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# **Understanding Where We Come From: Our Shared History**



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# Early American Higher Education

- Students entrusted to the faculty
- Faculty controlled every aspect of student life
- Higher Education in America for white males only
- Primarily education in theology



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# Women's Higher Education

1821 Female seminary in Troy NJ

Hartford in 1828

1839 Georgia Female College opened

1837 Oberlin College enrolled four women

by Civil War, less than 6 other colleges

Morrill Federal Land Grant Act 1862



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# Women's Higher Education

- At Penn
  - 1753, Mistress of Girls and women admitted to “Charity Schools”, then as Special Students
  - 1880, first female degree candidates admitted
  - Before 1933, only Education courses
  - Until 1975 College for Women



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# Higher Education for Students of Color

- 1881 First African American to earn a Penn Degree..James Brister, DDS
- 1921 First African American Women to earn PhD in USA, STMA, +Penn Law and PA Bar



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# Why???

- Why are we talking about this today?
- What does this history have to do with your training as presidents and Greek leaders?
- What is the history of your own organization?



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Flat Hat Society, 1750

Phi Beta Kappa, December 5, 1776,  
William and Mary

Kappa Alpha Order, 1812,  
U North Carolina, other southern states

Kappa Alpha Society, 1825 at Union



# Penn's Fraternity & Sorority History

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Founding				Founding			
National	National Organization	Chapter Designation	Penn	National	National Organization	Chapter Designation	Penn
1827	Delta Phi	Eta	1849	1825	Kappa Alpha Society	VP	1913
1850	Phi Kappa Sigma	Alpha	1850	1909	Sigma Alpha Mu	Theta	1914
1847	Zeta Psi	Sigma	1850	1913	Delta Sigma Theta	Gamma	1918
1847	Delta Psi	Delta	1854	1885	Alpha Chi Omega	Alpha Epsilon	1919
1855	Sigma Chi	Phi Phi	1875	1913	Alpha Epsilon Pi	Gamma	1919
1852	Phi Kappa Psi	Penn Iota	1877	1895	Chi Omega	Beta Alpha	1919
1839	Beta Theta Pi	Phi	1880	1870	Kappa Alpha Theta	Beta Eta	1919
1965	Alpha Tau Omega	Penn Tau	1881	1906	Alpha Phi Alpha	Psi	1920
1848	Phi Gamma Delta	Beta	1881	1911	Omega Psi Phi	Mu	1920
1848	Phi Delta Theta	Penn Zeta	1883	1868	Pi Kappa Alpha	Beta Pi	1920
1834	Delta Upsilon	Penn	1888	1917	Sigma Delta Tau	Beta	1920
1833	Psi Upsilon	Tau	1891	1910	Tau Epsilon Phi	Rho	1921
1869	Kappa Sigma	Alpha Epsilon	1892	1908	Alpha Kappa Alpha	Psi	1925
1869	Sigma Nu	Beta Rho	1894	1913	Phi Sigma Sigma	Nu	1926
1895	Alpha Chi Rho	Phi Phi	1896	1911	Kappa Alpha Psi	Delta Eta	1952
1895	Pi Lambda Phi	Penn Epsilon Zeta	1896	1872	Alpha Phi	Eta Iota	1988
1858	Delta Tau Delta	Omega	1897	1982	Lambda Upsilon Lambda	Delta	1988
1844	Delta Kappa Epsilon	Delta Kappa	1899	1981	Lambda Phi Epsilon	Sigma	1993
1856	Sigma Alpha Epsilon	Penn Theta	1901	1989	alpha Kappa Delta Phi	Theta	1994
1888	Delta Delta Delta	Psi	1904	1904	Pi Kappa Phi	Eta Nu	1994
1901	Sigma Phi Epsilon	Penn Delta	1904	1874	Sigma Kappa	Kappa Iota	2002
1898	Zeta Beta Tau	Theta	1907	1994	Sigma Psi Zeta	Upsilon	2004
1897	Sigma Pi	Delta	1909	1914	Phi Beta Sigma		???
1909	Lambda Chi Alpha	Epsilon	1912	1975	Lambda Theta Alpha	Beta Epsilon	
1864	Theta Xi	Omicron	1912	1920	Zeta Phi Beta	Eta-Philadelphia	



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# Why???

- What does this history have to do with your training as presidents and Greek leaders?
- What did your founders believe in? Why?



# Values Based Organizations

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- ❖ **Service, sacrifice, and pure brotherly love**
- ❖ **Loyalty, Duty, Respect, Service & Stewardship, Honor, Integrity, Personal Courage**
- ❖ **Lifelong Friendship, Cultivation of the Intellect, Responsible Leadership, Responsible Social Conduct, Commitment to Community**
- ❖ **Truth, Courage, Faith, Power**
- ❖ **Fellowship, Leadership, Scholarship, and Service**
- ❖ **Trust, Honor, Respect, Knowledge, Wisdom, Responsibility, and Integrity**
- ❖ **Faith, Purpose, Justice, Wisdom, Honor**
- ❖ **To believe in the life of love, to walk in the way of honor, to serve in the light of truth**



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# Values Based Organizations

- ❖ **...uniting in brotherhood to advance service, charity, truth, justice, wisdom**
- ❖ **to establish a brotherhood, to establish and maintain an aristocracy of learning, to raise the standards of morality and develop character, to diffuse culture and encourage chivalry, to promote the spirit of civic righteousness and quicken the national conscience**
- ❖ **dedicated to promoting sisterhood, cultivating leadership, encouraging intellectual curiosity and advocating service**
- ❖ **personal excellence, friendship, sisterhood, scholarship, service and leadership**
- ❖ **to establish a perpetual bond of friendship among its members, to develop a stronger and more womanly character, to broaden the moral and intellectual life, and to assist its members in every possible way**
- ❖ **to provide women lifelong opportunities and support for social, intellectual, and spiritual development by bringing women together to positively impact our communities**
- ❖ **develops leaders, promotes brotherhood and academic excellence, while providing service and advocacy for our communities**



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# Values Based Organizations

- What did your founders believe in?
- Any themes stand out to you?
- What of your original organizational values persists today?
- If you were to sit down with your founders today, what would you tell them about your chapter? What would they be proud of? Disappointed in?



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# Themes.....

- Scholarship and intellectual development
- Service
- Sisterhood/brotherhood
- Personal growth
- Leadership skills development
- Citizenship



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# Small Group Discussions

- Is this history important to your members?
- Are these values important to your members?
- Why or why not?
- How do you know?
- Should they be more or less important than they are?
- What can you as a chapter leader do about that?



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# What role does ritual play in this?

- Pledging or Associate Member Ceremony
- Pre-Initiation
- Initiation Ritual
- Formal Installation of chapter officers
- Formal Chapter Proceedings
- Other



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# What do our rituals do?

- Common bond
- Communication of values
- Teaching of lessons
- Recommitment to our fraternity and values
- Respect and Honoring our heritage
- “Grounding”, bringing us back to our commitment to our organization and each other



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- Define “stewardship”
- Stewardship: the careful and responsible management of something entrusted to one's care



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# YOU ARE THE STEWARDS OF PENN'S FRATERNITY AND SORORITY SYSTEM

- 160 years of values, traditions
- 160 years of critical contributions to the education and development of brothers/sisters
- 160 years of excellence as lived by the outstanding alumni of our chapters
- 160 years of 94 fraternity and sorority histories
- 160 years of mostly sterling reputations and accomplishments of chapters, alumni and members



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# Small Group Discussion

- Using your chapter calendar for Fall 2009, divide all of your planned activities and those you anticipate planning into one of these six values.
  - *Scholarship and intellectual development*
  - *Service*
  - *Sisterhood/brotherhood*
  - *Personal growth*
  - *Leadership skills development*
  - *Citizenship*



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- What was easy about this?
- What was difficult?
- Did you have anything that didn't fit into one of the six categories?
- Why did we do this exercise?



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**Why are you  
at Penn?**



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- Think for a minute that your fraternity/ sorority experience is supposed to be a pivotal element of your college education as well as your development as a contributing adult citizen. Now consider everything that we've talk about so far. Has your experience met that expectation at all? How could it be more effective?



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# What employers are looking for...

- *Leadership (very important)*
- *Ability to work well in groups*
- *Communications skills (writing and speaking)*
- *Strong work ethic*
- *Ability to excel while juggling multiple responsibilities (multi-task)*
- *Strong competency with Microsoft Office Suite, especially Excel but also PowerPoint; Word is assumed*



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# **As chapter leaders, what opportunities are there for development of...**

- Leadership Ability to work well in groups
- Communications skills
- Strong work ethic
- Ability to excel while juggling multiple responsibilities (multi-task)

**How many of these skills do you learn in class?**



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**Is your fraternity/sorority  
experience providing  
everything that it should  
for the development of  
your members?**



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- If your fraternity/sorority truly was a values based organization that was living up to your core values, would your members be gaining these skills that employers look for?



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# If your chapter was fulfilling it's goals, mission and core values....

- Organizational Values:
  - Scholarship & intellectual development
  - Service
  - Sisterhood/brotherhood
  - Personal growth
  - Leadership skills
  - Citizenship
- Necessary Characteristics
  - Leadership Ability to work well in groups
  - Communications skills
  - Strong work ethic
  - Ability to excel while juggling multiple responsibilities (multi-task)



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- YOU ARE THE STEWARDS OF PENN'S FRATERNITY AND SORORITY SYSTEM
- THE DEVELOPMENT OF YOUR BROTHERS/SISTERS IS IN YOUR HANDS



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# Leading with Integrity and Moral Purpose

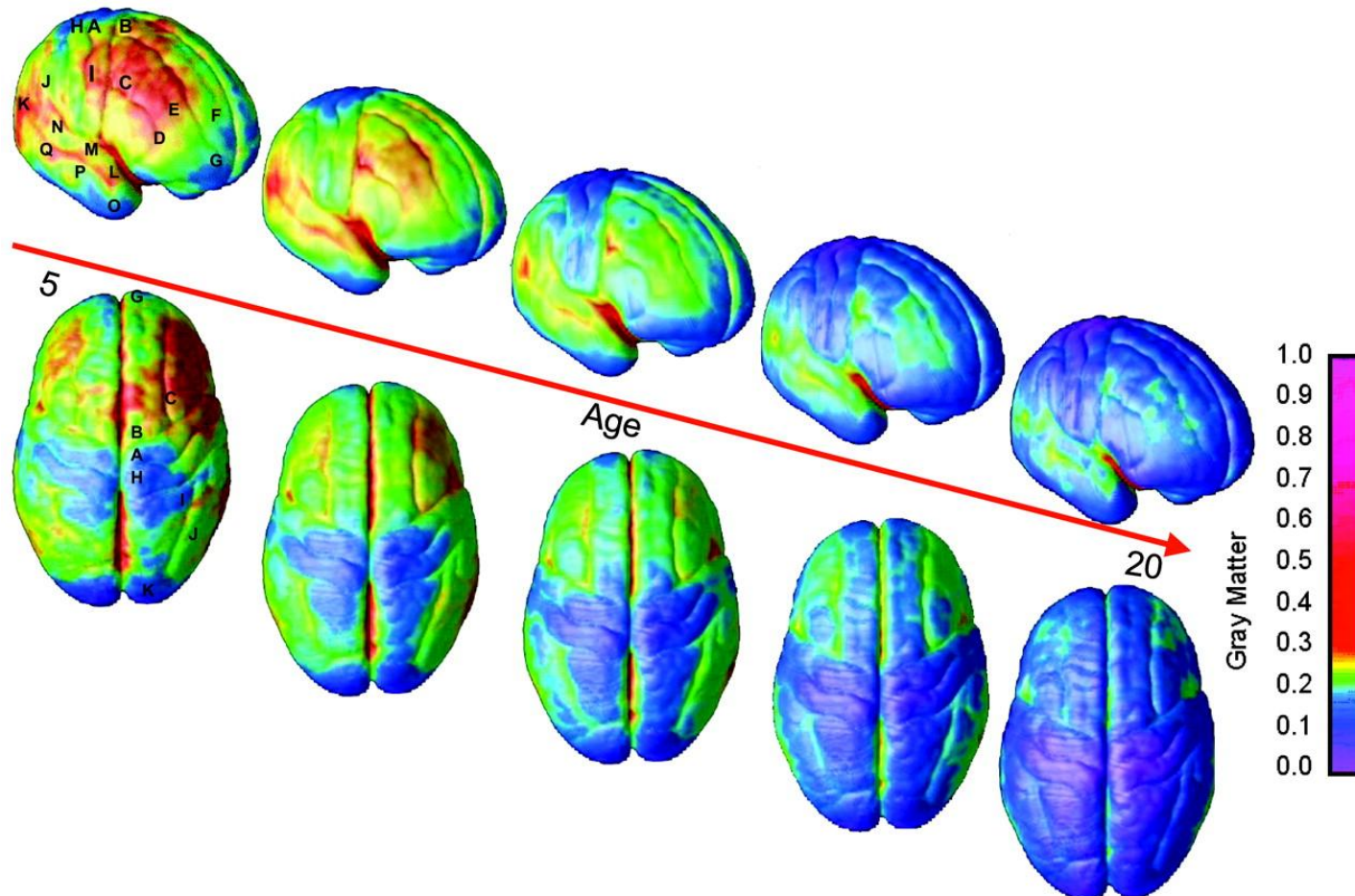
- Integrity: adherence to moral and ethical principles; soundness of moral character; honesty
- Moral: of, pertaining to, or concerned with the principles or rules of right conduct or the distinction between right and wrong; ethical
- Purpose: an intended or desired result; end; aim; goal



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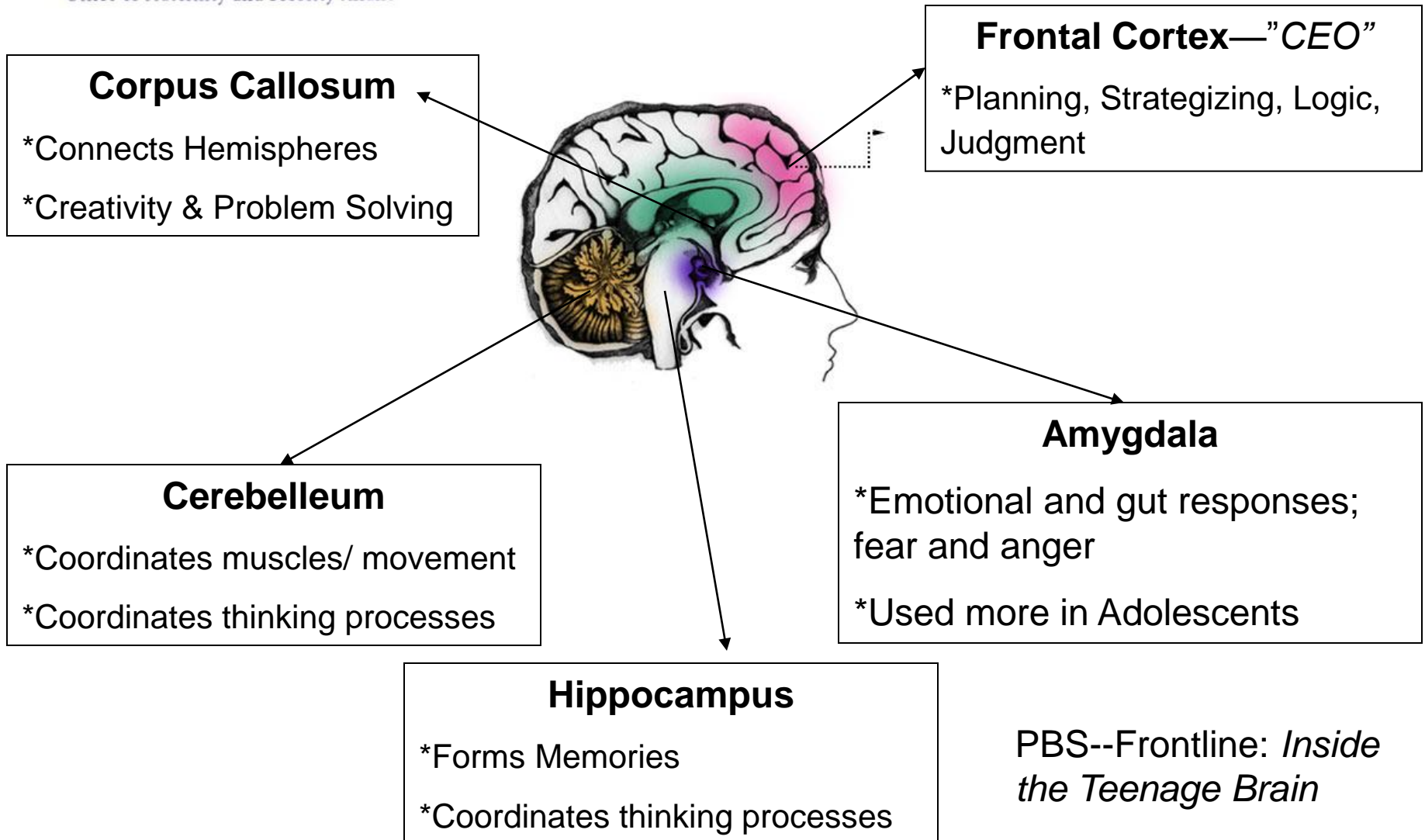
- Three challenges in leading with integrity and moral purpose:
  - Understanding and applying organizational values
  - Being aware of moral development—yours and others
  - Understanding of brain development of adolescents and reasoning capacities

### Brain Maturation from Ages 5 to 20



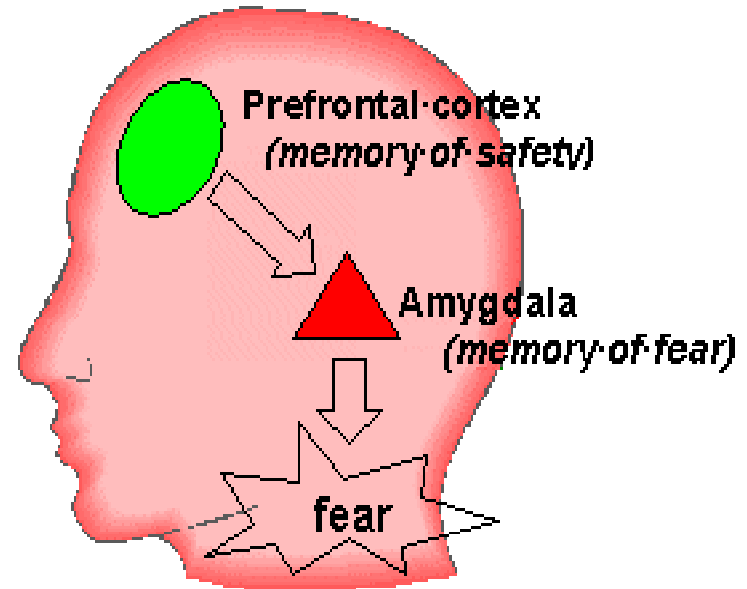
Gogtay, Giedd, et al. (2004) Proc. Natl. Acad. Sci. USA 101, 8174-8179

# The Adolescent Brain



# Prefrontal Cortex

- CEO or Command Center
- Responsible for planning, strategizing, and judgment
- Undergoes a major transformation during the teen years





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- Nash (1990) 4 qualities to advance ethical standards:
  - Critical thinking skills to analyze problem and its ethical components
  - Integrity to stand up with personal and organizational values and ethics
  - Ability to understand others' perspectives
  - Personal motivation to do the right thing



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- Initially, Be Prepared:
  - Criticism
  - Potential revolt
  - Possible decline in membership
  - Display personal courage
  - Explain yourself—relate to organizational values
  - Involve and empower others



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- Most organizations, particularly high school and college organizations, lack any ethical direction because leaders and participants are not committed to a moral orientation.....
- Yet everyone in your organization has taken solemn oaths to your set of values
- And they have elected you to lead them



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## Polls show

- 77% believe that American society has poor values
- If college is the environment to train and educate our next generation of leaders, citizens, where does the issue of poor values need to be addressed?
- If you are the cream of the crop at one of the best universities in the world, what does this mean to you?



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# Leadership.....

- Ethics is at the heart of leadership
- All leadership is values driven
- Personal values intersect with organizational values
- Ethical leadership can be learned
- Ethical leadership involves a connection between ethical thought and action
- Character development is an essential ingredient of ethical leadership
- Ethical Leadership is a shared process
- Everything that we do teaches, role models, and conveys our values



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- What are the universal values of fraternities and sororities?
- If you are going to lead fraternities or sororities, you must know your core values and those of your organization, and your actions **MUST** be consistent with those values



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- Dialogic leaders
  - Initiates discussions with peers and constituents
  - Involve organizational values, ritual
  - Push, despite hesitancy....teaching
  - Engage and empower members to be involved in these dialogues---teaching, modeling, training



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- Tools to use in addressing ethical dilemmas:
  - Kidder
    - Four dilemma paradigm model
    - Three principles for ethical decision making



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## Four Dilemma Paradigm Model

- Justice vs Mercy
- Short term vs Long Term
- Individual vs Community
- Truth vs Loyalty



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## Three Principles for Ethical Decision Making

- Ends Based Thinking—greatest good
- Rule-Based Thinking—follow principle you want everyone else to follow
- Care Based Thinking—golden rule thinking



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## Kitchener—Five Ethical Principles

- Respect Autonomy
- Doing No Harm
- Benefitting Others
- Being Just
- Being Faithful

## Newspaper Test

(grandmother or Univ President test)