CRC Board meetings and conference calls to facilitate the development of a motion for needed changes in the Petitioning process for new chapters. In July 2009 the final conference call was held and included CRC committee members, CRC Division personnel, Executive Director Perry Snyder, Associate Executive Director Lourdes Barro, and Administrative Assistant Deanna Landry. The final proposal was put forward as a motion to the Society Board of Directors and approved in October 2009.



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- Co-facilitated the Western Regional meetings and participated in the training and orientation program for new Society Board members subsequent to the Convention at the Triennial Convention in 2007.
- Assisted in the presentation of the proposed Bylaws changes in the Governance Session at the Convention in 2007 leading to a major change in the composition of the Board of Directors in 2010.
- In January, 2010 the Bylaws Committee met to review and make a report to the Board on recommended revisions to the Society's Bylaws to be presented if approved by the Board at the Convention in August 2010. Major revisions included:
 1. Elimination of the designation of affiliated/unaffiliated status of Society members so as to open the process of governance of the Society to all Society dues paying members and to enlarge the Society Board of Directors.
 2. Adding two more Vice President's for Members-at-Large to be voted on by all active Society members.
- Participated in the Cluster Meeting at CSU Dominguez Hills July 31, 2009.
- Visited and advised nine chapter board meetings from August 2007 to August 2010.



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Summary of Activities Director of Fellowships

C. Roy Blackwood

August 2007 - August 2010

August 9-12	Participated in Triennial Convention in Orlando, Florida as candidate for office of President Elect.
August 16 (ca)	Accepted appointment to serve as Director of Fellowships for the 2007-2010 Triennium.
August 31	Reviewed email correspondence from Perry Snyder regarding discussions during the final months of the 2004-2007 Triennium concerning the number and kind of awards to be recommended by the Fellowship Committee to the Board. Please reference minutes of the special teleconference meeting held on June 14, 2007. Additionally, please reference May 9, 2007 memo from Perry Snyder and Lourdes Barro to the Board of Directors regarding "Thoughts on the Fellowship Program."
October 27-29	Participated in Fall Board Retreat in Baton Rouge, LA
November 9	Accepted committee appointments: <ul style="list-style-type: none">• Director of Fellowships• Ad Hoc to Review Structure of Fellowship Program Committee – Chair• Vision Statement Workgroup Committee – Chair• Budget Committee – Member• Programs and Awards Review Committee – Member
December	Communicated with Fellowship Committee regarding calendar of Fellowship section for 2008 and dispersed Committee Guidelines
Jan. & Feb.	Discussed with two Fellowship Committee members challenges they would have fulfilling committee responsibilities
January 10	Drafted letter of encouragement to Fellowship Committee members and cover letter for instructional packet
January 2008	Email to Vision Statement Workgroup with Charge and guiding information for consideration. Set meeting for April 11, at beginning of Spring Board meeting
November 2007, January 2008, February, 2008	Evaluated three Petitions for Membership



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Responding to a World of Change

- February 31 Set meeting date, contacted committee and drafted agenda for Ad Hoc to Review Structure of Fellowship Program
- February 29-March 28 Evaluated fellowship applications, communicated with committee and Theresa Bard regarding any problems
- March 11 Participate in conference call with Lourdes Barrow and Traci Navarre regarding guidance on Forum production and leadership during transitional time
- April 3-5 Fellowship Committee meeting in Baton Rouge, LA, to select recommended winners of Fellowships and Awards of Excellence
- April 5-6 Ad Hoc to Review Structure of Fellowship Program meeting in Baton Rouge, LA, to develop recommendations to the Board for presentation at Spring Board meeting
- October to April Various electronic and phone communication with National Office Staff members and members of the Board
- April 3-6 Participated in meeting of Fellowship Committee to select winners of Graduate Fellowships and Awards of Excellence. As the committee was comprised of entirely new members, procedures information had been sent prior to the meeting and was reviewed at the initial session. With the assistance of Theresa Bard, prepared Fellowship Committee report to the Board of Directors. With other committee members, prepared correspondence regarding Fellowship and Award of Excellence recipients.
- Note: Committee member, Dr. Laura Lengel, was unable to effectively prepare for the Fellowship Committee meeting and was unable to attend due to medical issues. Led the committee in discussion of Dr. Lengel's performance and ability to continue as committee member. Discussed matter with President Rogow by telephone. Committee voted to recommend replacement of Dr. Lengel.*
- April 5-6 Ad Hoc to Review Structure of Fellowship Program Committee.
Charge: *"The Committee will review the current configuration and funding for the Society's Fellowship and Awards of Excellence and to make recommendations to the Board."* See attached report.
- April Via electronic communication and then face-to-face meeting, Chaired the Vision Workgroup to craft a vision statement for presentation to the Board for its consideration. After discussion, the revised vision statement passed.
- April 10-12 Participated in meetings of Board of Directors, Foundation Board of Trustees, and Budget Committee.



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April	Prepared letter to President Rogow recommending replacement of Dr. Lengel. did not send letter as it seemed prudent to let the matter “settle” a bit. Had further telephone discussion with President Rogow on the matter. Deferred action
September 10	With President Rogow, revisited the issue of replacing Dr. Lengel on the Fellowship committee. Sent him the letter written last April.
September 15	Via electronic communication began discussions as member of the Ethics Workgroup
October 11	Presentation to the “Partnering for Success” meeting of the Fellowship application process
October 23-26	Participated in meetings of Board of Directors, Foundation Board of Trustees, and Budget Committee
Various times through the year:	Reviewed chapter materials for reinstatement. Also, reviewed petitions for formation of chapters on various campuses. Worked with the Phi Kappa Phi Southeastern chapter in support of Fellowships
October 23	Participated in meeting of Foundation Board (Investment) Committee Participated in meeting of Budget Committee
October 24–25	Participated in Board meeting in San Antonio
October 24	Participated in ad hoc Ethics Statement work group
October 25	Participated in <i>Forum</i> “conversation” regarding content of spring issue
December 9	Participated in Phi Kappa Phi Webinar on investing
January 2009	Began fielding Fellowship application questions from chapters and from Maria Davis
January 2009	Discussed with Pete Szatmary selection process for artists/works of art to accompany articles in <i>Phi Kappa Phi Forum</i> .
February 26-28	Participated in Programs and Awards Review Committee (P.A.R.C.)



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- March 26-28 Chaired meeting of Fellowship Committee to select winners of Graduate Fellowships and Awards of Excellence. With the assistance of Maria Davis, prepared Fellowship Committee report to the Board of Directors. With other committee members, prepared correspondence regarding Fellowship and Award of Excellence recipients to be sent to winner's campus presidents.
- Led Fellowship Committee discussions on modifying numbers and kinds of awards in light of changing economic picture. A motion to the April Board meeting was generated.
- April 15-17 Participated in meetings of Board of Directors, Foundation Board of Trustees and Budget Committee
- April 30-September 4 Led resolution of various issues relating to awarding of Fellowships. Recipients withdrawing, deferring, challenging, etc. occupied much time for Administrative Support person, Maria Davis, and myself, and to a certain extent the Fellowship Committee
- April 30 Represented Fellowship Committee at Chapter 75 (Southeastern Louisiana University) spring banquet in presentation of Award of Excellence
- Summer Consulted with Executive Director, Perry Snyder, regarding the memorial library in the headquarters building
- September With Fellowship Committee input and that of Maria Davis, laid out new timeline for fellowship process to be initiated spring 2010
- September Consulted with University of Texas Provost regarding scoring of a new awards program for them similar to our Phi Kappa Phi Fellowships Program
- October 8–10 Participated in meetings of Board of Directors, Foundation Board of Trustees, and Budget Committee in Baton Rouge, LA
- November 2009 – January 2010 Replaced two Fellowship Committee members. Barbara Cloud is deceased; Kim Dunnick is on a Fulbright to Africa. Replacements, Gypsy Denzine and Mike Haaf, have been trained and are functioning well.
- November 5 Wrote article for Traci Navarre to use in advertising changes in funding and time-line of Fellowship program: *“Restructuring Phi Kappa Phi Fellowship Awards: Towards a More Effective Fellowship Program or When Less is More.”*



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- January 8 Began communicating with Fellowship committee regarding fellowship season.
- November In light of diminished fiscal resources, reached consensus with Fellowship Committee to amend annual meeting location from cities in various Phi Kappa Phi regions around the country to Baton Rouge until further notice. This to align with recently amended Board practice.
- January 8-March 1 Maria Davis and I have spent many hours communicating with chapter representatives on the matter of the changed fellowship timeline. Many were deeply distressed with the change. The timeline issue will be revisited in committee at the spring 2010 meeting.
- January 2010 Presentation of Fellowship process to Partnering for Success Cluster Meeting, Baton Rouge, LA
- April 1 – 3 Fellowship Committee meeting in Baton Rouge, LA
- April 8-10 Participated in meetings of Board of Directors, Foundation Board of Trustees, and Budget Committee in Baton Rouge, LA
- April 10-May Member of Ad Hoc By Laws Reconciliation Committee to resolve by laws issues



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Report of the Executive Director to the 2010 Biennial Convention

Submitted by Perry A. Snyder

It seems like just yesterday, but, truth be known, it was eleven years ago that I was honored to be selected to serve The Honor Society of Phi Kappa Phi as its executive director. It has been a pleasure and an honor to have served as staff leader and *ex officio* member of the Society's Board of Directors.

It is fitting and proper that I begin this report to the delegates by conveying appreciation to many of you for the warm, genuine and gracious hospitality you have shown my colleagues and me when we have been on your campus. There is no aspect of my work that I enjoy more than being with chapter officers and the outstanding students you serve so well.

It is also fitting and proper to thank the Society's Board for its support, its counsel and its encouragement of my staff colleagues and of me. These men and women, like you, have given generously of their time and talent and treasure out of their commitment to honor and excellence.

When the convention met in Orlando three short years ago, I also expressed gratitude to my co-workers. I was then and am now deeply appreciative of staff colleagues for their efforts to serve faithfully various constituencies, especially chapters and members.

As you are aware, Phi Kappa Phi's executive director has several responsibilities consistent with his or her role as staff leader. Others are stipulated in the Society bylaws. They grow out of the executive director's position on the Board of Directors as an *ex officio* member.

In this report, I shall err on the side of brevity by focusing on but a few developments. All have broad implications for the Society and its future.

- The first is to comment on the move from Louisiana State University, Phi Kappa Phi's host institution since 1979 to a new headquarters building. The expansion in recent years of services to chapters and members in has resulted in additional staff. For instance, the Chapter Relations unit has five dedicated staff members, three of whom, the directors, travel to chapters.
- Chapter expansion characterized the 2007-10 triennium as it did its predecessor. With the installation of chapters at ten colleges and universities (see below), Phi Kappa Phi's ranks include well over 300 chapters.
- Board and staff alike have continued to seek to identify ways to add relevance and, thus, value to membership. Special mention should be made of the creation of three \$15,000 Fellowships and the strong growth of interest in the Love of Learning award for post-baccalaureate studies and/or career development for active Phi Kappa Phi members.



TRADITIONS & TRANSITIONS

Responding to a World of Change

I met with the chapter leadership on nearly 30 campuses during the past three years. I am grateful to all for receiving me warmly and genuinely. The same can be said of the leaders of the petitioning groups on those campuses I was privileged to visit.

Committee/Work Group Involvement

- Budget Committee
- Budget Advisory and Review Committee
- Bylaws Committee
- Convention Planning Committee
- Investment Committee
- Program and Awards Review Work Group
- Nominating Committee
- Executive Committee
- Ad Hoc Committee to Review Structure of Fellowship Program
- Ad Hoc Committee to Review Artist/Scholar and Service Leadership Awards
- Ad Hoc Committee to Review and Revise Petitioning Process

Chapter Visits, Including Initiations

- Ball State University
- Butler University
- Cornell University
- Eastern Kentucky University
- Eastern Washington University
- Kean University
- Louisiana State University
- Sage Colleges
- Southeastern Louisiana University
- Tennessee Technological University
- University of Arizona
- University of Idaho
- Indiana Univ.-Purdue University at Fort Wayne
- University of Maryland, University College
- University of South Florida
- University of Tennessee-Knoxville
- University of Texas at Austin
- University of West Florida
- Washington State University



TRADITIONS & TRANSITIONS

Responding to a World of Change

Campus Visits for New Chapters

- Carroll University
- Florida Institute of Technology
- Marshall University
- Muskingum College
- SUNY Binghamton
- University of Findlay
- University of Kentucky
- University of Maryland, Baltimore Campuses
- University of Maryland, College Park
- University of Maryland, Eastern Shore
- University of Maryland, University College
- University of Tampa
- University of Texas-Tyler

Campus Visits for Potential Chapters

- George Mason University
- Texas State University
- University of Tampa
- University of Texas at San Antonio

Society Headquarters Reports



TRADITIONS & TRANSITIONS

Responding to a World of Change

Associate Executive Director and Chief Financial Officer Activity Report

Submitted by Lourdes Barro

July 1, 2007 - June 30, 2010

Activities Related to Fiscal Responsibilities

- Supervised all accounting and financial activities of the organization
- Approved all Society disbursements made at Headquarters
- With input from the Budget Committee and Executive Staff, prepared the 2010-2012 Biennial Planning Budget
- Made revisions to the 2007-2008, 2008-2009 and 2009-2010 Annual Budgets
- Analyzed and interpreted trends that have fiscal implications
- Produced quarterly financial statements and mailed them to the Board
- Reviewed monthly investment reports and related charts
- Distributed quarterly investment performance reports to the Investment Committee
- Participated in quarterly phone conferences with the TIAA-CREF investment manager and the Chair of the Investment Committee
- Coordinated and prepared documents for the IRS audit of the Phi Kappa Phi Money Purchase Pension Plan
- Sent letter to chapters informing them of the new IRS filing requirements; helped chapters file Form 990-N
- Coordinated annual audit of Society's books
- Prepared annually Form 990 for the Society and the Foundation
- Reviewed Chapter Finance Reports
- Provided material for Chapter Relations publications, *Philosophia* and *The Medallion*
- Filed annually Form 5500 with the Internal Revenue Service

Activities Related to Operations/Human Resources

- Provided oversight of all major projects and activities at Headquarters
- Hired two Chapter Relations Directors and corresponding Administrative Assistants and a new Shipping Specialist
- Conducted performance appraisals of all staff reporting directly to the Associate Executive Director/CFO
- Under the direction of HR consultants, revised the Employee Handbook
- Participated in the hiring process for Forum Editor and Forum Designer
- Coordinated the building renovation project



TRADITIONS & TRANSITIONS

Responding to a World of Change

- Coordinated the activities of the staff Convention Planning Committee
- Worked with Society attorney to resolve various legal matters affecting the organization including, but not limited to, human resources and copyright issues
- Worked with the Compliance Office of the Department of Education to obtain a FERPA opinion for the Society
- Conducted semimonthly departmental meetings
- Implemented the bank lockbox service
- Negotiated contracts with hotels for various meetings: Board, Committee, Partnering for Success, and 2012 and 2014 Conventions
- Negotiated and reviewed almost all Society contracts

Activities Related to Board Committees and Work Groups

- Participated in all Budget Committee Meetings
- Coordinated and participated in BAARC/Budget Committee Meeting
- Participated in two Partnering for Success Workshops
- Participated in Programs and Awards Review Committee Meeting
- Participated in all meetings of the Convention Planning Committee
- Participated in all meetings of the Investment Committee
- Participated in Bylaws Committee Meeting
- Participated in Ethics Workgroup Committee Meeting
- Participated in meetings of the Human Resources Committee
- Completed questionnaire prepared by the Executive Director Review Committee

Other Meetings and Travel

- Participated in annual meetings with staff from Phi Beta Kappa and ODK in D.C.
- Met with Society donor, Alice Gasch, in DC
- Met with Executive Director from Phi Eta Sigma in Nashville
- Visited the Auburn *Forum* office in December 2007 to discuss the transition to National Headquarters and to take inventory of equipment, software and intellectual property
- Traveled to AACRAO (American Association of Collegiate Registrars and Admissions Officers) Meeting in Dallas, Texas (FERPA Presentation)
- Traveled to St. Louis to negotiate contract with the Hyatt for the 2012 and 2014 Conventions



TRADITIONS & TRANSITIONS

Responding to a World of Change

Chapter Relations Activity Report

Submitted by Tenisha Bates, Jim Carlson, Traci Payne and Molly Stauffer

July 1, 2007 - June 30, 2010

Chapter Communications

- Developed content and edited Monthly FYI, a monthly e-blast to chapter officers
- Developed content and edited The Medallion (formerly eTOUCH), a quarterly e-newsletter to chapter officers
- Developed content and edited Philosophia (formerly inTOUCH), a yearly newsletter to chapter officers
- Developed content and edited Leadership Lines, a quarterly e-newsletter to student vice presidents
- Surveyed various constituents to determine future programs and activities

Chapter Operations

- Worked with chapters to update bylaws in compliance with 2001/2004/2007 conventions
- Identified chapters in need of additional support from Headquarters staff
- Researched and verified correct information for the Employer Identification Number (EIN) Project
- Updated chapter forms with MMB on annual basis
- Maintained and coordinated the approval process for special memberships (Honorary, Distinguished, Emeritus, Meritorious Service)
- Implemented Chapter Recognition Program and awarded first recipients
- Visited chapters to support their chapter operations and share new ideas and programs
- Revitalized chapters that were inactive
- Participated in chapter meetings via conference call

Chapter Training

- In conjunction with members of the Board, developed content, registered participants and facilitated Partnering For Success Workshops
- In conjunction with members of the Board, developed content, registered participants and facilitated Cluster Meetings
- Instituted and facilitated New Chapter Trainings
- Created and instituted the first Student Leadership Conference
- Conducted successful PR teleseminars for chapter officers
- Developed and implemented the process for the Council of Students
- Provided ongoing chapter support through phone calls and e-mails



TRADITIONS & TRANSITIONS

Responding to a World of Change

Departmental Operations

- Online Enrollment Program
- Coordinated fulfillment program between RRDonnelley and chapters
- Coordinated annual IRS 990 filing requirements for chapters
- Planned and organized retreats for the department
- Coordinated and maintained convention registration information
- Maintained permanent chapter records
- Mailings and e-mail blasts to chapter officers
- Updated and maintained current officer lists
- Added a third chapter relations director
- Coordinated Chapter Relations Committee meetings and initiatives

Meetings and Conferences

- Attended Board/Staff, Convention Planning meetings
- Attended Chapter Relations Committee meetings
- Attended Convention Planning Committee meetings
- Attended National Collegiate Honors Council conferences
- Attended National Council on Undergraduate Research
- Attended AACRAO meetings



TRADITIONS & TRANSITIONS

Responding to a World of Change

Marketing & Member Benefits Activity Report

Submitted by Traci Navarre, Maria Davis, Jeremy Garland and Pete Szatmary

July 1, 2007 - June 30, 2010

Activities Related to Marketing and Communications

- Conducted membership survey:
 - to measure member satisfaction with Society communications and benefits
 - to determine the if/how members want to be involved in the Society at the national and local levels
 - to understand the extent to which various factors influence renewals
- Created email campaign incentivizing members to update their online profiles. As a result, more than 7,000 members provided updated contact information, and many volunteered to participate as mentors, speakers, and/or contributors to Phi Kappa Phi publications.
- Conducted membership drives that resulted in more than 1,500 renewals.
- Launched discounted life membership rate for seniors 62 and older. The discounted rate of \$225 is 25 percent off the regular life membership rate.
- Transitioned the production of the *Phi Kappa Phi Forum* magazine from Auburn, Ala., to Society Headquarters in Baton Rouge, La.
- Introduced *Monthly Mentions* (e-mail communication) to keep members informed of Society activities and opportunities.
- Created and launched “Great Minds Think Alike” campaign to increase visibility. The series of ads appeared in *The Chronicle of Higher Education* and various Phi Kappa Phi internal communication vehicles. Color poster versions were placed on all member campuses. Print ads have appeared in *The Chronicle* as follows:
 - David Baldacci—September 4, 2009
 - Glenna Goodacre—September 18, 2009
 - Freeman Hrabowski—October 23, 2009
 - Wendy Lawrence—November 6, 2009
 - W. Randolph Chitwood—December 4, 2009
 - Rita Dove—February 12, 2010
 - Jim Tressel—May 14, 2010
- Created numerous Phi Kappa Phi ads, including chapter-specific ads, for national publications and campus newspapers.
- Established online communities for Phi Kappa Phi members on major social and professional networking sites: Facebook, LinkedIn and Twitter.
- Updated and distributed marketing materials, including billing statements.
- Conducted PR seminars for chapter officers
- Prepared chapter-specific marketing materials from posters to fact sheets to t-shirts.



TRADITIONS & TRANSITIONS

Responding to a World of Change

- Reinstated the new member packets to ensure new initiates receive all necessary materials in a timely manner. New member packets are sent to chapters to distribute at initiations.
- Processed several thousand membership verification letters.
- Distributed op-ed piece, “Honor societies offer students opportunities, resources, recognition”

Activities Related to Society Web Site

- In July 2009, Phi Kappa Phi went live with its revamped Web site after updating the design, reorganizing the content, streamlining the navigation and enhancing the functionality. New features include:
 - Rotating header graphic allows more information to be featured
 - Links to online communities promote member networking
 - Newsfeed that provides the latest Phi Kappa Phi news about members, chapters and the Society
 - Quick links help surfers find the information they want instantly
 - Streamlined navigation gets you where you want to go with fewer clicks
 - Login is now on the homepage for easier site entry

Activities Related to Member Benefits & Strategic Partnerships

- Secured new provider to administer Phi Kappa Phi’s Career Connection Center.
- Launched a Mentor Match program that pairs long-term, accomplished members with student and young professional members.
- Secured the following new benefits:
 - Apple (October 2007)
 - T-Mobile (July 2008)
 - Avis and Budget (January 2009)
 - AT&T (May 2009)
 - LifeLock (September 2009)
 - National Car Rental (September 2009)
 - Carey and Embarque Transportation (February 2010)
- Hosted the following podcasts:
 - “Secrets of Graduate School Admissions” by Anthony Russomanno of *The Princeton Review*
 - “Internships: What to Expect” by Samantha Holland from Experience, Inc.
 - “The Economy and You” by Roshawn Winburn
 - “Retirement Planning” by Roshawn Winburn
 - “Investment 101” by Roshawn Winburn
 - “Estate Planning” by Roshawn Winburn
 - “Credit and Lending” by Roshawn Winburn
 - “Advance Your Career Despite Challenging Times” by Randy Siegel



TRADITIONS & TRANSITIONS

Responding to a World of Change

- “Interviews: Secure a Second” by Kimberly Thompson
- “Networking: Rise Above the Runaround” by Kimberly Thompson
- “Stress: Put it in Perspective” by Kimberly Thompson
- “Five Secrets to Graduate School Admissions” by Anthony Russomanno of *The Princeton Review*
- “Ten Attributes of Highly Successful Graduate School Applicants” by Anthony Russomanno of *The Princeton Review*
- “Quick Test-Taking Strategies to Raise Your Test Score” by Anthony Russomanno of *The Princeton Review*

Activities Related to Programs and Awards

- Created and distributed award materials to chapters.
- Created and distributed press releases for all award winners.
- Published award winners on PhiKappPhi.org and in annual awards editions of *Phi Kappa Phi Forum*.
- Processed award applications.
- Oversaw the development and implementation of new software that automates the submission process.

Other Activities

- Assisted Executive Director as needed with Foundation development campaigns or mailings.
- Assisted Associate Executive Director/CFO with development of Marketing and Member Benefits budgets.
- Participated in meetings of the Marketing and Member Benefits Committee.
- Participated in meetings of the Convention Planning Committee.
- Participated in meetings of the Emerging Scholar, Fellowship, Love of Learning, Phi Kappa Phi Scholar and Artist, Programs and Awards Review, and Study Abroad Committees.
- Hired *Forum* editor and freelance graphic designer.
- Hired Communications Specialist.



TRADITIONS & TRANSITIONS

Responding to a World of Change

Phi Kappa Phi Forum Activity Report

Submitted by Pete Szatmary

July 1, 2007 - June 30, 2010

The format and content of the *Phi Kappa Phi Forum* quarterly magazine were revamped since the last convention in August 2007 to reflect the interests and demographics of the Society's membership and to follow industry trends. Here are highlights:

Content

- Make sure material is as timely and otherwise relevant as a quarterly can be. (Ongoing.)
- Help volunteer contributors understand that their readers are a smart, general audience, not content specialists or field insiders. (Ongoing.)
- Expand the roster of main contributors beyond academics, when possible and prudent, whether members or nonmembers. There are lots of types of experts, after all. (Ongoing.)
- Continue to try to raise the stakes by pursuing accomplished “names,” solid careerists, and up-and-coming authorities, among others, whether members or nonmembers. (Ongoing.)
- Continue to try to attract qualified members and others as field correspondents. (Ongoing.)
- Include various points of entry into pieces and different types of articles. (Ongoing.)
- Justify space given to columnists. Rotate columnists. Reconsider some beats. (Ongoing.)
- Incorporate Phi Kappa Phi affairs (Society, chapters, membership) into things. (Ongoing.)
- Added context and connections such as biographical information and email addresses. (Throughout 2009.)
- Published enhanced winter awards edition (in the same number of pages as previous awards editions). It included get-to-know-you facts about the winners; an extended profile of one winner in each category; and context about each category. (Winter 2009.)
- Added a Member Spotlight feature to the three regular editions. (Summer 2009.)
- Revised the magazine's mission statement (Summer 2009):
 - New: “*Phi Kappa Phi Forum*, a multidisciplinary quarterly that enlightens, challenges and entertains its diverse readers, serves as a general-interest publication as well as a platform for The Honor Society of Phi Kappa Phi.”
 - Previous: “The purpose of *Phi Kappa Phi Forum* is to enhance the image of The Honor Society of Phi Kappa Phi and promote the pursuit of academic excellence in all fields through a quality, intellectually stimulating publication for its membership.”
- Earned 2009 Apex Award for Publication Excellence for Magazine & Journal Writing for the spring 2009 edition.
- Turned blank back cover into a list of active chapters. (Spring 2009.)
- Restored poetry via a contest open only to active members who must address the edition's theme. (Spring 2009.)



TRADITIONS & TRANSITIONS

Responding to a World of Change

- Reconceived the inside front cover into an About Us page that explains what the magazine is and what its relationship to the Society is. (Spring 2009.)

Visuals

- Reconfigured layout for column consistency and to maximize space. (Summer 2009.)
- Did a complete redesign to reflect industry standards. (Spring 2009 and summer 2009.)
- Continue to revisit overall design to reflect industry trends: fewer, bolder and catchier choices and a “cleaner,” less busy and more uniform presentation. (Ongoing.)
- Use as many free or inexpensive content-specific visuals as possible. (Ongoing.)
- Incorporate branding effort into the magazine. (Ongoing.)

Operations

- Hired an interim editor and local design firm in spring 2008 to help transition the magazine’s production from Auburn, Ala., to Society headquarters in Baton Rouge, La. (May 2008.)
- A month later, relocated the magazine office to Society headquarters in Baton Rouge. (June 2008.)
- By early fall, a new editor, Peter Szatmary, began work at headquarters. (September 2008.)
- Cut costs by upwards of \$30,000 a year by switching to a somewhat lighter and less glossy paper stock and a bit fewer pages. (Spring 2009.)
- Discontinued contract with Shutterstock photo service; can find these type of images elsewhere for free or a few dollars. Saved more than \$1,000 annually. (Spring 2009.)
- Contracted with freelance proofreader for extra set of eyes to reduce errors. (Spring 2009.)
- Adjusted the timeline to create a clean division and consistent naming of the quarterly editions as spring, summer, fall and winter (eliminating a winter/spring designation); to allow for roughly three months between each of the four quarterly editions; and to locate centrally all award winners in the same (winter) edition. (Spring 2009.)
- Contracted with a freelance graphic designer, an industry veteran, to improve aesthetics, increase professionalism, and otherwise augment quality. Saved more than 35% of the salary and all benefits that had been allotted for a full-time position. (Summer 2009.)
- Began revising policies and prices for reprint requests to reflect transforming industry standards. As a result, generated 10 times as much revenue (roughly \$4,000 versus \$400) in a handful of months as in a year-plus prior (Fall 2009 and ongoing.)

Technology

- Include as many multimedia components as possible. (Ongoing.)
- Incorporate magazine content into the Society Web site as resources allow. (Ongoing.)
- Continue to consider creating an online version of the magazine. (Ongoing.)
- Began to discuss the possibility of offering a digital version of the magazine. (Ongoing.)



TRADITIONS & TRANSITIONS

Responding to a World of Change

Advertising and Publicity

- Published two free reciprocal ads with Phi Beta Kappa's *American Scholar*. The ads that ran in *Phi Kappa Phi Forum* were the first in its history. (Spring 2010 and fall 2009.)
- "April 15: A Taxing Spring Day," by Paul K. Chaney, and "Someone to Lien On," by Bob Zany, both in the spring 2010 edition, were distributed at a convention called "Financial Security in Tough Times," hosted by the Virginia Continuing Care Residents Association, an educational advocacy organization. More than 100 people attended. (Spring 2010.)
- Humor columnist and comedian Bob Zany promoted Phi Kappa Phi and the column he wrote for the spring 2010 edition while being interviewed in March on the Fox TV affiliate morning show in Sheboygan, Wis. He also mentioned his connection to the magazine in an interview on an ABC-TV affiliate in Grand Rapids, Mich. And he includes his work and links to the Society on his Web site. (Spring 2010.)
- As a result of the spring 2010 edition, Charles Brown, who wrote about cliff swallows in it, was the keynote speaker at the annual March celebration of cliff swallows at the famed Mission San Juan Capistrano in California. The mission also posted the article and a link to Phi Kappa Phi on its Web site. (Spring 2010.)
- The Missouri Botanical Garden posted on its Web site the spring 2010 article on wildflowers by member Wendy Applequist, who works there, and the front cover, which features the garden. (Spring 2010.)

Magazine Editions August 2007-August 2010

Fall 2007	Multi-topic
Winter/Spring 2008	Multi-topic
Summer 2008	Altruism and Political Participation
Awards 2008	Awards Edition
Fall 2008	Alternative Media
Spring 2009	Starting with Beginnings
Summer 2009	American Pride
Fall 2009	Higher Education
Winter 2009	Awards Edition
Spring 2010	Spring Is in the Air
Summer 2010	Recovery

*Committees, Subcommittees
& Work Groups*



TRADITIONS & TRANSITIONS

Responding to a World of Change

Report of the 2010 Convention Planning Committee to the 2010 Biennial Convention

Committee Members: Dr. Gil Fowler (South Central Regional Vice President); Dr. Robert Rogow (Society President); Rochelle Barabas and Julie Chapman, (Central Missouri chapter representatives); Kathy Barr (Eastern Kentucky chapter representative); Melissa Thomas (University of Missouri-Kansas City representative); Lourdes Barro (Associate Executive Director/CFO); Jim Carlson (Chapter Relations Director); Traci Navarre (Director of Marketing and Member Benefits); Traci Payne, (Chapter Relations Director); Molly Stauffer (Chapter Relations Director); and Dr. Perry Snyder (Executive Director).

The Convention Planning Committee held its first meeting on site at the Kansas City Airport Marriott February 9-11, 2008. This meeting allowed the committee: 1) To see the hotel facilities, meeting rooms, dining areas, guest rooms, registration area, and other guest amenities. 2) To review 2007 Convention evaluations from Orlando, Florida. 3) To establish goals and objectives for the 2010 Convention. 4) To develop the condensed convention model that will be used for the 2010 Convention and subsequent conventions. 5) To select the convention theme: Traditions & Transitions: Responding to a World of Change.

Members of the Convention Planning Committee met in person four times subsequent to the February 2008 meeting. Each committee meeting was held in conjunction with Society Board of Directors meetings. Committee progress reports were made regularly to the Board for approval. Opportunities for discussion about the plans and schedules were given at each Board meeting.

The following list includes several points, features, and goals that the planning committee (with the support of the Budget Committee and the Board of Directors) has attempted to incorporate in planning for the 2010 Convention:

- Create and implement condensed convention model.
- Increase concurrent training opportunities held in conjunction with the convention.
- Increase student involvement during the convention.
- Allow more time for governance sessions.
- Eliminate need for keynote speaker.
- Highlight more award winners by including award recipient presentations.
- Implement new governance structure approved by the 2007 Convention.
- Address challenges and opportunities currently faced by the Society.
- Encourage new chapter delegate participation.
- Provide informative sessions and on-site social activities.
- Eliminate Society-scheduled tours before, during, and after the convention.



TRADITIONS & TRANSITIONS

Responding to a World of Change

- Provide financial support to delegates and candidates.
- Utilize the Society's website for convention publicity and information.
- Increase the Society's green efforts during all aspects of convention.
- Provide more convention information electronically.
- Reduce the number of convention materials printed and mailed to delegates.
- Identify and implement cost-saving measures for convention.
- Provide reasonable registration fees to delegates.
- Provide excellent meals, receptions, and refreshment breaks throughout the convention.
- Select sites for 2012 and 2014 conventions.

We trust that each convention participant will contribute to and gain from the 2010 Biennial Convention. Your evaluations of and ideas about this convention will be incorporated into our plans for the 2012 Biennial Convention in St. Louis.

Special appreciation is extended to Society Headquarters staff for their dedication in executing the plans of the 2010 Convention Planning Committee.

William Bloodworth
Society President Elect and Committee Chair



TRADITIONS & TRANSITIONS

Responding to a World of Change

Report of the Budget Advisory and Review Committee (BAARC) to the 2010 Convention

Members of the Budget Advisory and Review Committee for the 2007-2010 Triennium included Mrs. Kathy E. K. Charleston (North East Region), Dr. Linda Mahler (South East Region), and Dr. Steven Rock (North Central Region), Dr. Donna Sauls (South Central Region), Dr. Sheldon R. Smith (Western Region), and Dr. William A. Bloodworth, Jr., President Elect and Committee Chair.

The Budget Advisory and Review Committee met jointly with the Budget Committee April 7-8, 2010 in Baton Rouge, LA to systematically review the proposed 2010-2012 Biennial Planning Budget, and provide recommendations for revisions to the Board of Directors. Prior to its presentation to the joint committees, the proposed budget, previously prepared by the Headquarters staff in consultation with the Budget Committee Chair, had been reviewed twice by the Budget Committee and the Board of Directors.

The following is a summary of the activities and recommendations from the joint meeting of the BAARC and Budget Committees:

- The Society's financial structure, budgets, investment status, revenue and expense history for the triennium and auditor's reports were reviewed and considered sound.
- An explanation of the biennial budget process, which began in 2007, was presented and found thorough.
- The recommendations from the Programs and Awards Review Committee were discussed and found prudent.
- Each section of the proposed 2010-2012 Biennial Planning Budget was reviewed, and the proposed budget was considered to be fiscally sound and supportive of the Society's mission, goals and objectives.
- The proposed 2010-2012 Biennial Planning Budget includes the following items:
 - Continued support of Partnering for Success Workshops and Cluster Meetings
 - Continued support of Chapter Support Grants. These funds have been allocated to assist with chapter development, growth and campus visibility.
 - Student involvement support
 - Addition of \$15,000 fellowships and the elimination of the Awards of Excellence



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Responding to a World of Change

- Increasing funding of Love of Learning Award by \$15,000 annually
- A \$5,000 annual reduction in Study Abroad Grants
- A \$5,000 annual reduction in the Literacy Grants
- Elimination of Emerging Scholar Award
- Decrease Phi Kappa Phi Scholar and Artist stipends from \$5,000 to \$1,000
- Increase chartering fees by \$2,500 to cover costs (including training)
- Integration of the Forum expenses with Headquarters' expenses
- Adequate funding in the hardware, programming and software lines to ensure the efficiency of the Society operations
- The joint committees made the following recommendations:
 - Establish a way to have chapters invite and pay for speakers
 - Revise the footnote regarding staff salary increases in the 2010-2012 Biennial Planning Budget
 - Explain clearly to delegates at the 2010 Convention the transition from a triennial to a biennial budget

William Bloodworth
Society President Elect and Committee Chair



TRADITIONS & TRANSITIONS

Responding to a World of Change

Report of the Investment Committee to the 2010 Convention

Committee Members: Curtis D. Black, The University of Toledo, Chair; Teresa Heckert, Truman State University; Allen Wayne Lacy; Ron Nowaczyk, University of New Haven; Ray Sylvester, University of the Pacific; and David A. Thomas, Brigham Young University. National Office Staff: Perry Snyder, Executive Director; Lourdes Barro, Associate Director, CFO.

The Investment Committee in the current triennial period has been presented many challenges given the extreme volatility of the financial markets and national and world economic conditions. As of this writing, the effect of the debt crisis in Greece and its corresponding effect on its partner Euronations is only starting to manifest. Nonetheless, the Investment Committee is charged with maintaining the Society's financial assets through a conservative, well-reasoned and researched approach to the markets to meet the Society's current programming needs and build for the future. This report outlines the activities of the committee over the current triennial period.

The 2007 Investment Committee Report to the Convention delegates stated that the Society's investment assets combined to total \$32.2 million. As of the third quarter in the current fiscal year (March 31, 2010), the Society's investments, in composite terms were:

Asset Class	Value	% of Portfolio	Target Allocation
Equity	\$17,448,391	52.3%	50-60%
Fixed Income	\$14,658,895	43.9%	35-47.5%
Cash & Equiv	\$ 1,267,522	3.8%	2.5-5%
TOTAL	\$ 33,374,808		

These figures represent a modest growth of 3.6% in the Investment Portfolio over the previous report; however, given that program expenses have been reduced over the period, the actual growth in the investment holdings was 0.03%. Nonetheless, the fact that any growth was achieved is a positive outcome. Further, despite the significant volatility over the last three years, our investment portfolio performed, on a quarterly basis, between 4.5 and 12.3 basis points above the approved "balanced index" (March 31, 2010 report: 6.2 basis points above the index). That we have achieved these gains the Committee is thankful and readily acknowledges the counsel offered by Buddy Bearman, our account advisor from TIAA-CREF, regarding our investment strategy during the more tenuous moments.



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A closer analysis of the investment portfolio reveals the peak value of the PKP investment portfolio occurred (on a quarterly report basis) in September 2007 at \$34.4 million; the low point was March 2009 at \$26.3 million. During the period of steep decline in equity values, the Investment Committee recommended to the PKP Board that a moratorium be placed on action that would otherwise adjust portfolio holdings. This moratorium allowed the equity portion of the investment portfolio to fall below the targeted minimum of 50%, and prevented the sale of non-equity holdings solely to balance the portfolio. This action was taken at the October 2008 Investment Committee meeting to be effective for a six month period; it was extended in April 2009 for another six months. The Board approved both committee recommendations and during that period, the fixed income allocation peaked at approximately 56.5% of the portfolio, with increases primarily occurring in fixed income mutual fund deposits and short term bonds holdings. By June 2009, the bottom of the equity market appeared to have been reached and the portfolio allocation was aligned again with targeted values. The table above reveals the current overall equity holdings to account for 52.3% of the portfolio.

While the markets were unstable, Curt Black, the Investment Committee chair, PKP-CFO, Lourdes Barro, and Buddy Bearman maintained regular phone contact. Since that time, quarterly conference calls have used to collectively review the direction of the Society's investments and the financial forecast. Chairman Black has kept the rest of the committee apprised of the conversations through electronic mail.

Other significant actions by the Committee over the triennial period included:

- A change in the international fund investment group due to lower than expected performance with the existing firm.
- A unanimous recommendation to the PKP Board that TIAA-CREF be retained as the investment firm holding our financials assets. This recommendation was made upon a review of the performance of the funds invested and the service provided, particularly by our account advisor Buddy Bearman.

The chair acknowledges the insight and wisdom provided by each of the Investment Committee members and by Lourdes Barro during a time of great instability in the marketplace. Further, the annual meetings of the committee required travel and study of numerous documents, and the chair thanks each member for the time and effort devoted to the Society over this three year term.



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Responding to a World of Change

Report of the Ethics Statement Work Group to the 2010 Convention

*Committee Members: Diane Smathers, Chair; Yaw Asamoah, Lourdes Barro, Roy Blackwood.
Consulting member: Alan Hovestadt.*

The Ethics Statement Work Group was charged with leading the board in the development of an appropriate ethics policy for the Society. The group met twice during regular board meetings and communicated via email.

Two questions were posed by the group:

- What will be the purpose of a code? Is it intended to guide people or to set out requirements?
- For whom will the code be developed? All members? Board? Staff?

After answering these questions in concert with the board, and conducting a review of literature as well as codes of other organizations, The Honor Society of Phi Kappa Phi Code of Ethics was developed and approved.

Vision Statement: To be the premier honor society by making heroes of scholars.

The primary objectives of the Society are to promote the pursuit of excellence in all fields of higher education; to recognize outstanding achievement by students, faculty, and others through invitation to membership and through various awards for distinguished achievement; and to engage the community of scholars in service to others.

(Society Bylaws, August 2007)



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Responding to a World of Change

The Honor Society of Phi Kappa Phi Code of Ethics

The Code of Ethics of The Honor Society of Phi Kappa Phi sets forth principles of ethical behavior to serve as an aspiration for all members, staff, volunteers and others who represent the honor society.

- I. I will respect the rights, knowledge, skills, abilities and individuality of all persons.
- II. I will strive for excellence and promote the objectives of the honor society.
- III. I will be honest, fair, trustworthy, and ethical.
- IV. I will comply with all laws, bylaws, the employee handbook, or other relevant policies of the Society.
- V. I will use the Society's resources judiciously.
- VI. I will value and respect the history and traditions of the Society.
- VII. I will use sound judgment in all personal and professional undertakings.
- VIII. I will achieve and sustain competency in my chosen field and/or endeavors.
- IX. I will let the love of learning guide my life.



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Responding to a World of Change

Report of the Revision of the Chapter Petitioning Process Ad Hoc Committee to the 2010 Convention

In July 2009 the CRC Committee proposed the following changes to the Chapter Petitioning Process to the Board. The recommendations were accepted by the Board and put in place in Fall 2009.

Recommended Changes for Site Visits

1. There shall be two versions of the site visit schedule. One will be for the university to arrange the meetings and times and the other will be used by the site visit team that includes talking points for the interviewee(s).
2. Honors students will be included in the meeting with student leaders. Heretofore they have not been in contact with the national visitors.
3. A 15- 30 minute break will be scheduled between meetings depending on physical distances of interview locations on the campus. During these breaks the site visit team will have an opportunity to discuss the previous interview meeting and compare notes.
4. One of the site visit meetings will include or be with the registrar as cooperation with the registrar's office is imperative for chapter functioning. This meeting may be in conjunction with the Provost or Academic Vice President of the institution.
5. The Pre-campus visit form letter will be edited to include those individuals and groups that will be visiting the team with during the campus visit.
6. The "Guide to Campus Visit" will be edited to reflect who will attend each of the interview meetings and the documentation needed to assist in the evaluation.
7. The Regional Vice President or designee who participates in the campus visit will be responsible for preparing the first draft of the report for presentation to the Board. The Executive Director will provide input to the report and edit the report if necessary.

Application Process

1. In the letter sent to the institution introducing the process for application, new chapters will be advised that an active Chapter Board of Directors is imperative to the success of a chapter and that members of the Chapter Board of Directors need to be identified as soon as possible.



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A brief description of the composition and job descriptions of the anticipated chapter board will be included. Identified Chapter Board members will be informed that they are expected to write chapter bylaws and participate in board training conducted a member of headquarters Chapter Relations Division. A sample copy along with a copy of the Society's Bylaws will be sent for education purposes.

2. To save mailing expenses online school catalogs are acceptable and petitioners will be asked to include the website address for the catalogs.
3. The deadline for submission of Part B and its accompanying materials was moved up one month, for example, from March 1 to February 1, to allow more time for review prior to the campus installation decision.
4. After receipt of the petition Part B, a conference call will be convened of the CRC and other headquarters personnel to discuss the proposed chapter rather than using email vote without consultation.
5. Information requested on access to library collections will include electronic access available to the students in addition to hard copy volumes.
6. Members of the Chapters Relations Division at headquarters will be copied on correspondence related to acceptance by the Board of a new Chapter so that the institution will be aware of these folks and so they will be kept in the loop.

Pre-Chapter Installation

1. Chapter officers shall be identified prior to the installation of the chapter
2. Chapter Relations training with headquarters personnel will be conducted with the new Chapter's Board and aid the new Chapter in writing its bylaws and preparing for the installation and first initiation ceremony.
3. The chapter officers shall prepare Chapter Bylaws and have them approved by the Executive Director prior to the installation of the chapter.
4. A proposed plan for the first year of chapter activity will be submitted.



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Responding to a World of Change

Report of the Vision Statement Work Group to the 2010 Convention

Workgroup Members: C. Roy Blackwood – Chair, Ray Davis, Paul Ferlazzo, Traci Navarre, Diane Smathers.

The Vision Statement Workgroup met April 11, 2008, in Columbia, South Carolina. Prior to that meeting, several preparatory documents were circulated for consideration via electronic communication. At the actual meeting, the workgroup reviewed the following: the workgroup's charge, the Society's August 2000 Vision and Mission Statements, and the Triennial Theme and Goals. We discussed the difference between goals and vision statements. Additionally, we considered the Society's vision relative to goals and planning that are to be attained during the 2007-2010 Triennium.

We forged a vision statement that was presented to the Society's Board of Directors. Generating much discussion and some discomfort, and after several attempts at "word-smithing," it was tabled. The Workgroup generated an amended version of the statement with consideration of Board comments, and was it presented after lunch during the next Board session as follows:

"To be the Premier All-discipline Honor Society by Making Heroes of Scholars"

The proposal passed unanimously.

Respectfully submitted,
C. Roy Blackwood,
Workgroup Chair



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Responding to a World of Change

Report of the Chapter Relations Committee to the 2010 Convention

The Chapter Relations Committee and Chapter Relations Department meet at the beginning of every Society Board meeting to discuss all aspects of Chapter Board operations and issues. It is the responsibility of the Chapter Relations Committee to review petitions for new chapters, recommend the installation of new chapters, and install new chapters after they have been approved. When necessary, this group meets through the use of conference calls to deal with specific and immediate issues related to chapter operations.

The members of this group participate in two Partnering for Success Meetings per year. These general meetings bring chapter board members together from throughout the Society for training and sharing of issues and concerns. Two to three regionally specific cluster meetings are also presented by this group each year to facilitate sharing of ideas and giving support.

Chapter relations personnel meet one-on-one with individual chapters throughout the Society to reach out and make available to them the resources of the Society, to attend and support Phi Kappa Phi chapter sponsored activities, and to revitalize and reactivate if necessary chapters that have been placed on inactive status or chapters whose charter has been withdrawn.

Major Activities of the Chapter Relations Committee in the 2007-2010 triennium include:

1. The development, planning, and implementation of the Chapter of Excellence/Chapter of Merit program launched in 2009. This award program gives chapters an opportunity to receive monetary resources as well as recognition for their efforts through a Presidential Citation, a commendation letter sent to chapter officers and campus administration, recognition on the Society website, recognition in Society publications, recognition at the next convention, and a specifically designed logo for use in chapter communications. Designees who have earned the Chapter of Excellence in addition receive recognition advertisements in Chronicle, local media, and other educational journals.
2. On-going reviews of in-place chapters and petitioning chapters are conducted at each board meeting. Ten new chapters, were installed during the 2007-2010 triennium:
 - Brenau University, Gainesville, GA Installed 8/30/07
 - Murray State University, Murray, KY Installed 11/28/07



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- Utah Valley University, Orem, UT Installed 4/3/08
- The University of Texas at Tyler, Tyler, TX Installed 4/17/08
- Muskingum College, New Concord, OH Installed 4/26/09
- University of Kentucky, Lexington, KY Installed 4,27/09
- Black Hills University, Spearfish, SD Installed 5/2/09
- Florida Institute of Technology, Melbourne, FL Installed 5/5/09
- SUNY Binghamton, Binghamton, NY, Installed 11/21/09
- The University of Findlay, Findlay, OH Installed 2/25/10
- University of Maryland, College Park Installed 4/28/10
- University of Maryland, Univ College, Adelphi, MD Installed 5/2/10
- University of Maryland, Baltimore County, Baltimore, MD, Installed 5/6/10
- University of Maryland, Eastern Shore, Princess Anne, MD Installed 5/5/10
- Marshall University, Huntington VA, Installation date pending.

Other chapter actions taken by the Chapters Relations Committee include:

- Duquesne University, Pittsburgh, PA Reactivated 9/29/07
 - University of New Hampshire, Durham, NH Chapter withdrawn 10/20/07
 - St Cloud State University, St Cloud, MN Chapter withdrawn 10/20/07
 - Lewis and Clark College, Portland, OR Chapter withdrawn 10/20/07
 - University of Miami, Miami, FL Inactive Status 4/11/08
 - University of West Florida, Pensacola, FL Inactive Status 4/11/08
 - Washington State University, Pullman, WA Inactive Status 4/17/09
 - Central Michigan University, Mt. Pleasant, MI Chapter withdrawn 4/17/09
 - Humboldt State University, Humboldt, CA Inactive Status 4/17/09
3. The committee recommended to the Society Board changes be made to the Petitioning process for new chapters. These modifications included requiring, prior to installation the new chapter, identification of critical members of the chapter's board of directors, preparation with the help of Chapter Relation Department personnel of the Chapter's Bylaws, and the first year plan for chapter activities. All changes including those related to the site visit and correspondence prior to and after the site visit were adopted by the Society Board at its meeting in October 2009.



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4. As the Society moves to a biennial model and a new Society Board composition, the Chapter Relations Committee members will consist of five Regional representatives. This committee will elect one of its members to serve on the Society Board as the Vice President for Chapter Relations. The details of this new structure and its implementation were prepared by the committee for the 2010 Convention.
5. The 2010-2012 Society Board of Directors will include two student vice presidents. The composition and structure of a Student Advisory Committee was devised by CRC and the Chapters Relations Department at headquarters. The CRC and CRD will coordinate and support this committee. Two of the Advisory Committee members will be elected by the Advisory Committee to serve as Vice President of Students.



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Report of the Programs & Awards Review Committee (PARC) to the 2010 Convention

Dr. Paul J. Ferlazzo (Society Past President), Dr. Timothy Scott (Texas A&M University), Ms. Cheria Dial (The Ohio State University), Dr. William Bloodworth (Society President Elect), Mr. C. Roy Blackwood (Director of Fellowships and Awards), Dr. Perry A. Snyder (Executive Director), Mrs. Lourdes R. Barro (Associate Executive Director and Chief Financial Officer), Mrs. Maria C. Davis (National Marketing Development Manager)

The Committee reviewed the Society's five programs and awards (i.e., Fellowships, Study Abroad Grants, Literacy Grants, Love of Learning, and the Phi Kappa Phi Artist and Scholar Awards) with an emphasis on strengthening the Society's chapters and benefits to members. The review included a brief history of each program and award, its current status, and the funding for the program and award. Throughout the review process programs and awards were evaluated as to their relevance and whether they continue to fulfill the Society's responsibility to its chapters and members in accordance with the Society's mission.

In order to preserve the corpus of the Foundation, the committee agreed that no more than \$440,000 annually would be available for awards. Therefore, the Committee made the following recommendations to the Board of Directors regarding the Society's programs and awards:

Fellowship Program

- Create 3 "super" Fellowships of \$15,000 each to be awarded annually
- Award 57 Fellowships at \$5,000 each annually
- Abolish the Awards of Excellence
- Reduce the annual award budget to \$330,000; Biennial funds for the Fellowship program should be \$660,000

Study Abroad Grants

- Award 45 grants at \$1,000 each annually
- Reduce the annual award budget to \$45,000; Biennial funds for Study Abroad should be \$90,000



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Literacy Project Grants

- Reduce the annual award budget to \$25,000; Biennial funds for the Literacy Grant program should be \$50,000
- Limit the number of consecutive years one program may receive funding to 2 years. Said program may reapply for grant funding after sitting out for one year.

Love of Learning Award

- Award 80 grants annually at \$500 each
- Increase the annual award budget to \$40,000; Love of Learning program to be expanded with an allocation of \$80,000 for the biennium

Society Artist and Scholar Awards

- Scholar and Artist stipends should be reduced from \$5,000 to \$1,000
- Invite recipients to the convention, but no presentations will be made; rather, they will be presented their award on stage

Other Items of Discussion:

- Fellowships have been and should remain the Society's "flagship"
- Efforts should be made to ensure that more Study Abroad recipients become members
- Literacy is central to the Society's expanded mission
- Love of Learning has filled a major member need
- Emerging Scholars has disappointed

William Bloodworth

Society President Elect and Committee Chair



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Report of the Fellowship Committee to the 2010 Convention

Fellowship Committee Charge:

According to the By-laws, the Fellowship Committee, “within the policy decisions made by the Board,” is charged with “[determining] the number of Fellowships to be granted each year and the persons to whom they shall be awarded.” Policy during the 2007/08 and 2008/09 years of the triennium construed the term fellowships to include Fellowships, Named Fellowships, and Awards of Excellence. As a result of B.A.R.C. recommendations promulgated during Spring 2008 to the Phi Kappa Phi Board of Directors based upon shifting economic conditions, the Board modified the Fellowship Committee charge to eliminate the Awards of Distinction and to create three “super fellowships” subsequently named the Phi Kappa Phi Marcus L. Urann Fellowships at the rate of \$15,000 each. The balance of the fellowships and the named fellowships were to be awarded beginning with the last year of the triennium at the standard rate of \$5,000 each.

Committee Membership

Committee membership consists of one representative from each of the five regions with the Director of Fellowships representing his region. The members of the Fellowship Committee changed considerably for various reasons during the triennium as per the following chart:

2007/08 – C. Roy Blackwood, MFA, FRSA, *Chair and Director of Fellowships, South Central Region*

Ms. Dianne Neff, *Southeast Region*

Kim Dunnick, Ph.D., *Northeast Region*

Barbara Cloud, Ph.D., *West Region*

XXXXXXXX, *North Central Region*

(Note: This individual did not function and was not replaced due to timing.)

Theresa Bard, *Staff Representative*

2008/09 - C. Roy Blackwood, MFA, FRSA, *Chair and Director of Fellowships, South Central Region*

Ms. Dianne Neff, *Southeast Region*

Kim Dunnick, Ph.D., *Northeast Region*

Barbara Cloud, Ph.D., *West Region*

Elizabeth (Libby) Wachtel, Ph.D., *North Central Region*

Maria Davis, *Staff Representative*



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2009/10 - C. Roy Blackwood, MFA, FRSA, *Chair and Director of Fellowships, South Central Region*

Ms. Dianne Neff, *Southeast Region*

Elizabeth (Libby) Wachtel, PhD, *North Central Region*

Michael Haaf, Ph.D., *Northeast Region*

Gypsy Denzine, Ph.D., *West Region*

Maria Davis, *Staff Representative*

Selecting Fellowship Recipients

Each member of the Fellowship Committee independently rates every chapter's fellowship nominee in each of the following categories: Undergraduate Academics; Undergraduate Leadership and Service; Graduate Prospects; Personal Statement; and Letters of Recommendation. Each category is rated on a 9-point scale. Ratings are then compiled, and the Committee meets to select recipients and to determine who among them will receive named fellowships and who will receive Awards of Distinction (first two years of the triennium). During the third year of the triennium, the Committee met to select the fellowship winners and to determine the Named Fellowships, including the three new Phi Kappa Phi Marcus L. Urann Fellowships.

Each year in the 2007-2010 Triennium, the Fellowship Committee has reviewed all nominees for graduate fellowships and submitted for Board approval according to the following:

In the spring of 2008, a list of 60 Fellowship recipients and 40 Award of Excellence recipients, including those designated Slater Fellow, the Yoerger Presidential Fellow, the Ruth Brasher Fellow, the Kathleen Greey Fellow, the Marjorie Schock Fellow, the Alfred Wolfe Fellow, and Six Walter and Adelheid Hohenstein Fellows.

In the spring of 2009, a list of 60 Fellowship recipients and 40 Award of Excellence recipients, including those designated Slater Fellow, the Yoerger Presidential Fellow, the Ruth Brasher Fellow, the Kathleen Greey Fellow, the Marjorie Schock Fellow, the Alfred Wolfe Fellow, and Six Walter and Adelheid Hohenstein Fellows.

In the spring of 2010, a list of 60 Fellowship recipients, including those designated the Phi Kappa Phi Marcus L. Urann Fellows, the Slater Fellow, the Yoerger Presidential Fellow, the Ruth Brasher Fellow, the Kathleen Greey Fellow, the Marjorie Schock Fellow, the Alfred Wolfe Fellow, and Six Walter and Adelheid Hohenstein Fellows.



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From a total of 487 chapter nominees, the Committee has selected a total of 180 recipients of the Graduate Fellowship and 80 recipients of the Award of Excellence for a grand total of 260 awards; 53% of nominees received an award. The financial commitment of fellowships comes to \$380,000 in 2008, \$380,000 in 2009, and \$330,000 in 2010, for a total of \$1,090,000 for the 2007-2010 Triennium.

Named Fellowships

Fiscal Year 2008/09 saw the deletion of the Awards of Excellence due to financial constraints. 2010 of the 2007-2010 Triennium has seen the addition of three Phi Kappa Phi Marcus L. Urann named Fellowships at the rate of \$15,000 each.



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Report of the Review Structure of Fellowship Program Ad Hoc Committee to the 2010 Convention

Committee Membership:

C. Roy Blackwood, Chair

Kim Dunnick

Barbara Cloud

Diane Neff

Lara Lengel

Kathleen Brown – At Large

Maureen Hurd Hause – At Large

Marya Free

Gil Fowler

Theresa Bard – Staff

Lourdes Barro – Staff

Perry Snyder – Staff

Committee Members Absent:

Lara Lengel, never present

Kim Dunnick, early departure

Meeting convened at 12:30 PM, April 6, 2008

Minutes:

After a delightful lunch on site, Blackwood called the meeting to order and asked those present to introduce themselves and state basic information about themselves, including current role in Phi Kappa Phi.

Discussion was introduced by Blackwood, who provided a synoptic overview of current procedures and profiling pertinent points that brought us to the current circumstance. He distributed and reviewed copies of the 2004-2007 Fellowship Committee's rescinded resolution (attached). Committee members were invited to add their perspectives - pro, con and otherwise regarding that motion and its implications of delivery in this awards program. Comments centered upon the importance of developing high-dollar Fellowships equated with name recognition and a perceived need to continue providing broad graduate study support.

Fowler provided an in-depth profile of the background on the issues.

Free provided an in-depth profile of the 2004-2007 Fellowship Committee perspective relative to the resolution, of which she was the Director.



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Highlights of discussion include:

Fowler – Summarized Board action on first passing the Fellowship Committee’s resolution, and the subsequent rescinding of that motion. Also gave chapter perspective that to reduce the number of recognized awards could send message that too many awards reduce effectiveness of program.

Brown – Two competing philosophies are at work...creating ultra prestigious awards versus Society name recognition via broad, lesser dollar amount support. “Uber” (high-dollar) awards are important.

Hurd Hause – Value lies in recognizing quality through both approaches.

Barro – Distributed a chart showing applicant participation over a number of years. Note was made that in years following the Triennial Convention participation increases.

Neff – Further discussed implications that the Triennial Convention seems to create spikes in interest in participation by chapters.

Blackwood – Personal contact by chapter members for potential Fellowship applicants produces strong nominees.

Cloud - Suggested that perhaps we should wait to make any changes subsequent to Board response and potential further Ad Hoc Committee study. This became the basis for the below listed recommendations.

Snyder – Developing program visibility may be accomplished in many ways.

Discussion fell into four distinct categories:

1. Dollar amounts for Fellowships and Awards of Distinction.
 - a. Support for fewer, larger awards versus larger number of smaller awards
 - b. Possibility and implications of eliminating Awards of Distinction
2. Numbers of applicants from which nominees are selected, and from whom winners are selected. How to engage chapters in this process.
3. Increasing name recognition and prestige of Phi Kappa Phi via Fellowship winners moving it to the level of other well-known awards such as Marshall, Truman, Udall, etc.
4. Methods of funding Fellowship Awards program (current and future)



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Recommendations for Board consideration:

1. That any change in delivery of Fellowships and Awards of Distinction should follow further study.
2. That every effort be made by Chapter, supported by the National Office, to increase participation in this awards program.
3. That when finances allow, increase Fellowship awards to a level at least commensurate with other nationally known prestigious scholarships.
4. Development opportunities may exist to increase support for this program.

The committee appreciates the opportunity to serve the Society in this way and awaits further charges.

Respectfully submitted,

C. Roy Blackwood, *Chair*



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Report of the Literacy Grant Committee to the 2010 Convention

Prepared by Marge Phillips, Committee Chair

Committee Membership

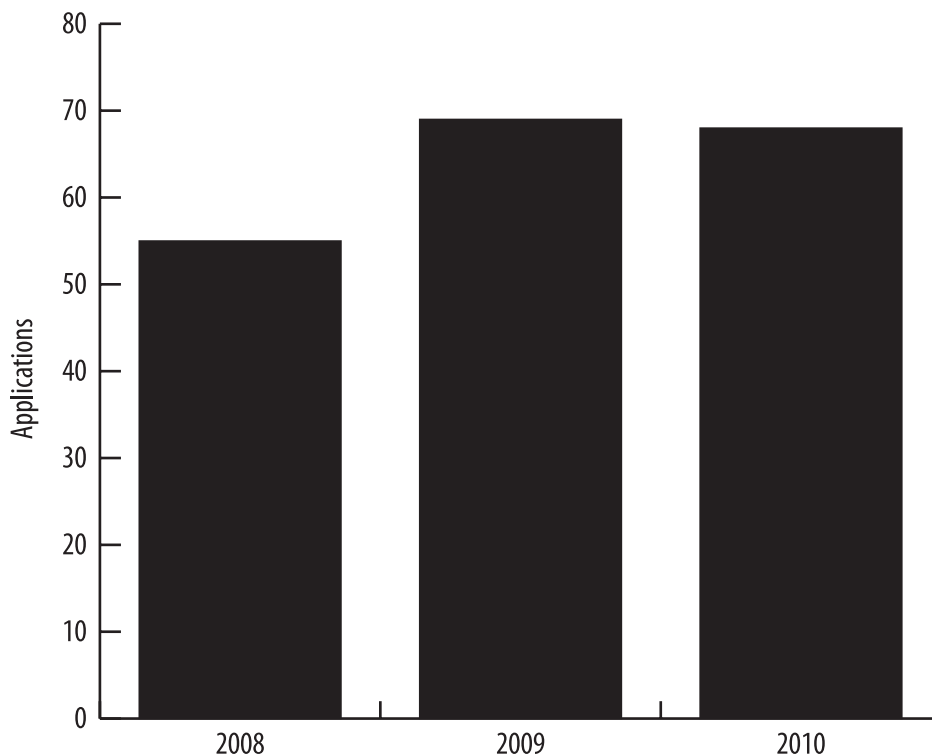
The members of the 2007 – 2010 Literacy Grant Selection Committee are as follows: Mrs. Marjorie (Marge) Phillips, Dr. Leigh W. Cellucci, Ms. Julie Putnam, Dr. Shirley C. Sorensen, Ms. Paula Stuetgen, and Maria C. Davis, Staff Representative.

Process

Literacy Grant applications are due around the first of February. Proposals for new literacy projects as well as ongoing projects are encouraged for submission. The projects have been very interesting and original in their ideas. The committee members read and ranked each of the applications. The Selection Committee then met by conference call to discuss compiled scores and review the project budgets. The committee has strived to fund as many of the excellent projects as possible with the available funds.

Outcomes

Each year the number of grant applications has grown. Below is a chart outlining the application trend during the 2007-2010 Triennium.

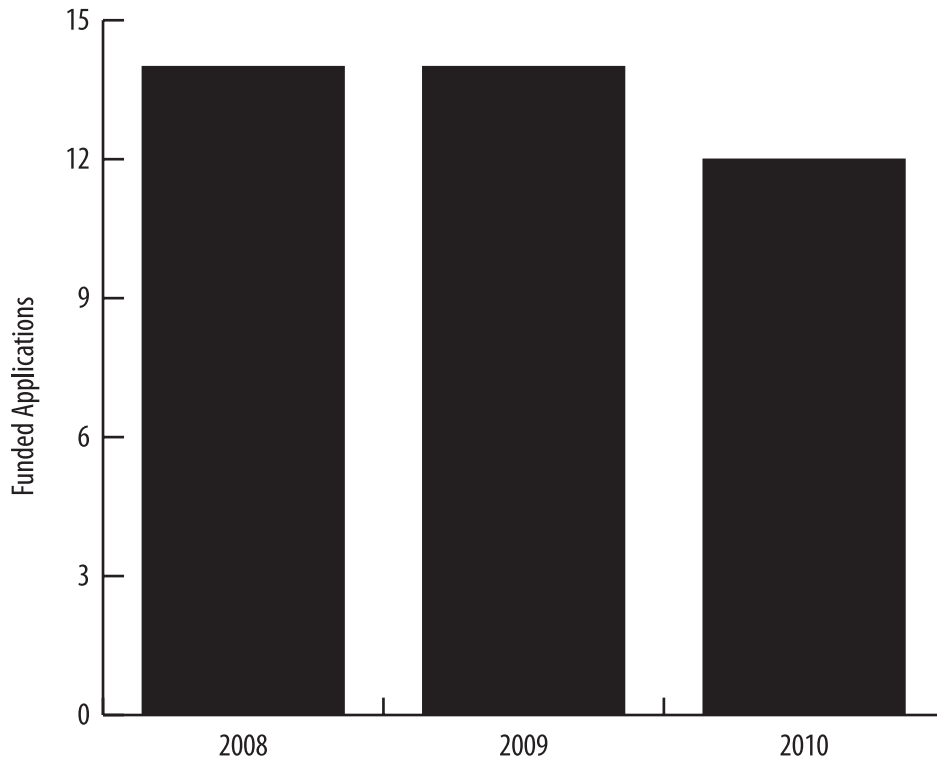




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As a result of the volatile financial market, the Society reduced the total amount of funding for the 2010-2012 biennium from \$30,000 to \$25,000. The following chart shows the number of projects awarded funding each year.



Program Recommendations

- Beginning 2010-2012 – no literacy project may receive grant funding for more than 2 consecutive years. At year 3, the Project must “sit out” a minimum of one year.
- Exclude the following items from grant funding –travel expenses, food/consumable items, salaries.
- Shift the application submission deadline date to April 1.

Maria Davis, *Staff Representative*



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Report of the Phi Kappa Phi Scholar & Artist Selection Committee to the 2010 Convention

William J. McKinney, North Central Region (Chair)

Stefan Hall, Northeast Region

Maureen Hurd Hause, Northeast Region

John O'Quinn, Northeast region

Maria Davis, Staff Representative

The 2010 Phi Kappa Phi Scholar-Artist Selection Committee met in Baton Rouge March 26, 2010 to consider the nominations and to select the 2010 Phi Kappa Phi Scholar and the 2010 Phi Kappa Phi Artist. The meeting agenda was distributed prior to the committee's arrival.

Timeline

- Fall 2009: Society Headquarters announced the opening of the award competition.
- February 10, 2010: Deadline for receipt of all application materials at Society Headquarters.
- February 28, 2010: Committee Chairperson completes initial screening of applicants based on the award nomination materials consisting of the nomination/cover letter, detailed curriculum vitae, completed nomination form and published award criteria. The results of this screening are reported to Society Headquarters, creating a list of award finalists.
- March 1, 2010: Society Headquarters solicits supplemental materials from all finalists.
- March 26, 2010: Committee meets face to face in Baton Rouge to determine the two award winners.
- April 2010: Board ratification of winners; winner notified.

Statistics

- Scholar Award Nominations: 15 (3 total nominations in 2007)
- Scholar Award Finalists: 7
- Artist Award Nominations: 16 (8 nominations in 2007)
- Artist Award Finalists: 5
- All nominees were eligible to receive the award (active members of Phi Kappa Phi)

Review of Selection Process

Scholar finalists were judged based on the following published criteria:

- Distinguished record of past scholarly achievements (0-10 points)
- Documented evidence of national or international prominence and visibility (0-10 points)



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- Demonstrated consistency of excellence in teaching and/or Service (0-10 points)
- Distinguished record of honors, publications, patents, inventions or other types of recognition for excellence and scholarly achievement (0-10 points)
- Bonus: Likelihood of attending a regional or chapter meeting, promoting PKP in some way, etc. (0–5 points)

Artist finalists were judged based on the following published criteria:

- Distinguished record of past accomplishments in the arts (visual arts, performing arts, applied arts, and humanities) (0-10 points)
- Documented evidence of national or international prominence and visibility (0-10 points)
- Demonstrated ability to promote excellence in the arts (0-10 points)
- Acknowledged by peers in the field through national and international awards or other means of recognition (0-10 points)
- Bonus: Likelihood of attending a regional or chapter meeting, promoting PKP in some way, etc. (0–5 points)

The committee took each award in its turn, discussing first the artists, and then the scholars. After initial discussion to narrow the pool down to 2-3 top contenders, discussion continued until consensus was reached on the time to vote. Each committee member rated the top contenders based on the award criteria above, and in each case, a clear winner emerged from the scoring process.

At that time, the Chairperson asked the committee members if they were satisfied with the results of the scoring and the subsequent winners. In each case, the answer was unanimous.

In discussion that followed the selection process, it was determined that the voting was so close this year that the runner up in each category be encouraged to submit their materials for nomination in 2012.

Action

The 2010 Phi Kappa Phi Scholar-Artist Selection Committee submitted these names to the Society Board for ratification at its April 2010 meeting:

- 2010 Artist Award Recipient: David Northington, *University of Tennessee*
- 2010 Scholar Recipient: Sarah Rajala, *Mississippi State University*



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Report of the Artist, Scholar, and Service/Leadership Awards Program Ad Hoc Review Committee to the 2010 Convention

William Bloodworth, Catherine Clark-Eich, Paul Ferlazzo (Chair), John Nail, Perry Snyder

Charge

To review the nomination and selection processes for the Artist, Scholar, and Service/Leadership Awards and to make recommendations to the Board of Directors for improvements and changes.

Issues and Concerns Addressed by the committee:

- a) Number and quality of nominees
- b) Application process
- c) Visibility of the awards
- d) Re-active nature of the review committees
- e) Dollar amount of the awards
- f) Awards for members only vs. awards for non-members with national status
- g) Impact on the awards of the new biennial system

Recommendations to the Board of Directors

1. In the belief that the honor rather than the monetary award is most important, reduce the Scholar and Artist Awards from \$5,000 to \$1,000 each. Use the savings from the budgeted amounts to promote the winners through expanded publicity for the winners.
2. For the Scholar and Artist Selection Committee:
 - A. Broaden and intensify the marketing of the competition; i.e., seek nominations from sources other than chapters. College and university presidents (or chancellors), provosts (or vice presidents for academic affairs) as well as members at large should be encouraged to submit nominations or recommend persons to be considered for the awards.
 - B. Be proactive in securing a high quality field of candidates; i.e., solicit the names of candidates from Board members, committee members and staff.
 - C. Revise the nomination process making it possible for nominations to be made not only by chapters but by individual Phi Kappa Phi members as well.
 - D. Simplify the application process.



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3. For the Phi Kappa Phi Service Award:
 - A. The Award to be named The Phi Kappa Phi President's Award.
 - B. Have the Phi Kappa Phi President select no more than 3 individuals who have distinguished themselves in the area of service to either Phi Kappa Phi, to higher education, or to society at large. The President may identify the individuals using whatever process he or she finds appropriate. The President may act independently, solicit nominations and applications from the membership, or seek input from individuals or committees.
 - C. The President's Award should be \$1,000 in the form of a donation to a charity, foundation, or institution of the winner's choosing.



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Report of the Study Abroad Grant Committee to the 2010 Convention

Prepared by Christopher K. Butler, PhD, Committee Chair

Summary

One of the most well-received programs that Phi Kappa Phi offers is the Study Abroad Grant program. It was designed to be attractive to undergraduate students who are not yet members, with the intent of raising campus-wide student (and faculty) awareness of Phi Kappa Phi and the local chapter. During the 2007–2010 Triennium, awareness of and participation in the program was higher than that of the previous Triennium.

Data

The following tables summarize the program's impact during the current triennium.

	Applicants		
	2008	2009	2010
Total	350	287	412
Eligible	241	213	218
Awards	50	50	45

Gender Distribution (%) of Eligible Applicants

	2008	2009	2010
Male	21	19	20
Female	79	81	80
Total	100	100	100

GPA Distribution of Eligible Applicants

	2008	2009	2010
4.0	44	51	50
3.95-3.99	27	15	19
3.90-3.94	38	27	33
3.85-3.89	27	19	22
3.80-3.84	27	16	19
3.75-3.79	15	19	20
3.70-3.74	15	15	13
Below 3.70	51	51	42
Total	241	213	218



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Distribution by Region of Eligible Applicants

	2008	2009	2010
NE	43	28	47
SE	64	54	27
NC	47	51	41
SC	63	50	77
W	24	30	26
Total	241	213	218

Sources from which applicants learned about the grants have evolved with the growth of the program. Consistently, the two most frequently used sources are the campus study abroad office and a faculty member; the Society's Web site is the third most-used source. Other sources mentioned were the program announcement poster, the local Phi Kappa Phi chapter, an Honors College/program, and campus e-mails.

Throughout the program's operation, the fields of study reported by applicants have been quite diverse, indicating that one intent of the program—to enhance awareness of Phi Kappa Phi across all fields and disciplines—has been increasingly successful. Many applicants demonstrate an interdisciplinary scope of study, often with double and occasionally triple majors.

Eligible applicants peaked and leveled off relative to the previous triennium but are still above the levels of the previous triennium.

Program Development

Two significant changes were made in the current triennium. First, we stopped counting "pre-college" credit (such as AP credit and credit by exam) that seemed to be excluding otherwise strong students due to too many credit hours. This was a positive development. Second, due to the market downturn, the number of awards was reduced this year to 45 (from 50). This reduction will continue through the next 2010-2012 Biennium.



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Responding to a World of Change

Report of the Emerging Scholar Award Committee to the 2010 Convention

Prepared by Maria C. Davis, Society National Marketing Development Manager

Committee Membership

The Emerging Scholar Award is the only program governed by a Society Headquarters staff committee. The committee is comprised of the following: Dr. Perry Snyder, Traci Navarre, Maria C. Davis, Molly Stauffer, Traci Payne, Jeremy Garland, Jim Carlson and Deanna Landry.

History

In 2006 Phi Kappa Phi's Board of Directors approved the creation of two new award programs—Emerging Scholar and Love of Learning. Both programs launched in 2007. Whereas the Love of Learning Awards were created to provide for active Society members, Emerging Scholar Awards were designed to recognize outstanding rising sophomores studying at Phi Kappa Phi member institutions. A major goal of the Emerging Scholar program was to increase awareness of the Society among younger students.

From 2007 to 2009, Phi Kappa Phi granted 60 Emerging Scholar Awards in the amount of \$250 to students who met the following eligibility requirements:

- Attend an institution with an active Phi Kappa Phi chapter;
- Maintain a cumulative grade point average (GPA) of at least 3.75 on a 4.0 scale;
- Earned a minimum of 30 semester hours (or equivalent, excluding all AP, Credit by Exam, transfer credits, etc.) of academic credit;
- Earned no more than a total of 60 semester hours (excluding all AP, Credit by Exam, transfer credits, etc.) during their post high school academic career.

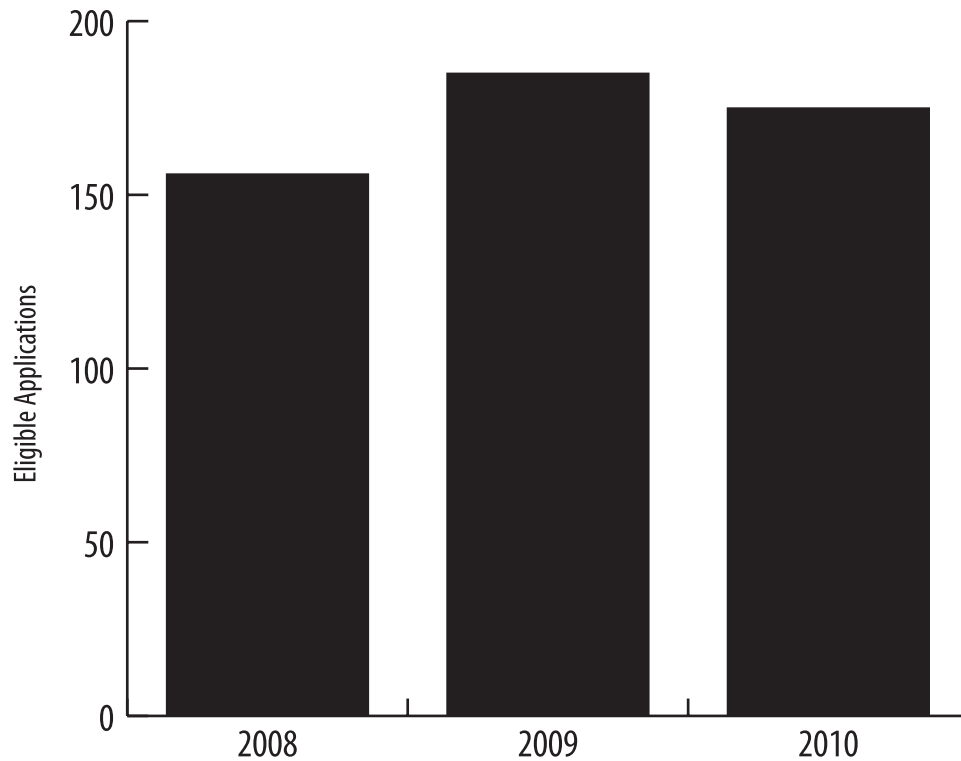
Impact

On average, Phi Kappa Phi received 170 applications each year of the triennium for the Emerging Scholar Awards. (See chart below.) Conversely, the number of applications for the Love of Learning Awards doubled each year of the triennium. By 2009, more than 1,000 members competed for the 50 \$500 Love of Learning Awards.



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Recommendation

At its spring 2009 meeting in Baton Rouge, La., Phi Kappa Phi's Board of Directors approved a recommendation from the Programs and Awards Review Committee (PARC) to overhaul most of the Society's annual awards programs. The revamping entailed discontinuing the Emerging Scholar Awards program. There were two main reasons for these changes: to serve constituents better and to practice fiscal responsibility in the wake of the downturn.



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Report of the Love of Learning Award Committee to the 2010 Convention

Program Summary

Love of Learning Awards help members of Phi Kappa Phi achieve their professional goals through funding post-baccalaureate studies and/or career development activities including (but not limited to): graduate or professional studies, doctoral dissertations, continuing education, career development, professional and educational travel, etc. The competition is open to all active (dues current) Phi Kappa Phi members who 1) have completed their baccalaureate studies by application submission deadline; and 2) have not received a Fellowship or Award of Excellence grant.

From 2007 to 2009, 50 awards were offered annually, while at the same time eligible applications increased from 280 in 2007 to 665 in 2008 to 1,060 in 2009. Given its popularity, the Board of Directors allocated an additional \$15,000 for this program in 2010 bringing the total annual allocation to \$40,000 to support 80 awards of \$500 each.

A statistical analysis prepared by Maria Davis at Phi Kappa Phi Headquarters of eligible applicants and winners is presented below.

Gender Distribution

GENDER	2007		2008		2009	
	APPLICANTS	WINNERS	APPLICANTS	WINNERS	APPLICANTS	WINNERS
Male	N/A	N/A	162	16	208	10
Female	N/A	N/A	503	34	689	32
Unknown	N/A	N/A	N/A	50	162	8
Total	280	50	665	50	1,060	50

Geographic Distribution by Phi Kappa Phi Region

REGION	2007		2008		2009	
	APPLICANTS	WINNERS	APPLICANTS	WINNERS	APPLICANTS	WINNERS
NE	N/A	N/A	132	9	210	11
SE	N/A	N/A	106	7	195	6
NC	N/A	N/A	128	15	199	11
SC	N/A	N/A	131	7	177	6
W	N/A	N/A	168	12	279	16
Total	280	50	665	50	1,060	50



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Intended Use of Funds

OPTIONS	2007		2008		2009	
	APPLICANTS	WINNERS	APPLICANTS	WINNERS	APPLICANTS	WINNERS
Continuing Education	N/A	N/A	45	7	97	6
Graduate School	N/A	N/A	403	9	607	9
Other	N/A	N/A	57	3	81	5
Research	N/A	N/A	58	11	97	16
Travel	N/A	N/A	99	20	175	14
Unknown	N/A	N/A	3	0	3	0
Total	280	50	665	50	1,060	50

Applicants were asked to identify (from a list on the application) an intended use of funds.

Love of Learning Committee and Award Selections Process

Charge of Love of Learning Committee and 2007-2009 Members:

The Love of Learning Committee began its service with one representative from each region and is appointed by the Society President. As the program nearly doubled in size each year, the Committee requested additional members. At the end of 2008 the Committee doubled in size to have two representatives from each region. The primary purpose of the committee is to review all Love of Learning applications each year and recommend the winners. The 2007-2009 Committee members were as follows:

Chair, David Shafer	<i>North Carolina State University</i>
DeWayne Bowie	<i>University of Louisiana, Lafayette</i>
Lisa Brady	<i>Boise State University</i>
Laure Pengelly Drake	<i>University of Montana</i>
Tami Eggleston	<i>McKendree College</i>
Susan Grant	<i>North Carolina State University</i>
Timothy L. Hulsey	<i>Virginia Commonwealth University</i>
Richard Neeley	<i>Arkansas State University</i>
Nancy Wesenberg	<i>University of Wisconsin-Eau Claire</i>
Phi Kappa Phi Liaison	<i>Maria Davis, Honor Society of Phi Kappa Phi</i>



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Application Review Process:

Applications were pre-screened by the Society Headquarters to ensure each applicant met minimal eligibility requirements. They were then distributed to committee members. Each application was scored by two reviewers, and each reviewer had over 200 applications to score.

Over the past three years, the Committee has developed a rubric for evaluating the applications. Each criterion below was assigned a relative weight and was scored on a scale from 1 to 5 (5 being the best):

- a. Extent to which the proposed activity is consistent with the purpose of the award program as described in the personal statement (40%)
- b. The academic credentials of the applicant as compared to their respective peer group (15%)
- c. The extent to which the applicant has demonstrated leadership and/or community service experience (15%)
- d. The extent to which the budget is reasonable and will have an impact on ability to carry out project/activity (20%)
- e. Overall quality of the application - completeness, description of activity, grammar, neatness, etc. (10%)

After reviewing/scoring the applications, each committee member e-mailed both Phi Kappa Phi Headquarters (Maria Davis) and the Committee chair (Dave Shafer) their completed spreadsheets that included scores for each criterion, as well as the final score for each applicant. Comments related to particular applicants were also included, where appropriate.

Finally, the weighted final scores for each applicant were combined into one spreadsheet and sent to the Committee for review. The fifty applicants with the best scores were selected as the preliminary winners.

Generally, the Committee holds a conference call to discuss the applications and to provide feedback on the selection process. In 2009, given that there was a clear cut off score that allowed for selection of the winners (and due to time constraints), a conference call to discuss the applicants was not required. A summary of the decisions was sent to all members of the committee.



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Key Accomplishments

This program serves both to help individuals achieve their own career goals, while at the same time increase the visibility of Phi Kappa Phi on a national scale. In the three years the program has been in place over 100 applicants renewed their membership in the Society to be eligible to compete in this program. One winner recognized the importance of the Society by stating that “It is organizations like Phi Kappa Phi that make continued learning a reality!”

After three years of program implementation, the Committee and Phi Kappa Phi Headquarters staff successfully developed a comprehensive review process that is effective in selecting only 50 winners from a pool of over 1,000 applicants. The amount of each award (\$500) in combination with the prestige of receiving it seems to attract an increasing number of quality applications. As one winner stated “.... The financial component of the award is always pleasant, but the honor of being selected is also a valuable affirmation of our hard work as graduate students and as scholars.”

Recommendations

Continue to increase funding for the Love of Learning program. As indicated above, demand for these grants has been increasing every year. It is also clear that such funding has a significant impact on the winners’ achievement of their career goals.

Narrow the scope of the competition. Limit the competition to applicants requesting funds to support specific projects/travel, and discourage applications for funds to support general educational expenses (e.g. tuition and fees, books and supplies). One of the purposes of the Phi Kappa Phi Fellowship program is to fund graduate education in general. Love of Learning awards should be granted to an individual when additional funding will have a significant effect on his or her ability to engage in a specific activity that will have a clear significant impact on his or her career.

Consider restricting eligibility to applicants who have not received a prior Love of Learning Award. Given the large demand for awards, and limited funds, Phi Kappa Phi should consider providing these grants only to individuals who have not won them in previous competitions.

Implement an on-line process for reviewing applications. Beginning in 2010, this recommendation will be implemented. In 2010, there is an on-line application and the review process will be web-based.



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Responding to a World of Change

Report of the Marketing & Member Benefits Committee to the 2010 Convention

Dr. Diane Smathers, Chair, Society Vice President

Ms. Julie Cunningham, Northeast Region

Dr. Gypsy Denzine, Western Region

Dr. Gil Fowler, South Central Region

Mr. Steve Harmon, South Central Region

Dr. Bob Tomlinson, North Central Region

Ms. Travi Navarre, Staff Representative

The Marketing and Member Benefits Committee met in Baton Rouge in February, 2009 for the purpose of making recommendations to the Board concerning marketing, public relations, member benefits, and publications for the Society. Marketing and Member Benefits Director, Traci Navarre provided advance materials to the committee in preparation for the meeting. Additional staff members, along with Ms. Navarre, updated the committee on all facets of marketing and member benefits including the web site, merchandising, membership renewals and the *Forum*.

During deliberations, the committee identified many strengths of the Society as well as several opportunities. The opportunities were then grouped into six major categories and recommendations were developed for each. The categories and subsequent recommendations were:

Membership Fee Structure

We recommend that consideration be given to offering a special membership rate for retirees and students/preprofessionals. We also recommend that consideration be given to allowing membership payment to be made with EBT over several years and/or with PayPal. Lastly, we recommend consideration be given to partnering with other honor societies (e.g. Phi Eta Sigma) to offer reduced rates for membership.

Benefits to Members

We recommend that there be unique benefit packages for first time renewals and for older members. We also recommend that partners who are GREEN be duly noted.



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Use of Technology

We recommend making our website mobile ready if economically feasible. We also recommend sending automated reminders via email & text messaging for ALL deadlines. Lastly, we recommend that consideration be given to offering online application process for everything including scholarships/fellowships/awards.

Visual Materials

We recommend that there be an expanded version of the visual guidelines (print & technology) for staff. We also recommend that consideration be given to having the visual guidelines for chapters available only on line to save on printing costs. We recommend that our awards posters include more visuals and less verbiage and that the renewal letter be redesigned to provide more linkage with benefits.

Forum

We recommend that a readership/community survey be conducted following a full cycle of the newly designed *Forum*. Particular attention should be paid to the Awards Issue which we believe needs to be reconsidered. Results of the survey may indicate a need for a new mission statement for the *Forum*. We also recommend that every attempt be made to have access to archived issues of the *Forum* either through a partnership with an existing institution/collection or if necessary, by appropriating funds perhaps for a graduate assistantship.

New Ideas

We recommend that a campaign be undertaken to produce a logo/tagline/sound bite for the Society as well as a campaign to locate photographs and potential writers for the *Forum*. We also recommend that careful consideration be given to another print publication to increase contact with members. Lastly, we recommend that consideration be given to real-time reporting during Convention.

Several recommendations have already been realized including a reduced membership fee for older members, a membership survey, progress towards digitizing past copies of the *Forum*, the identification of potential writers for the *Forum*, a tagline blitz with the “Great Minds” ads in the *Chronicle*, better use of the internet and web site including social networking, and recognition towards the concept of going “green.”