

REPORT OF THE PROFESSIONAL
INTERFRATERNITY CONFERENCE

• 1933 •



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PURPOSES
of the
PROFESSIONAL INTERFRATERNITY CONFERENCE



1. To aid, improve, and strengthen the professional fraternity.
2. To provide a co-operative organization for professional fraternities where their mutual problems may be discussed and means provided for their solution.
3. To collect, publish, and distribute information and data of value to the professional fraternity.
4. To effect a better understanding of the purposes and functions of the professional fraternity on the part of the educational world and the public at large.
5. To work in harmony and co-operation with universities in the attainment of educational ideals, in the promotion of high professional ethics, and in the advancement of scholastic excellence.
6. To promote a spirit of comity, understanding, and co-operation between all college fraternities and to work in harmony with them in an endeavor to provide constructive solutions of the problems involving their relationship and operation.
7. To provide means for the determination of the major principles of professional fraternity organization, policy, and operation and through mutual action endeavor to effect their observance.
8. To promote the observance of high ideals and ethics on the part of professional fraternities and to assist in the establishment and observance of high standards on the part of their individual chapters.
9. To assist the professional fraternity to prove of value and benefit to its individual members and through this means aid the individual member to attain a full measure of professional success.
10. To clarify the distinction between the professional, the general, and the honorary fraternity, thereby assisting each type of organization to perform more fully and effectively its particular function in our system of university education.

PROCEEDINGS

Sixth Meeting

The Professional Interfraternity Conference

Chicago, Illinois

October 13-14, 1933

The opening session of the Sixth Meeting of the Professional Interfraternity Conference held at the Knickerbocker Hotel, Chicago, Illinois, October 13, 1933, was called to order at 10 o'clock in the morning with Professor Jamison Vawter (Theta Tau—Engineering), president of the Conference, presiding.

PRESIDENT VAWTER: The Conference will come to order. The secretary will call the roll of the member fraternities, which should be answered by the official delegates here. [The secretary of the Conference, Mr. J. D. Sparks, (Alpha Kappa Psi—Commerce) called the roll.] The next order of business is the reading of the minutes of the last Conference. These minutes were printed in the proceedings of the 1931 Conference and distributed to all member fraternities. Shall they be read now?

MR. DON A. JENKINS (Phi Beta Gamma—Law): Since the minutes have been distributed to all of the members, I move they be adopted without being read.

MR. H. G. WRIGHT (Delta Sigma Pi—Commerce): I second the motion.

PRESIDENT VAWTER: Are there any corrections that anyone wishes to make in the proceedings? I have one correction to make on page 16. I note that I have been quoted as stating that Theta Tau (Engineering) does not take in architectural engineering or chemical engineering students, and since we do, and since I knew we did at that time, I presume it was a stenographic error. This is one correction I would like to have made.

All in favor of the motion signify by saying "Aye"; contrary "No." The motion was carried. The next order of business will be the reports of the officers. First, that of the president.

REPORT OF THE PRESIDENT

At this sixth meeting of the Professional Interfraternity Conference, the speaker believes that we have passed through our formative period, weathered our tribulations, and may now expect a stabilized growth. Some questions need to be further considered and possible changes made. Certain recommendations to that end are accordingly included here.

Professional fraternities, as well as those of other types, have felt the effects of the times during the past two years. National funds have been tied up in closed banks, a few chapters have been dropped and there has

been a general curtailment. It is believed, however, that definite recovery is under way and that we may now expect to see progress in the right direction.

The Professional Interfraternity Conference has endeavored to take cognizance of these conditions by reducing the dues for the past year to \$10.00. The Executive Committee decided to make this reduction temporarily, subject of course to the approval of the Conference. The response of the member fraternities was in general approval of this move and it is, therefore, recommended that these dues be held down as near to this figure as possible. The Conference shared the general times by having its funds tied up in a closed bank, but this and the general financial condition will be covered in the report of the Secretary-Treasurer.

Certain proper functions of the Conference will have to be curtailed on the basis of the decreased dues. Also, it must be considered in connection with the proposal to go back to annual meetings. There are a number of advantages in holding annual meetings, the chief ones being that the Conference can keep in more intimate touch with the needs and desires of the member fraternities and make itself more useful to them, and there is less of a lowering of effort as during a two-year period. The question of finances must be considered in this connection, however, since annual meetings will mean more expense, both to the member fraternities and to the Conference.

During the past two years the Conference has devoted its efforts mainly toward securing better definition of the status of professional fraternities at various universities and colleges, particularly their objects and mission. The Secretary-Treasurer has done much toward that end from his office and I was able to clear up certain points at two or three schools where I was visiting some of the chapters of my fraternity. I was also able to assist in the formation of a Professional Interfraternity Council at the University of Illinois. I believe that and the proper classification of fraternities is one of our chief immediate problems. I may be somewhat prejudiced in that view as I am connected with an educational institution and am familiar with the condition which often exists. In one instance during the last biennium, it was found that at a certain school a chapter of one of our leading professional medical fraternities was listed among the honorary fraternities.

We were invited by the American Interprofessional Institute to have a representative meet with their committee last February. Mr. Don A. Jenkins of Phi Beta

Gamma (Law) was asked to represent us. He considers their objective well worth while and his report today will recommend that we cooperate with them.

I also believe that a more permanent personnel of delegates to our Conference will add to the strength of the Conference and further its work. This could probably be best accomplished by having the place of meeting in rather narrow geographical limits. Expense and convenience often dictates that a fraternity appoint someone in the near vicinity as its delegate. Appointment of permanent delegates by the member fraternities is a point that might be considered.

The constitution now provides that where there is an interfraternity organization in any category, any fraternity petitioning for membership must first have the approval of that body. There are now only two of the professions which have interfraternity organizations and in one of them, only one fraternity belongs to this Conference. It is possible that that provision should be eliminated or at least modified so that the Executive Committee will only have to consult with the other organization rather than be bound by its action. The provision has some merit, but if the other organization has good reasons for barring any particular fraternity, the Executive Committee would give proper consideration to those reasons. As the matter now stands this clause would still be applicable if no members of such an interfraternity organization in a given category were at present members of the Conference.

The program of papers which has been prepared contains subjects which it is hoped will be of interest to all of the members present. If there are any suggestions that any fraternity has in regard to the type of program, they should give them. It would probably be advantageous if we should add a program committee to the list of standing committees, such committee to decide on and arrange the program for the next meeting, consulting with the executive committee. Round table discussions at odd times during the Conference are always worth while.

To carry out the aims and mission of the Conference it is necessary to have the active cooperation and constructive criticism of all of the member fraternities and that our membership be a good cross section of the leading fraternities in the professional field.

Respectfully submitted

JAMISON VAWTER

PRESIDENT VAWTER: The next order of business will be the report of the Secretary-Treasurer, Mr. Sparks.

REPORT OF THE SECRETARY-TREASURER

I. REVIEW

In reviewing the work of the Professional Interfraternity Conference for the past two years, there is little to say. It becomes increasingly evident that the greatest value to be derived from this conference is through the holding of periodic meetings at which mutual problems can be discussed and information exchanged relating to fraternity administration. Changes in the personnel of officers in various member fraternities and lack of personal contact make it difficult to achieve much by correspondence, and while your secretary-treasurer has mailed out a number of communications and has contacted the member fraternities regularly during the past two years, the results derived have not been altogether satisfactory.

A. FINANCES

It gives me pleasure to inform you that the conference is in excellent financial condition, although it was unfortunate in having its depository, the Fletcher American National Bank of Indianapolis, close in March 1933 impounding the major portion of its deposits. Since that date, however, 50% of the amount involved has been released, and while the remaining 50% is still tied up, payment in full of it is expected, although it may be a year or so before the funds are available.

At the present time the conference possesses \$515.31 in cash on hand; an additional amount of \$374.13 is impounded in the Fletcher American National Bank which is now being liquidated.

For the two-year period ending September 30, 1933, total receipts of the conference amounted to \$639.75, and expenses amounted to \$404.34. This leaves a balance of \$889.44 in the treasury of which \$515.31 is available for immediate use if needed.

Since the conference was in excellent financial condition at the end of 1932, with little need for additional funds, your executive committee, in order to assist member fraternities, voted to reduce membership dues from \$25.00 to \$10.00 for the period just ended. The inability or failure of some member fraternities to fulfill their dues and the advantages of their being retained as members made this step advisable.

I regret to state, however, that six member fraternities are delinquent in their dues to the conference. An itemization of the amounts unpaid is attached to the financial statement composing Exhibit A of this report. As to whether these fraternities continue to be entitled to membership and voting privileges is a matter which should be determined.

B. RESIGNATIONS AND NEW MEMBERS

During the past two years, no new members of the conference have been added. Since the last conference, held in Cincinnati, Ohio, on November 27, 1931, Sigma Nu Phi, Sigma Gamma Epsilon, and Delta Theta Phi Fraternities have resigned. This leaves the conference with a total of twenty-two member fraternities. It is expected that some of these will apply for readmission soon.

C. PUBLICATIONS

Since the 1931 Conference, held in Cincinnati, your secretary-treasurer has issued three communications to professional fraternities, which are worthy of note. First, the report of the 1931 Meeting, containing full proceedings of this meeting and the constitution and by-laws of the conference was issued in a 42-page printed booklet and was mailed to all professional fraternities. This is the first time that the proceedings of the conference have ever been printed and this achievement is worthy of mention.

Continuing to receive requests from member fraternities respecting average financial requirements of fraternities, your secretary-treasurer obtained the permission of your president to conduct a survey of the financial policies and requirements of professional fraternities. A general report was issued on the results of this survey and was sent to the fraternities which returned questionnaires, but since the diversified financial policies of the fraternities surveyed made it difficult to determine wholly accurate figures, this report was not publicized. However, its general conclusions were in line with sound financial practices and as a guide its findings were of some value.

Your secretary-treasurer also mailed a program of this meeting, with an invitation to attend, to all recognized professional fraternities during the first part of September.

D. RECOGNITION

While the activities of the conference have not been of such a nature to gain wide publicity or commendation, *Banta's Greek Exchange* accorded us considerable space in the January 1932 issue of the 1931 Meeting, and other Greek letter organizations have been cooperative in mentioning and in assisting in the work of the conference.

II. RECOMMENDATIONS

As stated in the first part of my report, I believe that the greatest value to be derived from the Professional Interfraternity Conference is through personal association and interchange of information at periodic meetings. As an advisory body without any particular powers over its member fraternities, our influence should be directed along suggestive and educative lines, rather than legislative. In submitting recommendations for the consideration of this meeting, I have only two to offer:

1. That we return to our plan of holding annual meetings instead of biennial. The experience of the last two years has frankly shown that the holding of a meeting every two years is not at all progressive.

2. That a provision be written into our constitution providing for automatic suspension of a member fraternity which fails to fulfil its financial obligations to the secretary-treasurer of the conference within thirty days after its receipt of invoice for same. Your secretary-treasurer has encountered unusual difficulty in collecting the dues of a few of the member fraternities during the past two years, and since he is an officer serving gratuitously, it is obviously unreasonable to force him to write several letters to a member fraternity requesting payment. Furthermore, such a policy on the part of a member fraternity should not be permitted. All of us experience and encounter financial difficulties in our chapters, and for the governing body of a national fraternity to set the same policy in relation to the Professional Interfraternity Conference is most certainly not conducive to fraternal welfare.

It has been a pleasure to have served as secretary-treasurer of the Professional Interfraternity Conference during the past two years. I have been somewhat disappointed at the lack of cooperation extended to the conference on the part of some member fraternities and their lack of interest in it. I suppose this is a natural condition, yet often we receive criticisms to the effect that the conference has failed to accomplish anything from the very fraternities which do not contribute anything themselves. As a mutual and cooperative organization, we cannot achieve anything unless all of our units are willing to contribute something to the whole.

Respectfully submitted,

J. D. SPARKS, Secretary-Treasurer

THE PROFESSIONAL INTERFRATERNITY CONFERENCE

FINANCIAL STATEMENT

November 21, 1931, to September 30, 1932

Cash on hand November 21, 1931 \$ 654.03

RECEIPTS

Dues actually paid	\$580.00	
Interest on Bank Accounts	21.55	
Reports Sold (1931 Conference)	38.20	639.75
		\$1,293.78

DISBURSEMENTS

Printing 1931 Conference Report	\$252.88	
Clerical Help	90.00	
Supplies	28.20	
Postage	32.28	
Miscellaneous	98	404.34

Cash on hand September 30, 1932 \$ 889.44

Merchants National Bank—Indianapolis, .. \$ 515.31

*Fletcher American National Bank—Indianapolis 374.13

\$ 889.44

*Amount in Fletcher American National Bank restricted, as this bank is in process of liquidation.

DUES OF MEMBER FRATERNITIES

November 21, 1931, to September 30, 1932

	Dues 1931-32	Dues 1932-33	Total 1932-33
Architecture			
Alpha Rho Chi	\$ 25.00	\$ 10.00	\$ 35.00
Scarab	25.00	10.00	35.00
Chemistry			
Alpha Chi Sigma	25.00	10.00	35.00
Commerce			
Alpha Kappa Psi	25.00	10.00	35.00
Delta Sigma Pi	25.00	10.00	35.00
Alpha Delta Sigma	25.00*	10.00*	35.00
Dentistry			
Psi Omega	25.00	10.00	35.00
Education			
Kappa Phi Kappa	25.00	10.00	35.00
Phi Delta Kappa	25.00	10.00	35.00
Phi Epsilon Kappa	25.00	10.00	35.00
Phi Sigma Pi	25.00	10.00	35.00
Engineering			
Sigma Phi Delta (Jr.)	12.50	5.00	17.50
Theta Tau	25.00	10.00	35.00
Law			
Gamma Eta Gamma	25.00*	10.00*	35.00
Phi Beta Gamma (Jr.)	12.50	5.00	17.50
Medicine			
Alpha Kappa Kappa	25.00	10.00	35.00
Omega Upsilon Phi	25.00*	10.00*	35.00
Phi Delta Epsilon	25.00	10.00	35.00
Phi Rho Sigma	25.00	10.00	35.00
Theta Kappa Psi	25.00	10.00	35.00

*Dues not paid, \$155.00.

Pharmacy

Kappa Psi	\$ 25.00	\$ 10.00*	\$ 35.00
Phi Delta Chi	25.00*	10.00*	35.00
	\$525.00	\$210.00	\$735.00

Mr. WRIGHT: I move the report be accepted.

Mr. JENKINS: I second the motion. [The motion was put to a vote and carried.]

PRESIDENT VAWTER: We have arranged for a series of papers on various phases of professional fraternity operation and interests which I am sure will be very interesting to all delegates. The first paper this morning will be presented by Mr. Edward E. Bauer of Triangle Fraternity.

METHODS OF TRAINING CHAPTER OFFICERS AND CHAPTER INSPECTION

The constantly changing personnel of the active chapters of fraternities presents a real problem to the national officers. Every year and sometimes twice a year a new set of officers are elected to run the affairs of the active organizations of the fraternity. Training and experience gained one year is lost at the end of the year because the officers graduate and leave for other interests. Each new set of officers must experience the same difficulties year after year, and if the group is less capable, the chapter often has a great deal of trouble, financially, scholastically, and otherwise.

The national organization of Triangle has attempted in several ways to make it easier for each new set of officers to do their tasks. I shall, therefore, tell you what my fraternity has done in the hope that it and the discussion which will follow may be of some help to all of us.

Making it easier for the man in school to do the things he is supposed to do may not be training him, but on the other hand results are produced. We cannot expect year after year to secure men who have the inclination to give a great many hours of their time to the fraternity. Often times when a chapter functions smoothly because of the wise and efficient management of some senior officers, proper training is not being given to the men who will be the officers next year. It is well to beware of the calm before the storm.

Triangle was founded in 1908 with the usual constitution, by-laws and ritual. Conventions have been held annually and new sets of officers elected at each convention. By 1925 sufficient hit and miss changes had been made in the constitution, by-laws and ritual that it was felt necessary to attempt a complete rewriting with the idea principally of coordinating them. Also by this time more interest was taken in fraternity affairs by the national officers and some of them have served year after year.

As pressure was brought to bear on the actives for certain requirements, it became quite apparent that some method of training the officers would have to be devised. One feature of the new ritual was to provide for the installation of active chapter officers at our Founders' Day celebration which occurs April 15. The new officers thus take charge while some of the older members are still around, and it is hoped that enough of the problems will come up in the spring to give the new officers a thorough workout. Chapters are urged to elect officers only once a

year and all except one of our chapters abide by this suggestion.

It has been our practice to hold our National Convention the latter part of April. As a rule the newly elected president of the active chapter is sent as a delegate. In 1927 and again in 1928, one session of the convention was devoted to the giving of instructions to these chapter presidents. Each member of the National Council and the editor of the magazine discussed the work handled by him and definite suggestions were made whenever the national officer knew there might be difficulties. One general inspirational talk was included to help create enthusiasm.

The 1928 Convention decided that it would be worthwhile to have the active chapter presidents meet with the National Council in Chicago early in the fall to go over things again. It was felt that much of the enthusiasm of the convention had been lost by fall and that these men were now on their own and would have plenty of problems to discuss. A two-day meeting was held early in October on a Saturday and Sunday.

At this meeting there were a number of round-table discussions and talks by different older members. "The Duties of a Chapter President," was one of the talks by one of our former national presidents. Planning and organization of the work were emphasized by every speaker.

The 1929 Convention directed that the president and vice-president attend the officers' training school to be held that fall. The vice-presidents were included because a pledge training course had just been adopted and these officers would have to supervise it. One of our alumni spoke on "Value of Organization—Conduct of Chapter Business." A recent successful active chapter president spoke on "Duties of Chapter Presidents." As one would expect the programs must be much along the same lines year after year since the officers change. Chapter officers' schools in 1930 and 1931 included both the presidents and treasurers. A new bookkeeping system for chapters had been worked out and it was felt that the treasurers would need some special help. At each of these two schools we had a national officer of another fraternity appear on the program to tell of his experiences in connection with the chapter officers in his fraternity. Getting certain ideas from an outside speaker helped drive home many of our ideas.

Because of increasing difficulty at many of our chapters of maintaining a sufficiently large chapter roll, the chapter officers' school was omitted in 1932 and 1933. Request for the omission of the school came from the chapters themselves. With things running smoothly, it was hard for the actives to see the necessity of continuing the school. From the standpoint of the National Council the school was a worth-while project. Notebooks were furnished the men at these schools and notes were taken by those attending. In a few instances mimeographed sheets were given out. The latter method is by far the best. You can not depend on every man copying down his instructions correctly.

Rules and regulations for the guidance of officers are found in our constitution, by-laws, ritual, and the minutes of the National Conventions and National Council meetings. In other words, it is very difficult for these officers to know what they must do. Many instructions are in the ritual and one of them is to keep the chapter's only copy under lock and key all the time when not actually being read. In 1931 our National Council decided to try an Officer's Manual, in which all the duties

of each officer would be collected and given to him when he assumes office. The chapter president has a complete set bound together. Copies of all the blanks to be used by each officer are also included. So far the instruction sheets are not too voluminous to be read in a short time. It is felt that the officers' manual has been a great help in securing results in the transaction of business between actives and the national organization.

Our present national secretary has been sending out monthly letters to the chapters giving them news about activities of the National Council and reminding them of things they are to do. Other national officers put out letters to various officers as the case may require. Many favorable comments by the actives have been made concerning these monthly letters. They feel they are being kept in closer touch with the national organization and they are also glad to have the reminders. It is also found that short letters issued more often are better than long ones issued only occasionally. The letters are made as attractive as possible with a few artistic embellishments at the top, bottom, or along the sides. Headings are used at the beginning of each paragraph. In other words, the letter is made as easy to read as possible. Another feature of our work is the use of printed forms wherever possible. Instructions concerning the use of the blanks are printed on each. These blanks include, notice of pledging (sent to the National President), requests for initiation, reports of initiation, membership records, budget for year, monthly financial reports, jewelry orders, and directory cards. If the mechanical details are easily and quickly handled, there is time for the officers to give some thought to the planning of their work including the development of new ideas.

The last item I want to mention is chapter inspection. One of our national officers visits each chapter during the year. We try to get every chapter before Christmas but often this is impossible. We feel that one of those in close touch with national fraternity affairs should go to the chapters. Each inspector is expected to remain from 36 to 48 hours, during which time he fills out a questionnaire form from the answers submitted by the officers, confers with the officers individually and collectively, meets the chapter in formal meeting, giving either a quiz on fraternity matters or a lecture, and calls on faculty members. There are many problems confronting the officers and often the visiting national officer furnishes the necessary backing to straighten things. Chapter finances are watched closely, but only in an advisory capacity. The proper set-up we think, is to have a strong alumni organization to which such matters may be referred. We have failed in several instances to get the alumni well organized and in each case we have had trouble. We feel that whenever the finances of the chapter are in good shape, everything is in the same condition, including scholarship. Grades, of course, are not purchased; it simply means that if the boys are able to manage their money, they can handle other things equally as well.

In closing, let me summarize briefly: A smooth running, efficient set of chapter officers may be secured through frequent contacts between national and chapter officers, either in conventions, chapter officers' schools or chapter inspections; a well organized officers' manual for the various officers; and frequent and short periodic letters from national officers reminding them of the many details incident to their work. When the many details of management are well disposed of in each chapter the larger fraternity functions are best attained.

PRESIDENT VAWTER: Mr. Bauer's paper is now open for discussion. I might say that there has been no one appointed to conduct any formal discussion; everyone should feel free to participate in the discussion, which will be informal.

DR. JOHN H. CADMUS (Psi Omega—Dentistry): Gentlemen of the Conference, I feel rather conspicuous in starting the discussion, but Mr. Bauer's paper is one that is full of meat. There are several points therein that I would like to speak on, particularly the training of the officers of our active chapters. So long as we have active chapters composed of young men, we are going to have officers who are inexperienced. Each year we get a new group of chapter officers with absolutely no background or business training, and we cannot expect a great deal of them. We pick out a man for a particular office such as, we will say, treasurer. He has had no experience in keeping books and, as a rule, makes a sad mess of the job until someone steps in and tells him what to do. In Psi Omega (Dentistry), we thought we could avoid that trouble by having our elections in the middle of the college year, that is, in February. That would give the new officers three to four months' time under the guidance of the old officers, but even that has not worked out, and so it has been necessary for the Deputy Councilor, who is an alumnus, to supervise those boys all through the year. He is the direct representative of the Supreme Council, and it is his duty, and as a rule he fills that duty, to be associated with the boys and guiding them in their duties. I know our chapter at Northwestern, I contact those boys at least one business meeting a month. I go over their books, make a thorough audit of the treasurer's books, and I find innumerable mistakes which I have corrected at the time. You must show the chapter treasurer how to keep his books. The Grand Master will compliment or criticize him as necessary, and before the end of the year we have a smooth-working unit.

I do not know whether other fraternities have that same arrangement where an alumnus meets regularly with the active chapters, but if you have, that is the way to train your men. You can not expect a youngster who is just out of high school or liberal arts college for two, three or four years to be an expert business man. It seems to me the best way of handling it is to get an alumnus who will take a real interest in the chapter to train the boys.

MR. WRIGHT: Dr. Cadmus, that is very interesting, but where do you get these workers? I wish to inquire if many of these inspecting officers in your case are affiliated with the faculties of the School of Dentistry?

DR. CADMUS: We are very careful to get men who are not members of the faculty unless we cannot avoid it.

MR. WRIGHT: In our case we have had most satisfactory experience with provincial officers. I think the idea of having a provincial officer meet with the chapters once a month is excellent. We try to do it, but our record is not one hundred per cent successful. Do you have any formula that might be used to achieve that goal of perfection?

DR. CADMUS: I might say that the Deputy Councilor has to send in a report each month as to how many times he has visited the chapter, and, incidentally, the president of the chapter sends in a similar report. For instance, the Deputy Councilor might report that he was over there twice, and the president will say he was not there at all.

We check these reports. I visited the chapter last evening and helped them along on their pledging business. We just take a little friendly interest in it; we just guide them along and advise them what to do, and, as a rule, we get good results.

MR. WRIGHT: Does your national organization have any difficulty in getting those monthly reports sent in?

DR. CARMUS: Oh, yes. If a man does not cooperate, although it is difficult to remove a deputy, we do remove him and put in a new man.

MR. WRIGHT: We have some excellent provincial officers in Delta Sigma Pi, but we also have a few glaring gaps in our organization which we are trying to fill. We do not have a monthly report; we have a semester report, which is quite a long one with some twenty or thirty questions, but it is thorough. In our case, if the report is not forthcoming within a reasonable length of time and no satisfactory explanation given, we replace the provincial officer by appointing a new one.

DR. CARMUS: The reason for these monthly reports is to teach the deputy what his duties are; he doesn't know it, but that is our reason for having them. In other words, it is a catechism.

MR. MARVIN C. ROGERS: (Alpha Chi Sigma—Chemistry): Do I understand that you have a Deputy Councilor assigned to each individual chapter or to a group of chapters?

DR. CARMUS: To one chapter only.

MR. ROGERS: Does he report to your central office?

DR. CARMUS: Yes.

MR. ROGERS: That has been one of the big difficulties we have had in Alpha Chi Sigma (Chemistry). My job happens to be that of District Councilor, and the question I would like to ask is: What do you do after you get into trouble? I handle my chapters all right when they are operating successfully and sometimes I can stop them from getting into trouble, but I find it most difficult to get them out when they get in.

DR. CARMUS: As a matter of fact, they are in trouble most all the time, aren't they? (Laughter)

MR. JENKINS: In the past year we have issued a printed manual with instructions to chapter officers covering pledges and reports with the forms printed in the books. Previously we sent out blanks and the chapter officers would lose the blanks and did not return them. We have found it of considerable value to have the printed manual; they are more likely to turn the printed manual over than they are the blanks.

DR. R. C. WILLIAMS: (Theta Kappa Psi—Medicine): I would like to ask Mr. Bauer a question. As I understand it, Triangle Fraternity used this system of chapter instruction for officers for several years, and later you developed the officers manual. Do you feel that the development of the manual has done away with the necessity for the chapter instruction?

MR. BAUER: It is a little too early to tell. We did not have in mind the substitution of the manual for the officers' school. It just happened that we put the first one out about the time we discontinued the chapter officers' school.

DR. WILLIAMS: About the expense; as I understand it, you have these chapter officers come to a central place for instruction, more or less of a convention. Do they come at the time of the regular convention, or at another time?

MR. BAUER: The first one was held in connection with the convention; then three or four years later we brought officers to Chicago in the fall just for the school, and we pay their expenses. As I recall it, each chapter included about \$90.00 in its budget for the officers' school each year.

MR. W. G. CHAMBERS: (Kappa Phi Kappa—Education): Maybe the experience of Kappa Phi Kappa may have some bearing on the question of training officers. Our fraternity makes provision in its organization for a faculty sponsor in each chapter who remains in active connection with the chapter or attends it as a faculty member; that depends on local conditions. In this particular chapter, the faculty sponsor assumes responsibility for the guidance of not only the membership but particularly the officers in any duties they undertake.

We discovered a long time ago that it was not profitable to train every member of the chapter in parliamentary usage for the specific duties of the officers because a small minority of them would ever become officers, and our problem became one of training officers after they were elected. The sponsor is a member of the local chapter, faculty or student, who knows all the members. Now, he may proceed in several ways. In some cases he gets all the officers together between the time of election and initiation and goes over with them the duties in detail. If he has reason to believe that any one of them is particularly weak in the duties of his office, he has a personal conference with him and conducts a quiz. The procedure varies, of course, with the group of officers. We have found since this has been in operation the meetings run much more smoothly and the officers are more at home from the very beginning.

PRESIDENT VAWTER: I, myself, have been very much interested in this scheme particularly the schools of instruction which you have had, Mr. Bauer, in connection with your conventions, and they are reputed to have had very good success in the instruction of chapter officers. In our own fraternity we have, like a number of other professional fraternities (some chapters have houses and some do not) found it is usually the chapter that does not have a house whose officers need the greatest amount of instruction, and it usually falls to the part of the National Treasurer to give the chapter treasurer his detailed instructions every time there is a new one elected, and the National Secretary has to see that the chapter secretary is properly instructed.

With house chapters I find they do not have this difficulty. The men all live together and they can pass their instructions on, and about the only instruction the national organization gives them is when our inspecting officer visits the chapter. He goes over the books and makes such suggestions and corrections as he might deem worth while.

MR. RUSSELL C. SMITH: (Sigma Phi Delta—Engineering): It seems that the discussion has arrived at a point where you gentlemen consider an adviser, either faculty or otherwise, advisable for chapter use in training the officers. I wonder, among you gentlemen present, which you think is more desirable, a faculty adviser or an alumnus to direct the activities?

MR. WRIGHT: The alumnus. The chief reason for the alumnus being preferable is because he is not handicapped by academic restrictions and is more free to criticize than a member of the faculty might be. We have a number of provincial officers who are members of the faculty, however, and for the most part they are excellent officers. We have found, however, that the alumnus works out most successfully, in the majority of cases. There are exceptions of course, several of them.

DR. CARMUS: I do not believe that in Psi Omega we would be opposed to appointing a member of the dental faculty as one of our district officers if he were a wonderfully outstanding man. His scope of influence is very much limited, however. If a member of the chapter gets in any trouble, the faculty district officer is not as free to go to the dean and put up a fight for the member and insist upon his getting his rights as an alumnus could do. In fact, the faculty member would hesitate to do it in view of his position. That is the reason we are not in favor of members of the faculty acting as deputy counselors or advisers to our chapters.

MR. BAKER: I think a word should be said for the members of the faculty. We have chapter advisers, although I did not mention it in my paper, and the active members themselves I think on the whole prefer the faculty member. Many times it is the members of the faculty who are the ones doing the most for the active members. I think the whole thing depends upon the individuals themselves. There is another thing I would like to mention along that line. We have attempted to foster alumni organizations (we call them alumni associations) that will work with the actives in various ways. The friendly contact the boys have with the older members I think stimulates the boys. If the older members have to go and tell the actives what to do, there isn't that friendly feeling that promotes good leadership among the officers, but if the older members can set up that feeling of having the boys feel so friendly with them that they will come to the older members, then we will get excellent results. In Triangle we can tell by looking around our organization that wherever these alumni groups exist there seems to be better leadership among the active members of the local chapter.

PRESIDENT VAWTER: I might add that so far as chapter advisers in Theta Tau are concerned, we find sometimes it is advisable to have an alumnus of the local chapter as adviser, while in other cases it is advisable to have an alumnus from a chapter other than the local chapter, but that depends somewhat upon the circumstances in each particular case.

The next paper on the program will be one on "Chapter Efficiency Contests," by Mr. J. D. Sparks, executive secretary-treasurer of Alpha Kappa Psi, Commerce.

CHAPTER EFFICIENCY CONTESTS

Several years ago Alpha Kappa Psi Fraternity, of which I am Executive Secretary-Treasurer, experienced the need for instituting some influence which would tend to have our chapters perform the requirements and objectives of the fraternity more effectively.

After giving some thought to the subject, it was decided to institute a chapter efficiency contest. The results of the first contest, conducted in the college year 1928-29, were so favorable that it was decided to make it an annual activity. Since that date the Alpha Kappa Psi Efficiency Contest has become one of the most important activi-

ties of the fraternity and has proved a constructive force of real value.

The conditions of the contest are based on those factors which it is desirable that our chapters perform satisfactorily. Points are awarded for the successful completion of such conditions and reporting them to the secretary-treasurer; the standings of the respective chapters are then printed in each issue of our official magazine. This excites rivalry among the chapters and makes them strive to achieve those things which it is desirable that they accomplish for the welfare of themselves and fraternity. This standing also enables the determination of the inefficient chapters, as well as the efficient ones, and thus provides a measuring stick of real value to the officers of the fraternity. The annual winner, or the chapter earning the greatest number of points, is then entitled to have its name engraved on a Grand Chapter Efficiency Plaque, which it may retain in its possession until won by some other chapter.

The conditions of the Alpha Kappa Psi Efficiency Contest provide for the earning of points under the following divisions:

I. PROFESSIONAL ACTIVITY

(Points are awarded for conducting a satisfactory professional program and for conducting a satisfactory chapter research project.)

II. SERVICE TO SCHOOL

(Points are awarded for unusual service to the professional school; service claimed must be attested by the dean or a member of the faculty.)

III. SCHOLARSHIP

A. Chapter

(Points are awarded for a chapter average of scholarship not less than the average required for graduation by the professional school and for the chapter's scholarship standing in comparison with other fraternities.)

B. Individual

(Points are awarded for individual members of the chapter who maintain a rank not less than the average required for graduation by the professional school and for their standing in comparison with the first ten high ranking scholars of the professional school.)

C. Awards

(Points are awarded the chapter for properly awarding official scholarship awards established by the fraternity.)

IV. FINANCIAL ADMINISTRATION

(Points are awarded the chapter under this section for maintaining its finances properly, forwarding initiation fees promptly, paying grand chapter bills promptly, and for performing such other finance functions as it is desirable that it perform.)

V. MEMBERSHIP

(Points are awarded for forwarding membership records promptly, maintenance of a satisfactory number of members, and other factors relating to the membership efficiency of the chapter.)

VI. CHAPTER ADMINISTRATION

(Points are awarded for attendance of members at meetings, reading and study of the fraternity's

constitution, complying with the fraternity's requirements with respect to proper chapter conduct, and for such other factors as have a constructive effect on the administration of the chapter.)

VII. RITUAL AND PLEDGE TRAINING

(Points are awarded for the proper training of pledges, proper conduct of ritual ceremony, and for such other factors as would tend to improve the chapter's work in these respects.)

VIII. CHAPTER PUBLICITY

(Points are awarded for forwarding articles, news, photographs for publication in the fraternity's official magazine; for the publication of a chapter paper, and for other factors relating to the publicity work of the chapter.)

IX. GENERAL

(Under this section is grouped those requirements which are not applicable to grouping under the other sections but which it is desirable that the chapter perform.)

While it requires considerable detail work to maintain the records of such a contest satisfactorily we have found the conduct of an efficiency contest of this nature exceedingly worth-while and I am quite sure that any other fraternity will find the institution of a similar contest of real help in having its chapters perform their functions properly.

When established the conditions of such a contest should provide an excellent outline of what each chapter is expected to accomplish in order to prove a satisfactory chapter. This establishes definite objectives for chapter officers to achieve and the functions of the chapter are developed accordingly.

A contest of this nature is particularly applicable to the needs of a professional fraternity and a fair trial will likely prove convincing as to its constructive benefits.

MR. W. G. CHAMBERS (Kappa Phi Kappa—Education): How is the scoring done and by whom?

MR. SPARKS: It is done at our central office by the executive secretary. We give a certain number of points for each condition, which points are based more or less on the importance of the condition which I fulfilled.

MR. CHAMBERS: Must all chapters participate in the contest?

MR. SPARKS: Yes, they are expected to.

MR. JENKINS: Does cooperation with your national headquarters office have a place in your contest? I do not recall that you mentioned it.

MR. SPARKS: Yes.

DR. R. C. WILLIAMS: I would just like to say that we have tried this efficiency contest plan for one year. As a matter of fact, we got the idea from Mr. Sparks in his magazine which we receive as an exchange. We took the idea and modified it to meet our own conditions. He has a number of things in there that apply to his own organization which we felt should be modified for a medical fraternity. So we prepared an efficiency contest which would include four things: First, financial standing—the chapter must meet its financial obligation. Second, scholastic standing. Third, cooperation with the central office. Fourth, records. These are the principal divisions.

Our constitution requires that all officers must be elected and installed by March 1 of each year. Therefore, we specified that this efficiency contest would cover the time from March 1 to March 1 of each year, so as to be sure that it developed on the particular set of officers.

We have had only one year's experience with the contest and that was for the period ending last year, and we are continuing this year. We feel that it is a decided advantage. We offer a gavel as a prize to the chapter winning first place and it becomes the property of the chapter which wins the contest three times. The name of the winning chapter each year is inscribed on the gavel. This contest has this disadvantage, as Mr. Sparks mentioned, in that the chapters near the top may get discouraged because they did not win. We have not experienced any reaction of this kind, however.

These efficiency contests also have the very important effect of determining which chapters are the lowest ones. I feel this is very important. Each chapter is anxious to see where it stands. Of course we all know that somebody has to be at the end of the list, but if the winning chapter has 20,000 points and the tail-end chapter has only 500 points, you know there is something radically wrong with the chapter having only 500 points. If all of them finish up toward the 20,000 mark, it shows that everybody is doing his work well. I feel these efficiency contests have a fine stimulating effect upon those who are not doing their work as well as they should.

MR. WISCHT: We also have a chapter efficiency contest in Delta Sigma Pi. We gave considerable thought to the details of such a contest for about two years before we actually put one into operation. The chief objection I had at first to the chapter efficiency contest idea was the method by which one determines the relative efficiency of chapters. The scoring of 20,000 points (or any other number) in itself does not mean a thing unless it can be compared with some goal or objective representing perfection. In Delta Sigma Pi we finally struck on the idea of establishing a goal of perfection which we started out to make 10,000 points. In other words, that was to be the maximum number of points any chapter could possibly score. The points were weighted and so divided into various activities that should a chapter score 10,000 points it would be as perfect a chapter as one could be. We gave 50 points for one achievement, 25 for another, 100 for another, and 500 for others, and so on.

However, we were never satisfied that the psychology of awarding so few points was the best. We then decided to multiply these points by 10 and making the goal 100,000 points. The psychology of a chapter receiving 1,000 points for doing something is far better than their receiving only 100 points. Now the least number of points we give for any chapter achievement, with two or three exceptions, is 500, and the major activities run into the thousands. I feel that the psychological advantage of using the larger figures is very desirable.

Then we discovered there were many things that our chapters should do, so we divided our contest into five major divisions, namely, Professional Activities, Scholarship, Membership, Finances, and Chapter Initiative and Administration. We allocated a maximum of 20,000 points for each division. It took considerable time before we satisfied ourselves that we had the number of points properly balanced. We felt that if we gave 1000 points for one activity and 3000 for another, that the latter activity should represent approximately three times the achievement of the other activity. Likewise if we gave 3000

points in one division for a certain activity and the same number of points in another division, the two activities should represent as near as possible the same amount of effort and achievement. This may all be a matter of opinion, and we have found it advisable to make several changes in the scale of points in our contest but our chapters are now quite enthused about the fairness of the entire contest.

I certainly agree with the other speakers that a chapter efficiency contest has increased the interest of our chapters immeasurably.

A feature of our efficiency contest that may be different from other contests is that we give no points whatever for the best professional program submitted by our fifty odd chapters, or for the highest scholarship of these same chapters. This is something that is very difficult to determine. Theoretically it is quite possible that if we gave a sliding scale of points for the five best professional programs that the chapter having the sixth best professional program would have a darned good one and still score no points whatever. We therefore established certain minimums, minimums of respectability you might say, and we gave points to every chapter who at least carried on a program of activity that met our minimum requirements. The first year we gave points for ranking first in scholarship on a local campus, but we found this to be very impractical, for on some campuses our chapters competed with sixty or seventy fraternities, and on other campuses competed with only one or two. We therefore decided that all we should require was that they at least equal the all-men average in scholarship. This has worked out very satisfactorily.

As prizes for the highest ranking chapters, I strongly recommend life memberships in the fraternity, or similar awards. We give life memberships in Delta Sigma Pi to the principal officer of each of the five highest ranking chapters. This is not an idle gesture on our part, for we appropriate funds from our operating account to buy these life memberships from our endowment fund. Members receiving these life memberships are exceedingly proud of same, not because of their intrinsic value, but by virtue of the sentimental attachment resulting from the manner in which they receive these life memberships, and many of these officers make excellent provincial officers after graduation.

We too have been very much interested in the chapters at the bottom of the list for if the efficiency contest is properly designed, the standings can be used as a yardstick of measurement of the condition of your chapters. The operation of our chapter efficiency contest takes a lot of time, for we get out a monthly report during the college year giving a detailed standing of all chapters and how they scored the points. Next to our Manual for Chapter Officers, our chapter efficiency contest is probably the most effective agency we have in the fraternity for developing our chapters. True, not every chapter or every officer is interested in this contest, but I believe that at least three-fourth are. Last year the chapter winning first place scored 95,280 points. Our better and more active chapters are quite enthusiastic about this contest, and you would be surprised at the keen interest they display in it throughout the year.

We have made a number of changes in our contest this year resulting from our previous experiences. I would strongly recommend that you attempt to establish a goal of perfection by which you can determine the relative degree of efficiency between chapters. I would also recommend very strongly the awarding of life memberships or

badges to the chapter officers rather than a plaque or trophy cup.

MR. BAUER: National officers have certain outside duties. I believe you are a full-time officer of your fraternity, and I would like to inquire if you feel that part time officers could operate and supervise an efficiency contest without requiring too much of their time.

MR. WRIGHT: If your fraternity does not have the necessary mechanical aids for your officers, such as stenographic and mimeograph facilities, I would say you should not start an efficiency contest. Chapters must be informed during the contest as to their progress in order to provide the proper stimulation. While the staff of my office may spend two or three days a month in the preparation of our rather elaborate reports, a smaller fraternity could have these reports worked up by a part time officer who would not have to spend more than one or two evenings a month in the compilation of this information. Or you could get out a report every other month instead of monthly. But don't attempt to operate an efficiency contest without having some agency by which you can inform the chapters at regular intervals as to how they stand in the contest; otherwise it isn't a contest or a competition.

MR. C. R. LITTLE (Triangle—Engineering): I take it that each chapter reports the number of points earned and that there is no analysis necessary by a national officer to determine the points.

MR. WRIGHT: Some analysis is necessary. Points are awarded for some items automatically. For example, the prompt payment of dues, the filing of certain reports, require no analysis for the date of the receipt of the dues or the report in your office determines the points to be awarded. We place the responsibility for reporting earned points on the chapter, and we have forms for reporting this information. If a chapter fails to report points earned, the officers will notice the discrepancy when they receive our monthly report, and will take measures to report the necessary data if they are really interested in the contest. Some stenographic facilities are necessary of course to follow through, and while we have a rather large organization, over fifty chapters, this all requires just that much more additional effort and work. I would say that if a fraternity could provide stenographic facilities to the officer handling the efficiency contest to the extent of 15 or 20 hours per month during the college year, the contest could be easily and inexpensively operated.

MR. JOHN W. CURRAN (Gamma Eta Gamma—Law): We had quite a bit of difficulty in Gamma Eta Gamma when we attempted to allocate all of these points, and we threw up our hands in despair. We saw the good points of the matter, however, so we appointed a committee on scholarship and education, and that committee now undertakes the deciding. We eliminated everything except scholarship and are trying to see how that will work for a while in awarding a silver cup. The argument back of it all was that if you have a pretty good general average on scholarship, the other things will naturally fit in as things go. So in answer to someone who raised the query as to how we reach our decision, I will say that Gamma Eta Gamma has a committee on scholarship and education that undertakes the decision. We eliminate the various points and pursue the scholarship idea exclusively.

PRESIDENT VAWTER: Is there any further discussion? The next paper will be on "The Value of A Chapter Officers' Manual," by Mr. H. G. Wright, Grand Secretary-Treasurer of Delta Sigma Pi, Commerce.

THE VALUE OF A CHAPTER OFFICERS' MANUAL

When a fraternity reaches a size that is truly national in scope and has chapters throughout the entire country, the problem of national administration becomes a paramount one, and it is imperative that intelligent effort be directed toward the standardization of procedure and routine of administration of all the chapters, as well as the correct interpretation of the policies and traditions of the fraternity.

While probably no fraternity desires every chapter to be the exact counterpart of the others, this has nothing to do with the business-like policies of administration and the standardization of the major policies and traditions of the fraternity. We must realize that there is a new college generation every two or three years in our chapters, and no matter how familiar the national officers or alumni advisers may be with the rules and regulations of the fraternity, the same cannot be said of the undergraduates. Numerous questions arise annually in the minds of the chapter officers, necessitating more or less voluminous correspondence with certain national officers, and unless these national officers have adequate stenographic facilities for replying to these communications, the problem of answering these letters alone becomes a huge task, particularly in a fraternity that has 25 or 30 chapters, and the same questions are asked every year, but by a different group of new officers, inexperienced in fraternity regulations and requirements. It is evident, therefore, that a manual of procedure for chapter officers becomes very essential and offers an excellent solution, for such a manual will provide a medium to which all chapter officers can refer and secure information immediately in regard to the policies and traditions and the rules and regulations of the fraternity without having to correspond with their national officers or the central office regarding same. For fraternities who do not maintain full-time staffed central offices, the use of a manual for chapter officers is even of greater value and help because it will eliminate much of the routine correspondence with the various national officers. I also feel that such an officers' manual is of particular importance to professional fraternities who have professional objectives to sponsor, for much material relative to the professional activities of the chapter may be included, which will add to the effectiveness of the chapter.

The benefits of an officers' manual are many. It provides an opportunity for the standardization of the most effective policies and experiences of the fraternity in such matters as rushing, pledging, finances, and in fact, every conceivable phase of chapter activity.

An officers' manual may be developed in two ways. First, it can be gradually accomplished over a period of years. Second, it can be done all at one time. I believe the first policy is preferable, and this is the one I followed in the development of the Delta Sigma Pi Manual for Chapter Officers. In this discussion I must necessarily refer to my own experiences in the compilation of my own manual. I have just sent to press the seventh annual edition of the Manual for Chapter Officers of Delta Sigma Pi. This manual was first conceived in 1927, when a very unimpressive edition of twelve mimeographed pages was published. In 1928 the second edition appeared,

and this contained only sixteen mimeographed pages. In 1929 we thought we had achieved the "last word" in an officers' manual by publishing a 26 page mimeographed edition with a special cover! It was only then that we began to realize and fully appreciate the potential possibilities for such a manual and began to add more chapters and new features that we had not thought of for the previous edition. In 1930 we changed to a printed manual and published a 32 page edition, which in 1931 was increased to 64 pages, in 1932 to 112 pages, and in the 1933 edition contains 128 pages and we have had to hold over some seven or eight pages of material that could not be contained in this particular edition because of economy of printing in signatures of 32 pages. Now that we have had an officers' manual for many years, I am somewhat chagrined at the fact that we did not start it years before we did and have it developed to its present state at least four or five years ago. The value of this manual in increasing the efficiency and effectiveness of our chapters has been evidenced again and again, and it has paid for its cost many times over in my estimation.

Naturally most of the copy that will appear in your officers' manual must be prepared by the author as each fraternity will have its own problems and its own ideas as to operation. I would not hesitate, however, to quote freely other authors if their material is available and adaptable to your uses, and if it is just as good or better than you could prepare on the same subject matter. It must be realized that your fraternity is not the only fraternity in the country and that your officers and editors are not the only ones interested in the same problems, and there has been much excellent material written on the many phases of chapter operation. In my own particular case, while the vast majority of material in my manual is original, I do not hesitate to include material prepared by other authors if it serves the particular purpose at hand. I also solicit material within my own fraternity and had several contests within the fraternity on different subjects. For instance, one year we gave a prize to that member who submitted the best professional program for his chapter and this served to create a lot of interest in the professional programs of our chapters and many excellent programs were submitted, several of which I have included in our manual.

Each fraternity of course will have its own idea as to the editorial material to be contained in the officers' manual. I recall very vividly that our first mimeographed manual contained but a very few subjects and more or less stereotyped announcements as to how and where to secure supplies, forms furnished by the Central Office of the fraternity, reports required of each particular chapter officer, etc., etc. As the years advanced we elaborated on this material, added new features, and the seventh edition of our manual contains the following major chapters, which will give you some idea of the extent to which this publication has been enlarged and developed: *Historical, The Grand Chapter Congress, The Provinces, The Chapter, Membership, Formal Initiation, Chapter Finances, National Fees, Duas, etc., Officers and Their Duties, Professional Activities, The Chapter Efficiency Contest, Chapter Publicity, The Certificate of Demit System, Discipline of Members, Chapter Publications, "The Deltain", The Delta Sigma Pi Scholarship Key, The Chapter Library, The National Endowment Fund, House Corporations, Miscellaneous Material, Model Chapter By-Laws, Price List of Supplies.*

Officers' manuals may be published in either mimeo-

graphed form or printed form and in either event may be loose leaf or bound. The mimeographed form is of course least costly, if you do not require a very large run. If your organization has mimeograph equipment in your national office, or in the office of some national officer, a mimeographed officers' manual may be produced at fairly reasonable expense. However, a mimeographed publication occupies more space than does a printed publication for the same text matter, and while this makes little difference when the publication is in its early stages of development, when it passes its infancy and acquires a size of 35 or 40 pages or more, it becomes highly desirable to put it in printed form. Furthermore, the advantages of a printed publication also include the fact that halftones and cuts may be reproduced, forms and other material may be included, that would not be possible in a mimeographed edition. My experience convinces me that a printed manual is by far the more effective. I would say, however, that any fraternity desirous of developing an officers' manual over a period of years can start using the mimeographed form for the first edition or two. In our case, while we publish our manual now in printed form, we hold type matter over from year to year, and in this manner we make use of much of the composition expenses of previous years, only making the alterations and changes that are necessary in the following year. It is far more economical in issuing printed publications to print in signatures of even 16 or 32 pages. It is almost as cheap, except for composition, to print 16 pages for instance, as 10 or 12, so you might as well take advantage of the opportunity of getting these extra and valuable pages at little additional expense.

As to the desirability of using a loose leaf manual, it has many disadvantages in my estimation. We gave some thought to a loose leaf manual at the beginning of our officers' manual but decided against it. To begin with, we must remember that there is a constantly changing personnel among the officers of our chapters and if we attempt to require that these officers turn over their manuals to their successors in office, and we want to make sure they will do the same, we will find this an almost impossible task. In our case we don't even attempt to collect manuals distributed in previous years. Each fall we send out a new set of manuals to the officers then in office. There may be a certain amount of waste in this respect but we are absolutely certain that the chapter officer entitled to receive a manual actually receives one, whereas if we waited for him to receive one from his predecessor in office there is no telling how long he might wait until he receives his copy, if at all. His efficiency and usefulness as a chapter officer at the beginning of the college year when his activity is most desired will be impaired.

Furthermore, from the view point of substituting new editions of certain pages in an officers' manual prepared in loose leaf form is not as practical as it may sound. Some officers will receive the new pages to substitute for the old pages and will substitute them immediately; others will not. The result is that you have a non-descript set of manuals. Some are 100 per cent accurate, some are zero, but most of them are in between. By getting out a new manual every fall it is 100 per cent correct and the chances are that over 95 per cent of your chapter officers having just received the new manual in the fall will use it, whereas in the other case there is no telling what percentage will have the correct and complete manuals.

As to the frequency of issue, the ideal situation from

the viewpoint of economy of production of course is where an officers' manual can be prepared sufficiently complete so that it will last for five or six years. This is hardly possible, however. From my own experience I know that when I have sent some editions of our manual to press I thought they were just about as perfect as I could make them; yet inside of thirty or sixty days I had many new ideas and new material to be included in the next issue. True, it is more expensive to get out a manual annually rather than biennially or triennially, but if you have gathered additional material during the year that is of sufficient importance to add to your manual, why defer its addition for several years and in the meantime deprive the chapters and the officers of the value of this particular material? Compare the cost of an officers' manual with the many other fraternity costs! It is really insignificant.

As to the size of the manual, in my opinion 8½ x 11", the size of a standard letterhead, is the ideal size and is the most practical for an officers' manual. I am not of the opinion that this manual should be small enough so that it can be carried in one's pocket, for I do not believe the chapter officers carry such a publication around with them regularly. The 8½ x 11" size, particularly if it is punched to fit a standard three-ring binder, will fit the binders that most college students carry; furthermore this size is excellent for filing purposes. In addition there are great economies in the production cost of a manual of this size, whether it be mimeographed or printed, as much more text material may be placed on a single page and fewer pages will be required for your editorial matter. In the case of a printed publication, as I said before, it is wise and economical to publish it in signatures of 16 or 32 pages.

As to the composition costs, the average for an 8½ x 11" page, with a type page to say approximately 37 x 54 picas, will vary from \$2.50 to \$3.50 per page, including the average amount of corrections and alteration. A mimeographed publication will cost less. An officers' manual can be produced for from \$100 to \$600. In our case we have found the officers' manual to be one of the most useful and effective agencies in the entire fraternity, and if you feel you cannot afford such a publication, just take a look at your fraternity budget and see how many items contained therein are larger than this particular amount, many of which may be questioned as to having the productive possibilities of an officers' manual. As to defraying the cost of same, you can either charge your chapters the entire cost of publishing these manuals or you can charge them part of the cost of publishing same, or you can make no charge whatever. I would not recommend furnishing these manuals entirely free. In our case we have found it very desirable and advantageous to place a price on these manuals, thereby eliminating unnecessary waste on the part of chapter officers, and also because of the psychological factor that gives the publication a greater value to the holder thereof, if there is a charge for it. While our officers' manual costs us more than the receipts we secure from the sale of same, we charge the additional cost to general expense. If we distributed the manuals free there is no telling how many extra copies would be asked for each year. As for the number of copies required in estimating the quantity to order, I would say that about ten copies for each chapter would be adequate, to provide copies for your national officers and provincial officers and five or six copies for each chapter.

In regard to distribution a copy of the manual should

be sent to every major officer of each chapter. In my fraternity we send out six copies to each chapter, one each to the Head Master, the Senior Warden, the Junior Warden, the Treasurer, the Scribe, and the *Delta* Correspondent. These officers might correspond in your fraternity to the president, the vice-president, the treasurer, the secretary, the magazine correspondent, and the pledge captain. Naturally copies go to members of our Grand Council, the directors of our provinces, and all deputy directors. Several methods of distribution may be utilized. Copies for one chapter may be mailed to one officer, such as the president or the secretary, with instructions to distribute them to the officers entitled to receive the manual. Or you may prefer to send them to the officers direct. I prefer the latter arrangement for it makes absolutely certain that the officer entitled to receive the manual actually does receive it, whereas in many cases if half a dozen copies are mailed to the president or secretary of the chapter, even though you notify him to turn copies over to the district officers, this is not always done. The mailing of copies to individual officers instead of to one does increase the mailing cost to some extent, unless you have a very small manual, but even then it is worth it. A heavy weight Kraft envelope should be used, and protective boards placed inside to protect the manual from damage or creasing. By all means try to have your manual reach the chapter officers in the best condition possible so that it will make the best impression possible.

In conclusion I would say that in my opinion, and as a result of my experience, I feel that a well conceived and intelligently edited officers' manual is second in importance in national administration only to the establishment of a national headquarters office itself, and in a large measure supplements perfectly the activity of the national headquarters office.

PRESIDENT VAWTER: Mr. Wright's excellent paper is now open for discussion.

MR. JENKINS: I am wondering if it is not possible for an officers' manual to be so large that the officers will not take time to read it. It seems to me that the most effective manual should be as short and concise as possible and just contain the bare essentials. I would like to have Mr. Wright's views on this.

MR. WRIGHT: First of all, you must determine your objective in the publication of an officers' manual. One of the chief reasons for Delta Sigma Pi publishing its manual was to eliminate much of the routine correspondence with national officers and our Central Office each year. Due to a constantly changing group of chapter officers, we found that practically the same questions were asked every year. Why not provide a manual where these questions were answered and eliminate this correspondence and provide an immediate answer for the local chapter officers. This worked out very successfully, but other chapters were suggested for our manual, other phases of chapter activity covered, and the manual has grown until now it is 128 pages in size. We do not feel this size is too big. Be assured that every chapter, every page, almost every paragraph comprising this manual, is carefully weighed before it is included, for a publication of this size costs us real money. Every officer of every chapter will not read every word in the manual. There is no reason why he should. I do believe, however, that 75 per cent of them will read it quite thoroughly. It does reduce the routine correspondence of the Central Office

materially, and I believe that our saving in stenographic expense annually pays a good share of the cost of this publication. We have officers who call this manual "The Bible," and read it from cover to cover. Yes, some may feel it is too big, but the majority don't, and there is one thing certain, that it has proven invaluable in the development of our chapters.

PRESIDENT VAWTER: Any further discussion? We will now hear from Mr. Dun A. Jenkins (Phi Beta Gamma—Law), who will render his report at this time on the American Professional Institute.

THE AMERICAN INTERPROFESSIONAL INSTITUTE

At the request of Jamison Vawter, President of the Professional Interfraternity Conference, I attended a meeting of a committee of the American Interprofessional Institute held at the Nicollet Hotel in Minneapolis, February 28, 1933. This committee meeting was held in conjunction with the meeting of the National Educational Association Convention.

This committee meeting was attended by A. R. Congdon of the University of Nebraska, P. J. Stearns of the Milwaukee School system, C. C. Minty of the Minneapolis School system, and your representative.

The purpose of the meeting was given as "to propose plans to the Institute which would enable the mature men in the various professions to do something for the betterment of the boys now in college planning to enter a profession." The American Interprofessional Institute is an organization of doctors, ministers, lawyers, chemists, etc. This organization feels that much could be done by them and the Professional Interfraternity Conference for the younger men who need information and guidance.

At the meeting the following "Ethical Ideals for Professional Men," which had been adopted by the organization in 1925, were read and discussed.

The professional man should maintain a standard of competency in his own field, entirely apart from all considerations of public opinion or private gain. He may fall far short of his own standard, but he must never blur the distinction between good and poor work.

The professional man should consider his compensation, in whatever form it may be given to him, as a secondary end; and he should not only be content with a modest income, but he should regard it as a part of his professional duty to make it clear to all concerned that a professional man is not concerned in amassing wealth.

The professional man should take a personal interest in recruiting for his own and for other professions the most promising of the youth of the nation, and he should take a corresponding interest in the problems of professional education.

The professional man should deliberately cultivate honest criticism of his own and all other professional work, training himself to hate sentimental praise and ignorant faultfinding, and developing to the extent of his ability the difficult art of clear sighted, constructive, critical judgment.

The professional man should regard himself as the guardian of the public interests in every situation where he finds those interests in jeopardy, because this is his first obligation to the society which has given him his professional education and opportunity. The professional man should champion complete lib-

erty of thought and expression, whether popular or unpopular without yielding to the slightest degree his own convictions as to what is true or false, wise or foolish, right or wrong.

The professional man should encourage the experimental spirit in every department of human affairs, because he knows that all human progress has come about by this method.

The professional man should use every opportunity to promote better mutual understanding among men of different classes, creeds, nations, and races, recognizing that his education and experience should enable him to rise above all fears and hatreds, and to serve as an interpreter and peacemaker among men.

Mr. Congdon, Chairman of the committee, announced that this committee was particularly interested in paragraph three of their code of ethics with a view toward adopting plans whereby the work could be enlarged upon and they could be of some service to the young men deciding on their future field of endeavor and assisting them as much as possible after they had decided.

The following resolution adopted by the Minneapolis chapter of the institute was read and discussed:

Whereas, Vocational guidance is of great value to the individual in helping him choose the life work in which he will be the most successful, and to society in fitting every person into the social structure in the place where he will be of the greatest efficiency and social structure in the place where he will be of the greatest efficiency and social value, and,

Whereas, Vocational guidance is especially needed in the United States today because of rapid changes in social conditions in the present era, due largely to the shift from highly individualized rural society to a closely integrated and highly organized urban society, and,

Whereas, Trained vocational guidance by men who have systematically studied the subject in the light of recent progress in the sciences, particularly of economics, education, and psychology, is comparatively in its infancy, and offers rare opportunities for service to the individual and to society, and,

Whereas, The problem of vocational guidance as to the professions vitally concerns every professional man in its bearing upon the influx into his profession as affecting his present livelihood and the ideals and future of the profession to which he has devoted his life, and,

Whereas, The members of the American Interprofessional Institute by their training, experience, and associations in the Institute and constituent chapters manifestly occupy a position of special responsibility and of unique opportunity for professional vocational guidance, and,

Whereas, The service that each chapter of the Institute has performed and will continue to give to its own community in the solution of local problems, and the value of interprofessional contacts in the local chapters without too rigid a program are fully recognized and should be preserved without impairment, and,

Whereas, A definite objective for the national organization will be of distinct value to every member and to each chapter in that it will offer prospective members and new chapters a concrete purpose that may be set forth with simplicity and directness, and will tend to strengthen the bond of fellowship by cooperation in a conspicuously common purpose, a pur-

pose that is unique among organizations, free from possibilities of dissension due to different economic, political, religious and social points of view, and a work of obvious social and individual value that is not merely of passing interest due to temporary social conditions but of enduring value, now, therefore, be it

Resolved by the Minneapolis Chapter of the American Interprofessional Institute that it recommend the adoption by the Institute as its national objective and purpose the solution for society and the professions and the individual of problems of professional guidance, and to that end, and so far as is consistent with other services of national and local interest, the local chapters be requested to undertake the following program of activities from year to year, so long as the need therefor continues:

(1) Assembly or determination of the data covering all available studies of the subject of professional vocational guidance, such as studies by the professions of the members in the professions, ratio to population and to social need, changing conditions in the profession, income, education, natural aptitudes required, etc.

(2) Study of this material and consultation with educational, library, and vocational guidance authorities.

(3) Presentation of the problem as to each professional by means of literature, reading lists distributed through public libraries, contacts with school authorities, chapter programs to which experts as well as prospective entrants to the given profession are invited, followed by questions from the floor and general discussion and publication of outstanding material in the organs of the Institute.

(4) Organization of the chapter and through it local professional men to grant interviews to individuals contemplating entrance into a profession.

(5) Proper publicity of a continuous nature as to the available services of the Institute and particularly the chapter, to parents and youths, to the end that the Institute shall become known through the land as the distinctive authority on problems of professional vocational guidance and the first thought of vocational advisor, whether professional man, teacher, father, or mother, and of young men and women needing guidance in a problem of such vital importance to themselves, the professions, and society.

It was decided by the committee that paragraphs one to four inclusive, of the program of activities of the resolution submitted by the Minneapolis Chapter were well worded and were worthy of further consideration and that paragraph five would take care of itself.

During the discussion it developed that there were several places where material could be secured, such as: The Boston Vocational Guidance Bureau, Robert Cooley of Milwaukee, National Educational Conference, and several of the universities.

Some work along this line is now being done in some of the larger cities by vocational guidance advisors in the High School systems. There are also some organizations such as the Kiwanis Club that are doing what they can along this line.

I understand that the Carnegie Foundation of New York City is ready to finance the collecting of information as to occupations, etc., if the proper agency can be secured.

The following report was adopted by the committee for submission to the Institute and the Professional In-

terfraternity Conference and your representative joined in the approval of this report.

REPORT OF THE COMMITTEE FOR THE PRO- FESIONAL OF CONSTRUCTIVE ACTIVITIES OF THE AMERICAN INTERPROFESSIONAL INSTITUTE

"Since vocational guidance in the professions vitally concerns every professional man in its bearing upon the influx into his profession, thus affecting his present livelihood and the ideals and the future of the profession to which he has devoted his life, and since the members of the American Interprofessional Institute because of their training, experience, and associations occupy a position which offers a unique opportunity for service in such guidance, your committee submits the following recommendations:

"1. Each chapter shall prepare through its members representing the various professions a list of books, pamphlets, or articles which contain valuable information* for young men planning to enter these professions. These lists shall include title, author, and publisher. Furthermore, they shall be divided into two groups. First, those which have been read and can therefore be recommended by the one submitting them; and, second, those which have not been read by the member submitting them.

"2. These lists from the various chapters shall be sent to the National Secretary who will combine these reports into a bibliography for each profession. These bibliographies will then be sent by the secretary to each chapter with the suggestion that so far as possible the chapter obtain copies of the material thus listed.

"3. Each chapter after providing itself with this literature shall work out according to its own facilities, plans for offering this material through various available channels to those who may welcome such information or assistance. (It is not intended that this service shall in any way displace any work now being done by groups or individuals, but it is hoped that information concerning the professions may be tactfully offered to those who are now directing guidance in vocations, so that the type of guidance to those planning to enter the professions may be still more helpful.)

"High School advisement for the professions is probably a fertile field for the Interprofessional Institute for every chapter. There are certain chapters which should be able to render valuable assistance to college men who are tentatively preparing for certain professions, but are still ignorant concerning the qualifications for these professions. Therefore the following recommendations are made:

"4. Efforts shall be made to cooperate with the officers of the Professional Interfraternity Conference looking forward to their use of material gathered by the Institute, in the following manner: First, in the professional fraternities on the campuses throughout the United States; second, through the publications of these professional fraternities."

It seems to the writer that here is a definite field where

*The type of information which shall be valuable is purposely left undefined. The following are suggested as some of the sorts of information which might be considered valuable: Numbers in profession, ratio to population and to social needs, changing conditions in the profession, income, education, natural aptitudes, professional ethics, etc.

the Professional Interfraternity Conference can be of service and I strongly recommend your consideration of the adoption of a definite program in this line and the cooperation of this organization with the American Interprofessional Institute. This would give the Conference an additional objective well worth while.

Respectfully submitted,

DON A. JENKINS, Phi Beta Gamma (Law)

PRESIDENT VAWTER: Do you have any motion to offer in connection with this report?

MR. JENKINS: It seems to me that this is a question very much worth while. It gives us a real objective that we can work toward. We have been looking for definite objectives to reach and it seems to me that this is as valuable an objective as we could work for. If we could cooperate with the American Professional Institute and make use of the material they gather and add what we could to it, it would be a service well worth while. We have the advantage through our fraternity publications of reaching all our members and the added advantage of some members of the alumni working directly with the fraternities on the campuses. Do you want to leave it to come up under new business or bring it up at this time?

PRESIDENT VAWTER: We can take it up under new business. Is there any discussion on the report of Mr. Jenkins?

At the time we were invited to cooperate with the American Professional Institute I had never heard of them. I will be frank to state. I did not know what it consisted of, what its purpose was, or what it was for. They were holding their meeting in Minneapolis, and Mr. Jenkins, being a member of this conference and a delegate from his fraternity on several occasions and showing interest in our work, was asked by me to meet with them mainly to find out their purpose, get an opinion as to what they were after, and whether there was any way in which we could give them cooperation. I was glad that Mr. Jenkins did report it was a going concern and his reaction was favorable, and felt that we could cooperate. So we can leave it there and when we take it up under new business we can have a general motion to give them what cooperation we can, or we can have a more specific motion, just as we feel about the matter.

Is there any further business at this time? If there is no further business, we will recess until two o'clock.

[The Conference recessed at 12:30 o'clock and was again called to order at 2:30 o'clock in the afternoon, President Vawter presiding.]

PRESIDENT VAWTER: It might be desirable for some of those who came in late this morning to have each delegate and visitor rise, give his name and fraternity affiliation, so that we will all know each other. [Each delegate and visitor present arose and introduced himself.] Before proceeding with the program of papers, I wish to announce the following committee appointments: *Committee on Meetings and Dues*, Marvin C. Rogers, J. D. Sparks, R. C. Smith. *Committee on Proposed Constitutional Amendments, and Status of Delinquent Members*, the Executive Committee. *Committee on Nominations*, Dr. R. C. Williams, H. G. Wright, and L. W. Van Doren. For the committee to consider the matter of whether a petition from a fraternity in which there is a conference in that particular category, must receive formal approval of that conference in order to apply for membership in our conference, I appoint Dr. John H. Cadmus, Dr. William A. Mann, Jr., and Don A. Jenkins.

There is another matter of business that the education fraternities have brought up to be considered at this conference. In the Constitution there is a provision which states in being eligible for membership, Article III, Section 5, "Shall be mutually exclusive of and in competition with other professional fraternities within the same category as defined by the By-laws of this conference." I believe that this matter was discussed at the last conference. Dr. Chambers brought the matter up and stated as far as Phi Kappa was concerned they did have interlocking members. During this biennium they took that up with the Executive Committee and asked us to give them a decision upon the matter, stating that they did not want to be in any violation of any of the principles, stating the situation as it related to them, and how they felt about it. Of course, it must be understood that that clause on proselyting which was adopted at the last conference has no application here. Mr. Sparks notified them that we would leave that matter to be brought up on the floor of this conference. I think it would be well to have this matter discussed in a committee in which the educational fraternities will have fair representation. I will appoint on that committee: W. G. Chambers, J. M. McCallister, H. G. Wright, J. R. Barstival, and J. A. Conner.

The next paper on the program will be presented by Dr. Marvin C. Rogers (Alpha Chi Sigma—Chemistry), and its subject, "The Early History of Professional Fraternities."

SOME EARLY HISTORY OF PROFESSIONAL FRATERNITIES

The growth of professional fraternities in recent years has placed them in a position of recognized importance in the professions. Greek-letter fraternities of national importance are to be found which represent the professions of Law, Medicine, Chemistry, Engineering, and many others. The development of the general or social college fraternity has been reviewed many times, and it is generally known that Phi Beta Kappa was the first of the Greek-letter college fraternities. It was founded as a general fraternity in 1776 at the College of William and Mary, but some time later it was recognized as an honor society. Today it is recognized as the leader of college honor societies. The development of the social type of fraternities is peculiar to American colleges and universities. There are at present over 75 such organizations which are national or international in scope, and countless others which operate locally.

Although William and Mary College is the birthplace of Phi Beta Kappa, there have been so many fraternities founded at Union College that it has become known as the "Mother of fraternities." The University of Michigan, like Union College, was not the location of the founding of the first professional fraternity, but it certainly was the birthplace of the present-day professional organizations and can justly be called the "Mother of professional fraternities."

The history of the origin of professional fraternities is not well known. One fact of particular interest is that what appears to be the first Greek-letter professional fraternity was known as the Kappa Lambda Society of the Aesculapian. It was a fraternity in Medicine organized at Transylvania University, Lexington, Kentucky, about 1819. It was founded by a Dr. Samuel Brown, professor of theory and practice of Medicine at the university. Kappa Lambda was organized for the purpose of bringing the members of the medical profession together

in a secret society with highest principles. Chapters appeared shortly after 1819 in New York, Philadelphia, and Baltimore. Strife and hard feelings were very evident in the medical profession at that time and apparently Kappa Lambda was very active in professional affairs at that time which created ill feelings among those who were not its members. There appears to be no evidence that the society continued to function after about 1835. The fraternity's interest in the profession is evidenced by the publication of a journal called the *North American Medical and Surgical Journal* between the years 1826 and 1832.

Between 1835 and 1869 there is no record of any kind to show that activity in professional fraternity formation existed. Of the present-day professional fraternities, Phi Delta Phi appears to be the oldest, having been founded at the University of Michigan in 1869. Because of the rapid growth of professional fraternities at Ann Arbor after 1869, it is worthwhile to review conditions which existed between 1845 and 1890. Many of the present professional fraternities were founded at Ann Arbor during this period. Of the group of eight national fraternities founded there, six were the first organized in their respective professions.

The University of Michigan is one of the older of the state supported colleges, being founded in 1817. It is probably the oldest of the midwestern universities. The period from 1817 to 1850 was distinctly one of trial and error, and to the older colleges in the East, Michigan was considered "western." Shortage of funds and unintelligent planning created difficulties. The enrollment was small and the courses offered were very general. Politics played an important part in faculty selections and faculty actions. The conditions at the university which make a clear understanding of the fraternity situation possible, are pointed out by Hinsdale (1) when he says "there were two outstanding weaknesses in the university during the period 1837 to 1850, namely, the faculty and the regents." It does not seem strange then to find that sometime previous to 1846, a rule was adopted by the faculty which stated that "No student shall become a member of any society which has not submitted its constitution to the faculty for approval."

In 1846 it was discovered that a fraternity known as Chi Psi was in existence in Ann Arbor in violation of this rule. It was discovered about the same time that Beta Theta Pi also had a chapter functioning in violation of the rule. Faculty members who attempted to make an investigation were barred from admission to the Chi Psi lodge which was a log cabin located just east of the campus. Another group of students desirous of affiliation with Alpha Delta Phi requested permission from the faculty to do so. This was refused and the boys proceeded without the permission. This action precipitated a thorough investigation of the fraternity situation in which faculty, regents, and the townspeople took part. Faculty opinion was divided, the regents differed with each other, and the townspeople differed with both groups. In general, however, the general public took the side of the fraternities. Since fraternities had been functioning in eastern colleges for several years, the president wrote to several of these colleges for opinions and received such a wide variety of opinions that he could find no real information upon which to base his own decision. The troubles continued for two or more years during which time the chapters continued to operate. It was necessary for several students to forego their allegiance to their fraternities in order to remain in school.

In spite of the hostility on the part of the university authorities toward fraternities they continued to exist. In desperation the faculty tolerated their existence and planned to force them out of existence by refusing to permit new students to join any organization which was not approved by them. It is needless to say that this plan failed, but it is worthy of noting that by this time most of the element of secrecy had disappeared from the fraternities and faculty opposition was withdrawn. The period from 1850 to 1870 is now considered to be the turning point in fraternity affairs and the beginning of their present-day growth. Michigan was early considered to be a logical college for expansion into the Middle West by eastern fraternities and it is said that it was one of the first colleges where fraternities took root and grew. (2)

The training offered by the University of Michigan between 1817 and 1850 was very general, and professional training was begun with the formation of the Medical School in 1850. There had been a demand for training in Medicine and in Law for several years and both courses were authorized at the same time. Medicine was the first to be offered and consisted of about 3 to 6 months in school and two years training under the guidance of a practicing physician. The enrollment grew rapidly to about 350 which was the number studying in 1870.

The course in Law was not offered until 1859 when a Law School was organized. This course was a two year course and the requirements for admission stated that a student "must be 18 years of age and of good moral character." The enrollment averaged 250 with graduates numbering about half this number in the period around 1870.

Pharmacy was offered in 1868, probably as a necessary partner of Medicine. It became a separate School of Pharmacy after 1876. Pharmacy and Chemistry were very closely associated from the beginning, with the greater part of the Pharmacy work being done in the Chemistry laboratories.

Practicing dentists in Michigan had been urging the establishment of a course in Dentistry for some time. The School of Dentistry opened in 1875 with 20 students enrolled. The number of students grew rapidly until in 1881 there were 86 registered.

There was a very steady development of fraternities during the period beginning with 1850. Michigan differed somewhat from colleges in the East in that its increased enrollment was due largely to the increased interest in the professional courses. All of the colleges of the university were closely associated with each other and this brought the students together. Michigan fraternities, acquiring most of their customs from their chapters in the East, did not recognize the value and necessity of professional students in their organizations. They refused to elect them to membership and this treatment was resented by the professional students and professional fraternities were a logical answer. The professional fraternity movement rapidly acquired momentum and before the general fraternities realized it, each of the professions were represented by a professional fraternity.

During this period and shortly after the close of the Civil War, two students in the Law School organized a debating society which later became known as Phi Delta Phi. These boys had been asked to organize a chapter of a general fraternity but they were unsuccessful in finding material. Phi Delta Phi, founded December 13, 1869, is now considered to be the first of the present-day professional fraternities.

With one professional fraternity already functioning, it is not surprising to find that a group of medical students who had been together during the greater part of the year 1881, were organizing a fraternity in Medicine. They founded Nu Sigma Nu in 1882 as a means of collectively registering their protest against unfair treatment of two faculty members by the public. Good leadership in the years following did much to perpetuate the fraternity.

The enrollment of women in Medicine grew rapidly to a point which made the formation of a fraternity for women practical. Alpha Epsilon Iota was founded at Michigan in 1890 for women. At present only two fraternities represent women in Medicine, Alpha Epsilon Iota and Nu Sigma Phi which was founded at the University of Illinois in 1898.

It is of interest also to know that Nu Sigma Alpha chapter of Theta Kappa Psi was founded as a local in 1888 at Ann Arbor and continued as such until 1925. There are doubtless some other chapters of other fraternities with histories similar to Nu Sigma Alpha but they have not come to the author's attention.

In the early days of the Dental School it was housed with Homeopathy and thus experienced a sort of connection with "regular" Medicine. It is natural to expect that development in Medicine would be felt in Dentistry, and in 1882, the year of founding of Nu Sigma Nu, Delta Sigma Delta was founded. It was modeled after Nu Sigma Nu with many of the same principles. The rapid growth of Dentistry brought about the formation of Xi Psi Phi in 1889.

With fraternities representing both Medicine and Dentistry, it was logical for Pharmacy to follow. Dr. A. B. Prescott, a member of the Pharmacy faculty, was largely responsible for the founding of Phi Delta Chi in 1889. Although it is now classified as a Pharmacy fraternity, the close relationship between Chemistry and Pharmacy at Michigan and Dr. Prescott's interest in both, makes it reasonable to believe that Phi Delta Chi represented both professions originally.

While the University of Michigan was rapidly developing its professional training, and the fraternities already mentioned were expanding into other schools, students in other institutions were by no means inactive. The period from 1869 to 1900 was marked by the establishment of several professional fraternities. Psi Omega at Baltimore College of Dental Surgery in 1892, Alpha Kappa Kappa at Dartmouth College in 1888, Alpha Mu Pi Omega at University of Pennsylvania in 1891, Omega Upsilon Phi at the University of Buffalo in 1894, Phi Alpha Gamma at New York Homeopathic College in 1894, Phi Beta Pi at West Pennsylvania Medical College in 1888, Phi Chi at the University of Vermont in 1889, Phi Rho Sigma at Northwestern University in 1890, Theta Kappa Psi at New Haven, Connecticut, in 1879, and Kappa Phi at the Medical College of Virginia in 1879, were among those professional fraternities which today are enjoying the respect of members of the professions they represent. There have been many professional fraternities founded between 1900 and the present time and we find nearly 50 national organizations representing everyone of the better known professions requiring collegiate training.

Since 1900 there have been few fraternities founded at the University of Michigan, but many of the national fraternities have added chapters in Ann Arbor. However, in 1914 Alpha Rho Chi and Sigma Delta Kappa were founded. Sigma Delta Kappa was apparently the result

of increasing enrolment during a time with fraternity growth developing. Alpha Rho Chi appears to be the result of a demand for a professional fraternity by students in the course in Architecture which has been offered since 1906.

The University of Michigan, the source of development of a great system of strong professional fraternities can justly be called "Mother of Professional Fraternities."

[Bibliography: (1) History of the University of Michigan, Hinsdale; (2) The University of Michigan, Shaw; (3) The Messenger of Theta Kappa Psi 29, No. 4 (1932); (4) Pledge Manual Phi Delta Phi; (5) New Sigma Nu Chapter Bulletins 1931-32.]

PRESIDENT VAWTIE: Does any delegate wish to add any information to this early history? The next paper on our program is "Editing A Fraternity Magazine," by Mr. Leland F. Leland, editor of the *Teke of Tau Kappa Epsilon*.

LEVATING THE PROFESSION OF COLLEGE JOURNALISM

The fraternity magazine that would aid its own society, that would elevate the profession of college journalism (and I use the word "profession" here advisedly and with reservations), must progress. Like a woman of the mode it will keep abreast of the dictates of fashion—following not too slavishly the newer and more extreme—using only the best and discarding that which does not adapt itself readily to enhance the physical and mental charm.

For who today tolerates the old, the shoddy, the out-of-date, the relic of a by-gone age, except the antique dealer? Who among us would revert to the life and customs of our fathers, our grandfathers?

This, gentlemen, is a day of change; it is a day of returning enthusiasm, where the new must be welcomed. We must carefully select that which is the more useful to us, for despite the late depression we twentieth century Americans are quick to cast into the discard the wornout and the useless, that we may maintain our stations in life and help to make of America once more a leader, the leader in fashions, in wealth, in ideas, in ideals.

Look you now to the newstands of our nation. Today a bright haub of color—tomorrow perhaps a brighter one. Today, too heightened, too rakish, too risque perhaps—tomorrow, surely, more beautiful, more artistic, more subdued. For our national publications today, by and large, are edited by the best educated, the best trained men and women in this nation. These editors have carefully studied their clientele—know what their readers want, know what will sell. Furthermore, they do not stop, once having secured a thorough analysis of their readers. They keep a weather eye on the weather vane of public demand—to detect in a moment the slightest change in public desires and opinions. From week to week, month to month, you have noticed, if you are a consistent follower of the press of America, that the magazine in your hands gradually evolves a new style, a new manner of expression. Some, proving unsatisfactory, are dropped and other innovations are tried, for the magazine editor must work by the trial and error method.

The fraternity editor, then, cannot stand still—his magazine to represent his fraternity properly must im-

prove with each issue and improving he will have helped elevate the whole profession of college fraternity journalism.

I have before me as I write, several professional fraternity magazines of every variety, good, bad and indifferent; some excellent, some poor. With these, in an effort to make this paper worth your time and effort, gentlemen, I propose to conduct a clinic—a fraternity magazine clinic—diagnosing this case here and applying the knife there; but unlike the ancient surgeon, who on entering the operating room could do about as he pleased—cut and hack away without having any questions asked because he was privileged to bury his errors—I shall be forced to conduct my clinic after the manner of the modern surgeon who must keep a detailed record of every move, giving ample proof and reasons for the necessity of (first) the operation, (second) for the pieces to be cut away and (thirdly) for that which he buries. For I realize that the incisions I may make will in some cases in your own good judgment be unnecessary and impractical and may at times seem unjust. Therefore to spare my patients unnecessary pain, no specific names will be entered on my clinical and surgical record.

Here I have a magazine on which I will operate first, that I may steady my hand with a less difficult case. This fraternity magazine suffers from a chronic ailment—poor printing. It is smudgy, some of the type has been used so long that the spaces within and between the type have become filled and clogged so that where white space should appear in the final printed proof, now a black smudge disfigures the page. Probably it would be impractical to recommend a change of doctors—or printers. Frequently all that is needed is a note couched in diplomatic terms that will cause your printer to clean his type and will cause him to feel that his greatest opportunity for success in the future is the production of the high class work that you desire.

My second patient has been suffering from poor proof reading, a fault which ruins more than one otherwise good fraternity magazine. Poor proof reading, misspelled words, unfinished sentences and omitted words quickly tend to discourage your reader. He has neither the time nor the patience to wrestle with slovenly prepared copy and to decipher what is meant, supplying missing words and letters. Poor proof reading is an indication of sloppiness and carelessness—for which you are not wholly to blame. You, brother editor, are paying your printer for perfection which it is your right to demand. The reading of page, stone and press proof by the editor will aid in catching elusive mistakes that have a way of escaping the eye. Here again a diplomatic note dictated to your printer will probably alleviate the difficulty.

Some years ago a friend of mine was editing a highly technical journal. Accuracy was the first requisite to successful publication here; the slightest error would cause confusion and misunderstanding and no amount of estimated embarrassment to the author of the article. During his first few weeks several errors crept into the copy. Instead of "bawling out" his printer as he might with justice have done or deducting a fifteen dollars fine per week which his contract allowed should errors in printing be found, my friend dictated and sent to the superintendent a note calling attention to the errors, reminding him that his greatest asset was the reputation maintained by this shop for accuracy. He could not afford to turn out this printing job, my friend told him, with such glaring errors as had been allowed to go through

his shop the first two weeks. The effect was instantaneous; the next and succeeding issues coming out in perfect condition. Most printers take great pride in their work. Make them, from the manager down to the lowest compositor, feel that they are working with you, not for you.

Now here is a magazine that has been suffering for many a season from another chronic ailment: poor mechanical makeup. Its headlines and its sub-headings set in different kinds of type are at variance with each other. Uniformity should be practiced here. If variety is desired, one can use italic type. Then here is another publication that uses no headlines at all, going through its 64 pages of printed matter with slight eruptions here and there which on closer inspection prove to be small bulletin heads. Good display headings are of inestimable value. If your story is good enough to print, advertise it to your reader. You cannot expect him to know your mind. The chances are nine to one that he is too busy to go on an exploration tour even though the ground is that of his own fraternity magazine.

But we must hurry on! This magazine that is now on my operating table is using cuts placed promiscuously about the page without thought as to what is known as the optical centre. Here we find a large cut placed at the bottom of the page, giving you the impression that the bottom overbalances the top. A much smaller engraving, placed about two-thirds up the page—and this is what is technically known as the optical centre—would have served the purpose to better advantage and would have saved you money. In making cuts, it is well to remember that it is not necessary to use all the surrounding sky, trees, water or foliage. Better attention value is obtained from a cut if the unnecessary details are omitted, thus focussing your reader's eye on the central theme that you particularly wish to illustrate. To balance your page properly, always allow more space at the bottom than at the top. And now, while on the subject of cuts I am going to let you in on a little procedure that I follow in ordering several cuts of uniform size from similar shaped photographs, that will save you money. Paste your photographs together, one after the other and order a single engraving. Your printer can easily run a saw between the cuts to be separated. Engravers charge by the square unit, with a flat rate for minimum cuts, that is, cuts under a certain size, thus saving you the original minimum cost on each cut.

Turning now from the purely mechanical to the editorial field—some of my listeners perhaps would prefer that I say from the physical to the mental ailments—I have before me as I continue my diagnosis, a magazine that lacks editorial balance. Although its many articles are well written, it lacks variety; your readers, I fear, will soon tire of the dozen articles extolling the worth of a particular drive for funds. Editorial balance is as necessary as mechanical balance. If you are planning a travel number, for example, you, as a good editor, will not run your articles of this nature continuously, page after page. You will insert a travel article, then a story of a brother's achievement, then another travel article and then an article of closer fraternal interest. So on throughout the issue. The same rule applies to the overemphasis placed by certain editors on sports, scholarship, et cetera. Use your judgment. After your magazine has been published, go through your own desk copy. Blue pencil it thoroughly. Criticize it. Be severe!!! Ask yourself these questions: Are my articles (1) interesting (2) timely (3) well-written (4) do they have punch (5)

do they fit my magazine (6) have I enough variety to cater to my diversified clientele and (7) have I placed my best, my most interesting article at the beginning of my publication.

Another editorial friend of mine told me recently that out of the thousands of manuscripts received monthly by his publication, only 5 per cent were usable; 95 per cent had to be rejected and returned. Why? Why were the great majority refused? They were, he said, uninteresting. To guide his contributors, he has prepared a folder of instructions in which he emphasizes that acceptable manuscripts must be (1) interesting (2) timely (3) simple.

Returning again to our clinical diagnosis, we found the actual preparation of articles in many of the magazines before us at fault. The criticism chiefly is not so much that of bad writing as it is that of uninteresting writing. One publication begins every alumni item with the name of the alumnus. Vary each item. Work in the personal angle. In another magazine every article began with "the"; this should be largely avoided.

In writing your articles it is well to follow the accepted journalistic practice of putting the summary, the important facts of your story in the first paragraph or two; into what is technically known as the "lead" in the newspaper room.

There are several patterns that can be used to build up more interesting stories. One of the best is what can be called the O. Henry type. O. Henry once said that he wrote first a simple story. Completed, he revised this story carefully, inserting raisins here and there, to give the necessary kick, putting in a big raisin at the end.

Another pattern that can be used to advantage is the "incident and comment" style. It begins by relating an actual incident. This is followed by a comment for several paragraphs. Then, the interest beginning to lag, another incident is introduced.

Turning now to another field here is a publication that needs to revise its manner of writing headlines. Headline writing is perhaps one of the hardest duties a fraternity editor is called upon to do. And yet the writing of good, readable heads, the first test of an excellent magazine, can become a delightful duty with slight practice. One remembers first that the headline never contains anything which is not included in the body of the story. One remembers secondly that the headline is the announcer of your article. It is the display window that advertises the merits of the goods within. It should, therefore, summarize as completely as possible what the story below contains. Let us examine two or three examples clipped from recent fraternity publications.

Here is a poor uninteresting bulletin type of headline—

THE ALUMNI

The story containing the following essential facts could have been elaborated into this complete challenging headline—

ALUMNI RAISE \$5,000 IN THREE MINUTES

You are curious to learn how, and why, and for what, the alumni raised this amount of money in so short a span of time.

Another type of headline that is good, if not overdone, is what we have called the question headline. For example—

WHAT ABOUT THE PESTIFEROUS STUDENTS?

This line challenges your reader and unconsciously he knows that the answer to the question asked will be found in the article below.

When two-line heads are used, the first should contain a complete statement. The second line should further elucidate the first. For example—

THREE CAPTAINS IN A ROW AND ALL ARE ILLINOIS ZETAS

Another example—

OMEGA RECOMMENDS USE OF CUPS TO SIX MEN ON

In conclusion, as I step from my clinical room back to my desk, I would make a plea for the abolition of certain amateur practices prominently adhered to by some of us. Chief among these is the practice of several of our editors in belittling their own efforts before their readers and the whole fraternity world. I refer specifically to a new editor who in his opening editorial apologized profusely for his "greenness" (the words are his, not mine) in this new work of fraternity editorship. He begged his brothers to bear with him until he had "learned the ropes" (again the words are his, not mine).

Why advertise your inability to the world. This editor should (1) not have accepted the job or (2) put on a bold front, using the best practices of the finished journalist until such time as he had "learned the ropes."

This is an age of specialization. No one has patience with a puttering amateur. The day of the gratis editor is passing; his sun is setting. Tomorrow, then, there will be a new dawn, a new day that will offer ample opportunity and ample remuneration to the young, the brilliant aspirant into the field of college fraternity journalism. To better this association we must encourage such better journalism.

MR. LELAND (Continuing): There are one or two points I have not included in my paper that perhaps you would like to have me discuss, and that is the sources of news and how to get news. It seems to me your best source, first of all, is your chapter correspondent. In the second place, probably there are learned, intelligent men in your particular professions who can write on the subjects at hand. I should say, in the third place, your alumni would be an excellent source.

Probably all of you have difficulty in trying to get articles from certain, particular people. I followed simple practices in my own fraternity—and I probably have as much difficulty as any of you—and I have been very successful in getting material that I want simply because I keep after it persistently. With my chapter correspondents we have two sets of, you might call them, prods; in other words, we fine our type of correspondents, if their copy is not in under a certain date, \$15.00. We send them an assignment sheet and a letter notifying them in advance of about two weeks, and if it does not come in we fine them and collect the money. Fifteen dollars is a lot, but we set it that high because of the fact that we want to make it hard to pay, and we urge and insist in every case that the man pay this particular sum. I have found that if chapters are fined one year, they are darn good for the next three or four. To offset that is a little bit hard, but we have a system of awarding the correspondents keystones, and you would be surprised at the tremendous amount of interest developed because of

these keys. At the end of the year it develops into a regular race for those who are out to get this particular key. As a consequence we have very little difficulty in getting material.

With our outside contributors and outside alumni editors you can't do that, of course. Alumni editors are the hardest ones to get action from, but I follow a system of keeping everlastingly at it with the outside man by sending him courteous letters asking him for a certain article, giving him two weeks to do the job. If you give them a longer time, they will just put it off and never do it. If I don't hear from him, I write again, and keep writing and writing and writing. After three or four letters I will send a special delivery air mail; then a registered letter with return receipt requested. Then if he doesn't answer, I follow the practice of sending him a daily post card and that usually brings the desired result.

The average person is usually flattered at being asked to write an article. Busy men, of course, are not; it is not new to them, but the average man is flattered and he will do the job. Some, of course, are indolent, some will procrastinate, and some are lazy.

MR. WRIGHT: Have you tried with any degree of success or know of any fraternity where previous chapter correspondents have been solicited after they become alumni as contributing editors, not just four or five that you list as contributing, but have you had any success with keeping these good chapter correspondents who are interested in contributing?

MR. LELAND: I find if I don't, they will keep in touch with me. That training which they have had has carried on with many and they become very proud of their part in helping to produce the magazine.

MR. WRIGHT: Do you think it would be worth while to pick out six or eight of the best correspondents each year and several times a year send them a letter requesting contributions?

MR. LELAND: Yes, I think it would. I wouldn't have the time to do that myself. Another good point is that these boys who have been good in school will be excellent fraternity men when they get out, and they will carry on the burden. Several of our very best correspondents have gone to cities where we had no alumni organizations and have organized alumni chapters, and there are usually energetic men who can take on one more detail.

DR. MANN: I would like to hear what Mr. Leland has to say on the much argued subject of the place of the chapter letter—how important a part of the magazine that should be.

MR. LELAND: That has been very largely discussed among the editors at the National Interfraternity Conference and at the National Panhellenic Congress. I find the majority of editors are eliminating chapter letters in at least two issues during the year, largely because it is a financial necessity. I have not had chapter letters as such in my magazine for six years. I became editor eight years ago and we had chapter letters then, and I followed the custom for two years. Then because of the need of space for what I considered more important material, more interesting material, I restricted chapter letters to two issues. Then the next year I thought it would be impossible to run more than one issue, and the following year I dropped them altogether and we had no protests whatsoever. It seems to me that the chapter letter can be

dropped. I am not an advocate of the chapter letters because there is so much dead material that comes in from your chapter correspondents concerning the weather, the latest ball, plans for the next party, the wonderful men on the campus, and so on. So I have my correspondents report on what I consider, so far as the fraternity is concerned, really important incidents. In other words, if a man is the editor of the campus paper, or if he is chairman of some particular club, or if he is president of one of the classes, that is important news so far as we are concerned; and that gives us a chance to work in cuts and gives us a headline.

I do find, however, occasionally a chapter is slighted. They send in what they consider is good news and it goes in the waste-basket. About the third time that happens the chapter gets up in arms and writes us a "snooty" letter, "Why do you favor such-and-such a chapter?" and so forth, and then you have to make a special effort to get news of that particular organization. However, chapter letters is a subject that can be debated endlessly, and I think there are probably just as many good arguments on the other side.

MS. H. R. GAMBLE (Scarab—Architecture): What would you consider satisfactory remuneration for an editor of a fraternity magazine?

MR. LELAND: I think it depends upon your own organization—upon the amount of money in the budget. I think that a fraternity editor should be paid according to his ability. A fraternity with twice the number of chapters that another one has will have more money, and the editor of the smaller organization will probably work just as hard, and perhaps a lot harder, than the editor of a larger organization, but his fraternity simply cannot afford to pay him what he is worth.

We conducted a survey in the Fraternity Editors' Association and found the average fraternity editor, not including full-time editors, was paid about \$1,100 a year. Of course, that is probably high today, and I think probably high then, because we had one editor on a full-time basis receiving a salary of \$7,500 a year, another one \$6,500, and another one \$5,000 a year. The highest paid part-time editor in the fraternity system gets \$2,000 a year for his particular job, nine issues a year. To answer your question specifically, I would expect to receive \$500 an issue and up, depending on the number of pages in each issue, plus expenses, that is, postage and things of that sort.

PRESIDENT VAWTER: Thank you, Mr. Leland, for your fine paper. The next paper is "Publishing a Fraternity Magazine," by Mr. J. H. Wilterding, of the George Banta Publishing Company, Menasha, Wisconsin.

PUBLISHING A FRATERNITY MAGAZINE

MR. J. H. WILTERDING: I will try to predicate my remarks as closely as possible on the printing of a professional fraternity magazine since it is a problem of the professional fraternities, although they are very closely akin to those of a general fraternity. The problem of getting scientific papers into your magazine is something that you people have to face that the editor of a general fraternity magazine has nothing to do with, and that is a real problem.

I am going to try to approach this from the ideal relationship of the editor to his printer. Some editors have attended a school of journalism and know their

business, and they want their printer to do just exactly what they tell him to do and no more. Other editors, especially the women, although having had no journalism training, think they know a lot, but some of them are smart enough to rely on the printer, and it is that customer that I am going to try to approach today.

There are people in this room that we serve, people who, some of them, know exactly what they want, and they want us to give it to them and no more. There are others in this room who will leave a great deal of the work to us, or to the printer.

The printer should be prepared to do just exactly what the editor wants him to do. The printer should be perfect, but I want to tell you that there is not one under God's blue skies that is. The editor, on taking a job, regardless of what has gone before, should feel free to ask his printer if this relationship between printer and editor is to be an ideal one to help him make his magazine better. The printer should be in a position to give the editor something better, but he should also be very careful to give the editor what he wants and what the editor's constituents want. We feel that unless the editor is absolutely wrong, he should be given what he wants—he knows the requirements of his job.

Then as to the desirable style for the magazine: The printer should get up several ideas for the cover having in mind good consistent style. It can be ultra-modern or ultra-conservative depending upon what the editor wants. After that is established, the editor's worry should cease. The mechanics of handling the magazine should then be left up to the printer. The printer should ask all the questions he can to get from the editor his ideas of style, of punctuation, spelling, and so forth, and he should put these data in one place where his people can have ready access to them. Then when the manuscript comes in for the first issue, the printer should know enough about what the editor expects to give him a finished magazine.

You editors have plenty of trouble, especially professional fraternity editors, in getting good, scholarly papers from alumni and from people in the profession in which you operate. You have a hard time after those papers come in to edit them and send them back to the author for his approval. You have enough to do most of the time with other duties besides bothering with a lot of detail, and if your printer is really on the job, he is going to assume a part of this burden. He is going to make mistakes, of course, but he is going to try to do the best he can. So when your copy comes in, the printer should open his style card and should have every bit of information at hand for your magazine. He should have the size of type required, your particular ideas of style, of punctuation, and so forth. He should have the kind of paper that is to be used, should know how the magazine is to be bound, and even know how it is going to be mailed.

The style of manuscript has been sent in with no regard by the author for your particular style. You don't say to him, "Now, Dr. So-and-So, be sure you spell *intern* without the final 'e', and be sure you capitalize *so-and-so*." The editor has to edit the manuscript as far as he can. The printer puts it in, consistent style, consistent with the editor's wishes and with the style that has been established. The printer should be called upon to determine the size of the cuts; he should know how to order those cuts, and he should also decide what screen is going to be used. For instance, if the picture is going to be printed on old English stock that is almost rough and it is a photographic cut that is to be printed, he must

order a coarse screen cut, 65 to 100 line screen. For English finish or superstock, the screen can be a little finer, 120 line. If a high-grade coated paper is to be used, the screen can be 133 line. So the people at the front end have to visualize the work all the way through to the end; they have to know just what foundation stones to lay so that the magazine when it is finished will be a good product and so that the confidence of the editor in the printer is not misplaced.

Now the printer, whom I am trying to describe, has sent the manuscript to his composing room and it is being set. The ordinary procedure has been to wait until the whole matter has been set and then send it into the proof room for reading. A better way than that, and one which overcomes the bugaboo of alterations, is to have it proof read while the operator is still setting it so that he can catch the corrections while the job is still in his mind. Now whether it be monotype or linotype job the preliminary problem is the same. Monotype, as most of you know, is suited to scientific and scholarly publications especially. But for a fraternity magazine monotype is a little too expensive and not necessary, and the linotype serves the purpose just as well and saves money.

The question of sending out proof is another thing. The printer should be equipped to send the editor nothing but page proof, telling him that that is the way it is going to be printed. However, I do not know whether the printer is really equipped to do that with all his editors, because no matter how well he knows the editor's wishes, no matter how confident he is that the arrangement of the page will meet his approval, he is always taking a chance. The editor might think it is all right, but behind him stands the author of the article on that page, and if the author barks to the editor, the editor is going to do the same thing to the printer. Now the question is, shall we take up a couple of weeks in submitting proof or shall we try to cut out some time there? Most editors say to cut out the time and send the dummy. The pages are all pasted into the dummy in the way in which the printer thinks they should be finally printed, but it has not been paged and no extensive work has been done on it. That dummy should serve the purpose of page proof also. The editor then can check both his galley proof and the dummy which, in effect, is page proof and send it back for final printing.

Another very important detail that a good printer should undertake to do for his editor is the making up of the contents page. He should also at the end of a volume be prepared to index a volume. That is just an aside, since many of the fraternal magazines do not have volume indexes, but some of them do and the printer should be equipped to do that.

After the return of the proof comes the printing. The printer must try to get everything correct before it goes to press, otherwise if the sheet comes out with a mistake, it would be just like tearing down a house to tear down that press. The printer can promise that he will keep those mistakes down to a minimum and not tell you what the minimum will be. The printing is the real making or breaking of the final appearance of the job. The binding also is a very particular part of the appearance of a magazine.

A magazine that is fairly light and does not have a great number of pages should, I believe, be saddle-wire stitched. This allows the magazine to lie open flat, allows easy handling. A magazine with a great number of pages should be thread sewed, which also makes the magazine easy to handle. Of course, if you cannot afford the price

of thread sewing, the other method of binding is side-wire stitching.

The mailing of the magazine is quite important to the fraternity officer who handles the list. The mailing room is another place where mistakes are apt to occur, not on the part of the fraternity officer or the printer necessarily, but by virtue of the fact that some of the constituents might move from one town to another, and if he does not get the magazine, you are wrong and the printer is wrong.

That is my conception of the perfect relationship of printer and editor.

PRESIDENT VAWTER: Is there any discussion?

MR. WRIGHT: I would like to inquire, Mr. Wilterding, what you consider the most practical size for a fraternity magazine.

MR. WILTERDING: I should say for a fraternity magazine the best size is 7 x 10". It is not then in competition with the popular news stand size of 8½ x 11½". The 7 x 10" page allows for good balanced margins and is conducive to the placing of cuts.

PRESIDENT VAWTER: We will now hear from Dr. William A. Mann, Jr., Grand Vice-President of Alpha Kappa Kappa, medical fraternity, who will present a paper on "The Problem of Carrying Pledges Indefinitely."

HOLDING THE PLEDGE FOR AN INDEFINITE PERIOD

The period of pledgeship, as originally conceived and almost universally utilized by the American College fraternities, constitutes a period of preparation and training for actual membership and an opportunity for the fraternity chapter to confirm its original favorable impression that the prospective member is one with whom the members can live in peace, respect, and brotherhood. Similarly it affords the pledge an opportunity through frequent contact with the members and fellow pledges to discover for himself whether the group is such that he can dwell in harmony and friendship with his future brothers throughout his college career. It may well be regarded as a period of probation and preparation.

The length of time elapsing between the date of pledging and the actual initiation into membership in the order varies considerably in different fraternities and in different institutions. The vast majority of men are pledged shortly after their entrance into college or into their professional school. In some institutions, where deferred pledging is the rule, fraternities are not permitted to pledge new men until after an agreed lapse of time, which may be a few weeks, a semester, or occasionally a year. Professional fraternities are not usually affected greatly by deferred pledging, which has been primarily instituted to prevent the green and immature freshman just out of high school from being influenced or "hothoaxed" into a group which would not have been his choice had he been given opportunity for a wider experience and acquaintanceship. Professional fraternities are more likely to indulge in pre-professional pledging, especially where college work is required before admission into the professional school. This may become a real evil if carried to any extreme. The Medical Interfraternity Conference has had the subject of pre-medical pledging up for discussion on numerous occasions and has repeatedly condemned the practice as being grossly unfair both to the fraternities and to the pledges, as well as undignified for the organizations. Progress

is now being made towards reaching an agreement among the medical fraternities to outlaw completely the pledging of any man before he matriculates in the medical school. Professional fraternities in other fields might well consider the adoption of this same principle. They would find themselves on a much fairer basis of competition.

Initiation, broadly speaking, may take place at any time from the day a man registers in the professional school until the day of his graduation. In a few professional schools initiation frequently does occur a month or six weeks after the beginning of the first year. As a rule, however, either through college control or voluntary desire of the fraternities, the regular time of initiation is regulated to come shortly after the pledge has successfully completed one term, semester, or quarter of his college course.

The purpose of this paper is to consider briefly the problem of the pledge who is not initiated in this regular way at this regular time, but who, for one reason or another, continues on as a pledge and not a member past the normal period of probation.

The reasons for this continued period of pledgeship may be:

1. Inability to pass sufficient hours of college work.
2. Financial inability to meet the cost of initiation.
3. Feeling on the part of the members that they are not quite satisfied that the pledge would make a desirable member, although they may not be ready to drop him from his pledge.
4. Personal and private reasons on the part of the pledge.

The inability to meet the financial requirements of initiation fees and the usually increased cost of dues as an active member is, in these times of stress proving to be the most important factor in delaying initiation. Formerly failure to make the scholastic record required was probably the greatest cause of difficulty. This was a minor problem in most cases as time generally took care of the situation. The second quarter or semester the pledge usually either made good and could be initiated promptly or the university helped out by retiring the pledge from his college course and he automatically ceased to be a fraternity pledge. Consequently the problem of holding the pledge for an indefinite period was not a very important question and could usually be faced quite satisfactorily by each individual chapter.

Today there are many earnest, desirable pledges of scholastic ability and future promise who are now pledges instead of members simply because they could not pay the initiation fees or thought that they could not without serious handicap to their families. Should they be permitted to continue in this status indefinitely, perhaps until they graduate, enjoying all the social and intellectual benefits of fraternity life except the right of attending meetings, without bearing their just share of the cost?

Personally I feel that the answer to the above question is emphatically *NO*, and for the following reasons:

1. The initiated members are really having to pay part of the pledge's expenses, since the latter is not bearing his equal share.
2. The pledge is needed as a member; as such he can take his full portion of responsibility, in office, in committee work, and the operation of the chapter.
3. The pledge will make a much stronger member in

the active chapter and as an alumnus if he is initiated early enough in his college course to develop the loyalty and affection to the organization engendered by work and responsibility.

4. The chapter is weakened numerically, limited in its choice of proper officers, and seriously handicapped if too many pledges fail to become initiated, to the point where it may go out of business.
5. The example of uninitiated pledges is bad for new pledges, who see that they can give nothing and get nearly everything in return.

If this problem today is of importance, how then can it be combated? I should like to make certain concrete suggestions which I hope will bring forth some discussion.

1. Pledging should not be done until a man is registered in the school in which the fraternity chapter exists. In the case of professional fraternities this means the professional school and not the university as a whole.
2. The most favorable time for initiation is within a few weeks after the pledge has successfully completed a term's work (quarter or semester, depending upon the system in use).
3. If a pledge is unable to be initiated at that time for financial or scholastic reasons, he may be carried as a pledge for a second school term. If, at the beginning of the *third term*, which will usually mean the beginning of his second year in school, he for any reason cannot be initiated, he should automatically be dropped from his pledge. In exceptional cases a man could be re-pledged, but this should not be done until there is ample evidence that he will definitely be able to carry out his obligations.
4. I appreciate fully the problems many of our chapters are up against in this present economic situation and sympathize with them in their desire to hang on to pledges who may eventually be of some good to them. In this connection I should like to make the following suggestions to help overcome the financial burden of initiation:

- (a) Local initiation fees should in many cases be reduced. I am unalterably opposed to "free" initiations or deferred payments after initiation and believe that there is an irreducible minimum which is a few dollars greater than the national initiation fee. Fees of seventy-five to one hundred dollars are too steep for the average college man and his family in these times, although in normal periods they may not be objectionable. Most fraternities permit their chapters to collect such local initiate fees in addition to the required national fees as the discretion of the chapter may dictate. In many chapters during the past year initiation fees have been reduced from fifty and sixty dollars and up down to twenty-five and thirty dollars.
- (b) Pledges, especially those held over from the normal initiation period should be required to pay chapter dues commensurate with those paid by active members.
- (c) Initiation fees might be paid on the installment plan prior to initiation during the first term of pledgeship. I see no excuse for initiating men and then collecting on such a plan.

I hope that this subject, which upon discussion with active members of several professional fraternities has proven to be an important one, will bring forth some general discussion. My views, as here presented, are not given as final and authoritative but as a starting point for expression of opinion which may prove to be of mutual benefit.

DR. MANN (continuing): I might say that when I was first asked to prepare a paper on this subject, I did not appreciate it was of such urgent importance, but when I got to discussing it with men actually in school and members of professional fraternities, I began to realize it did have a great deal of significance. The other day I spoke with a fraternity man who said that they had one man who had been pledged but never initiated until his senior year, and there was a great deal of question as to whether they should carry him along that way or not. I think it would be interesting if those here who are secretaries of their organizations would give us an idea how much actual initiations have dropped off in the last two years.

DR. CARMUS: Dr. Mann has presented a splendid paper. The problem of getting men who are able to pay initiation fees has always been a big factor. My fraternity has had its troubles the same as every other fraternity. We found many men who were unable to pay their initiation fees, and we permitted them to pay the fees on the installment plan. Our experience has been that if you initiate the man before all that is paid, you have a man who is always behind in his expenses in the fraternity. We have tried the idea of permitting a man to pay his initiation fees in two or three installments prior to initiation, and it is working out very well.

I had a thought in mind in that respect which is very important and that is, that at Northwestern when a student comes in now he is given two slips of paper with full instructions on rushing, how it is conducted, and then along with that how much the faculty will take part in rushing. It is a new project at Northwestern in telling the faculty what they can do in the rushing and pledging. It is a very important thing to let the faculty know how much they can do in the line of selecting members of the active chapters. Each man is informed as to just what it is going to cost to join each one of the various fraternities, the amount of initiation, the usual amount of special assessments, the Grand Chapter dues and the active chapter dues; so he knows before he pledges to any fraternity what it is going to cost him in any one year, and our boys in rushing these men admitly get around the subject as to whether they can afford it. We are very careful not to pledge a man until we have talked with him and know whether he can afford to come in. We have had men and you all have had men in your active chapters who should never have pledged to the fraternity because they knew they could not afford it, and it is better to keep them out than it is to have them as pledges and then have a record that is bad.

I, for one, am in favor of pledges paying dues. Our pledges pay two-thirds of the usual active chapter dues. Our dues are \$3 per month, therefore the pledge is paying part of the expenses of the chapter and he has an active interest in the fraternity, and he must pay those dues and be cleaned up before he is initiated.

MR. WRIGHT: For many years I have recommended to my chapters that they collect a part of the initiation fee at the time of pledging. In Delta Sigma Pi I find that

the average pledge is carried about three months before he is initiated. If the initiation fee is \$40 for instance, a great majority of these pledges will be in position to pay say \$15 of the \$40 at the time of pledging, the balance to be paid before initiation. Many of our chapters require a pledge fee, which is a part of the initiation fee, of at least \$10, regardless of the size of the initiation fee. In this connection, however, I feel that should the pledge be revoked by either the chapter or the pledge, the pledge fee or any other portion of the initiation fee paid in advance should be immediately returned to the pledge, regardless of the cause of the revocation of the pledge. This will avoid the possibility of future criticism of your chapter, justified or not. I should like to ask a question: Do any of the professional fraternities prohibit the initiation of members late in the college course, such as seniors for instance?

PRESIDENT VAWTER: We do in Theta Tau. We prohibit the initiation of seniors during the second semester of the senior year; they must be initiated during the first semester or not at all.

MR. WRIGHT: My own experience is that the average initiate coming into the fraternity at the end of the first semester of the senior year has very little time to become orientated in the fraternity. While he may have the financial means to discharge all of his financial obligations promptly, outside of increasing the size of the chapter roll and contributing to the financial support of the fraternity, he contributes little to the actual development of the chapter. There is no reason why this same student should not have been initiated earlier in his college career, in which event he would have several semesters of active affiliation in the fraternity and would make a far better fraternity member. We attempt to discourage the initiation of many seniors among our chapters. Ninety per cent of our annual initiates should come from below the senior class and 60 per cent from below the junior class, with some variance of course on those campuses where the professional schools only have juniors and seniors.

PRESIDENT VAWTER: Our feeling in Theta Tau is that it is not fair to entirely prohibit the initiation of seniors. Sometimes a student will make very desirable material and may not have been in the school during his entire college career. Often times a man transfers to your college during his senior year and possibly there was no chapter where he came from. We do not prohibit the initiation of a senior except he cannot be initiated after the middle of the year as we feel he will learn little about the fraternity and his interest will not be so great when he gets out of school.

MR. WRIGHT: We find that most pledging is usually done in the fall and early winter, and I believe that most of our chapters revoke all pledges at the close of the second semester or spring quarter unless they have just been recently pledged. We find that if you carry a pledge too long, he loses interest or acquires other interest or accepts his responsibilities of membership very lightly, and this fact must be recognized, regardless of how good the chapter may be. If a student has been pledged and he keeps deferring his initiation, pledging financial inability to pay the fees and dues, he should be dropped. Certain students simply cannot afford fraternity membership regardless of how inexpensive it may be. For the morale of the chapter, why attempt to subsidize non-paying members?

Mr. C. E. HOGROOM (Sigma Phi Delta—Engineering): This point is rather interesting to me, for I have found in the last year there have been cases where pledges have been forced to leave the campus, presumably on account of financial reasons, and it is unknown whether they are coming back or not. In that case would you require the pledge being revoked?

Mr. WRIGHT: The moment a student withdraws from college, the pledge is automatically revoked in Delta Sigma Pi. Why shouldn't it be? If he is no longer eligible for membership. Even though he knows specifically when he will return to the campus, there may be partially a new personnel within your chapter and surely they should have an opportunity of deciding whether he should be initiated or not.

Mr. HOGROOM: We felt that on no occasion should we allow the pledge to carry from the campus, at all except during a period of a short withdrawal from attendance at classes, but that point has come up and I find this discussion very interesting.

Mr. WRIGHT: Our experience has been that a successful chapter does 90 per cent of its pledging prior to the Christmas holidays. I would say that at least 75 per cent of the pledges of an active chapter should be pledged during the first semester of a college year.

PRESIDENT VAWTER: The next paper on our program is "The Functions of Graduate or Alumni Chapters of Professional Fraternities," and will be presented by Mr. David Larson of Gamma Eta Gamma, law fraternity.

THE FUNCTIONS OF ALUMNI CHAPTERS OF PROFESSIONAL FRATERNITIES

Alumni chapters, whether of professional or general fraternities have a two-fold function, first, to further the ideals and principles upon which their fraternity was founded, and to aid and strengthen the active chapters in the fraternity.

When we speak of fraternities we have in mind the active chapters at the various colleges and universities. In the great majority of cases the fraternities had their inception at the school or college, and alumni chapters which were formed merely consisted of the members who had become alumni. Perhaps in very few cases did the founders of the fraternities foresee the possibilities of the alumni or graduate chapter of their fraternity, if they gave this phase of the matter any thought at all. At any rate, the fraternity was founded for the benefit of the active chapter, and its ideals were built around the activities of the active chapter. But if these ideals and principles were silent as to the alumni and made no specific provision for the formation of alumni chapters to carry on those ideals, there can be no doubt that it became the duty of the alumni when they became such to carry on the work of their fraternity and form alumni chapters to do this work. If we scan the preamble to the constitution of the various fraternities, if we look into the nature of the work carried on by any fraternity it is not hard to see just how its alumni chapters fit into the work to be done, and how vitally important becomes the formation of alumni chapters to carry on those ideals upon which the fraternity was founded. We are members of active chapters such a short time and alumni such a long time that it does not require any great stretch of the imagination to say that those ideals upon which our fraternity was founded apply equally if not more

strongly to us as alumni than as active members. But as the fraternity springs from the active chapters and receives its recruits from the colleges and universities, and as the active chapters form the bulwark of every fraternity, it behooves us as alumni to keep our contacts with our active chapters and give them proper aid and help strengthen them so they can well continue to be the fenders for the alumni chapters.

The change in college life the past fifteen years due to the automobile and good roads, to the telephone and radio, which all tend to make the colleges less isolated than they formerly were, and consequently have tended to shift the interest of the college student intent upon joining a fraternity, has changed the fraternity and made it increasingly difficult to properly instill in the actives the proper conception and understanding of the ideals and principles of his fraternity. And if he is a lukewarm active he is apt to be a cold alumni. It therefore behooves the alumni through their alumni chapters to see that the ideals of the fraternity are properly instilled in their actives, and this is perhaps the greatest and most important function of the alumni chapter. This applies to the fraternity whether it be classed as general or professional.

The other function of the alumni chapter, that of furthering the ideals of the fraternity, deals with the activity of the alumni chapter more as a separate group than as a part of an organization. Whether the fraternity be legal, medical, commerce, or otherwise, it has definite ideals and functions, and there is something distinctive about the ideals of each separate organization, so that in following those ideals, its alumni have a definite idea of how those precepts can be carried out. Whether the means of getting the alumni together be by luncheons, smokers, or dances, makes not so much difference as long as these get-togethers afford proper opportunity for the exchange of ideas, because it is only by the getting together to exchange ideas that the alumni chapters can further the ideals of their fraternity. Many alumni chapters have meetings and hear from prominent men in their particular field; others have smokers at which the actives are present and receive the benefit of the experience of the alumni; others hold founders' day functions in conjunction with their active chapter and recount the founding and building of their fraternity; all of these various types of meetings are in furtherance of the ideals of the fraternity and it is important that the alumni chapter take a leading part in seeing that these meetings are arranged for.

The professional fraternities, by their very formation and existence, and their very nature, function more completely through their alumni chapters, and only through the twofold functioning of its alumni chapters can its successful continuation be carried on.

Mr. LARSON (continuing): I have had occasion to talk with a good many of the alumni in our own fraternity, and many of them feel that as soon as they are out of the professional school and become alumni, they no longer form a part of the fraternity. I can not help thinking that anyone who feels that way has missed the conception of the fraternity in the first place. We can compare fraternities to clubs or to any other organization, but to me—and I am sure to anyone else in this room—fraternities have a little different function than ordinary clubs or other organizations. And any alumnus who has gone through a professional school and has the feeling that after he is out he is no longer a part of that fraternity or has no more functions to perform, has

missed the very ideals upon which his fraternity was founded.

PRESIDENT VAWTER: Discussion is now in order on this subject.

DR. ROGERS: In Alpha Chi Sigma we are now in the process of trying to formulate a definite program for the continuation of our alumni or professional branch. For some years we have had alumni chapters in various cities throughout the country and we have been sort of feeling our way in order to come to a decision the alumni chapter could follow. We have about decided to concentrate on the alumni or professional branch of the fraternity in such a way as to make it the most important part of the organization with the collegiate chapters supplying the material. In that connection we have a national committee at the present time whose job it is to bring these various ideas together, and one of the things being suggested is the alumni dues for graduate members.

I, myself, have been somewhat in favor of this, believing that even though we could not collect alumni dues one hundred per cent, we could get a large enough percentage so that it would be possible for us to maintain better contact members with the alumni members. I should like to have the ideas of any of you, and also those of you who are experiencing difficulties, if there are any, with alumni dues. If I can give you any information on the work we have done so far, I will be glad to do so.

MR. JENKINS: In Phi Beta Gamma we have a little different idea on alumni chapters. We stress the alumni chapters quite extensively. We have a minimum fee of \$25.00 per year for each alumni chapter. If the group in any city, ten members or more, get together and pay the dues of \$25.00, that gives them the alumni chapter in that city, and then any of the members paying dues get cards as active alumni. Whenever a man is out of school he automatically becomes an alumni member; he is transferred to the alumni chapter until such time as he goes back to school. Then we have the two classes: active and inactive. Those who pay dues are active and those who do not are inactive. We find that by having the minimum fee it helps us to maintain more alumni chapters and keep up the interest, and the alumni chapters are of particular value to the active chapters in helping them to keep going.

DR. ROGERS: May I ask what the members of these chapters are given for the \$25.00—what do you do with it?

MR. JENKINS: They can raise the \$25.00 by either collecting dues from their members, or in such times as we are now experiencing put on a smoker or banquet, but we actively keep that alumni chapter in good standing by the payment of that \$25.00. If ten fellows put up the money for those dues, they receive paid-up membership cards. If we have enough members who pay dues to enable us to pay more than \$25.00, then we are billed for each member that is paying dues, but we at least keep the chapter in good standing by the payment of \$25.00 whether we have anyone paying dues or not. Many times we have raised that money by social functions.

DR. ROGERS: What I meant was, what is the difference between your active membership and the active alumni membership? Do you give them your journal or magazine?

MR. JENKINS: If they pay the dues they get the magazine and a card. If not, they are invited to the meetings just the same. So long as we keep our finances in shape, everybody on the list is notified of the meetings. We try to keep them interested in that way and if possible get them to pay dues, but we want to hold them whether or not they pay dues. The lawyers, as in other professions, are pretty hard up when they first get out of school and we have to keep them interested until such time as they can afford to pay dues. We feel it is worth while to do that to hold their interest rather than dropping them and losing their interest.

DR. R. C. WILLIAMS: To my mind the functions of the graduate chapters of professional fraternities are quite important. Our organization has given a good deal of thought in trying to work out some comprehensive, constructive program which the graduate chapters could follow. We have found, as a general rule, that our best graduate chapters are those located in cities where there are good, strong collegiate chapters. For example, one of our Canadian chapters, located in Winnipeg, now has something like twenty-five or thirty physicians practicing there, and it just so happens that practically all of them are young men who have been out of school, say, five or ten years. They are very enthusiastic about the graduate chapter work and have organized a study club. They made it more professional in character by having some one of the men review a certain subject or present an informal discussion of certain subjects at the regular monthly meeting. They meet at the chapter house so as to keep in contact with the active chapter. Within the past year they have worked up considerable enthusiasm and they are very much gratified over the progress of their graduate chapter and its cooperation with the active chapter.

As another illustration, I might mention Houston, Texas, which is forty miles from the medical school at Galveston. It so happens that we have about fifty doctors practicing medicine in Houston who are members of our fraternity and they are an active group of men, although they are some forty miles from the active chapter. I am confident that it is the contact with the boys in school that keeps them going as well as they have.

So I am inclined to feel that the contact with the active chapters is a very important factor in maintaining the interest of the graduate men. A medical man in practice has many affiliations and his time is very much taxed, but in many instances they do turn out very well. On the other hand, the active chapters take advantage to unload financial burdens on them. It is a question that varies considerably in different sections.

MR. BAUER: We have been very much interested in maintaining the interest of our alumni, and in the past few years we have had a special committee of the national organization working along that line. Our method of attack is something like this: We have no graduate dues or alumni dues. The feeling has come to me that too many of our fraternities are making their meetings a chapter house collection agency for alumni dues, and some of the alumni do not like that sort of thing; so they stay away for that reason. But we have no dues so that there can be no kick along that line. We try to maintain the interest of the alumni by having each chapter send to the alumni what we call chapter letters. They are special letters sent out from the house to the alumni and contain a good deal of news. We have a standing contest whereby we give a wall plaque to the chapter

who puts out the best series of letters, and that has aroused considerable interest.

In the various cities we have what we call associations, and those groups function largely as social groups. Our members do not seem to be particularly interested in hearing a technical program; they are working with it all day and at night they want something different. We find that if we can organize them on a social basis, we can get the interest of quite a few of the members in that locality. Another thing, if we can get the interest of the wives of these men, we find we can hold the men pretty well. In Chicago, Indianapolis, and one other city we have an organization for the ladies. They plan the affairs of the parties and the men enjoy it very much. We find that the ladies are a big help to us in the cities in maintaining alumni interest.

MR. GAMBLE: In Scarab we have attempted a number of times to do something in regard to keeping our alumni intact, but it seems we have been so far rather unsuccessful. The American Institute of Architects has chapters in all large cities and any man who is interested at all in promoting brotherhood in the profession is usually a member of that organization, and if sufficiently interested is quite active. We found that when we attempted the formation of an alumni chapter, it simply conflicted in a sense with these Institute chapters. We have attempted to be something of an intermediary between the college and the profession and it seems as soon as we try to tie into the profession after a man is through school, we are tramping on someone's toes and getting out of our category.

A number of our alumni think that the undergraduates should send out the fraternity magazine free of charge. This was done for a certain length of time until it became too much of a burden financially and we had to discontinue it. The thought has come to some of us that it might be possible at the time of initiation to simply increase the initiation fee a dollar or so which might add sufficiently to the budget to cover the cost of publishing a magazine after the member was graduated, and to furnish him with the magazine as long as he was interested. If any of you have any suggestions along this line, I would be glad to hear them. Let us assume, for instance, the cost is \$300 to publish our magazine, say 200 copies. Now the increase in cost—the publishers say that one thousand copies will cost little more than 200 copies, so I felt that this increase in cost might be paid for by increasing our initiation fee \$1.00, which would pay for sending publications to all members.

MR. WRIGHT: What about the law of increasing costs? Do you mean that your initiates would always pay for the cost of sending these extra copies to your alumni?

MR. GAMBLE: I figure that this extra charge of \$1.00 would be sufficient to cover the cost of the extra copies.

PRESIDENT VAWTER: I don't think you will find that the \$1.00 will cover it.

MR. WRIGHT: My experience indicates that alumni activities, including the payment of alumni dues, is primarily a question of interest. We have had a slight falling off in the number of alumni paying dues in my organization, which is probably in keeping with the times. But it is still all a question of interest. I do not believe that you can have two or three classifications of members among

your alumni and different dues for each. Alumni paying their dues receive the services of our fraternity; those not paying their dues do not receive the services. It is very nice to want to attempt to send your publication to all of your alumni, but I believe your annual costs will increase so fast that in a few years you will discover how impractical it is. Persons should not expect something for nothing and if alumni are unwilling to pay dues or pay a subscription price for your magazine, why send it to them?

DR. MANN: I think there is only one way that you can get your magazine to all of your alumni, and that is through a life subscription. In Alpha Kappa Kappa each undergraduate pays \$5 a year for three years in addition to his national initiation fee, for which he is guaranteed to receive our magazine for ten years. When the ten years are up and we know what our experiences are, we believe we will be able to supply our magazine for life on that basis.

I presume all of you know that the National Interfraternity Conference is meeting at this time at the Palmer House, and I would like to move that the secretary of Conference send them an expression of our cordial best wishes. [The motion was seconded and carried.]

PRESIDENT VAWTER: It is getting late in the afternoon, so if there is no objection we will recess until 9:30 o'clock tomorrow morning.

SATURDAY MORNING SESSION

October 14, 1933

The meeting was called to order at nine-twenty-five o'clock, President Vawter presiding.

PRESIDENT VAWTER: The first topic on the program this morning, "Progress Which the Professional Interfraternity Conference Has Made Since Its Organization," was to have been given by Colonel Jarvis Butler, but he was unable to be here. I think we will merely incorporate that subject with the next one which is for informal discussion, "The Future Work and Responsibilities of the Professional Interfraternity Conference."

DR. R. C. WILLIAMS: I think the President might address us on the first subject, as he was present when the Conference was organized.

PRESIDENT VAWTER: Well, I was not present at the organization meeting, but I have been present at all the meetings since. So far as what progress we have made, I would say candidly that we have had fairly good progress, although we have had some ups and downs. I feel, however, that we have made quite definite progress and at present we are showing signs of a more proper progress. We have had various differences, but not of any great moment.

The prime function of the organization meeting in New York was to determine what a professional fraternity was—define a profession, and define what organizations were eligible to membership, and a large number of those organizations ratified the constitution and joined the Conference. Our meetings since then have, in general, been somewhat similar in character to our current meeting.

Reading through the minutes of the first organization meeting, there was quite a cordial response from the Interfraternity Conference who were meeting at the

same time, in which they gave us their best wishes. The clause was written into the Constitution on defining the eligibility of fraternities that they must be mutually exclusive of and in competition with other professional fraternities within the same category. That was introduced by Mr. Wright, and that was one reason I placed him on that particular committee yesterday, because I believe on any committees the men who are directly interested are the ones who can discuss the situation. Another point ironed out at the next meeting was with reference to whether this should be an organization for men's fraternities or for men's and women's professional organizations, and it was decided that it be for men's organizations only, which I think was a wise decision.

I think that we have gone through the period in which we were getting our start, and we are now in a position where we can expect to go ahead and function as we should. I feel very strongly that this organization has a real purpose. I was very much pleased here at the response the papers had in promoting discussion, and I think there is a real value in just a free exchanging of ideas. There is no doubt, and it is an admitted fact that some professional fraternities are stronger than others; some are very strong, some are possibly not quite so strong, and some may be classified as being a little weaker than that. The stronger organizations will have to expect to put more into this Conference for a while, I believe, than they will get out of it, but I think that anything they do will promote the good of all the professional fraternities.

By using the term "professional fraternity," I mean professional fraternity; I do not mean organizations which call themselves professional and honorary, but which are in reality professional honorary organizations being connected with a university. I see where there are a large number of organizations on the campus which we, of course, do not recognize as being a professional fraternity, which the Association of Honorary Societies do not recognize as being an honorary fraternity, and in my opinion a number of those do not serve a very useful purpose. But that, of course, is beside the question under discussion now, except they do not have any place in this organization. This organization should be composed of the professional fraternities of whose status there is no doubt, and there is much that can still be done in clarifying the situation as far as the professionals are concerned; there are certain problems which we must work out with the Interfraternity Conference. At our second meeting a motion was made on the floor that we communicate with the Interfraternity Conference and ask them not to recommend any action being taken upon the matter of what chapters should withdraw from schools. I think that we should be a little older, going along well and functioning well before we take up too many controversial subjects with the Interfraternity Conference. But if we have the support of all the stronger professional fraternities, or the great bulk of them, then we will be in a position where we can go to them with some of our ideas which will be for the benefit of the relations between us and the general fraternities, and, I think, get somewhere with them.

My remarks have been a little rambling and do not cover all of what progress has been made, but with those few remarks, I will be glad to have any of you say what is on your mind, particularly on the future work and responsibilities of the Conference, such ideas as will be a guide to the Executive Committee in time to come.

DR. MANN: I would like to know how many professional fraternities are not members of our Conference.

PRESIDENT VAWTER: I would say that there are only a half a dozen of the larger and more important professional fraternities not members of our Conference, although there may be eight or ten other small fraternities not members.

MR. WRIGHT: I think our efforts should be directed toward the larger and truly professional fraternity and that we should not worry about the smaller groups.

MR. JENKINS: I should like to ask how long a meeting does the Medical Interfraternity Conference hold?

DR. MANN: We usually have a one-day meeting and it is held at the same time as the meetings of the American Medical Association.

DR. CADMUS: The Dental Interfraternity Conference meets at the same time the American Dental Association meets and its sessions are held so as not to conflict with the sessions of the Dental Association and probably occupy a total of six hours although they may be held one or two hours at a time.

MR. JENKINS: I wonder if we could not profitably suggest that these local conferences meet at the same time as our Conference, holding our sessions in the morning and theirs in the afternoon. Even though we would have to extend our meeting one day it would save them the expense of going to separate meetings.

DR. R. C. WILLIAMS: This was tried by the law fraternities and did not prove successful, and I think it would be even less successful in the case of the medical and dental fraternities. It would also be very unwise to attempt to change the particular mode of meeting of the medical and dental fraternities which probably has a lot of tradition involved.

PRESIDENT VAWTER: In the beginning I was very much in favor of attempting to have the medical, law, and dental conferences held at the same time our Conference meets, but I have since changed my mind. I believe the medical conference would prefer not to meet at the same time. I believe there will be less objection if we forget about the thought of attempting to have these other conferences meet at the same time we do.

DR. R. C. WILLIAMS: I have a few little thoughts that I would like to get out of my system this morning. With reference to the work of this Conference, I feel that the Professional Interfraternity Conference has a very definite function and at each of the meetings it has been my pleasure to attend I have derived some very helpful benefit from it. I feel that there is a field before us in which we can perform a very useful function.

I think one of the first things we should do is to endeavor to interest—and this has been done in the past but under new leadership might be more successful—all the eligible fraternities to affiliate with the Conference. There are, I believe, twelve medical fraternities, and I am not sure but that four or five are now members of the Conference. Some of these twelve are small organizations having only three or four chapters. There are at least two or three of the larger medical fraternities not members, and I think that we should make every effort to show them the advantages of membership. There are two of the dental fraternities not affiliated

with us, and perhaps some in other categories, but at least we have a field there for adding more organizations to the Conference. And of course it is to our advantage to have practically all of the larger organizations in the various professional fields in our Conference.

I think that if the medical and dental fraternities not in the Conference could attend some of these meetings, they would realize that they would get something very concrete out of it. But even though we do not secure any further affiliations with the Conference, even though the Conference should become smaller than it is, I still feel that the work should be carried on and the group should be continued, because these meetings from time to time are of value and help in clarifying the status of the professional fraternity, to furnish an opportunity for the interchange of suggestions and allow discussion for problems that are mutual throughout practically all of these organizations.

PRESIDENT VAWTER: I believe that the Conference will not get smaller; the Conference is going to get larger. I would like to have any suggestions that any of the delegates might have as to the type of work we shall do, and the character of our program. What about the type of program we had yesterday? Is that the kind you like? For instance, take Mr. Jenkins' report on the American Professional Institute; should we cooperate by giving them anything we have that will be of assistance to them? Have you any ideas as to a definite program?

MR. JENKINS: If they are successful in getting any information on that, we can have that information.

PRESIDENT VAWTER: On page 4 of the minutes that were sent out, we were given ten purposes of the Conference. Read them over and ask yourselves whether we are doing anything along these various lines? Of course we are, but are there any of them that we are leaving out?

MR. GAMBLE: I attended the Cleveland meeting and at that time I was very much discouraged, because I felt the discussions were not quite in line with the work in our fraternity and seemed to be centered around the house problem and none of our temples maintain houses or even clubs. However, after reading the minutes of the Cincinnati meeting, which I think are extremely fine, especially the one article on "Purposes," I am quite convinced that there are plenty of benefits in the Conference for us. I feel, also, that this meeting has been especially good.

In line with what you requested, I would like to say that I think the discussions promoted by the papers is very important and certainly the best manner of handling the program.

In regard to the future of the organization, I might mention that at the present time I am conducting a survey of our fraternity, the past and present, from which to devise a plan for the future. I am hoping that this plan may be worked out so that it can be based on a ten-year period to be altered and expanded as we need to do so, and my response from the temples and also from the alumni has been very gratifying, and it remains for me to find out just how far I can go with this and what it is going to be worth. I can not say at the present time whether it will be of any value or whether we will be able to live up to what we plan to do. In our organization we wish to arrange and outline a way to get sufficient funds together to give a stipend for a fellowship or to give some form of scholarship or things of that

sort in our profession. My plan is based on the city plan which is recognized now in this country as the proper means of developing all of our cities, large and small.

PRESIDENT VAWTER: Unless there is other discussion, we will go ahead with our other business.

I might say in connection with the matter Mr. Gamble brought up on house problems, that nearly all of the fraternities here have a number of chapters with houses and a fairly large number have all house chapters; so, of course, under those conditions these problems are of mutual benefit to the vast number of member fraternities and are proper for rather detailed discussion.

The next order of business is the report of the Standing Committees. Plan, Scope and Membership, there is no report on that. Conduct and Cooperation in the Colleges, no report. We will pass Publicity until Mr. Sparks returns. Local Interfraternity Councils—Dr. Rogers, have you any report to make?

DR. ROGERS: I have no report.

PRESIDENT VAWTER: On the report of Special Committees, we will first have the report of the Committee on Meetings and Dues, Dr. Rogers.

REPORT OF COMMITTEE ON MEETINGS AND DUES

To the Professional Interfraternity Conference:

This committee recommends:

1. That the action of the Executive Committee in reducing the current year's dues from \$25 to \$10 be approved by this Conference.
2. That the present arrangement of holding the general meetings of the conference once each two years be continued.
3. That the constitution be amended to provide for annual dues of \$12.50 per year instead of the \$25 per year as it is at present.
4. That in order to enhance the value of the Conference to its members, a series of regular meetings at intervals of perhaps three or six months be arranged during the intervals between Conference meetings. These meetings are to be held at a central location and attended by appointed representatives of the various professional fraternities in that locality so as to involve no expense to the Conference or to the member fraternities unless they so desire. It is suggested that Chicago be selected as the central location, that the meetings be confined to evenings, and that the exact number and time of the meetings be determined by the Executive Committee. It is the opinion of the committee that if the above suggestion is carried out there is no need for the additional expense involved in sending delegates to the meetings which are now held and that the Professional Interfraternity Conference can be of much greater value to the member fraternities with more frequent informal meetings. Under the present constitution such a meeting would not have the power to pass legislation, but the mutual consideration of problems of the member fraternities and the exchange of ideas could be much more effective under this system. It is expected of course that reports of the meetings will be submitted by the representatives to their respective fraternities, and that in cases where it is not practical for a representative to be present, the Conference will supply the member fraternity with a copy of the minutes. It is the hope of the committee that this

procedure will pave the way for a permanent organization similar to that of the National Interfraternity Conference which will make it possible to consider problems as they arise and where legislation is necessary it may be enacted by means of a mail ballot during the period between the regular meetings of the Conference.

Respectfully submitted,

MARVIN C. ROGERS

PRESIDENT VAWTER: What is your pleasure on this report?

MR. JENKINS: I do not see the value of the meeting of a group in one city where the people are not familiar with the national situation as compared with the local situations and not familiar with the national problems and usually not in a position to give much information to the meeting, not having a national viewpoint and not in a position to render service. The same as at our meeting where we have new representatives from some of the fraternities at each meeting who are not familiar with the work of the Conference and not always familiar with the detail work of their fraternity. Therefore, they can not contribute much to the meeting if they can not get up and explain, when the various questions arise, what their fraternities are doing on these questions.

DR. ROGERS: In that connection, I might say that the members of this committee were very enthusiastic, as far as they themselves are concerned, for having an annual meeting. However, there has been considerable agitation against them on account of the expense involved in sending delegates. That was one of the reasons the biennial meeting was decided upon. It was also felt that even at this meeting there are a number of delegates who are not thoroughly familiar with national affairs and who live in this particular locality, and we felt that a considerable amount of benefit could be obtained by the member fraternities if the men living in this locality could get together. We have felt that informal meetings held between the time of the general meetings would be of great value, having the same man attend each meeting. That was the reason we suggested retaining the present biennial system and attempting to work up an informal organization between the period of the regular meetings which may eventually work into some sort of permanent organization.

MR. WRIGHT: I move the adoption of the first two recommendations.

MR. JENKINS: I second the motion. [The motion was put to a vote and carried.]

MR. WRIGHT: I move the adoption of the third recommendation.

DR. ROGERS: I second the motion. [The motion was put to a vote and carried.]

MR. WRIGHT: I move that recommendation No. 4 be made a matter of record and that the Executive Committee be instructed to attempt to comply in so far as possible with its suggestion.

DR. ROGERS: I second the motion. [The motion was put to a vote and carried.]

PRESIDENT VAWTER: I will ask Mr. Wright to present the report of the Committee on Delinquent Member Fraternities.

MR. WRIGHT: Our By-laws provide that dues shall be payable within thirty days after receipt of notice, but there is nothing in the By-laws that specifically states that non-payment of dues shall provide for suspension of privileges. Therefore, I suggest that the following sentence be added to Article VIII, Section 16, which specifies dues: "Failure to pay these dues within ninety days after invoice is rendered by the Secretary-Treasurer of the Conference shall result in automatic suspension of the member fraternity from its rights and privileges in the Conference." I move the adoption of this amendment.

MR. JENKINS: I second the motion. [The motion was put to a vote and carried.]

PRESIDENT VAWTER: The next committee to report is the Committee on Referring Petitioning Members to Conferences in a given category. Dr. Cadmus is Chairman of that Committee.

DR. CADMUS: The present rules demand that member fraternities in the Conference must have inter-conference or inter-council membership in groups in their own categories. In as much as there are only two or three categories that have such arrangements, and in as much as there is no knocking at the door for membership at the present time, we recommend no change be made in this ruling.

MR. WRIGHT: In order to bring this matter up for discussion, I move the adoption of this report.

MR. JENKINS: I second the motion.

PRESIDENT VAWTER: Is there any discussion? I might state that to my mind there are two possibilities; one, that we continue our provision as at present, and the other that we shall refer to the member fraternities in their category the petition of any applying group and it shall require their approval before membership may be granted. The Conference can discuss that at a future time. In fact, I will offer that as a recommendation for adoption at our next meeting two years from now so that it may be considered and be in order of business at that time.

MR. WRIGHT: I am very much in favor of having a rigid test of eligibility for all applicants, but why should we let an outside agency, which may be comprised primarily of non-member fraternities, pass upon the eligibility of our applicants? I cannot see where the Medical Interfraternity Conference, of which only four or five members belong to our Conference, should pass upon the eligibility of any application we may receive from a medical fraternity. To me, such is an unusual situation. I do feel however that the medical fraternities belonging to our Conference should have the sole right to pass judgment on an applicant in their field. Why should we delegate to an alien conference the power to determine eligibility to our Conference? I believe that the member fraternities of our Conference in the same category should approve the application of another fraternity in the same category. As it now stands, in the field of Dentistry for instance, we have only one member. There are two other dental fraternities, and the three comprise a Dental Interfraternity Conference, so two non-member fraternities could outvote our member fraternity. Not that they would do it possibly, but I believe

all tests of eligibility should be determined by our own Conference and our own member fraternities.

DR. MANN: Isn't the purpose of this provision simply for the specialized conference to certify that the applicant is a regularly recognized fraternity?

MR. WRIGHT: I am heartily in accord with the thought that a fraternity not recognized in its profession has no right or place in this Conference. I do feel that our member fraternities, and they alone, should decide that question in each category.

DR. CADMUS: I think we have nothing whatever to lose by leaving the amendment as it is. I think you will have no trouble in getting any fraternity that you really want in our Conference to qualify under the present provision, and if you change the provision, we might have some get in we wouldn't want to get in.

MR. WRIGHT: It hardly seems possible to me that any fraternity could be admitted to this Conference of we didn't want to admit them, regardless of their eligibility.

PRESIDENT VAWTER: All in favor of the report of Dr. Cadmus signify by saying "Aye"; contrary "No." The motion is carried. I am of the opinion that we should bring this matter up for discussion at our next Conference, and that proper terminology of our rules for admission, with ample safeguards, be changed so that all applications must be passed on by member fraternities in the same category.

DR. CADMUS: Hasn't that always been done?

PRESIDENT VAWTER: No, we have simply talked over informally the question of eligibility.

MR. WRIGHT: The suggestion I have made will achieve the same result, yet retain to our own Conference the power of determining eligibility of applicants. If Psi Omega is the only dental fraternity in our Conference, then they should be the only dental organization that can determine the eligibility of membership in our Conference of applicants in the field of Dentistry in my opinion.

DR. CADMUS: When a fraternity applies for admission, how do you ascertain as to whether they are eligible or desirable?

PRESIDENT VAWTER: We investigate their standing, ask them some pertinent questions, and consult with only member fraternities in the same category. I think most of us have a fairly good idea as to the eligibility of the larger and older professional fraternities, and if a younger one applies for admission we are very particular to make sure that a thorough investigation is made before consideration is given to the application.

MR. JENKINS: In our constitution we provide for nine different categories in our Conference. I would like to suggest that between now and the next meeting of the Conference a list of the fraternities eligible to be represented in our Conference be prepared and passed on at that time. Then we will have a definite list of eligible prospects.

MR. WRIGHT: I do not believe this to be practical. We have too many variable degrees of eligibility. For instance, at the time of such an investigation a fraternity might have the required chapter roll but a year or two

later, having lost chapters in the meantime, they might be ineligible on that score alone. While we may have rather definite ideas in our mind as to which fraternities are eligible and which are not, I think it would be rather unnecessary for us to attempt to prepare a list and imply recognition to fraternities who may not even be interested in affiliating with us.

DR. CADMUS: I was astonished when I came here to find that Psi Omega was the only dental fraternity represented in the Conference. It seems to me that this Conference owes it to itself to get into active membership every eligible and properly qualified professional fraternity. There is no reason why the other two dental fraternities should not be members, and I shall use every bit of my energy to interest them in applying. This can also be done in every other category. The larger the Conference is, the more effective it is going to be. It is fine to have twenty or thirty delegates here, but if we had forty or fifty it would be just that much better.

PRESIDENT VAWTER: There is no doubt in my mind but that we are going to grow. It may be that our Conference has not been as aggressive some years as it should have been in attempting to interest eligible fraternities in membership. I hope the new Executive Committee will do everything in their power to explain the purpose of our Conference to the fraternities we are anxious to see affiliated with us.

Do you have a report on the Publicity Committee, Mr. Sparks?

MR. SPARKS: No, I have no formal report, except what was mentioned in my report as secretary. I might say, however, that during the past two years we have received more and better publicity in *Banta's Greek Exchange* and elsewhere than we have ever experienced before in the history of the Conference.

PRESIDENT VAWTER: The next order of business will be the report of the Special Committee which was to report on the problem raised by the educational fraternities. Dr. Chambers.

DR. W. G. CHAMBERS: Your Committee appointed to consider the relations between the Educational Fraternities, Phi Delta Kappa, Phi Sigma Pi, and Kappa Phi Kappa, on the one hand, and the Professional Interfraternity Conference on the other, especially as affected by Article III, Section 5, paragraph (f) of the Constitution, have carefully considered the facts involved and are unanimously of the opinion that the eligibility of the fraternities named to membership in the Conference is not prejudiced by any of the inter-relationships found to exist. Signed: J. M. McCallister, W. G. Chambers, H. G. Wright. Indorsed by: WM. REITZ.

I move the adoption of this report.

MR. JENKINS: I second the motion.

MR. WRIGHT: I signed that report as a member of the Committee, but I am of the opinion that the organizations should be mutually exclusive of each other in the same category. My understanding was that the point we discussed last evening was primarily the question of proselyting and whether there was proselyting between those organizations. While I signed the report, I am still not convinced that all these three fraternities are eligible for membership in this Conference. At the same time, I am one hundred per cent convinced that there is no

proselyting between those three organizations. The relation between the fraternities is excellent. Whether one or two of these three fraternities are in such fields that they really qualify for membership to the Professional Interfraternity Conference is a different point.

I think that we should adopt this report from the viewpoint of white-washing any thought or suggestion that there was proselyting or that such a situation exists now, because it does not. I think the new Executive Committee should give consideration immediately to whether or not all three of those fraternities are eligible to membership in this Conference.

PRESIDENT VAWTER: The Chair would like to state that the question of proselyting was not involved because this point was raised by the Educational Fraternities themselves. They said, "Are we violating provisions of the Constitution?" I would rule on the immediate question, so far as Phi Sigma Pi and Kappa Phi Kappa are concerned, since they are both undergraduate organizations, that if they were existing side by side with interlocking membership, that they would not be eligible to the Conference under the provision of our Constitution. So far as Phi Delta Kappa is concerned, their relation there between the other two appears to be quite similar to the relations between a pre-medical fraternity and a medical fraternity. Whether a pre-medical fraternity is eligible to this Conference or not, I do not know. Is it a professional fraternity? The relationship is there. There is possibly a technical violation since we have automatically put them in the same category because we have no provision for a graduate Educational Fraternity other than under the category of undergraduate fraternities. The lack of eligibility there would be purely technical. The reason I appointed the Committee this time was because the Educational Fraternities had raised that question and I thought it well to bring it before the Conference.

DR. MANN: It has been my understanding always of fraternities in the same category that dual memberships were prohibited. No member of my fraternity, Alpha Kappa Kappa, can join Theta Kappa Psi for instance with our permission. If these undergraduate fraternities are in competition with each other, I presume there are some small ones represented.

PRESIDENT VAWTER: They had better amalgamate them.

MR. WRIGHT: I quite agree that they must be mutually exclusive of each other to be in the same category. That resolution, tying it in with that section on eligibility—may be worded wrong. But, as I said before, we should investigate as soon as possible whether or not all three of these fraternities are eligible for membership in this Conference.

DR. CADMUS: Are they agreed among themselves? If they are, we should worry.

PRESIDENT VAWTER: There is perfect harmony among them as to the relations that now exist. Also, there is no question as to the interest that these fraternities have taken in this Conference, no question as to the loyalty that these fraternities have shown to this Conference, both in sending delegates and in keeping in good standing and taking part in our work.

DR. CADMUS: Why should we get a headache about it then?

MR. WRIGHT: It might be advisable to have the education classification divided into graduate and undergraduate divisions.

MR. J. M. McALLISTER: I recognize the difficulty when members of medical fraternities and business administration fraternities, dental fraternities and others have not extended this problem of mutual exclusiveness. The educational fraternities have their problems and they of necessity have to iron them out among themselves the same as medical fraternities and others. We have ironed this problem out pretty thoroughly. I think, however, the other fraternities might understand us a little better if they knew a little of the history of the organization.

Phi Sigma Pi, the organization which I am representing, was organized by Phi Delta Kappa men, and it was organized for the purpose of devoting itself to professional interest. A man taking a four-year undergraduate course in an approved teacher's college for the purpose of entering education as a life profession is eligible to membership in Phi Sigma Pi. Phi Sigma Pi refuses to take into its membership a student in a teacher's college who is studying for any other purpose than education as a life profession. It was organized for the purpose of giving to that group in undergraduate schools some professional ideals we feel are essential for men in professional education. Therefore we feel Phi Sigma Pi is a distinct professional organization and takes care of the man who has not otherwise been reached.

DR. CHAMBERS: The origin of Kappa Phi Kappa goes back to a conference between two men, prominent members of Phi Delta Kappa in some of the largest universities of the country. They at that time were heads of education in the College of William and Mary and Dartmouth College, respectively. Phi Delta Kappa had declined to consider invitations from those institutions for chapters of Phi Delta Kappa. There was nothing left for them to do if they wanted to provide inspiration along professional lines than to organize a fraternity, and I confess at that time we did not know of Phi Sigma Pi. That fraternity started in Missouri and spread northward, and ours started in New England and spread southward and southwestward.

In the beginning we limited membership to the Department of Education approved by the profession, and training their young men to receive certificates determined by the state laws of various states. But it was soon evident that since Phi Delta Kappa was limiting its membership in the larger institutions, it was a service to be rendered to institutions to undergraduates. And under those conditions Kappa Phi Kappa spread into these universities in which Phi Delta Kappa was taking care of the graduate students.

There is no question about the professional character of these fraternities. Personally, if you should vote that both the other fraternities were not eligible and were asked to step out, I should feel that we would step out also. If we can prove there is no competition for membership, I think we have made our point.

[The question was called for, and the motion was put to a vote and carried.]

PRESIDENT VAWTER: Next in order on the program is unfinished business. Mr. Wright, I believe has one item of unfinished business.

MR. WRIGHT: In regard to the hand-book of professional fraternities, plans are all completed, cover design and

everything, but the depression caused us to temporarily abandon this worthy project. I do feel if in the coming year or two we are able to interest three-fourths of those fraternities, that the Conference will very wisely take upon itself the publication of some inexpensive, yet attractive hand-book of membership in which each fraternity member will have its history and chapter roll, which can be utilized by the respective fraternities, for rushing purposes, placed in university and public libraries, and so forth. However, I do not think it is wise to do that until our membership is ninety per cent of the eligible fraternities.

The President asked that I present for your consideration a proposed amendment to the Constitution, which was overlooked in the call that was sent out by the Secretary, but which was included in the minutes of two years ago and which has been ruled as due notice to our membership, and that is to provide that the retiring President of the Conference be an ex-officio member of the Executive Committee of the Conference until the next special meeting, the thought being that his experience as executive head of the Conference should be very useful to the Conference for the following one or two years.

In discussing that situation the Executive Committee and the Committee on Nominations were of the opinion that our present Executive Committee is not quite as large as it should be. There are nine categories in the Conference. We have an Executive Committee of five, including the President, Vice-President, Secretary-Treasurer, and two additional members, and at the most only five categories, and some times only four, would be represented. While we do not feel that every category—some having only one member fraternity, should have a member on the Executive Committee every year (that was considered several years ago) we are of the opinion that the Executive Committee should be increased in size. The Chairman has ruled that it is in order to vote today on the adding of the retiring President to the Executive Committee, that having been mentioned in the minutes two years ago providing for the consideration of that matter at this particular session.

I would like to submit also that we consider the addition of the seventh member to the Executive Committee. We may not have the power to do that today, but surely if the consensus of opinion is that the suggestion has merit, we can comply with our Constitutional requirement of thirty-day notice, by giving that notice by mail, and if that suggestion is approved, I believe that none of us would object to the new Executive Committee selecting the seventh member.

I therefore move that Article VII, Section 12, be changed to read as follows: "The Executive Committee shall be composed of the President, Vice-President, Secretary-Treasurer, two members at large, and the retiring President of the Conference." And if that is adopted, I will offer another motion asking for a mail vote adding a seventh member to the Executive Committee.

DR. ROGERS: I second the motion.

PRESIDENT VAWTER: I would like to make a remark. It has always been the policy, wise or not, of this Conference that the retiring President was carried over on the Executive Committee. It was felt that with the large number of categories there should be more representation in the various categories, and my opinion in this was that this rule we have always followed be not followed at this time. I, personally, was not looking for the job.

However, the point was raised that that had been proposed as an amendment to the Constitution, so that would automatically occur. You will find in the report of the Secretary-Treasurer of two years ago, where he states: "Attention has been called to the fact that at the last meeting of the Conference an amendment was proposed to provide that ex-presidents of the Conference shall be ex-officio members of the Executive Committee, but that this motion was not included in the minutes of that meeting. Unfortunately, your Secretary did not have record of such a motion and notice concerning it was not served on member fraternities thirty days before this meeting, as is required by our Constitution."

My ruling on that is merely that publication in our minutes of the fact this has been submitted is due publication and more than thirty days prior to this meeting.

On the other amendment Mr. Wright stated he would propose, I feel that while the Constitution does not make any provision or state that under certain circumstances you can take mail ballots, and any document which can be adopted by a certain means should be amended. If there is no objection from the floor, that would be my ruling on the next motion he has stated he will make.

That amendment is before the Conference. All in favor of the amendment to the Constitution signify by saying "aye"; opposed "no." It is carried.

MR. WRIGHT: I move that the incoming Executive Committee be instructed to send out for a mail vote by the member fraternities on a proposed amendment to Article VII, Section 12, making it to read, effective at once on adoption:

"The Executive Committee shall be composed of the President, Vice-President, Secretary-Treasurer, three members at large and the retiring President of the Conference." And in the event of its adoption the Executive Committee be empowered to select the seventh member.

MR. JENKINS: I would like to offer an amendment to that to the effect that if member fraternities do not cast their votes within thirty days, it will be deemed they voted in the affirmative.

MR. WRIGHT: I will be glad to accept that amendment.

DR. ROGERS: I second the motion.

PRESIDENT VAWTER: Some of the fraternities may feel they have to refer to their Executive Council, but if they reply and state they must refer it to the Executive Council, I presume you would have to hold it. [The motion was put to a vote and carried.]

PRESIDENT VAWTER: The next order of business is now business.

MR. JENKINS: I move that we of the Professional Interfraternity Conference cooperate with the American Professional Institute as far as we can.

MR. WRIGHT: I second the motion. [The motion was put to a vote and carried.]

MR. JENKINS: I would like to ask whether the Executive Committee during the interim between the conventions has the power to pass on applications.

PRESIDENT VAWTER: Yes. I have another item, a letter, which I would like to read to you. It is from Erich J. Schrader, Grand Scribe of Theta Tau Engineering Fraternity.

"DEAR VAWTER:

I want to send you my best wishes for a successful conference in Chicago and through you to send my greetings to all the delegates of other professional fraternities.

"While we may cover different fields we all have one problem that is a serious one to all of us. All of us endeavor to teach loyalty, truthfulness in professional work, and the ethics of honorable professional conduct. However, we fail in our work unless we emphasize that the payment of just bills when due, is a fundamental discipline of human conduct and largely influences the formation of manly character. The college youth is thoughtless and easy-going. He does not know that if his fraternity permits the easy evasion of debts, his own life will be affected, and that good credit is one of the stabilizing influences on human lives. We do a grave wrong to the young and growing man unless we guide his ways even if by mandatory rules to proper payment of his debts, and we contribute largely to his inability ever to be loyal to anything, unless we show him that the obligations to his fraternity are mutual and to be borne by all members alike.

"I am convinced that one reason why fraternity dues and house bills are often too high is because only a portion of the members pay their bills when due, and therefore the loyal and paying members are forced to carry the load for all. I presume your conference will take the opportunity to discuss these common financial matters with the members of the Interfraternity Conference of General Fraternities, and I would like to see both organizations adopt resolutions to the effect that the college authorities at every school where chapters exist, be furnished with a list of delinquent members a month before degrees are conferred, and that degrees be not given to those who have not paid their accounts, and that the furnishing of such a list be made compulsory. If we combine this with actions to be taken by our own member fraternities we may be able in time to solve the most vexing problem that all of us have to face."

"Fraternally yours,

EDUCH J. SCHRAEDER."

PRESIDENT VAWTER: Of course we may not be able to subscribe to this entire letter, but I do believe that we can subscribe to the suggestions offered by Mr. Schrader. In Theta Tau our chapters send in the names and accounts of their delinquent members to the university authorities. If a man in the chapter does not pay his house bill or other obligations, or fails to make satisfactory arrangement for their payment, his name is turned in to the university authorities and his degree held up.

DR. CADMUS: This is a splendid point. In all our Psi Omega chapters throughout the country, with few exceptions, we have an arrangement with the university authorities that just before graduating time a list of delinquents shall be made up and no student shall receive his diploma until his fraternity accounts are fully paid.

MR. SPARKS: Do you have any difficulty in getting the faculty of dental schools to cooperate with you in this undertaking?

DR. CADMUS: There are a few schools that won't cooperate, but most of them do.

DR. CHAMBERS: About all that we can do is to endorse the sentiment and action of this excellent letter. It is not legal in all states to withhold a diploma that has been scholastically earned. A question of this kind came before our administrative officers and after taking the matter under consideration, the college council announced to the president and administrative council that a college in the state of Pennsylvania could not endorse such a regulation unless it was a debt owing to the institution itself, in which case they could take such steps.

PRESIDENT VAWTER: It is my understanding that in some states it has been held that you cannot withhold a degree, while in other states it has been held that either a state or private institution may withhold a degree for any purpose for which they have grounds.

MR. WRIGHT: I move that this Conference go on record in authorizing the Executive Committee to prepare a resolution embodying the suggestions made in Mr. Schrader's letter, and that the said resolution be forwarded to the various professional colleges throughout the country and their favorable action urged by the Conference.

DR. R. C. WILLIAMS: I second the motion.

PRESIDENT VAWTER: Is there any further discussion? We will then vote on the motion. [The motion was put to a vote and carried.]

MR. SPARKS: As a matter of record, I want to read the two invitations we have received for the next meeting place of the Conference. We have one letter from the Minneapolis Civic and Commerce Association, and also one from Indianapolis, Indiana. [The letters were read.]

MR. JENKINS: I would like to extend a personal invitation to the Conference to come to Minneapolis. It is my idea that when we have a meeting in a smaller city it is possible to accomplish further good. It might be possible to enlarge upon our meeting by having a banquet to which all members of the various professional fraternities would be invited.

PRESIDENT VAWTER: What is the opinion of the delegates as far as the actual meeting place is concerned? Shall we confine our meetings to rather narrow geographical limits, or shall we go all the way from New York to San Francisco?

MR. WRIGHT: I am of the opinion that the success of this Conference rests primarily upon the majority of the delegates being perennials. I think it would be a rather sad situation to hold the Conference in a city (any city for that matter) if the expense of sending the delegates the member fraternities would like to send but do not because of prohibitive traveling expense, results in their designating a local alumnus to represent them who quite often is not familiar with the national affairs of the fraternity to properly represent them and also receive some good out of the Conference. The report of such representatives is bound to be unsatisfactory, and the very action of these fraternities in selecting their delegates in this manner may result in their feeling that they are not getting much out of the Conference and begin to raise the question as to whether they shall remain a member. Had they spent a few dollars more, they could have sent the officer they preferred to have represent them and he would be in position to make contributions to the Conference and also receive in return.

I am very much in favor of rotating the place of meeting of our Conference, but only when the financial objections are of no importance, providing always that there is a sufficient number of local alumni of our member fraternities to provide a respectable attendance. I am wondering if a city located at such a distance as Minneapolis, Memphis, Atlanta, or New York for instance might not be too far away from the geographical center of transportation and make some of our fraternities a little reluctant to defray the expenses of their logical delegates. If this can be overcome, any of these cities are satisfactory.

PRESIDENT VAWTER: The Executive Committee has the power to fix the time and place of the next meeting. I have prepared a little statement showing the various delegates at the various meetings. I find some of the member fraternities have been rather consistent in sending the same delegate each time. For instance, Dr. Williams has been with us, I believe, practically every meeting; also Mr. Wright. And I find that there are some of the fraternities that have had the same man here twice.

I think the ideal thing, which the Executive Committee has power to do, is to recommend it as a practice to the member fraternities that each member fraternity appoint one permanent delegate to the various meetings, and that they send two other delegates who can be varied. The other two delegates will be understudies, and I think that we should further recommend that when the permanent delegate feels he can no longer serve, they should pick someone who has been an understudy at a former Conference. I think the Executive Committee has full authority to make the recommendation.

We will now have the report of the Nominating Committee.

DR. R. C. WILLIAMS: The Nominating Committee has carefully considered the matter of selection of officers for the coming two years. We feel that there are a number of problems confronting the Conference which will require clear-sighted leadership and enthusiasm and steady work. For that reason we have endeavored to recommend for your consideration members of the Conference who we feel have at heart its welfare and progress, and who we feel will serve to the best interests of the Conference.

I might say that two members of the committee insisted on nominating the other member of the committee for one of the officers in the Conference and that this man nominated did not seek the office and in fact tried to get out of serving in the capacity we have suggested. As you well know, both of the fraternities in the field of Commerce have full time secretaries, Mr. Sparks and Mr. Wright, and their offices have adequate facilities for either one of them serving as secretary of our Conference. Mr. Sparks has served for several years and on inquiry he indicated that he wished to be relieved of his duties. It was the feeling of the other two members of the committee that we should draft Mr. Wright into this service, and I want to assure you that he in no manner willingly agreed to this suggestion on our part.

I have the pleasure of presenting the following recommendations for officers for the coming term:

For President, Dr. William A. Mann, Jr. of Alpha Kappa Kappa, medicine.

For Vice-President, Dr. John H. Cadmus of Psi Omega, dentistry.

For Secretary-Treasurer, Mr. H. G. Wright of Delta Sigma Pi, commerce.

For members of the Executive Committee, the foregoing officers are:

Dr. Marvin C. Rogers of Alpha Chi Sigma, chemistry.
Mr. Jamison Vawter of Theta Tau, engineering.
Mr. Don A. Jenkins of Phi Beta Gamma, law.

I therefore place in nomination for the respective offices the candidates selected by the Nominating Committee.

PRESIDENT VAWTER: You have heard the report of the Nominating Committee. You are privileged to make nominations from the floor. Are there any such nominations? [There being no further nominations, the motion was duly made, seconded, and carried, that the report of the Nominating Committee be adopted as read and that the secretary of the Conference be instructed to cast a unanimous ballot for the nominees for their respective offices.]

PRESIDENT VAWTER: I wish to congratulate you, Dr. Mann, and I take pleasure in turning over the gavel to you at this time.

PRESIDENT-ELECT MANN: I scarcely know what to say on this occasion except that I perhaps unwillingly submit, knowing that much of the work of the Conference will be done by our very capable secretary, Mr. Wright, and I shall try to wield the gavel when the occasion warrants. I think that the program for the next two years has been fairly well outlined in our discussion. I think our biggest task is to secure the applications of the six or seven non-member professional fraternities we want in our organization, because if we want to be wholly effective we must represent a great majority of the professional fraternities of America. We should present to them good and sufficient reasons why they should belong. And I think with the support of all of the membership we may make some beginning toward that end.

MR. JENKINS: I move that the retiring officers and Executive Committee be given a vote of thanks for their work during the past two years. [The motion was seconded and passed.]

MR. VAWTER: I would like to add a few remarks to that. Dr. R. C. Williams has served on the Executive Committee during the past two years after a term as president of the Conference, and I think we should especially thank him for his efforts. He has been of great assistance to the Conference. Mr. Sparks has served as secretary-treasurer for the past four years, and I would like to thank him very particularly for his efforts. Dr. Lee of Psi Omega, who was unable to be here, has served as a member of the Executive Committee for several years, and I think he is also entitled to special mention and the thanks of the Conference.

DR. CADMUS: I might add to that that our retiring president has done a fine piece of work, and I move that he, together with the officers he mentions, receive the thanks of the Conference for their efforts in our behalf. [The motion was seconded and carried.]

PRESIDENT MANN: If there is no further business to come before the Conference, I will entertain a motion to adjourn.

MR. WRIGHT: I SO MOVE.

DR. CHAMBER: I second the motion. [The motion was carried and the Conference adjourned at 12 o'clock noon.]

The Professional Interfraternity Conference

OFFICERS 1933-1935

President—DR. WILLIAM A. MANN, JR. (Alpha Kappa Kappa—Medicine), 30 N. Michigan Ave., Chicago, Ill.

Vice-President—DR. JOHN H. CARMUS (Psi Omega—Dentistry), 185 N. Wabash Ave., Chicago, Ill.

Secretary-Treasurer—H. G. WRIGHT (Delta Sigma Pi—Commerce), 222 W. Adams St., Chicago, Ill. Telephone: Franklin 3476.

Executive Committee—The foregoing officers and JAMISON VAWTER (Theta Tau—Engineering), 217 Engineers' Hall, Urbana, Ill.

MARVIN C. ROGERS (Alpha Chi Sigma—Chemistry), 7827 South Shore Dr., Chicago, Ill.

DON A. JENKINS (Phi Beta Gamma—Law), 508 Hodgson Bldg., Minneapolis, Minn.

PAUL M. COOK (Phi Delta Kappa—Education), 1180 E. 63rd St., Chicago, Ill.

MEMBER FRATERNITIES

	<i>Year Admitted</i>		<i>Year Admitted</i>
ARCHITECTURE		ENGINEERING	
Alpha Rho Chi	1928	*Sigma Phi Delta	1929
Scarab	1928	Theta Tau	1928
CHEMISTRY		LAW	
Alpha Chi Sigma	1928	Gamma Eta Gamma	1928
COMMERCE		Phi Beta Gamma	1928
Alpha Kappa Psi	1928	Sigma Delta Kappa	1933
Delta Sigma Pi	1928	Sigma Nu Phi	1928
DENTISTRY		MEDICINE	
Delta Sigma Delta	1933	Alpha Kappa Kappa	1928
Psi Omega	1928	Omega Upsilon Phi	1928
Xi Psi Phi	1933	Phi Delta Epsilon	1928
EDUCATION		Phi Rho Sigma	1928
Kappa Phi Kappa	1928	Theta Kappa Psi	1928
Phi Delta Kappa	1928	PHARMACY	
Phi Epsilon Kappa	1928	Kappa Psi	1928
Phi Sigma Pi	1928	Phi Delta Chi	1928
		* Junior Member.	

CONSTITUTION AND BY-LAWS

The Professional Interfraternity Conference

(As amended by 1933 Conference, Chicago, Illinois, October 13-14, 1933)

ARTICLE I

Name

1. The name of this organization shall be the "Professional Interfraternity Conference."

ARTICLE II

Purpose

2. The purpose of the Professional Interfraternity Conference shall be the discussion of questions of common interest and the presenting to the fraternities represented of such recommendations as the conference shall deem wise. The function of the conference shall be purely advisory except as to such powers as may be specifically conferred upon it by its constituent members. It shall be the aim of the conference to encourage high scholarship, professional research, advancement of professional ethics, and the promotion of a spirit of comity among the professional fraternities in the advancement of fraternity ideals.

ARTICLE III

Membership

3. In the determination of what are professional ideals, the following tests shall be met:

4. The profession shall—(1) be generally recognized by universities and colleges as a profession by the creation of courses therein in separate special colleges, departments, or schools leading up to recognized degrees therein, distinct from the usual general degrees in arts, science, or letters; (2) have a recognized code of ethics generally accepted as binding upon the members thereof; (3) recognize the duty of public service as binding upon the members thereof; and (4) require principally mental rather than manual or artistic labor and skill for its successful prosecution.

5. The Professional Interfraternity Conference shall be composed of those men's professional college fraternities which—(1) qualify under and ratify this constitution; and (2) have applied to and received the approval of the executive committee, *provided*, that to be eligible to membership in the conference each fraternity must:

(a) Be devoted to professional fraternity ideals and be national, as distinct from local, in character;

(b) Be established in universities or colleges recognized by the conference;

(c) Have constitutional provision for national conventions or their equivalent with *ad interim* authority vested in trustees, directors, or other officers who have supervisory control over the affairs of the fraternity and its chapters;

(d) Have been established in its national character for at least ten years;

(e) Have at least ten chapters, five of which have been an established part of the fraternity for at least five years;

(f) Shall be mutually exclusive of and in competition with other professional fraternities within the same category as defined by the by-laws of this conference,

and, *provided further*, that any fraternity in whose pro-

feccion there exists an interfraternity organization must have the approval of such body.

6. Fraternities, possessing the above qualifications, except in respect of (d) or (e) may, in the discretion of the executive committee, be admitted to junior membership with all of the privileges and responsibilities of regular members except voting. Such junior members will pay one-half the contributions required of full members.

ARTICLE IV

Representation

7. In this conference each constituent member may be represented by not more than three delegates, chosen in such manner as their respective fraternities may determine. Each delegation shall be entitled to one vote.

ARTICLE V

Meetings

8. The Professional Interfraternity Conference shall meet biennially at such time and place as may be designated by the executive committee.

9. Special meetings may be called by the president at any time, or by a majority of the executive committee; notice of which, specifying the time, place, and purpose, duly signed by the president or persons calling the meeting, shall be sent to all constituent members not less than thirty days in advance of the date of such proposed special meeting.

10. A quorum shall consist of a majority of the constituent membership.

ARTICLE VI

Officers

11. The officers of the Professional Interfraternity Conference shall be a president, vice-president, and secretary-treasurer, who shall perform the usual duties of such offices, and an executive committee, elected biennially by majority vote of the conference.

ARTICLE VII

Executive Committee

12. The executive committee shall be composed of the president, vice-president, secretary-treasurer, three members at large, and the retiring president of the conference.

13. Vacancies occurring in the above offices between conference meetings may be filled by a majority vote of the executive committee.

14. The officers of the conference shall be the officers of the executive committee.

15. The executive committee shall exercise all the powers of the conference in the interim between biennial or special meetings, *provided* that business may be transacted and resolutions may be voted and acted upon by correspondence, which actions shall be reported to the conference at its next session.

ARTICLE VIII

Finance

16. In order to meet the necessary expenses attendant upon the business of the conference, each fraternity

participating in the conference shall pay annual dues of \$12.50 which shall be payable within thirty days after receipt of notice from the secretary-treasurer, and meet such other assessment as may be approved by the conference in session.

Failure to pay these dues within ninety days after invoice is rendered by the secretary-treasurer of the conference shall result in automatic suspension of the member fraternity from its rights and privileges in the conference.

17. The fiscal year of the Professional Interfraternity Conference shall be from October 1 to September 30.

ARTICLE IX

Ratification

18. This constitution shall be in effect from and after the date on which twelve fraternities, representing not less than five categories, which participated in the meeting held at Washington on March 2-3, 1928, shall have signified in writing their ratification of this constitution and complied with the requirements of Article III.

ARTICLE X

19. Any constituent member may withdraw from the conference upon due notice by registered mail to the secretary-treasurer of the conference at his official address and upon payment of the proportionate share of dues owed.

ARTICLE XI

Suspension and Expulsion

20. The conference may by a two-thirds vote at any time suspend or expel any constituent member for violation of the constitution, by-laws, or purposes of the conference, provided such member shall have first been officially notified and have had an opportunity of a hearing before the conference. Any such constituent member suspended or expelled by the conference may be reinstated at any time thereafter by a two-thirds vote of the conference.

ARTICLE XII

Amendments

21. This constitution may be amended at any meeting by a two-thirds vote of the member fraternities, provided notice of any proposed amendment be submitted to the secretary-treasurer, and be distributed by him to the constituent member fraternities at least thirty days before the date of the meeting at which such amendment is to be considered.

BY-LAWS

Section 1. Each member of the conference may appoint alternates in addition to the three delegates and authorize others of its constituent membership to attend the sessions of the conference who shall not have the privilege of the floor unless they become delegates.

Section 2. Order of business:

- (1) Conference called to order.
- (2) Roll call of members.
- (3) Reading of minutes.
- (4) Reports of officers.
 - (a) Address of president.
 - (b) Report of secretary-treasurer.
- (5) Reports of standing committees.
- (6) Reports of special committees.
- (7) Unfinished business.
- (8) New business.
- (9) Election of officers and members of executive committee.

Section 3. The procedure of the conference shall be governed by Robert's Rules of Order.

Section 4. The chairmen of the following standing committees shall be appointed biennially by the president, the chairmen to select their respective associates, not more than one member from each fraternity:

- (1) Plan, Scope and Membership.
- (2) Conduct and Co-operation in the Colleges.
- (3) Publicity.
- (4) Chapter Housing and House Rules.
- (5) Local Interfraternity Councils.
- (6) Alumni Relations.
- (7) Professional Activities (A committee for each recognized category represented in the conference).
- (8) Special Committees. (As required.)

Section 5. The Professional Interfraternity Conference recognizes the following categories of professional fraternities as eligible for membership and shall publish in its proceedings the names of the constituent member fraternities belonging to each:

Architecture
Chemistry
Commerce, including Accounting and Advertising
Dentistry
Education
Engineering, including Electrical Engineering
Law
Medicine
Pharmacy

Section 5A—*Proselyting*. Any fraternity which recognizes proselyting of a pledge or a member of another fraternity in the same category shall not become a member or be allowed to continue a member of this conference. (Proselyting is the wilful and knowing enticing away of a member or a pledge of one fraternity in a given category by another fraternity in the same category. The approach to a member or a pledge of one fraternity by another fraternity in the same category, with knowledge of his membership or impending membership in such fraternity, with the intention of initiating such member or pledge into its organization shall be deemed *prima facie* evidence of proselyting.)

SPECIMEN OF ELECTROTYPES OF CONFERENCE EMBLEM AVAILABLE



No. 1



No. 2

Member fraternities desiring to display the emblem of the Professional Interfraternity Conference on the contents page of their magazine, or elsewhere, may secure either or both of the above electrotypes from the secretary-treasurer of the conference, on the payment of a charge of \$1.00 per cut, postpaid. All member fraternities are urged to display one of these cuts on the contents page of their magazine, with an indication of "Member of Professional Interfraternity Conference," and these cuts are prepared with a metal base, and will last indefinitely. Permission to display this emblem is only granted to member fraternities, so long as they remain a member of the conference, in good standing.

Larger electrotypes may also be borrowed, or purchased, for special purposes, and are available in sizes 2½ and 3" high. The two cuts shown on this page are 1½ and 2" high, respectively. You are urged to send remittances with such orders.

