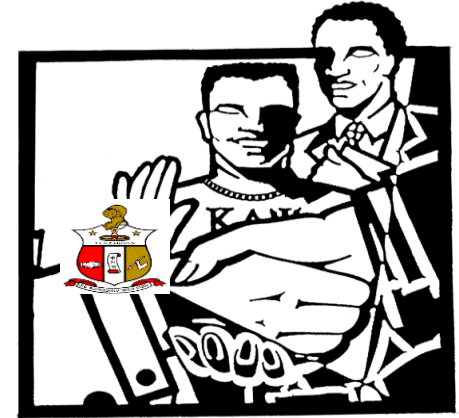




Kappa Alpha Psi Fraternity, Inc.

Chapter Advisor's Certification Training



Presented by Alvin L. Barrington
National Chairman, Chapter Advisors' Training Cluster

Timothy F. Albert, Southwestern Province Polemarch

William "Randy" Bates, Jr., Esquire, Grand Polemarch

September 13, 2013

Jackson, Mississippi

100 Years and Building...The Journey Continues





Kappa Alpha Psi Fraternity, Inc.

**Do you remember your
“UNDERGRADUATE DAYS”?**

100 Years and Building...The Journey Continues





Kappa Alpha Psi Fraternity, Inc.

**It's a Whole
New World!!!**

**Today's undergraduates will not
have the same experiences you had.**





Kappa Alpha Psi Fraternity, Inc.

Profile of College-Age Student

- **97% own a computer**
- **94% own a cell phone**
- **76% use Instant Messaging (IM)**
- **15% of IM users are logged on 24 hours a day/7days a week**
- **49% download music using peer-to-peer file sharing**
- **75% of students have a Facebook account**





Kappa Alpha Psi Fraternity, Inc.

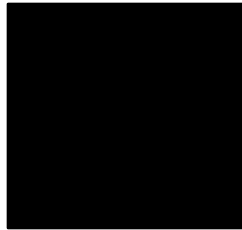
Common Characteristics

- **Close relationship with parents**
- **Ambitious achievers**
- **Service oriented**
- **High expectations**
- **Live online (digital literacy)**
- **Expect connectivity**
- **Expect immediacy**
- **Instant gratification**
- **Zero tolerance for delays**





Kappa Alpha Psi Fraternity, Inc.



100 Years and Building...The Journey Continues





Kappa Alpha Psi Fraternity, Inc.

- **When something is blemished, we tend to focus on that small blemish and overlook the broad background which it is placed.**
- **Let's keep the background of Kappa in mind...**
 - **Purpose and objectives**





Kappa Alpha Psi Fraternity, Inc.

We Must Focus on our Objectives!!

- ✓ **To Unite College men of culture, patriotism and honor in a bond of fraternity;**
- ✓ **To encourage honorable achievement in every field of human endeavor;**
- ✓ **To promote the spiritual, social, intellectual and moral welfare of its members;**
- ✓ **To assists the aims and purposes of colleges and university; and**
- ✓ **To inspire service in the public interest**

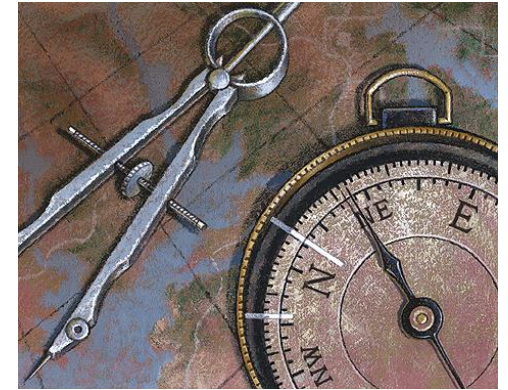




Kappa Alpha Psi Fraternity, Inc.

Foreword

Today, Kappa Alpha Psi Fraternity stands at the crossroads in its history. The failure of some members to abide by rules and regulations is causing the Fraternity deep concern. As a result, our very existence, as well as our future growth, is dependent upon qualified and experienced LEADERSHIP. To achieve continuing growth and development, the fraternity must rely heavily upon the Undergraduate Chapter Advisor.





Kappa Alpha Psi Fraternity, Inc.

Topics

- 1. Chapter Advisor Overview**
- 2. Chapter Advisor Tools**
- 3. Leadership**
- 4. Risk Management**
- 5. Success Factors**
- 6. Critical Focus**





Kappa Alpha Psi Fraternity, Inc.

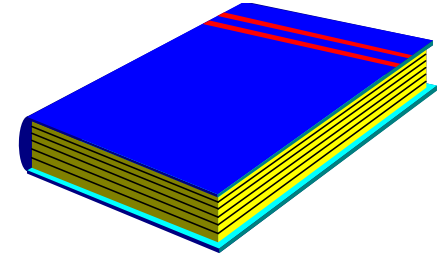
Undergraduate Chapter Advisor Overview





Kappa Alpha Psi Fraternity, Inc.

Webster's defines “Advisor”



as a person who recommends or gives information. “Advice” is defined as counsel to encourage or dissuade a suggestion.





Kappa Alpha Psi Fraternity, Inc.



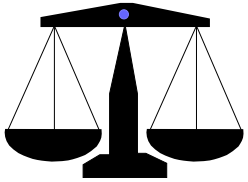
Advisor Duties As Required By Kappa Constitution and Statutes

- Attend and participate in at least one chapter meeting each month
- Examine the chapter's financial records
- Approve all checks and warrants
- Supervise chapter activities



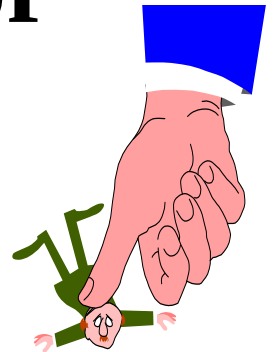


Kappa Alpha Psi Fraternity, Inc.



The Constitution and Statutes of the Fraternity states

**the "advisor shall not usurp the
responsibilities and authorities of
Undergraduate Chapters...."**





Kappa Alpha Psi Fraternity, Inc.



**Chapter Advisor
services are
indispensable
links to the
growth and
continued success
of Kappa Alpha
Psi Fraternity**





Kappa Alpha Psi Fraternity, Inc.

WHY DOES KAPPA NEED CHAPTER ADVISORS?



Experience with the undergraduate chapters of Kappa Alpha Psi shows that all of them need advice and counseling from time to time. Problems arise invariably which are beyond their abilities to solve.





Kappa Alpha Psi Fraternity, Inc.

UNDERGRADUATE CHAPTER ADVISOR



- Serves as the agent for the Province Polemarch
- Serves as Liaison between the chapter and the Province Polemarch
- Assists the chapter with the correct procedure for conducting fraternity business
- Assists in the interpretation of Grand Chapter, Province and local chapter programs





Kappa Alpha Psi Fraternity, Inc.

QUALIFICATIONS OF ADVISORS:



- Should have a genuine interest in undergraduates and in their interests
- Be in good standing with the fraternity
- Be active in an alumni chapter
- Should be qualified to carry on a factual conversation when the need arises





Kappa Alpha Psi Fraternity, Inc.

QUALIFICATIONS OF ADVISORS:

- Able to talk and correspond with parents and university officials
- Comprehensive knowledge of fraternity law, customs, traditions and regulations
- Have a working knowledge of elementary bookkeeping
- Must Be Available





Kappa Alpha Psi Fraternity, Inc.

The Advisor Must Also Be Able To:

- Inspire cooperation
- Aid in internal and external problems
- Stimulate the creativity of its members
- Encourage the development of brotherhood
- Be friendly and brotherly, but firm





Kappa Alpha Psi Fraternity, Inc.

Implied Duties of the Advisor



Undergraduate chapters are required to formulate and maintain minimum standards of academic achievement, propriety and decorum benefiting members. These standards shall not be less than those of the college at which the chapter is located. The chapter is also required to inform its members of these standards. The Chapter Advisor will make certain of the implementation of these requirements.





Kappa Alpha Psi Fraternity, Inc.

University Relations



Kappa Alpha Psi exists on the campuses of educational institutions at the pleasure of the administration of these institutions. The Advisor shall familiarize himself with all institutional regulations as they relate to the Fraternity. It shall be the Advisor's responsibility to see that there is harmony between regulations at the institution and undergraduate chapter.





Kappa Alpha Psi Fraternity, Inc.

Fraternity's Expectations of Chapter Advisors



- Exercise his leadership role with confidence and integrity
- Uphold the fraternity's constitution, statutes, rules and laws
- Sincerely foster brotherhood
- Role model objectives of KΑΨ





Kappa Alpha Psi Fraternity, Inc.

Advisors Should Provide:

- **Academic Counseling**
- **Career Counseling**
- **Financial Counseling**
- **Personal Counseling**





Kappa Alpha Psi Fraternity, Inc.

Undergraduate Chapter Advisors' Tools



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Kappa Alpha Psi Fraternity, Inc.

Chapter Advisor's Manual



- **Provide guidance to advisors**
- **Serve as a reference document**
- **Serve as a training resource tool**
- **Educate fraternity members**





Kappa Alpha Psi Fraternity, Inc.

More Chapter Advisors' Tools

- **Constitution & Statutes**
- **Chapter Bylaws**
- **Robert's Rules of Order**
- **College Organizations Handbook**
- **Internet / Chapter email list**
- **Membership Intake Manual**





Kappa Alpha Psi Fraternity, Inc.

More Tools Human Resources



- **International Headquarters' Staff**
- **Alumni Chapters & Members**
- **Grand & Province Officers**
- **National Committees/Commissions**
- **University Personnel**





Kappa Alpha Psi Fraternity, Inc.

What Can Alumni Brothers Offer Undergraduates?



- **Wisdom & Knowledge / Life Skills**
- **Fraternal and Cultural History**
- **Referral Services / Resources & Jobs**
- **Brotherly & Fatherly Companionship**
- **Model Leadership & Achievement**

100 Years and Building...The Journey Continues





Kappa Alpha Psi Fraternity, Inc.

Leadership

**Leadership is the cornerstone
of being an effective chapter
advisor**



**Leadership is the art of getting others to want to do
something that they are convinced should be done.**

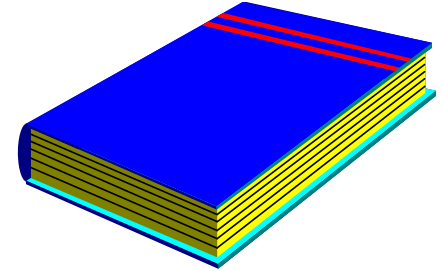
---Vance Packard





Kappa Alpha Psi Fraternity, Inc.

Webster's defines “Leadership”



- 1. The office or position of a leader.**
- 2. The Capacity to lead.**





Kappa Alpha Psi Fraternity, Inc.

Four Critical Characteristics of Admired Leaders:

1. Honest (98%)
2. Forward-looking
3. Inspiring
4. Competent

Leadership Challenge
Kouzes & Posner
Jossey-Bass





Kappa Alpha Psi Fraternity, Inc.

LEADERSHIP

- Provides vision – sets direction
- Exudes integrity
- Good communicator
- Shows trust
- Team builder
- Facilitates problem solving





Kappa Alpha Psi Fraternity, Inc.

LEADERSHIP

- **Visible and approachable**
- **Open-minded**
- **Fair**
- **Reliable & consistent**
- **Shows enthusiasm**
- **Good teacher/coach**





Kappa Alpha Psi Fraternity, Inc.

LEADERSHIP

- Shows energy
- Shows kindness
- Motivates & inspires
- Builds rapport
- Flexible
- Serves as a symbol





Kappa Alpha Psi Fraternity, Inc.

LEADERSHIP

- **These leadership characteristics must be demonstrated and modeled consistently**
- **Praise our undergraduates publicly & criticize privately**



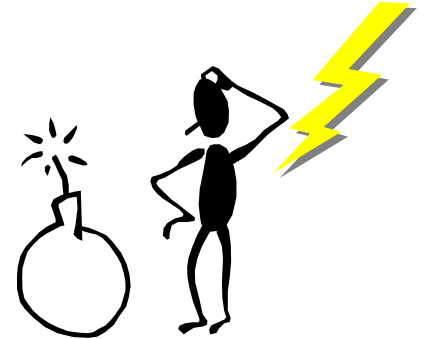


Kappa Alpha Psi Fraternity, Inc.

Risk Management

What is Risk?

Risk is a concept that business people use to express their concerns about the probable effects of an uncertain environment.



WHAT CAN GO WRONG WITH ADVERSE CONSEQUENCES?





Kappa Alpha Psi Fraternity, Inc.

Risk Management



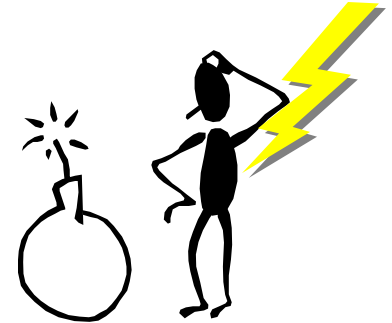
- Risk is the threat to the achievement of KAΨ's objectives and goals and to successful operations.
- Do we know what fraternity risks are (Risk Inventory)?
- Do we know which risks pose a serious threat to the achievement of objectives and goals and/or potential to damage the viability of the KAΨ?





Kappa Alpha Psi Fraternity, Inc.

Risk Management



- Do we have a process for identifying and assessing expected likelihood and exposure to determine impact of fraternity risks (Risk Assessment)?
- Do we have a process for prioritizing fraternity risks and a plan for eliminating or reducing fraternity risks?





Kappa Alpha Psi Fraternity, Inc.

Risk Management



- **KAΨ Liability Insurance Program**
- **Umbrella Personal Liability Insurance**
- **Adequate Security At Functions**
 - ▶ **Alcohol Abuse**
 - ▶ **Sexual Assault**
 - ▶ **Drug Abuse**
 - ▶ **Hazing**
 - ▶ **Personal Injury**
 - ▶ **Property Loss**





Kappa Alpha Psi Fraternity, Inc.

Results of Unmitigated Risks



- ▶ Lawsuits
- ▶ Arrests
- ▶ Indictments
- ▶ Convictions
- ▶ Incarcerations
- ▶ Loss of Freedom
- ▶ Loss of Rights
- ▶ Loss of Money
- ▶ Loss of Career
- ▶ Loss of Respect





Kappa Alpha Psi Fraternity, Inc.

How Can We Measure Chapter Advisor's Effectiveness?



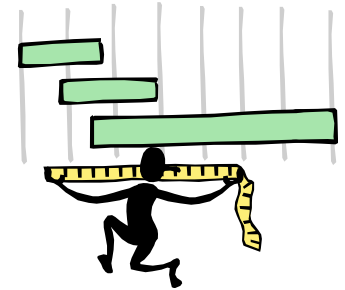
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Kappa Alpha Psi Fraternity, Inc.

The Success and Effectiveness of Undergraduate Chapters & Their Members Can Be Measured By Certain Success Factors



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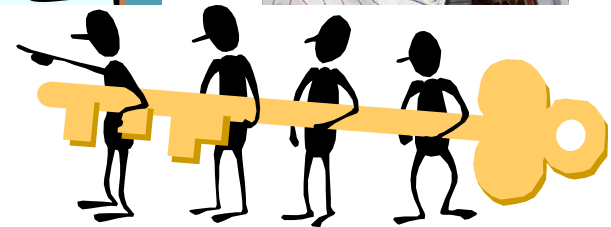
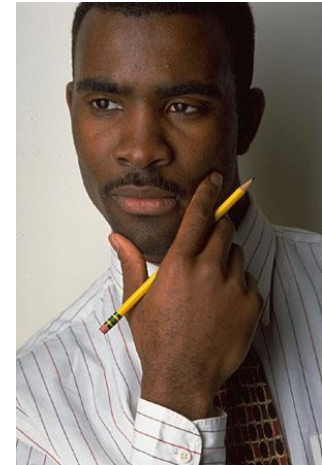
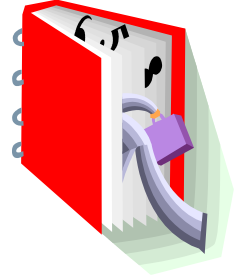
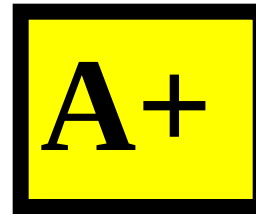




Kappa Alpha Psi Fraternity, Inc.

Success Factors

- **Excellence in Academics**
- **Good Role Models**
- **Fosters Brotherhood**





Kappa Alpha Psi Fraternity, Inc.

Success Factors

- Achievements in the Fraternity & Campus
- Seeks Advice & Knowledge from Reliable Sources
- Adheres to Rules and Regulations

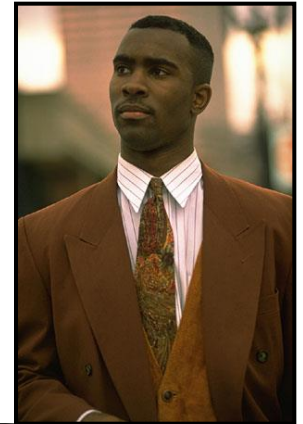




Kappa Alpha Psi Fraternity, Inc.

Success Factors

- **Accepts Accountability**
- **Leaders in Kappa, on Campus and in the Community**
- **Good Standing with the University**





Kappa Alpha Psi Fraternity, Inc.

Keys to Success for Chapter Advisors



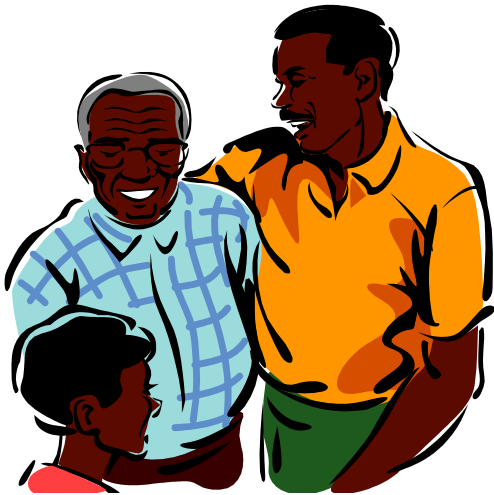
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Build Trust & Rapport



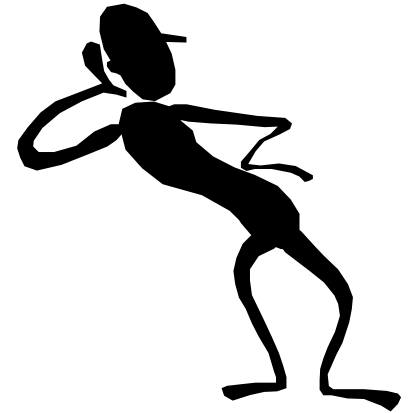
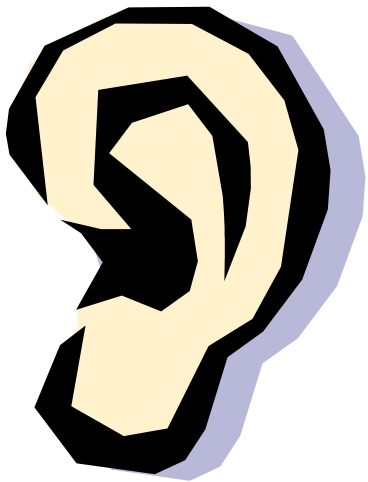
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Listen & Seek Understanding



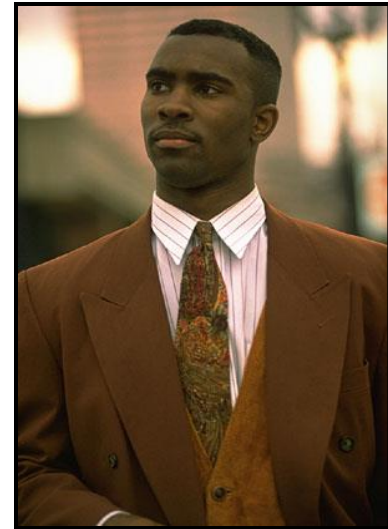
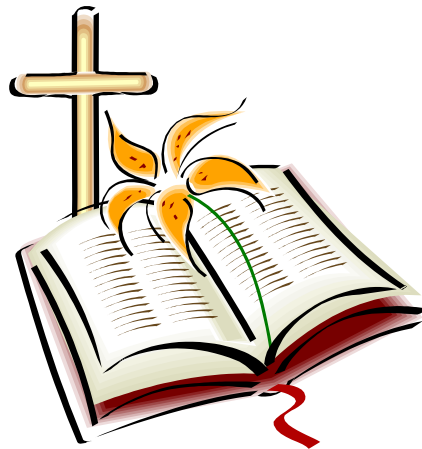
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Exhibit Leadership and Integrity



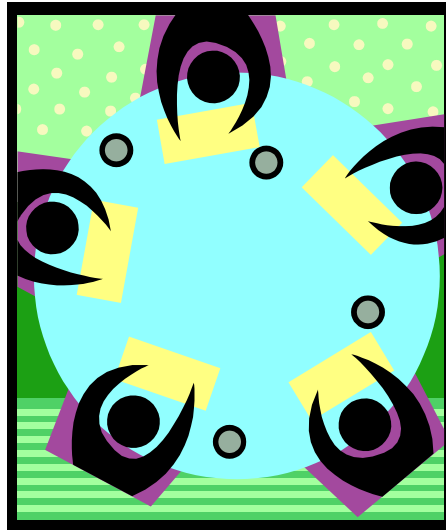
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Kappa Alpha Psi Fraternity, Inc.

Must Be Available



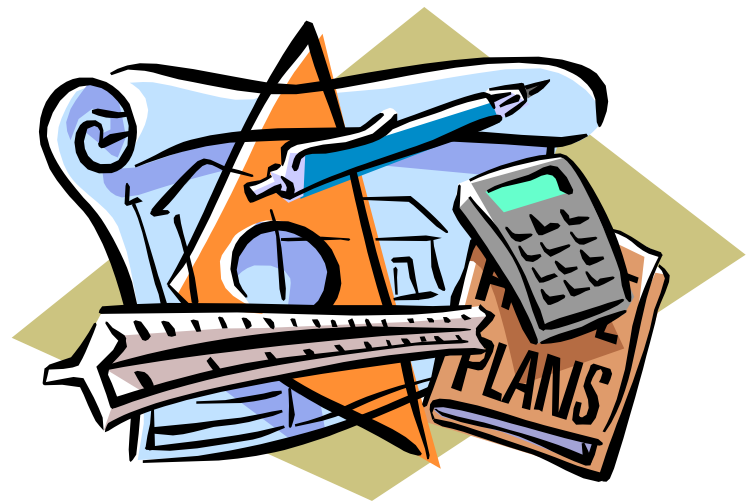
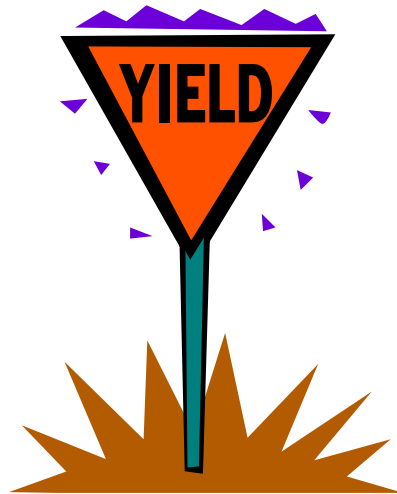
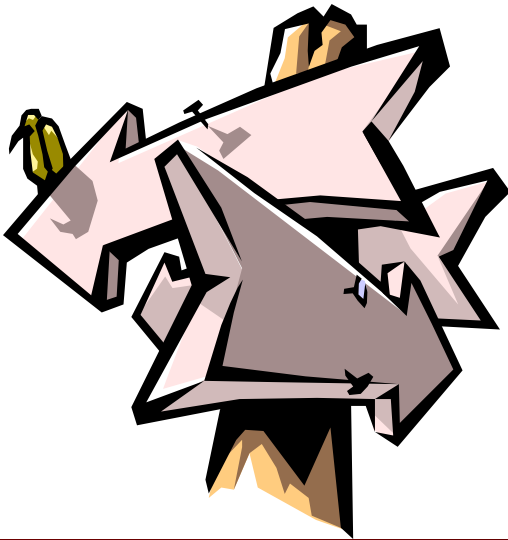
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Empower with Boundaries



100 Years and Building...The Journey Continues





Kappa Alpha Psi Fraternity, Inc.

Establish Accountability



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Kappa Alpha Psi Fraternity, Inc.

Be Resourceful

- Academic
- Careers
- Financial
- Personal



100 Years and Building...The Journey Continues





Kappa Alpha Psi Fraternity, Inc.

Fraternity Knowledge



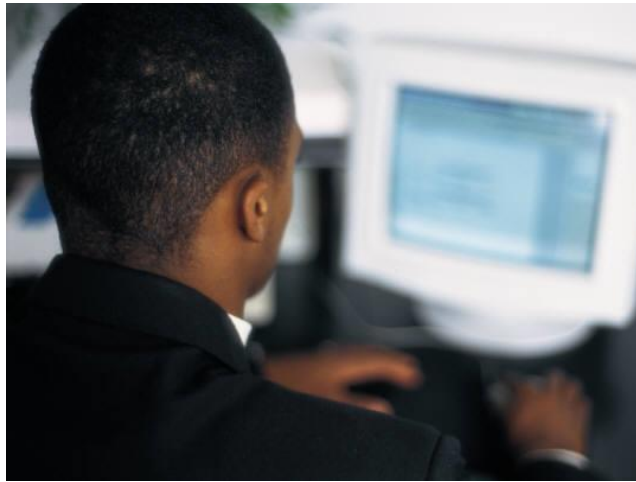
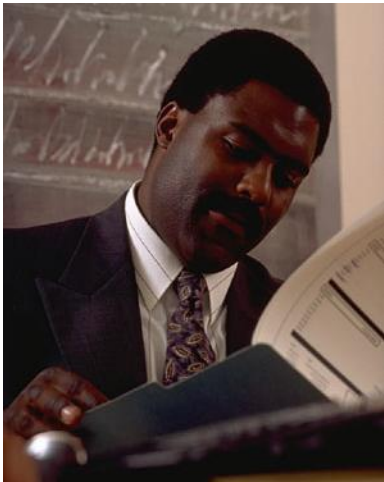
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Know Processes and Administration



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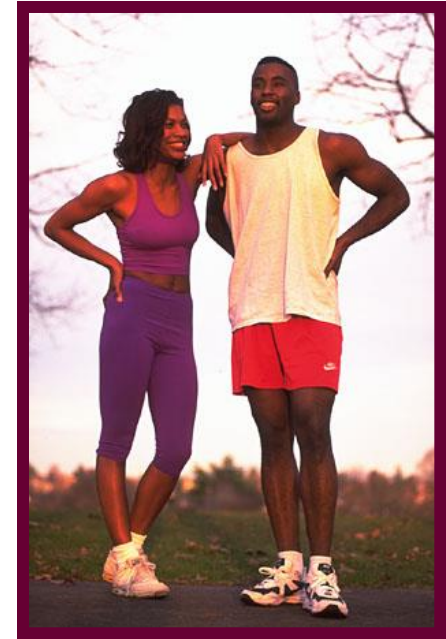


Kappa Alpha Psi Fraternity, Inc.

Shows Appreciation



THANK
YOU



100 Years and Building...The Journey Continues





Kappa Alpha Psi Fraternity, Inc.

Stay Involved



100 Years and Building...The Journey Continues





Kappa Alpha Psi Fraternity, Inc.

Critical Focus



- **Academic Excellence**
- **Career Awareness & Planning**
- **Life-Long Service to KΑΨ**

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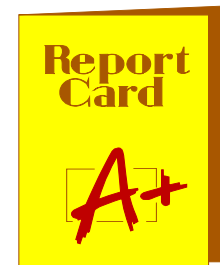
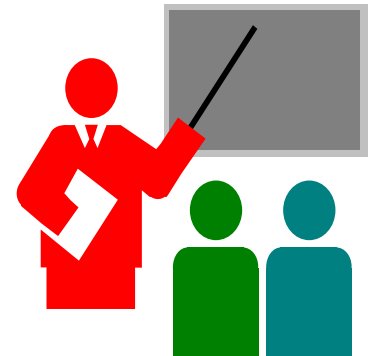
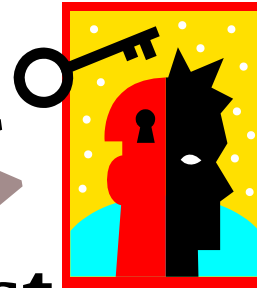
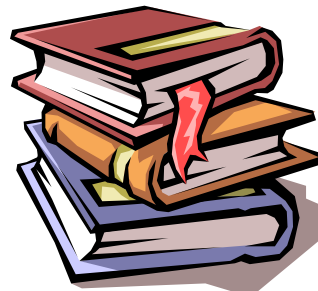




Kappa Alpha Psi Fraternity, Inc.

Academic Excellence

- Academic counseling
- Study skills
- Resources
- GPA & standardize test
- Discipline & commitment

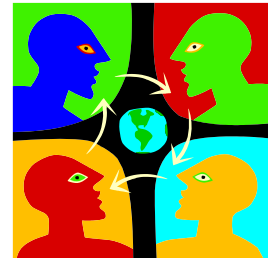




Kappa Alpha Psi Fraternity, Inc.

Career Awareness & Planning

- Research interest
- Career counseling
- Network (alumni & professionals)
- Internships & volunteer work
- Placement centers / job fairs

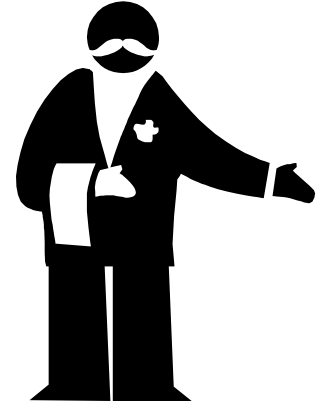




Kappa Alpha Psi Fraternity, Inc.



Life-Long Service



- **Your legacy in Kappa**
- **Knowledge & skills transfer**
- **Resources (time, funds, materials)**
- **Attitude (long-term & committed)**
- **Focus on time-tested objectives**

100 Years and Building...The Journey Continues





Kappa Alpha Psi Fraternity, Inc.



“The greater danger for most of us is not that our aim is too high

and we miss it, but that it is too low and we reach it.”

MICHELANGELO





Kappa Alpha Psi Fraternity, Inc.

Thank You & The End



Any Questions?



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