



PHI KAPPA SIGMA

INTERNATIONAL FRATERNITY, INC.

Brothers,

Under direction of the Phi Kappa Sigma Constitution and Acts, Article XI – The Amendments, we present to you the following legislative items which have been submitted in writing to be presented at the 99th Grand Chapter, August 2-4, 2018.

1. Amendment to add Assistant Grand Tau
Timothy Schug, Alpha Epsilon – Illinois Tech 2007
2. Amendment regarding special badge
Timothy Schug, Alpha Epsilon – Illinois Tech 2007
3. Amendment for transgender clarification
Transgender Inclusion Committee
4. Amendment to Pledge Ceremony
Timothy Schug, Alpha Epsilon – Illinois Tech 2007
5. Amendment to add Grand Officer term limits
Timothy Schug, Alpha Epsilon – Illinois Tech 2007
6. Amendment to add NHC Savings Assessment
James Fulmer, Alpha Kappa – Alabama 1964
7. Amendment to NHC Operations Assessment
Samuel Adelman, Mu – Tulane 2018

I move to insert a new paragraph at the end of Article V - The Executive Committee and Executive Board, Section 10 - Grand Tau's Duties to read:

Section 10. Grand Tau's Duties.

The Grand Tau shall be the treasurer of the Fraternity and of the Corporation. He shall collect all dues and fees provided for by the laws of the Fraternity with additional power to require from the Chapters such reports as he may deem proper. He shall perform such other duties as may be designated by the Grand Chapter, Grand Alpha, or Executive Committee.

Assistant Grand Tau - The Assistant Grand Tau shall be responsible for servicing existing undergraduate chapters with financial matters. The Assistant Grand Tau shall be nominated by and report to the Grand Tau and is appointed by the Executive Committee to serve a one year term at the pleasure of the Grand Tau.

Pros:

1. This amendment supports a trial that was conducted during the 2018 Fiscal Year which has shown positive movement.
2. It will also develop a volunteer pipeline for future Grand Taus.
3. This position compliments the Assistant Grand Sigma position which exists to support the Grand Sigma.

Cons:

1. Some may see this as an unnecessary position.
2. This may create a position that overlaps with functions of the Fraternity's staff.
3. The position is very generic in its description.

Respectfully submitted by Timothy A. Schug (Alpha Epsilon '07)

In 2016, I made a similar motion, but pulled it from the floor after reflecting on the motion. I have since reviewed the legislation and am bringing back a portion of the proposed amendment.

I move to insert the word “husband,” to **ACT 14 INSIGNIA, Section 3 - Badge, Paragraph 8**

The manufacture and sale of articles containing reproductions of the official badge is prohibited, with the following exceptions:

1. Accurate facsimiles may be used in official fraternity and college publications and in such other publications as the Executive Committee may approve.
2. Watch charms, rings, trophies, and plaques containing the badge or reproductions thereof may be manufactured and sold under the regulations of the Executive Committee.
3. The Executive Committee may authorize the manufacture and sale, through its official jewelers only, of special badges according to the Committee's specifications. Such badges may be purchased and awarded by Chapters to house mothers, officers of mothers' clubs, and others, as may be appropriate, as symbolic of the Chapter's esteem and appreciation. A bona fide member may also purchase and present a badge to his mother, sister, wife, daughter, **husband**, or fiancé.

Pros:

1. This will take into consideration that the Fraternity amended its Constitution and Acts in 2014 to not discriminate against members based on their sexual orientation.

Cons:

1. Some members may view that this is not an acceptable practice. However, the difference is that this is not an “official” badge, but a “special” badge.

Respectfully submitted by Timothy A. Schug (Alpha Epsilon '07)

Article III - Membership, Section 1 - Eligibility

Phi Kappa Sigma prides itself on its Convention of 1860 in which we began our commitment to diversity with a unanimous agreement to exclude clauses in our Constitution to be a “whites-only” fraternity. Almost forty-five years later on December 30-31, 1904, in Baltimore, Maryland, this article of membership was rewritten to change, among many things, that “past or present bona-fide students” be changed to “any *bona-fide* male student”. Another sixty-four years later, at the 76th session of the Grand Chapter in Fort Worth, Texas, on December 29-30, 1968, constitutional revisions were adopted to insert that “no prospective candidate shall be denied membership in the Fraternity on the basis of his race, creed, color, or national origin.” This remained until the 97th session in Nashville, Tennessee, on July 24-26, 2014, this section was further revised by inserting “physical ability, sexual orientation, age” to the non-discrimination list.

At the 98th session in Chicago, Illinois, on July 28-30, 2016, proposals and discussion ensued to consider revisions regarding clarification and inclusion for transgender candidates. Ultimately, the topic was referred to a committee to understand the intricacies and implications for the proposed revisions.

The below proposed changes to this section will modify the language in the Constitution for clarification and clean up regarding the male requirement for membership.

Pros:

1. This amendment would fill what some consider a constitutional “inadequacy”.
2. The change also provides articulation and clarity to an area that is often questioned by chapters when electing candidates for membership.
3. It also brings our Fraternity to the forefront of a topic faced by many of our peer organizations.
4. This change would reinforce the acceptance of members who have already joined our Fraternity who identify as male.
5. This change would reinforce the acceptance of members who are seeking to join our Fraternity who identify as male by not requiring proof/documentation which may be demeaning.
6. The amendment provides language and reinforcement to maintain single-gender status and better protects the organization from potential legal exposure by poor or inconsistent enforcement by its chapters.

Cons:

1. Some members may feel uncomfortable with this amendment and prefer to keep it written as is.
2. Others may feel additional considerations should be added for a gender neutral stance.
3. Concern for candidates/members “flip flopping” on their gender identity during pledging/after initiation.

We propose to strike contents of **Article III - Membership, Section 1 - Eligibility** and to insert the follow so that it reads as follows:

Article III. Membership.

Section 1. Eligibility.

Membership in the Fraternity shall be open to ~~bona fide, male~~ students **who identify as male at** ~~of~~ an institution of learning in which an active chapter exists at the time of the candidate's election.

Provided, however, that no student shall be eligible for membership who is a member of another national or international social **fraternal organization of similar nature to the Phi Kappa Sigma Fraternity.**

Provided further, that no student who identifies as male shall be required to submit documentation or proof of his gender; simple attestation by the student as to his identity as male will satisfy this membership requirement.

Provided further, that the Grand Chapter or the Executive Committee may in a specific case and upon written application authorize the initiation by any active chapter of a member of the male faculty or an administrative officer of the institution in which the chapter is located, or a former ~~bona fide,~~ male student of an institution which grants bachelors' degrees and is accredited by its appropriated regional association as a four-year, degree-granting institution.

Provided further, that in order to facilitate the establishment of a new Active chapter, the Grand Chapter by a two-thirds vote of the chapters, voting as chapters, or the Executive Committee by unanimous action may, in a specific case, authorize a nearby active chapter to initiate ~~bona fide,~~ male students, former ~~bona fide,~~ male students, male administrative officers, and male members of the faculty of the institution in which the new chapter is being established.

Alternatively, when the Grand Alpha and appropriate Grand Delta deem it necessary, in a specific case, the Grand Alpha, with the concurrence of the Grand Delta, may appoint a special committee of members to conduct such initiation.

No prospective candidate shall be denied membership in the Fraternity on the basis of his race, creed, color, physical ability, sexual orientation, age or national origin.

In accordance with **Article XI - The Amendments, Section 2 - Ceremonies**, I hereby propose revisions to the Pledging Ceremony on the condition that the amendment to **Article III - Membership, Section 1 - Eligibility** which would insert the words “*simple attestation by the student as to his identity as male will satisfy this membership requirement*” passes with this or similar language requiring attestation.

Respectfully submitted by Timothy A. Schug (Alpha Epsilon '07)

Language for revising the Pledge Ritual:

ALPHA: “IN VIEW OF THE FACT THAT YOU (INSERT NAME(S)) HAVE MADE KNOWN TO THE ASSEMBLED WITNESSES, MEMBERS OF THE PHI KAPPA SIGMA FRATERNITY, YOUR INTENTION OF JOINING THIS FRATERNITY AS SOON AS CIRCUMSTANCES SHALL HONORABLY AND LEGITIMATELY PERMIT OF YOUR INITIATION INTO THE SAME, IT IS ONLY FIT AND PROPER THAT SO IMPORTANT A RESOLUTION SHOULD BE SOLEMNIZED BY A FORMAL AVOWAL OF THIS, YOUR PURPOSE. YOU WILL THEREFORE BEFORE THESE WITNESSES, WITH YOUR RIGHT HAND RAISED, SOLEMNLY AND OF YOUR OWN FREE WILL AND ACCORD, ANSWER THE FOLLOWING QUESTIONS:”

ALPHA: “DO YOU BELIEVE THAT AN OBLIGATION TAKEN AT THIS TIME AND UNDER THE PRESENT CIRCUMSTANCES WILL BE BINDING UPON YOU UNTIL YOU SHALL BE FORMALLY RECEIVED INTO FULL MEMBERSHIP IN THE FRATERNITY?”

ANSWER: “I DO.”

ALPHA: “DO YOU AFFIRM THAT YOU ARE **MALE AND** IN NO WAY OBLIGATED TO ANY **SOCIAL FRATERNAL ORGANIZATION COLLEGE FRATERNITY** OF SIMILAR NATURE TO THE PHI KAPPA SIGMA FRATERNITY?”

ANSWER: “I DO.”

NOTE: However, if the candidate acknowledges **not being male or** membership in another **social fraternal organization Fraternity** of similar nature, ~~he~~ **the candidate** must not be pledged and should leave the room.

ALPHA: “DO YOU SOLEMNLY PROMISE NEVER TO DISCLOSE OR DIVULGE IN ANY MANNER WHATSOEVER, ANY SECRETS WHICH MAY BE MADE KNOWN TO YOU IN YOUR ASSOCIATION WITH THE MEMBERS OF THIS FRATERNITY?”

ANSWER: “I DO.”

ALPHA: “DO YOU PROMISE NEVER TO JOIN ANY OTHER **SOCIAL FRATERNAL ORGANIZATION COLLEGE FRATERNITY** SIMILAR TO PHI KAPPA SIGMA UNLESS FORMALLY RELEASED FROM THIS, YOUR PLEDGE?”

ANSWER: “I DO.”

ALPHA: “DO YOU PROMISE TO DO ALL IN YOUR POWER AS A PLEDGED MEMBER OF THIS FRATERNITY?”

ANSWER: “I DO.”

ALPHA: “YOU WILL NOW CONSIDER YOURSELF A **PLEDGE-NEW** MEMBER OF THE (INSERT NAME) CHAPTER OF PHI KAPPA SIGMA FRATERNITY.”

MEMBERS: "SO LET IT BE."

NOTES: At this point, the pledge pin as officially prescribed by the Grand Chapter, should be attached to the jacket lapel of each ~~pledge~~ **New Member** to be worn by him until the time of his initiation or until he might be released from his pledge.

ALPHA then instructs the ~~pledges~~ **New Members** to form a line to receive congratulatory handshakes.

ALPHA: "THE ~~PLEDGES~~ **NEW MEMBERS** WILL PLEASE FORM A LINE _____ TO RECEIVE CONGRATULATORY HANDSHAKES AS THE MEMBERS PASS ALONG THE LINE."

NOTE: New Members form line as instructed and members proffer handshakes.

In 2012, the Fraternity hired a known and respected consultant to review the Fraternity's operations and structures. Included in the report was a recommendation for term-limits for executive committee members, similar to our peer organizations.

I move to insert for Article V - The Executive Committee and Executive Board, Section 2 or to ACT 4 - Section 8

Executive Committee Term Limits.

No member may be elected to serve for more than four consecutive terms nor a total of six terms to the Executive Committee.

Provided further, that a member may serve on the Executive Committee for no more than two terms as Grand Alpha and these terms shall not be counted towards these limits.

Provided, however, that the Grand Chapter may in a specific case and upon approval of three-fourths of the Chapters, voting as Chapters, elect a member to the Executive Committee beyond these limits.

Pros:

1. This amendment would promote new executive committee members, including Grand Alphas, which is intended to keep fresh, new ideas and encourages opportunities for members to serve.
2. It is written to promote members gaining experience on the path to being Grand Alpha.
3. In the interest of the Chapters, a member may continue service on the Executive Committee.

Cons:

1. This does provide restrictions which must be considered when working with our volunteer pipeline, particularly Grand Alpha.
2. The ability to extend beyond the term limit may be considered a moot point.

Alternative Location:

Article IV - The Grand Chapter, Section 5 - Officers.

The Officers of the Fraternity shall be a Grand Alpha, a Grand Beta, a Grand Pi, a Grand Sigma, Grand Tau, and Grand Thetas. These Grand Officers shall supervise the sessions of the Grand Chapter and shall perform such other duties as are defined or outlined in the Constitution and Acts or otherwise provided. These Grand Officers shall be elected at the concluding meeting of each regular Grand Chapter to serve through the next Grand Chapter session.

No member may be elected to serve for more than four consecutive terms nor a total of six terms to these Grand Officers.

Provided, however, that a member may serve as these Grand Officers for no more than two terms as Grand Alpha and these terms shall not be counted towards these limits.

Provided further, that the Grand Chapter may in a specific case and upon approval of three-fourths of the Chapters, voting as Chapters, elect a member to these Grand Officers beyond these limits.

Respectfully submitted by Timothy A. Schug (Alpha Epsilon '07)

Motion for National Housing Corporation Chapter Housing Fund Assessment

Proposed Addition:

Individual Chapter Housing Investment Fund. Every chapter is to pay an annual fee of fifteen dollars (\$15.00) per member into a (fund held by the NHC) to pay for future housing needs. Each chapter will deposit funds which will be individually accounted for and held for the sole benefit of that chapter. These funds will be held in perpetuity. The chapter assessment will be increased by five dollars (\$5.00) per brother per year until it reaches Twenty-five dollars (\$25.00). When the chapter needs funds for housing, it will submit a formal request to be reviewed by a disbursement committee. The funds will be released upon approval.

Pros:

1. This gives the chapter funds for a house down payment, furniture, office equipment and other housing or educational needs.
2. The funds will be protected from those who would divert chapter savings for non-housing use.
3. We want to make our housing competitive with other national fraternities. Many national fraternities have had housing funds for a number of years. If you look at their houses compared to ours, it becomes obvious that we are behind in this area.
4. Each chapter's housing funds will always be theirs. The NHC is a separate corporation whose sole purpose is to safeguard our chapter houses and housing funds.
5. A division of the NHC will be set up to manage the investment of chapter housing funds. The investment income will be paid into the account.
6. The amount requested is small enough that it can be easily paid by the collegiate brothers without causing a hardship.

Cons:

1. As minimal as it is, it means that our chapters will be paying more.
2. Twenty-five dollars (\$25.00) will not be enough savings for all of our chapters. Some chapters require larger and more costly housing.
3. At this rate of savings, it will be many years before the funds will be large enough to benefit the chapters in the way it is intended.

Proposed Amendment for Grand Chapter

Proposed by Samuel Adelman, Mu Chapter

Goal of The Amendment

This amendment aims to increase the amount of money that undergraduate initiated members pay to the International Headquarters to help fund the National Housing Corporation. The new value would be \$25. The hope is that in the future, the fraternity will have a well funded, working National Housing Corporation that can aid active chapters in acquiring or maintaining houses, as well as helping acquire property for new colonies when deemed necessary.

Pros

- The current value of \$2.50 is too small to have a real impact. Increasing the payment creates a real possibility to have a well-funded NHC.
- Increasing the value will make it easier to have a well-funded NHC in a shorter timeline.

Cons

- Some brothers may not want to pay more money

ACT 3 - SPECIAL FUNDS

NHC Operations Assessment.

FIFTH, for the purposes of maintaining a National Housing Corporation, every chapter of the Fraternity shall pay to the International Headquarters a biannual fee of ~~two dollars fifty cents (\$2.50)~~ **twenty-five dollars (\$25.00)**, ~~which may be increased up to five percent (5%) per year until it reaches a sum of ten dollars (\$10.00) as decided by the NHC Board,~~ for each undergraduate initiated member of the Chapter. This shall be due January 15 and June 15 upon notice from the International Headquarters. The total sum of this assessment will be forwarded to "National Housing of Phi Kappa Sigma International Fraternity, LLC" ("NHC") and managed in accordance with the NHC's Bylaws.