

Phi Beta Epsilon Fraternity

New Member Education Handbook



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Table of Contents

- I. Mission Statement and Fraternal Life

- II. Overview
 - a. New Member Education Introduction
 - b. Meetings
 - c. Assessments and Reviewing New Members
 - d. Extra Content
 - e. Personal Growth for New Members Overview
 - f. MIT and House Information Overview
 - g. Curriculum Timeline
 - h. Academic and Mental Health Resources

- III. Detailed Meetings Outline
 - a. Meeting 1: Introduction to Phi Beta Epsilon's NME Program
 - b. Meeting 2: MIT and House Structure
 - c. Meeting 3: PBE Officers and Risk Management
 - d. Meeting 4: Big-Little System, and Academic Life at MIT
 - e. Meeting 5: The True Gentleman
 - f. Meeting 6: World Skills
 - g. Meeting 7: Respect & Tolerance
 - h. Meeting 8: Traditions
 - i. Meeting 9: Brotherhood

- IV. Phi Beta Epsilon New Member Education First Retreat

- V. Initiation

- VI. Appendix
 - a. A Message to Garcia
 - b. The True Fraternity Spirit
 - c. Tyrell Cheney c/o 1903 Speech
 - d. New Member Education Personal Goals

I. Mission Statement of Phi Beta Epsilon Fraternity and New Member Education Program

Mission Statement of Phi Beta Epsilon

All organized activities of Phi Beta Epsilon, including New Member Education, are conceived in support of our members' **character, community, and service**.

PBE's New Member Education program aims to build the character of its members by complementing MIT's technical education with the teachings of the True Gentleman.

Phi Beta Epsilon develops a **community** among its members for the dual purposes of providing emotional support during the undergraduate experience and the development of members' interpersonal and professional skills.

Phi Beta Epsilon cultivates a spirit of **service** as the natural expression of the character and competence undergraduates gain from their experience at MIT.

Operational Elements of Fraternal Life Addressed in NME

We believe that the list below captures the most important operational elements of fraternal life at PBE. Accordingly, New Member Education is designed to give every New Member participatory experience in each of these elements as they are pursued in the everyday life of the house.

Reflection, introspection, and development of personal values in dialog with others

Clarifying and pursuing personal and group goals

Developing friendships and intimacy

Making and keeping commitments to others in a group setting

Supporting one another, particularly in times of challenge and stress

Networking and engagement with the broader world

Assuming responsibility for the practical elements of one's own living situation

Presence of mind, and awareness of one's surroundings at all times

Awareness of the history and traditions of PBE and MIT

Recognizing, avoiding, and responding to negative behaviors

Experiencing joy, playfulness, and relief from stress

II. OVERVIEW

NEW MEMBER EDUCATION INTRODUCTION

This New Member education program is designed to familiarize the "New Member" or "Tiro" to Phi Beta Epsilon, teach our ideals through an experience-based education program, and mold the New Member into a better version of himself. This program is intended to utilize regular, cumulative quizzes on the Fraternity, University, and self-development information.

The Central Objectives of Phi Beta Epsilon's New Member Education:

- Ensure New Members respect and value PBE
- Create a mutual sense of belonging between New Members, brothers and the house
- Develop the personal and professional skills of New Members
- Shape the New Member a functional member of the house by understanding her histories, structure, and how each brother fits into her

New Member Education in perspective

- **Do not allow hazing in any form.** If you feel something is "excessive", against your morals or values, or done with any degradation or embarrassment, say "no" and report it; hazing activities are against the law and MIT and PBE policies.
- Though Phi Beta Epsilon should be an essential part of your life from now on, academics should come first. You did not come to MIT to join a fraternity. Academics should come first, and PBE a close second.
- Every brother and alumnus must do his share of the work. It is not enough for brothers to elect a New Member Educator and expect him alone to create brothers out of New Members. It takes the commitment of every brother to facilitate the growth of New Members, so that these men will ensure the continued existence and success of the chapter.
- As hinted by the previous point, Phi Beta Epsilon does not end after college ends. Alumni are an integral part of Phi Beta Epsilon. You will always be PBE and should plan to continue to be active after college.

The Four Principles of New Member Education

Phi Beta Epsilon's New Member Education has four different principles: personal growth, house values, practical house skills, and fraternal relationships. Each is designed to help the New Member in a different way. 'Personal growth' focuses on challenging the individual to become a better version of himself. 'House values' gives the individual some time to think about what he and the house hold in high regard. 'House skills' focuses on giving individuals the ability to be a functional member in the house. Finally, 'fraternity bonds' focuses on making the New Members an integral part of the Phi Beta Epsilon family.

MEETINGS

The Phi Beta Epsilon's New Member Education curriculum will include weekly meetings, other events that will typically take place during the weekend, and other long term programs such as Officer Rotations and Tiro-Brother Talks. The below will outline the weekly education meetings.

Meeting 1 - Introduction to Phi Beta Epsilon's NME Program

At this meeting, the New Member Educator will discuss the purpose of the New Member Education program as well as the time commitments associated with it. The New Member Education handbook, including a semester-long calendar of all events, house rules, and New Member Education material will be handed out.

1. Explain the purpose and timeline of New Member Education
2. Introduction of the President
3. Introduce the Tiro-Brother Talk system
4. Hand out Tiro pins
5. Provide details about, and explain the importance of the SK Late Night event
6. Explain the Serenades process

Meeting 2 - Respect & Tolerance

At this meeting, the New Member Educator will facilitate a discussion about tolerance and respect by using a racial incident that happened at PBE during the 1990s, the 2010 Hazing Incident, and the 2014 Retreat Incident. The New Member Educator will focus on how we can learn from these incidents today.

1. Tolerance discussion
2. Speech from brother about tolerance, respect and their roles in the house
3. Hand out written feedback on first officer rotation

Meeting 3 - MIT and House Structure

At this meeting, the New Member Educator will introduce the function of each brother in the house, and the structure of PBE and MIT.

1. Discussions:
 - a. The structure of PBE: the corporation, the alumni, the officers, and the actives
 - b. The structure of MIT and how PBE and student groups fit in
 - c. Details about how the house is maintained

Meeting 4 - PBE Officers and Risk Management

At this meeting, the New Member Educator will introduce Officer Roles and get updates on how the New Member is bonding with his fellow New Members and brothers in the house through surveys. The current risk manager will give the New Members a risk management presentation, and the group will discuss the importance of PartySafe training.

1. Discuss the office of the brother and the role of officers
2. Update on Tiro-Brother Talk counts
3. Risk Management Presentation about general risk, party risks, and server risks.

Meeting 5 - Big-Little System, and Academic Life at MIT

At this meeting, the New Member Educator will introduce the big-little system and review house information before the upcoming assessment. Personal goals for each New Member should also be finalized and completed by this meeting.

1. Introduce Big-Little structure
2. Finalize New Member Education Goals
3. Discuss Academic Life
4. Review of required information for the upcoming assessment
 - a. Practice questions

Meeting 6 - The True Gentleman

At this meeting, the New Member Educator will hold a discussion about the True Gentleman. New members will be expected to memorize it before the meeting.

1. Assess whether the True Gentleman was memorized
2. True Gentleman discussion:
 - a. Should one strive to be the True Gentleman?
 - b. Why is it important for the house to hold these ideals?
 - c. How is the text is best utilized?

Meeting 7 - World Skills

At this meeting, the New Member Educator will talk about a variety of different practical and professional topics. Possible topics are listed below.

1. Manners and etiquette
2. How to tie a tie
3. How to eat in a formal setting
4. How to present oneself on a daily basis
5. How to do well in job interviews and what one can do to advance his career while at MIT
6. How to entertain guests in a host capacity
7. General MIT resources

Meeting 8 - Traditions

At this meeting, the New Member Educator will go through 'Address to the Brotherhood' and hold a discussion about it.

1. Read through "Address to the Brotherhood"
2. Discussion on tradition and change
3. Hand out assignments for 2nd Officer Rotation.

Meeting 9 - Brotherhood

At this meeting, the New Member Educator will hold a discussion about brotherhood. The New Member project will also be discussed in this meeting.

1. Talk about the perception of loyalty including what is one's definition, why does PBE think it is important, how should one act to be a brother, and possible case studies on loyalty.
2. The planning of the New Member project will need to be in its final stages.

Curriculum Timeline – located at the end of the overview section

ASSESSMENTS AND REVIEWING NEW MEMBERS

We believe the purpose of New Member education is to maintain the continued success of Phi Beta Epsilon. One part of this program is to impart the necessary skills and mindset to become an active brother, and another is to ensure the mutual desires of the brotherhood and the New Member to be part of Phi Beta Epsilon.

We pride ourselves on asking a lot of our New Members and even more of our brothers. In order for an organization such as PBE to thrive, every member must display a dedication that is far beyond that to a social club. This is not a brotherhood that can be joined on a whim. There is a high level of expectation, and it is through the combined assessment of the brotherhood whether a New Member deserves to earn the title of brother. Similarly, the New Member will also be afforded many opportunities to reconsider whether he wishes to join Phi Beta Epsilon.

The giving and receiving of a bid is not a guarantee to become a brother. It is an opportunity to join Phi Beta Epsilon on the conditions that you display the dedication and willingness to learn the necessary skills to become a brother. This is not to say bids are given lightly. We hope that every man who is given a bid will eventually become a brother of this most honorable house. However, New Member education affords an appropriate opportunity for both the New Member and the brotherhood to consider whether they desire and belong in this fraternal brotherhood.

Every person is expected to devote time and effort to maintaining the upkeep of PBE, understanding her history, and maintaining a strong brotherhood. If a New Member continually refuses to participate, devote time, and learn the skills to maintain the house, then the brotherhood reserve the right to “de-pledge” the individual. We believe that the process of de-pledging is a mutually advantageous process. A New Member who does not dedicate time towards the house will in the future only grow resentful of any time commitments. The brotherhood will grow resentful of a future brother who does not participate when required and the divide will not only weaken the brotherhood, but also PBE will not be able to function as well because the required duties will not be completed. Even a common club reserves the right to remove members for failing to complete duties or abusing their privileges. Similarly, PBE believes that we should have the flexibility to vote to remove a New Member.

The expectations of brotherhood are very clearly laid out to the New Member as are the benchmarks through which they will be evaluated over the course of New Member education. The New Member Educator will constantly be reviewing the progress of the New Member and the brotherhood will be able to voice concerns to New Members directly or through the New Member Educator.

There are three formal votes where the opinion of the brotherhood can be condensed. These are called “Votes of Deconfirmation”. There are three votes for every New Member. If a New Member does not pass a voting, he is “deconfirmed”, which will be equivalent to a serious warning from the brotherhood to the New Member. The New Member Educator will convey the warning to the New Member. During the conversation, they will give guidance for how the New Member in question can address the concerns of the brotherhood. The New Member will always have an opportunity to redeem himself and reaffirm his desire to become part of Phi Beta Epsilon. This opportunity will culminate in a tribunal before the next vote of deconfirmation.

The New Member will be expected to come forth before a tribunal of the New Member Educator, president, big brother, and other chosen brothers to state their case of why they should continue to be given an opportunity to be

a brother at Phi Beta Epsilon. The New Member will also be required to give a written statement. In this process, they will also be given an opportunity to state how they addressed concerns and clarify misunderstandings. After the questioning, the tribunal will discuss and relay their responses back to the brotherhood before the next vote of deconfirmation.

If a New Member is deconfirmed a second time, he will be removed from Phi Beta Epsilon's New Member Education program. If a New Member is deconfirmed once, then his deconfirmed status exists for the rest of New Member education.

PERSONAL GROWTH FOR NEW MEMBERS OVERVIEW

One of PBE's primary objectives is to facilitate the personal, interfraternal, and societal growth and development of the New Members. To this end, we have established several programs which aim to achieve these forms of growth:

1. A goal setting system
2. Big-Little system
3. Alumni Mentorship Program

S.M.A.R.T. Goals

New Members will create S.M.A.R.T. goals at the beginning of the NME program to help them solidify what they wish to achieve during their years at MIT. The New Member Educator will schedule individual meeting with the New Members near the close of the NME program to reflect on their S.M.A.R.T. goals and first semester at MIT.

Alumni Mentorship Program

Mentorship, in which a young professional efficiently learns a variety of professional and interpersonal skills from a more experienced person with shared interests, is intrinsic to the culture of Phi Beta Epsilon. For most entering freshmen, this experience is different from the type of learning experienced from parents or teachers in earlier years. While senior, the mentor is more approachable in a way that parents or teachers may not have been, the relationship is between two adults, and the younger person has more to contribute to the work of the elder.

The New Member Education experience begins this process in an accelerated way for freshman, as the undergraduate brothers act as mentors for new members, teaching them the intangible skills associated with succeeding at MIT and as part of a self governing living group of peers. However, this process is only the beginning of the mentorship process within the fraternity. Beginning in the spring semester after Initiation, new brothers have the opportunity to participate in several industry specific Boot Camp sessions, in which alumni brothers return to campus to discuss opportunities and experiences in areas such as biomedical industries, information technology, finance, energy, and mechanical systems. Following these sessions, new brothers will be assisted by alumni in professional networking external to MIT associated with finding rewarding positions for the coming summer. Part of this process will be to ensure that the students know how to make maximum use of available resources at MIT for this purpose. Based on this experience, the new brothers will be paired in the beginning of the sophomore year with one or more alumni mentors who will work with them thereafter to make well conceived life choices beyond MIT. From this process, the new brothers will have the confidence and skills to become vital members of the lifelong social and professional network represented by the Phi Beta Epsilon alumni

body.

Responsibilities

In order to make personal growth an effective part of the program, each person involved will have specific responsibilities. The following is a list of expectations and responsibilities, which should serve as a guide in helping you develop your own list.

1. New Member Educator

- a. Be responsible for the overall New Member education process
- b. Coordinate forms of feedback with alumni mentors, big brothers, the brotherhood, and other New Members
- c. Serve as a resource and a confidant for New Members

2. Alumni mentor

- a. Formally in charge of mentoring and helping the New Member develop
- b. Assess the New Member's progress towards his personal goals set in the beginning
- c. Help develop and refine the New Member goals
- d. Give guidance using one's own experiences
- e. Be the start of the New Member's network
- f. Hold weekly calls with the New Member
- g. Hold consistent communication with the New Member Educator

3. Big Brother (in addition to other responsibilities outlined before)

- a. Informally in charge of mentoring and helping the New Member to develop
- b. Keep the New Member accountable for his goals
- c. Hold consistent communication with the New Member Educator

4. Fellow New Members

- a. Keep each other accountable on goals
- b. Help make goals for other New Members if you think they can benefit from them
- c. Ensure that each New Member has a positive environment to improve and develop

5. New Members

- a. Create and strive towards personal goals defined using SMART methodology
- b. Talk on the phone with your Alumnus mentor at least every other week
- c. Demand continual involvement from your alumnus mentor and big brother
- d. Discuss any issues with your alumnus mentor
- e. Use the people around you as a link for fraternal, academic, and social issues
- f. Expect the aforementioned people to perform the responsibilities listed

What types of goals are there?

The first step in setting personal goals is to understand what you want to achieve. Setting these overarching goals will give you an overall perspective that shapes your decision making. To help you get started, here are some categories that Phi Beta Epsilon will require, and other categories that you can create personal goals from. The bolded ones are required.

- **Phi Beta Epsilon** – How do you want Phi Beta Epsilon to fit into your life?

- **New Member Education** – What do you want to get out of this process?
- **Social and interpersonal relationships** – How do you want to connect with your friends and family?
- **Career** – What do you want to accomplish and what level do you want to reach in your career?
- **Attitude** – Is there a behavior that you do that upsets you? Is any part of your mindset holding you back?
- **Public Service** – Do you want to make the world a better place?
- **Physical** – Are there any athletic goals you want to achieve or do you want good health into old age?

S.M.A.R.T Goals

Goal setting is a powerful process for thinking about what you want in the future and for motivating yourself to turn this vision into reality. Those goals that might seem out of reach at the moment will become closer because you grow and expand to match the goals.

Phi Beta Epsilon recommends goals to be S.M.A.R.T, or specific, measurable, attainable, relevant, and time bound. The descriptions below should help you write your goals in the next few weeks.

Specific: the goal should be clear and unambiguous and should answer the who, why, what, and where. For example, Joe wants to go the Z center and run 3 miles at least three times a week to lose weight.

Measurable: criteria should be established to measure progress. For example, Joe wants to lose 10 lbs and 2 inches off his waistline.

Attainable: the goal should be challenging, yet realistic. For example, Joe wants to lose 10 lbs in 2 months rather than in a week.

Relevant: the goal should be consistent with other goals and fit with your long term vision. For example, Joe wants to go to the Z center to exercise rather than attend an hour of boot camp every day at 7 am an hour away by car.

Time Bound: the goals should be grounded in a time frame to promote a sense of urgency. For example, Joe doesn't just want to lose 10 lbs, he also wants to lose it within 2 months.

Timeline

1st New Member meeting: introduction of personal growth

The New Member Educator will go through the timeline and objective of personal growth as well as give an alumni mentor to each New Member.

New Member Retreat: learn about different goals and create initial ones based on SMART Methodology

New members will be doing scenarios that will provoke them to think about who he is and who his pledge brothers are. The New Member Educator will lead a discussion about personal goals and how to create them based on

SMART method. New members are encouraged to talk to others about goals, but they are not due for a few more weeks. They will be asked to talk to their alumni mentors about their goals.

Finalize Goals

The document entitled “New Member Education Personal Goals” is where one will record goals. The alumni mentors will use this to give comments during the midterm assessment and final assessment periods. This document will be located in the appendix.

New Member Meeting: to allow other New Members to have some input on goal setting

The New Member Educator will set some time during this meeting so that New Members can write goals for other New Members.

Midterm assessment: for New Members to understand how they have progressed towards the goals and for the brotherhood to evaluate New Members

New members will be required to write out how they have improved and what they think they have done well. Alumni mentor and big brother will talk to the New Member individually. They will both submit documentation to the New Member Educator as to how far the New Member has gone with their goals, strengths, weaknesses, and new goals if needed. The New Member Educator will also ask people to write about each other during New Member meeting. These will compile and use for Vote of Confirmation or overall midterm assessment.

Final Assessment: for New Members to understand how they have progressed towards the goals and for the brotherhood to evaluate New Members

This is similar to the midterm assessment. New members will walk into a room of brothers and have to explain how he has improved through the entire process and especially since the midterm. Brothers then can ask him on any aspect of his goals.

ACADEMIC RESOURCES

Study Sessions

see <http://mit.edu/arc/learning/news/calendar.html>

MIT holds several study sessions for GIR's and freshman subjects.

The Writing Center

see <http://web.mit.edu/humanistic/www/writcent.html>

By appointment and walk-in, 32-081

Get help on your essays or term papers.

Career Development Center

see <http://web.mit.edu/career/www/>

By appointment or walk-in, 12-170

Get professional advice on internships, jobs, and resume-writing.

TSR (Tutorial Services Room)

see <http://web.mit.edu/tsr/www/>

By appointment, 12-124

Work with a private tutor to study or work on problem sets.

Departmental-Specific Resources

See your subject's department for specific resources that are available. Some courses offer associate advisors, tutors, or mentors.

Office Hours

TA's and/or professors often hold office hours where you can get more of a one-on-one interaction and instruction. See your subject's syllabus or website for more information.

Course Bibles

Many brothers in the house have course bibles that can give you extra practice problems. Talk to the older brothers in your course for help.

PBE Review Sessions The Literary Chair will organize review sessions before major tests to help any of you in need of assistance.

MENTAL HEALTH RESOURCES

MIT Police and Emergencies

Available 24 hours

617-253-1212 or 100 from campus phones

301 Vassar Street

MIT Medical Mental Health Service

Available 24 hours

617-253-2916

E23-3rd Floor

Student Support Services (S³)

9am-4pm

617-253-4861

5-104

PBE GRT: Chanan Reitblat

By appointment or walk-in

cr118@hms.harvard.edu

Center for Health Promotion and Wellness

9am-5pm or by appointment

617-253-3646

E23-205

Chaplains

see http://web.mit.edu/dsl/religious_life.html

MIT Medical Urgent Care

Available 24 hours

617-253-1311

E23-1st Floor

III. DETAILED MEETING OUTLINE

MEETING 1: Introduction to Phi Beta Epsilon's NME Program

Agenda

- ◇ New Member count off
- ◇ Overview of New Member training and expectations
- ◇ New Member Pin Ceremony
- ◇ Dinner etiquette/meal plan
- ◇ Scheduling
- ◇ New Member-Brother Talks
- ◇ SK Late Night
- ◇ Serenades
- ◇ Evaluation process
- ◇ Discussion forum

Tiro-Brother Talks (TBTs)

- ◇ Meeting with a brother, usually meal
- ◇ Information – New Member number, course, room, mug name, hometown, significant other, family line
- ◇ Get to know a brother on a personal level, give a brother an opportunity to know you on a personal level

Phi Beta Epsilon's founding purpose:

Phi Beta Epsilon was founded as a local fraternity, for the purpose of creating and maintaining among technology men a better and stronger interest in literary, scientific, and social pursuits.

MEETING 1: New Member Tasks

To Complete:

- ◇ Memorize the founding purpose
- ◇ Begin seeking out TBTs

Upcoming Events:

23 SEP - Fri	MIT Career Fair
1 OCT - Sat	Tiro Event 1
7-8 OCT - Fri-Sat	Tiro Retreat
TBD	SK Late-Night

Notes:

MEETING 2: Respect & Tolerance

Agenda

- ◇ New Member count off
- ◇ Review of past week
- ◇ TBT update
- ◇ Tolerance reading
- ◇ Tolerance discussion

PBE Denies Racial Slurs Were Shouted (Tech Article; March 16, 1993)

About 20 students demonstrated outside Phi Beta Epsilon and in Lobby 7 yesterday to protest a series of racial epithets that four black students claim were shouted at them from the window of Phi Beta Epsilon as they walked past the fraternity at 3:30 a.m. Saturday morning. PBE President Andrew T. J. Luan '93 denied the charges.

The students claim someone shouted, "Fuck Chocolate City. Fuck all niggers," according to Dale L. LeFebvre '93, who heads a student group that deals with racial harassment. The shouts lasted for several minutes, he said.

LeFebvre identified two of the students as Kobi S. Burrell '96 and Kamilah Alexander '96, but declined to identify the other two students. Burrell and Alexander could not be reached for comment. "No statements of any racial nature were shouted from the window," Luan said. He admitted a brother had shouted obscenities from a window that night, but said that the shouts were about the student's frustration with MIT.

No formal harassment charges have been filed, but the students plan to file a formal complaint, LeFebvre said.

The Office of Residence and Campus Activities is investigating the incident, but has not made a finding yet, according to Neil H. Dorow, adviser to fraternities and independent living groups. "We haven't had a chance to meet with the students. It's not clear what happened," he said.

VEST RESPONDS TO CHARGE:

Despite the lack of formal charges, the Institute responded to the allegations quickly. In a statement released yesterday, President Charles M. Vest said, "Any formal complaint that may be forthcoming from this incident will be dealt with carefully and expeditiously."

"On a personal note, this hurts me very much. I have been proud that despite our human failings, the MIT community has had fewer incidents of blatant racist behavior than has been the case on many other campuses," Vest continued.

About 20 students, including LeFebvre, staged a demonstration outside PBE and in Lobby 7 yesterday to "bring awareness to this offense," according to a flier distributed during the demonstration.

LeFebvre characterized the demonstration as non-confrontational. "All we did was stand in front of the fraternity and hand out flyers," he said. The demonstrators were surprised by the student reaction -- some students, white as well as black, joined the demonstration after they read the flyer, he said.

In a statement released by PBE yesterday evening, the fraternity criticized the demonstration. "We were shocked to discover flyers around campus, since we were never approached or contacted by anyone with regard to this incident. We are disappointed in the irresponsible methods in which these charges were raised," the statement said.

"The biggest question facing our fraternity right now is not what happened but what can be done. We are formally asking Chocolate City and the rest of the MIT community for suggestions in finding the means for resolving this issue," the statement continued.

Copies of the statement were posted around campus last night.

EPISODE HIGHLIGHTS RACE PROBLEMS

LeFebvre said that many students face racism on campus. "There are a lot of things you just take with a grain of salt and then go on," he said. "Today alone three people have come to me and talked about similar issues that have happened that they haven't done anything about."

The PBE statement, while denying the charges, also acknowledged that racial problems exist. "Although we reject these accusations, we recognize the noble cause Chocolate City is promoting, namely raising awareness of racism on the MIT campus," the statement said.

The residents of Chocolate City, PBE, and MIT officials all agree that the Institute must focus attention on race relations. "It's unfortunate that something like this happened, but maybe it's an opportunity for us to talk about these problems," Dorow said.

Though residents of Chocolate City are concerned about racial problems on campus, LeFebvre believes that MIT "has a good policy on harassment," but that enforcement policies need to be revamped. The Freshman Handbook, for example, should make mention of living groups where racial incidents have occurred, he said.

Letters to the Editor (Tech Article; March 16, 1993)

I was walking down the Infinite Corridor Monday morning when I saw the only word that induces pure rage in me on a poster. In fact, I refuse to write it here, since I can not stand the sight of it. My rage soon turned to confusion, because this poster stated that the racial slurs were used by members of my fraternity. Being a black member of my fraternity, I am put in somewhat of a Catch 22 position. I will be the first to agree that there is racism in fraternities at MIT. However, my fraternity, without a doubt, is not one of them. We are a fraternity which prides itself on its diversity. We have blacks, whites, Asians, Hispanics, Jews, and Christians all living together. By living there I was able to gain a better understanding of all those cultures and grow strong friendships with people from each group. One disadvantage of that diversity is that it is harder for each member to hold on to his individual culture and

ethnicity. For that reason each person exerts his own ethnicity harder while in that environment. This causes some tension, but does not cause racism.

I am very proud of the members of Chocolate City for making an issue of this, because it is something that needs to be dealt with. However, my fraternity is not one of the fraternities which needs to be exposed for racism. I wish that Chocolate City had approached my fraternity before staging its protest so that this could have been cleared up, but maybe then there would have been no attention drawn to an important subject.

No one can defend those actions, and who would want to? I applaud you for bringing to the surface an important issue. My fraternity is not a racist fraternity, and in fact, will always stand behind the black cause, since I will always stand behind it and my brothers will always stand behind me.

- Joshua Powlesson '92

PBE Incident Raises Questions About Racism

MIT is abuzz. People are in shock. They can't believe that on March 13 at 3:30 a.m. racist expletives could be heard from a window of Phi Beta Epsilon. "Phi Beta Epsilon?" they ask. PBE, by the statements of its members, prides itself in its diversity. It is a place where "Blacks, Whites, Asians, Hispanics, Jews and Christians all [live] together," says Joshua Powlesson '92, a resident of PBE. In his words, "There is racism in fraternities at MIT. However my fraternity, without a doubt, is not one of them." Congratulations, Mr. Powlesson, you have found utopia.

It seems some of us have decided that utopia can exist if there is tokenism. As one member of PBE said, "They have at least one black person in every pledge class." That sounds like the existence and uniqueness theorem. It is time that we realize that ethnicity is not a chemical that magically diffuses, that people do not meld just because they are in each others' company. If we put David Duke, Martin Luther King, and Gandhi in a room, there is racism. There is diversity, but there is still racism.

Even though members of this fraternity have had exposure to all of this diversity, they still view African-Americans on this campus, but outside of their fraternity, as a monolith. This is evidenced by the fact that after talking to an African-American student at MIT who had no affiliation with Chocolate City, they assumed that this individual could speak for all of the brothers in Chocolate City on whether they could come to Chocolate City and talk. We haven't ever turned away anyone who wanted to talk.

Not once have we heard from PBE that if something happened they are sorry. All we have heard from them is that someone was indeed screaming profanities that night. In fact, they were screaming "Fuck the Institute!" according to the president of PBE, "but they did not say what you said they said." Okay, we believe you.

It was a mere coincidence that an amateur with a video recorder was present during the beating of Rodney King. It was a mere coincidence that four black students were privy to the shouts from PBE. Whenever these coincidences exist, it is our responsibility to see to it that the issues raised are addressed. They set the tone for the instances that can't be substantiated, of which there are many.

- Dale LeFebvre '93

Diversity Is Better Than Segregation (Tech Article; March 19, 1993)

In light of the racial tensions that have afflicted MIT this week, I feel compelled to respond to a rather hypocritical attitude toward easing racial problems voiced by Dale LeFebvre in Tuesday's Tech ["PBE Incident Raises Questions About Racism," Mar. 16]. LeFebvre implied that racism cannot be overcome by simply placing people of different cultural backgrounds together. He argued that even at ethnically diverse living groups such as PBE, racism still exists. I do not disagree with him in this respect.

However, is it not orders of magnitude more destructive to keep ethnic groups segregated? Racism only flourishes where cultural groups have no opportunity to learn about and to share with each other. I believe LeFebvre has taken the fight against racism a giant step backwards by belittling PBE's efforts to bring about cultural sharing and understanding amongst its members.

When a particular group remains insular and segregated, there is no way that an "outsider" will ever come to understand its culture, and it is this lack of understanding that causes racism. David Duke, Martin Luther King, and Gandhi would learn a lot more by sitting together in a room and talking than they would if they remained separated and were informed only through rumors, hearsay, and stereotypes.

If the alleged incidents at PBE did occur, then I am truly appalled and disgusted. There should be no tolerance at MIT, or anywhere else in the world, for such immature and narrow-minded behavior. I believe, however, that racism could be alleviated if we all made more of an effort to interact and communicate with members of other ethnic groups, so that we would all share in the cultural diversity of the people we live with. Sticking to your own kind serves only to worsen racial tensions. And as implausible as it may seem to some, living in harmony with others and maintaining one's cultural identity are not mutually exclusive.

- Ruth Lim '95

MEETING 2: New Member Tasks

To Complete:

- ◇ Plan Sigma Kappa Late-Night
- ◇ Work with Brothers for Thanksgiving Dinner

Upcoming Events:

- 1 OCT - Sat Tiro Event 1
- 7-8 OCT - Fri-Sat Tiro Retreat

Notes:

MEETING 3: MIT AND HOUSE STRUCTURE

Agenda

- ◇ New Member count off
- ◇ House Information
- ◇ Structures of PBE
- ◇ Important MIT organizations
- ◇ House Upkeep
- ◇ Alumni Mentors

PBE Information and History

Founding Purpose: Phi Beta Epsilon was founded as a local fraternity, for the purpose of creating and maintaining among technology men, a better and stronger interest in the literary, scientific, and social pursuits.

PBE Founding Date: April 1st, 1890

Founding fathers:

Horace Lewis Phillip Brand
Henry Anthony Fiske
John Gifford Thompson
Walter Edwin Hopton
Fred Allen Cole
Charles Wilson Aiken
Lester Gray French
William Coolidge Thalheimer

Original Intended Name: Psi Upsilon however became Phi Beta Epsilon when attempts of affiliation were not successful.

PBE Official Color: Peacock Blue

PBE Insignia: Triangle with ivy leaf

PBE Crest: Ivy leaf emblazoned on shield over crossed torch and sword

Previous PBE Houses:

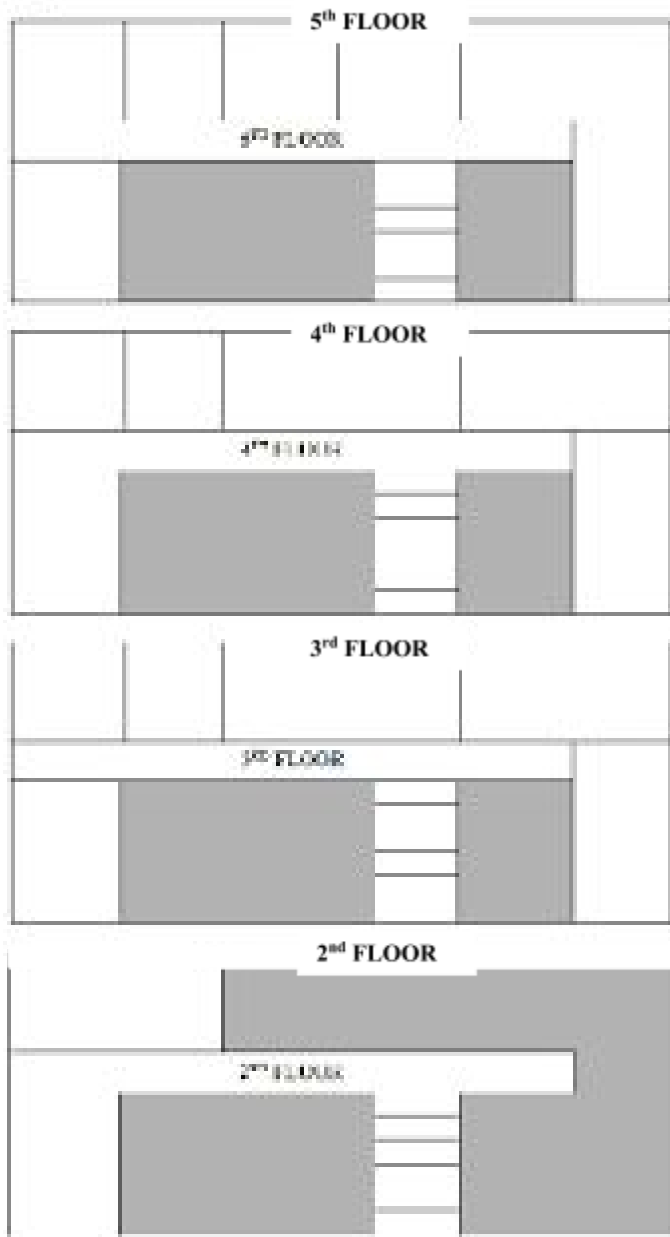
78 Appleton St. (Oct 1890)
128 Chandler St. (March 1891)
130 Pembroke St (Sept. 1891)
664 Tremont St (Nov 1891)
60 W. Rutland Sq (May 1892)
531 Massachusetts Ave (May 1894)

237 Beacon St. (1901-1917)
 400 Memorial Dr. (1917 - Current)

PBE Officers:

Internal Full Name	Abbreviation	Functional Position
* _____	_____	President
* _____	_____	Vice President
* _____	_____	New Member Educator
* _____	_____	Treasurer
* _____	_____	Steward
* _____	_____	House Manager
* _____	_____	House Conscience (Risk Manager)
* _____	_____	Community Service & Brotherhood Chair
* _____	_____	Literary Chair
* _____	_____	Senate Advisor
_____	_____	Secretary
_____	_____	Social Chair
_____	_____	Rush Chair
_____	_____	Alumni Correspondent
_____	_____	Assistant Treasurer
_____	_____	Assistant Steward
_____	_____	Assistant House Manager
_____	_____	Assistant Social Chair
_____	_____	Correspondent Secretary
_____	_____	Network Administrator

House Layout:



PBE Alumni-donated buildings:

DuPont Athletic Center (W32)

J.B. Carr Indoor Tennis Facility (W53)

(Al and Barrie) Zesiger Sports and Fitness Center (W35)

Phi Beta Epsilon Corporation and Committees:

"To provide for its members a place for holding literary and scientific meetings, and to provide for its future members, while they shall continue to be students, a place for study."

-PBE Corporation by-laws

Phi Beta Epsilon Corporation owns the building and land at 400 Memorial Drive. It pays property taxes, purchases insurance, makes debt payments, and maintains our home. It charges rent to the undergraduate Phi Beta Epsilon organization and raises funds for the maintenance of the house.

All alumni of Phi Beta Epsilon are members of the Phi Beta Epsilon Corporation. The corporation is governed by the annual meeting usually held at the time of the annual reunion and a 9 member board which meets monthly at 400 Memorial Drive. The PBE Corporation officers are the President, Treasurer, and Secretary who are also board members. The other 6 board members are the Past President, the current undergraduate President, and two representatives each from < 20 years and > 20 years, all elected with overlapping 3 or 4 year terms.

The House Committee, which consists of the alumni House Manager, President, the undergraduate House Manager, Assistant House Manager, and Steward, also meets regularly and is responsible for maintaining the building and its systems at 400 Memorial Drive. While the Corporation is the employer of record of our domestic cleaner, the undergraduate House Manager is her direct supervisor.

The Vision 2020 Committee is responsible for raising funds to pay for the recent renovations of the house.

The Alumni Relations Committee is responsible for planning the annual reunion and regular communication with alumni.

The Risk Management Committee advises the undergraduates and PBE Corp board in all areas related to risk management at PBE.

Many PBE alumni participate as Educational Counselors for prospective freshmen and several are on AILG committees and performing accreditation reviews as part of the AILG accreditation program.

Greek Alphabet

A	α	Alpha
B	β	Beta
Γ	γ	Gamma
Δ	δ	Delta
E	ϵ	Epsilon
Z	ζ	Zeta
H	η	Eta
Θ	θ	Theta
I	ι	Iota

Κ	κ	Kappa
Λ	λ	Lambda
Μ	μ	Mu
Ν	ν	Nu
Ξ	ξ	Xi
Ο	ο	Omicron
Π	π	Pi
Ρ	ρ	Rho
Σ	σ	Sigma
Τ	τ	Tau
Υ	υ	Upsilon
Φ	φ	Phi
Χ	χ	Chi
Ψ	ψ	Psi
Ω	ω	Omega

Other Fraternities at MIT in 1890:

Sigma Chi, Theta Xi, Delta Tau Delta, Delta Psi, Phi Gamma Delta (Figi), Alpha Tau Omega

Massachusetts Institute of Technology Information and History

MIT's Founding Purpose:

CHARTER MDCCCLXI: ESTABLISHED FOR ADVANCMENT AND DEVELOPMENT OF SCIENCE, ITS APPLICATION TO INDVSTRY, THE ARTS, AGRICVLTRE, AND COMMERCE.

MIT's founder and first president: William Barton Rogers, "*bituminous coal*"

MIT's Colors: cardinal red and silvery gray

MIT and Boston Information to find out:

- What is the name of the 10-250 lecture hall?
- What are the T lines and at what major stops do they intersect?
- How long is the Harvard Bridge?
- What is the name of the garden in front of Baker?
- What are the inscriptions in Lobby 10?
- What does the inscription in Lobby 7 say?

MEETING 3: New Member Tasks

To Complete:

- ❖ Complete TBTs as a New Member class in two weeks
- ❖ Memorize House officer titles and find out current officers
- ❖ Learn rooms of the House

Upcoming Events:

TBD	Sigma Kappa/Alpha Phi Serenades
7-8 OCT – Fri-Sat	Tiro Retreat
TBD	Pi Phi Serenades
TBD	Tiro Event 2
TBD	Theta Serenades
TBD	SK Late Night
TBD	1 st Information Quiz

Notes:

MEETING 4: PBE Officers and Risk Management

Agenda

- ◇ Risk Management Presentation on House
- ◇ Talk about PartySafe
- ◇ Get update on Tiro –Brother Talks
- ◇ Office of the Brother and Officer Roles
- ◇ Talk about upcoming house info assessment

Officer Roles and Responsibilities

- ◇ Purpose of the officers within the house
- ◇ Senate roles and responsibilities
- ◇ Desired roles of the New Members

New Member Goals

These should be similar to the goals you created for yourself in the first retreat, but from a different perspective. Take some time to think about what your fellow New Members can achieve.

MEETING 4: New Member Tasks

To Complete:

- ◇ Keep finding TBTs
- ◇ Review for upcoming assessment

- ◇ Begin planning Halloween event

Upcoming Events:

TBD	Tiro Event 1
TBD	SK Late Nite Dry Run
TBD	Tiro Event 2
TBD	Theta Serenades
TBD	SK Late Nite
TBD	1 st Information Quiz

Notes:

MEETING 5: Big-Little System, and Academic Life at MIT

Agenda

- ◇ Introduce Halloween
- ◇ Introduce Big-Little Structure
- ◇ Finalize Goals
- ◇ Academic Life
- ◇ Review for upcoming assessment
- ◇ Message to Garcia

Halloween

- ◇ The Tiro class will be responsible for the planning and running of an event for Halloween
- ◇ They will collaborate with the P to organize and execute their plan

Big-Little Structure

- ◇ Every New Member gets one, not every brother
- ◇ Brothers and New Members each specify Ranking
- ◇ Talk about Role of Big Brother

New Member Goals

You now have goals from all of your fellow New Members. While some goals may be humorous, recognize that many New Members put time into thinking of good goals, and think about what you can do to achieve them.

House Info Assessment

Information in binder, review with your New Member brothers. This information is important

MEETING 5: New Member Tasks

To Complete:

- ◇ Keep finding TBT's
- ◇ Think about how you can achieve your goals

Upcoming Events:

TBD 1st Information Quiz
30 OCT – Fri Halloween Event
TBD Tiro Event 3

Notes:

BIG BROTHER and LITTLE BROTHER PAIRINGS

Preferences:

Rank 10 brothers in order of preference, with 1 being the most desirable.

Name

1

2

3

4

5

6

7

8

9

10

MEETING 6: The True Gentleman

Agenda

- ◇ New Member count off
- ◇ New Member Educator recites the True Gentleman from memory
- ◇ New Member Party Updates
- ◇ Everyone reads the True Gentleman
- ◇ Discussion the True Gentleman



THE TRUE GENTLEMAN

The True Gentleman is the man whose conduct proceeds from good will and an acute sense of propriety, and whose self-control is equal to all emergencies; who does not make the poor man conscious of his poverty, the obscure man of his obscurity, or any man of his inferiority or deformity; who is himself humbled if necessity compels him to humble another; who does not flatter wealth, cringe before power, or boast of his own possessions or achievements; who speaks with frankness but always with sincerity and sympathy; whose deed follows his word; who thinks of the rights and feelings of others, rather than his own; and who appears well in any company, a man with whom honor is sacred and virtue safe.

- John Walter Wayland

Things to think about:

Do you agree with the values that are highlighted in this passage?

What are some values that are particularly important to you?

What parts of the True Gentleman do you aspire to be?

Can anyone live the True Gentleman?

How do these values relate to the founding purpose?

What is the role of the True Gentleman in the House?

Essay on House Values

For four years a Phi Beta man lives in the closest kind of relationship with a total of forty or fifty different personalities. These men come from the widest range of heritages and environments. But between them all is the bond that exists because in each of us there is something that goes back to our Founders. For, as our pioneers chose their successors carefully and with reference to themselves, they also formed the environment for the younger men. These successors, having been thus chosen and affected by the Founders, passed their influence down through the classes. That influence is in me and in all the Actives. Every man here has had at least a small part in our choice and our development. We, with that basis, find a real kinship that makes our fraternal life absent of strife and full of harmony. For, despite our formation out of so many varied chaps, we have a lineage as well defined as a biologic one. In our home we become an unusual family, a family of Brothers. Our patriarchy does not live with or rule us but rests itself on its original choice and leaves us on our own responsibility. In accepting this responsibility we have an easy path. We live by the most democratic form of self-government and within this system we finance ourselves as a modern co-operative enterprise. I believe that it is impossible to overestimate the excellency of the training in human relations that has thus been handed down to us by these means and by these contacts.

If someone were to come to me and ask what personal gains had come to me from my Fraternity, I would tell him just what I have now said. But that would only be telling half the story. The men who began it all also planned for the moral and ethical guidance of their heirs. They left an ideal that to me is beyond criticism and beyond evaluation. It spans fifty years without requiring adjustment and holds forth a friendly strength for all who seek it. And that is what the House has given me to remember for all time—the goal of the [True] Gentleman.

- Frank Denison '40

MEETING 6: New Member Tasks

To Complete:

- ◇ Memorize the True Gentleman
- ◇ Continue going on TBTs

Upcoming Events:

- 30 OCT – Fri Halloween Event
- TBD Tiro Event 3
- TBD Big-Little Semiformal Dinner

Notes:

MEETING 7: WORLD SKILLS

Agenda

- ◇ New Member count off
- ◇ Collect Big-Little Preferences
- ◇ Run real-world skills workshop

Real-World Skills Workshop

- ◇ Actives, Alumni, and the New Member Educator will run the real-world skills workshop. New Members will get the opportunity to learn about such things as: table manners, phone etiquette, how to tie a tie, how to jump a car, how to change a tire, how to network, and how to excel in interviews.

MEETING 7: New Member Tasks

To Complete:

- ◇ Try to finish your TBTs
- ◇ Continue to review house information
- ◇ Start building triangles for your big brother

Upcoming Events:

TBD Tiro Event 3
TBD Big-Little Semiformal Dinner
TBD 2nd Information Quiz
21 NOV – Sat Thanksgiving Dinner

Notes:

MEETING 8: Traditions

Agenda:

- ◇ New Member count off
- ◇ Review of past week
- ◇ TBT update
- ◇ Triangles and Big-Little Updates
- ◇ Review Brother information and material
- ◇ Tradition discussion

Address to the Brotherhood

Brothers: I am reminded tonight of the old adage, “Tall oaks from little acorns grow.” In the presence of this wonderful assemblage celebrating the Fiftieth Anniversary of our Fraternity, it is well to go back fifty years to recall how the Fraternity started. I understand it is the duty of pledges to study our history before he is initiated, but possibly the early days have not made the impression upon him that they did on the Founders.

“Tech” in 1890 had no facilities for the students to mingle together socially. There were no commons for eating. We roomed at one place and ate at another. There seemed to spring up at that time a desire for comradeship, as evidenced by the starting of our Fraternity...

...Brother Fred Cole and I frequently walked back and forth from “Tech” to our rooms over Dartmouth Street and discussed this matter, with the particular idea of forming a fraternity to become a chapter of a national fraternity. We decided it would be a good plan to make a start, and as our intimates were members of our class, we naturally solicited them to join us. Brothers Henry Fiske, Charley Aiken, Lester French, Gifford Thompson, and on other of

our Class of '91, as well as William C. Thalheimer of the Class of '92, accepted our invitation. In April of '90 we met in Fred Cole's apartment in the Hotel Edinburgh, and organized as a local fraternity for the purpose of creating and maintaining a stronger interest in literary, scientific, and social pursuits. A temporary organization was formed and committees appointed...

...On our return to "Tech" the following year, the first meeting was held in Brother Cole's apartment at the Hotel Edinburgh. A committee was appointed to secure a room for the Fraternity. As a result of their labors the front parlor at 78 Appleton Street was engaged, and we held our first meeting there, October 17th [1890]...

...It seemed that we had reached a period in our history [January 1891] where we were working in the dark, and were apparently as far from our goal as the day we organized. The outlook for the new Fraternity was not bright. Meetings were held irregularly. Finally, we decided to disband at the end of the college year if no New Members were secured. During the remainder of the year, however, we decided to work for a chapter in Psi U as though we were going to live.

It seemed that in making this decision we renewed our strength, and we began to grow. We rented a room in the Berkshire on Dartmouth Street, near the Institute...Shortly after this, we rented the front and back parlors at 128 Chandler Street. The back parlor was rented to Brother Lotz and used by the Fraternity when occasion required. Our life may properly be said to commence at the time we rented these rooms.

...The first week in April, a petition was sent to the Executive Council of the Psi Upsilon Fraternity, asking for a chapter...We found that while some of the chapters were favorable to us, the majority were not, but still we decided to carry on. In May, we held the last meeting of the year and elected officers...These Brothers [who were pursuing graduate degrees], together with the Actives who returned, formed a substantial group to carry on for the coming year. Front and back parlors at 130 Pembroke Street were acquired. The back parlor was rented to Arthur Lotz, and was used for Fraternity purposes when required...

...The most important was the decision made at this time [Fall of 1992] to abandon our campaign for a chapter in Psi U, and use the energy and money to build up and make permanent our own [local] Fraternity. This decision made Phi Beta Epsilon...

...We're mighty proud—of our Fraternity. We're mighty proud—of the Brothers who year after year have succeeded in obtaining men of ability and standing to carry on its ideals. And as the Fraternity continues to grow throughout the years—we're going to continue to be mighty proud...and ever loyal be to Phi Beta Epsilon.

- An address to Phi Beta Epsilon, written by Walter Hopton '91 and delivered to the Fraternity in 1940 by his son, Lester Charles Hopton '26

Concerning the Pledge Class:

Each year . . . New Members have been pledged and initiated into Phi Beta Epsilon. They have learned of her traditions, have studied her history, and have become acquainted with her alumni. Each year . . . a group of Brothers has left the active body to become alumni, and the conduct of the Fraternity has been placed in other hands.

Under our Constitution and By-laws the active body is the Fraternity. It has the power to change its form completely. Through its acts Phi Beta Epsilon falters or flourishes. With such highly transient guidance, it would be natural to expect lean years and years of plenty, and to see periods when the Actives might wander from the principles established by our Founders. But the manner in which these principles have lived throughout these fifty years is the outstanding achievement of the successive groups of undergraduate Brothers in Phi Beta Epsilon.

- Don Carpenter '22

MEETING 8: New Member Tasks

To Complete:

- ◇ Complete remaining work on triangles
- ◇ TBD

Upcoming Events:

TBD 2nd Information Quiz
21 NOV – Sat Thanksgiving Dinner
TBD Initiation

Notes:

MEETING 9: Brotherhood

Agenda:

- ◇ New member count off
- ◇ Review of past week
- ◇ Brotherhood discussion
- ◇ Discussion forum/comments box

The True Fraternity Spirit

The success of any secret organization or society has been found to depend upon the two factors strength and spirit, which seem inseparable. These may even be carried into a business organization.

If you will permit me to use a simile, the society may be compared to a chain, each member corresponding to a link; as the strength of the chain is determined by the strength of the individual links, so in society its strength is determined by the spirit and cooperation of its members.

Our society may be handicapped in some respects, but she prospers, for the reason she is built upon a firm and everlasting corner stone. Our founders laid this stone after months of hard and at times very discouraging work; then they proceeded to build around it. Class by class, men assumed the responsibilities of Brothers, no longer working and living for themselves, as Phi Beta Epsilon now stands pre-eminent before them, her glorification theirs and her misfortunes their misfortunes.

This spirit and determination to further Phi Beta's welfare, which was possessed by our first group of brothers and the corner stone of our beloved fraternity, is known to their successors as "The True Phi Beta Spirit."

As long as this spirit is kept alive Phi Beta will flourish. Had the Brothers upon leaving the active body dropped her cause and left her to survive as best she could, the purchase of a home, which was but one of our ambitions, would have been impossible. Such is not the case, as we all know; while on the other hand our alumni are most active and Phi Beta's cause is ever foremost.

The time should never come when we can lounge back in our chairs and say that we have attained our highest ambitions and strength such as to resist an attack of any nature, but have only to live - this day will mark her downfall. By always having some definite object for which all are working, we are unconsciously drawn together by a tie that holds not only four years of our active fraternity life, but ever after.

Furthering Phi Beta's cause may be accomplished in many ways, all of which may be included under two heads. First, the financial advancement, which is most ably controlled by the alumni; second, the social and scholastic advancement which falls to the undergraduate body. Although the former is a very important factor, the lot that falls to the undergraduate body appeals to me of grave importance, for in reality the maintenance of the fraternity rests upon their shoulders. Their deeds, their selection of men and their laws and customs may either strengthen or weaken our present structure. Though our ambitions should not lose sight of the fact that our rank depends not only upon our representation in Institute we may do or say reflects directly upon the fraternity. Our selection of men should be for quality, not quantity, ones possessing a purpose, energy and will. A man with these qualities can accomplish anything, and the cause of our success may be directly attributed to the fact that our founders were such men and selected others with similar characteristics as successors.

In following her laws and customs, guarding her doings with profound secrecy, while at the same time avoiding such actions and thoughts as mar the man, we give Phi Beta Epsilon her strength and receive ours, and her name stands forever untarnished.

- George W. Sherman, Class of 1894

MEETING 9: New Member Tasks

To Complete:

◇ Complete remaining work on triangles

Upcoming Events:

TBD Initiation

Notes:

IV. Appendix

A MESSAGE TO GARCIA by Elbert Hubbard

In all this Cuban business there is one man stands out on the horizon of my memory like Mars at perihelion. When war broke out between Spain & the United States, it was very necessary to communicate quickly with the leader of the Insurgents. Garcia was somewhere in the mountain vastness of Cuba- no one knew where. No mail nor telegraph message could reach him. The President must secure his cooperation, and quickly.

What to do!

Someone said to the President, "There's a fellow by the name of Rowan will find Garcia for you, if anybody can."

Rowan was sent for and given a letter to be delivered to Garcia. How "the fellow by the name of Rowan" took the letter, sealed it up in an oil-skin pouch, strapped it over his heart, in four days landed by night off the coast of Cuba from an open boat, disappeared into the jungle, & in three weeks came out on the other side of the Island, having traversed a hostile country on foot, and delivered his letter to Garcia, are things I have no special desire now to tell in detail.

The point I wish to make is this: McKinley gave Rowan a letter to be delivered to Garcia; Rowan took the letter and did not ask, "Where is he at?" By the Eternal! there is a man whose form should be cast in deathless bronze and the statue placed in every college of the land. It is not book-learning young men need, nor instruction about this and that, but a stiffening of the vertebrae which will cause them to be loyal to a trust, to act promptly, concentrate their energies: do the thing- "Carry a message to Garcia!"

General Garcia is dead now, but there are other Garcias.

No man, who has endeavored to carry out an enterprise where many hands were needed, but has been well nigh appalled at times by the imbecility of the average man- the inability or unwillingness to concentrate on a thing and do it. Slipshod assistance, foolish inattention, dowdy indifference, & half-hearted work seem the rule; and no man succeeds, unless by hook or crook, or threat, he forces or bribes other men to assist him; or mayhap, God in His goodness performs a miracle, & sends him an Angel of Light for an assistant. You, reader, put this matter to a test: You are sitting now in your office- six clerks are within call.

Summon any one and make this request: "Please look in the encyclopedia and make a brief memorandum for me concerning the life of Correggio".

Will the clerk quietly say, "Yes, sir," and go do the task?

On your life, he will not. He will look at you out of a fishy eye and ask one or more of the following questions:

Who was he?

Which encyclopedia?

Where is the encyclopedia?

Was I hired for that?

Don't you mean Bismarck?

What's the matter with Charlie doing it?

Is he dead?

Is there any hurry?

Shan't I bring you the book and let you look it up yourself?

What do you want to know for?

And I will lay you ten to one that after you have answered the questions, and explained how to find the information, and why you want it, the clerk will go off and get one of the other clerks to help him try to find Garcia- and then come back and tell you there is no such man. Of course I may lose my bet, but according to the Law of Average, I will not.

Now if you are wise you will not bother to explain to your "assistant" that Correggio is indexed under the C's, not in the K's, but you will smile sweetly and say, "Never mind," and go look it up yourself.

And this incapacity for independent action, this moral stupidity, this infirmity of the will, this unwillingness to cheerfully catch hold and lift, are the things that put pure Socialism so far into the future. If men will not act for themselves, what will they do when the benefit of their effort is for all? A first-mate with knotted club seems necessary; and the dread of getting "the bounce" Saturday night, holds many a worker to his place.

Advertise for a stenographer, and nine out of ten who apply, can neither spell nor punctuate- and do not think it necessary to.

Can such a one write a letter to Garcia?

"You see that bookkeeper," said the foreman to me in a large factory.

"Yes, what about him?"

"Well he's a fine accountant, but if I'd send him up town on an errand, he might accomplish the errand all right, and on the other hand, might stop at four saloons on the way, and when he got to Main Street, would forget what he had been sent for."

Can such a man be entrusted to carry a message to Garcia?

We have recently been hearing much maudlin sympathy expressed for the "downtrodden denizen of the sweat-shop" and the "homeless wanderer searching for honest employment," & with it all often go many hard words for the men in power.

Nothing is said about the employer who grows old before his time in a vain attempt to get frowsy ne'er-do-wells to do intelligent work; and his long patient striving with "help" that does nothing but loaf when his back is turned. In every store and factory there is a constant weeding-out process going on. The employer is constantly sending away "help" that have shown their incapacity to further the interests of the business, and others are being taken on. No matter how good times are, this sorting continues, only if times are hard and work is scarce, the sorting is done finer- but out and forever out, the incompetent and unworthy go.

It is the survival of the fittest. Self-interest prompts every employer to keep the best- those who can carry a message to Garcia.

I know one man of really brilliant parts who has not the ability to manage a business of his own, and yet who is absolutely worthless to any one else, because he carries with him constantly the insane suspicion that his employer is oppressing, or intending to oppress him. He cannot give orders; and he will not receive them. Should a message be given him to take to Garcia, his answer would probably be, "Take it yourself."

Tonight this man walks the streets looking for work, the wind whistling through his threadbare coat. No one who knows him dare employ him, for he is a regular fire-brand of discontent. He is impervious to reason, and the only thing that can impress him is the toe of a thick-soled No. 9 boot.

Of course I know that one so morally deformed is no less to be pitied than a physical cripple; but in our pitying, let us drop a tear, too, for the men who are striving to carry on a great enterprise, whose working hours are not limited by the whistle, and whose hair is fast turning white through the struggle to hold in line dowdy indifference, slip-shod imbecility, and the heartless ingratitude, which, but for their enterprise, would be both hungry & homeless.

Have I put the matter too strongly? Possibly I have; but when all the world has gone a-slumming I wish to speak a word of sympathy for the man who succeeds- the man who, against great odds has directed the efforts of others, and having succeeded, finds there's nothing in it: nothing but bare board and clothes.

I have carried a dinner pail & worked for day's wages, and I have also been an employer of labor, and I know there is something to be said on both sides. There is no excellence, per se, in poverty; rags are no recommendation; & all employers are not rapacious and high-handed, any more than all poor men are virtuous.

My heart goes out to the man who does his work when the "boss" is away, as well as when he is at home. And the man who, when given a letter for Garcia, quietly take the missive, without asking any idiotic questions, and with no

lurking intention of chucking it into the nearest sewer, or of doing aught else but deliver it, never gets "laid off," nor has to go on a strike for higher wages. Civilization is one long anxious search for just such individuals. Anything such a man asks shall be granted; his kind is so rare that no employer can afford to let him go. He is wanted in every city, town and village- in every office, shop, store and factory. The world cries out for such: he is needed, & needed badly- the man who can carry a message to Garcia.

-THE END-

The True Fraternity Spirit

Brother G.W. Sherman c/o 1894

The success of any secret organization or society has been found to depend upon the two factors strength and spirit, which seem inseparable. These may even be carried into a business organization.

If you will permit me to use a simile, the society may be compared to a chain, each member corresponding to a link; as the strength of the chain is determined by the strength of the individual links, so in society its strength is determined by the spirit and cooperation of its members.

Our society may be handicapped in some respects, but she prospers, for the reason she is built upon a firm and everlasting corner stone. Our founders laid this stone after months of hard and at times very discouraging work; then they proceeded to build around it. Class by class men assumed the responsibilities of Brothers, no longer working and living for themselves, as Phi Beta Epsilon now stands pre-eminent before them, her glorification theirs and her misfortunes their misfortunes.

This spirit and determination to further Phi Beta's welfare, which was possessed by our first group of brothers and the corner stone of our beloved fraternity, is known to their successors as "The True Phi Beta Spirit".

As long as this spirit is kept alive Phi Beta will flourish. Had the Brothers upon leaving the active body dropped her cause and left her to survive as best she could, the purchase of a home, which was but one of our ambitions, would have been impossible. Such is not the case as we all know; while on the other hand our alumni are most active and Phi Beta's cause is ever foremost.

The time should never come when we can lounge back in our chairs and say that we have attained our highest ambitions and strength such as to resist an attack of any nature, but have only to live - this day will mark her downfall. By always having some definite object for which all are working, we are unconsciously drawn together by a tie that holds not only four years of our active fraternity life, but ever after.

Furthering Phi Beta's cause may be accomplished in many ways, all of which may be included under two heads. First, the financial advancement, which is most ably controlled by the alumni; second, the social and scholastic advancement which falls to the undergraduate body. Although the former is a very important factor, the lot that falls to the undergraduate body appeals to me of grave importance, for in reality the maintenance of the fraternity rests upon their shoulders. Their deeds, their selection of men and their laws and customs may either strengthen or weaken our present structure. Though our ambitions should not lose sight of the fact that our rank depends not only upon our representation in Institute we may do or say reflects directly upon the fraternity. Our selection of men should be for quality, not quantity, ones possessing a purpose, energy and will. A man with these qualities can accomplish anything, and the cause of our success may be directly attributed to the fact that our founders were such men and selected others with similar characteristics as successors.

In following her laws and customs, guarding her doings with profound secrecy, while at the same time avoiding such actions and thoughts as mar the man, we give Phi Beta Epsilon her strength and receive ours, and her name stands forever untarnished.

-THE END-

64th Reunion Speech on June 5th, 1954

Brother Tyrell Cheney c/o 1903

I would like to emphasize two characteristics which are not often evaluated, but are closely allied with the basic concepts and principles upon which Phi Beta is built. They are forces that take over in our youth and continue to develop throughout the years.

They are: – LOYALTY and FRIENDSHIP

Loyalty is a character builder and it originates through a voluntary inner compulsion. It is a highly personal reaction and it is manifest throughout our lives in our Religion – Family Life – Faith in Self and in our Nation.

When we professed our Loyalty to Phi Beta it was through this inner compulsion, and it was purely voluntary. We dedicated ourselves to only those acts that would bring credit and strength to the Fraternity.

One of the most precious relationships in our lives is Friendship, and it is sad to relate that we so often fail to give it nourishment.

We refer, loosely, to many people as Friends. To me there are two distinct groupings, Acquaintances and True Friends. Acquaintances are those people we meet through social and business activities, formed mostly through propinquity. They are in our lives for a while, then out.

True Friends are mostly contemporaries during our youth or others whose natures click with ours. Relationships of this type are seldom broken regardless of the period of separation. You pick up from where you left off at the last meeting and continue.

The warmth of reception by all ages of Phi Beta men, and the feeling of being a member of a happy and closely knit family, creates in all of us a true and everlasting Friendship.

To me these two factors are the hidden forces that have contributed greatly to the strength of Phi Beta.

New Member Personal Goals

Use the S.M.A.R.T. Goal Criteria to establish goals for the following areas of your life

3 Goals that Pertain to Personal Life

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3 Goals that Pertain to Academic Life

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3 Goals that Pertain to Fraternal Life within PBE

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September- 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6 Registration Day	7 First Day of Classes	8	9	10
11	12	13	14 Bids Accepted	15	16	17
18	19 NME Meeting 1	20	21	22	23 Career Fair	24
25	26 NME Meeting 2	27	28	29	30	

Events

NME Meeting 1

- TBT System
- NME Handbooks
- SK Late Night

NME Meeting 2

- Structure of PBE and MIT
- Weekend Retreat

October – 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 Tiro Event 1
2	3 NME Meeting 3	4	5	6	7 Add Date	8 NME Retreat
9 NME Retreat	10 Columbus Day	11	12	13	14	15
16 SK Late Night	17 NME Meeting 4	18	19	20 1 st Information Quiz	21 Family Weekend	22 Family Weekend
23	24 NME Meeting 5	25	26	27	28 Halloween Party TBD	29 Halloween Party TBD
30	31					

Events

NME Retreat

- Team Building Exercises

NME Meeting 3

- NME Officer Roles
- Share NME Goal System

NME Meeting 4

- Big-Little Program
- Finalize NME Goals
- Review House Info

NME Meeting 5

- True Gentlemen Discussion
- House Values

November - 2016

• General Risk Management

• 1st Information Quiz

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	NME Meeting 6	1	2	3	4	5 Tiro Event 2
6	7 NME Meeting 7	8	9	10	11 Veterans Day	12 Big Little Dinner
13	14 NME Meeting 8	15	16	17	18 2 nd Information Quiz	19 Brother – NME Thanksgiving Dinner
20	21 NME Meeting 9	22	23 Drop Date	24 Thanksgiving Break	25 Thanksgiving Break	26
27	28	29	30			

Events

NME Meeting 6

- Real world skills workshop

NME Meeting 7

- Tolerance vs. Respect
- General Values Reassessment

NME Meeting 8

- Traditions and Change
- 2nd Information Exam

NME Meeting 9

- Brotherhood

December - 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2 Initiation	3 Initiation
4	5	6	7	8 Last Day of Classes	9	10
11	12	13	14 Last Day of Classes	15	16 Final Exams	17
18	19 Final Exams	20 Final Exams	21 Final Exams	22 Final Exams	23	24
25	26	27	28	29 Pre-Registration Deadline	30	31

Events [Initiation](#)