

NATIONAL COUNCIL APPLICATIONS

NAME: Joseph Dorion

CHAPTER: Nu Theta Eta, New England College

YEAR OF GRADUATION: 2011

WHAT MOTIVATES YOU TO SERVE ON THE NATIONAL COUNCIL OF PHI MU DELTA AND WHAT CRITICAL SKILLS DO YOU BELIEVE YOU WOULD BRING TO YOUR ROLE?

I am motivated to serve on the National Council because I want to give back to an organization that has made me into the man I am today. This organization has given more to me than I have given to it. I owe it a debt and like a Lannister, a Doiron pays his debts. Life right now for Joe Doiron is good. I'm blessed with good health. I have a great job working for the Governor of New Hampshire. I'm in a committed relationship with the love of my life. He's a Phi Kappa Theta, but we won't hold that against him. I have a lot going on but serving on the council has been a labor of love. I believe that those with the ability to act must step up and do so. Please consider this me stepping up. For perspective I was one of those "I'll never join a fraternity" types. You should have heard me my freshman year. The local fraternities on campus were heavily recruiting me. They wanted my GPA as they desperately wanted to raise their chapter average. I refused and as a sophomore I lead the effort to bring Phi Mu Delta to campus. It's actually a good story, seek me out at conclave and we can talk over coffee. What can I bring to the role? Excellent question! Communication is critical. This is more than a motivational poster found in bland conference rooms. Communication prevents problems and coincidentally fixes them as well. I can talk to anyone. I thank my Irish lineage. My ability to communicate has proven critical, as I am able to communicate with undergraduates and alumni with ease. I can work with anybody and I like to seek compromise. Frankly, when two people argue they usually want the same result. I like to find the common ground where agreement can be created. Additionally, I love working with people as it allows for better ideas to be created. I'm a real honest guy. I could also be considered blunt or even a real jerk. Honesty is important. I hate liars and keep in mind I work in politics. I say what needs to be said and I mean what I say. I get things done. I come from a background of campaigns, elections and government service. I have worked for congressman, senators and governors and they are demanding. They didn't hire me for my looks or my ability to juggle. I get results. I'm used to working 7 days a week and pulling 16-hour days. Whatever it takes as long as it takes.

PLEASE EXPLAIN YOUR EXPERIENCE WITH STRATEGIC PLANNING.

I've had extensive experience in strategic planning both as a member of the National Council and in my professional life. Strategic planning is important as it provides direction and achievable goals. Planning is important, however I am biased towards action. Planning without action is meaningless. Action is key and how you implement a strategic plan is even more important. I believe in collaboration and engaging with stakeholders. If I am fortunate enough to serve on the National Council for another term, I will work to make the next strategic plan collaborative and will advocate for stakeholder engagement. Now back to your original question. In my role as a member of the National Council I have had the opportunity to participate in the planning process for the current strategic plan that the National Fraternity is now implementing. Consequently, I have as a National Council member worked to hold the National Office accountable for implementing the strategic plan. Outside of my work on the National Council I have engaged in the process of strategic planning. Most recently in my current role as Deputy Director of the Office of Strategic Initiatives, we have completed an update to the State of New Hampshire's State Energy Strategy. This 70-page document will serve as the strategic plan for energy policy in the State of New Hampshire for the next 3 years. Additionally, in my past roles working in campaigns and elections I have developed and implemented strategic plans for the purposes of winning political campaigns.

WHAT DO YOU THINK ARE THE MOST IMPORTANT ELEMENTS FOR YOU TO BE SUCCESSFUL IN THIS POSITION?

In order to do this job, you need to check your ego at the door. This is largely a thankless job. As a member of the National Council I have had to make difficult decisions and cast tough votes. I'm proud of the votes I've taken and the decisions I have made and I stand by my record. I would encourage you to read the minutes from our meetings. Positive, collaborative discussion and communication are critical. We need to get things done. Compromise isn't a four-letter word. I've worked to find common ground and compromise on critical issues. I find that taking time to listen to both sides of an argument allows you to find common ground. Discussion allows for the best ideas to come forward and rigorous debate makes for better decisions. Autonomy in making decisions is important in this position. I'm not job scared. As long as I serve on the National Council I am going to do what's right. I'm frequently "that guy" asking questions and challenging the status quo. I represent you; the brothers of Phi Mu Delta and you deserve the extra effort. I checked my ego at the door and I realize that I'm not the most popular person because of it. I guess to wrap it up so I don't bore you, I'd also say that it's incredibly important to maintain perspective.

Joseph Dorion, cont.

I graduated in 2011, which technically isn't that long ago; but many things have changed. I'm not suggesting you need to be a recent graduate to be on the National Council. Rather, I think it's important to maintain perspective by keeping in touch with the undergraduates. They are the future of this organization and we as a council need to be cognizant of their needs.

WHAT DO YOU BELIEVE THE NEXT 100 YEARS WILL LOOK LIKE FOR PHI MU DELTA?

Forgive me for stating the obvious but the next one hundred years is what we make of it. Our founders provided us an organization with the values necessary to be successful. I believe our organization can do incredible things over the next 100 years. Furthermore, I believe the men in this organization are incredible. We have what we need to succeed and make these next 100 years, truly remarkable. We just have to have the will and drive to make things happen. We have serious challenges and we need serious people on the National Council to meet these challenges. Our founders defined our first 100 years, however we are currently in the position to shape the next 100 years. It's a solemn duty and it shouldn't be taken lightly. Our fraternity faces challenges both internally and externally. Our internal struggles consist of low recruitment numbers, chapter complacency, chapter attrition, trickle down culture, alumni disengagement and power concentration in a select few. Our external challenges include a paradigm shift in higher education, societal changes and the economy. However, there is good news, as I don't want you to think I'm over dramatic. We can overcome these challenges. We can thrive. Our next 100 years our now and I am looking forward to meeting the challenges head on. I hope I have the opportunity to serve again and I thank you for your thoughtful consideration.

NAME: Ryan Grogan

CHAPTER: Nu Beta, University of New Hampshire

YEAR OF GRADUATION: 2016

WHAT MOTIVATES YOU TO SERVE ON THE NATIONAL COUNCIL OF PHI MU DELTA AND WHAT CRITICAL SKILLS DO YOU BELIEVE YOU WOULD BRING TO YOUR ROLE?

I have had the great opportunity to serve on this council since the last conclave. During this time, I have learned a lot about the operations of the fraternity and see both the struggles and the achievements of the fraternity. I am motivated to continue to see the fraternity to continue to grow and achieve over the next few years. I believe that I bring many different skills to the organization. I have a passion for this organization and wanting to see it grow. I have the ability to make connections with students and learn about what they are going through particularly when it comes to student's overall wellness.

PLEASE EXPLAIN YOUR EXPERIENCE WITH STRATEGIC PLANNING.

Over the past few years I have had the opportunity to work with the council to help us meet our goals that were laid out in the last strategic plan. As the 2018 conclave draws closer we are coming to a close on the strategic plan that was already created and soon it will be time to create new goals and a new/continued path for the fraternity. I am someone who enjoys setting goals. I see goals as something that allows us to push ourselves to achieve greatness. I enjoy looking at the many different aspects of fraternity, chapter and individual health and well-being so that we may grow and succeed. Goals should be far enough away that they are a challenge, which will make us stronger, but also close enough so that it is achievable. One thing that I would like to see in the new strategic plan is looking beyond two/three years. I think as a fraternity we need to look 5, 10 15 years down the road and ask ourselves where do we want to be. I think that will be our best way to succeed. Obviously, things change during those times but if we have a goal and a strong belief then I believe we can achieve just about anything we put our minds to.

Ryan Grogan, cont.

WHAT DO YOU THINK ARE THE MOST IMPORTANT ELEMENTS FOR YOU TO BE SUCCESSFUL IN THIS POSITION?

I continue to believe that communication is extremely important. I think communication and realizing we are all here for the same reason will allow me to be most successful in this position. I think that communication with each other and with the different chapters of the fraternity. Everyone has ideas of how to make the chapter grow stronger and reach its full potential and listening to those ideas and having good communication will allow that to happen. Second, realizing that we are all here for the same reason. We are all here to help Phi Mu Delta run smoothly and effectively. No matter when we graduated and what age we are, we are all brothers and are all here to support the fraternity. Once we realize that and put differences aside we can all work together for the best of the fraternity.

WHAT DO YOU BELIEVE THE NEXT 100 YEARS WILL LOOK LIKE FOR PHI MU DELTA?

I think that for the most part the fraternity has been growing in a positive direction. However, I think this past two years has had its fair share of speed bumps. We had a chapter turn over its own charter, others closing, and failed expansions. Though we have had a positive outcome and a positive look if our negatives outweigh our positives then we will start moving backwards. I have been working with a struggling chapter over the past semester and have seen them grow exponentially. We must continue to overcome the challenges that we are facing as an organization and move forward. This however, can not just be done by a board of 8 people. We must encourage and motivate the youth of chapters to push themselves to succeed and to help us grow.

NAME: Dr. Thomas Kier

CHAPTER: Mu Beta, Ohio Northern University

YEAR OF GRADUATION: 1982

WHAT MOTIVATES YOU TO SERVE ON THE NATIONAL COUNCIL OF PHI MU DELTA AND WHAT CRITICAL SKILLS DO YOU BELIEVE YOU WOULD BRING TO YOUR ROLE?

I just completed a two-year term as an at-large representative and believe I can still contribute to the benefit of our fraternity. I have many years of experience mediating between college students and administrators. I understand Higher Education systems and politics.

PLEASE EXPLAIN YOUR EXPERIENCE WITH STRATEGIC PLANNING.

I have served on several college and University strategic planning committees.

WHAT DO YOU THINK ARE THE MOST IMPORTANT ELEMENTS FOR YOU TO BE SUCCESSFUL IN THIS POSITION?

Open communication, organization integrity and transparency (all of which I witnessed during my recently completed term).

WHAT DO YOU BELIEVE THE NEXT 100 YEARS WILL LOOK LIKE FOR PHI MU DELTA?

Initially, continuous hard work during difficult times. Strong leadership will allow Phi Mu Delta to establish strong chapters well designed and prepared to develop men who will contribute to their disciplines, communities and families.

NAME: Dr. Paul Kittle, Jr.

CHAPTER: Mu Pi, California Univeristy of Pennsylvania

YEAR OF GRADUATION: 1991

WHAT MOTIVATES YOU TO SERVE ON THE NATIONAL COUNCIL OF PHI MU DELTA AND WHAT CRITICAL SKILLS DO YOU BELIEVE YOU WOULD BRING TO YOUR ROLE?

Over the past 12 years our fraternity has emerged as a leader in the American Fraternal System due to the dedication, vision, and hard work of national staff and volunteers. Being a part of the continued success of our fraternity is what motivates me to serve on NC. I feel that I will bring vision, drive, and a sense of calm to the NC.

PLEASE EXPLAIN YOUR EXPERIENCE WITH STRATEGIC PLANNING.

For the past 23 years I have been fortunate to work for 4 different universities. At each institution I have been a part of the team that has designed a strategic plan that aligns with the institution's mission. Additionally, I have been responsible for the design and implementation of assessment plans to measure the progress of the strategic plan at the most recent 2 institutions.

WHAT DO YOU THINK ARE THE MOST IMPORTANT ELEMENTS FOR YOU TO BE SUCCESSFUL IN THIS POSITION?

A board that will take a 30K foot view of the landscape and not be afraid to dream big for the success of our fraternity.

WHAT DO YOU BELIEVE THE NEXT 100 YEARS WILL LOOK LIKE FOR PHI MU DELTA?

I anticipate nothing less than continued growth in both membership and chapters. Our fraternity is strategic in our growth and we are positioned to grow and enhance the mission of many more higher education institutions. Noting the humans are social beings, and expanding the definition of social to include personal growth as well as fellowship, the value of fraternities will not diminish. We may change our programs and approach, but I feel confident that we will persevere and add value well past the next 100 years.

NAME: Chris Lamberti

CHAPTER: Mu Xi, Pennsylvania College of Technology

YEAR OF GRADUATION: 2006

WHAT MOTIVATES YOU TO SERVE ON THE NATIONAL COUNCIL OF PHI MU DELTA AND WHAT CRITICAL SKILLS DO YOU BELIEVE YOU WOULD BRING TO YOUR ROLE?

I am motivated to serve on council by being able to give back to my fraternity. Phi Mu Delta played an integral part of my development while I was an undergrad. The skills as well as the experiences are things that I would like to share with the membership. Being able to make decisions that can benefit not only the current members, but future is something that motivates me as well. I would bring communication and leadership skills to this role as well as being able to make unbiased decisions. I'm a very dedicated individual so giving this role my undivided attention will not be an issue. Once I start something, I make sure I finish it no matter what obstacle gets in the way.

PLEASE EXPLAIN YOUR EXPERIENCE WITH STRATEGIC PLANNING.

When I was involved with the alumni association, I spent a lot of time working with my board members working on my topics such as how we are going to get our organization off the ground, how are we going to get alumni members involved that have been removed from the fraternity for sometime, fundraising, setting up scholarships, communication with our chapter just to name a few. This while being stressful at times, allowed us to put a plan in place to get our goals accomplished. It was my job to make sure we stuck to this plan while also holding my board members accountable. It is important for an organization to have a plan of what their goals are and when they would like to see them accomplished. It is also a good idea that we did those so when we elect new board members, they have an understanding of what type of organization we want to become and pick up where the past members left off.

Chris Lamberti, cont.

WHAT DO YOU THINK ARE THE MOST IMPORTANT ELEMENTS FOR YOU TO BE SUCCESSFUL IN THIS POSITION?

For me to be successful in this role is that I need to be focused. When I was on council previously, I went through a very tough and challenging point in my life and I wasn't always focused during our communications as a board. Rest assured that this will not happen again. I have not only grown as a leader but as a person as well. I will do whatever it takes to accomplish the goals of the council while mentoring the current and most importantly, future generation of Phi Mu Delta brothers. It will be imperative that I give my input when it is warranted because on what I or do can effectively direct the direction of the fraternity.

WHAT DO YOU BELIEVE THE NEXT 100 YEARS WILL LOOK LIKE FOR PHI MU DELTA?

This question can be answered in many ways. I feel the next 100 years will look promising but I'm sure there will be obstacles along the way. It will be up to the members of the national council to keep everyone going in the right direction. There will be changes in the way we communicate, the way we act in social settings and the way our members want to be supported. If we keep recruiting men based not on who they are but what they are we will be in good shape. As a council, we need to provide a road map on what it is that embodies a Phi Mu Delta member and what they can live our values everyday.

NAME: Mitch Larson

CHAPTER: Mu Tau, Rutgers University-Camden

YEAR OF GRADUATION: 2018

WHAT MOTIVATES YOU TO SERVE ON THE NATIONAL COUNCIL OF PHI MU DELTA AND WHAT CRITICAL SKILLS DO YOU BELIEVE YOU WOULD BRING TO YOUR ROLE?

Phi Mu Delta consistently been one of the strongest forces in my life since I joined as a Founding Father of the Mu Tau chapter. The opportunities and life long friendships that were afforded to me through my involvement in Phi Mu Delta have forever changed me. I want to make sure that our current brothers have the same opportunities that I was afforded. As a former council member I know first hand the power that the National Council has to elevate this experience for our brothers and I want to be a part of building that, while laying the foundation for the next 100 years of Phi Mu Delta's trail blazing legacy.

PLEASE EXPLAIN YOUR EXPERIENCE WITH STRATEGIC PLANNING.

I am familiar with Phi Mu Delta's strategic plan from my time on the council as we continued to build toward each of the new goals. In my professional role in Admissions I am working with my direct supervisor to create a strategic plan for the Admissions Communications team so that we can enhance the way our organization attracts and retains students.

WHAT DO YOU THINK ARE THE MOST IMPORTANT ELEMENTS FOR YOU TO BE SUCCESSFUL IN THIS POSITION?

The most important element for a council member to be successful is to be able to understand and balance the differences between being an alumni and being a current member. Our network of alumni can't grow and be supported unless we are also always actively thinking about the current member experience. Being able to wear both hats and prioritizing both the needs of the alumni and the current students is paramount for having a successful Phi Mu Delta now and 100 years now.

Mitch Larson, cont.

WHAT DO YOU BELIEVE THE NEXT 100 YEARS WILL LOOK LIKE FOR PHI MU DELTA?

I believe that the next 100 years are going to continue to be a period of growth and support for Phi Mu Delta where we continue to show the world what the greek life experience is supposed to be. There is no doubt that the overall view of greek life can look bleak at times, which on the surface may not look like it would bode well for Phi Mu Delta, but in actuality it shows that the world needs organizations like Phi Mu Delta more than ever. There is still a place for strong, values drive, and supportive fraternities in the world and I firmly believe that Phi Mu Delta will continue to blaze those trails for the next 100 years, just like we did for the first 100.

NAME: Dani Roberts

CHAPTER: Sigma Alpha, Longwood University

YEAR OF GRADUATION: 2014

WHAT MOTIVATES YOU TO SERVE ON THE NATIONAL COUNCIL OF PHI MU DELTA AND WHAT CRITICAL SKILLS DO YOU BELIEVE YOU WOULD BRING TO YOUR ROLE?

I joined Phi Mu Delta to develop myself into a citizen leader that can bring social change to the community. I believe through my educational and professional experiences that I have developed a knowledge and understanding of the fraternity experience that could transfer well as member of National Council. With my membership I would bring two years experience working with fraternity and sorority life at a public institution. I have developed leadership and accreditation programs for my current institution to help students learn skills to aid their development as student leaders. I have presented to students and professionals on a local and national scale regarding prominent issues facing the community.

PLEASE EXPLAIN YOUR EXPERIENCE WITH STRATEGIC PLANNING.

In my current role as a fraternity and sorority life administrator for a newer Greek community, I have to create strategic plans for the office and Greek community. I am currently working on a strategic plan for fraternity and sorority life on our campus, and where it should stand in the campus community in the coming years. Additionally, our office is undergoing major changes and merging with another office; I am currently meeting with consultant (along with my colleagues) to aid in the strategic planning and development of this combined office.

WHAT DO YOU THINK ARE THE MOST IMPORTANT ELEMENTS FOR YOU TO BE SUCCESSFUL IN THIS POSITION?

In this role, time management, objectivity, and accountability are the most important elements to this position. This would be a volunteer position in addition to the careers we currently hold. Time management would play a very important role, as improper planning would result in duties not being fulfilled and the fraternity being let down. Objectivity is vital for this position as there may be times where you are faced with a situation involving your chapter or someone in the fraternity you may know. Those are the moments you have to either recuse yourself or acknowledge that you are acting on behalf of the fraternity for the betterment of its success. This leads into accountability; understanding that in order for the organization to remain progressive and beneficial to the college experience we have to ensure that we are keeping ourselves and brothers in check.

Dani Roberts, cont.

WHAT DO YOU BELIEVE THE NEXT 100 YEARS WILL LOOK LIKE FOR PHI MU DELTA?

I believe with the right leadership and continued mission, Phi Mu Delta could grow into an organization that is more progressive, challenging the idea of what the fraternal experience should be versus what it has been. Phi Mu Delta already recognizes itself as a diverse and inclusive group of men, but I believe Phi Mu Delta has the potential to develop that identity more and create leadership programs and experiences that could educate brothers and the fraternity and sorority community on advocacy, diversity and inclusion, and multiculturalism.

NAME: Jose Rosario

CHAPTER: Nu Rho, Rhode Island College

YEAR OF GRADUATION: 2017

WHAT MOTIVATES YOU TO SERVE ON THE NATIONAL COUNCIL OF PHI MU DELTA AND WHAT CRITICAL SKILLS DO YOU BELIEVE YOU WOULD BRING TO YOUR ROLE?

My membership within the organization was an evolving experience. Phi Mu Delta strives to find men of character and many times, men who defy the “fraternity” experience. I hope to foster the inclusivity that our founding fathers sought. I bring years of behavioral research experience in the areas of risk-taking and well-being (including managing a lab within a federal grant) and can provide skills for targeted assessment within the Fraternity. Currently, I serve a diverse student group with varying degrees of need with interdisciplinary duties (e.g. student life, conduct processes, student retention/engagement.) I am also leading several diversity initiatives to equip under-served populations with emotional intelligence, policy knowledge and leadership development. These are areas, along with some others, that may need to be provided to increase undergraduate chapter size and expand recruitment pools.

PLEASE EXPLAIN YOUR EXPERIENCE WITH STRATEGIC PLANNING.

I currently serve on a College Council that reviews and adapts the institutional strategic plan and was part of the committee that established our Diversity statement and benchmarks. I also serve on a Congressional Diversity and Equality Advisory Board that develops strategies and review some legislation for consideration. Sporadically, I consult with non-profit organizations about strategic initiatives.

WHAT DO YOU THINK ARE THE MOST IMPORTANT ELEMENTS FOR YOU TO BE SUCCESSFUL IN THIS POSITION?

I believe I would need to be part of a team of visionaries that hope to continue evolving to reach more gentlemen. I would like to ensure our standards are being met as a respectable organization. It is crucial to be detail-oriented, collect data (without causing inappropriate delay,) and to make decisions for the best interest of the Fraternity. Above all, I want to have an active relationship with each Chapter and Colony; there needs to be active communication with and an overt display of support for our undergraduate members.

Jose Rosario, cont.

WHAT DO YOU BELIEVE THE NEXT 100 YEARS WILL LOOK LIKE FOR PHI MU DELTA?

In 100 years, Phi Mu Delta has the potential to reach men on a larger scale. Our focus on intrinsic worth and determination to make sure each Phi Mu Delta man has a voice is powerful. There are so many men across the nation, like myself, who do not believe they belong in a fraternity and are further dismayed by media coverage. Phi Mu Delta needs to gain visibility, show men that organizations exist where you will not be degraded but accepted. You will be supported instead of controlled. This next century for Phi Mu Delta can be about re-defining fraternity, not only for us, but for the larger community. In order to do this, we need fresh perspectives and driven leaders. This fraternity has changed my life. Let's keep it going and make it stronger!

NAME: David Smittle

CHAPTER: Mu Beta, Ohio Northern University

YEAR OF GRADUATION: 1984

WHAT MOTIVATES YOU TO SERVE ON THE NATIONAL COUNCIL OF PHI MU DELTA AND WHAT CRITICAL SKILLS DO YOU BELIEVE YOU WOULD BRING TO YOUR ROLE?

I've been on Council since 1985. During that time, I've seen Phi Mu Delta both excel and struggle (not unlike the national fraternity movement itself). I've been involved with several NIC projects and collaborative efforts over the years, some successful, some not. I was proud to represent Phi Mu Delta at the first meeting for the concept that would eventually be known as the NIC 2.0 initiative and the resetting of our shared national standards. I feel passionate about the good things which can come from a positive college fraternity experience. Phi Mu Delta is just as relevant today as when it was founded in 1918, but lots of other things are different. In fact, today we probably have more of an opportunity to continue making a significant impact, in light of the complexity of higher education and societal pressures now versus back then. I'm pleased our recent expansion efforts have reinforced an atmosphere of diversity and inclusiveness. As we grow these groups and start others with similar aspirations, I'm proud to say--just like it was when we were founded--that "character, ability and a willingness to serve Phi Mu Delta and its principles" are the only criteria for membership in our organization. I feel very strongly about this; we don't need to make membership education harder than it needs to be. In fact, there's merit in returning to many of the concepts our founders employed; identify quality men who would benefit the fraternity as a member, involve them and ask them to join. So long as we recruit men who exemplify fine character and have an ability and willingness to serve the fraternity, they will enable our chapters to accomplish great things. My philosophy of fraternal service aligns itself with a favorite quote: "Never underestimate the power of a small group of committed people to change the world, in fact, it is the only thing that ever has." (Margaret Mead, a cultural anthropologist.) This quote has personally motivated me over the years, as I feel it's important to always attempt to facilitate positive change within an organization. I've been passionate about the work I do for the fraternity and that's why Phi Mu Delta is so close to my heart. My involvement here, as well as, interfraternally, over the past three decades (plus, through service on various other national and local non-profit boards, plus, the university where I was employed for over 30 years), have all provided me with ways to become positively involved. I think I have bettered the various organizations where I've had the pleasure to serve. As a member of the National Council, it is my desire to continue to serve the fraternity in several meaningful ways going forward.

David Smittle, cont.

PLEASE EXPLAIN YOUR EXPERIENCE WITH STRATEGIC PLANNING.

I have lots of experience along these lines. Before working over 30 years for the university, I did productivity and staffing studies for a major, multi-state bank holding company. During my time in the academic setting, I served on several task force initiatives and institutional committees. Now, with my consulting job, I'm probably doing more strategic work than I ever have, with much of it being high pressure situations demanding proven results. With the NIC and my board service with the National Interfraternity Conference Foundation (NICF), we're doing strategic planning all the time. I, actually, like the opportunity to do so; it's something we don't spend sufficient time doing. And, since Phi Mu Delta is nearing the end of our current strategic plan, it's time to do another one and repeat the cycle once again. What an exciting opportunity we have to begin charting the start of the next one-hundred years of our history!

WHAT DO YOU THINK ARE THE MOST IMPORTANT ELEMENTS FOR YOU TO BE SUCCESSFUL IN THIS POSITION?

I have lots of experience as a contributing member on national council. Interfraternally, I've done much. We can learn from our interfraternal friends and apply successful concepts to benefit Phi Mu Delta. I served as a facilitator during the early years of UIFI, sat on a local Theta Chi chapter advisory team, assisted the NIC on a risk-management team sent to the campus of UMass in the 1990's to address serious risk management concerns, and participated in the Futures Forum seminar held by the NIC at the McDonalds headquarters in Oak Brook, IL. Before, during and after my time as Phi Mu Delta's national president, I attended several NIC conferences, numerous House of Delegates meetings and was part of the very first congressional visits on Capitol Hill (and, continued to do so for many years). I attended several of the NIC Congressional receptions over the years and attended THE Foundation Seminar as both national president and chairman of the educational foundation many times. I currently serve as an executive committee member on the North-American Interfraternity Conference Foundation board, soon to be renamed the Foundation for Fraternal Excellence. I've also participated in NIC housing and academic achievement conferences over the years. In some ways, I feel like I've "grown up" right along with Phi Mu Delta, just as it has grown significantly and "matured" over the last decade. As far as elements to be successful in this fast-paced and ever-changing world, I feel we need to be effective leaders, articulate clear vision, develop talent, have a global mindset, think strategically, create win-win solutions, embrace diversity, communicate effectively, hold people accountable and be agile learners. I have experience in many these areas, and, where I don't, will bring resources in to fill any voids in our operations.

WHAT DO YOU BELIEVE THE NEXT 100 YEARS WILL LOOK LIKE FOR PHI MU DELTA?

It's a well-known fact, men of college age want to join "winners." Phi Mu Delta should have chapters which are academically strong and comprised of members who are highly involved in campus leadership positions. These chapters will attract men who value these traits. These will be our successful chapters going forward. Frankly, chapters who exhibit values inconsistent with those of the national fraternity will be provided with assistance and given the opportunity to make necessary internal changes. If they don't, we will close them in favor of directing resources to chapters which hold the most promise for furthering the mission of the fraternity. This familiar business approach is called "protecting our brand." Our successful chapters--of which we have many--will continue to contribute to the long-term success of the national fraternity. We want every chapter to be successful and will constantly strive to that end. I believe a positive college fraternity experience helps prepare those who will be the leaders of tomorrow; good businessmen, good local, state and national leaders, good men. College fraternities—when fraternity is done right—have an amazing ability to involve and educate men in their young, formative years. This will prepare future leaders for our own organization, as well as, society as a whole. We offer a valuable and important "out of classroom" experience which greatly benefits young men. It's one which can't be learned from a textbook or on the Internet, it's learned by doing it. In both academia and business, this is referred to this as soft-skill development. We need to teach our members to be masters at it! Further, I feel when today's college man, along with similarly-minded peers, is willing to commit himself to an organization which has values and stands for something larger than himself, it can be a powerful thing. On the other hand, fraternity "done wrong" can have a serious detrimental effect on a member or members. When a chapter or organization strays from its founding principles, it can have a dangerous and disastrous outcome. We're all too familiar with the unfortunate actions which can and have arisen from these types of situations. We have an obligation, as the leaders within our own fraternal communities, to reinforce what is good and meaningful. Likewise, we must seriously address any negative aspects which have and continue to damage us and tarnish the name of fraternity. We need to rely on top-notch educational programming to inform and train fraternal leaders on how to tackle the common issues which we face as a community. We need to also educate our own constituencies on how their financial support and volunteer involvement can assist with promoting the new educational resources being developed by headquarters. By continuing on national council, I plan to further enrich the overall fraternity experience for our members, encourage programming and education based on our ritual, introduce a career mentoring program, employ a

David Smittle, cont.

approach of managing by coaching and reward staff and recognize volunteers for outstanding performance. I feel I can lead ongoing efforts by always challenging and engaging our members, as well as, those who have a vested interest in our mutual success. I plan to strengthen and form deeper meaningful relationships with our host institutions and would further utilize the Friends of Phi Mu Delta program—our interfraternal and collegiate friends who can help us facilitate change and enable us to continue to grow. Yet, I feel it is important to retain the unique characteristics which have made us such a personal, meaningful and beneficial organization for our members. Those little intangibles which mean a great deal. As we learn from our past, correct our mistakes and set the stage for the next generation of Phi Mu Delta leaders, we will surely position ourselves to prosper for many years to come.

NAME: Joseph Sweeney

CHAPTER: Nu Beta, University of New Hampshire

YEAR OF GRADUATION: 2016

WHAT MOTIVATES YOU TO SERVE ON THE NATIONAL COUNCIL OF PHI MU DELTA AND WHAT CRITICAL SKILLS DO YOU BELIEVE YOU WOULD BRING TO YOUR ROLE?

"I have a deep love and affection for Phi Mu Delta - I know I would have had a vastly different undergraduate experience without Phi Mu Delta and the leadership and personal skills I gained have greatly contributed to me becoming the man I am today. I held a number of positions in the Nu Beta Chapter at UNH, and as a re-Founding Father at one of our original Chapters I understand the degree to which history and legacy tends to play in a Fraternity - but we must always be focused on the future, not the past, when determining our Fraternity's goals and missives. I have a deep affection for the history of our Fraternity and have spent countless hours looking over archival documents and research. But, as a national organization we should always be striving to move forward. It is the history we decide to make now that will be remembered."

PLEASE EXPLAIN YOUR EXPERIENCE WITH STRATEGIC PLANNING.

Strategic Planning was a critical component of my undergraduate experience in Phi Mu Delta, and I utilized it as a freshly colonized group to go through the Chartering process and beyond. Strategic plans are good for an organization, and whether it was our plan to get our Charter at Nu Beta or our currently evolving and developing Housing and Alumni plan, a proper plan can break down any task and make anything seem possible. Through strategic planning, an organization can develop their goals and recognize the realities in order to achieve what they want.

Joseph Sweeney, cont.

WHAT DO YOU THINK ARE THE MOST IMPORTANT ELEMENTS FOR YOU TO BE SUCCESSFUL IN THIS POSITION?

“A National Council member needs to be a leader, a listener, and a learner - not necessarily in that order. One must be willing to lead when leadership is needed - either on the council or while tackling some of the committee work. A listener is needed during meetings in order to hear different opinions and facts regarding an issue presented in front of the council. A learner is needed during and between meetings in order to properly gather the facts and gain any relevant knowledge on a matter presented before the Fraternity. As a leader in the Fraternity, a National Council member needs to be open to hearing from any undergraduate and alumni member. We are at a crucial time in our Fraternity and Fraternities across the nation - as the realities of higher education continue to change and our membership base is challenge, Phi Mu Delta needs as many leaders, listeners, and learners as possible.”

WHAT DO YOU BELIEVE THE NEXT 100 YEARS WILL LOOK LIKE FOR PHI MU DELTA?

“The next 100 years of Phi Mu Delta will continue to see our great Fraternity set the standards and raise the bar for Fraternity men nation wide. We have a great history of being the first Fraternity on so many fronts, and we will continue to be the progressive Fraternity that so many expect us to be. I see our Fraternity becoming more a constant thread in the lives of all brothers - active or alumni. Our Fraternity is at a great period of growth, and while we are never assured continued growth, we are currently on the right track to expand the membership and chapter numbers to increase resources going to the National Office for additional staff. A National Fraternity that is growing and increasing staff is a National Fraternity that can become a dominant force in the next 100 years. We owe it, not only to our brotherhood, but to the brothers and sisters of other organizations to continue to lead the way forward. We were founded at a time of great confusion and uncertainty - while we are not ending a World War, our world in 2018 is quite chaotic. Now there is a time for a recommitment to our Fraternal values of Brotherhood, Service, and Democracy - values that should power the way and be the moral filament of any civilized society for the next 100 years.”

NAME: Joseph Thompson

CHAPTER: Mu Alpha, Susquehanna University

YEAR OF GRADUATION: 2008

WHAT MOTIVATES YOU TO SERVE ON THE NATIONAL COUNCIL OF PHI MU DELTA AND WHAT CRITICAL SKILLS DO YOU BELIEVE YOU WOULD BRING TO YOUR ROLE?

I have served two terms non-consecutively on council and wish to continue my service. I believe I bring strong critical thinking and analytical skills to the board, from the perspective of someone who works on the ground with our undergraduate students daily. I have an understanding of today's undergraduate student profile from an administrative perspective. Much of what the council discusses I do day-to-day from a university perspective. I want to continue giving back to the fraternity and I enjoy my role on council.

PLEASE EXPLAIN YOUR EXPERIENCE WITH STRATEGIC PLANNING.

I do strategic planning as a part of my job, looking at the big picture in the long term, while handling what I need to day to day in the short term. Prioritizing and goal setting are a strength of mine because I am good at not getting lost in the details and can focus on the big picture. Outside of serving on national council, I am involved in the strategic planning for ASO, Mu Alpha's alumni association and housing corporation, dealing with both sides.

WHAT DO YOU THINK ARE THE MOST IMPORTANT ELEMENTS FOR YOU TO BE SUCCESSFUL IN THIS POSITION?

Vision is the most important element of this position. We need to be able to set goals in the long term for the organization and understand our resources and limitations. We cannot let ourselves get lost in the weeds or focus too much on the day-to-day (that is the job of the headquarters). Our job is to set the priorities for the national fraternity for the future and support the HQ in making that happen. Teamwork is also essential. Some of us may have specific roles to play, but we all work together and with the HQ to support this organization.

WHAT DO YOU BELIEVE THE NEXT 100 YEARS WILL LOOK LIKE FOR PHI MU DELTA?

We must be better than we have been. This is a critical time for fraternities and I believe Phi Mu Delta will continue to evolve to stay relevant and thrive in our ever-changing world. Phi Mu Delta will become more of a lifestyle in the future. We will focus more on lifetime membership than just the undergraduate experience. We will grow in chapters and resources. I see big things for Phi Mu Delta.

