



Cornell University

Office of the Dean of Students

Travis T. Apgar

*Robert G. Engel*  
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Fraternity and Sorority Affairs

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June 15, 2010

Max Weisz  
Alpha Delta Phi  
777 Stewart Ave.  
Ithaca, NY 14850

Dear Max:

The End-of-Year Chapter Evaluation Team, composed of students, faculty, alumni and staff, recently completed the annual comprehensive review of your chapter and the materials submitted on behalf of your organization for the 2009-2010 academic year. The Office of Fraternity and Sorority Affairs has designed this review process in an effort to support the chapter's continued compliance with the Recognition Policy for Fraternities and Sororities and the Fraternity and Sorority Community's Core Principles. It is in this advisory capacity that the team makes comments and recommendations to identify each chapter's strengths and provide guidance for areas of improvement. The evaluation team assigned a category rating, 1 (exceeds expectations), 2 (meets expectations) or 3 (does not meet expectations), for each section of the report. These ratings are then compiled for a chapter raw score. Below is your chapter's rating from each principle:

**Introduction**

Nick,

I think that this is a very sincere reflection of Alpha Delta Phi, and I thank you for taking the time.

You are a close knit group of brothers, and I'm glad you embraced Dean Hubbell's words because they are very poignant, and exactly true. Who better to care for each other on campus than a group of friends who call themselves brothers?

I think you have found opportunities in some of the challenges faced this year by your chapter and the entire Cornell community-both H1N1 and the recent campus suicides. Your proactive steps such as hosting a Notice and Respond program and supporting members who were close to Warren Schor are notable.

You are truly fortunate to have such a large and committed group of involved alumni who as you stated value their Alpha Delta Phi experience so much.

As you have indicated, this is a challenging time for the fraternity. Recent judicial transgressions and hazing allegations are going to make the chapter work to remedy the current chapter climate and environment. With some of the actions you outlined in your introduction and the support of your alumni, each other, and OFSA, I am confident you will seize the opportunity to improve.

Chapter Reviewer: Kara Miller  
Chapter Reviewer Title: OFSA Staff

Chapter Rating: 1.9

**I. Alignment of Values:**

Chapters and members will continuously strive to operate in consistent alignment with University and respective organizational founding values, missions, and objectives.

You explain examples of leadership and philanthropic and academic pursuits. I appreciate your mention of being a good partner to OFSA and local authorities like IPD and IFD. There are currently alleged judicial incidents that we will need to address and work through with the chapter.

I would add IFC to the mix as a group Alpha Delt should continue to try to partner with and respect in terms of policy. You certainly participate at meetings, but I just noticed that IFC was missing from the list of outside entities with which you engage.

Chapter Reviewer: Kara Miller  
Chapter Reviewer Title: OFSA Staff

Chapter Rating: 2

### **II. Academic Excellence:**

Chapters encourage academic excellence for all members and promote an environment supportive of intellectual and personal development.

Alpha Delta Phi encourages academic growth and excellence among its members through the various awards and scholarships offered. Additionally, the chapter hosts a literary competition that allows brothers to submit entries in various forms and pursue intellectual growth outside of the classroom.

The chapter has recently acquired an alumni mentor who aids with career advisement and tutoring, and especially focusing on those under academic probation. It is great that struggling brothers are receiving the individualized attention they need, but more details on how the chapter supports the program would be helpful. Alpha Delta Phi also holds study hours in its library for new members; this program could also be expanded by having older brothers that are familiar with different topics hold study sessions and reviews for upcoming prelims and setting quiet hours in the chapter during the week.

Additionally, Alpha Delta Phi should utilize more of the academic resources available at Cornell. It would be beneficial to have speakers, such as professors discussing their research and workshops (i.e., interview skills, how to find an internship, resume critiques) that that everyone can gain useful knowledge from. Especially in the absence of a Faculty Fellow, it is important to build relationships with faculty who can serve as mentors to your members.

Chapter Reviewer: Phoo Nyo  
Chapter Reviewer Title: Grad Staff

Chapter Rating: 1

### **III. Respect for New Members and Initiates:**

Chapters will maintain programs of member education that are designed to enhance individual development, encourage participation in University and community activities, and provide opportunities for leadership.

You exceed the expectations with your great member education programs and the fact that you understand the importance of respecting members. You focus on developing both the member and the brotherhood of your fraternity which is great.

Chapter Reviewer: Maricela Perryman  
Chapter Reviewer Title: Student Leader

Chapter Rating: 1

### **IV. Commitment to Service:**

The Greek community will develop and lead out-of classroom learning opportunities through active community service and philanthropy activities.

The organization understands the difference between service, philanthropy and advocacy. It is one of few organizations to successfully incorporate all three elements in its commitment to service. The balance is very strong, especially compared to other chapters. The events and activities carried out in all three areas, both as a chapter and as individuals, seem effective and appropriate.

Chapter Reviewer: Nate Houghton  
Chapter Reviewer Title: Student Leader

Chapter Rating: 1

#### **V. Social Responsibility:**

The Greek community has contributed to traditions at Cornell University since its founding. Its place in offering residential alternatives and hosting social activities must continue as safe, mature settings. Greeks will not condone the harmful use of alcohol or controlled substances by its members or guests and will not tolerate disrespectful treatment of any person.

It seems you do a thorough job in limiting risks during your social events. It is also good to hear that you bring in Bill Shaw to educate your members around the liabilities fraternities can face at social events. I would suggest that you also work with local law enforcement as well to develop a good relationship and acquire any advice they may have. Also, education around the responsible consumption of alcohol is important not only for the safety of each of your members but also for your guests as well. If members understand how to safely consume alcohol they can ensure that guests do as well. Overall your process for social responsibility looks thorough.

Chapter Reviewer: Eddie Rooker  
Chapter Reviewer Title: Grad Staff

Chapter Rating: 2

#### **VI. Promote Citizenship and Inclusivity:**

Chapters, like the University, value diversity and inclusiveness and are committed to remain relevant.

Try to be more involved in the Cornell Greek Community by attending Greek events and participating in the IFC. By promoting brotherhood involvement in leadership positions within both the Greek (IFC) and Cornell community (SA etc), it will help to promote a stronger Greek image on campus. Great start to the Greeks Go Green efforts --- consider promoting recycling programs and "green" appliances within the house. One great way to save energy in a Chapter House is through the kitchen. Fireplaces are not a safe or greener alternative to heat. Great job with Hands for Haiti -- consider doing several philanthropy and fundraising events each semester. Inclusivity means promoting brotherhood bonding - it seems as though no cultural programs or programs promoting diversity within the house were run to promote inclusivity. The Literary does do a good job of promoting brotherhood. A goal of the Greek community is promoting diversity - consider having events to promote this within your house. With your new diverse pledge class, it might be a good idea to have them share information about their culture to the brotherhood.

Chapter Reviewer: Greg Calosso  
Chapter Reviewer Title: Grad Staff

Chapter Rating: 3

#### **VII. Self-Governance:**

The Greek Community allows chapters to exercise the privileges of self-governance in a responsible manner at all times.

Unclear leadership development practices.  
Could improve internal judicial procedure. Consider a J-board.  
Did not receive attached budget for review. Forms Missing.

Chapter Reviewer: Chris Mejia  
Chapter Reviewer Title: Student Leader

Chapter Rating: 3

### **VIII. Leadership Development:**

Each chapter acknowledges its responsibility to provide leadership development opportunities to all members of the organization.

Your dedication to selecting new leaders and development of their skills is commendable. Also, the existence of "assistant positions" allows a larger faction of the Chapter to take part in the general leadership. It would be beneficial if you also encouraged members to attend OFSA sponsored conferences such as A.D. White and Emerging Leaders, as well as your own nationally-run leadership conferences.

Chapter Reviewer: Nora Allen  
Chapter Reviewer Title: Student Leader

Chapter Rating: 2

### **IX. Healthy Living-Learning Environments:**

Chapters agree to create, promote, and maintain a healthy, safe, and responsible residential environment when applicable.

Partnering with Exec. board, alumni, SHAS, and SMC is an first rate strategy.  
New member safety training - excellent!  
Chapter has all of the proper safety equipment - perfect.  
Academics as a priority and brothers supporting brothers in this area - commendable.  
Healthy nutrition and wellness practices - very good. Great response practices for the flu season.  
Good maintenance and housekeeping practices.  
Complete chores list - very good.  
Nice lease agreement; good security deposit and damage arrangements, and use & occupancy rules.  
Very nice energy audit!  
You might also consider the following if you do not already:  
Do you keep the windows and doors locked? Does all of your membership greet strangers in a welcoming way?  
Do you have a facility reserves account?  
Do you budget money in your housing and meal plan account for reserves.  
Do you charge a parlor or living out fee for membership to contribute to their chapter house?  
The benefit by having it.  
Do you have a building & grounds needs evaluation? Do you have a needs list to cover the entire building?  
Examples in priority order.  
Structural: Foundation, floor/wall support.  
Systems: Roof, heating, envelope (windows, outside walls, doors)  
Cosmetics: carpets, drapes, paint.  
Furnishing: TV, chairs, couch.

Chapter Reviewer: Dale Williams  
Chapter Reviewer Title: OFSA Staff

Chapter Rating: 2

### **X. Life-Long Relationships and Affinity:**

Chapter undergraduates and alumni recognize the importance and value of building and sustaining the life-long, personal and organizational benefits founded in fraternal membership.

Your chapter should try to invite alumni to campus regularly to participate in other events such as the Ritual, and to meet newly initiated brothers. It might be a good idea to incorporate alumni into a parent's/family weekends events to show their strong representation or have a few younger alumni present for Recruitment. Try to set a numeric goal for alumni coming to an event next year and try to meet that goal. Also, have brothers reach out alumni who work in the industry they might want to pursue and keep a professional network contact with them -- it will help life-long relationships with the chapter over time since brothers will reach back to help other brothers. Great use of Stewart Howe and other communication networks.

Chapter Reviewer: Greg Calosso  
Chapter Reviewer Title: Grad Staff

Chapter Rating: 2

I trust that you will find the enclosed evaluation report helpful as your chapter prepares to set goals for the upcoming academic year. Related to the Greek community's ongoing improvement, chapters are required to submit a list of goals to the Office of Fraternity and Sorority Affairs (Friday, October 1). We strongly recommend that you make time in the first few weeks of the school year to sit down with either your executive board or your entire chapter membership to set these goals and outline your strategy for continued growth. At the Leader's Retreat on Tuesday, August 24 each chapter will receive information regarding this coming year's chapter goals, what is to be submitted to the OFSA, as well as some resources to assist you in this process. Should your chapter wish to review its goals with your OFSA Advisor, please contact the office at (607) 255-2310 to schedule an appointment.

Please mark your calendar as it is expected that all Chapter Presidents will attend the Leaders' Retreat, the time and location will be announced later this summer. If your chapter is interested in the Creating Chapters of Excellence program for 2010-2011, please contact the office to discuss this great opportunity.

We look forward to working with your chapter in the fall. Please do not hesitate to call your OFSA advisor at (607) 255-2310 if you should have any questions regarding the content of this letter.

Sincerely,



Travis Apgar  
Robert G. Engel Associate Dean of Students

cc: Chapter Advisor  
House Corporation President  
National Headquarters  
Faculty Advisor  
Council Advisor  
File

attachment

# End of Year Report 2010

## Introduction

<b>Organization Name</b>	<u>Alpha Delta Phi</u>	<b>LocalChapter</b>	<u>Cornell</u>
<b>Person Filing</b>	<u>Nicholas Wirth</u>	<b>Title</b>	<u>President</u>
<b>Email</b>	<u>npw5@cornell.edu</u>	<b>Phone</b>	<u>917-628-8916</u>

Please describe the strengths and challenges of your organization during the 2009-2010 academic year. How has the organization addressed the area(s) of challenge and how has the organization utilized its strengths? You may also use a SWAT (Strengths, Weaknesses, Allies and Threats) or SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis in this section.

The strengths of a fraternal organization like Alpha Delta Phi are shown most clearly in such trying times as those faced in the 2009-2010 academic year. Through the final legs of a national recession, a swine flu epidemic, and several devastating tragedies, the structure of "The Phi," built around the values established at the Cornell chapter's founding in 1869, together with one of the strongest alumni systems in the country, helps to provide an unrivaled positive experience in the undergraduate members. Cornell teaches us to understand, write clearly, speak, and think critically. As members of The Phi, we have further developed our leadership and governance skills, and have participated in many extracurricular academic, athletic, and community service activities. Most importantly, we have made lifelong friendships that will be invaluable to us. This undergraduate experience offers rich opportunity that no brother takes for granted, evidenced clearly through the continued support of our alumni long after they graduate.

Our alumni remain so closely involved with our organization because The Phi is a very special place for each man to spend his undergraduate years. Personal growth within the atmosphere of a caring and supportive place is essential to being an "Alpha Delt." But the Alpha Delt experience is much, much more than just a uniquely supportive college living environment; it's a lifetime of friendships formed combined with leadership and organizational skills gained. No other undergraduate experience offers such a life-enriching opportunity.

The spirit of brotherhood is most strongly manifested in the way in which members look out for each other - financially, with the numerous scholarship opportunities available to all brothers, down to the way we take care of a sick brother. For instance, when I caught swine flu early in the fall semester, I remained quarantined in my room for over a week, but never once felt neglected or alone - I was checked on throughout the day, and healthy meals were brought right to my door by caring friends. The tragic death of Warren Schor, a close friend to several in the Phi, was difficult for us all, but we were able to grieve together in a conscious, caring environment. Most importantly, we are a tight-knit group that can recognize and respond quickly to any signs of distress in our undergraduate members - whether it be by approaching and offering assistance, simply listening, or alerting the appropriate people, be it parents, Gannett, or others. During the spring semester, Alpha Delta Phi was honored to have Dean Hubble, an Alpha Delta Phi alum, speak to the brothers over dinner. His memorable speech included aspects of greek life, safety, responsibility, and academic excellence. Some notable quotes include: "Make sure to take care of one another. I've always been struck by how a small residential community, such as Alpha Delta Phi, can take care of their membership in ways that are difficult to do elsewhere in the university. You support one another personally, socially, and academically. It seems to me that the greek system at its best is a system that always ensures the health of its membership." The brothers of Alpha Delta Phi reflected on the things he said and strive toward them in our ongoing commitment to personal and academic excellence.

We truly identify with the phrase, "All for one, and one for all." In this time of loss because of the recent suicides, caring and supportive organizations like Alpha Delta Phi and others in Cornell's Greek community are some of the strongest assets for preventing such tragedies from occurring again. Another challenge faced to the Phi was the hazing allegations posted on the Internet, as well as the numerous judicial violations that are under investigation. At Alpha Delt, our new member education process focuses on imparting the long and impressive history of Alpha Delta Phi, one of the original American college fraternities, founded at Hamilton College in 1832, and started at Cornell in the spring of 1868. Responding to

## End of Year Report 2010

### Introduction

The letter of verification is a statement attesting to the truth and accuracy of the submitted report and all elements found within the End of Year Report. The Chapter President and the Chapter Advisor must submit their statement for this report.

Chapter President:

I am proud of the work my fellow brothers and I have done in this year's End of the Year report. The content of the report is entirely truthful and completed to the fullest of our ability.

Nicholas Wirth

Chapter Advisor:

I have read and I am verifying that the submitted EOY report is truthful.

Ellen Reuben

**End of Year Report 2010**  
**Introduction**

Items from OFSA

**REQUIREMENTS TURNED INTO OFSA**

CHAPTER GOALS:        X

Key:

"X"= on time

"N/A"= not applicable

"L"= late

"-"= didn't attend or do

"0" didn't make quota

"GS"= Grad Student Completed w/Chapter

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<b>Person Filing</b>	<u>Nicholas Wirth</u>	<b>Title</b>	<u>President</u>
<b>Email</b>	<u>npw5@cornell.edu</u>	<b>Phone</b>	<u>917-628-8916</u>

**I. Alignment of Values:**

*Chapters and members will continuously strive to operate in consistent alignment with University and respective organizational founding values, missions, and objectives.*

1. In your own words please list your organization's core values.

Ezra Cornell felt strongly that he "would found an institution where any person can find instruction in any study." At Alpha Delta Phi, we look for members from a wide array of racial, ethnic, and socioeconomic background to further broaden our horizons and help us learn from any person who might wish to join our brotherhood. Our brotherhood exemplifies diversity. Discrimination is not tolerated. We pride ourselves in being a very open and accepting literary society. This year, our incoming class of new members includes students from Nigeria, South Africa, Poland, and across the United States; our new members are athletes who represent Cornell in Varsity Tennis and Crew, and others are members of club lacrosse and club golf.

There has been a long tradition of academic excellence in our literary society. This tradition that is further emphasized by the existence of many awards that reward such achievements through chapter/national recognition or monetary stipends. Academics are prioritized above all else, and the house is maintained as a clean, quiet, and studious atmosphere during the work week to further aid brothers to perform their best academically.

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## Introduction

2. Please discuss how your organization uses your core/founding values, the University Mission to operate. Please use one specific example to elaborate further.

The mission of the Alpha Delta Phi is to provide a comprehensive and positive personal growth experience for all undergraduate and alumni brothers: socially, ethically, and scholastically, while providing excellent learning opportunities in the realms of leadership, community service, and literary skills. Our goals always have been and always will be, to be in full compliance with the university's policies. We have programs in place that build upon each of the ten Core Principles, whether it be through our large philanthropy events, such as Victory Club, or our strong sense of social responsibility by which the safety of our guests is our utmost priority. Our officers are leaders. We govern ourselves in an efficient manner, asking for alumni intervention only when necessary. We are proud of our beautiful house, and we keep it in great condition. We strongly encourage library hours after dinner, and most importantly, we form bonds with our brothers that will last a lifetime. Cornell University's guidelines allow us to have fun in a safe environment. Safety is our priority.

3. Describe two practices that your organization engaged in to promote the ideal of alignment to values. This could include but is not limited to efforts to educate current members, programming or community interaction.

Building on last year's success in strengthening Alpha Delta Phi's image, we have really attempted to show that we are one of the most active houses on campus. We work to maintain the reputation of Cornell's

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### Introduction

Greek system by participating in events besides those we host on our own. In addition to our always successful Victory Club event, we participated with other Greek houses and Cornell student organizations in Cover Africa, Hands for Haiti, and Delta Gamma's Anchor Splash. By partnering with other Greek and student organizations, Alpha Delta Phi has been able to exhibit the positive aspects of a Greek society and show that we are socially responsible leaders.

We have also done a great job reaching out to the local authorities. We maintain a good working relationship with the Ithaca Police and Fire Departments. Meetings and ride-alongs with Ithaca Police Department officers have shown to have a profound impact on the house and the leadership. During the summer, the president, house manager, summer house manager, and alumni advisers worked closely with the Ithaca Fire Department and Ithaca Building Department to ensure we were up-to-date and in compliance with all building and fire safety codes. We are serious about maintaining an alignment to values.

4. Explain in detail and use examples to describe how your organization maintains their values. In specific please explain how your organization holds members accountable for these values.

Alpha Delta Phi adheres to the OFSA set of guidelines. Throughout the year we have tried to remain in good standing with the OFSA and have done so fairly well. We hold brothers accountable for violations of our values through replacement or removal of their position in the house. Earlier this year, the position of assistant social chair was revamped to include planning of all fraternity formals to decrease the organization pressure on the social chair. This change has been a positive change to the Phi's governance and dedication to organizing events of the highest quality.

Alpha Delta Phi's alignment of values includes being in good standing with the City of Ithaca and Cornell University. It is out of this respect that we feel the need to make every decision with their policies in mind. Every officer in the house is required to commit to memory all of the OFSA's guidelines and manuals, and to follow them to the letter, and we have made reading them part of our new member training. While Alpha Delta Phi is a very accepting society, there are certain things that must be called into question. If a member performs any criminal act, or is responsible for a federal offense, upon conviction he may face immediate termination from the brotherhood. Our fraternity has certain expectations of its brothers. Being a good citizen is number one.

**End of Year Report 2010  
Introduction**

**Awards and Recognition**

Please list any awards and/or recognition the chapter and/or individuals were nominated for and/or received in the last year. Please indicate the name of the award, what it honors, who issued the award, and the approximate date nominated and/or received.

<u>Member</u>	<u>Award Name</u>	<u>Date</u>	<u>Who issued award?</u>	<u>What it honors?</u>	<u>Nominated /Received?</u>
Robert Morrissey	Dyson Award		Cornell	Commitment	Finalist
Evan Lustbader	ACEF		Cornell	Academics	Received
David Kelly	ACEF		Cornell	Academics	Received
Ruben Garcia	ACEF		Cornell	Academics	Received
Patrick Jennings	ACEF		Cornell	Academics	Received
Roger Tufts	ACEF		Cornell	Academics	Received
Michael Chen	ACEF		Cornell	Academics	Received
Joseph Salameh	ACEF		Cornell	Academics	Received

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<b>Person Filing</b>	<u>Nicholas Wirth</u>	<b>Title</b>	<u>President</u>
<b>Email</b>	<u>npw5@cornell.edu</u>	<b>Phone</b>	<u>917-628-8916</u>

**II. Academic Excellence:**

*Chapters encourage academic excellence for all members and promote an environment supportive of intellectual and personal development.*

1. Please describe how your organization promotes academic endeavors and maintains an environment conducive and supportive to scholarly success.

As a true "Literary Society," we at Alpha Delta Phi are very passionate about our chapter's academic excellence. We believe that all brothers should work hard to not only do well in the classroom, but also to search for deeper meanings in the subjects that they study. As we strive to become professional gentlemen, we place great importance on members not only graduating with high GPAs, but also having a deeper understanding of the world along with its inherent challenges and opportunities. Most brothers have made the dean's list, and about 80 percent have gone on to continue their education. Alpha Delta Phi has many awards geared towards encouraging its members to dedicate time and effort to better themselves, both intellectually and personally. Our most prestigious award is the "Order of the Sword and Spear", which is

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given to one brother who is recognized for his outstanding service to the community, his chapter, and his brothers, and there are several awards that recognize academic performance. One of the many scholarships is named for Clarence Armstrong Seward a patent lawyer of the 19th century who devoted much to the fraternity and its literary tradition. To this day, the Seward fund grants scholarships to undergraduates on the basis of academic excellence, financial need, achievement in Alpha Delta Phi, and activities on campus. The fund is administered by a committee appointed by the international board of governors. In addition to our many scholarships, Alpha Delta Phi, with the generous support of our alumni organization, takes great pride in hosting a literary competition funded by the Samuel Eells Literary and Educational Fund. Every year brothers are invited to submit entries in fiction, non-fiction, photography, and poetry, and in the past years multiple Cornell brothers have been recognized for their literary contributions to the fraternity.

2. Describe two practices that your organization used in the past academic year to further academic excellence for the organization and its membership. If applicable, how did you measure the success of these efforts?

One of our very top initiatives this year was appointing an Alpha Delta Phi alumni graduate student, David Filipiak, as our chapter's graduate assistant and alumni mentor. David was a highly successful undergraduate engineering major at Johns Hopkins University where he was also a member of Alpha Delta Phi. He is currently working toward a master's degree in biomedical engineering at Cornell. His responsibilities include career advisement, tutoring brothers in need of academic aid, and serving as a mature, experienced mentor to those in need of personal guidance. Recently, we have had brothers on academic probation, and David has had a tremendous influence on them, helping them recover both academically and personally. Alpha Delta Phi's 2009 Fall semester average GPA of 3.333 (50 brothers) is a reflection of our dedication to academic excellence and advancement. Alpha Delta Phi also supports its members through the Adelpic Cornell Educational Fund (ACEF) which sponsors and administered numerous academic scholarships, including the Martin McVoy, Jr. Scholarships, the James E. Rice, Jr Writing Prize and Adelpic Writing Prizes. As tuition costs have continued to increase significantly, the ACEF has been committed to easing the financial burden of several members of our chapter, allowing them to allocate significant time and attention to academic study which would otherwise be spent working to pay for their tuition. The support of both the brothers and alumni of Alpha Delta Phi fosters an environment where its membership can thrive academically. Alpha Delta Phi also prides itself for consistently holding study hours in our library where brothers can collaboratively work together and assist those that need help. By studying and working together, we intend to promote an academic atmosphere where members take pride in their work and achieve academic excellence.

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3. Explain how your organization utilizes other resources on campus such as a Faculty Fellow, academic program seminars, and or libraries to enhance the scholarship of your members.

The members of the Alpha Delta Phi are dedicated to scholarship and academic excellence in whatever field they study. From economics majors to chemical engineers, the undergraduate brotherhood spends time every day at one of Cornell's libraries preparing their coursework. The Phi is in the process of creating a reference archive library which will collect and organize books and course resources from classes frequently taken by brothers. The new filing cabinet, which will be purchased with an ACEF award with assistance from the alumni, will help ease the burden of purchasing textbooks each semester for all brothers that live in the house.

In addition to passive encouragement of good scholarship, the Phi actively promotes academic excellence through mandatory study hours for the new members of the fraternity. In response to new Interfraternity Council GPA requirements, which dictate that the GPA of the pledge class may not fall by more than .5 points, the Phi has created study hours to ensure that our new members perform at their highest level during the academic semester.

Do you have a Faculty Fellow?

If so who:


Items from OFSA

<b>GPA</b>	<b>FA09</b>	<b>SP09</b>
3.333	3.087	

\* Per the Viability Standard, chapters with fewer than 4 members are not included in grades and rankings.

Faculty Fellow: \_\_\_\_\_  
\_\_\_\_\_

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Organization Name	<u>Alpha Delta Phi</u>	LocalChapter	<u>Cornell</u>
Person Filing	<u>Nicholas Wirth</u>	Title	<u>President</u>
Email	<u>npw5@cornell.edu</u>	Phone	<u></u>

### III. Respect for New Members and Initiates:

*Chapters will maintain programs of member education that are designed to enhance individual development, encourage participation in University and community activities, and provide opportunities for leadership.*

1. Explain how your organization continually educates your members both new and current. Please use specific examples of programs and experiences that portray this ideal.

The Alpha Delta Phi experience is founded upon a literary tradition and an active exchange with the world surrounding the brotherhood. Either in discussion over meals or in casual settings throughout the house, brothers can be found engaging in conversations relating to politics, history, economics, science, and literature. In my personal experience, the most enriching experiences are coming together with new and current members, who all hail from diverse backgrounds, and learning about what is important to them, and how it informs their perception of the world. In these day to day exchanges, the individuals that comprise the brotherhood open their minds to welcome the ideas of their other brothers. There are official programs such as a speakers series, which recently brought Dean of Students Kent Hubbell '69, a Samuel Eells Award winner for distinguished service in education, to speak to the active brothers and new members about the Greek system and it's changing role in the modern university. Alpha Delta Phi also boasts a very active cast of alumni who return to the house frequently either with their children or on their own to share stories of their time as an undergraduate but also how they matured into successful men. All these experiences come together within the greater Alpha Delta Phi experience to make it one of constant growth and intellectual discovery.

2. Describe two best practices in member education and two best practices in new member education that your organization has used this year to convey respect for your new and initiated members.

All members of the Phi came together to make this year's Rush process a great success. Incoming freshmen were greeted at our 'smokers' this year by a full brotherhood, dressed in immaculate protocol attire, to enjoy hors d'oeuvres and refreshments by the fireplace. This practice conveyed a positive image of the fraternity to all potential members entering the house and rekindled Alpha Delt's traditional roots as a place for gentlemen to come together in a relaxed and friendly atmosphere.

For the new members of the 141st pledge class of the Phi, a variety of programs to teach respect and understanding of the traditions of our fraternity are in place. At our bi-weekly protocol dinner, older brothers

## End of Year Report 2010

work with the new members to learn information from The History, Function, and Structure of the Fraternity, the Phi's manual to the pledge education process, in a constructive and supportive environment. In addition to the long-standing tradition of protocol, new members are encouraged to spend time with and to get to know brothers in a more intimate setting. Older brothers welcomed new members into their homes for Passover and Easter weekend, into their travel groups to far-off destinations over spring break, or just on road trips to watch superb Cornell basketball. We aim to build a strong bond and mutual respect among the current brotherhood and the incoming new members which will certainly last a lifetime.

3. What efforts has your organization engaged in to prevent the mistreatment of your new members? Please include how you evaluate your new member program.

The Alpha Delta Phi membership process is not short, but it is structured such that it fosters among its new members a dedication to and respect for the Phi. At the same time, we encourage our new members to be intellectually curious on their journey through the history of the Phi. They learn the history of brothers who became great benefactors, trustees, and administrators of Cornell University. We realize that such an illustrious history was not built upon debasement and disrespect of others, but comes from meaningful relationships and education of our new members. Brothers are expected to uphold standards and protocols when educating our new members, as proper candor and a culture of excellence is paramount to our pledge education. We are also grateful for the Interfraternity Council's programs that educate us and help prevent the mistreatment of new members throughout the education process.

4. Discuss your recruitment/intake process. Please include what you feel are the organization's strengths and areas of challenge in this category.

Recruitment within the Alpha Delta Phi is a celebrated time where the brothers come together to welcome potential candidates for membership. We pride ourselves on our ability to select students who we believe possess the desired traits of an Alpha Delt. While the selection process does not occur without its many challenges, at the end of the week, a healthy consensus is always forged within the brotherhood regarding a strong and suitable pledge class.

Alpha Delt places much emphasis on smokers, for it is a perfect time to talk to students and give them a clear explanation of what Alpha Delta Phi is all about. As it is always hard to judge character based on first impressions, the fraternity's ability to convey a distinct message of purpose to students is very important to us. Students who relate to the Phi's goals and values tend to stick around. We use this as our number one criteria during the bid process.

Our social events during rush are very important to us as well. We organize a few events at the house, such as a Texas BBQ rodeo where rushees can come and relax after many of the stresses associated with rush week.

It is always challenging to make sure each potential pledge that enters our house is completely accommodated. Therefore, we make a big effort at reaching out to every single potential pledge to make sure their rush process is not without the great social interactions that makes recruitment so enjoyable for both the brothers and the rushees.

Items from OFSA

<b>REQUIREMENTS TURNED INTO OFSA</b>	<b>FA09</b>	<b>SP10</b>	
ANTI-HAZING COMPLIANCE FORM:	X	X	Key: "X"= on time "N/A"= not applicable "L"= late "- " = didn't attend or do "0" didn't make quota "GS"= Grad Student Completed w/Chapter
ANTI-HAZING CONTRACTS:	NA	19	
DELTA SERIES:			
NEW MEMBER CALENDARS:	-	-	
NEW MEMBER EDUCATOR TRAINING:	X		
NEW MEMBER LIST:	-	-	

**Organization Name** Alpha Delta Phi  
**Person Filing** Nicholas Wirth

**LocalChapter** Cornell  
**Title** President

**IV. Commitment to Service:**

*The Greek community will develop and lead out-of classroom learning opportunities through active community service and philanthropy activities.*

1. Please describe how your organization creates learning opportunities for your members through community service, philanthropy and advocacy. How does the organization choose projects, how are they organized and how often?

Our organization creates learning opportunities for members through our commitment to service by working towards a decentralized event organization process rather than allowing one member to be the constant, unique driving force behind community service, philanthropy, and advocacy. For example, after the earthquake in Port-au-Prince, Haiti this winter, philanthropy chair Robert Morrissey laid the groundwork for a benefit concert to be hosted by Alpha Delta Phi. The brotherhood organized a coalition of undergraduate student organizations to cosponsor the event, recruited musical acts, and designed promotional material, but most importantly encouraged and provided opportunities for every members to lend their support. One member chose to perform at the event with his band, another member with significant audiovisual experience contributed to event set-up, and many other members became involved in their own ways. As such, many of our members were able to learn about the cause through their unique connections to the shared project. Our organization believes it is important to reconcile our membership's diversity with a common purpose by providing different ways to become involved. Ultimately, "Hands for Haiti" strengthened our brotherhood's ties with non-Greek cosponsoring organizations such as the Cornell International Affairs Review and the Cornell French Society, showcased Cornell musical talent for over 300 members of the Cornell community, and raised over \$3,000 for the Cornell-affiliated GHESKIO clinics and their direct involvement in the Haitian relief effort. We were able to create learning opportunities for our members while achieving these positive outcomes because of our vision of a decentralized commitment to service and we are all extremely proud of our philanthropy chair who is a great leader and inspires action and involvement by all.

2. Explain two such opportunities in community service, philanthropy or advocacy for which your organization is proud and explain why these are best practices.

Our organization has experienced particular success this semester in its organization of philanthropy events such as "Hands for Haiti" and its annual "Victory Club Charity Ball". Beyond raising over \$7,000 for the Cornell-affiliated GHESKIO clinics in Port-Au-Prince, Haiti and the Red Cross in Ithaca, NY, these events both represented unique opportunities for Greek/non-Greek collaboration. As mentioned briefly in the previous section, The Cornell International Affairs Review, Cornell French Society, and Government Honors Society provided much support for the organization and promotion of the "Hands for Haiti" event. Brothers tabled alongside non-brothers, and the event was strongly attended by the broad Cornell community. The event began with a "by Cornell students, for Cornell students, benefiting a Cornell organization" vision, and was wildly successful on all accounts. Continuing to surpass expectations after over 50 years, this year's "Victory Club Charity Ball" was a similar success. Although organized entirely by brothers of Alpha Delta Phi, those in attendance at the "Victory Club" event spanned generations and included many Cornell alumni who returned to Ithaca for the event. Our organization is particularly proud of these events because they represent our deep commitment to community building, going beyond our efforts to raise money for charitable causes.

3. Please comment on your organization's level of engagement with the community in the area of service, philanthropy, and advocacy. (Outstanding Service to the Community Award).

As this year draws to a close, I offer a strong endorsement of our organization's level of engagement in the areas of service, philanthropy, and advocacy. Having discussed our recent philanthropic success at length, I wish to specifically draw attention to our members' commitments to service and advocacy in their communities. In addition to spending time cleaning trash from the area around our chapter house with our entire organization, an effort that not only provided a cleaner environment for neighbors but helped to build strong organizational bonds, a number of individual members have offered their time and efforts to local organizations of their choosing. Pierre Frederick Estey, a junior in the College of Engineering, recently chose to supplement his studies in operations research and information engineering with a course through the Cayuga Heights Fire Department. Mr. Estey has volunteered over seven hours a week of his time to the Cayuga Heights community, as yet another ambassador of our organization's commitment to community building beyond the Greek community. In terms of advocacy, Philanthropy Chair Robert Morrissey represented our organization's commitment to diversity and affordable education by participating in a recent Cornell Department of Government and Community Relations-sponsored trip to Washington, D.C. Against a background of rising student costs and shrinking endowments, Mr. Morrissey fought for the needs of Cornell University and its student body in meetings with Senator Mark Udall of Colorado and the staff of Senator Kirsten Gillibrand of New York. These are just two of the countless individual examples of activism in the community. Overall, our organization's members have demonstrated a genuine commitment to those around them and these efforts are likely to continue in future years.

4. What are the desired learning outcomes for the members of the organization that partake in these opportunities? How do you determine if you have successfully accomplished your goals? Please use specific examples to illustrate each desired learning outcome.

While our organization's new member selection process puts emphasis on an individual's history of community involvement, opportunities for freshmen to get involved in the unfamiliar Cornell community are not always evident. As such, one of our most important learning outcomes is providing a framework and supportive community for new members to become involved. A specific strategy we used to accomplish this goal this semester was to organize and register a team of new members for Delta Gamma's annual Anchor Splash fundraiser. This event provided a fun, informal opportunity for new members to give back to the Cornell community and become involved philanthropically. Ideally, this year's new members will provide similar opportunities to next year's new members thus creating a sustainable system and providing accessible philanthropic opportunities for freshmen in years to come. Ultimately, our organization's success will be judged on its ongoing commitment to community service, philanthropy, and advocacy.

**Service Record**

**Community Service:** Community service, for the sake of this report, is defined as “hands-on” service or volunteering that your members gave to either the campus or the surrounding community. Hands-on time is measured in hours and is recorded by hours per member involved in said service. There are three kinds of community service that are worthy to note:

1. Service activity planned by and conducted as a chapter,
2. Service activities that your chapter participated in but did not organize
3. Individual service that members did on their own.

Organization based community service (type 1 and 2 from above)

<u>Project name</u>	<u>Date(s)</u>	<u>Organization</u> <u>Benefiting</u>	<u>Type</u> (see above)	<u># members</u> <u>involved</u>	<u># hours</u> <u>per member</u>	<u>Total #</u> <u>Hours</u>
<b>Total:</b>						40

Organization based community service (type 3 from above)

<u>Member's Name</u>	<u>Please list the type of service that the individual performed, the</u> <u>organization they volunteered for, ect.</u>	<u>Total #</u> <u>Hours</u>
<b>Total:</b>		167.5

<b>Community Service Grand Total (two tables combined):</b>	207.5
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**Activism/Advocacy Record**

**Activism/Advocacy:** Activism, for the sake of this report, is defined as any project or program your chapter participated in to bring awareness to or mobilize action toward a particular cause. Examples include tabling in front of Ho Plaza to promote breast cancer awareness month, participating in a voter registration drive, participating in a hunger strike, etc. Advocacy is measured in hours and is recorded by hours per member involved in said project. There are three kinds of advocacy projects that are worthy to note:

- 1) Advocacy planned by and conducted as a chapter,
- 2) Advocacy activities that your chapter participated in but did not organize, and
- 3) Advocacy individual members did on their own.

Organization based advocacy (type 1 and 2 from above)

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Event Name	Date(s)	Cause	Type (see above)	# members involved	# hours per member	Total # Hours
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	<b>Total:</b>	240
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Organization based community service (type 3 from above)

Member's Name	Please list the type of advocacy that the individual performed, the organization they volunteered for, ect.	Total # Hours
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	<b>Total:</b>	60
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<b>Advocay Grand Total (two tables combined):</b>	300
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### Philanthropy Record

**Philanthropy:** Philanthropy, for the sake of this report, is defined as money raised by the chapter on behalf of an established charity, fund, or service organization. **In order to provide an accurate Greek total account of money raised, organizations making financial donations to another fraternity/sorority philanthropy should NOT be recorded in the first table** (example: Sigma Eta cannot list participating in Theta Kappa's golf tournament). Philanthropy is measured in dollars donated (money raised minus expenses) to the philanthropic cause. There are two kinds of philanthropy that are worthy to note:

- 1) A specific philanthropy event planned by and conducted as a chapter and
- 2) Gifts (money the chapter donated on behalf of a charity but did not do any fundraising outside of its own membership).

**Your Philanthropy: please complete the following tables to record your philanthropy dollars.**

Event Name	Date(s)	Donated to	Type (see above)	# members involved	# hours per member	Total \$ Raised
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	<b>Total:</b>	NaN
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**Participation in other chapter sponsored philanthropy events: use this table to list any other fraternity/sorority philanthropic events in which your chapter participated.**

Event Name	Dates	Sponsoring Organization	# members involved	Total \$'s Contr
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	<b>Total:</b>	235
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Organization Name	<u>Alpha Delta Phi</u>	LocalChapter	<u>Cornell</u>
Person Filing	<u>Nicholas Wirth</u>	Title	<u>President</u>
Email	<u>npw5@cornell.edu</u>	Phone	<u>917-628-8916</u>

### V. Social Responsibility:

*The Greek community has contributed to traditions at Cornell University since its founding. Its place in offering residential alternatives and hosting social activities must continue as safe, mature settings. Greeks will not condone the harmful use of alcohol or controlled substances by its members or guests and will not tolerate disrespectful treatment of any person.*

1. Briefly assess your chapter's social events over the past academic year and how these events were in line with the idea of social responsibility. Please note that social events are not defined as just those events with alcohol.

The idea of social responsibility is incorporated into everything that takes place within the walls of our chapter. Social events are planned and executed with the safety and comfort of all in attendance in mind. Social events at our chapter consist of parties, mixers, charity events, and small-scale events (i.e. watching

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sporting events or movies with groups of friends). When alcohol is present, care is taken to ensure that (a) only those who are of legal age are consuming it and (b) those who are consuming alcohol have a safe environment in which to do so. Anyone who poses a threat to the safety or comfort of an event is promptly removed. Food and water are always available for brothers and guests, and there are always brothers charged with the responsibility of looking after the safety of those in attendance. Our chapter is founded on the idea of looking after each other, as well as the community to which we belong. We held an alcohol-free benefit for Haiti that raised a considerable sum, as well as our annual Victory Club event. Both featured a large number of guests whose safety and comfort was our highest priority, and both helped us fulfill our sense of social responsibility in the community by raising thousands of dollars for the charities chosen.

2. How does your organization work to ensure that members and guests act with social responsibility at events hosted by your organizations?

While events at our house can be planned in advance with social responsibility in mind, ensuring that individuals act with social responsibility at such events is a task that requires attention from multiple brothers for the entire duration of our events. For larger events, IFC-sanctioned security personnel are asked to help the sober brothers on duty with the task of identifying and removing anyone who is behaving in a way that contradicts the notion of social responsibility. House officers make their way around all of our events, constantly observing and evaluating the behavior of all brothers and guests. Those who are posing a risk to others are removed, and anyone who needs help is properly cared for. Any time a brother acts without social responsibility in mind, it is discussed and corrected at our weekly house meetings. Due to the care we take in new member education, brothers can almost always be counted on to behave with social responsibility in mind. We work closely with IFC guidelines, and are proud to show IFC representatives the way events are being run whenever they come by. Most guests come at the invitation of individual brothers, and each brother takes the proper behavior of his guests as his personal responsibility. Through planning and constant monitoring, we ensure that social responsibility is being upheld by every brother and guest.

3. How has your organization used proactive trainings and educational programs to promote social responsibility and/or

appropriate behavior of your members?

Safety, coupled with a comprehensive understanding of what it means to be “socially responsible” is paramount to the success of any event, activity, or general functioning of an organization. Therefore, it is imperative that each of our members embody and demonstrate such virtues in order for our organization to continue with respect, pride, and achievement. Within the organization there are many mechanisms which aid in raising awareness and promoting responsibility. Throughout the entirety of our new member process, brothers lead by example, illustrating the do’s and don’t while readily answering questions when necessary. To further reinforce our goals, our house legal representative, Bill Shaw, gives a presentation on the proper manner in which to carry ourselves and deal with guests. By aiming to maintain a healthy, safe, and responsible house we create a nurturing environment for both our guests and members.

4. Briefly describe how your organization attempts to lessen and manage risk.

One of the great values of the Greek system here at Cornell is the fact that members learn the responsibility of minimizing and, when necessary, managing risk for both the organization to which they belong and the guests who step foot within its walls. For our chapter, the vast majority of risk management comes in the form of properly educating new members. Older brothers pass down the values and management behaviors that have guided the house over the years, and each new member has a strong understanding of the risks they face as individuals and as brothers of a fraternity. All social events are coordinated with the IFC, and the governing principles regarding risk that are held by the university are incorporated into the governing principles of the house. Great care is taken to ensure that events where alcohol is available follow all guidelines set forth by the IFC, and there are always brothers whose responsibility it is to ensure that the guidelines of the house, the IFC, and the law are being upheld in each of our chapter’s endeavors. For large scale events, we hire an IFC-recommended security company that helps us minimize potential risks posed by large volumes of people in the house. The efforts of this company, as well as the efforts of our house leadership, are focused on keeping track of how close we are to full capacity, on ensuring that noise is at a reasonable volume, and that the rules concerning alcohol are being followed. We have an incredibly strong relationship with our alumni, as they make themselves readily available for any question or concern we may have. Through the advice of our alumni, the guidelines of the IFC, the principles and values of our chapter, the leadership within our brotherhood, and the active role played by our legal counsel, our chapter is readily equipped to minimize risk in all of its forms.

Items from OFSA

**REQUIREMENTS TURNED INTO OFSA**

	<u>FA09</u>	<u>SP10</u>
EVENT MANAGEMENT FORM:	-	X
SOCIAL CHAIR TRAINING:	X	X
SOCIAL RESPONSIBILITY FORM: SRF is once a year	X	

**SOCIAL EVENTS FOR 2009-2010**

	Met w/			
	Met w/	out	Failed	Canceled
	Alcohol	Alcohol		
FALL 2009	2	1		
SPRING 2010	3	1		

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<b>Organization Name</b>	<u>Alpha Delta Phi</u>	<b>LocalChapter</b>	<u>Cornell</u>
<b>Person Filing</b>	<u>Nicholas Wirth</u>	<b>Title</b>	<u>President</u>
<b>Email</b>	<u>npw5@cornell.edu</u>	<b>Phone</b>	<u>917-628-8916</u>

### VI. Promote Citizenship and Inclusivity:

Chapters, like the University, value diversity and inclusiveness and are committed to remain relevant.

1. How does the involvement of your organization in the community (Greek, Cornell and beyond) relate to citizenship and inclusivity?

We pride ourselves in knowing that the diverse background of the brotherhood is matched with an equally diverse involvement on the Cornell campus. We not only have intramural, club, and varsity athletes among the fraternity, but also members of the Model United Nations and Cornell International Affairs Review. We have a brother involved with the Johnson Museum as the president of the Museum Club, and several brothers who are quickly rising within the ranks of the Cornell Investment Club. Our members understand that they represent not only Alpha Delta Phi, but Cornell University's entire Greek community, and they exhaust every effort in promoting a healthy and involved image on campus. As an organization, Alpha Delta Phi seeks every opportunity to give back to the campus and the community. Brothers participate in the annual Day of Demeter, a Tri-Council Greek service event, and helping the Ithaca Youth Bureau in their bowling fundraiser, although the fraternity also looks beyond the local community, having organized and hosted a benefit concert for the Haiti relief effort in January. In these endeavors, Alpha Delta Phi works to show its great appreciation for the community at large by giving back to it the best that it can.

2. Describe your organizations efforts in the Greeks Go Green initiatives and how this pertains to citizenship.

Almost all of the light bulbs in the fraternity house have been changed to energy-efficient ones, and we do not keep lights on when not in use. We have reinforced all the windows at the front of the house and the large common room in the back of the house with plexi-glass to both improve insulation and prevent against acts of vandalism, as broken windows cause the radiators to work harder than they need to. We have decreased the number of radiators in large common rooms and increased the use of our multiple fireplaces to use less electricity, and during long periods of brotherhood absence, all unused electric fixtures are turned off and unplugged. In the kitchen, we have made the switch from disposable cups to reusable plastic cups, and leftover food is kept in a communal refrigerator to discourage the wasting of unused food. To promote recycling, we have separate canisters for the disposal of plastic and cardboard waste. The brotherhood is very aware of President Skorton's Greeks Go Green initiative and its duty within the Greek community to decrease its carbon footprint and strives to incorporate the initiative in every aspect of its daily activities.

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3. Discuss a movement or project your organization promoted or was engaged in that help to create a change in your community. Please be specific about this example and its effects on both members and the community.

In late January 2010, Alpha Delta Phi organized and hosted the Hands for Haiti benefit concert for the relief effort in Haiti. "Hands for Haiti" was held at Alpha Delta Phi less than three weeks after the earthquake shook Haiti's capital. Over 300 students attended the concert, sending \$3076 to the Weill Cornell Global Health Initiative "GHESKIO" health clinics founded by Cornell alumnus Dr. Jean Pape. Most meaningful to the brotherhood was the enthusiasm and support we witnessed from our peers. Twelve independent student organizations, including six musical groups, volunteered their time and resources to the event. Alpha Delta Phi is proud of its central role in the Cornell community's efforts to rebuild Port-Au-Prince.

4. Briefly describe two best practices in cultural programming in which your organization was actively involved and how these efforts relate to citizenship and inclusivity.

Lawyer Bill Shaw comes to The Phi annually to educate us in great detail about the New York judicial system and what is considered legal and, more importantly, what is not. All new members are required to attend, as are all officers. Mr. Shaw's presentation allows brothers to clear any questions they may have, and brings up issues that may not have been considered. We feel this is important both from a liability standpoint, but also because in the eyes of the local authorities, we prefer to be a responsible house that knows when it has does something wrong and can immediately understand the implications of its actions. Victory Club is our most successful program that we hold, in that it provides members of the community to enjoy a black tie event whilst being around friends and having a good time gambling and meeting new people. We hire a local band led by Johnny Russo (the same band for 25 years!) to entertain us with music, and often in addition ask for student groups to come perform at the event. The event is topped off by a large

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donation to an organization in the local community; this year we were very pleased to donate to the Tompkins County American Red Cross.

5. Explain the efforts your organization makes to create a culture within the group that is inclusive. If applicable, how do you assess the effectiveness of these efforts?

Each member of the Alpha Delta Phi is required to at some point give a "literary" to his brothers. A literary is a story that helps demonstrate the unique character that each brother possesses, and brothers are encouraged to share something that would not easily arise in typical conversation. Ideally, a literary will reveal what events in a brother's life have shaped him into the man that he is today. These presentations, given to the entire brotherhood, are often extremely personal and sensitive topics and have ranged from deaths in the family, coming out as a homosexual, and periods of great personal tribulation. Indeed, such topics are not easily explored, let alone in front of fifty brothers, and the comfort that brothers have in sharing such stories goes a long way in showing the accepting and inclusive culture of the fraternity. The attitude within the fraternity cultivates understanding and puts every brother, regardless of his diverse circumstances, at ease amongst his fellow brothers. As the campus increases in diversity in this modern and globalized time, so has the fraternity. Our most recent pledge class is a representation of the international perspectives of the undergraduate brotherhood; aside from being a ethnically diverse group of young men, the pledge class has members from Poland, South Africa, Brazil, and South Korea. Ideally, these gentlemen will bring a piece of their backgrounds to the fraternity and help create an even more culturally diverse organization than we are today.

### Cultural Program Record

Please list the cultural programming that your organization has sponsored or co-sponsored this academic year. Please include those programs that your organization participated in during the academic year on campus.

A cultural program may be defined as an event, activity or experience that an organization sponsors, co-sponsors, or attends with another organization (or membership) that is outside of one's own experience, understanding or self-identity.

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<u>Program</u>	<u>Date</u>	<u>Open/closed</u>	<u># Participated</u>	<u>Length in hours</u>
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**Total number of hours spent in cultural programs:**

<b>Organization Name</b>	<u>Alpha Delta Phi</u>	<b>LocalChapter</b>	<u>Cornell</u>
<b>Person Filing</b>	<u>Nicholas Wirth</u>	<b>Title</b>	<u>President</u>
<b>Email</b>	<u>npw5@cornell.edu</u>	<b>Phone</b>	<u>917-628-8916</u>

Did you update your constitution since May 2009?

No

*If so please attach your updated constitution as an Adobe file when you submit this form.*

Did you update your bylaws since May 2009?

No

*If so please attach your updated bylaws as an Adobe file when you submit this form.*

Comments

## VII. Self-Governance:

*The Greek Community allows chapters to exercise the privileges of self-governance in a responsible manner at all times.*

1. Please describe your leadership structure. How does your leadership work with your membership to promote true self-governance?

The fraternity combines formal and informal structural processes to ensure that house governance is a fair, flexible, and efficient affair. Chapter meetings, described in further detail in the next section, constitute the formal end of the process. Meetings are designed to be a forum where all members can provide input and vote on important house matters. However, the house also has a strong culture of brother involvement in governance outside of formal chapter meetings.

The core unit of governance for day-to-day operations is the trio consisting of the president, vice-president, and treasurer. Along with the social chair, rush chair, and house manager, they ensure that the house is guided in a direction consistent with its goals and ideals. Each officer has his enumerated duties and performs them on a daily basis. This consists not only of managing their respective affairs, but also soliciting input from the brotherhood at large. At the heart of this informal governance process is the relationship each officer builds with the rest of the fraternity on a brother-to-brother basis. When officers are elected, brothers are urged to vote for those peers who they feel most comfortable discussing house affairs with. In this manner, the participation of all brothers is not only desirable, but indeed essential to effective house governance.

While officers have the authority to make managerial decisions unilaterally, there is also a strong emphasis on communication amongst one another. Officers are required to live in-house to ensure that these communication links are strong and occur frequently. Since officers regularly solicit input from the rest of the brotherhood, this institutionally-ingrained mode of interaction ensures that house leadership is never out-of-sync with the fraternity as a whole.

2. How does the principle of self-governance manifest itself in your organization's meeting structure, flow, and overall effectiveness?

Chapter meetings are typically called at least twice a month by the chapter president. The agenda for these meetings is comprised of announcements and items deemed important enough to be deliberated in the presence of the unified brotherhood. Elections, rush meetings, and room picks are always held in the context of a formal meeting. Other items include issues which have a bearing on the entire brotherhood, for example voting on the dates for major social events or modifying house policy or goals. Although the president presides over these meetings, his role is primarily that of a facilitator. To ensure the entire brotherhood is involved in the governance process, any brother may raise any issue at a chapter meeting. Although officers are expected to inform house debates in their respective capacities, they have no special privileges in meetings, voting or otherwise. To facilitate efficiency and encourage open debate, discussion is typically informal, but the meetings do operate under the latent pretense of parliamentary procedure, and it is invoked formally when necessary to ensure equity and order in house governance. In particular, meetings always open and adjourn formally, and votes are also held "by the book". This year, the house has placed special emphasis on the care with which meeting procedure is followed and minutes are recorded. The officers have done this in consciousness not only of their role in leading a self-governing organization, but also in that of running a registered New York State Corporation and the pitfalls of lax administrative procedure.

3. Describe your organization's election process. How does your organization ensure that its election and appointment process for new officers/chairs maintains the integrity of self-governance while balancing the needs of the organization and the desires of individual members?

Elections are held twice-annually: at the end of the fall semester, and at the end of the spring semester. Positions do not have specific eligibility requirements other than the stipulation that officers live in-house; we maintain that the brotherhood is fit to determine who is and is not qualified to hold a particular office. Prior to the elections, the president will distribute to all brothers a list of open positions.

To be slated on the ballot, a brother must receive a nomination for the position from at least one of his peers. Prior to voting, nominated candidates are each given the opportunity to make a brief statement describing their qualifications and goals for this position. After statements are given, candidates leave the room while the remaining brotherhood briefly overviews the candidates. Emphasis is placed on enumerating the positive attributes of each candidate; there is no tolerance for out-of-order comments or remarks at this point in the election process.

Following this overview, brothers vote on the candidates. The house follows a single-vote majority-rule voting procedure for all positions. From start to finish, this mechanism is designed to make the election process available to all brothers and as transparent and equitable as possible.

If an officer is performing his duty unsatisfactorily, it is up to the other officers to make him aware of these deficiencies and help remedy the problem. If repeated remedial action fails, an officer may be removed from office by majority vote and a special election is held in the same meeting. Any brother may bring this item

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before the house, so this system serves as a strong incentive for officers to perform their duties. The system has been found to work well; in the past three years, no vote has been called on the question of removing an officer.

4. Please describe your financial systems and procedures, as well as how your budget is calculated and dues are collected. How do these processes help to secure your organization's self-governance?

House finances are overseen by the treasurer in collaboration with the other officers of the house. The houses annual budget is approved by the brotherhood at the officer's transition meeting that occurs every year in early May.

The budget is divided into three categories: kitchen, house, and chapter. Kitchen operations are managed by the chef with supervision from the treasurer and assistant treasurer. For the past three years, our house has been lucky to have a chef who is proficient in interacting with vendors and responsibly executing day-to-day operations with minimal oversight.

The largest portion of the house budget goes directly to the alumni-operated house corporation to pay rent. The house manager is responsible for contacting and employing the appropriate vendors while the treasurer and assistant treasurer review statements and ensure that the house has received the services it has been billed for.

The chapter budget consists mostly of house "discretionary" funds for recruitment and social activities, so it is subject to the most oversight from the treasurer. At the start of each semester, the treasurer goes over the budget with officers so they know which items they are responsible for and how much money they have to work with. A particularly close relationship is necessary between the social chair and the treasurer, since the budget is so large and activities are spread over the entire year.

House doctrine emphasizes planning ahead and anticipating large expenditures. Only brothers who hold chair positions may authorize the disbursement of funds from the budgets they control and receipts are always mandatory for reimbursement. The treasurer and assistant treasurer are also responsible for due diligence, when necessary, to investigate and ensure that the funds they are disbursing are being used appropriately.

5. Please explain your organization's judicial/standards system. How does the organization hold members accountable?

Brothers are expected to act in accordance with the ideals of the Alpha Delta Phi and the expectations of the Cornell Greek community, as stipulated by the IFC and OFSA. These expectations are instilled in all brothers during new member education through both the internal learning process and the external resources extended by OFSA.

The brotherhood recognizes that, however unpleasant the task, situations may arise where we deem it necessary to reprimand or discipline one of our fellow members. For minor offenses and dispute resolution between brothers, mediation from the president or another senior office is often all that is required. For more serious transgressions, the president, vice-president, and treasurer act as a fact-finding counsel and have the authority to impose sanctions on brothers if they find compelling evidence of wrongdoing. This process is commonly used to investigate allegations of brothers stealing or destroying house property. For the gravest matters—those which significantly affect house operation or a party outside the house—a chapter meeting will be convened with the purpose of determining how to precede. Depending on the nature of the offense, the alumni may be consulted in situations like these. When the matter concerns the termination of a brother, the house operates according the procedures outlined in the constitution of the fraternity. These instances

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are extremely rare and handled on a case-by-case basis.

In the space below please provide your organization's budget. If you are unable to share the full budget please share general information so that we may assess the health of your budget.

See attached files.

Items from OFSA

### REQUIREMENTS TURNED INTO OFSA

	<u>FA09</u>	<u>SP10</u>	Key:
C2AS: X			"X"= on time
CHAPTER FACTS:	X	L	"N/A"= not applicable
CHAPTER RECOGNITION FORM:	X		"L"= late
MEMBERSHIP ROSTER:	X	X	"-"= didn't attend or do
TREASURER TRAINING:			"0" didn't make quota
JUDICIAL INFORMATION: Not Any Current Judicial Probation			"GS"= Grad Student Completed w/Chapter

Organization Name Alpha Delta Phi

LocalChapter Cornell

## End of Year Report 2010

**Person Filing** Nicholas Wirth  
**Email** npw5@cornell.edu

**Title** President  
**Phone** 917-628-8916

### VIII. Leadership Development:

Each chapter acknowledges its responsibility to provide leadership development opportunities to all members of the organization.

1. How does your organization identify, support and develop your leaders?

Every semester the executive board looks at each brother individually and evaluates their performance in the house. Qualities such as organization, motivation, positive attitude and good standing with the fraternity are sought for. When such a brother is found, he is approached by the board and the possibility of running for a position the following semester is discussed.

The members of our executive board are responsible brothers who tend to have held positions in the past. A president is someone who has demonstrated the above qualities to an even greater extent. However, if a brother has not yet held any positions and the brotherhood deems him to have the appropriate qualities, he is still encouraged to run for the position.

Most positions are coupled with an assistant position. Typically, the officer mentors the assistant throughout his tenure, and the assistant takes over the next time elections are held. This smooths out the transition process and keeps the running of the house constant.

We feel leadership is very important, but possibly more important is the ability to follow. Through our discussions amongst the brothers, former officers explain the importance of following those who are responsible for the well being of the house. If decisions are made that some may disagree with, their opinions are heard and discussed, however in the event a resolution cannot be found, those who disagree still support the officers and their decisions.

Leadership in the fraternity is very important, as is leadership in the entire Cornell community, however our goal is to have these skills remain with the brothers through their professional life. Running a fraternity is comparable to running a small firm: decisions must be made, there is an executive board, an alumni board, rules and regulations, new brothers, etc. We feel that by successfully completed his goals as an officer, the skills and abilities he has learned will greatly benefit him in years to come.

2. Explain your organization's process for officer training and transition. How do these processes contribute to the leadership development of your membership?

Often times, new officers on the executive board have had no previous leadership training, and are suddenly faced with the responsibility of leading an entire brotherhood. We are aware that it is a difficult process, and the older and more experienced brothers do a phenomenal job ensuring that the transition goes smoothly, and help teach whenever necessary.

Elections are held every semester and the members provide nomination speeches for other members to encourage their participation. The zeal with which all members respect and run for officer positions in the house is a clear indicator of the self-driven nature of the leadership system. There is always a close election as many members inevitably vie for the coveted opportunity to serve The Phi.

Every semester, after elections, the former officers and the new officers meet in a meeting with our alumni president at the Stewart Howe Alumni Service and discuss problems, solutions, and how the fraternity ought to be run for the next semester and for years to come. In this important Officer Transition Meeting the outgoing officers educate the incoming officers on the proper techniques for effective management of the house. It is by contributing old experience that the former officers are able to help effectively develop the new officer's leadership skills.

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3. What outside programming and trainings do members participate in that enhance their leadership skills? Please describe how these learning opportunities have affected the organization.

By leading other organizations or groups, brothers are able to bring the lessons they learn in other situations to our house and in turn teach each other, whether it be through positions on the IFC board, intramural sports or other outside groups. If a brother is not a leader in his outside activity, it is his ability to listen to the leader and act accordingly that is of great value to our brotherhood. It is extremely important to us that the brothers learn not only how to lead, but to perform their share of duties if called upon by one of our leaders.

4. Please describe two best practices in leadership development your organization provides for its members.

Our strong leadership system inspires every member of the fraternity to develop their leadership capabilities from the very start of their affiliation with The Phi. Before being initiated, the new member class votes amongst itself on "new member captains" and a similar enthusiasm for the opportunity to serve the brotherhood as that in elections for officer positions is evident. These new member captains help to coordinate meetings, plan events, and bring the new members together as one. At Alpha Delta Phi, leadership development opportunities abound from the very start of one's experience here because of this practice.

Another best practice includes the existence of assistant positions, such as assistant treasurer or assistant social. These are respected and elected positions that provide an opportunity for less experienced or confident members to learn the ropes and be properly prepared for a position before they officially become it. With so many positions available to all, including these assistant positions, everybody has the chance to try their hand at serving Alpha Delta Phi as a leader, and in turn cultivate skills they may not have the

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opportunity to elsewhere in their undergraduate experience.

Items from OFSA

### **REQUIREMENTS TURNED INTO OFSA**

GREEK AD WHITE:	X
CHAPTER GOALS:	X
EMERGING LEADERS RETREAT:	
LEADERS RETREAT:	X

Key:

"X"= on time

"N/A"= not applicable

"L"= late

"-"= didn't attend or do

"0" didn't make quota

"GS"= Grad Student Completed w/Chapter

### **Leadership Conferences/Workshops**

Please indicate if members or a delegation from your organization attended a leadership conference. This may include but is not limited to: Inter/national Convention or conference, regional conferences, statewide leadership workshops etc.

<u>Dates</u>	<u>Members in attendance</u>	<u>Title of Conference</u>
2/13/2010	Noah Chhibber	A.D. White Leadership Conference
2/13/2010	Robert Morrissey	A.D. White Leadership Conference
2/13/2010	Nicholas Wirth	A.D. White Leadership Conference
2/13/2010	Kevin Frank	A.D. White Leadership Conference

### **Member Involvement & Leadership Record**

In recognition of the fact that many members of the Fraternity and Sorority community are involved in leadership development opportunities outside of the community, please collect the following general information. You may wish to pass around an involvement sheet at a chapter meeting to assess the other activities in which your members are involved.

Percent of chapter involved in one (1) or more clubs/organizations at Cornell:	90
Percent of chapter holding a leadership positions in clubs/organizations at Cornell:	25

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<b>Organization Name</b>	<u>Alpha Delta Phi</u>	<b>LocalChapter</b>	<u>Cornell</u>
<b>Person Filing</b>	<u>Nicholas Wirth</u>	<b>Title</b>	<u>President</u>
<b>Email</b>	<u>npw5@cornell.edu</u>	<b>Phone</b>	<u>917-628-8916</u>

## IX. Healthy Living-Learning Environments:

*Chapters agree to create, promote, and maintain a healthy, safe, and responsible residential environment when applicable.*

1. How does the organization promote the safety of its members?

Alpha Delta Phi takes the safety and health of its members very seriously. The Executive Board is in contact with both the Alumni President and Board and Stewart Howe Alumni Services in order to maintain reports of the current status of house health and safety. Recommendations made by the Alumni and Stewart Howe are executed by the President, Vice President, House Manager, or Stewart through Accent Contracting or the Student Management Corporation. The maintenance and cleanliness of the house grounds is overseen and ensured by cleanups with all brothers, in order to both maintain a safe and sanitary living environment, and to instill a sense of responsibility in current members. All new members are briefed on fire safety, including fire extinguisher training, evacuation plans, and general house safety, kitchen safety, food safety, kitchen sanitation, and maintenance. Each brother has an individual key to his room. The President and House Manager have master keys in order to prevent lockouts and for emergencies. The key to the kitchen and pantry is limited to the chef and Stewart Howe Alumni services. The house stays up to code in fire prevention systems, including fully certified fire detection and alarm systems, sprinkler systems, fire extinguishers, and a kitchen hood suppression system. Smoking is prohibited in the house, brothers may not hang anything from sprinkler pipes in their rooms. In addition, Smoke/Carbon Monoxide detectors have been installed and upgraded in order to further ensure the safety of house members. The cleanliness of the house is maintained on a day to day basis, the house being cleaned daily by brothers, the kitchen being cleaned throughout the day and locked during the night in order to ensure that it stays sanitary, and bathrooms being cleaned 3 or more times per week by an outside service in order to ensure sanitation and sterility. Special cleaning projects take place throughout the year with participation from all brothers.

2. Please explain how the organization helps to create a healthy living and learning environment for its members.

Alpha Delta Phi always strives to create a healthy environment for both living and learning. Academics is always given priority in the house, and brothers are encouraged to work together in common rooms on academic work. Noise disturbance in these common rooms is minimal; brothers are allowed to listen to loud music or noise so long as no brothers in proximity are bothered or disturbed. Class, exams, and homework are given priority over all social or house-related issues. Brothers work with each other to ensure class attendance, exam preparation, and homework completion. Rules like no smoking in the house also serve to ensure the health of brothers is not hurt unnecessarily. Chef Scott Schmutzler designs the breakfast and lunch menus to ensure that members have an array of healthy options to choose from. Dinner always includes a salad and a vegetable. The house responded well to cases of H1N1 flu that were prevalent in the Fall 2009 semester. Brothers that showed symptoms stayed in their rooms, avoiding contact with other brothers. Members that had been diagnosed with the flu by Gannett Health Services wore face masks to prevent the further spread of illness. Brothers were given food in their rooms if they felt sick, so as to prevent the further spread of illness to brothers in the kitchen. Hand sanitizer throughout the house and signs detailing good habits also help prevent the spread of disease. Bathroom facilities are maintained and

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cleaned at least 3 times per week in order to ensure they are sterile and sanitary. The House Manager and cleaning technician brief both current and new members on cleaning practices in order to maintain a safe and sterile facility. Weekly reports that detail any necessary actions needing to be taken in order to improve the health of brothers are conducted by David Filipiak and Ellen Reuben. The House Manager is in daily contact with brothers to find if they need any repairs or maintenance.

3. Describe the strengths and weaknesses your organization faces in relation to maintaining your facility (if applicable).

Alpha Delta Phi's strong relationship with its Alumni network and Alumni Board allows the fraternity to respond to facility maintenance and improvement needs. Responsible accounting practices by the Treasurer allow for a sufficient budget for repairs and renovations. Our relationships with cleaning technician Jim Roberts as well as with Accent Contracting have allowed the house to quickly and effectively respond to any maintenance needs. A strong sense of responsibility instilled in new members continues in current members through their last years living in the house, and brothers take initiative in preventing damage to the house, as well as working together in order to maintain and repair any damage that occurs. Frequent refinishing of wood surfaces throughout the house, waxing of floors, and additions of lexand window guards to many of the larger window installations in the house ensure that any damage to house property can be prevented. New electronic equipment, such as modems that improve Internet capabilities, have been installed. Any barriers to maintenance or improvement are related directly to the age or historic and architectural significance of the house. As the facility was constructed in 1932, the nature of the electrical system and plumbing lends itself to some difficulties with Internet and Cable services as well as heating in some common rooms. In addition, Accent Contracting has taken steps to repair the radiator system without invasive reconstruction, alleviating most of the heat issues. Every brother has knowledge of cleaning and house maintenance techniques, so any barriers to facility maintenance posed by the age of the house are nullified. Facility maintenance is aided by the need to maintain what the brotherhood regards as a historical site. Original wood paneling and stone work is maintained on a regular basis by members and outside specialists.

Items from OFSA

<b><u>REQUIREMENTS TURNED INTO OFSA</u></b>	<b><u>FA09</u></b>	<b><u>SP10</u></b>	<b>Key:</b>
HOUSE MANAGERS TRAINING:	X	NA	"X"= on time
HOUSING STATUS REPORT (WN & SM):	L	X	"N/A"= not applicable
CERTIFICATE OF COMPLIANCE (IBD):	9/15/10		"L"= late
LIABILITY INSURANCE:	11/1/10		"-"= didn't attend or do
PUBLIC ASSEMBLY PERMIT (IFD/CH):	9/17/10		"0" didn't make quota
			"GS"= Grad Student Completed w/Chapter

***The below sections are only applicable for organizations with facilities:***

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In the space below please provide your organization's housing contract or lease agreement.

See attached files

In the space below please provide your organization's chore list. This list should include chores for the kitchen, common areas, bathrooms and the like.

1st Floor:

- Sweep and mop all floors
- Empty and sweep fireplaces (3)
- Clean and sanitize bathrooms (1.5)
- Clean brothers rooms (3)
- Periodically wax floors
- Check smoke detectors, exit signs, and fire extinguishers
- Clean all common areas
- Take out trash

2nd Floor:

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-Sweep and mop all hallways

-Periodically wax hallways

In the space below please provide your organization's annual facility improvement and maintenance plans. With this information please include the improvement costs. Please attach any pictures you may have of these improvements to the email when you submit this form.

See attached files.

<b>Organization Name</b>	<u>Alpha Delta Phi</u>	<b>LocalChapter</b>	<u>Cornell</u>
<b>Person Filing</b>	<u>Nicholas Wirth</u>	<b>Title</b>	<u>President</u>
<b>Email</b>	<u>npw5@cornell.edu</u>	<b>Phone</b>	<u>917-628-8916</u>

### **X. Life-Long Relationships and Affinity:**

*Chapter undergraduates and alumni recognize the importance and value of building and sustaining the life-long, personal and organizational benefits founded in fraternal membership.*

1. Describe the level of involvement your organization's alumni/advisory group has with the chapter and how this has enriched the membership's fraternal experience.

The alumni of the Alpha Delta Phi are extremely involved in the undergraduate brotherhood and we owe much of our continued prosperity to their generous support and aide. Most of this support comes financially, as the alumni organization actively seeks out improvement projects for the chapter house so that it may continue to serve as a place of bonding for generations of Alpha Delts to come. Yet, the undergraduate brotherhood of the Alpha Delta Phi is immensely appreciative with the close contact the alumni organization maintains with the current members. The alumni executive board meets in the Phi twice annually to discuss

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the condition, values, and trajectory of the house, and is always available either by telephone or email to guide the undergraduate brothers when necessary. Brothers Colbert '09 and Filipiak '09, alumni brothers currently pursuing Masters Degrees on campus, inspect the house on a weekly basis to ensure that our goals as a literary society are met, and the rest of the alumni are in constant communication with the undergrads regarding house issues. The close relationship that the alumni maintain with the undergrads is one of the primary reasons potential new members choose Alpha Delta Phi.

2. Briefly describe your organization's alumni outreach efforts and the goals your organization had for these efforts.

Alpha Delta Phi takes great pride in having one of the strongest alumni networks of any fraternity at Cornell. We have used Stewart Howe Alumni Service for our alumni database management system and to contact alumni for well over a decade.

Our newsletter is sent to all alumni and the households of current brothers; this semester it contained twelve pages of updates and pictures from both the house at Cornell and wherever the spirit of brotherhood manifests itself around the world. We take great pride in open and honest communication with all of our alumni and have a legacy of active alumni involvement in the day to day activities of the Alpha Delta Phi.

Although the newsletter is only once a semester, we do a series of emails coordinated through Ellen Reuben of Stewart Howe Alumni Service for upcoming literary events, new member dinners, formals, charity galas, and seminars that the alumni are encouraged to and often do attend. The alumni also play a critical role in officer training, transition, and fulfillment of duties. Each semester there is a formal meeting at the Stewart Howe Alumni Service, where the alumni board and past and future officers discuss at length the current issues facing the Alpha Delta Phi and how past issues were resolved.

The undergraduate brothers have begun to use new-media social networks to communicate with alumni. Websites such as Facebook and LinkedIn have become invaluable tools for fostering direct links between the undergraduate and alumni brothers to ensure constant contact with our alumni about the happenings at The Phi.

3. Please describe the events that the organization has either hosted or co-sponsored with your alumni and how these events impacted your organization.

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Alpha Delta Phi stands, and will continue to, thanks to our great alumni. Our alumni take an active role in planning and co-sponsoring numerous events throughout the year. Beginning with Homecoming weekend, new officer transition meetings, the annual holiday formal, the new member education process, the annual (now in its 93rd year) Victory Club charity gala, and reunion weekend -- all help to cement the bond between undergraduate and alumni brothers. Other houses may scoff at the large role our alumni play in our major house events and operations, but it is a source of pride for all Alpha Delta Phi brothers when we become alumni. We know that thanks to the close working relationship, we will always be welcomed back to the Phi regardless of whether we graduated last year, ten years, or fifty years ago, just as warmly as if we were coming back from running out to grab a quick cup of coffee as an undergrad however many years ago.

I cannot honestly say that the events have one or two distinct impacts, but I can say (and say it with great pride) that the involvement of our alumni shapes all our daily activities and forms the culture of the house. The close working relationship through work, co-managing the house corporation, and running numerous events throughout the year as partners (some involve the entire Ithaca community) has positively impacted every aspect of the Phi for both undergraduate and graduate brothers.

4. Please describe two best practices your organization has engaged in that have promoted life-long relationships and affinity among your members collegiate and/or alumni. At least one of these practices should be unrelated to a University event such as Reunion or Homecoming.

One practice is the co-production of Reunion and Homecoming where the alumni relations chair, and the alumni undergraduate relations chair work 'hand in hand' to ensure a smooth event. This cements the relationship between the chairs and all of those active in the planning and execution of the event. It is thanks to our alumni that they have fostered an open and honest dialogue. At reunion and homecoming, it is clear that it is not just an event for the alumni, but an event for all AD brothers to celebrate who we are and the future that binds us together.

The second "best practice" that the alumni and undergraduate brothers take is that of leadership development. It would be hard to imagine having such an involved alumni network and not an involved undergraduate brotherhood. All of the undergraduate brotherhood participates in team building activities when the alumni are in Ithaca. The elected leaders of the Alpha Delta Phi (both undergraduate and alumni) interact at board meetings, seminars, and international Alpha Delta Phi events. We don't just become "brothers" but become friends, confidants and mentors. It is the relationship beyond brotherhood that one carries out past their own graduation as an Alpha Delt, knowing that you are not only calling your brother, but your mentor or friend, regardless of whether you graduated with, or forty years after him.

Items from OFSA

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**REQUIREMENTS TURNED INTO OFSA**

ALUMNI ADVISORS A: HOWARD SCHAFFER  
hbs3@cornell.edu

ALUMNI ADVISORS B: ELLEN REUBEN  
ellen.reuben@stewarhowe.com