

The Arrow

OF PI BETA PHI • FALL 2021



ALSO INSIDE

Remembering Jean Wirths Scott
Meet the Leadership Development Consultants

Is your *sisterhood*
rooted in love
and care?





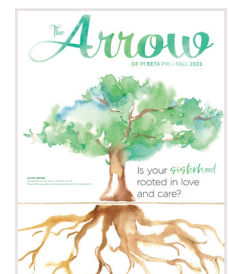
OF PI BETA PHI • FALL 2021

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ON THE COVER

Sisterhood in Pi Beta Phi finds its roots in the core values instilled in all members. Those deeply held beliefs shape the member development and experience for all Pi Phi sisters and must carry through all their endeavors. As our sisterhood and fraternity/sorority community alike grapple with an issue as volatile and dangerous as hazing, we must all ask ourselves and our peers: is your sisterhood rooted in love and care?



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EDITOR'S NOTES

The Summer issue of *The Arrow* incorrectly listed a member as deceased in the In Memoriam section. We sincerely apologize to Tennessee Beta **NANCY CROSTHWAIT ALLEN** for this mistake and have implemented safeguards to avoid errors of this kind in the future.

Additionally, the Summer issue incorrectly identified alumnae clubs celebrating milestone anniversaries in 2021. We apologize for the error and any confusion this caused. A list of clubs and chapters celebrating milestone anniversaries can be viewed at pibetaphi.org/anniversaries.

THE ARROW® OF PI BETA PHI

Fall 2021 • Vol. 138 No. 1

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SUBMISSIONS

All Pi Phis are encouraged to submit news and stories to *The Arrow*. Articles may be submitted online at pibetaphi.org/submit. Visit pibetaphi.org/arrow for submission and photography guidelines.

All photos and written submissions become the property of Pi Beta Phi, and are subject to editing for content, grammar and space constraints, and may be used for other educational or marketing purposes by the Fraternity. We cannot guarantee the publication of any submission.

SUBMISSION DEADLINES

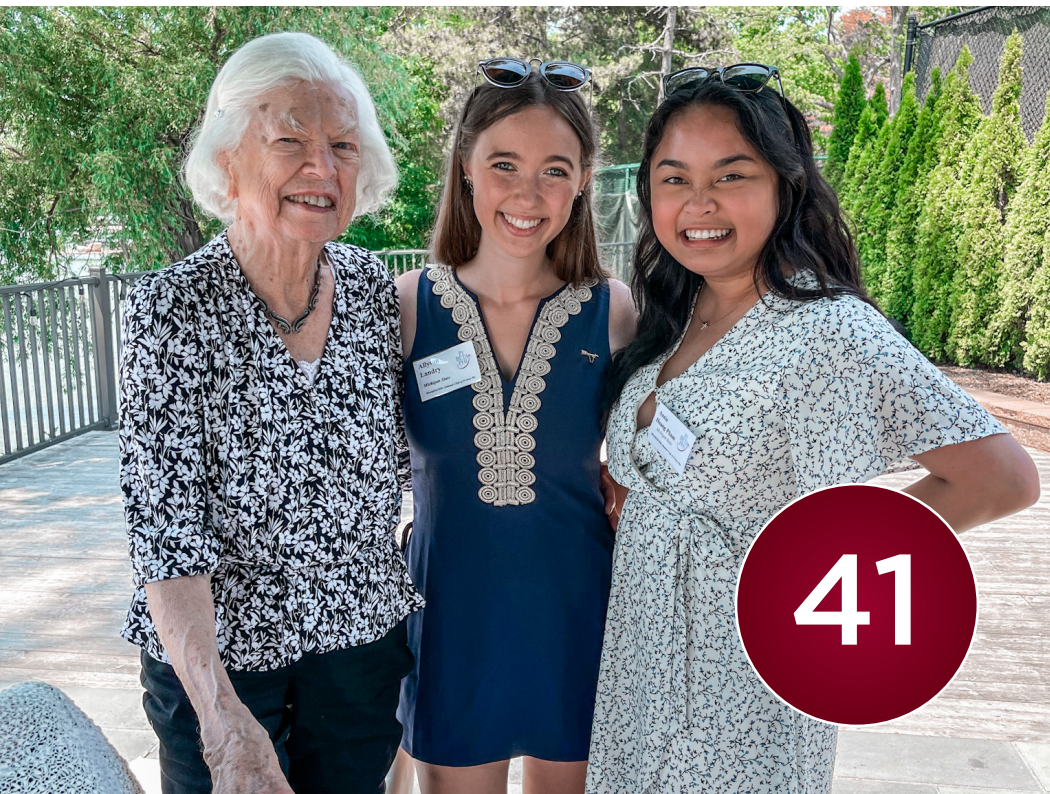
Fall — August 1 Spring — February 1
Winter — November 1 Summer — May 1

ADDRESS/NAME CHANGES

Please direct any address or name changes by email to thearrow@pibetaphi.org or by mail to *The Arrow*, 1154 Town & Country Commons Dr., Town & Country, Missouri, 63017. You may also call Pi Beta Phi Headquarters at (636) 256-0680 or update your profile at pibetaphi.org/profile.

HOW TO RECEIVE THE ARROW

To receive four hard copies of *The Arrow*, pay your \$35 annual alumna dues to your local alumnae club or directly to Headquarters. Visit pibetaphi.org/dues or mail a check to Headquarters.



The Golden Rule



LISA GAMEL SCOTT
Grand President

Dear Sisters,

When I was a young girl, my grandfather gave me a gift; a golden marble-sized sphere with a phrase printed in blue. I don't remember the occasion, but he belonged to a variety of civic organizations, so he likely procured it there. While it wasn't a constant reminder in our household, my grandparents and parents would mention the phrase periodically.

The Golden Rule: Do unto others as you would have them do unto you.

We all know it and can recite it by heart. The message is simple with enormous potential impact. Think of the outcome if this was law. Historically, and still today, ego, power, politics, entitlement and ideologies get in the way of simply treating all people the way you hope and expect to be treated yourself.

Watching the antics on college campuses as a collegian and a Traveling Graduate Consultant (now called Leadership Development Consultant) — and later in life as a mother, as my own children ventured onto campuses across the country — I have never been far from stories about supposedly funny pranks, “engaging” New Members, embarrassing situations forced onto others and instances of outright mistreatment.

It's such a strange concept that as evolved beings, we continue to revert to this behavior and tolerate it. Instead of treating one another with kindness and respect, we choose to ensure others endure the hardships we've faced ourselves. Some call it a rite of passage; others feel entitled and empowered. In authentic relationships, we innately want to shield and protect those we love and nurture from pain and discomfort. Carrying this sentiment to ALL those in our sisterhood should be the natural response, not the contrary.

Pi Beta Phi — along with other sororities and membership groups — has a fellowship to offer that expands the human heart and mind. Yet hazing has long plagued the fraternity and sorority experience, to the point of threatening our existence. I adore our sisterhood and all that it has brought to my life. I want the same for future collegians and alumnae and stand firm that hazing, in any fashion or form, has no place in our sisterhood or in any organization. Those who feel the need to devalue what Pi Phi has to offer with activities not aligned with our mission, vision and values should ask themselves why they chose our sisterhood. We live by the Golden Rule and the golden arrow — for the betterment of all, starting with our sisters.

Let's celebrate our sisterhood and the positive impact of fraternity and sorority life by eliminating hazing and other “rites of passage” and replacing them with activities of genuine camaraderie and friendship. Treat others the way you would hope to be treated — it's a golden sentiment. ←

In Pi Phi,

Lisa Gamel Scott

Letters to Pi Phi

Pi Beta Phi believes we can strengthen the inherent value in Pi Phi sisterhood by seeking feedback from our members and using what we learn to help plan our next steps. We want to hear from you, whether you're sharing your feelings on the latest issue of *The Arrow*, your thoughts on a Fraternity email or social media post or a heartfelt critique encouraging Pi Phi to do better. Below are a selection of thoughts Pi Phi sisters shared with the Fraternity.

Let's keep the conversation going, together — send your reflections and feedback to thearrow@pibetaphi.org. Please include your full name and chapter of initiation.

In response to the elimination of special consideration given to legacies:

ANN WANTZ KING, *Indiana Zeta, initiated 1963*

"Thank you for the updated information on the elimination of preferencing legacies. I am in total agreement."

PAULA TARTAGLIA PERSSON, *New Mexico Alpha, initiated 1988*

"It has been over thirty years since I was initiated into Pi Beta Phi and I have taken my pledge seriously - I have always paid my dues and have served the Fraternity on an AAC [Alumnae Advisory Committee] for many years when the call went out for volunteers. Granted, that was many years ago before my family obligations got in the way of service to my Fraternity, but now I find myself as a member of an organization I do not recognize.

Is it good? I don't know. Is it bad? I don't know. All I do know is that the organization I have loved and cherished for so many years has somehow become something that I do not completely recognize, and I fear the mission of our founders has gotten muddled in the noise."

The Fraternity received condolences from Pi Phis and friends on the passing of Grand President Emerita Jean Wirths Scott, a true Friend and Leader for Life. Read more about Jean's life and legacy on page 8.

SARAH FRENCH DAVIES, *Alberta Alpha, initiated 1998*

"Jean taught me what it means to be a Pi Phi. She truly upheld and lived all our ideals. The world is a lesser place without her in it. Rest in peace."

LAURALYN MCCARTHY SANDOVAL, *Nevada Alpha, initiated 1988*

"I was fortunate enough to be one of the recipients of the change leadership award created in her name. She changed many lives for the better."

TRACY FURNER STEIN, *New York Delta, initiated 1989*

"Knowing Mrs. Scott was a great honor for me as a Traveling Graduate Consultant back in the early 1990s. She did so much to further Pi Phi and Panhellenic women. May her memory always be a blessing."

The opinions expressed in Letters to Pi Phi do not necessarily reflect the opinions of Pi Beta Phi Fraternity, nor does Pi Beta Phi endorse the opinions or viewpoints expressed within these letters. ◀

APPLY FOR A PI BETA PHI FOUNDATION SCHOLARSHIP

Undergraduate, Graduate Fellowship and Alumnae Continuing Education (ACE) Scholarship applications for the 2021-2022 academic year open November 15. Submit your application before 11:59 p.m. PST on February 15, 2022, to be considered for more than 100 scholarships and fellowships. Learn more about the application criteria and start your online application at pibetaphi.org/scholarships.

THANK YOU FOR SHARING YOUR EXPERIENCE

In March 2021, the Membership Satisfaction Survey (MSS) was sent to alumnae with a valid email address on file. More than 4,400 alumnae participated in the survey, providing their feedback on member engagement, satisfaction and moment-in-time factors specific to the hardships experienced over the last year.

- The barriers to engagement with the Fraternity that were most prevalent were lack of time and lack of interest, while the ability to be engaged, health issues, disagreement with the Fraternity and finding Pi Phi unwelcoming were trends we must continue to address.
- In comparing 2011 results to 2021, members feel less happy with Pi Phi, while expressing more loyalty. Members know Pi Phi is a part of their identity, but may not always be able to identify with changes in the Fraternity.

To read more about the MSS results, visit pibetaphi.org/mss.

RECOGNIZE A DESERVING PI PHI

Celebrate and honor individual Pi Phis for their contributions in 2021 by nominating a sister to receive a Pi Beta Phi award. Individual awards are given to members who exemplify the Fraternity's mission and core values. Nominations open January 1, 2022, and are open to all members. To learn more and nominate a sister, visit pibetaphi.org/awards.

COVID-19 UPDATE

Since the COVID-19 pandemic began, Pi Phis have led their chapters, alumnae clubs and communities with care, creativity and commitment. The Fraternity remains committed to doing our part to keep members and their communities safe. More than a year into the pandemic, we're asking new questions while still contending with the many unknowns. More information on Pi Beta Phi's COVID-19 response can be found at pibetaphi.org/COVID.

VIRTUAL RECRUITMENT LEAVES LASTING IMPACT

In response to the COVID-19 pandemic, the National Panhellenic Conference (NPC) implemented new recruitment strategies, many of which have already proven they will strengthen Pi Phi's efforts beyond the pandemic. After success in Fall 2020, this fall many campus Panhellenics again executed virtual recruitment events, allowing chapters and Potential New Members to focus more on conversation and less on the frills often associated with recruitment.

Chapters continue to offer both virtual and in-person events while following guidelines, rules and regulations issued by the Center for Disease Control and Prevention (CDC), national, state, provincial, university and local health regulators.

YOU'RE INVITED TO HALO HAPPENINGS

Halo Happenings events are opportunities to connect with sisters, receive updates from Pi Phi leadership and learn about the ways members are making a difference for our communities and the future of our sisterhood. In response to COVID-19, Pi Beta Phi Foundation transitioned Halo Happenings to virtual events. Plans are underway to host virtual and in-person events over the next year to focus on alumnae engagement opportunities while balancing the safety of our members and staff. For event details and updates, visit pibetaphi.org/events. Virtual Halo Happenings this year include:

Seattle Area
Tuesday, November 16
7 p.m. PST

Green Bay, Wisconsin Area
Thursday, November 18
7 p.m. CST

Boston Area
Tuesday, November 30
7 p.m. EST

Chicago Area
Thursday, December 2
7 p.m. CST

PI BETA PHI WELCOMES TWO NEW CHAPTERS

In late September, Pi Beta Phi reestablished the Connecticut Gamma Chapter at Quinnipiac University. With support from Resident Leadership Development Consultants (RLDCs) **CHRISTIANA HOLLADAY**, Colorado Gamma, and **DOROTHY RUOFF**, Montana Alpha, the Connecticut Gamma Chapter continues to welcome New Members.

In early October, the Fraternity established the first NPC organization at the University of Wisconsin-Green Bay. The Wisconsin Epsilon Chapter has welcomed New Members and begun their New Member Education Program with support from RLDCs **MADDISON GATES**, Connecticut Alpha, and **SARAH MOORE**, South Carolina Alpha. Wisconsin Epsilon will be installed in early December as Pi Phi's 206th chapter.

COLLEGE WEEKEND 2022 TO BE HELD VIRTUALLY

Unable to predict what the fall and winter months may bring, Grand Council has decided to cancel the in-person portion of College Weekend. In its place, Pi Phi leaders will gather virtually for a premier leadership development training experience, similar to that launched in January 2021. Visit pibetaphi.org/collegeweekend for more information.

PI BETA PHI RECOGNIZED FOR LITERACY GRANT

As schools closed at the onset of the COVID-19 pandemic, Pi Beta Phi leaders supported the emergency response efforts of our literacy partners at First Book® with a special crisis grant from our Foundation totaling \$480,000. Our investment helped First Book distribute more than seven million books. In recognition of this support, Pi Phi was recently honored within the fraternal industry with the Foundation for Fraternal Excellence Organization Award of Distinction for Best Use of a Foundation Grant. This grant was made possible through the generosity of Pi Phi chapters, alumnae clubs and donors. Over the years, gifts to The Literacy Fund provided a reserve of resources that positioned us to respond when help was needed most. Support to our Foundation and a commitment to literacy made a difference in the lives of children and educators during a critical time and continues to inspire others to think creatively about opportunities to impact our communities. Continue supporting these efforts with a gift to The Literacy Fund at give.pibetaphi.org.

UPCOMING PI PHI EVENTS

For more information about upcoming Pi Phi events, visit pibetaphi.org/events. ←

January 21-23, 2022
College Weekend

February 25-26, 2022
Fraternity Day of Service Signature Events
Lansing, Michigan, Nashville, Tennessee and Los Angeles

July 14-17, 2022
Leadership Institute
St. Louis, Missouri

The Safety and Comfort of Home



From the moment a member accepts her bid card to the moment she snaps a photo in front of the Pi Phi facility on graduation day — the Pi Phi chapter is a special place. It’s our home-away-from-home and the setting for life-defining events. For many New Members, the first true act of sisterhood is running into a crowd of awaiting sisters — whether on the lawn of the chapter house or on campus after opening their bid. “Running home” — whether to a physical location or into the arms of Pi Phi sisters — is the start of a once-in-a-lifetime opportunity for Pi Phis to build bonds that last forever.

For Florida Beta **LILY CHAILOSKY**, Pi Beta Phi provided not only the opportunity for new friends and experiences, but a fulfilling, supportive environment where she could always be herself. “When I first joined Pi Phi, I was riddled with doubt and insecurities. Leaving home and starting fresh among thousands of other students wasn’t easy, but in finding my place in Pi Phi, I was graciously encompassed in a warm and embracing new home.

“Having anxiety has always been a part of my life, but the friends I’ve made in this chapter have helped me find myself and my voice. While college isn’t always easy, there has never been a time where I felt like I was battling my hardships alone. Receiving advice and guidance is complementary to being a part of this chapter, and for that I will always feel safe, loved and ready to overcome any obstacle life may pose,” Lily says.

**THE FRIENDS I’VE MADE
IN THIS CHAPTER HAVE
HELPED ME FIND MYSELF
AND MY VOICE.**

A warm, embracing home of supportive sisters is the ultimate goal of the Pi Phi experience, both for members who live in facilities and those who congregate within the walls of a chapter house. Sisterhood and Sincere Friendship are ubiquitous and persistent; they know no bounds and can overcome the challenges faced by members at any stage of life.

Members of the 2020 South Carolina Alpha Executive Council. Front, from left: **OLIVIA HESS**, **BAILEY NIX** and **ALLISON POWELL**. Back, from left: **PERRI LIEBERGALL**, **KATE HUDSON**, **CAITLIN BURKE** and **ANA JUKIC**.



From left, Florida Betas **OLIVIA HEAP** and **LILY CHAILOSKY** during primary recruitment.

That feeling sets in from the very beginning of joining Pi Beta Phi and lasts beyond the collegiate experience. For South Carolina Alpha **ALLISON POWELL**, once the feeling of being home set in, it was entrenched for life.

“When I first ran home to Pi Phi after getting my invitation on Bid Day, I wasn’t sure what to expect, but as soon as I got there and was welcomed by all my new sisters, I started to feel like I really was home,” Allison says. “Pi Phi helped me find my purpose in addition to finding a community at a large school. It really helped me find the home away from home everyone talks about. And then to

be able to bring more people into our organization meant so much to me because I could truly share what it meant to me and help extend that to other young women.”

Pi Beta Phi promises an inclusive sisterhood where every member feels welcome, is supported and knows they belong. A place where Sincere Friendships are born, where members test their leadership skills, practice accountability, celebrate life milestones and Pi Phi traditions. There is comfort in knowing your sisters will always be by your side — and that you’ll always have a place to call home. ◀

When did you know Pi Phi was your home away from home?

What do you do to foster that feeling for other sisters?

Share your story at pibetaphi.org/submit.

Remembering Grand President Emerita Jean Wirths Scott, 1934-2021

Revered and admired by all who knew her, Grand President Emerita **JEAN WIRTHS SCOTT**, Pennsylvania Beta, was a distinguished member of Pi Beta Phi whose transformative leadership can still be seen today. As a legend in the greater fraternity and sorority community as well as within Pi Phi, Jean's leadership, foresight and passion for teamwork created a strong foundation for all 26 National Panhellenic Conference (NPC) organizations.

Since her chapter days, Jean served as a leader in our sisterhood and the fraternity world, ushering Pi Phi and NPC into the 21st century. A passionate leader and sincere friend, Jean helped grow the Fraternity as Grand President from 1979 to 1985. Under her guidance, the Fraternity began its relationship with legal counsel Manley-Burke, leading to a critical partnership which has benefited the Fraternity and greater fraternal industry in the decades since. "You didn't see Jean in action without her demonstrating her leadership," said Tim Burke, long-time legal counsel for Pi Beta Phi. "Jean wasn't afraid to make difficult decisions when they needed to be made — she knew how she wanted things done, and how to do it graciously."

Jean first served Pi Phi at the international level as Grand Vice President Philanthropies, having begun her Fraternity work as a club president before moving to the office of Alumnae Province President. During her term as Grand President, Jean found the Fraternity faced with unprecedented challenges: coed fraternities, injury and alcohol liability, drug abuse and hazing. She oversaw the development of alcohol and drug awareness programs and took a firm stand against hazing practices.

"Jean recognized that if there is one thing that can kill the Greek movement — it's the perception that the Greek movement is killing its members," Tim said. Her passion for eliminating hazing led to the Fraternity issuing a first-of-its-kind anti-hazing standard in 1985.

That same year, Jean expanded her service to the Panhellenic community as the NPC Delegate. She would go on to serve as Treasurer, Secretary and, eventually, Chairman. Until 2012, leadership in NPC was determined by a rotation. Every other year, one of the 26 member organizations would select a representative to serve a six-year term, first as Treasurer, then Secretary, and finally as Chairman. Several years before it was Pi Phi's turn to lead, Jean was chosen by Grand Council to be the Pi Beta Phi delegate in the rotation.

"At that point in time, you only had the opportunity to be in one of NPC's leadership roles every 52 years — it was a big deal," said past Grand Council member and past NPC Delegate **CAROL INGE WARREN**, North Carolina Beta. "Jean was the perfect person to fill that role. She had big picture perspective — she knew how to engage others and how to move things forward. Her leadership in NPC gave her a much broader realm to lead and to influence in the fraternity and sorority community. Jean was an incredible leader in Pi Phi, but she had a much greater influence across NPC and the North American Interfraternity Conference (NIC)."

Jean's accomplishments can be credited to her open lines of communication and her support for success across the Panhellenic community. Her calm demeanor and positive attitude helped build a strong, unified fraternal

1953

Jean was initiated into the Pennsylvania Beta Chapter at Bucknell University.

1971

Jean became President of the Contra Costa, California, Alumnae Club.

1975-1979

Jean served as Grand Vice President Philanthropies.

1979-1985

Jean led Pi Beta Phi as Grand President.

1985

Jean's passion for ending hazing led to the Fraternity issue first-of-its-kind anti-hazing standards.

1985-1987

Jean served as Pi Phi's first Grand Vice President Membership, pushing the Fraternity to carefully examine membership trends. During this period, the Fraternity established seven new chapters on top of the eight new chapters which were installed during her time as Grand President.

1955

Jean became Chapter President at Pennsylvania Beta.

1972-1975

Jean served as the Phi North Alumnae Province President.

1976

Jean visited Arrowmont for her first Board of Governors meeting.

1982

Under her guidance, the Fraternity began its relationship with legal counsel Manley-Burke leading to a critical partnership which has benefited the Fraternity and greater fraternal industry in the decades since.

1985-2003

Jean expands her service to the Panhellenic community as NPC Delegate.

system. From 1995 to 1997, as NPC Chairman, Jean led the 26 member groups with enthusiasm and a vision for the future. Under her leadership, the relationship between NPC and NIC was immeasurably strengthened through frequent meetings of the executive boards of the two conferences. Through her work, Jean continued her mission to abolish hazing, forged industry relationships to lead the development of values-based anti-drug programming, and supported the implementation of substance-free housing at colleges and universities through participation in an NPC/NIC Joint Commission.

Jean’s contemporaries recognized her ability to forge relationships within NPC and NIC, building on a solid foundation of trust. “Trying to bring your peers along with you to start a new venture, or perhaps change the direction of their longstanding patterns, are difficult undertakings,” said past NPC Chairman Lissa Bradford, a member of Kappa Alpha Theta. “Jean had special skills for bringing people together. That was one of her many gifts to NPC — creating partnerships. And, that ability was not limited to the confines of NPC. She worked her collaborative energy to seal partnerships with Greek organizations outside the Conference.”

Despite the difficult issues its member groups faced at the time, NPC was able to grow because of Jean’s dedication, influence and vision. Her commitment to the fraternity and sorority community was respected and cherished within the industry. “Jean’s very presence and professional demeanor always commanded a room — she left us all awestruck,” said past NPC Chairman Donna C. King, a member of Sigma Kappa. “She had tremendous vision for the future of NPC, women’s fraternal organizations, and most importantly the health, safety and value sorority membership provided for women. Her leadership, knowledge and guidance were invaluable in guiding and preparing collegiate leaders, staff and member organizations for the journey ahead. Her touch on this community will be forever appreciated and valued.”



Above, from left, Jean with her daughter **JANNA SCOTT ROESELER**, past Grand President **SARAH “SIS” MULLIS**, South Carolina Alpha, and **NANCY CARLOCK ROGERS**, Texas Gamma at Janna’s Texas Beta Pledging Ceremony. Sis said, “Being a part of Janna’s Initiation meant so much to Jean — it was one of the highlights of her Pi Phi experience.”



During her service to NPC, Jean served alongside Kappa Alpha Theta Lissa Bradford, Gamma Phi Beta Elizabeth “Betty” Quick, Kappa Kappa Gamma Marian Williams and Delta Gamma Maureen Syring. These five women became very special, lifelong friends. Above from left, around the table at Maureen Syring’s cabin in Idaho during one of their 22 annual trips that began in 1997, Maureen Syring, Jean, Marian Williams, Betty Quick and Lissa Bradford.

1990

Jean leads a \$2.3 million capital campaign for Arrowmont.

1991-1993

Jean served as NPC Treasurer.

1993-1995

Jean served as NPC Secretary.

1995-1997

Jean served as NPC Chairman.

1987

The Fraternity began awarding the Jean Wirths Scott Leadership Award for Outstanding Change Leadership, recognizing a member who has implemented changes and improvements in the chapter or the local Collegiate Panhellenic Council.

1996

Jean received the NIC Gold Medal—the highest honor the NIC bestows—for demonstrating her lifelong commitment to volunteer and professional service to fraternities.



In 1976, Jean attended her first Arrowmont Board of Governors meeting. In 1990, Jean chaired Arrowmont's first capital campaign and raised \$2.3 million, allowing the School of Arts and Crafts to fund a new dormitory, build a state-of-the-art wood studio and painting and drawing studios, expand the children's program and the artist-in-residence program, and establish a gallery endowment. The Jean Wirths Scott Wing of Hughes Hall was named in her honor. Jean never missed a Pi Beta Phi Weekend at Arrowmont. Her commitment to the School and to arts education transformed lives.

While Jean loved serving Pi Beta Phi, she equally cherished her time with NPC — serving with leaders from all 26 Panhellenic organizations. “A lot of Pi Phis may not realize that for as many Pi Phis who loved and respected Jean, there were just as many NPC sisters who did too,” said past Grand President **SARAH “SIS” MULLIS**, South Carolina Alpha. “Jean was such a well-respected and adored leader among the NPC and NIC groups. I lost count of the number of NPC and NIC members who sought me out to talk about Jean’s leadership. Everyone knew she worked for the benefit of the entire fraternity and sorority community.”

Jean’s service to the fraternity and sorority community spanned her lifetime. Her values — friends, family, education, leadership, volunteerism and philanthropy — were priorities since the day she was initiated at Bucknell University. She knew teamwork was always the focus of leadership, so much so that she attributed her Pi Phi and NPC accomplishments to her work with others. “Before Pi Phi’s tagline became ‘Friends and Leaders for Life,’ Jean wanted Pi Phi to be the premier organization — to be a leader in the Panhellenic community,” Carol said. “She had high aspirations for the Fraternity and for each individual Pi Phi, as well as the other 25 NPC organizations.”

Jean felt leading and serving the Fraternity and NPC was a way to give back to others. To her, team efforts were successful because of friendships, unity and the beliefs shared by NPC sisters and the broader fraternity and sorority community. Jean once said, “Volunteering and serving with so many dedicated and committed team members has been the highlight of my life.”

In an extension of her loyalty and service to the Fraternity, Jean served Pi Beta Phi Foundation in many roles, including Board of Trustees President from 2005 to 2007. During her tenure as Grand President for the Fraternity, the Friendship Fund was established to facilitate philanthropic support. The Friendship Fund was transferred to Pi Beta Phi Foundation after it was established in 1990. Under her leadership, Pi Phi took extra steps to provide services, programs, communication and financial assistance for the Fraternity’s

1997-2001

Jean served as Chairman of the NPC Public Relations Committee.

1997

Jean was awarded Kappa Delta Sorority’s Order of the Diamond for her extraordinary contributions to the women’s fraternal movement and demonstration of true spirit of Panhellenism.

1997

Jean was named Pi Beta Phi Panhellenic Woman of the Year in 1997, for her remarkable dedication to the Fraternity and to the entire fraternity and sorority community.

1998

The College Fraternity Editors Association (CFEA) recognized Jean as the winner of CFEA’s most prestigious honor, the Evin C. Varner Award for performing extraordinary fraternal service and achieving peer respect through the spirit of assistance and kindness.

1999-2003

Jean served as President of the NPC Foundation.

1999

Jean was a driving force in the establishment of the NPC Foundation’s Centennial Endowment.



Above, from left, past Grand President **CAROLYN HELMAN LICHTENBERG**, Ohio Alpha, past Grand President **ALICE WEBER JOHNSON**, Missouri Beta, past Grand President **JO ANN MINOR RODERICK**, Oklahoma Beta, and Jean at the 1993 Convention. While Jean was serving as Pennsylvania Beta Chapter President, then-Grand President Alice Weber Johnson visited the chapter. After her visit, Alice “adopted” Jean. They had a very close relationship—Jean was like a daughter to Alice, and Alice became Jean’s mentor. These relationships speak to the sisterhood and lifelong friendships that are bound in the wine and silver blue.

membership. Through her foresight, contributions to the Friendship Fund made those extra steps possible and allowed the Fraternity to plan for the future.

Jean’s deep care for the fraternity and sorority community and the individuals involved made her an exemplary leader. She was a true friend — touching lives through her years of servant leadership and enriching all she knew and worked with. Jean is an icon within Pi Beta Phi and the greater fraternal community. “To have served as NPC Chairman years later following Jean, I am so respectful

and appreciative of her leadership legacy I was entrusted to carry forward, and the Panhellenic friendship we held close to our hearts,” said Donna. “Thank you, Pi Beta Phi, for sharing your sister with NPC.”

If you would like to honor Jean’s legacy, memorial gifts may be made to the Friendship Fund or the Past Grand Presidents Memorial Graduate Fellowship Fund at pibetaphi.org/foundation. ←

2003

Jean was honored with the Western Regional Greek Association Betty Gilmore Woods Greek Achievement Award which recognizes an outstanding fraternity or sorority alumnus who exemplifies Greek ideals, has exhibited leadership and given sustained service to his or her own Greek community as well as to the Western Regional Greek Association.

2005-2007

Jean served as President on the Pi Beta Phi Foundation Board of Trustees.

2013

Jean received the NPC Distinguished Service Award for her outstanding service to the fraternity and sorority community.

2003

At the 2003 Convention in Anaheim, California, past Grand President Sarah Ruth “Sis” Mullis presented Jean the title Grand President Emerita, an honor bestowed in recognition of exemplary service to the Fraternity.

2004-2005

Jean served as Trustee on the Pi Beta Phi Foundation Board of Trustees.

2006-2008

Jean served as Campaign Cabinet Member for The Campaign for Pi Beta Phi Foundation.



Is your *sisterhood* rooted in love and care?

When we become members of Pi Beta Phi, we pledge our mutual support to each other as sisters. We promise to live by the values and ideals of our sisterhood, to use those values to guide our choices and speak up in situations where they are compromised. We honor these commitments to one another, and to Pi Phi, throughout our lives.

Yet during a lifetime of sisterhood, we sometimes fall short of these high standards. No matter the depth of our commitment or the intent behind our actions, we lose focus on what's most important; we don't fully consider the way our actions make others feel. Often, we reach this level of understanding through time and perspective, diving more deeply into the "why" behind the choices we make and gaining insight into where we can do better. We come to recognize that our promise to care for one another must come before all else.

It may not be immediately clear why hazing should be on the minds of Pi Phis, especially at a time when the member experience has been so different for our collegians. Yet as our members return to campus and an in-person Pi Phi experience, we have an opportunity to reexamine, to learn, to ensure we are building sisterhood in authentic, healthy ways. Providing a community of mutual trust and care from the moment New Members open their bid cards honors the vision of our founders; it's the promise we make to our sisters and is essential to Pi Phi's future. That's why now is not only a good time to talk about hazing — it's the right time.

For Director Risk Management **JEN MANDEVILLE**, Virginia Theta, the conversation begins with one question: "Is your sisterhood rooted in love and care, or is it rooted in parties, pictures and misguided traditions?"

From the Editorial Board

The roots of some hazing traditions are so deeply entrenched that even as we developed this article, we found more obstacles than resolutions. We hoped to include a handful of stories from Pi Phis who experienced hazing firsthand, knowing their voices would add a powerful, deeply personal perspective to the discussion. Yet hazing is such a toxic, emotionally triggering topic that some members do not feel they can openly tell their stories, even years after the fact. Some of the members who spoke with us ultimately decided it was too difficult to share their experiences at this time. The level of mistrust, disrespect and emotional trauma they still feel speaks to the invisible harm inflicted when the promises we make to our sisters are unfulfilled or broken.

finding a place of belonging

Some consider hazing to be an outdated problem, one that reached its peak decades ago and is no longer part of the fraternity and sorority experience. Others view it as a persistent stereotype that unfairly targets the fraternity and sorority community or a problem that only exists within men's organizations. Still others identify hazing only when they see its worst examples — forced alcohol consumption, sleep deprivation, beatings, sex acts, humiliating situations — and dismiss the rest as tradition, pranks and group bonding.

Leaders within our industry and in higher education disagree with these perspectives. Research and personal experience back up their position — and in many states and provinces, the law does as well. Hazing remains a concern on college campuses, is not limited to a certain segment of our community and often happens in a subtle way. Right now, collegians are returning to campuses desperate for the connections made through in-person experiences, often with limited knowledge of what healthy, authentic sisterhood involves and even less practice making decisions in challenging situations. And, at a time when the existence and relevance of fraternities and sororities is publicly questioned, the actions of our members carry more weight than ever before.

“The world our collegians live in is not the same one we lived in — the climate is completely different,” says Region

Nine Risk Management Specialist **LIS MAYER GARCIA**, Nevada Alpha. “Movements like Abolish Greek Life are thriving, and hazing is a big reason why. If we want the sorority experience to survive and have chapters on college campuses to come back to, we need to recognize hazing needs to stop. What value does it bring to Pi Phi?”

Definitions of hazing vary across states and provinces, universities, fraternal organizations and advocacy groups. For members of Pi Phi, the Fraternity's anti-hazing Policy and Position Statement defines the behavior we consider hazing. It applies to all members — collegians and alumnae alike — and outlines how members are held accountable. It also specifies that hazing isn't limited to behavior that actually results in harm or humiliation. Situations and actions that create the potential for someone to feel uncomfortable, unsafe or powerless are also considered hazing.

It's understandable for members to question whether hazing actually occurs within Pi Phi; it's hard to think of sisters who share lifelong bonds of friendship treating each other with anything less than love and support. Yet Pi Phi's chapter support team receives and investigates reports of hazing behavior every year, originating from chapters of every size, age and region, including incidents that many Pi Phis might overlook — “house rules” restricting New Members from using main entrances to chapter facilities — and more recognizable examples — members requiring other members to earn their status through an “initiation” process and off-campus parties where New Members are required to consume alcohol and remove clothing.



Pi Phi's Anti-Hazing Policy and Position Statement

"Requiring some members to do things we wouldn't ask of our entire membership is not what we promise women going through recruitment, when we talk about our values and what they can expect," says Director Operations **MARNIE LEE**, Alberta Alpha. "We say it's a sisterhood and we want to promote deep friendships — genuinely caring for each other, allowing people to be their authentic selves and find a place of belonging. If members have to do things that don't feel right or safe, that's not belonging, that's not what we provide as an organization and we cannot condone it."

In practice, what's commonly accepted as hazing covers a wide spectrum of activities and situations. We can easily identify hazing in the blatant actions that make headlines. Yet we may overlook or even excuse hazing in its less visible forms. These can include longstanding traditions that involve blindfolding, kidnapping or deliberately misleading New Members; requiring New Members to perform acts of servitude, wear certain items of clothing or use a specific entrance or exit in the chapter facility; and intentional emotional manipulation, such as taking away members' phones, intense criticism from older members, threats of severe hazing or other scare tactics, pop quizzes and other mind games before or during Initiation. Even outwardly fun activities, such as parties with alcohol following a big sis/little sis reveal or during the week before recruitment, are hazing situations because members can feel pressure to participate.

"Traditions like preventing New Members from wearing Pi Phi letters or using certain passageways in a

Hazing by any collegiate or alumna member of Pi Beta Phi is prohibited. Willingness, permission or approval by a person being hazed is not a defense. Hazing in Pi Beta Phi is defined as any conduct, action taken, or situation created, regardless of intent, directed toward any other individual where participation may be voluntary, forced or coerced that:

- Has the potential to cause or actually results in emotional, mental or physical harm.
- Involves the consumption of or opportunity to consume alcohol or drugs.
- Embarrasses, demeans or has the potential to create a superior/inferior relationship between the participants.

Each collegiate and alumna member of Pi Beta Phi must:

- Follow all applicable federal, state/provincial and local laws and institution or College Panhellenic governing council policies on hazing.
- Eliminate hazing by refusing to participate in any form of hazing and/or by intervening and reporting hazing they observe or become aware of. Any chapter or individual member whose actions or attitudes are in conflict with the Fraternity's policy against hazing will be subject to member accountability by the chapter and/or Grand Council.

NPC's Commitment

The National Panhellenic Conference (NPC) remains committed to ending hazing. NPC is working with the other members of the Anti-Hazing Coalition to pass U.S. legislation addressing hazing through the REACH Act and the End All Hazing Act. These two pieces of legislation were re-introduced in the U.S. Congress in 2021. In addition, 45 states have enacted laws to help eliminate hazing — some in response to the recent hazing deaths of college students.

“We need to have

empathy

for our collegians. We don't want members to feel minimized if they bring concerns forward — even if we went through the same experience. That doesn't strengthen *our sisterhood.*”

- Marnie Lee

chapter facility are gateway activities that create a sense of otherness when members pick up on the feeling that it's okay to have two sets of rules,” Jen says. “There should never be two member experiences. Members need to be aware of traditions or activities where there are different sets of expectations or rules.”

While these types of hazing may be harder to identify, many fraternity and sorority members have experienced them — whether actively engaging in hazing behavior, allowing it to occur as a bystander or being the target of hazing. Members of Pi Phi are no exception. As we reflect on events from our own past, even those we call tradition or justify as harmless fun, we may realize we have participated in hazing, or have been hazed, ourselves. As individuals and as a sisterhood, summoning the Integrity to acknowledge the truth within these experiences is a critical first step toward ensuring hazing does not continue.

“What some might call subtle or soft hazing is exactly where more conversation is needed,” says Grand Vice President Collegians **MELISSA MALONE COLVIN**. “These situations cross into violations of our core values, especially Honor and Respect and Sincere Friendship. Initiated members and alumnae might feel some activities are harmless traditions, but I don't think members on the receiving end feel the same way.”

understanding intent, impact and power dynamics

Though hazing frequently involves forced or coerced behavior, that's not always the case. There's a commonly held misperception that newcomers to a group place more value on their membership if the process of joining is difficult. Sometimes members believe they should endure hazing to gain acceptance from an organization or prove their worth. In other situations, hazing can come from a place of seemingly positive intent, such as leaders who think imposing an atmosphere of shared adversity can bring members closer. And most often, instead of feeling hazed, members believe the environment and behaviors constitute normal college activities.

The common thread linking hazing situations is a power imbalance between the people involved, whether the imbalance is stated directly, implied or perceived. Members who hold a position of authority or higher stature, such as chapter officers, big sisters or those in older classes, have the potential to influence other members' behavior and actions, even if they don't use this influence intentionally. The imbalance is determined by the perspective or experience of the person who doesn't hold authority — meaning it's the impact of an action or situation that matters, rather than the intent behind it.



It's about *respect*

Surprise. It's a common theme in suspense novels and birthday parties, but also a frequent element in hazing traditions. While the details vary among chapters and organizations, the pattern is similar. New Members (or in some cases, younger initiated members) are placed in a stressful, high-pressure situation with seemingly dire consequences, including physical danger or loss of membership. The pressure continues to grow until — at a pivotal moment — the situation is revealed to be an elaborate joke, often followed by a celebration. The tradition continues as New Members and younger members come to view the event as a normal part of the Pi Beta Phi experience, lacking a definitive frame of reference for what their membership should and should not include.

At one Pi Beta Phi chapter, New Members experienced numerous instances of surprise hazing traditions after pledging, beginning with an off-campus “sisterhood” activity. “We were required to attend, but we didn’t know where we were going or what we’d be doing,” recalled a member of the chapter, now an alumna. “We were blindfolded and driven to the event by older members; we ended up outside in a wooded area. The seniors started yelling at us and quizzing us about the chapter and each other. At the time, you’re scared and thinking, ‘what’s going to happen to me if I don’t know the answer?’ Then they’d laugh and say, ‘just kidding, it’s a big joke.’”

In another tradition, New Members had to participate in a scavenger hunt that culminated at a fraternity house. “We had to walk through the halls blindfolded, with guys screaming at us and banging on the walls — it was so scary,” the member shared. “We were taken to a room in their house where we were asked more questions, and the older members acted like you were in serious trouble if you didn’t know the answers.” Once again, the New Members were told the activity was all in fun — a pattern that continued to repeat. Even local alumnae joined in the hazing by misrepresenting themselves to New Members during one activity.

Leading up to Initiation, New Members were required to stay overnight at the chapter facility for several nights, often having to remain awake until the following day. Hazing activities were directed by the senior class, often under the influence of alcohol. “The last night was the worst, but after Initiation the next morning, everything was fine,” the member said. “It was an attitude of ‘this is just what we do.’ You didn’t think it was anything else but normal because you didn’t know.”

At the time, the chapter was receiving support from Pi Phi and its activities were being investigated by the university. After she became an officer, the member began to reconsider her chapter’s culture. “During the university investigation, older members told me I needed to lie to protect the chapter,”

she said. “That was kind of the spark for me. I found myself wondering why we were going through so much trouble to avoid being in trouble.”

The turning point came when the member attended convention and realized how much her Pi Phi experience differed from others. “It was an eye-opening moment to see how other chapters functioned — the members treated each other with respect,” she said. “They talked about their amazing experiences and won awards for their excellence, and I remember thinking it would be so cool to accomplish that. I saw there was so much more to Pi Phi than my chapter.” After talking with other officers, the member realized things needed to change and decided to reach out to Pi Phi Headquarters (HQ) for help. “What was happening was morally wrong, but we also feared for the future of our chapter and didn’t want it to close,” she shared.

With increased supervision and support from HQ, the chapter paused traditions that involved hazing. Yet alumnae pushed back against the changes. “Alumnae who came to Initiation were actually upset the New Members didn’t have to go through what they did,” said the member, adding that she believes pressure from alumnae contributed to the chapter resuming its hazing activities the following year. Ultimately, the chapter’s inability to let go of harmful traditions resulted in the suspension of its charter. “It was disappointing to see, but it was the right move,” the member reflected. “There was no way to change the mindsets of everyone in the chapter. Keeping it open would have kept the cycle going.”

Instead of supporting her for standing up for Pi Phi values, the member’s chapter sisters blamed her for the increased level of supervision and the chapter’s eventual suspension. Watching her sisters turn against her was difficult to endure but proved to be a character-defining moment that has given her strength in other situations requiring courage. “These were supposed to be my true friends,” she said. “But you have to stay true to what you believe in, and what you believe is right. It was a big learning point for me. Going against my peers was a hard thing to do, and that’s probably why hazing continues.”

Though it would have been easier to walk away, the member decided to remain a Pi Phi out of love for the ideals and values of the sisterhood. She pursued leadership opportunities outside the chapter and found Sincere Friendships in the Regional and International Officers who supported her. While she doesn’t have much contact with her chapter or alumnae in her area, she ran into one chapter sister years later who simply said, “I’m sorry for the way we treated you.”

The member hopes Pi Phis give more thought to the way they treat one another, starting with their time in the chapter. “It’s about respect,” she said. “Our whole chapter just lacked respect for everything — for rules, for the officers, for HQ, for traditions and values, and for each other.”

It's Up to All of Us

We might think of hazing as a problem that involves only collegians, but alumnae play a key role in either perpetuating or stopping the cycle of hazing in Pi Phi chapters. As the member experience evolves, it's important for alumnae to understand the issues and pressures today's collegians face. "One of the clearest examples of power dynamics we see is in the presence of alumnae who want chapters to keep up the hazing traditions they went through," Jen shares. "Our collegiate members feel pressure from alumnae who ask if certain activities are still part of Ritual or the chapter experience."

Jen emphasizes that anything alumnae ask or expect of chapters should be viewed through the most current lens, not just personal experience. That includes awareness of substantial changes to policies, laws and reporting responsibilities. "The legal definition of hazing is changing and broadening," she says. There's a greater significance from law enforcement and universities in terms of zero tolerance. So many things that were considered 'fun' or 'normal' in past experiences could now result in serious civil or criminal consequences for individual members or a chapter."

Advisors provide an especially crucial level of support by modeling the way for collegians and bridging the gap between past and present chapter experiences. Advisors help chapters reevaluate old traditions, guide members in values-based decision making and serve as trusted confidantes when collegians encounter difficult situations and choices. "Members of AACs have an opportunity to talk with New Members and initiated members about their experiences, to ask questions and dig deeper," Marnie says. "As we have those conversations, we can provide greater perspective and encourage our members to think more broadly about how their actions could be interpreted."


Marnie adds that while Advisors serve as invaluable mentors and role models for collegians, they also have an opportunity for continued growth and learning. "When we talk about the Lifelong Commitment of our alumnae, I think about the members we've lost because they experienced hazing," she says. "We need to recognize what may have been acceptable once, but isn't anymore, and bring those things to light. We can't dismiss past wrongs, but we can acknowledge them and show that we can do better. It's up to all of us, and it depends on holding each other accountable as alumnae."

"The fictionalized version of power dynamics we see in pop culture isn't always how situations play out in our chapters," Jen says. "What we see more often is a perception that some hazing behaviors are the norm within chapters or member families. It's just part of the culture, and you'd be bucking the norm if you took action or didn't go along with it. That's why we clarify that the failure to act or report is also hazing. New Members may feel pressured to engage in behavior or activities that feel like the norm for the chapter."

When New Members feel they are required to go along with actions that make them uncomfortable or participate in activities where they feel they lack control, the dynamics of power are at play. Power dynamics are also the reason members can't "consent" to being hazed — the atmosphere of pressure makes true consent impossible. No matter how fun an activity may seem, how long it's been considered a tradition or the sisterhood it's meant to foster, creating an environment where any member could feel embarrassed, inferior or pressured is engaging in hazing.

From a behavioral standpoint, hazing is meant to include by bringing individuals closer to a group or establishing a condition for membership. For this reason, hazing is sometimes minimized as "tradition" and why it's often perpetuated with little resistance. When power dynamics are involved, actions that are meant to be inclusive frequently have the opposite effect, creating a hierarchy of status or power that results in individuals feeling less worthy or included. No matter the intent, actions of hazing run counter to our core values and the promises we make to our sisters throughout recruitment and during Initiation.

Jen recommends members develop greater awareness of intent, impact and power dynamics by reconsidering activities and situations through the eyes of someone else. "Does the activity make Pi Phi the most inclusive sisterhood it can be, or is there a chance it could make someone in the room uncomfortable?" she says. "Put yourself in that position and try to imagine all the spaces



University of Maine researchers Elizabeth Allan, Ph.D., and Mary Madden, Ph.D., found that **73%** of U.S. fraternity and sorority members experienced hazing activities as a requirement for joining their organizations or keeping their membership.

Source: stophazing.org

and places where someone new could be uncomfortable. For example, think of an overnight retreat. It might be fun for one person but could be a space of nervousness or even dread for someone else. Even when the intent is celebration or sisterhood, there's a potential for problems if someone could feel otherwise."

authentically caring for one another — and for our future

For many of us, physical distancing during the COVID-19 pandemic has created an opportunity to reexamine traditions with fresh eyes, as well as a renewed desire for authentic relationships. As we gradually return to in-person experiences in our academic, work and social lives, now is the time to ensure we're addressing our need for connection and building sisterhood in the healthiest possible ways. During a time that has broadly impacted the collegiate member experience and caused such strain on our physical, mental and emotional health, it's especially important to honor our responsibility and commitment to nurture each other's overall well-being.

Not only can the psychological and emotional damage caused by hazing last for years, but the experience of being hazed can worsen the effects of members' existing psychological trauma or challenges. As psychologist and hazing expert Dr. Susan Lipkins recently stated in a hazing-related article in the *Indiana Daily Student*, some people may find hazing harmless while others experience long-term psychological effects — especially if their lived

experience includes trauma. Interviews held during Pi Phi's investigative process reveal the drastically different personal takeaways that can result from the same event, emphasizing why it's critical to consider the intent and potential impact of activities. What one member might describe as the best night of her college years may have been a devastating or fearful experience for a chapter sister. "If you're lucky enough to walk away and think it's funny, good for you," Dr. Lipkins says. "That doesn't mean what you did to someone else or what was done to you was not hazing."

The introduction to Pi Phi's culture of mutual respect, care and love occurs during our values-based recruitment process, where we emphasize creating authentic sisterhood. Values-based recruitment is where the genuine connection starts. When we take this approach, we have the opportunity to ensure the conversations are deeper. We allow Potential New Members to get to know our chapters and make sure values align. Those values are carried throughout our member experience, and are combined with purposeful, proactive anti-hazing education to ensure we're delivering on the promise we make to every Pi Phi sister.

Cultivating Sincere Friendship and living with Integrity means caring for our sisters in a deep, purposeful way. Pledging to be a source of true support for one another — then saying or doing the exact opposite — is harmful at its core and weakens the essential bonds of our sisterhood. That same sisterhood empowers every member to uphold our core values, especially when it's difficult to do so. "Part of accountability is helping our members become the best version of themselves," says Lis. "Hazing is not what Pi Phi represents. If you're demeaning someone else, you're not your best self. You can't be full

How can we *stop the cycle* of hazing?

Educate ourselves. Advocacy organizations like AntiHazingCoalition.org, StopHazing.org, InsideHazing.com and HazingPrevention.org are valuable resources for members to learn more about hazing behavior, the changing legal landscape and impact stories from families affected by hazing. “When students are surveyed, there’s a high incidence rate of people who feel they were hazed, but the reporting rate is extremely low,” Melissa says. “Education and advocacy help bridge that gap. It’s everyone’s responsibility to ensure members don’t look back on their experiences with discomfort.”

Consider intent and impact. We demonstrate care by cultivating a greater awareness of the impact our actions can have on others. “When you participate in a chapter activity, ask yourself why you’re doing it, who it helps and how it could make your sisters feel,” says Chapter Services Director Mackenzie Baker. “If the answer is anything other than loved, included and part of Pi Beta Phi sisterhood, the activity should stop.”

Have the courage to part with traditions linked to hazing. “What once may have been considered ‘sisterhood’ or ‘bonding’ could not only cause harm, but also land collegians and Advisors in legal trouble,” Jen says. “Give members permission to let go of these behaviors, especially when they fall so far outside the bonds of sisterhood.”

Be transparent. “When we talk about our own experiences, we can’t glorify activities and stories that involved hazing, but we also shouldn’t gloss over our participation in activities that were wrong,” says Marnie. “We have an opportunity to talk about why we don’t do those things anymore instead of hiding them. We need to be comfortable talking about hazing if we want our members to feel they can bring their concerns forward. Transparency builds trust.”

Say something. Part of caring for each other is calling out problematic behavior, as well as not engaging in it ourselves. “Any member can report hazing — we just have to be brave enough to step up, and that’s hard,” says Lis. “If members truly embrace holding each other accountable, our New Members won’t have to carry the reporting responsibilities alone.”

If you have witnessed hazing or feel you have been hazed, please don’t stay silent. You can report your concerns confidentially by speaking with a chapter officer, AAC Advisor or HQ staff member, or by calling the Greek Anti-Hazing Hotline at 1-888-NOT-HAZE (1-888-668-4293).

of love and sisterhood if you’re angry enough to hurt someone. We need to get comfortable with caring enough about our sisters to hold them accountable for their choices.”

Marnie recognizes the accountability process can be challenging for members of any age, but especially for our young members learning how to lead. When advising others navigating difficult situations, she prioritizes empathy and our core values. “Every time there’s a hard decision or a tough conversation, I try to root it back to Honor and Respect and Sincere Friendship,” she says. “Being honest with each other is a true sign of respect. It’s not respectful to not hold people accountable and not be honest about their behavior. But we have to remember we are a sisterhood. Tough conversations have to happen, but in a way that demonstrates Sincere Friendship. We need to be transparent and honest, but with the intent of care.”

Authentically caring for one another includes the shared responsibility to care for Pi Phi’s future. Every member must be willing to work toward the common goal of establishing welcoming, safe, supportive environments for our sisters. As long as hazing is permitted to exist within Pi Beta Phi, the future of our sisterhood is threatened. Whether our Initiation took place in 1960, 1990 or 2020, the promises we make — to care for each other as sisters and to live our core values — are what truly unite us, and the responsibility to end hazing lies with each of us.

“Our sisterhood becomes stronger the more meaningful and inclusive our member experience becomes,” Melissa says. “Making sure everyone feels welcomed doesn’t change the significance of our sisterhood. The joy of bonding as sisters should never include hazing, and we all have the responsibility to create an experience every member looks back on with affection and not regret.” ←

MEET THE 2021-2022
*Leadership
Development
Consultants*



Pi Beta Phi is pleased to introduce the 11 outstanding members serving as our 2021-2022 Leadership Development Consultants (LDCs). We look forward to all they will accomplish working with our chapters and empowering our sisterhood!



Elisabeth Braun COLORADO GAMMA

Traveling Leadership Development Consultant

WHAT DO YOU WANT TO ACCOMPLISH AS AN LDC?

I want to help create an environment in our chapters where every member feels welcome and heard.

WHAT IS YOUR FAVORITE PI PHI MEMORY?

I have many Pi Phi memories that come to mind; however, living in the house during my sophomore year was fun because I got to see my best friends every day. I never felt more connected to our sisterhood.

MY FAVORITE BOOK IS ... “The Hunger Games” series by Suzanne Collins.



Becca Crosby TEXAS ETA

Traveling Leadership Development Consultant

WHAT DO YOU WANT TO ACCOMPLISH AS AN LDC?

I want to be able to see the “lightbulb” moment with each chapter I visit — whether that be fixing one small problem or helping a member find their passion.

WHAT WAS YOUR FAVORITE CAMPUS ACTIVITY IN COLLEGE?

One of my favorite campus activities was attending Texas A&M football games! I have so many memories of gamedays with my sisters and I will never forget Saturdays in Kyle Field.

MOST PEOPLE DON'T KNOW, BUT I ... can play four instruments - guitar, piano, flute and ukulele!



Katie Dial IDAHO ALPHA

Traveling Leadership Development Consultant

WHY DID YOU WANT TO BE AN LDC?

To give back to the Fraternity. During my time as a collegian, I was inspired by LDCs who shaped and supported me. After meeting with them, I felt confident and inspired to make change within my chapter.

WHAT IS YOUR FAVORITE PI PHI MEMORY?

My favorite Pi Phi memory was performing Initiation as Chapter President. Once the ceremonies finished, I realized the importance and prominence of those moments.

MOST PEOPLE DON'T KNOW, BUT I ... have a goal to see every national park in the United States!

Jordan Freudenberg DELAWARE ALPHA

Resident Leadership Development Consultant at Florida Eta

WHY DID YOU WANT TO BE AN LDC?

I want to help collegians have a meaningful sorority experience, just as I did. I want to encourage them to find their own connection to Pi Phi and inspire them to be their most authentic, confident selves.

WHAT IS YOUR FAVORITE PI PHI MEMORY?

College Weekend 2019! I loved meeting Pi Phis from across North America and learning what makes their chapters unique. I was able to bring back so many new ideas to my chapter.

MY FAVORITE BOOK IS ... “Educated” by Tara Westover.



Maddison Gates CONNECTICUT ALPHA

Resident Leadership Development Consultant at Wisconsin Epsilon

WHY DID YOU WANT TO BE AN LDC?

I applied to be an LDC because I want to connect with collegians, Alumnae Advisory Committee members, regional officers and consultants across North America while strengthening my connection to the Fraternity.

WHAT IS SOMETHING YOU ARE LOOKING FORWARD TO THIS UPCOMING YEAR?

I have never been to Wisconsin, so I can't wait to try cheese curds, go to a Packers game and enjoy the snow!

WHAT IS ONE ITEM ON YOUR BUCKET LIST?

I want to take a train across the United States.



Christiana Holladay COLORADO GAMMA

Resident Leadership Development Consultant at Connecticut Gamma •
Second-Year LDC

WHAT DO YOU WANT TO ACCOMPLISH AS AN RLDC?

I hope to build confidence in young leaders and show them the impact Pi Phi can have on their life. As an RLDC, I hope to build a foundation of genuine sisterhood and give New Members the opportunity to find their forever friends.

WHAT DO YOU CONSIDER TO BE THE MOST VALUABLE THING YOU OWN?

Time with family and friends. Even over FaceTime, the time I spend with my loved ones is so valuable.

MOST PEOPLE DON'T KNOW, BUT I ... was born on Founders' Day!





Sarah Moore SOUTH CAROLINA ALPHA

Resident Leadership Development Consultant at Wisconsin Epsilon •
Second-Year LDC

WHY DID YOU WANT TO BE AN LDC?

I always appreciated the encouragement and motivation LDCs provided to me and other chapter officers. I hope to provide that same experience to the Pi Phis I meet this year.

WHAT IS YOUR FAVORITE PI PHI MEMORY?

Convention 2021 was my first convention, and I flew to Colorado to spend the week with a few of my Pi Phi sisters. We watched the celebrations on a TV and ordered a cookie cake for the virtual Cookie Shine.

WHAT IS ONE ITEM ON YOUR BUCKET LIST?

I want to travel to all 50 states.



Dorothy Ruoff MONTANA ALPHA

Resident Leadership Development Consultant at Connecticut Gamma •
Second-Year LDC

WHAT DO YOU WANT TO ACCOMPLISH AS AN RLDC?

I look forward to supporting the re-establishment of the Connecticut Gamma Chapter at Quinnipiac University. New chapters have the opportunity to make real impact on the future of our Fraternity!

WHAT IS SOMETHING YOU ARE LOOKING FORWARD TO THIS UPCOMING YEAR?

Strengthening my connection with the Fraternity and the members who work toward fulfilling our mission. I am at the beginning of my alumna journey and this year will help me jump into the world of opportunities offered by Pi Phi.

MY FAVORITE PI PHI MEMORY IS... attending my sister's Initiation with my mom!



Karli Sugar NEBRASKA GAMMA

Traveling Leadership Development Consultant

WHAT DO YOU WANT TO ACCOMPLISH AS AN LDC?

I hope to be a servant leader, develop relationships with the communities I visit and become a mentor for chapter leaders all while supporting the future of our sisterhood.

WHAT DO YOU CONSIDER TO BE THE MOST VALUABLE THING YOU OWN?

My college degree is the most valuable thing I own because it unlocks a world of potential and is the summation of years of resiliency, perseverance and hard work.

MY FAVORITE PLACE IN THE WORLD IS ... spending time in nature with family and friends.

Stephanie Treanor ARIZONA GAMMA

Traveling Leadership Development Consultant • Second-Year LDC

WHY DID YOU WANT TO BE AN LDC?

As a collegian, I worked with many Panhellenic women who inspired and believed in me. I want to provide that same support and encouragement to our collegians so they can flourish in their chapters and develop into strong, confident leaders.

WHAT IS SOMETHING YOU ARE LOOKING FORWARD TO THIS UPCOMING YEAR?

I am looking forward to supporting our first-year consultants as they take on this role and working alongside three second-year LDCs. Working with this team of women is a blessing.

MY FAVORITE PLACE IN THE WORLD IS ... any beach with a good book!



Tori Vasquez CALIFORNIA EPSILON

Resident Leadership Development Consultant at Florida Eta

WHY DID YOU WANT TO BE AN LDC?

I wanted to serve the Fraternity in a different capacity beyond my years as a collegian. This position provides ample opportunities to grow as a servant leader and advance the values of Pi Beta Phi.

WHAT DO YOU CONSIDER TO BE THE MOST VALUABLE THING YOU OWN?

My integrity. Integrity is a value I have always held close and what initially drew me to Pi Beta Phi. It has guided me throughout my life and is reflected in every decision I make.

MOST PEOPLE DO NOT KNOW, BUT I ... enjoy boxing!



Adventure Awaits

Are you interested in becoming a Leadership Development Consultant or do you know a collegian or young alumna who would thrive in the role? All seniors and recent graduates are invited to apply for this opportunity. Applications for the 2022-2023 year open November 15 and close January 3. To learn more about the program and application process, visit pibetaphi.org/lpcs. ←

Angels in Your Path

Sometimes our path in life is clear, straight and illuminated; at other times, it can meander, winding through shadowy twists and turns. Then there are the crossroads — the pivotal, unforeseen moments that can impact the course of our path entirely. Just ask Louisiana Beta **CAROL CALKINS**, whose chance encounters in an introductory accounting class changed the trajectory of her career — one that would ultimately lead her to achieve state and local tax (SALT) partner status at a Big Four accounting firm. Carol's experiences have inspired her to give back to others, both in mentoring relationships with other professionals and as a donor to Pi Beta Phi Foundation.

Carol was one of a handful of women, and the only member of Pi Beta Phi, enrolled in the accounting program at Louisiana State University (LSU) in the late 1960s. She was pursuing a general business degree, trusting her own ability but unsure where she would find work following graduation. That plan changed when her accounting instructor, a visiting professor from another college, asked her to stay after class one day.



Louisiana Beta **CAROL CALKINS**

“The professor said, ‘Miss Calkins, I believe there is a place for women in accounting,’” Carol recalled. “Back then, there were no career counselors or official mentors; there were maybe three women in the entire accounting program. But I decided to switch my major because he believed in me. He gave me the confidence to go into accounting, which gave me so many more opportunities in life. My story would have been very different otherwise.”

As she began her job search, the confidence Carol's professor had expressed was not shared by many of the hiring managers she faced. “When I started interviewing, it was incredibly difficult,” she said. “In one instance, I'd scored higher [on an exam] than other applicants, but the interviewer actually told me the boss wanted a man for the job.” Frustrated, Carol decided to take the Louisiana civil service exam — and another person from her introductory auditing class would prove to be influential.

“Besides me, there was one other woman in the class,” Carol shared. “She was older and sat in the back of the room, auditing the course. Talk about God putting angels in your path!” The woman, Shirley McNamara, happened to be the head of technical accounting for the Louisiana Department of Revenue (DOR). Shirley remembered Carol from the class at LSU and hired her as a revenue agent for the state. The two women developed a strong mentoring relationship that continued for years and made a lasting impact on Carol's life. When Shirley accepted a new role as Louisiana's Secretary of Revenue, she asked Carol to take her place at the Louisiana DOR satellite office in Dallas, Texas. “Shirley was a perfect example of a woman helping another woman in our field,” said Carol. “She was obviously way up there, but she reached down to help someone else succeed.”

In Dallas, Carol gained valuable experience supervising state and local taxation that she would bring to her future leadership roles at accounting firm Price Waterhouse (now PwC). Two decades of persistence, hard work and expertise were rewarded in 1991, when Carol made history as the first woman to be named SALT partner at an accounting firm — a monumental achievement made more so as a woman leading in a predominately male field.

"I knew things were different for me, but I never saw myself as being different," Carol said. "I'm not easily intimidated, and I did my job to the best of my abilities." She learned to navigate the challenges of her role, speaking louder in meetings when colleagues talked over her, standing firm when she encountered discriminatory behavior and leading with her values at the forefront. "When I first started at Price Waterhouse, a senior manager took me aside and explained I was not to have any personal pictures in my office, was not to wear pants and had to wear a jacket over my dress at all times," Carol recalled. "I said, 'no, that's not how this is going to work.' I'm a huge believer in family first, and I put up pictures of my kids. I didn't get any pushback; in fact, it gave some of the men permission to do the same. To me, it sends a quiet message about what's important."

Carol's belief in empowering others stems from her firsthand knowledge of just how valuable that encouragement can be. She serves on a number of professional boards, including the National Board of the LSU Foundation and the Board of Directors and audit and asset-liability committees of b1BANK, a publicly traded community bank. In addition, she actively mentors growing professionals in the accounting field, finding opportunities for others to shine — with a catch. "I have a deal with them," she said. "If I accept a mentee, they have to do the same when someone else asks them — and I check back to find out! Twelve years after I recommended someone for a job, I saw him at a wedding in California. He hadn't forgotten and told me exactly what he was doing to mentor others."

Carol also recognizes the enduring value of her Pi Phi membership, including lifelong friendships with sisters from Louisiana Beta and the Richardson-Plano, Texas, Alumnae Club. Those relationships and experiences continue to inspire Carol to reinvest in Pi Phi as a donor to our Foundation. Through the years, she has steadily grown her support from occasional gifts to the Friendship Fund to annual membership in the Evelyn Peters Kyle Society.



Louisiana Beta **CAROL CALKINS** (right) with her big sister, Louisiana Beta **RENEE SAUCIER PITRE**, before Carol's New Member presentation.

"I knew it was time to give back," she said of making her first gift in the mid-1980s. "Pi Phi gave me so much, and I feel I need to give back so Pi Phi can help others. It's a way to say thank you for everything this sisterhood has given me." Carol knows her support is vital for the organization's future — particularly for scholarships and literacy initiatives, as well as ensuring the Pi Phi experience continues to inspire and empower members for years to come. "My dream for Pi Phi is to hold true to our core values," she said. "It's so important for any organization and specifically ours. And if we value our experience, we need to give back so others can share it." To join Carol in giving back to our sisterhood or learn more about our Foundation, visit pibetaphi/foundation.org. ◀

"PI PHI GAVE ME SO MUCH, AND I FEEL I NEED TO GIVE BACK SO PI PHI CAN HELP OTHERS. IT'S A WAY TO SAY THANK YOU FOR EVERYTHING THIS SISTERHOOD HAS GIVEN ME."

Supporting Literacy Initiatives at the Local Level

Pi Beta Phi’s philanthropic effort — Read > Lead > Achieve® — inspires a lifelong love of reading that can unlock true potential, creating a more literate and productive society. For many Pi Phis, the opportunity to participate in literacy service is most rewarding. Across North America, chapters and alumnae clubs partner with nonprofits and organizations in their local communities to support literacy efforts.

During Convention 2021, the Arrowhead-West Phoenix, Arizona, Alumnae Club was presented with the 2020 Award for Excellence in Literacy Initiatives for Small Clubs. Over the last several years, the club’s impact within the local community has grown exponentially.

More than 10 years ago, the Arizona club partnered with a second-grade classroom at Thompson Ranch Elementary School. When the partnership began, club members volunteered in the classroom and gave each child a book of their own. “Over the years, it has been so fulfilling and worthwhile to see the joy and delight on each student’s face,” says **KATHIE ERICKSON BRIDGES**, Utah Alpha. Not too much later the club was providing a book to each second-grade student and soon thereafter, with support from Pi Beta Phi Foundation’s FDS500 grant, every student at Thompson Ranch Elementary.

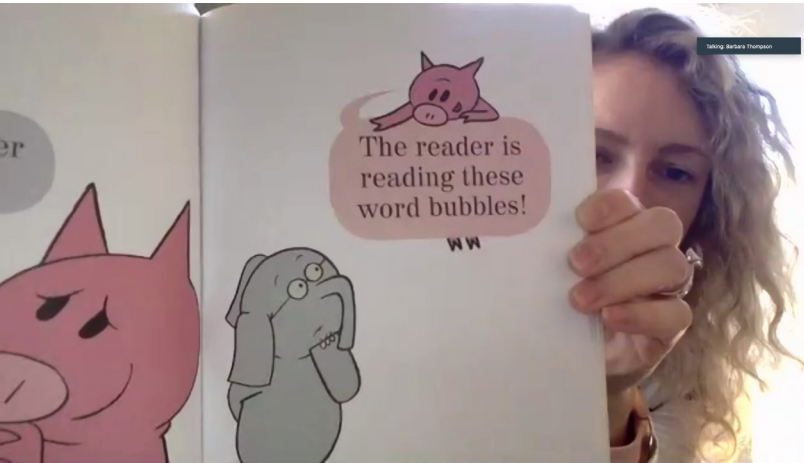
In addition to their work with Thompson Ranch Elementary, the club found new ways to support literacy efforts in local communities. After partnering with a local high school’s SkillsUSA, club members installed Little Free Libraries outside several YMCA locations, providing books to both children and adults.

“YMCA Directors have asked our club for a Little Free Library at each of their locations,” says Literacy Committee Chair **DEBBIE SEELEY FANNING**, Wyoming Alpha. “We donate the physical library container as well as books to the library and extra books for back stock.” Club members are already hard at work on their fourth library which will include several bilingual and multicultural books to support a primarily Spanish-speaking community.

While literacy efforts remain a priority for all alumnae clubs and chapters, members of the Arrowhead-West Phoenix club know the importance firsthand. “More than 30% of our members were teachers or principals,” says Arrowhead-West Phoenix Co-President **BARB ALLBEE SAUNDERS**, Oklahoma Alpha. “As a former librarian, I - along with the rest of our membership - truly believe literacy and education are the foundation of our society.”

Members of the Arrowhead-West Phoenix Alumnae Club dedicated a Little Free Library in their community.





From left: Virginia Gamma **BARBARA THOMPSON** and Virginia Iota **ISHWARYA NAGULAPATI**, both members of the Northern Virginia Alumnae Club, participate in virtual storytellings.

It's the passion of these members which drives the club's literacy efforts. "Our members are continually researching ways to help our community and contacting local organizations and schools for ways to support their literacy endeavors," Barb says.

Also presented with the 2020 Award for Excellence in Literacy Initiatives for Large Clubs was the Northern Virginia Alumnae Club. For several years, the club has provided literacy programming and book donations to Hybla Valley Elementary School. While the relationships were initially built around literacy support, club members were able to expand their impact when the COVID-19 pandemic hit.

"We not only provided books and school supplies but also food and household goods - items desperately needed when many in that community were ill or out of work," says Vice President Philanthropy **BOBBI RHEIN NELSON**, California Eta.

In addition to their physical donations, the Northern Virginia Alumnae Club also applied for a Local Impact Grant through Pi Beta Phi Foundation which allowed the club to direct 25% of their Literacy Fund gifts to Hybla Valley Elementary School with our Foundation matching the donation, dollar for dollar. Support from our Foundation allows Pi Phi chapters and alumnae clubs to extend the reach of their support.

Club leaders from the Northern Virginia club took advantage of the opportunity to build on their financial support with Pi Phi's FDS500 grant program funded by our Foundation. Through the program, the club was able

to donate 500 books to Ayuda - a local nonprofit which provides legal, social and language services to people who have immigrated to the area and come from low-income backgrounds.

Similar to the Arrowhead-West Phoenix club, the Northern Virginia club members know their community has significant needs in the areas of language, education and literacy, and looks to their members for opportunities to provide support.

"We identified both Hybla Valley Elementary and Ayuda as organizations that provide literacy and education assistance through members of our club," says Club President **JODY MORSE AL-SAIGH**, New York Alpha. "This speaks to the faithfulness of our club members who are always willing to serve their community."

While building fun and friendship, Pi Phi make a difference in the lives of thousands of children in communities across North America. For more than a century, Pi Phi sisters have committed themselves to creating a more literate and productive society. While our vision has never shifted, our chapters and alumnae clubs continue to find new ways to make an impact while inspiring sisters around the world.

Thanks to generous gifts to The Literacy Fund at Pi Beta Phi Foundation, all Read > Lead > Achieve initiatives - including Champions are Readers®, Fraternity Day of Service Signature Events, FDS500 grants, Local Impact Grants and more - are fully funded by our Foundation. Learn more at pibetaphi.org/foundation. ←

The Evolution of the New Member Experience

By Historian and Archivist **FRAN DESIMONE BECQUE**, New York Alpha

Since the founding of our sisterhood, every member of Pi Beta Phi has pledged themselves to uphold our values and ideals. In addition to our core values — Integrity, Lifelong Commitment, Honor and Respect, Philanthropic Service to Others, Personal and Intellectual Growth, and Sincere Friendship — New Members are educated on the standards, mission, vision and overall goals of the Fraternity through the New Member Education Program. Over the span of 154 years, this and other educational programs have evolved to meet the ever-changing needs of a complex Fraternity and societal standards.

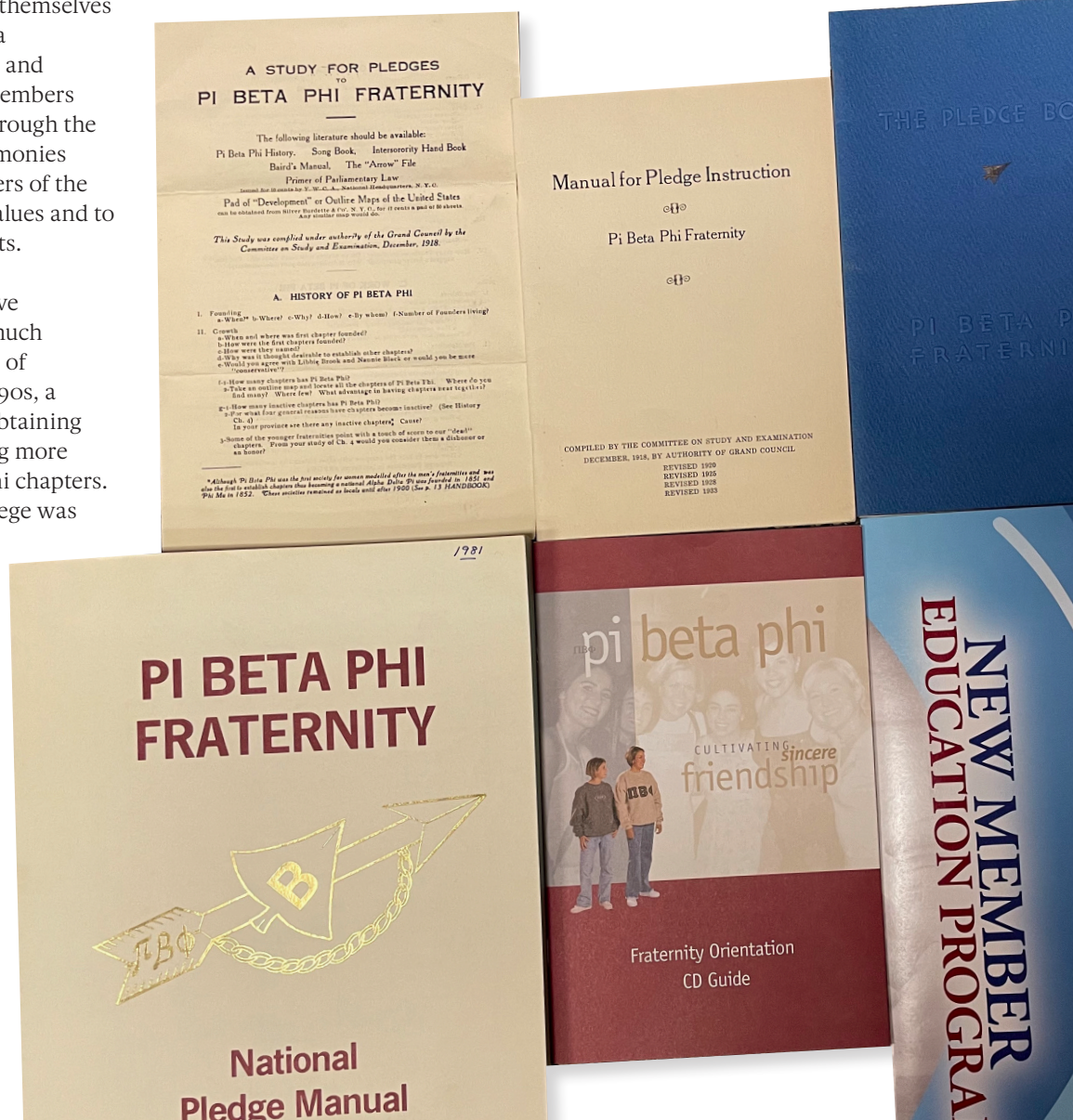
When our 12 founders committed to the revolutionary idea of a women’s organization modeled after men’s fraternities, they pledged to themselves and to one another to forge a sisterhood for both personal and societal good. Today, New Members make similar promises — through the Pledging and Initiation Ceremonies — to be contributing members of the organization, to live by its values and to be governed by its documents.

Though these sentiments have withstood the test of time, much has changed over the course of our sisterhood. In the late 1890s, a standardized structure for obtaining New Members was becoming more commonplace amongst Pi Phi chapters. Illinois Beta at Lombard College was one of the first Pi Phi chapters to begin using a pledging ceremony while other chapters expressed interest in an official pledge pin. Wisconsin Alpha at the University of Wisconsin-Madison

began using an I.C. monogram as a pledge pin, which was later adopted for wider use at the 1901 Convention but was replaced again in 1906 with the Greek letter Beta upon a dart, the same pin in use today. During this time, a uniform Pledging Ceremony was adopted. The National Panhellenic Conference (NPC) was founded in 1902 and provided a more unified framework for obtaining New Members for all member organizations.

Pi Beta Phi’s first Handbook of Pledge Study was compiled in 1919, followed seven years later by the Ritual used at New Member — then called pledge — meetings. The Pledge Supervisor became a chapter officer in 1931, and

Samples of Pi Beta Phi Pledge manuals and New Member materials over the past century.



although the officer title has changed many times, the job has remained the same — ensuring the newest members are onboarded smoothly, efficiently and with proper education about the Fraternity.

In the early 1990s, NPC began placing more emphasis on growing sisterhood based on values and opportunities for leadership and personal growth. The objective became getting to know Potential New Members more closely, rather than entertaining them with elaborate skits and performances during recruitment. Expenses were capped and party favors were eliminated. Philanthropy rounds were added to recruitment to highlight the good works of the organizations; and the terminology changed: rush became recruitment, rushees became Potential New Members and pledges became New Members.

For most of the 1900s, New Members typically were not initiated in the same semester they pledged. “Making grades,” the attainment of the minimum GPA with which one could become a member, was an important part of the process. As colleges and universities began to mandate a shorter duration of New Member programs, Pi Beta Phi, along with its NPC counterparts, modified the New Member program to comply with these regulations.

What had once taken up to a full academic term became a streamlined process, with Initiation taking place within 12 weeks of pledging.

Since the original Handbook of Pledge Study, the New Member program has been adapted and modernized nearly every decade. The Pi Beta Phi archives at Headquarters hold copies of every iteration of the New Member program, from packets and booklets circa 1920-1960 to binders and CD companions of the 1980s-2000s. Today, New Member education is completed online through a series of courses and coordinated by members of the Chapter Leadership Team, including the Director New Member Experience and other members of the Member Experience team. Other chapter officers, members of the Alumnae Advisory Committee and additional Pi Phi resources are utilized to make for a well-rounded, comprehensive education of all New Members.

The growth and endurance of Pi Beta Phi is intrinsically linked to the efforts devoted to welcoming and educating New Members into our sisterhood. Lifelong Commitment has its point of origin, and it’s our collective responsibility to ensure a love for Pi Beta Phi is developed within every sister from the start. ◀



Sandra Caron, Ph.D.

MAINE ALPHA

PROFESSOR OF FAMILY RELATIONS AND HUMAN SEXUALITY



WHAT DOES A TYPICAL DAY LOOK LIKE?

Busy! While no two days are exactly the same, my work centers on teaching, advising, research, and service. I am in my office before 8:00 a.m. catching up on emails and preparing for classes. I have the best of both worlds in that I teach both large lecture classes and small seminars. Throughout the day I am responding to emails and phone calls, or meeting with colleagues or students who drop by. I typically have meetings with graduate students to discuss their research, and meetings with undergraduates to talk about their schedule, project or plans for the future. I often find myself at a committee meeting, and working on some project or report for our program.

WHAT DO YOU LOVE MOST ABOUT YOUR WORK?

I'm grateful every day for the joy of spending my days with young people filled with energy and passion for learning.

"LOOKING AT ME, NO ONE WOULD GUESS ..."

I am terrified of public speaking. Even though I get up to lecture in front of hundreds of students, I am really quite shy and not as outgoing as others think I am.

WHAT OTHER PROFESSIONAL ENDEAVORS HAVE YOU PURSUED?

For 20 years I wrote a regular column for the campus newspaper called Sex Matters, and hosted a radio show by the same name. I currently host a national website, CollegeSexTalk.com. I am also a licensed counselor and have had a private practice for many years.

WHAT IS YOUR MOST TREASURED POSSESSION?

My summer place - on an island in the middle of a lake. It's my little piece of paradise.

BEST ADVICE YOU'VE EVER RECEIVED?

Discover your passion in life. The key to finding happiness is in giving of yourself, listening to others, helping others, sharing hope.

WHAT ADVICE WOULD YOU GIVE AN UP-AND-COMING PROFESSIONAL?

Find a network of friends and colleagues who will support you in your work.

WHO IS SOMEONE THAT HAS CONSISTENTLY INSPIRED YOU?

My students - through their enthusiasm and desire to learn.

"PI BETA PHI HAS TAUGHT ME..."

That women are capable! I got my start in feminism and women's leadership from my involvement in Pi Phi - it laid the groundwork for so many things in my career and my success.

WHAT IS YOUR FAVORITE WORD (AND WHY)?

Choice, because we all need to consider the choices we are making in the moment or on a daily basis - and consider if they are positive and life-enhancing ... in terms of the way we live our lives, how we interact with others, the impact we are having on our earth.

WHAT IS YOUR FAVORITE QUOTE?

One of my favorite quotes is from the Talmud: "If you can save one person, it's as though you've saved the world." ←

ALBERTA

Alberta Alpha, University of Alberta

At the end of July, Alberta Alpha **KENZ BAUER** was promoted to manager of the outdoor pool where she works in Thorhild, Alberta. Kenz has worked at the pool for six years and was excited to share her new role with the chapter. The position still includes guarding and teaching swimming lessons but also allows her to build new leadership skills. Kenz says, "I am very excited to incorporate Pi Phi values into the workplace. Honesty, integrity and respect are three key morals in the workplace, as well as in life, and I hope my staff are able to showcase these values in their lives as well." The Alberta Alpha Chapter is very proud of Kenz and wishes her the best of luck in this new role!

ARIZONA

Arizona Alpha, University of Arizona

In preparation for the fall primary recruitment process, the Arizona Alpha Community Relations team highlighted Arizona Alphas from all member classes to show Potential New Members (PNMs) the bonds of their sisterhood and how they exemplify Pi Phi's core values. In addition to sharing members' experiences, the chapter also featured members' businesses and involvement in extracurricular activities. One member, **KIERSTEN RUSSO**, owns a second-hand clothing business and sells affordable clothes to promote sustainable fashion practices. The Community Relations team also highlighted members who have been admitted to nursing school, graduate school and medical school. The Arizona Alpha Chapter wants PNMs to know about the driven, involved women of Pi Beta Phi, and with help from their Alumnae Advisory Committee they have used social media to do just that! Along with highlighting members, the chapter has also strived to educate its followers on social justice issues. The chapter uses social media content to highlight the importance of education and helping marginalized communities and hopes its followers are inspired to help others and become activists as well. The chapter members are grateful that Pi Phi has given them an opportunity to demonstrate how to live our sisterhood's values daily.



From left, California Omicrons **BIANCA BONETTI** and **BELLA RUDIS**

CALIFORNIA

California Omicron, Chapman University

In July 2020, **BELLA RUDIS** was in a rope swing accident that resulted in many physical challenges. Bella was airlifted to the hospital, where she remained in the ICU for a few days with life-threatening injuries. With one punctured lung and 16 broken bones, and after six procedures and more than two weeks in the hospital, Bella began her rehabilitation journey with strength and mobility training. Although this accident was mentally and physically traumatizing, Bella does not regret that it happened. "It gifted me a whole new appreciation for life," Bella said. "Small things like sitting in a wheelchair for the first time, getting the feeling back in my fingertips, and the cafeteria restocking my favorite juice were things that would make my entire week." With a new outlook on life, Bella grew a passion for meditation, yoga and the gym, which led her to be in the best shape of her life. Her accident pushed her to be the best version of herself, throughout her recovery. Fast forward to July 2021, when Bella completed her first Spartan Race exactly one year after her accident. Bella's story illustrates a real-life experience of Personal and Intellectual Growth amidst some of life's most extreme challenges. The California Omicron Chapter is extremely proud of Bella and her journey through her recovery!

FLORIDA

Florida Beta, Florida State University

Pi Phis are doers; they seize every opportunity to get involved and serve their community, which is exactly what Florida Beta **KARA SLOPER** did this past summer. Kara has a passion for medicine and children and decided to engage in a hands-on learning opportunity. In her pursuit of a career as a nurse in a pediatric intensive care unit, Kara gained experience early as a nursing assistant. “Summer is the busiest time of year at the office, and they can always use my helping hands,” she said. Kara identified a need and set out to make a difference in her community as well as equip herself with the skills she needs to excel in the field. “My responsibilities included completing intakes for all of the patients and completing their vitals which include height, weight, and blood pressure,” she explained. “I also helped the doctors with anything extra they might have needed, and I sometimes provided extra emotional support when kids were upset or scared.” Although Kara’s duties were hefty, her passion for her work made her training enjoyable. From these responsibilities, she mastered a variety of skills such as team collaboration and connecting with patients of all ages. Kara affirms, “This experience has shown me I definitely want to work with kids in the future!” Kara’s summer of service is just the beginning of her impact on the pediatric field, and her Florida Beta sisters are thrilled to see what she accomplishes in the future.

Florida Eta, University of Miami

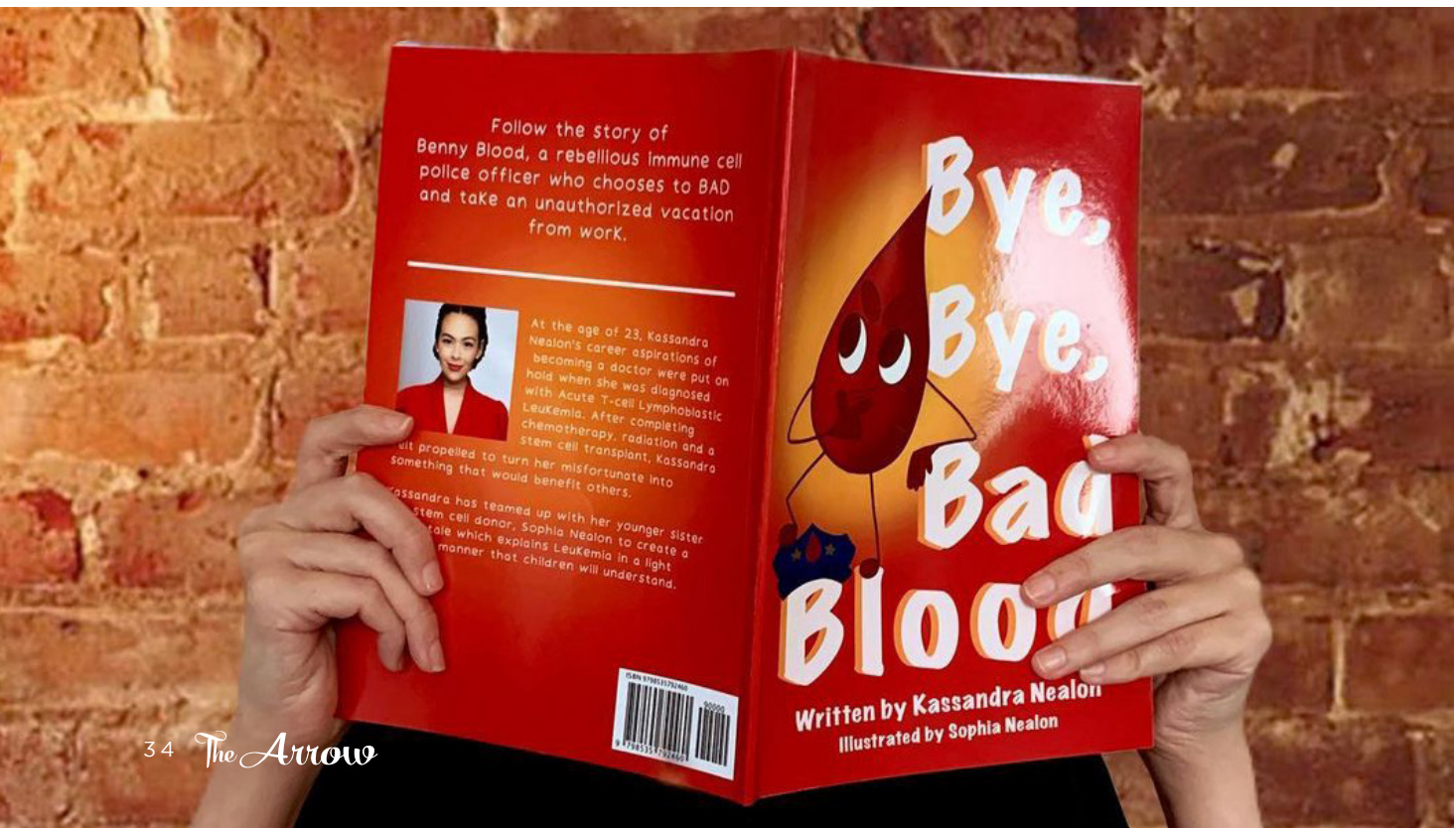
After her older sister Cassandra was diagnosed with acute T-cell lymphoblastic leukemia in 2019, **SOPHIA NEALON** saved her sister’s life by becoming her bone marrow donor. This selfless act allowed Cassandra to complete treatment and achieve complete remission in July 2021. Given that acute lymphoblastic leukemia is the most common pediatric cancer, the sisters teamed together to create “Bye, Bye, Bad Blood.” Written by Cassandra and illustrated by Sophia. “Bye, Bye, Bad Blood” is a creative children’s tale which aims to teach young cancer patients about their diagnosis and hopes to prepare them for what is to come. As a proud member of Pi Beta Phi, Sophia is excited to share this accomplishment with her sisters in hopes of spreading the news and gaining their support.

INDIANA

Indiana Theta, Valparaiso University

During Summer 2021, **BETSY NUNEMAKER** interned at Shirley Ryan Ability Lab in Chicago where she worked in the Brain Innovation Center which focused primarily on promoting brain healing and recovery. Betsy worked under the supervision of a registered nurse as she administered medications and performed various treatments and procedures. Betsy explains, “Pi Phi has played a role in where I am now by instilling values in me that have not only helped me in the Indiana Theta Chapter, but also in this position. I uphold Pi Phi values

SOPHIA NEALON illustrated “Bye, Bye, Bad Blood,” written by her sister, Cassandra, to whom she donated blood marrow when Cassandra was diagnosed with leukemia in 2019.





BETSY NUNEMAKER at her internship with Shirley Ryan Ability Lab in Chicago.

every day with those I encounter, and it has allowed me to form genuine relationships that go beyond my role as a nurse intern.” Pi Beta Phi at Valparaiso University prepares members to reach their utmost potential, encouraging them to use those skills during their collegiate careers and beyond.

Indiana Zeta, Ball State University

After a difficult year of social distancing and virtual events, **CHANEY SCOTT** spent her summer helping others as a camp counselor in Readfield, Maine. “My job is to take the younger girls to all of their activities and watch over them for seven weeks,” Chaney said. During Winter 2020, unsure if the camp would be held due to COVID-19 limitations, Chaney accepted the position in hopes of gaining a rewarding experience. “Having a leadership position in Pi Beta Phi has completely boosted my confidence,” she shared. “I am more prepared to step up as a leader now, and I am confident in my abilities to work with a team to handle a task in an effective and efficient way.” Chaney, who serves the chapter as Vice President Member Experience, constantly represents Pi Beta Phi on- and off-campus in both her classes and business fraternity, Pi Sigma Epsilon. She also represented Pi Phi well as a camp counselor with the help of her Pi Phi values. “The core value of Personal and Intellectual Growth really stood out to me during my camp experience this summer,” Chaney said. “I have also made many Sincere Friendships, having met some amazing people who have truly changed me and allowed me to grow as a leader. My favorite Pi Phi value, Philanthropic Service to Others, led me to work with a great group of kids to change their lives and provide them with a summer experience they will remember — it most definitely has been a learning experience, and I’m so grateful I spent my summer in Maine.”

MICHIGAN

Michigan Alpha, Hillsdale College and Michigan Gamma, Michigan State University

In 2021, after welcoming its new class of 74 sisters, Michigan Gamma wanted to foster connections with other Pi Beta Phi chapters. Michigan Gamma found a willing partner in Michigan Alpha. The chapters’ Executive Councils participated in monthly team calls to determine how best to impact their local communities. Thus, Wings for Women was created to provide kits of essential items to the City Rescue Mission of Lansing. Each chapter collected items such as bars of soap, underwear, razors, deodorant and children’s books. The students planned to meet in April at a park adjacent to the Michigan Gamma house for a pandemic-safe workday. Members from each chapter were to be paired off to get to know each other as the sisters organized, prepared and distributed the kits before ending the day at a food fundraiser for literacy. Unfortunately, a COVID-19 spike forced the collegians to cancel their meet and greet. Disappointed yet undeterred, the collegians still served the City Rescue Mission of Lansing by delivering more than 500 essential items and books thanks to the thoughtful and agile work of Michigan Alpha and Michigan Gamma Pi Phis!

Michigan Gammas with their assembled kits for City Rescue Mission of Lansing. From left, **JENNA FROMMER, ZOE BRYANT, MADELINE MALPASS, LAUREN BRESKY** and **ANNIE HOANG-PHAM.**



NEBRASKA

Nebraska Beta, University of Nebraska, Lincoln

KAMERYN KISSINGER, a junior on the pre-dental track, recently had the opportunity to travel to Guatemala with her mother to provide dental services through an organization called Great Commission Outreach (GCO). GCO creates opportunities to serve those in need by providing free healthcare, dental service and daycare. On the trip, Kameryn and other volunteers served the rural villages of El Sitio and La Pila. Each day the team took a bus from Antigua into the mountains to their makeshift dental clinic. Members of the villages lined up outside, no matter the weather, waiting for the dental team to arrive. Kameryn assisted the dentists by suctioning, providing instruments for services and setting up their workstations. "I learned so much on this trip, not only about dentistry, but about the importance of serving those in need," said Kameryn. "Being able to experience this is something I will never forget. It has solidified my dream of becoming a dentist because I now truly understand the importance of healthcare providers and how they can impact the lives of so many people."

TEXAS

Texas Delta, Texas Christian University

When **BRITTANY TAYLOR** learned of the increased rates of pet surrenders to animal shelters due to the challenges of COVID-19, she felt called to help the animals by volunteering in the Fort Worth area. She reached out to two local shelters, Trinity GAP Rescue and Eules Animal Shelter, offering to help with whatever they needed to provide comfort and care for the animals. Brittany and other volunteers raised awareness on social media, including sharing posts about individual pets so they could find suitable foster and forever homes. Additionally, she created and shared supply wish lists and distributed supplies around the Fort Worth area. Brittany also managed monetary donations which were allocated directly to shelters, as well as to foster families helping to care for animals in their own homes. Brittany designed and promoted T-shirts with proceeds directly benefiting shelters and Pi Phi supported the cause by purchasing the shirt as well as items from the wish lists. The chapter's Executive Council offered participation with the effort to count toward members' service hour requirements. With

KAMERYN KISSINGER poses with a recently extracted tooth while providing dental services with GCO in Guatemala.





Texas Delta **BRITTANY TAYLOR** with a rescue dog while volunteering for animal shelters in Fort Worth.

the support of the fraternity and sorority community and other students, the T-shirt sale alone raised \$2,414 to benefit the local shelters. Her sisters say Brittany continues to be an incredible role model for the chapter and a daily reminder of what a true servant leader looks like.

VIRGINIA

Virginia Iota, George Mason University

To promote and maintain a supportive and enthusiastic atmosphere, the Virginia Iota Chapter began a new initiative called Pi Phis on the Rise. Members of Pi Phis on the Rise are cheerleaders for the chapter who support and celebrate sisters during non-Pi Phi campus activities

such as sporting events, a cappella performances or even professional endeavors. Members can show love and encouragement through something as simple as sending a good luck text before a job interview. This fall, the group is excited to continue celebrating the accomplishments of the chapter's multidimensional sisters in their Pi Phi activities and beyond. ◀

For a Brighter, Cleaner, Safer Tomorrow

South Dakota Alpha **KACY TUBBS** spent her summer researching solar panels, renewable energy, cybersecurity and electric vehicles. Originally from Orange County, California, Kacy chose to venture out of her comfort zone and attend the University of South Dakota (USD). She moved to Vermillion, South Dakota, without knowing a single person on campus. After going through recruitment, Kacy became best friends with many of her Pi Phi sisters at South Dakota Alpha. She made such strong connections with Pi Phi, Vermillion and USD that she decided to stay there for the summer and find a job in the town that she has learned to call home. Kacy set her sights on securing an internship so she could gain professional experience and grow her leadership skills. At the beginning of the summer, she received an email from a USD faculty member who suggested she apply for an internship with the City of Vermillion.

As a sustainability and political science double-major, working at Vermillion City Hall and diving into issues surrounding renewable energy seemed like the perfect opportunity and she was thrilled to be hired. “Everything happens for a reason,” she said. “There were a few other jobs and internships that did not work out for me; it is easy to get discouraged and doubt yourself after rejection. But then I found this amazing opportunity and was lucky enough to be chosen for the role. I am so glad that I put myself out there, even though I was not originally proficient in solar energy and cybersecurity, because now I have grown exponentially in my intelligence, confidence and leadership skills.” The goal of Kacy’s internship was to evaluate the viability of implementing a solar array into the Vermillion Landfill to offset energy costs produced by fossil fuels. She also studied cybersecurity surrounding the solar array, and developed strategies for preventing, detecting, reacting to and recovering from a cyber-attack.

Kacy worked on additional projects during her internship involving community outreach regarding clean energy. She partnered with a large midwestern energy company as well as a local car dealership to host an Electric Vehicle Ride and Drive Event. Community members were able to drive hybrid and all-electric vehicles (including a very popular all-electric Ford Mustang), and Kacy shared information about electric vehicle rebates to communicate the economic and environmental benefits of driving a more sustainable vehicle. Kacy also coordinated a program which allows City of Vermillion utility customers to buy 100% clean energy for just a few cents each month. Kacy’s internship was funded by the DEED



KACY TUBBS presenting her research at the APPA National Conference.

Scholarship, which is provided by the American Public Power Association (APPA). Part of the scholarship included a travel stipend to attend the APPA National Conference in Orlando, Florida. Kacy stepped out of her comfort zone once again and flew to Florida by herself for the conference. While following COVID-19 guidelines during the conference, she was able to network with hundreds of public power professionals who gave her feedback on her research. She met professionals ranging from CEOs to mayors to line workers, and it was an eye-opening experience to see where her future could take her. During the conference, Kacy spoke with inspiring individuals, including Bonnie St. John, Paralympic medalist and former director of the White House National Economic Council.

Of the experience, Kacy says, “I presented my research to professionals who were able to give me feedback on my work, which was one of the most amazing experiences I could have ever asked for. My internship is funded by APPA, which hosted the conference, so I was widely recognized as the one college girl who decided to fly to Orlando and present her research. I still cannot believe all of this came from applying last-minute for an internship in Vermillion.” Kacy will continue to use the knowledge and skills she gained through her internship at the City of Vermillion and apply them to her studies as well as her various leadership roles across campus. Throughout her next two years at the University of South Dakota, she will continue to pursue career opportunities in the spheres of sustainability and political science. ←

CALIFORNIA

Marin County, California, Alumnae Club

A June luncheon brought together members of the Marin County, California, Alumnae Club who were eager to see one another and celebrate their most recent Golden and Diamond Arrows. The luncheon had participation from 15 different collegiate chapters and 12 different states! Club members are thankful to have their own "Poet Laureate" **NANCY WILLIAMSON WASSON**, Tennessee Beta, who wrote and shared the following original poem.

A Pi Phi Recipe

Take two or more Pi Beta Phis - any size or shape will do. New or old, it doesn't really matter how long you've had them around. Stir together for a rare blend of beauty, brains and charm. Add a dash of ingenuity, a pinch of modesty and a dollop of pride. Mix in just a whisper of champagne to stir up pleasant memories. Warm to room temperature and let stand (or sit) for several hours in a cheerful environment. Serve on any occasion where sisters are gathered. Everyone is certain to savor the flavor of your I.C. Sorosis soufflé.



From left, California Beta **HELEN PACULA** and Virginia Gamma **KATHLEEN PERKA FORD** celebrate at the Marin County Alumnae Club's June luncheon.

DISTRICT OF COLUMBIA

D.C. Alumnae

On July 27, several Pi Phi members who work at Guidehouse, a management consulting firm based in D.C., gathered for their first virtual networking event. Members found each other through previous alumnae relationships, word of mouth and a quick Google search that included

"Pi Beta Phi" and "Guidehouse." Their first meeting included seven sisters from seven different chapters, spanning more than 15 years of membership. Some members in attendance have worked at Guidehouse for more than a decade, while others for less than a year. The virtual networking event was a great way to meet sisters and the group plans to regularly meet for networking and professional development opportunities.

FLORIDA

Sarasota-Manatee, Florida, Alumnae Club

Equipped with 400 children's books and supersized letters spelling the words "Read, Lead, Achieve," alumnae sisters recently gathered at Ed Smith Stadium in Sarasota, Florida, to help break the cycle of illiteracy, one car at a time. On April 24, 2021, the Sarasota-Manatee, Florida, Alumnae Club hosted a booth at the first annual Storybook Street: a literacy-meets-the-arts drive-thru extravaganza where young children received new books and had the opportunity to watch those same books come to life. The free, family-friendly event reached more than 600 children, and volunteers distributed nearly 6,000 books to those in attendance including bilingual and multicultural titles. Storybook Street featured dance, drama, art, music, movement and more, to deliver meaningful, memorable moments and to help foster an early love of reading. Club members, sporting pink "Read > Lead > Achieve" T-shirts and matching Pi Phi baseball hats, adorned their booth with arrows, a Greek letter tablecloth and banners featuring large-scale storybook covers. Additional props included a wooden rocking chair and a front-facing bookshelf filled with children's books. "Having a degree in elementary education, I have always realized the need for all children to have an interest in reading at an early age," says Sarasota-Manatee Alumnae Club President **TRACY HANSEN DERAMO**, Indiana Gamma. "I was heartened to see carloads of children eager to receive their own book to share with their friends and family members. The day was magical."

"As a daughter of two teachers and the mom of two young girls, I understand the importance of introducing kids to a love of reading at an early age," says Sarasota-Manatee Communications Director **MEGAN CALLAGHAN HANEY**, Florida Delta. "Books can open new worlds and take kids on new adventures. And, for younger children, it's integral to their language development. It's never too early to read to a child." After a year filled with sorrow, survival and lost learning opportunities for children, club members experienced a morning of much-needed in-person sisterhood while also celebrating the life-changing power of reading.

St. Petersburg, Florida, Alumnae Club

In February, the St. Petersburg, Florida, Alumnae Club honored Oklahoma Beta **JOELLA SAWYER FALKINGHAM** as she celebrated 80 years of Pi Phi membership. Vaccinated club members brought lunch and Pi Phi music to Joella's condo where they shared a meal and held a Pi Phi Cookie Shine. Joella celebrated her 99th birthday this year and reflected fondly on her Pi Phi experience, especially her time living in the chapter facility. Club members are excited for Joella's 100th birthday and can't wait to celebrate their loving and loyal Pi Phi sister again next year.

KANSAS

Kansas Alpha Alumna

In May, Kansas Alpha **KARI PETERSON LAVELLE** published her first picture book, "We Move the World," with Harper Collins. "We Move the World" is an inspiring, empowering picture book that connects children's everyday actions with historical events and people who changed the world. Kari says, "I was inspired to write about why people take action for different causes, and that manuscript evolved into the current book. I hope that readers of this book see that we can all make the world a better place in big and small ways!"

Kansas Alpha Alumnae

In a tradition that began in 2000, the Kansas Alpha Member Class of 1971 met in May for a reunion — this time in Gulf Shores, Alabama, where they celebrated 50 years since joining Pi Beta Phi. Eighteen sisters convened at a house on the beach to share memories, laughter, tears and Sincere Friendship. The group holds these reunions every other year at various locations across the country. Plans are already underway for the 2023 reunion to take place in Newport, Rhode Island. Though attendance has varied over the years, typically 16-18 members join which is close to 90% of the Member Class. In 1998, at Kansas Alpha's



KARI PETERSON LAVELLE with her debut picture book, "We Move the World."

125th anniversary, many sisters from the member class saw each other for the first time since graduation. They decided to never again wait so long to get together. **PAM PALMER RENN**, who served as Chapter President in 1973, says, "It is our hope that this tradition exemplifies the endurance of relationships formed decades ago — ones that continue to enrich our lives — and to encourage our younger sisters to nurture the connections that are gifted to us through the Pi Beta Phi experience."



Members of the 1971 Kansas Alpha Member Class at their Initiation, left, and at a reunion in 2021, right.



From left, Michigan Gammas **RUTH HANSEN BENGTSSEN**, **ALLYSON LANDRY** and **ANNIE HOANG-PHAM** celebrating Ruth's Diamond Arrow anniversary with the Bloomfield Hills, Michigan, Alumnae Club.

MICHIGAN

Bloomfield Hills, Michigan, Alumnae Club

In celebration of Michigan Gamma **RUTH HANSEN BENGTSSEN**'s recognition as a 75-year Diamond Arrow, the Bloomfield Hills, Michigan, Alumnae Club invited Michigan Gamma Chapter President **ALLYSON LANDRY** and Vice President Community Relations **ANNIE HOANG-PHAM** to its Founders' Day celebration. The Michigan Gamma collegians honored Ruth, who was in the chapter's inaugural New Member Class, by pinning on her Diamond Arrow and reading a congratulatory note. Although Ruth's pinning was scheduled to take place in 2020, the Bloomfield Hills Alumnae Club was able to reschedule the event and celebrate Ruth's years of membership with a safe outdoor event!

NEBRASKA

Omaha, Nebraska, Alumnae Club

On June 9, 2021, 36 members of the Omaha, Nebraska, Alumnae Club met to honor their new Diamond, Golden and Silver Arrow members. Diamond Arrow **JOAN JOHNSTON MACTIER**, Iowa Gamma, reminisced about memories from college, including when men returned to campus from service in World War II. Joan's three daughters, Iowa Gamma **HEATHER MACTIER GUDGEL**, Oregon Alpha **MEREDITH MACTIER YOUNG** and Kim Mactier Clure, joined the celebration. Memories of Pi Phi in the 1970s were shared by five new Golden Arrows from Nebraska Beta, **SUZY PHILLIPS JONES**, **ROXIE NELSON FRAZIER**, **MARTHA HAMILTON JACOBS**, **ALISON LINN BARNES** and **JOYCE CLARE DAVIS**.

Each was presented with a beautiful, engraved certificate and a vase of flowers to take home. The club also celebrated two new Silver Arrows, Nebraska Gammias **AMY CHARLES THOMAS** and **BELL GARCIA REDLIN**. All club members and honorees enjoyed gathering safely in person for the first time in over a year to celebrate their sisters achieving these milestone Pi Phi anniversaries.

NEW YORK

Rochester, New York, Alumnae Club

July of 2021 saw the Rochester, New York, Alumnae Club finally able to reunite with Kappa Kappa Gamma sisters for a renewal of their Monmouth College connection while celebrating Kappa's 150th anniversary. Both groups gathered for an outdoor picnic and enjoyed finally being able to get together and renew friendships. The Pi Beta Phi and Kappa Kappa Gamma clubs both play an active role in the Rochester Alumnae Panhellenic (RAP). In 2020, West Virginia Gamma **DAWN WILKINS** and Kappa Kappa Gamma alumna Kim Pegg co-chaired RAP's major scholarship fundraiser — an online auction. The Rochester Club is proud of this collaborative effort and excited for the RAP to once again award \$20,000 in scholarship

funds to six deserving undergraduate or graduate students. Participants agreed the online auction is just the beginning of what will hopefully become an ongoing event and an important way to work toward common outreach goals.

NORTH CAROLINA

Charlotte, North Carolina, Alumnae Club

The Charlotte, North Carolina, Alumnae Club celebrated Founders' Day at the home of Virginia Gamma **PATRICIA SANDERLIN BURTON**, who graciously prepared a brunch buffet for all attendees. At the celebration, club members honored Golden Arrows and held a Founders' Day Ceremony. Members brought toiletries and other needed items to donate to the Ada Jenkins Center, which assists disadvantaged citizens of northern Mecklenburg County. Pat was also installed as the new Alumnae Club President. To account for the lack of in-person activities over the past year, the club opted to hold some outdoor events over the summer. Alumnae enjoyed a yoga class and an outdoor concert performance by The 502s at the U.S. National Whitewater Center in June. In July, club members toured the University of North Carolina at Charlotte Botanical Gardens and had lunch at a nearby

New Nebraska Beta Golden Arrows. From left: **SUZY PHILLIPS JONES**, **ROXIE NELSON FRAZIER**, **MARTHA HAMILTON JACOBS**, **ALISON LINN BARNES** and **JOYCE CLARE DAVIS**.



restaurant. Club veterans were happy not only to see each other in person again but also were delighted to welcome new sisters to the club. The club decided to continue the MargaReaders Book Club virtually to allow members the convenience of attending wherever they were located over the summer. Sisters discussed “Mistress of the Ritz” by Melanie Benjamin in late May and “Wild Game” by Adrienne Brodeur in July.

OREGON

Lake Oswego-Dunthorpe, Oregon, Alumnae Club

The Lake Oswego-Dunthorpe, Oregon, Alumnae Club celebrated its four new Golden Arrow members at a small, in-person gathering. Alumnae Club President **SUSAN JONNATTI MAXWELL**, Pennsylvania Zeta, read the Golden Arrow Ceremony and presented each new Golden Arrow member with a certificate and a 50-year member pin.

TEXAS

Dallas, Texas, Alumnae Club

In April, 95 members and friends of the Dallas, Texas, Alumnae Club gathered for their “Masked Ask Celebration” at the home of Texas Alpha **MIMI BERGERAC VANDERSTRAATEN**. Guests enjoyed gathering together over a wonderful meal with musical entertainment provided by Oklahoma Alpha **PAMELA PERDUE MUSGROVE** and her husband, Len. The fundraising event saw outstanding results with over \$140,000 raised for local literacy nonprofits. The selected organizations — Aspire, Cristo Rey Dallas College Prep, Momentous School, Readers 2 Leaders, United to Learn and Voice of Hope — received checks from the club at an event in June. Additional proceeds were given to Pi Beta Phi Foundation in support of Pi Beta Phi’s literacy initiatives. The club thanks everyone who participated and donated, as well as the Masked Ask event co-chairs, pictured right. ←



Above, from left: Lake Oswego-Dunthorpe, Oregon, Alumnae Club President **SUSAN JONNATTI MAXWELL**, Pennsylvania Zeta, holding a photo of Oregon Beta **LESLIE DARDANO HASSON**, who could not attend; Illinois Zeta **KATHY GRAHAM GADLER**; Oregon Alpha **NANCY PIAZZA COBB**; California Epsilon **ANDI ANDERSON MARIANI**; and Club Vice President Communications **MAJA TANAKA BERGE**, Oregon Alpha, attending the club’s Golden Arrow celebration.



Members of the Dallas, Texas, Alumnae Club and co-chairs of the Masked Ask event. Above, from left: Texas Alpha **JULIE CRAIN MILLER**, Texas Beta **CECILIE COX HOLMAN**, Texas Beta **CAROL COOK DALTON** and Texas Alpha **MARY MARTHA JOHNSON PICKENS**.

Officer Directory

OFFICER EMERITA

Foundation President Emerita - Ann Dudgeon
Phy, Texas Alpha

PAST GRAND PRESIDENTS

Jo Ann Minor Roderick, Oklahoma Beta
Sarah Ruth "Sis" Mullis, South Carolina Alpha
Emily Russell Tarr, Texas Beta
Mary Loy Tatum, Oklahoma Beta
Paula Pace Shepherd, Texas Epsilon
Marla Neelly Wulf, Kansas Beta

GRAND COUNCIL

Grand President - Lisa Gamel Scott, Colorado Alpha
Grand Vice President Collegians - Melissa Malone Colvin, Virginia Theta
Grand Vice President Alumnae - Greer Horne, Virginia Zeta
Grand Vice President Finance/Housing - Emory McGinnis Eison, Mississippi Beta
Grand Vice President Fraternity Growth - Ana Mancebo Miller, Texas Beta
Grand Vice President Inclusion/Community Relations - Amy Lorenzen Southerland, South Dakota Alpha
Grand Vice President Member Experience - Jamie Feist Daniels, Montana Alpha

FOUNDATION BOARD OF TRUSTEES

President - Gina Garrison Jones, Nebraska Beta
Vice President Finance - Mary Jane Buchele Johnson, Illinois Eta
Vice President Development - Terre McFillen Hall, Ohio Alpha
Secretary - Cindy Rice Svec, Kansas Beta
Trustee - Donna Butterworth, Virginia Eta
Trustee - Jennifer Windell Hazelton, Virginia Eta
Trustee - Leslie Magnus, New Jersey Alpha
Trustee - Kathleen Meriano, New York Eta
Trustee - Wendy Labreche Pratt, Massachusetts Beta
Ex-Officio Member - Greer Horne, Virginia Zeta
Ex-Officio Member - Brenda Balkunas Wirth, Wisconsin Alpha

FRATERNITY HOUSING CORPORATION BOARD OF DIRECTORS

President - Brenda Balkunas Wirth, Wisconsin Alpha
Treasurer - Brenda Butler, Nebraska Beta
Secretary - Alisa Brooks Rudlang, Minnesota Alpha
Member - Suzette Thompson Farrar, Colorado Delta
Ex-Officio Member - Emory McGinnis Eison, Mississippi Beta

SPECIALTY DIRECTORS

Director Operations - Marnie Lee, Alberta Alpha
Director Risk Management - Jennifer Mandeville, Virginia Theta
Director Member Experience - Sharon Abeyta-Levey, New Mexico Beta
Director Finance/Housing - Amanda Reid Austin, Michigan Alpha
Director Community Relations - Catherine Roosevelt McCluskey, Michigan Beta
Director Recruitment - Erika Bates Mackey, Connecticut Alpha
Director Alumnae - Michelle Drouse Woodhouse, California Eta
Director Diversity, Equity and Inclusion - TBD
Director Chapter Support - Tina Rivard, Pennsylvania Theta

REGION 1 TEAM

Alumnae Engagement Director - Barbara Rua, Connecticut Alpha
Collegiate Regional Director - Natalie Mayo Deak, North Carolina Alpha
Operations Specialist - Emily Beck Wood, Pennsylvania Theta
Risk Management Specialist - Lourdes Sandoval, West Virginia Alpha
Member Experience Specialist - Deanne Trent, Pennsylvania Zeta
Finance/Housing Specialist - Debbie Wang, New York Zeta
Community Relations Specialist - Katie Francis Moore, West Virginia Alpha
Recruitment Specialist - Christine Toth Justice, Connecticut Alpha
Inclusion Specialist - Ruth-Ann Roberts, Iowa Beta

REGION 2 TEAM

Alumnae Engagement Director - Jackie Jasek, Indiana Gamma
Collegiate Regional Director - Penny Proctor, Michigan Alpha
Operations Specialist - Maggie Ibrahim-Taney, Kentucky Alpha
Risk Management Specialist - Laura Clough Redmond, Ohio Eta
Member Experience Specialist - Tiffany Mitchell Senn, Ohio Theta
Finance/Housing Specialist - Linda Breyer Miller, Michigan Alpha
Community Relations Specialist - Julia Furtaw, Michigan Gamma
Recruitment Specialist - Monica Diaz-Greco, Ontario Alpha
Inclusion Specialist - Tessa Betz, Michigan Alpha

REGION 3 TEAM

Alumnae Engagement Director - Kimberly Sisk Crowe, Kentucky Beta
Collegiate Regional Director - Lara Ompp-Botteicher, West Virginia Alpha
Operations Specialist - Samantha Duffy, Illinois Beta-Delta
Risk Management Specialist - Alexis Karwoski, Indiana Delta
Member Experience Specialist - Deborah DiNardo Richards, Virginia Zeta
Finance/Housing Specialist - Jessi Bevan Nill, Indiana Gamma
Community Relations Specialist - Kelly Zudycki Perry, Illinois Zeta
Recruitment Specialist - Nicole Bridges, Kentucky Alpha
Inclusion Specialist - McKinley Paratore, Illinois Eta

REGION 4 TEAM

Alumnae Engagement Director - Lori Poveromo Haight, Virginia Eta
Collegiate Regional Director - Annie Herold, Georgia Beta
Operations Specialist - Gianna Salamido Lenzo, North Carolina Beta
Risk Management Specialist - Jenn Waggoner Grimes, West Virginia Alpha
Member Experience Specialist - Kate Coulter, Florida Alpha
Finance/Housing Specialist - Sande Schweier, Oregon Gamma
Community Relations Specialist - Erin Davis, Michigan Epsilon
Recruitment Specialist - Molly Harris-Stevens, Mississippi Beta
Inclusion Specialist - Cara Stombeck, Virginia Zeta

REGION 5 TEAM

Alumnae Engagement Director - Suzanne Gill Kriz, Illinois Eta
Collegiate Regional Director - Brooke Avila, Iowa Beta
Operations Specialist - Ann Wear Wiley, Iowa Gamma
Risk Management Specialist - Lyndsey Redding Howe, Nebraska Beta
Member Experience Specialist - Stephanie Shadwick, Missouri Gamma
Finance/Housing Specialist - Lacie Drogen Baumgartner, North Dakota Alpha
Community Relations Specialist - Catherine O'Dea Pallardy, Illinois Eta
Recruitment Specialist - Darcy Dahl, Minnesota Alpha
Inclusion Specialist - Daphney Rose Bitanga, California Eta

REGION 6 TEAM

Alumnae Engagement Director - Alicia Middleton Stephens, North Carolina Alpha
Collegiate Regional Director - Jenn Plagman-Galvin, Iowa Gamma
Operations Specialist - Tracy Gilbreath Fenter, Texas Gamma
Risk Management Specialist - Dori Boone, Texas Epsilon
Member Experience Specialist - Meredith Stone, Georgia Alpha
Finance/Housing Specialist - Callie Rutherford, Mississippi Beta
Community Relations Specialist - Mallory Martinez, New Mexico Alpha
Recruitment Specialist - Kasey Mitchell Adams, Mississippi Alpha
Inclusion Specialist - Lisa Byars-George, Missouri Beta

REGION 7 TEAM

Alumnae Engagement Director - Lisa Rede Roman, New Mexico Beta
Collegiate Regional Director - Marie Metke Westom, Oregon Gamma
Operations Specialist - Gillian Tobin, Oregon Alpha
Risk Management Specialist - Marisa Strauss Stribling, Oregon Alpha
Member Experience Specialist - Kristen Brandenburg, Colorado Epsilon
Finance/Housing Specialist - Gina Schreiner, Alberta Alpha
Community Relations Specialist - Lauren Hagel, Oregon Gamma
Recruitment Specialist - Carolyn Much Reil, Oregon Gamma
Inclusion Specialist - Sarah Fuller, Oregon Gamma

REGION 8 TEAM

Alumnae Engagement Director - Margo Wilton Lesser, California Gamma
Collegiate Regional Director - Marie Baldazo Andreasen, California Eta
Operations Specialist - Elissa Liong, California Lambda
Risk Management Specialist - Lauren Kolnick Whalen, California Kappa
Member Experience Specialist - Jennifer Gapasin Yguico, Texas Beta
Finance/Housing Specialist - Tiffany Flint Caron, Colorado Epsilon
Community Relations Specialist - Tracie Whelan Wells, Michigan Gamma
Recruitment Specialist - Steph Uchino-Beach, California Eta
Inclusion Specialist - Bennell LaPorte, New Mexico Alpha

REGION 9 TEAM

Collegiate Regional Director - Amy Strickland Dreller, Arizona Beta
Operations Specialist - Tara Abbott Davis, Arizona Alpha

Risk Management Specialist - Elisabeth Mayer Garcia, Nevada Alpha
Member Experience Specialist - Kristi Hanlon Marsh, Illinois Zeta
Finance/Housing Specialist - Ashley Boarts Lewis, Ohio Theta
Community Relations Specialist - Kristin Zemke, New York Eta
Recruitment Specialist - Kris Semenza Murphy, Montana Alpha
Inclusion Specialist - Carla Hashley, Michigan Epsilon

APPOINTED OFFICERS, COMMITTEE CHAIRS

Alumnae Resource Officer - Lauren Jenkins Smith, Oregon Gamma
Archivist/Historian - Fran DeSimone Becque, New York Alpha
Arrow in the Arctic Committee Chair - Catherine Roosevelt McCluskey, Michigan Beta
Building Committee Chair - Renee Ross Mercer, Iowa Zeta
Collegiate Resource Officer - Tina Briski Fellers, California Eta
Leadership and Nominating Committee Chair - Melissa Kish, Indiana Zeta
Leadership Development Officer - Lisa Masters, Georgia Alpha
Legislative Committee Chair - Suzanne Malone, Mississippi Beta
Local Committee Convention Chair - Kim O'Brien, Ohio Zeta
Music Chair - Renee Richardson Bennett, South Dakota Alpha
National Panhellenic Conference Council of Delegates Representative - Lisa Gamel Scott, Colorado Alpha
Chief Panhellenic Officer - Ashley Hollowell Karth, Illinois Eta
Panhellenic Officers - Jennifer Bailey, Michigan Epsilon and Carly Miller Giesbrecht, Alberta Alpha
Parliamentarian - Margie Borges, Nebraska Gamma
Pi Beta Phi Fraternal Government Relations Coalition Representative - Sheila Consaul, Illinois Theta
RFM Recruitment Officer - Carol Inge Warren, North Carolina Beta

NPC COMMITTEE MEMBERS

THESE MEMBERS WERE APPOINTED TO SERVE AS NPC COMMITTEE MEMBERS AND VOLUNTEERS.

Board of Directors - Helen Lahrman, Indiana Alpha
Educational Program Facilitators - Leigh Thiedeman, Iowa Gamma and Amanda Fishman, Florida Alpha
New College Panhellenics Committee - Amanda Fishman, Florida Alpha

NPC Area Advisors - Jen Bailey, Michigan Epsilon; Oriana Bertucci, Ontario Gamma; Leslie Buford, Oklahoma Beta; Jamie Burke, Alabama Beta; Rae Wohlhueter Maier, Kentucky Beta; Kelly Zudycki Perry, Illinois Zeta; Carol Inge Warren, North Carolina Beta
Recruitment Committee - Ashley Hollowell Karth, Illinois Eta
RFM Specialists - Greer Horne, Virginia Zeta; Casey Talbot, New York Eta; Rae Wohlhueter Maier, Kentucky Beta; Carol Inge Warren, North Carolina Beta

PI BETA PHI HEADQUARTERS

Fraternity and FHC Executive Director - Shawn Eagleburger
Foundation Executive Director - Hallee Winnie, Michigan Gamma

FOUNDATION COMMITTEE CHAIRS

Undergraduate Scholarship Committee - Rainey Peuse Kellogg, Montana Alpha
Graduate Fellowship Committee - Trudy Hartzell Clark, Maryland Beta
Alumnae Continuing Education (ACE) Committee - Candace Turner Dressler, Alberta Alpha
Sign of the Arrow Melissa Scholarship Committee - Mary Jane Buchele Johnson, Illinois Eta
Emma Harper Turner Fund Committee - Michael Bettin, Utah Alpha
Development Committee - Terre McFillen Hall, Ohio Alpha
Finance Committee - Mary Jane Buchele Johnson, Illinois Eta
Governance and Nominations Committee - Cindy Rice Svec, Kansas Beta
Investment Committee - Jennifer Windell Hazelton, Virginia Eta
Stewardship Committee - Wendy Labreche Pratt, Massachusetts Beta

FRATERNITY HOUSING CORPORATION (FHC) COMMITTEE CHAIRS

FHC Investment Committee - Suzette Thompson Farrar, Colorado Delta
FHC Lending Committee - Alisa Brooks Rudlang, Minnesota Alpha

In Memoriam

We honor our Pi Phi sisters who have passed away and celebrate their part in our sisterhood.

In Memoriam lists the name and initiation year of each member who has died. The list below reflects notification by public obituary received at Pi Beta Phi Headquarters between May 1, 2021 - August 17, 2021. Obituaries may be submitted at pibetaphi.org/in-memoriam.

Memorial gifts made to Pi Beta Phi Foundation are a loving and lasting way to honor the memory of a beloved Pi Phi sister. To make a memorial gift, please call our Foundation at (636) 256-1357 or visit pibetaphi.org/foundation. ←

ALABAMA BETA

Barbara Marks Albright, 1963
Deanna Phillips Kimbrough, 1957

ALABAMA GAMMA

Madelyn Ann McClendon, 2020

ARIZONA ALPHA

Patricia Brown Clemens, 1946
Doris Shields Kendrick, 1946

ARKANSAS ALPHA

Mary Warnock Harsh, 1941
Nancy Brown Howe, 1956
Elsie Palsa Raborn, 1964
Dorothy Davis Stuck, 1942

CALIFORNIA DELTA

Barbara Dapper Hirschler, 1956
Grayne Ferguson Price, 1951

CALIFORNIA GAMMA

Gay Pobanz Grant, 1954
Mary McIllece Rooney, 1974

CALIFORNIA ZETA

Nancy Earle Erickson, 1965

COLORADO ALPHA

Eugenie Steinhauer deLuise, 1949
Jacquelin Blanch Weber, 1944

COLORADO BETA

Nanette Crosby Kimbrough, 1957
Doris Davenport Steinke, 1945

FLORIDA BETA

Eleanor Yothers Fisher, 1940
Joan Zorbaugh Kippert, 1955

ILLINOIS ETA

Doris Ryan McElwee, 1951
Carolyn Tenney McKelvey, 1954

ILLINOIS THETA

Ingrid Adolfson Gillis, 1957
Louise Hale McCartney, 1949
Phyllis Schafer Tabor, 1948

ILLINOIS ZETA

Diane Althoff Love, 1960

INDIANA ALPHA

Marge Ragsdale Moyer, 1948

INDIANA BETA

Jane Pulley Bloom, 1941
Patricia Herr Thomas, 1950

INDIANA DELTA

Joan Conner Bald, 1973

IOWA ALPHA

Betty Clark Schmidt, 1953

IOWA GAMMA

Marj Brown Jensen, 1952

IOWA ZETA

Jo Ann Hagen Scroggs, 1953
Rozanne Andelfinger Williams, 1950

KANSAS ALPHA

Peggy Hughes Glazzard, 1953

KANSAS BETA

Sharon Talbott Goss, 1954
Connie Armitage Robertson, 1948
Patricia Pugh Wurster, 1949

KENTUCKY ALPHA

Jean Douglass Holzer, 1966

KENTUCKY BETA

Sarah Elizabeth Keaney, 1999

LOUISIANA ALPHA

Janet Tyson Cram, 1952

LOUISIANA BETA

Anna Moseley Osborn, 1953

MASSACHUSETTS ALPHA

Beverly Hill Botha, 1946

MICHIGAN ALPHA

Carolyn Rice Maslanik, 1952
Lala Allen Pavich, 1958

MICHIGAN GAMMA

Susan Youmans Strayer, 1974

MISSOURI ALPHA

Jean von Hoffmann Sheets, 1949

MISSOURI BETA

Susan Gruetzemacher Lhotka, 1956

MISSOURI GAMMA

Kathryn J. Meacheam, 1978
 Florence Snidow Moline, 1955
 Jennifer Tipton Yarbrough, 1989

NEBRASKA BETA

Ann Cunningham Lage, 1962

NEW YORK DELTA

Jane Wight Bailey, 1951
 Corrine Smithe Bales, 1942

NORTH DAKOTA ALPHA

Mae Marie Malm Blackmore, 1944

OHIO ALPHA

Barbara Fox Garrett, 1951
 Doris Bach Roosevelt, 1939

OHIO BETA

Sharon McClelland Shelton, 1955

OHIO DELTA

Kathryn Shimmon Crowther, 1940
 Evelyn Turner White, 1948

OHIO EPSILON

Sally O'Loughlin, 1953

OKLAHOMA BETA

Theresa McElyea Sulton, 1969
 Sue Otis Wigington, 1964

OREGON ALPHA

Pamela Hoffert Forrester, 1961

OREGON BETA

Mary Heumann Adams, 1947

PENNSYLVANIA BETA

Fannie Wood Brown, 1930
 Jean Wirths Scott, 1953

SOUTH CAROLINA ALPHA

Dale Hood Handschy, 1943

SOUTH CAROLINA BETA

Susan Sikoryak Timmerman, 1984

SOUTH DAKOTA ALPHA

Mona Hawks Reed, 1956

TENNESSEE ALPHA

Peggy Evans Thomas, 1944

TENNESSEE BETA

Nancy Bauman Maney, 1954
 Jilda Lee Unruh, 1975

TENNESSEE GAMMA

Liz Brown Mynatt, 1953

TEXAS ALPHA

Susan Fowler Josey, 1962

TEXAS BETA

Laura Hillhouse Cadwallader, 1950
 Patricia Nelson Coleman, 1960
 Elaine Eastland Vial, 1951
 Cora Sue Wootters Warren, 1946
 Mary Crabb White, 1954

TEXAS DELTA

Janet Middleton Swanson, 1962
 Chesley Wynne Walters, 1976

TEXAS GAMMA

Sharlene Smith Gaither, 1955

UTAH ALPHA

Marjorie Nilson Pett, 1938

VIRGINIA ALPHA

Alyce Cunningham Clark, 1939,
 affiliated Nebraska Beta
 Sarah Clapp Reid, 1951,
 affiliated Ohio Beta

VIRGINIA GAMMA

Lesley Ward, 1960

VIRGINIA IOTA

Katie Nicole Teets, 2014

WASHINGTON BETA

Marianne Bussanich Anderson, 1956

WISCONSIN ALPHA

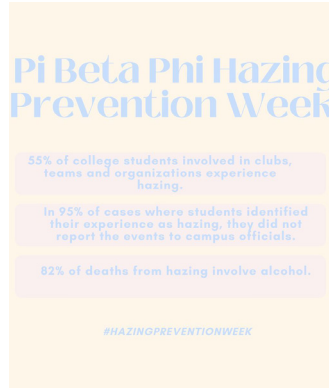
D'Anne Bergman Fortune, 1951
 Marilyn Johnson Nelson, 1952

Pi Phis Recognized National Hazing Prevention Week September 20-24

@az_pibetaphi

Today we will highlight some of the dangers of hazing. Together we can put an end to hazing.

24/7 Hazing Hotline:
520-626-HAZE
#HazingPreventionWeek



@stetsonpiph

These hands don't haze. It is the responsibility of every Pi Phi member to keep our chapters safe and free from any form of hazing. Together we can create a sisterhood where hazing is a thing of the past. #piphisagainsthazing #hazingpreventionweek



@gmupiphi

In honor of National Hazing Prevention Week, we, the Sisters of the Virginia Iota chapter of Pi Beta Phi, strongly condemn any type of hazing in our chapter, in our organization, in the Panhellenic conference, and in the Mason community. Every person should feel safe, loved, and protected.

For more information, visit the National Panhellenic Conference's webpage, or call the National Hazing Hotline. Learn the signs and symptoms, and if you see something, say something.



@usmpiphi

A message from our VP of Risk Management: "During National Hazing Prevention Week, we are so proud of our members for creating a safe environment on our campus that is hazing free! Pi Beta Phi hopes to set an example for the Southern Miss campus and work toward a hazing free campus!" #hazingpreventionweek

@mizzoupiphi

September 20-24 marks National Hazing Prevention Week and at Missouri Alpha, we pledge that #THESEHANDSDONTHAZE. Our mission at Pi Beta Phi is to promote friendship, develop women of intellect and integrity, cultivate leadership potential, and enrich lives through community service, a mission that leaves no room for tearing others down. For more resources on #NHPW head to hazingprevention.org.



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STAPLES of sisterhood.



A. Crown Pearl Badge with Garnet Point, #0205 10K | **B.** Garnet and Aquamarine Badge with Diamond Point, #0317 10K | **C.** Crown Pearl Badge, #0200 10K | **D.** Letter Guard, #J0100 10K | **E.** Crest Guard, #9005 10K | **F.** VP Finance Dangle, #004 GP | **G.** Chapter President Dangle, #001A GP | **H.** Scholarship Pearl Dangle, #041 GP | **I.** 10K Lavalier with 18" Gold-filled Snake Chain, #L2649 10K/GF | **J.** Bolo Bracelet, #H3996B GP | **K.** CZ Stackable Band Ring, #143864 SP/GP | **L.** Addy Ring, #ADDY SP/GP | **M.** Cushion Ring, #0452 SS | **N.** Arrow Wrap Ring, #3047 10K | **O.** Holiday Ornament, #ORNA GP

