PHI ETA SIGMA NATIONAL HONOR SOCIETY



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WHO WE ARE:



PHI ETA SIGMA IS THE NATION'S OLDEST AND LARGEST HONOR SOCIETY RECOGNIZING THE ACADEMIC SUCCESS OF FIRST YEAR COLLEGE STUDENTS. WITH A HUNDRED YEAR HISTORY AND MORE THAN I.3 MILLION MEMBERS, PHI ETA SIGMA SEEKS TO CELEBRATE OUR STUDENTS SUCCESS; BUILD THEIR COMMUNITY THROUGH MEANINGFUL CONNECTIONS, AND ADD TO THEIR COLLEGIATE EXPERIENCE THROUGH PROGRAMMING.

OPPORTUNITIES FOR INVOLVEMENT*

STUDENT MEMBER:

You can become a student member of Phi Eta Sigma by earning a 3.5 GPA in your first semester or academic year while attending a college or university with an active Phi Eta Sigma Chapter. Students must accept their invitation by paying national and local fees and been initiated in order to become a recognized member of Phi Eta Sigma.

ALUMNI MEMBER:

Alumni members of Phi Eta Sigma are defined as anyone recognized student member who has graduated and earned a bachelors degree from an accredited college or university, or an honorary member after they have been formally initiated.

CHAPTER ADVISOR:

Chapter Advisors are members of the faculty/staff of the chapter's institution and/or alumni members who serve as mentors to the local chapter, assist with chapter operations, and serve as a liaison between the local chapter and the National Board of Directors and staff.

CHAPTER OFFICER:

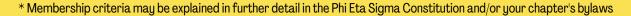
Chapter Officers are student members who have been elected or appointed to lead and serve the local chapter in their operations, programming, and events

REGIONAL OFFICER:

Regional Officers are student members and advisors who have been elected or appointed to lead their respective Phi Eta Sigma Region and to serve as liaison between the chapters within their regions and the National Board of Directors and staff.

NATIONAL OFFICER:

National Officers are members of the National Board of Directors who have been elected to serve through the selections process outlined by the Phi Eta Sigma Constitution.





WHAT WE VALUE:

WE BELIEVE IN CELEBRATING THE SUCCESS OF OUR STUDENTS:

INDUCTION

Inducting new members of Phi Eta Sigma is the first and largest way we celebrate the succuess of our students. Our induction or initiation ceremonies are designed to recognize our new students, honor our history, and re-enforce our mission and values. These ceremonies take place with the local chapters or as part of our national virtual inductions.

AWARDS AND RECOGNITION PROGRAMS

In addition to the recognition recieved by being inducted into Phi Eta Sigma, members may recieve additional recognition through our Member of Distinction program (pg. XX and XX). This is an opportunity for students who go above and beyond with their commitment to Phi Eta Sigma's values of holistic development as demonstrated by their engagment with our national and local programs and resources.

SCHOLARSHIPS

Within Phi Eta Sigma, we celebrate the involvement and success of our students through our National Founders Fund and local scholarships. Each year, we award \$300,000 in scholarships at the national level to our Founders Fund Scholars program. These include scholarships for undergraduate and graduate education with awards ranging from \$1,000 to \$10,000. Additionally we award national scholarships for Phi Eta Sigma students to attend national conventions.

Many of our local chapters also award scholarships to students within their chapter.

More details regarding our national scholarship programs, can be found on page XX. For information regarding local scholarships, please reach out to your chapter advisors.

WE BELIEVE IN BUILDING COMMUNITY THROUGH MEANINGFUL CONNECTIONS:

LOCAL

The largest opportunity to build the Phi Eta Sigma community is found at the local level. Local socials, educational programs, and service projects give students the opportunity to learn and grow as individuals but also the chance to build meaningful friendships and connections with their fellow chapter members.

We encourage all of our local chapters to host regular events so that your members can take advantage of all the Society has to offer through our community of scholars.

REGIONAL

Beyond your chapter's campus, we also encourage Phi Eta Sigma students to grow their community at the regional level. Phi Eta Sigma has six regions determined on the basis of geography, and each region hosts an annual regional workshop for students to connect with students from across their region, participate in educational programming, and share best practices.

NATIONAL

At the national level, Phi Eta Sigma student can attend our Annual Conventions each fall.

Conventions are our signature event each year, and allow for chapter leaders across the nation to connect and learn from one another.

You can also connect with Phi Eta Sigma through our social media platforms - Learn more about them on page **

WE BELIEVE IN PROVIDING OPPORTUNITIES TO HELP STUDENTS DEVELOP HOLISTICALLY

MIND

In Phi Eta Sigma, we honor what students have already achieved with their minds and grant them opportunities to continue developing their minds. We prioritize personal and professional development in our programming and by offering leadership opportunities to help our members grow.

HEALTH

A well cared for body has been a part of Phi Eta Sigma's vision of health since its inception. We now help our members pursue that goal through the virtual race portion of the annual 5K for \$10K and the physical health portion of the Member of Distinction program (pg. XX and XX).

CHARACTER

Phi Eta Sigma chapters have been performing philanthropic activities for decades, but it was not until the honor society adopted literacy as its philanthropic mission that its efforts in that area were boosted on national, regional, and local levels.

Phi Eta Sigma now has a partnership with Dolly Parton's Imagination Library as the beneficiary of our annual 5K for \$10K, in which members and chapters across the nation raise money for the cause. Chapters have been doing local philanthropic projects in their communities for decades and pooling together resources at convention, and now with the help of regional directors, chapters in any of our six regions can come together to continue their philanthropic work with each other.



WHY JOIN?

01.

Prospective members at your college/university are likely being invited to join multiple honoraries and may be trying to decide which one they want to join to make the most of their time and investment. Being able to communicate all of the benefits of Phi Eta Sigma is paramount in your recruiting efforts and ultimately to the strength of your chapter.

The national office provides materials and tips to help you in your recruiting process and preempt as many student question as possible, but there is no replacement for in-person, face-to-face connections and recruiting.



NATIONAL HELP

02.

LOCAL PRESENCE

03.

The Why Phi? sessions are a great tool to help your chapters recruit prospective members. Whether you encourage your invitees to attend one of our live webinars or send them a recording of it during your recruitment period, they are a great way for prospective members to get some of their questions answered, and if they attend the webinars live, they can ask questions of the national office staff if they have any that aren't answered during the webinar. You can find the dates and times for those webinars on the programming calendar (pg. XX) or ask the national office for a recording to distribute at hq@phietasigma.org.

Getting an email invitation from an organization you have never heard of can be a disorienting experience that inspires skepticism. Putting faces to the organization is a great way to convert potential members into active participants and potentially scholarship winners.

The Why Phi? sessions can easily be converted into a local information session that can be held on your campus by your officers that places more emphasis on what your chapter does at the local level. You can also increase the visibility and popularity of your Phi Eta Sigma chapter by having a strong presence on campus, be it in volunteer activities around campus, student org days, and personal outreach to invited students.



OPTIONS FOR ON-CAMPUS RECRUITMENT OF INVITEES

INFORMATION SESSIONS

The national office is happy to provide our Why Phi? session to you as a template for your own local information session, where you get a room on campus and invite your prospective members to see why they should join Phi Eta Sigma and, more importantly, meet members and chapter officers.

PERSONALIZED OUTREACH

It is possible for your advisor to produce a list of invited students for your officers and membership to review. If you know any of the people on the list personally, you can reach out to them and encourage them to join, answer any questions they have, etc.

CREATE AN OFFICER POSITION FOR IT

It's likely you have some members in your chapter that are looking for something to build their resume, and creating officer positions for Recruitment is a great way to get more people involved in the chapter as officers and allow them to work to get more members at-large engaged with the chapter.

A chapter officer of Recruitment could make it their job to optimize recruiting practices — to hold the information sessions, to do the outreach with students, to get current members engaged in the recruiting process, and to work with the national office to ensure their chapter is doing everything they can with recruiting.

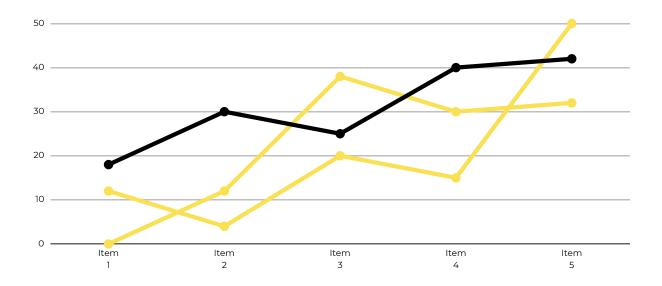
RECRUITING CAN BE DONE WELL BEFORE INVITATIONS ARE SENT

Brand awareness is key — many people are going to default to the option they already know over the unknown. The same principle applies to recruitment: a student who already knows about Phi Eta Sigma before the invitations are sent is more likely to accept the invitation than the student who is learning about the honor society in the weeks of the invitation period.

There are things your chapter can do to make Phi Eta Sigma an intended destination for your freshman students as opposed to something they have to figure out on the fly after their invitation comes in.

Volunteering at freshman dormitory move-in, wearing your Phi Eta Sigma gear and discussing it when possible, could raise awareness with the key population. The same is true for generally being around freshmen events and programming oncampus — a lot of schools have offices specifically for this purpose, and your chapter could form a partnership with this office to help them with their events and gain access to students who could be invited to your chapter soon.





ANY OTHER IDEAS, MLC?

???

what WE DO

WE'RE MORE THAN AN **O1.**HONORARY

By inducting students in the first half of their collegiate careers, we grant students the opportunity to be an active part of our community for years to come. Through this activity, students can better the communities around them and nationwide through philanthropic projects, strengthen their resume through leadership experience and professional development, and better themselves through personal development.



NATIONAL PROGRAMMING

The national office provides all forms of opportunities for students to both engage with Phi Eta Sigma (possibly working their way to a scholarship) and better themselves as people and job candidates regardless of role within their

02.

chapter.

The full programming calendar (pg. XX) has the dates and times for this year, and Phi Eta Sigma is always working to add more opportunities for students.

REGIONAL & LOCAL PROGRAMMING

03.

By establishing a regional leadership structure last spring, we put students in a position to create the regional ties and level of connectivity that is craved by students, according to feedback delegates at the 2022 National Convention. Regional leaders are always conducting outreach with chapters to facilitate those relationships and create more opportunities.

At the local level, chapters can provide students with face-to-face interaction with their fellow members, creating a community that keeps current members coming back and entices potential members to join.



WE WANT TO HELP STUDENTS BE THE BEST VERION OF THEMSELVES

PERSONAL DEVELOPMENT

There are several opportunities in the Member of Distinction program (pg. XX) that help students better their skills for the rest of their time in college and for their lives and careers after graduation. Completing the Member of Distinction program is great on a number of levels: students get the benefits provided by the content, they are more likely to win a Phi Eta Sigma scholarship if they become a Member of Distinction, and chapters that produce several Members of Distinction get themselves closer to Chapter of Distinction status.

LEADERSHIP OPPORTUNITIES

By getting leadership practice in college, students are both adding valuable lines to their resumé and gaining valuable life and leadership experience, providing great insight for graduate school applications, job interviews and the first few years in the workforce.

Since every chapter has some form of executive board or chapter officer structure, and each of Phi Eta Sigma's six regions has a leadership team to push their leadership skills beyond the scope of their campus. There are also the three student positions on the National Board of Directors that are dedicated to students.

WHAT CAN WE DO AT THE LOCAL CHAPTER LEVEL?

PHILANTHROPY

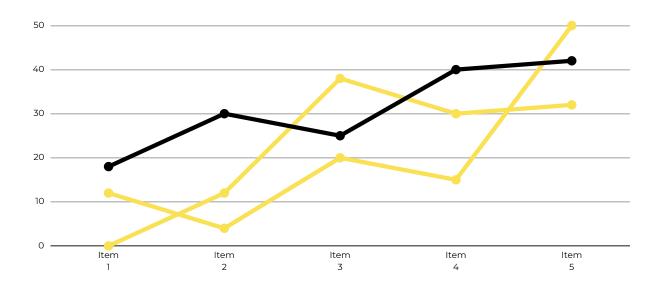
Our national philanthropic events provide a great opportunity for chapters to come together and work toward a shared cause, be that encouraging each other to sign up for our 5K for \$10K and raise money alongside each other, or even coming together as a group to walk or run the 5K. The same is true in the philanthropy contest at our national conventions.

Your chapter, however, can have a positive impact through the work you do in your local community, such as partnering with after-school programs or regular visit to elementary schools, raising money for good causes in your community, and other volunteerism. Regional connections may entice your chapter into even more philanthropic work.

SOCIAL EVENTS

We like to say our national conventions are like mullets — business in the front, party in the back. Your chapter can do the same! Our chapters around the nation go to go-karting facilities together, attend sporting events together, and hold formal dances with each other. Your chapter can do the same and more!

what WE DO:



ANYTHING ELSE YOU WANT ON PROGRAMMING? MAYBE A PAGE SPECIFICALLY FOR CONVENTION?

Aside from keeping people informed, beautifully designed booklets can also be brought home as a keepsake. These visually appealing platforms are easy to distribute as well, and can be handed out during expos and other events, making your brand truly memorable.

Just like most print publications, the key to creating an effective booklet lies in curation. Consistency in branding is important for businesses, but good design also applies to personal or event booklets. Make sure you have clear, accurate information on each page.

Need more ideas? Create an outline of the important sections you want to include in your booklet.

Businesses often include their vision and mission, in addition to their yearly goals and metrics. For an event booklet, include the day's schedule or a list of speakers. Shops also hand out catalogs, listing their products and the prices. What's important is that you know the purpose of your booklet, and from there, you'll have millions of ideas ready!

how WE DO IT:

BUILD A PLAN

01.

There is a lot to be earned for a chapter in earning Chapter of Distinction honors (pg. XX), but earning those rewards requires planning and scheduling ahead of time. The programming calendar (pg. XX) gives you a look at the national programming to make sure your membership is aware of, and other planning ideas and measures are included through the rest of this chapter.



WE SET GOALS

02.

Doing things with a purpose is always better than doing them because they are assigned or because they have always been done in the past. Any Phi Eta Sigma project can be viewed through the same lens, especially for the members you are trying to enlist in the cause — are they being recruited to an event or a project because the project has to get done, or are they being recruited to it because it has a compelling purpose and is an event or project that excites your members?

This is also true for your goals as a group of chapter officers. Set goals for your time in office and make detailed plans to execute them.

WE LEAN ON OUR COMMUNITY

03.

If your chapter has a robust officer structure with several genuinely involved and interested people, the combination of your collective efforts to both set ambitious goals for your chapter and realize those goals. If your chapter doesn't have that strong officer structure, offering leadership positions to your members is a good way to find the ones who will be good additions to your structure.

Of course, officers are not alone in this pursuit There are plenty of members in your chapter that are motivated to pursue the causes we as a national organization and you as a local chapter are taking on.

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MLC, I THINK THE NEXT PAGE HAS MOST OF WHAT WE NEED HERE

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Each of our six regions has a Student Regional Director of Chapter Connectivity, whose purpose is to create ways for chapters to work with each other and take advantage of their geographic proximity, creating ways to extend the close connections at the chapter level and expand them to similar relationships with other chapters.

. . .

Our national conventions are a great way to create community with fellow members from chapters across the nation. Convention attendees are randomly matched with members from other chapters as part of their teams for the weekend, but also mingle with students from different schools throughout the programming.

However, one doesn't have to fly to a convention to be a part of Phi Eta Sigma's national community. Through the Fridays with Phi student newsletter, which is sent monthly, students can be kept up to date on the latest programming and other initiatives in Phi Eta Sigma to help them join their fellow members and get the most out of their experience.

WE CAN USE THIS PAGE FOR ANY OTHER HIGHLIGHTS YOU MIGHT WANT

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The next page has a breakdown of important questions for holding an induction ceremony so your chapter's newest members can start their Phi Eta Sigma journey on the best possible note.

PLANNING CHECKLIST

IN SETTING YOUR PLANS FOR THE YEAR AND MAKING YOUR GOALS FOR THE CHAPTER, THERE IS A LOT TO REMEMBER. WE'RE HELPING YOU IN THAT PROCESS WITH THE FOLLOWING CHECKLIST.

INDUCTION CEREMONY

Be sure to use our induction ceremony checklist (pg. XX) to plan your induction ceremony and make the most of the first opportunity with your newest members.

RECRUITING

There is strength in numbers — more members means more participants in chapter activities, more officer candidates and officer roles, more output in philanthropic projects, better chances at Chapter of Distinction awards and scholarship winners, and so much more. Be sure to visit the recruiting section of this handbook (pgs. XX-XX) to plan your recruitment.

CONVENTION ATTENDANCE

Attending Phi Eta Sigma's national convention is the most fun a member can have in the national programming, but it's also a valuable way to create better equipped officers, scholarship winners, and more engaged members at your home chapter. Be sure to use the convention website, pesconvention.com, to be up to date on registration information and timelines.

PHILANTHROPY

Planning philanthropic activity for an academic year starts with coordinating widespread participation in the 5K for \$10K, Phi Eta Sigma's annual fundraiser for Dolly Parton's Imagination Library. It's a great way for students to earn valuable Member of Distinction points while coming together for a shared cause and creating more of a community within the local chapter.

From there, chapters are free to hold their own philanthropic events, benefitting literacy or other causes that are meaningful to your chapter or your campus community.

PROGRAMMING

The convention, regular meetings, recruiting efforts, and philanthropic projects will surely give your members enough to do...but it doesn't have to be all work, no play. Organizing social events for chapter members can create the connections they want and help the chapter tremendously.

OFFICER TRANSITION

You won't be a college student forever, and you will eventually have to hand over leadership of the chapter to someone else. Having a plan in place for that process, and ensuring your successors have all of the documentation and information they need, and ensure your work with the chapter is not lost in one short year.

REGIONAL CONNECTIONS

Your region has a Student Regional Chair and six Regional Student Directors eager to help create opportunities for the chapters in your region to engage with one another, combine efforts in shared philanthropic projects, and more. Knowing who your Student Regional Directors are and maintaining contact with them can help you and your chapter officers offer even more programming to your members.

BUILDING COMMUNITY

COMMUNITY

01.

By joining Phi Eta Sigma, you join a community of like-minded scholars, leaders, innovators, creators, and collaborators. Through Phi Eta Sigma and the initiatives outlined through these pages, you and your chapter's members can create those connections that will last for years to come.



I'M THINKING NO MORE **2.** TEXT ON THIS PAGE

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Aside from keeping people informed, beautifully designed booklets can also be brought home as a keepsake. These visually appealing platforms are easy to distribute as well, and can be handed out during expos and other events, making your brand truly memorable.

COMMUNITY INVOLVEMENT

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HOW WE CONNECT:

WE CAREFULLY AND INTENTIONALLY BUILD A COMMUNITY FOR YOU

LOCAL

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REGIONAL

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NATIONAL

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YOUR CONNECTION TO PHI ETA SIGMA STARTS THE DAY YOU ARE INDUCTED

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The next page has a breakdown of important questions for holding an induction ceremony so your chapter's newest members can start their Phi Eta Sigma journey on the best possible note.

INDUCTION CEREMONY GUIDE

THE INDUCTION CEREMONY IS MORE THAN A DAY TO AWARD NEW MEMBERS WITH CERTIFICATES AND INDUCTION JEWELRY — IT IS THE PERFECT OPPORTUNITY TO FOSTER A GENUINE CONNECTION WITH PHI ETA SIGMA AND THEIR FELLOW MEMBERS, AND START THEM ON THE PATH TO MEANINGFUL ENGAGEMENT, PERSONAL AND PROFESSIONAL DEVELOPMENT, LEADERSHIP EXPERIENCE, AND POSSIBLY SCHOLARSHIP MONEY.

WHY?

As Simon Sinek would, start with your why. Ask yourself: why are you holding an induction ceremony? To celebrate your incoming students? To welcome them to Phi Eta Sigma and start their experience with the organization with a memorable moment that leaves them wanting more? All of the above? Use your answers to that question of why as a guide as you answer the other questions.

WHO?

Naturally, you will invite your incoming members to the induction ceremony, but who else will receive an invitation? Will you invite parents of inductees or other guests, and if so, how many will each inductee be allowed to bring? Would you like to invite esteemed faculty or university administration as either a guest or keynote speaker? Who else do you want in attendance?

WHAT?

Phi Eta Sigma's national office provides an induction ceremony booklet chapters can use as a guide for their ceremonies, but your induction ceremony can be more than just the contents of the booklet. Can you play the mini Future with Phi video provided by the national office to help your new members know how they can get involved? Will you have a guest speaker? Will you give items away to new inductees?

WHEN?

Picking an induction date is important on many levels. You have to consider other prominent events on campus and enture as few students as possible will have conflicts. You also have to pick a day and time that is available for all of your officers and advisor(s), plus a date that is far enough in advance for your chapter to hold all of its recruiting practices and generate as many acceptances as possible.

WHERE?

Is there a room or facility on-campus that can accommodate the number of people you are expecting and the kind of event you want to hold? If you invite parents or other guests, how would you manage their parking and other logistics to help them get to the ceremony? If an on-campus ceremony is challenging, are there off-campus venues that are easier? Could that cause troubles for students who don't own cars and could have trouble getting off-campus?

HOW?

How much will your ideal induction ceremony cost? Does your chapter have enough money from chapter dues or fundraisers to cover that cost, or are there other ways to fund the ceremony or cut the costs? Do you plan on offering refreshments for your attendees?

PHILANTHROPY

LITERACY

01.

Adopting literacy as our national philanthropic mission allowed Phi Eta Sigma to organize the philanthropic projects happening at our chapters around the country and incentivize the organization to do more. Now, we do just that at the local, regional, and national levels, with initiatives and contributions that are growing by the year.



NATIONAL MISSION

02.

OTHER PROJECTS

03.

Each fall, we hold our 5K for \$10K raising money for Dolly Parton's Imagination Library. At runsignupcom/phietasigma, members, advisors, and all supporters can sign up for the virtual race and receive a personal fundraiser link, which can be used to collect donations

Phi Eta Sigma's national philanthropic mission of literacy does not prevent its chapters from pursuing philanthropy in other areas, especially in areas that might be particularly meaningful or impactful for your on-campus commun

HOW WE GIVENCK:

WE BELIEVE IN CELEBRATING THE SUCCESS OF OUR STUDENTS:

INDUCTION

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SCHOLARSHIPS

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AWARDS AND RECOGNITIONS PROGRAMS

Just like most print publications, the key to creating an effective booklet lies in curation. Consistency in branding is important for businesses, but good design also applies to personal or event booklets. Make sure you have clear, accurate information on each page. Choose compelling photos, fonts, and images. Pick colors that suit your style. You need to communicate well with your audience, so always keep them in mind as you design.

Whether you're creating a compilation of your recipes or showcasing your latest promotions, just create a good balance of content and you're on your way to a clear, effective booklet.

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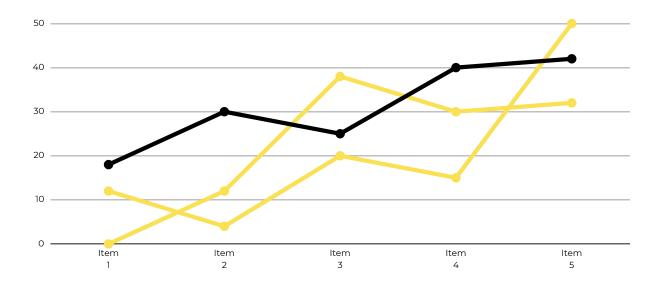
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NATIONAL

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SERVICE

BASED OFF THE DATA, THE NEXT FEW YEARS PROMISE AMAZING OPPORTUNITIES.



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SCHOLARSH

JOB DUTIES

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HOW WE CELEBRATE:

WE BELIEVE IN CELEBRATING THE SUCCESS OF OUR STUDENTS:

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WE BELIEVE IN BUILDING COMMUNITY THROUGH MEANINGFUL CONNECTIONS:

LOCAL

Just like most print publications, the key to creating an effective booklet lies in curation. Consistency in branding is important for businesses, but good design also applies to personal or event booklets. Make sure you have clear, accurate information on each page. Choose compelling photos, fonts, and images. Pick colors that suit your style. You need to communicate well with your audience, so always keep them in mind as you design.

Whether you're creating a compilation of your recipes or showcasing your latest promotions, just create a good balance of content and you're on your way to a clear, effective booklet.

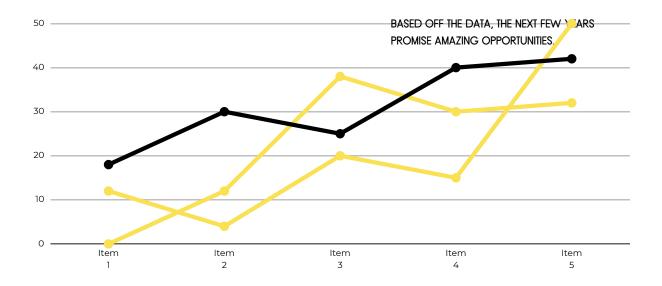
REGIONAL

Booklets are printed materials with four or more pages, containing details about a business, event, product, promotion, etc. They are also known as catalogs or pamphlets, and are usually created to communicate a message to a wide variety of audiences.

NATIONAL

Aside from keeping people informed, beautifully designed booklets can also be brought home as a keepsake. These visually appealing platforms are easy to distribute as well, and can be handed out during expos and other events, making your brand truly memorable.

AWARDS AND RECOGNITION PROGRAMS



BOOKLETS ARE PRINTED MATERIALS WITH FOUR OR MORE PAGES, CONTAINING DETAILS ABOUT A BUSINESS, EVENT, PRODUCT, PROMOTION, ETC. THEY ARE ALSO KNOWN AS CATALOGS OR PAMPHLETS, AND ARE USUALLY CREATED TO COMMUNICATE A MESSAGE TO A WIDE VARIETY OF AUDIENCES.

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Need more ideas? Create an outline of the important sections you want to include in your booklet.

Businesses often include their vision and mission, in addition to their yearly goals and metrics. For an event booklet, include the day's schedule or a list of speakers. Shops also hand out catalogs, listing their products and the prices. What's important is that you know the purpose of your booklet, and from there, you'll have millions of ideas ready!

SUCCESSION PLANNING

JOB DUTIES

01.

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BENEFITS

02.

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COMMUNITY INVOLVEMENT

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HOW WE BUILD FOR THE FUTURE:

WE BELIEVE IN CELEBRATING THE SUCCESS OF OUR STUDENTS:

INDUCTION Booklets are printed materials with four or more pages, containing details about a business, event, product, promotion, etc. They are also known as catalogs or pamphlets, and are usually created to communicate a message to a wide variety of audiences.

SCHOLARSHIPS

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AWARDS AND RECOGNITIONS PROGRAMS

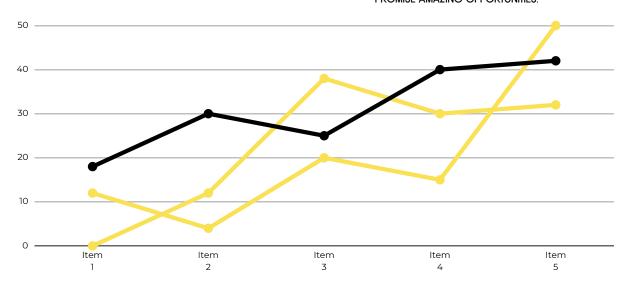
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WE BELIEVE IN BUILDING COMMUNITY THROUGH MEANINGFUL CONNECTIONS:

OFFICER TRANSITION

BASED OFF THE DATA, THE NEXT FEW YEARS PROMISE AMAZING OPPORTUNITIES.



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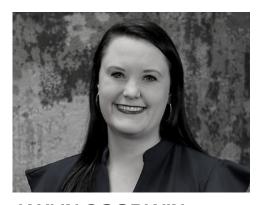
Meet the Team at the National Office

MEET THE



MARY LEE CALDWELL, PH.D. **Executive Director**

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JAYLIN GOODWIN **Assistant Director of Chapter Services**

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Assistant Director of Member Experience

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JO HEBSON Financial Services Manager

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IBBY DICKSON Brand Manager

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