



AKA IN THE SIDE

OCTOBER & NOVEMBER 2020

FROM THE EXECUTIVE DIRECTOR

Brothers,

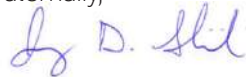
Loyalty is not just another buzzword. In this day and age where we live in a “subscriber” environment it can be very hard to understand what loyalty really means. Brand loyalty, like being a Chevy or Ford family, is not something commonly discussed anymore. Fraternity is different though in that it is meant to be an affiliation for life. Our undergraduates demonstrate this with their actions to perpetuate our organization. Our alumni demonstrate this in their daily actions reflecting our Five Ideals but also in their continued support of time and treasurer to the Fraternity and its members. As we enter into the season of giving I want to thank everyone that has demonstrated that loyalty this year.

Chapter loyalty is something that isn't always on display but exists as well. When our chapters close, according to our governing documents, the assets of those chapters are to be sent to the National Fraternity to be held for that chapter and/or used to support Alpha Kappa Lambda moving forward. There are many ways in which this can happen. Over the last two decades chapters that have demonstrated this include Alpha Chapter (California), Theta Chapter (Washington), Mu Chapter (Ohio State), Sigma Chapter (Central Missouri), Phi Chapter (Oregon State University) and Gamma Alpha Chapter (Missouri). This past month Iota Chapter (Kansas State) joined this list. The Iota Corporation came to an agreement regarding its assets disbursement that placed half of its assets in the Fraternity for general future support of the organization and half in a scholarship fund to support future Kansas State students that are connected to Alpha Kappa Lambda and/or espouse the Five Ideals of our organization. This helps both the Fraternity and students during these difficult times brought on by the pandemic. The Fraternity thanks the Iota Corporation for its leadership and loyalty.

I hope everyone had a great Thanksgiving and that the rest of the holiday season it a joyous one as well.



Faternally,



Jeremy Slivinski,
Fraternity of Alpha Kappa Lambda, Executive Director

Front Cover: Gamma Lambda Chapter at Temple University hosted a socially distant and outdoor These Hands Don't Hurt Promise Wall.



WHO WE ARE

InsideAKL is a monthly, educational publication by the Fraternity of Alpha Kappa Lambda, for undergraduates and alumni. Brothers and friends are encouraged to submit news, articles and photographs of chapter events, philanthropy and service projects, as well as other notable achievements. Correspondence can be submitted using the link below.

[Online Event/Article Submission Form](#)

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Statistics

Active Chapters: 30

Undergraduates: 1,000+

Alumni: 26,000+

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Jeremy Slivinski Elected President of Fraternity Executives Association

The Fraternity of Alpha Kappa Lambda Executive Director, Jeremy Slivinski, has been elected by his peers to serve as the Fraternity Executives Association (FEA) President for an extended term until 2022. Jeremy has served on the FEA Board of Directors since 2017.

The Fraternity Executives Association is the association for all Inter/National Headquarters fraternity and sorority professionals working to elevate the fraternal experience. The president of FEA leads the six-person Board of Directors and works closely with organizational constituents to ensure that professionals needs are being met through the efforts of the organization.

FEA members are comprised of chief staff officers of the administrative offices of general college social fraternal organizations who uphold the Code of Ethics of the Fraternity Executives Association. Thus as President, Jeremy will be collaborating with other executive directors, executive vice presidents, or chief executive officers.

Jeremy has significantly contributed to the advancement, professionalism, and strategic direction of FEA, and the Fraternal movement since becoming Executive Director for Alpha Kappa Lambda. He has held several interfraternal positions including serving on the North American Interfraternity Conference Governing Council, Chairman of the Fraternal Information and Programming Group (FIPG), FEA liaison to Association of Fraternity/Sorority Advisors (AFA), and twice served as an Interfraternity Institute (IFI) Fellow.

We look forward to his leadership in upholding the FEA Mission to “provide for the professional development of its members while promoting the values and success of the fraternal movement.”

As a “Man of Character Committed to Making a Difference,” Jeremy’s guidance is appreciated and necessary as all fraternal organizations and higher education navigate through these challenging times.



“This is an outstanding honor for our fraternity that recognizes the leadership exemplified by Jeremy. Our fraternity has greatly benefited from Jeremy’s innate leadership and organizational skills, and we are thrilled for Jeremy as he undertakes this role. Jeremy’s vast knowledge of the fraternal and higher education worlds will serve the FEA well, as it does for Alpha Kappa Lambda every day. We congratulate Jeremy on this major accomplishment and we know that his insight and guidance will work for the betterment of the FEA.”

– Stephen Hladik, AKL National President

“Jeremy’s election as President of the Fraternal Executives Association exemplifies how he is respected and revered by our peers in the fraternal world. The breadth of knowledge and experience Jeremy will bring to this new role validates that he is aptly suited to lead FEA through the turbulent waters in which the fraternal world is currently navigating.”

– Bryant Gatrell, AKL Education Foundation President

Continued on next page...

"Congratulations to Jeremy for this great honor. He epitomizes what a fraternity executive should be. I have personally worked very closely with him, especially during the start of this pandemic. Because of the many restrictions caused by COVID, he has had to be innovative in his organizational and management approach when conducting AKL's day-to-day business. In doing so, he has been successful. Jeremy works well with people. This has been clearly demonstrated not only within AKL, but also with his involvement with the NIC and now the FEA. Jeremy represents AKL well and I wish him all the best for a successful tenure as the FEA Board President."

– Rich Cruz, AKL Past National President

"I've had the pleasure of working in this industry for over a decade and spent time with the leaders of many organizations. As a CEO, Jeremy is in the absolute top echelon of his peers due to his kindness, intelligence and authenticity which is why he is a perfect fit to serve as FEA President. Both AKL and FEA are lucky to have Jeremy leading them."

– Tom Healy, LaunchPoint Co-Founder & CEO



Men of Character Committed to Making a Difference



(Above) Jeremy Slivinski (center right) with other FEA Board of Directors Members at the 2018 Annual Meeting.

"I have known Jeremy for the better part of my career since we were both junior staff members and attended IFI together almost 20 years ago. I can think of few better champions for the fraternal movement than Jeremy Slivinski. Whether it is advocating for the value of AKL specifically, or Greek organizations generally, Jeremy is a true interfraternal leader. He is willing to engage in critical dialogue necessary to advance our movement, both among fraternal and higher education peers. The Fraternity's Executive Association will be well served having Jeremy at the helm as we navigate through one of our most challenging periods in the past 100 years."

– Justin Buck, Pi Kappa Alpha Executive Vice President
& FEA Nominations Chair

"It has been a great joy to work with Jeremy the past several years on the FEA Board. His passion and dedication to the industry is admirable and we are in good hands with him at the helm."

– Juli Willeman, Pi Beta Phi Executive Director
& FEA Outgoing President

Work Hard, Play Hard

Chapters' Success in the face of Covid-19

We can all agree that these past few months have been a challenging experience to say the least. Chapters, officers, and members had to navigate what school and fraternity looked like during Covid-19.

InsideAKL commends our brothers for their dedication and hard work, and sat down with a few chapter for a virtual discussion about their experiences.

Alpha Phi Chapter University of Idaho

What was the biggest challenge you faced this semester? And how did you work to combat it?

Jordan Hieronymus, 2020 Chapter President: "The biggest challenge we had was keeping chapter morale up. We just had a bunch of new guys come into the fraternity with an idea of what a fraternity is. Go out, do stuff, meet people, big philanthropies that raise lots of money, etc. We haven't been able to do all that, but we were able to work on brotherhood with events like

video game nights and building our social media presence."

Vaughn Schroeder, 2020 Recruitment Chair: "I agree with Jordan, the biggest challenge was trying to get out of the 'typical fraternity experience' mindset. I think we found a good balance of being social with each other while still following guidelines."

Parker Lloyd, 2020 VP of Executive Affairs: "I agree it was difficult to keep up house morale while still adhering to Covid-19 guidelines. We made changes like brothers sanitizing the house more, wearing a mask at all times in public, and taking necessary precautions."

Jordan: "The rules changing so often was difficult to adjust to. We alerted the membership as soon as we knew anything, but everything was constantly changing. As time has passed, people were more understanding."

Parker: "In terms of socializing, it's been difficult for socials. Big social



Alpha Phi Chapter at the University of Idaho give back to the community and spent a day with a highway cleanup!

events are a huge "no-no" for houses. The only place we socialize is outside of the house and brothers wearing masks inside the house. We've been adapting to a new environment."

Tell me about when the house was quarantined, what was that like?

Vaughn: "It was super frustrating at first. University policy is when 30% of members living in house test positive, the entire house had to quarantine. It was really hard having to explain to brothers why after we tested no positive cases we had to stay in quarantine until we were allowed to end it officially. As confining as it was, it was great for bonding."

Jordan: "It proved to work. The

university was really excited with our success. Some houses got out of quarantine and went back in. Following guidelines, we got to go back to as 'normal' as it could get."

Jordan: "A new member moved in two days before quarantine. It wasn't ideal, because if he had stayed in the dorms he wouldn't have been quarantined. After quarantine he told us "I got to know you guys so well." I think everyone was able to get on the same page. I've had some of the best nights in those two weeks than in the past two years. You get caught up with other things in your life, but when we all were in the same situation we were able to focus on brotherhood together."

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CHAPTER SPOTLIGHT **CONTINUED**

ALPHA PHI CHAPTER

What has been the biggest success of the semester?

Jordan: "One of our biggest successes was how we were able to recruit quality over quantity. Every single one of our new members are such good guys with great morals. Honestly, I can see all of them holding offices and leadership roles in the fraternity."

Vaughn: "It feels like a huge change of energy, I'm excited to see what they add to the fraternity."

Parker: "We had a really sweet brotherhood recently. We had some deep talks, a lot of constructive criticism, realizing that everyone has their issues. Then we ended it with a wiffle ball game."

What were your semester goals?

Jordan: "We've really been pushing GPA a lot. We've brought them up significantly from last semester, but there's always room for improvement. Brothers are coming to an

understanding of balance between enjoying your college experience while maintaining a good GPA."

Parker: "I've always wanted to see more participation from everyone. At AKL Days, most every member was there. We haven't had that kind of attendance in years. Awesome to see with everything else going on, brothers still made the commitment to brotherhood. It was definitely really cool for the new members to see, I think they had a really good time and felt the presence of brotherhood."

Tell me about recruitment, what was it like this semester?

Parker: "Recruitment was the biggest event since March on campus due to Covid-19. There were a lot of people afraid of that. This semester it was a three day recruitment process compared to the usual five day event. The shorter time made it hard to get to know some of the kids. We definitely had to cram in a lot more in a shorter amount of time.

Vaughn: "As Assistant Recruitment Chair to Jordan in the past, helping him with that as opposed to this year was so different. I took a good amount of potential new members (PNMs) out for meals instead of big events. What felt constraining was putting together events while following guidelines. With only three days, it was hard to make genuine connections. Luckily we were able to power through it."

Jordan: "Within that short window we had, we got these PNMs to look past the big pillars and big parties of other houses. Where we do well is being ourselves."

Any last thoughts?

Jordan: "I'm curious to see where this is gonna take fraternities. I think Covid-19 has had an impact on them and I'm curious about the future. Personally for us, we had a lot of recruitment numbers drop on campus. Going off that, a lot of people are quick to blame Greek life for Covid-19 cases

without knowing the internals. A lot of fraternities were quarantined and were talked about, but no one discussed the students and cases in the dorms. Greek life is a really easy name to put something bad on."

Vaughn: "Trying to see the good out of a situation that looks so terrible. We've already discussed and think this is the perfect time to create a strong brotherhood because we're all going through this together."

Jordan: "You're not gonna be able to please everyone. We did this group exercise called "Cross the Line" at a brotherhood event. You share an opinion and everyone either crosses the line if they agree or stays behind if they disagree. It can be deep or funny, and someone said "Cross the line if this has been one of the toughest semesters." And everyone crossed. Then someone added "Stay across the line if you're glad we're all doing this together." And everyone stayed."

Continued on next page...

CHAPTER SPOTLIGHT **CONTINUED**

GAMMA OMICRON CHAPTER

Gamma Omicron Chapter *Dalton State College*

What was the biggest challenge you faced this semester? And how did you work to combat it?

Gabe Aultman, 2020 Chapter President: "The number of students on campus was a lot lower than anticipated with covid. The dorms can hold 400 students and we're usually about 360, this year they only had 200 kids in the dorms. With the limited number it was better for the people who were really interested, they showed up and showed out."

Jerron Phifer, 2020 Treasurer: "I totally agree. We also only had 3 active members at the beginning of this semester. We had to work with what we had and had to adapt. We had to find a new way to do the process. Prior to our year this year there was a lot of freedom in what we could do to recruit in person. This year we had to find a way to connect to these guys through social media and off-campus. Also

with covid hitting, we saw the economy change and had to find new ways to work with active and new members."

Chase, this was your first semester at college, what has it been like?

Chase Hornsby, 2020 New Member: "Coming into college I had no other experiences. It was weird having ghost halls in the dorm with no one living in them. Fraternity wise I think Gabe and Jerron did a really good job with keeping us updated. Letting us know what we needed to do."

What were your semester goals?

Gabe: "I wanted to make sure we were seen more as "a fraternity not a frat." To be more inclusive and more involved on campus. We were really interested in recruiting guys that in previous years we wouldn't have bid. Doing more events on campus while following covid guidelines. Getting the news out about what we were doing. We heard from PNMs that not having open events in the past was a negative."



Gamma Omicron's newly elected 2021 Executive Board. (Left to right) Kevin Jones, Zach Lance, Gabe Aultman, Jerron Phifer, and Chase Hornsby.

Jerron: "An approach I like to think we took, we showed guys why they should join the fraternity. I wanted to give them a reason to stay. You've always got corporate aspects like a resume builder. But you also have good memories. There's a negative connotation of fraternities like Animal House. But there's so much more diversity."

Chase, why did you join AKL?

Chase: "First off I really wasn't planning to join until I texted Gabe, I got his name from a flyer in the dorms. The way Gabe approached the aspects of a fraternity made me want to join. He put it in the standpoint of what we're doing for our community and how it will benefit me and the community."

What are you guys looking forward to?

Gabe: "I'm interested in seeing how these new members take charge and lead the fraternity. I'm graduating May 2021 and I want to come back and see how much it's grown."

Jerron: "I want to see what the new boys do, bringing a new life to the fraternity. Hopefully with more members we can do more. We've never been in a chapter this size."

Chase: "I'm really excited to see how AKL grows, what quality men we recruit, and to grow the brotherhood."

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CHAPTER SPOTLIGHT **CONTINUED**

GAMMA DELTA CHAPTER

Gamma Delta Chapter *University of Montevallo*

What was the biggest challenge you faced this semester? And how did you work to combat it?

Jon Shields, VP of Recruitment: “Our number one challenge was not being allowed to have any formal recruitment events or new members over at our house. A formal recruitment event we like to have is disc golf, but you can’t take 20 people out to play together. It was really difficult to get new members to meet the whole chapter through small groups.”

Jon: “What we attempted to do instead was when we met an interested PNM, we took him out to dinner every single night for two weeks, with two brothers at a time. It costs us more money in the long run, but the PNMs got to know every brother better.”

Jon: “My personal favorite new recruitment event was playing frisbee on campus. When a PNM walked by,

we would throw the frisbee to them. We got 5 out of our 8 new members from this. No formal recruitment, just meeting people walking around. We also strategically set up by freshmen events. If they had freshman movie night we set up frisbee outside the dorm.”

What were your semester goals?

Jon: “Our largest goal was to recruit 10 new members that actually came to everything. We got eight new members to join and we held them accountable. We don’t want to be a chapter of high numbers and low activity. We want to be a chapter of high numbers and high activity.”

Jon: “This semester we had four Alpha Events (mandatory events) and our goal was to have all 16 active members at the events. These events were Official Rush, Disk Golf (big rush event,) official bid day, and Initiation. We saw consistent high attendance, and those that couldn’t attend only missed for school or work.”



Gamma Delta Chapter at the University of Montevallo welcome their Fall 2020 new members to the brotherhood. Alethia Kai Logos gentlemen!

Jon: “We have an incentive for active members during recruitment. If you recruit more new members who join than anyone else in the chapter, you get dinner anywhere you want.”

What has been the biggest success of the semester?

Jon: “Still being able to be as connected during Covid. Even though we couldn’t have large formal meetings, the biggest takeaway was brotherhood and being able to keep it during this time.”

Any final advice?

Jon: “The simpler your event the better. Make sure your events are catered towards your campus and your current chapter members. For example, we love frisbee and just playing Call of

Duty at the house. So when I planned events we didn’t go away from that.”

Jon: “I want to throw it out there, recruiting during a pandemic isn’t much different at the core. People just expect you to care about them and respect their opinion. People just want to be included. We offer a sense of brotherhood and if we’re there for them when they’re not in the chapter that shows the dedication we’ll have once they join the chapter.”

Thank you to the chapters who shared their experiences with us! If you want to see your chapter spotlighted in a future issue of InsideAKL, contact us by email at info@akl.org



Top Left: Gamma Upsilon Chapter at Saginaw Valley State University tabling on campus.

Top Right: Alpha Zeta Chapter at Northwest Missouri State University welcome the newest members to their brotherhood, making them the largest fraternity on campus. Alethia Kai Logos gentlemen!

Bottom Left and Right: Gamma Rho Chapter at Arizona State University masked up and ready for recruitment.

These Hands Don't Hurt

Take the Pledge, Make a Difference

October 1981 saw the “Day of Unity” conceived by the National Coalition Against Domestic Violence. Over the following six years the “Day of Unity” evolved into a week, and October 1987 marked the inaugural Domestic Violence Awareness Month. Alpha Kappa Lambda recognizes that sexual assault is a serious problem on college campuses and believes that it can be fought through education, service, and philanthropic projects.

The first These Hands Don't Hurt event was held in the mid 90's at the Beta Zeta Chapter at East Tennessee State. The event was quickly adopted by the National Fraternity and was officially established as AKL's National Philanthropy in 1996. Since then, chapters have tailored the event to their campuses and communities, finding creative ways to offer support. The hallmark of These Hands Don't Hurt is the “Promise Wall.”

While a Promise Wall can take many physical forms, the fundamental idea of the Promise Wall is that advocates take

the pledge against domestic violence and sexual assault by pledging their hands will not be used to harm another.

Advocates can take the pledge and physically add their “hand” to the Promise Wall in a number of ways. Paper hands can be traced and cut out prior, where advocates add their signature or words of support before attaching to the wall. If your campus allows washable paint, hands can be painted and stamped onto the Promise Wall. Pro-tip: have latex gloves and wet wipes on hand for easier clean-up.

A Promise Wall should be displayed on campus or in the community. It can be part of an existing structure such as a wall or window in a public building on campus. Or a free-standing wall constructed by the chapter with materials like ply-board. Other options include banners, posters, or tri-folds that are transported easier.

In addition to a Promise Wall, chapters should focus on awareness, volunteering, and donating funds.



Chapters should include education with their Promise Wall by having literature/resources available. It's not always about raising the funds for a big check but starting the conversation and having correct information to share. Spread the word, encourage others to take the pledge.

Service events can be done by volunteering at a shelter, hotline, or other organization that needs hands-on assistance. Contact your campus health/wellness center to see if they have any upcoming events they need volunteers for. It may not always be the most glamorous role, but they need assistance in promoting, setting up, and running events.

While service is about donating your time, philanthropy is about raising funds. Donations can be collected in exchange for adding a handprint to

the Promise Wall or as an optional contribution to their participation. Or partner with a local business to start a fundraiser. Be transparent with where money collected will be donated. Contact the organization you intend to donate to and invite a speaker or representative to your event.

This year chapters found creative solutions to keeping brothers and participants in These Hands Don't Hurt events safe by following Covid-19 safety guidelines and proper social distancing.

InsideAKL sat down with Gamma Omicron Chapter at Dalton State College to hear how they kept a local tradition running while still being safe.

Continued on next page...

NATIONAL PHILANTHROPY **CONTINUED**

Gamma Omicron Chapter uses the campus rock as the base for their Promise Wall. "The rock is placed just across from the bell tower on the quad," said Gabe Aultman, Chapter President. "It's in a high traffic area for classes changes and college tours."

"We painted it gold to look like a giant gold nugget. We wanted to draw people over to check it out. Maybe they'd look up what These Hands Don't Hurt or look up AKL for more information," continued Gabe. "The goal is to spread awareness and get people interested."

The goal for this year's event was to have it as open as possible while following health and safety precautions.

"Domestic violence isn't just a fraternity problem," said Gabe. "It's a problem everywhere. We reached out to friends in different organizations; Dalton State Soccer, Dalton Safe Public Safety, Dalton State Campus Activities Board, etc. The opportunity to participate was open to everyone."

Preparation for the event began with setting a date. "Usually how it goes you can paint the rock when it's available, date it, and it can't be painted over for two weeks," explained Gabe

Jerron Phifer, Treasurer, was also part of planning for the event. "We made sure everyone wore masks. We kept the event outside," he said. "We had gloves for people adding their handprints. gloves, outside. I think the precautions we took were successful. We supported staying healthy and supported survivors."

When asked about what These Hands Don't Hurt means to him, Jerron said "Anybody can be a survivor of abuse. This event is about letting everyone know that we and others are there for them. Whatever the situation is, there are others ready to help."

Gabe added "Personally I think it is one of the most important topics and conversations. In relationships you only see from the outside, they may appear perfect but you don't know.



These Hands Don't Hurt may provide someone an opportunity to open up to someone they normally wouldn't. Yes it's scary, but it's ok to discuss and look for help."

Congratulations to Gamma Omicron Chapter on their successful event! Check out how others supported survivors with These Hands Don't Hurt events in the following spreads!



(Above) Gamma Omicron Chapter Brothers and members of the Dalton State College Public Safety add their handprints to the socially distant Promise Wall.



Clockwise from Top Left: Before, during, and after Alpha Phi Chapter's These Hands Don't Hurt Promise Wall at the University of Idaho. All brothers and participants in attendance were asked to wear masks and plastic gloves were supplied for those adding their handprint.

In addition to participants adding their handprint and taking the THDH pledge, all donations raised benefited Alternatives To Violence Of The Palouse.



Bottom Left: Gamma Alpha Chapter at the University of Missouri has a long-standing partnership with True North, a local women's shelter. This year they participated in True North's "Men as Allies" parade, an outdoor event with participants practicing safe social distancing.





Top Right: Sigma Chapter at the University of Central Missouri hosted a physical These Hands Don't Hurt Promise Wall



Bottom Right: Beta Tau Chapter at Southern Illinois University Edwardsville collaborated with the women of the SIUE Panhellenic Council for their Promise Wall on a campus rock with the organizations adding their letters.



Top Left: Beta Tau Chapter also hosted a virtual Promise Wall by collecting donations and adding donors names with a handprint. They were able to raise nearly \$250 for a local women's shelter.



Bystander Intervention

From the Higher Education Center for Alcohol and Drug Misuse Prevention and Recovery

The bystander effect refers to incidents in which individuals do not offer any means of help in an emergency or potentially dangerous situation to the victim when other people are present. Often, the greater the number of bystanders, the less likely it is that any one of them will help. The mere presence of other bystanders greatly decreases intervention. In general, this is believed to happen because as the number of bystanders increases, any given bystander is less likely to notice the situation, interpret the incident as a problem, or assume responsibility for taking action. A bystander, or witness, is someone who sees a situation but may or may not know what to do, may think others will act, or may be afraid to do something.

According to the National Sexual Violence Resource Center, bystander intervention programs teach potential witnesses safe and positive ways that they can act to prevent or intervene when there is a risk for sexual violence.

"A bystander approach gives community members specific roles that they can use in preventing sexual violence, including naming and stopping situations before they happen, stepping in during an incident, and speaking out against ideas and behaviors that support sexual violence. This approach develops skills to be an effective and supportive ally to survivors after an assault has taken place."

What the Evidence Tells Us

Much of the recent research on bystander intervention programs at universities has focused on sexual violence prevention. A 2007 study evaluated a sexual violence prevention program based on a community of responsibility model that teaches women and men how to intervene safely and effectively in cases of sexual violence. Results from the research reveal that up to two months after participating in the program, participants in the treatment conditions showed improvements across measures of attitudes, knowledge, and behavior while the control group did not.

Higher Education Center
for Alcohol and Drug Misuse Prevention and Recovery



Full article available [here](#).

Lessons Learned From Colleges and Universities

Several nationwide prevention programs geared for campuses utilize a bystander approach to address and prevent gender-based violence. They included [Bringing in the Bystander Program](#) and [Know Your Power Social Marketing Campaign](#) from the University of New Hampshire; [Mentors in Violence Prevention](#); and [The Red Flag Campaign](#) from the Virginia Sexual and Domestic Violence Action Alliance.

The [Step UP!](#) program at the University of Arizona is a prosocial behavior and bystander intervention program that educates students to be proactive in helping others. It is based on the premise that teaching people about the determinants of prosocial behavior makes them more aware of why they sometimes don't help. As a result they are more likely to help in the future. The goals of Step UP! are to:

- Raise awareness of helping behaviors
- Increase motivation to help
- Develop skills and confidence when responding to problems or concerns
- Ensure the safety and well-being of self and others

A 2011 evaluation of the [Green Dot](#) active bystander behavior training program found that trained students had significantly lower rape myth acceptance scores than did students with no training. Trained students also reported engaging in significantly more bystander behaviors and observing more self-reported active bystander behaviors when compared with nontrained students.

Those receiving bystander training appeared to report more active bystander behaviors than those simply hearing a Green Dot speech, and both intervention groups reported more observed and active bystander behaviors than nonexposed students.



Top Left: Gamma Omicron Chapter at Dalton State College participated in the 25th Conasauga River Clean-Up.

Top Right: Beta Tau Chapter at Southern Illinois University Edwardsville volunteered at St. John's United Methodist Church to work on their community garden.



Bottom Left: Alpha Zeta Chapter at Northwest Missouri State University volunteered at the Mozingo Recreation Area by picking up trash around the beach, playgrounds, and some hiking trails.



Bottom Right: Alpha Zeta Chapter volunteers their time with another cleanup, this time with a highway cleanup out in Maryville Missouri.



Officer Transitions

Preparing Tomorrow's Leaders, Today

Congratulations! You've been elected as a Chapter Officer! You ran on a platform of new ideas you want to bring to the chapter. You met with brothers before elections to hear what the membership wanted and needed. You also may be asking yourself, "So where do I begin?" Perhaps your chapter already has an established officer transition procedure, or maybe you want to start the tradition.

Officer Transition vs Training

Officer transition is the passing of information, records, responsibilities, and advice from outgoing to incoming officers. Officer training includes any and all meetings, planning sessions, or discussions designed to prepare new officers for their new roles.

One opportunity for officer training is AKL's National Clark-Thompson Presidents' Academy and Officers' Institute. Your university may also provide leadership training for specific officers or future leaders. These events are facilitated outside the chapter.

Officer transitions should take place before the end of the fall semester. These transitions can be one-on-one or can be held at an Officer Retreat.

Officer Retreat

Take an afternoon, a day, or even a weekend to get your Executive Board away from the chapter facility and prepare for the upcoming year.

When? Immediately after elections and before the new semester. These retreats can also be done during the year if leadership feels the chapter needs to regroup.

Where? Reserve a space on campus, ask alumni or family to host a space, or another space in the community.

Why? A retreat together can develop cooperation and teamwork. Collaboration of leadership leads to problem solving and goal-setting.

To the right is an officer transition interview to get started at your retreat.

INCOMING OFFICER TRANSITION INTERVIEW

The purpose of this activity is to assist in the officer transition and understand the role more fully. Prior to meeting, decide how information will be shared. Will the incoming officer be taking notes? Will outgoing officer create or add to existing officer binders with notes to pass down?

This is for your records only. If you do not feel that all of the questions are necessary for your position, they do not need to be asked. More questions can be asked and added to this list as they come up.

1. What is the purpose of this office?
2. Who do I report to for guidance and review/approval of projects?
3. How does this office help fulfill the chapter goals?
4. What major projects/timelines are associated with this office?
5. What are the weekly/monthly tasks that are a part of this office?
6. Who are the officers that work with this position?
7. What did you enjoy most about the office? What tasks demanded the most time? The least amount of time?
8. What were the major challenges encountered during your term? What advice would you give to avoid the situation/challenge(s) in the future?
9. Describe the budget process. What were your greatest concerns regarding the budget and chapter spending issues? What advice and tips can you provide that will help me manage the budget and meet the chapter's financial obligations?
10. Discuss what was accomplished, when, how and what succeeded or failed. Recommendations and advice should be offered.
11. The outgoing officer should share her list of resources (journals, binder(s), tools, etc.) and all official documentation related your officer position.



From coast to coast, Alpha Kappa Lambda brothers exercised their civic duty by casting their vote in the 2020 Presidential Election.

Whether in person, by mail, early or on election day, AKL men stayed safe and used their right to vote to have their voice heard.



Semester Closure Checklist



Home For The Holidays, Keeping Fraternity Property Safe

With upcoming holiday breaks and many universities moving to virtual platforms for the remainder of the semester, it is the time of year to start preparing for chapter property closures. Empty properties are at a much higher risk to experience a significant loss. This checklist was designed by our insurance partners at Holmes Murphy to prepare for end-of-semester changes. Check out the full resource [here](#).

Security

- Set expectations with the tenants regarding conduct, lease, financial responsibilities, and damages.
- Notify your property management company when tenants will be absent.
- Ensure representatives are present at the time of check-out to prevent, deter, and document any damages.
- Inspect all rooms and ensure windows are locked/secured.
- Thoroughly clean the chapter house and remove all perishable food.
- Secure chapter facility and lock all valuables.
- If you have a monitored security system, ensure it is working properly and armed. If there is no security system, consider installing a monitoring system that will notify police of unauthorized entry. Cameras are recommended, but not required.
- Change entry codes and limit access to no more than 2 house corporation representatives or other trusted oversight.
- Contact the local police department or campus security to check on the chapter house periodically.
- Check security/safety lighting. Consider a time to control lighting.
- Appoint/hire a Caretaker/Property Manager to complete inspections:
 - Daily walk throughs, but at a minimum 2-3 times a week to check for any potential maintenance issues or damage.
 - Ensure premise is secure.
 - Remove any snow, ice or debris which may create hazards.

Maintenance

- Lock and inspect all windows and repair all broken glass.
- Ensure all exterior doors are well insulated and that they close and latch completely.
- Complete routine maintenance on furnace/boiler. Inspect the hot water heater and exposed water lines and drain pipes for slow leaks.
- Attach and secure downspouts with extension from foundation to prevent water damage, ensuring that they fully displace water away from foundation and other walking areas without draining on the driveway, sidewalks, or patios.
- Clean gutters and downspouts to ensure proper roof drainage.
- Ensure all unnecessary appliances are unplugged and not in use.
- Confirm that heat registers are unobstructed and combustible materials are safely stored: away from, and not in the same room as the hot water heater and HVAC Systems.
- Clean the exterior of chapter house, removing any yard debris or materials that could be used to start a fire.
- Service and clean fireplace and chimney and check for defects or debris.

Winter Precautions

- Ensure heat is on and thermostat is set at or above 60 degrees.
- Consider daily walk throughs during periods of cold where risk of freezing pipes and water damage increases.
- Drain water lines in lawn sprinkler system where appropriate.
- In extreme cold weather, open indoor faucets slightly to allow water to trickle as moving water does not freeze as easily.
- Leave the doors to cabinets that contain water lines open to allow heat to circulate efficiently.



Top and Bottom Left: Kutztown Provisional Chapter hosted an outdoor food drive benefiting Helping Harvest Food Bank.

Top Right: Beta Tau Chapter dropped off donations to the SIUE Community Food Drive.

Bottom Right: Xi Chapter at Truman State University celebrated Thanksgiving early with a brotherhood friendsgiving.



CLARK-THOMPSON PRESIDENTS' ACADEMY



& Officers' Institute

The Fraternity of Alpha Kappa Lambda understands the 2021 Clark – Thompson Presidents' Academy and Officers' Institute will be like no other before. We decided to host a virtual event out of an abundance of caution for the health and safety of our members and the National Headquarters staff. We fully understand travel restrictions would have made it near impossible for some to arrive in Indiana. To be respectful of everyone's time, we have tried to spread out the various sessions instead of one long session in January. While different from years past, this approach allows us to try new ideas and start earlier on training. This also allows new officers to hit the ground running and interact with staff and their counterparts at other chapters sooner.

Clark – Thompson Presidents' Academy: President Schedule

December 9, 2020	6:30 pm (EST)	President Monthly Zoom
December 15, 2020	3:00 pm (EST)	OmegaFi Open Session
December 17, 2020	6:30 pm (EST)	Risk Management & COVID-19
January 7, 2021	1:00 pm (EST)	Day 1 Checklist
January 14, 2021	6:30 pm (EST)	President Monthly Zoom
January 16, 2021	1:00 pm (EST)	The Five Ideals of Presidency
January TBD	TBD	National Executive Council Open Forum

Officers' Institute- Vice-President/Risk Manager Schedule

December 9, 2020	6:30 pm (EST)	New VP/Risk Manager 101
December 15, 2020	3:00 pm (EST)	OmegaFi Open Session
December 17, 2020	6:30 pm (EST)	Risk Management & COVID-19
January 7, 2021	2:30 pm (EST)	Judicial Board Training
January TBD	TBD	National Executive Council Open Forum

For more information, check out www.AKL.org

Officers' Institute- Treasurer Schedule

December 2, 2020	3:00 pm (EST)	Intro & Vault Basics
December 3, 2020	3:00 pm (EST)	Budgeting- Part 1
December 4, 2020	3:00 pm (EST)	Budgeting- Part 2
December 9, 2020	3:00 pm (EST)	Billing Dates & Charges
December 10, 2020	3:00 pm (EST)	Expense Management
December 11, 2020	3:00 pm (EST)	Steps to Ensure A Successful Spring
December 14, 2020	3:00 pm (EST)	Vault Health
December 16, 2020	3:00 pm (EST)	Outstanding Items and Q&A
January 6, 2021	3:00 pm (EST)	Member Status and Reporting
January 7, 2021	3:00 pm (EST)	Financial Reporting and Tax Filing
January 8, 2021	3:00 pm (EST)	Wrap-Up and Final Q&A

Officers' Institute- Recruitment Boot Camp Schedule

December 9, 2020	6:30 pm (EST)	Recruitment Monthly Zoom
December TBD	TBD	Recruitment Boot Camp (Session A)
January 7, 2021	6:30 pm (EST)	Recruitment in a Virtual World
January 13, 2021	6:30 pm (EST)	Recruitment Monthly Zoom
January TBD	TBD	Recruitment Boot Camp (Session B)



Alpha Kappa Lambda understands how vitally important our alumni and volunteers are to the success of a chapter. The conversations serve as an opportunity to connect with the Executive Director of the Fraternity, but also fellow alumni and volunteers that serve in similar roles. If you are not currently a volunteer but want to get involved contact us at info@akl.org and we will provide you with information to participate. All meetings will take place using Zoom and a link will be provided the week of the conversation.

Housing Corporation Monthly Conversation

All take place at 12:30 pm (EST)

Tuesday, December 8
 Tuesday, January 12
 Tuesday, February 9
 Tuesday, March 9
 Tuesday, April 13
 Tuesday, May 11
 Tuesday, June 8
 Tuesday, July 13
 Tuesday, August 10
 Tuesday, September 14
 Tuesday, October 12
 Tuesday, November 9
 Tuesday, December 14

Chapter Advisor/ Volunteer Conversation

All take place at 12:30 pm (EST)

Wednesday, December 9
 Wednesday, January 13
 Wednesday, February 10
 Wednesday, March 10
 Wednesday, April 14
 Wednesday, May 12
 Wednesday, June 9
 Wednesday, July 14
 Wednesday, August 11
 Wednesday, September 15
 Wednesday, October 13
 Wednesday, November 10
 Wednesday, December 15

Want to get Involved?

**Alpha Kappa Lambda is looking for
Alumni Volunteers and Advisors!**

*No need to be local! If interested
in assisting one of the below active
chapters, email info@AKL.org*

Delta: University of Kansas
 Lambda: Emporia State University
 Mu: The Ohio State University
 Xi: Truman State University
 Sigma: University of Central Missouri
 Tau: Pennsylvania State University
 Chi: California University of PA
 Psi: Iowa State University
 Alpha Zeta: NW Missouri State University
 Alpha Lambda: Northern Illinois University
 Alpha Omicron: University of Colorado- Boulder
 Alpha Rho: University of Texas-El Paso
 Alpha Phi: University of Idaho

Beta Tau: S. Illinois University – Edwardsville
 Beta Psi: Missouri State University
 Gamma Alpha: University of Missouri
 Gamma Beta: University of Alabama
 Gamma Gamma: Rutgers University
 Gamma Delta: University of Montevallo
 Gamma Theta: Boise State University
 Gamma Kappa: Fairleigh Dickinson University
 Gamma Lambda: Temple University
 Gamma Xi: Clayton State University
 Gamma Omicron: Dalton State College
 Gamma Pi: University of Connecticut
 Gamma Rho: Arizona State University
 Gamma Sigma: Old Dominion University
 Gamma Tau: Indiana University
 Gamma Upsilon: Saginaw Valley State University
 Kutztown University: Provisional Chapter

ALPHA KAPPA LAMBDA



EDUCATION FOUNDATION

The Fraternity of Alpha Kappa Lambda Experience has never been more important than it is today. On college campuses, in small towns, and big cities alike, society needs men committed to the Five Ideals of AKL: Judeo-Christian Principles, Leadership, Scholarship, Loyalty, and Self-Support.

The same issues which affect the world also affect Alpha Kappa Lambda. Our organization can help shape the future leaders of society by providing programming, scholarships, and guidance to our members.

We must bring ideals and values to the leaders we will depend on to make the world a better place – but we need your help!

[Click Here to Donate to the AKL Education Foundation](#)



When you give to the Alpha Kappa Lambda Education Foundation you help educated and empower young men who are committed to making a difference in their communities by learning, embracing and exemplifying AKL character.

All gifts to the Alpha Kappa Lambda Education Foundation are tax-deductible to the extent permitted by law.

Create Academic Success



Expand and endow our academic scholarship program. We cannot teach and provide young men with the AKL experience if they can't afford to attend college.

Develop Our Chapters



Instill our values and fortify and strengthen the young men in every chapter across the United States.

Flexibility for the Future



To adjust to whatever challenge may come our way, we must be nimble enough to react to the needs of today's generation and tomorrow's.