Together in Tempe

Leadership Conference 2006 – Tempe, Arizona

Over 60 Alpha Rho Chi actives, colonists, and alumni gathered in Arizona State University on September 14. Although all of them were happy for the a chance to meet or reunite, they were there for some intensive training because this year’s Leadership Conference was the first to include two days of speakers and workshops.

Early arrivals to Tempe were treated to a tour of Taliesin West, Frank Lloyd Wright’s home and studio in Scottsdale, Arizona, courtesy of the Alpha Rho Chi Foundation.

Friday’s session was a high-energy keynote seminar by Brendon Burchard, author of The Student Leadership Guide. Burchard drew from both his personal and management consulting experience to present a value-based approach to leadership as a collective process. Although he covered a lot – overcoming barriers to leadership, a leadership framework and managing communication and conflict – the day was enlivened with exercises designed to keep both body and mind stimulated.

Kimberly Novak, Director of Student and Campus Community Development at Arizona State University, started the second day by moving beyond the aura of fear surrounding risk management to demonstrate how to use proactive decision-making in pursuing our organization’s goals. Novak shared several practical tools and processes for evaluating risks and dealing with them. This approach uses common sense to avoid the extremes of ignoring possible dangers or looking for ways to cancel everything.

Members of the fraternity carried the rest of the day with seminars on alumni relations, identifying and developing future leaders, and running effective meetings. Excerpts from some of these presentations are featured in this issue.

Thank you

Alpha Rho Chi thanks everyone who made this year’s Leadership Conference a success. Foremost, we thank all the presenters and volunteers, especially the event’s coordinator, Brother Andrea Hau-ber. In addition to the Taliesin West tours, APX thanks the Alpha Rho Chi Foundation for sponsoring part of Brendon Burchard’s keynote presentation. Finally, we thank the Satyros Chapter, Satyros Alumni Association, and the Arizona State University for their hospitality.

More information online

Resources and tools from this year’s conference are available at alpharhochi.org/features/lc2006.shtml
confessions of an Alumni Control Freak
By Laura Schmidt, Worthy Grand Associate Architect

During early May 1998, I suffered from an acute bout of insomnia. I was living at the Anthemos Chapter house, and it seemed that every night for a week, I was woken by a bed-drenching nightmare. First, it was a 5-alarm fire, in which the house was burned to the ground; followed by an explosion due to a malfunction of the vintage 1947 Kewanee boiler (facts we were required to remember as pledges) in the basement. Another was a tornado that struck the house and left nothing but dust and splinters.

These nightmares culminated on the night of May 13th, the night before I walked down the center aisle of Foellinger Hall to receive my Bachelor’s Degree from the University of Illinois.

Initially, I thought I might be touched with clairvoyance. So, naturally, I did what any clairvoyant brother would do in a time such as this: verify the fire extinguishers in good working order, check the boiler for proper function, and keep a keen eye on the central Illinois weather reports.

I could not fully understand why I would have a series of such horrible nightmares leading up to such an important and joyous day in my life. But reflecting back on it, it now makes perfect sense. Like any graduate, I was terrified of the road that lied ahead. But as a brother of Alpha Rho Chi, there was so much more at stake. I was saying goodbye to being an active.

It’s not like I hadn’t prepared for this. Not one week after my own initiation did we begin the process all over again; rushing new members, inducting pledges, and a few short months later, initiating new brothers. I had a hand in training four years worth of younger brothers who were ready to take the helm from me, and other members of my graduating class. But was it enough? Were they up to the task?

First symptoms
Something really funny happens to many of us when we first become alumni. One moment, you’re leading a chapter meeting, and the next; you’re merely a guest. Every alumnus has been there, and the result can be disastrous. While the alumnus has good intentions, the active leadership often read the attempts to help as alumni trying to retain control.

My own experience with this phenomenon is a textbook example. As an active, I held many leadership positions: rush chair, social chair, commissary chair, pledge trainer. I took my positions very seriously, implementing new ideas, often with excellent results. I was a legend. So I expected that after I graduated, the actives would continue to see the benefit in the new ideas I had implemented, and at least, carry on all the traditions that I believed had been a foundation for our chapter. But I expected wrong. And that’s where it turned ugly. I became an alumni control freak.

Control freaks in their natural habitat
Spotting an alumni control freak is a lot like bird watching. They’re not always easy to see, but their call gives them away first. They make noises that sound like, “you can’t do that” or “but we’ve always done it that way”.

I knew I had a problem when I showed up at a chapter meeting, and I heard a unison groaning noise when I walked in the door. I hit rock bottom that day, and I needed help.

The road to recovery
Being an alumni control freak is not an easy affliction to overcome. A realization came when I ended up moving to Los Angeles and becoming involved with the actives and alumni from the Andronicus chapter. I was afforded the opportunity to work for the fraternity without the distraction of Alumni Control Frenzy. How could I say “we’ve always done it this way” to a chapter I wasn’t always affiliated with? The solutions we developed met our needs but won’t work for everyone in every situation.

It’s been 8 years since I graduated from the University of Illinois, and even though I don’t get to visit as much as I would like, I still care deeply for my own chapter. The Anthemos chapter house was never mowed down by a tornado, nor has it suffered from any fires (thank God). However, they did end up replacing that boiler a few years ago, and the Anthemos actives do things a lot differently than we did when I was an active. I wish I could say that I knew all of the actives personally, but I don’t. However, the few that I have met have only gone to prove that Alpha Rho Chi really does prepare students to be well-rounded articulate leaders, who love this fraternity dearly. And isn’t that the whole point?

The Alpha Rho Chi Letter
Worthy Grand Scribe
Richard L. Jenkins
Associate Arch Editor
Renay H. Marquez
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The Rise
A series of issues of The Rise have been scheduled for the upcoming year. Essays in each issue will explore the deeper meanings of the Ritual.

If you are interested or wish to contribute, contact the Grand Lecturer, Brian Swilling, at gl@alpharhochi.org

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Want editors?
Interested in getting APX out where everyone can see it? Alpha Rho Chi is seeking editors for our publications. Whatever your strengths or interests, we have a job for you. Gather the latest chapter and alumni news stories or apply your design expertise.

Interested? Questions? Contact Rick Jenkins at wgs@alpharhochi.org.
**An eight-step program**

Being an alumni control freak is an affliction rooted in good intentions. It is not curable, but fortunately, it is manageable. Unfortunately, there is no 12-step program to aid in dealing with Alumni Control Freak Syndrome, so using my experience working with other alumni with this affliction; I have been able to devise an 8-step program that can help.

**Step 1: Embrace Change**

Times change. And therefore the fraternity will change also. True, tradition is a big part of fraternity, but any organization that does not evolve with its members will wither and die. A good leader is someone who tries new things, and rejects the status quo. Instead of lamenting that things will be different, celebrate that the younger actives are enthusiastic and willing to work for different results.

**Step 2: Respect Boundaries**

(AKA: What would Dr. Phil do?)

Imagine living next door to your mom and dad, and having them use the “for emergencies only” key so they can come over and tell you what to do whenever they felt like it. That’s what it’s like for the actives when alumni don’t respect their boundaries. Even though they both have similar goals, the active chapter and the alumni association are two independent organizations. When you attend chapter meetings, remember that you are a guest. Though most active chapters would never dream of requiring this, it would be polite to ask permission to attend. The same is true for the Ritual. The Ritual belongs solely to the active chapter. It is their show. Offer your hand, but let them run it. Most people learn by doing. Let them learn.

**Step 3: Know When to Step In**

Managing alumni control freak tendencies does not mean that an alumnus should let go of everything. The actives are the trapeze artists, and the alumni are the net. There will be times when your maturity and expertise will be required. Of course, help when asked. In addition, if the chapter is facing any legal issues or experiencing difficulty with the university, your involvement and support will be appreciated. However, if you recognize a problem with drugs or alcohol or if you witness or hear rumors about haz ing within the chapter, it is your duty to step in. Should you feel unequipped to handle any situation such as this, seek help from other alumni, the Grand Council or your regional director.

**Step 4: Know How to Step In**

Most of us, through our work experience have received some form of conflict management training. A conflict between actives and alumni is a good time to use these tactics. First, do your best to address any situation one-on-one. Never use the chapter meeting as a forum to address any issue for the first time. If a one-on-one discussion is not possible, consider bringing the issue to the chapter’s executive board. In any case, always be open and honest, and assure the actives that your first priority is the safety and welfare and success of the chapter.

**Step 5: Know When to Butt Out**

Whether it’s as simple as setting times for chapter meetings or as complex as completely restructuring the executive board, the decision belongs to the chapter. When the chapter decides to change the way they operate, remember that they are merely adjusting the organization to better suit the needs and personalities that make up the chapter today. The chapter may even choose to amend their constitution and by-laws; let them. Most governing documents require 66-75% approval of any amendment, so you can be assured that any change is warranted by far more than the majority of the chapter. It’s the democratic process at work. As long as any changes do not conflict with the law, risk management, university rules, anti-hazing policy, be glad that they’re doing something to get better results.

**Step 6: Look Ahead**

Involvement with Alpha Rho Chi does not have to end on graduation day. As a recent graduate, you have a lot of enthusiasm for the fraternity. Why not harness that for the alumni association? Be sure to contact the alumni association executive board and see what they’re working on. Take it from me, you don’t have to wait to be asked to do something for alumni, and there are plenty of opportunities out there. For alumni board members, make sure the alumni association has struck a healthy balance between aiding the chapter and acting as a touchstone for fellow alumni.

**Step 7: Prepare, Prepare, Prepare**

Knowing the chapter has all of its ducks in a row before you graduate is the best preventative measure a graduating senior can take. How many of us out there can say that we actually read our chapter’s Constitution and By-Laws when we were actives? If the chapter does not have a risk management plan, or a hazing policy in place, make that happen before you graduate. Create a policy and procedures manual; it’s the best way to preserve how “we’ve always done something”. You never know, the active chapter could decide to make a few changes and realize they want to change back. A good policy and procedures manual will help. It’s also the best way to prepare successors in the leadership roles. If you’re already an alumnus, it may be too late to get these documents in place. But it is never too late to be a role model for the chapter. Encourage the current active chapter to do their best, and give your help when they ask for it.

**Step 8: Have Faith**

This is perhaps the most important step of all. Believe it or not, the foundation of our brotherhood is stronger than you think. Alpha Rho Chi has been around for 92 years. We have survived fundamental shifts in architectural education, several wars, and going co-ed. On a personal level, when you showed up at your first rush or recruitment meeting, you were probably just an 18-year-old kid. You learned as you grew and the chapter survived. The current actives will survive too, and so will their successors. Being an active is more about learning how to be a good leader. Sometimes they will fail, and that’s okay. Remember. They are the trapeze artists, and you are the net. Let them fly.
Thank you for your support

The Alpha Rho Chi Fraternity recognizes the alumni who have made their alumni dues contributions as of September 19, 2006. We are happy to note this year’s list reflects three chapters not on last year’s list.

*Special thanks go those who have contributed regularly for the past five years or more.

**Andronicus**
Dwight Broadneaux
Michael Calzada
Christopher Durkee
Michael Ellars*
Phil Enquist
Alan C. Gasser
Armando Gonzalez, FAIA
Michael Hricak
Sam Ly
Denver Markwith Jr.
Renay Marquez
Anthony McLin
John Melcher
Todd Miller
James Mock, AIA*
Keith Olsen
Yvette Ortega-Garrison
Edward F. Pearson
Jeanette Quon
Carl Raymond*
Kenneth Schwartz, FAIA
John Sterni
Mark Welz
Edward Widofsky

**Anthemios**
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Bryan Albue
Richard Albyn*
William R. Baker
Daniel Balla
Kevin Bauer
Laureen Blissard
Robert Boles
John Bowman*
Sidney Bradd
William Bradford
Michael Coblenz
Richard J. Diedrich*
Paul M. Ehrlich
Gary Eimerman
Alexander Garbe
Bethany Garbe
Johanna James-Heinz
Peter J. Heinz*
Henry Hill, II
Steven Howlett
Dennis Humphries
Kurt Johansen
Adam Johnson
James Kellogg*

**Apollodorus**
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Brendan Ellis*
Robert Ford*
Amber Ford*
Lynda Holbert-Hyman
Daniel Lee
Robert Lewis
Stephen Schram
Ty Thacker

**Cleisthenes**
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Lannis Kirkland
Charles Knapp Jr., AIA
Grishma Patel
Linda Thai
Richard West

**Daedalus**
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Michael Joseph Dern
Katherine Dunklau
Eric Heinsohn*
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Myron Denbrook Jr.
George Dolby*
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Thomas Pasquale
Michael Todd Roush*
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Phillip Templeton
Alfred Wangenheim Jr.
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**Dominian**
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**Heracleides**
James Corkill
Robert Ferkin
Malinda Payne-Sharpley

**Iktinos**
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Mara Braspenninx
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Peter J. Wexler
Paul Zider*

**Imhotep**
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Jeffrey Kendrick
Scott Ledford
Michele LeTournier
Henry Maeser
Janet Reiss-Johnson
Thomas Vitanza
Troy Watson Jr.
Gary Zickafoose*

**Mnesicles**
Orrin Field
Marlin Huisinga
Thomas Mortenson*
Gregory Shuster
Keith Sjoquist
Our next National Convention is shaping up as one of our most exciting. Save the date. The winter issue of the APX Letter will have more information and registration. If you can’t wait, check alpharhochi.org/convention for the latest hotel and event information.

**Logo Contest**

**Our Biggest Little Convention Reno, Nevada in 2008**

Looking ahead, plans are already underway for the National Convention to return to Region 8. In anticipation, Alpha Rho Chi is announcing its fourth logo contest. Help us capture the excitement. If your design is selected, APX will cover your registration fee for the 61st National Convention in Reno! The winner will be announced in Memphis.

**Who May Enter:**
Any active or alumni member, colonist, or pledge of Alpha Rho Chi may enter a logo design. One entry per person.

**How to Enter:**
All entries must be e-mailed to wgaa@alpharhochi.org by 11:59 pm PST, January 15, 2007. For design specifics and entry requirements, visit www.alpharhochi.org/convention.

The winners will be selected at the sole discretion of the convention committee, and they may request that changes be made to the selected design.

**The Grand Prize:**
Complimentary convention registration for the 2008 National Convention is waived! That’s a value of approximately $150.00! Attendee is responsible for his or her own lodging and travel to the convention.
The Alpha Rho Chi Foundation is organized as an independent Board of Directors consisting of unpaid volunteers with the WGA and WGE participating as nonvoting, ex-officio members. Professional advisors are available to assist with coordinating and ensuring donor’s wishes are achieved. The Foundation is registered with the State of Illinois as a nonprofit, charitable organization.

- Endowment funds support national programs with distributions limited to a percentage of annual income from an investment portfolio
- Managed funds established by individual donors, Chapters and Alumni Associations for their direct benefit for designated scholarships and programs

All gifts to the Alpha Rho Chi Foundation are tax deductible to the extent permitted by law.

- Cash donations are always appreciated. They can be unrestricted or designated for managed funds. Contributions of stocks, bonds, insurance policies, capital assets and real estate can also provide the Foundation with needed resources.
- Deferred gifts such as bequests by a will, a charitable remainder unitrust or a charitable gift annuity can all support our goals. We will be pleased to provide additional information about these and other estate planning gift programs to you and your advisors.

Please help us by making your check payable to the Alpha Rho Chi Foundation – send it today to:

Alpha Rho Chi Foundation
Sam N. Douglass, Treasurer
305A West Washington Street
Pontiac, IL 61764

Additional information can be found on the Alpha Rho Chi web site at alpharhochi.org or by contacting:

Chuck Nickel, President
Alpha Rho Chi Foundation
2101 St. James Avenue
Cincinnati, OH 45206
513-751-1133
Charles.Nickel@ncr.com

A trusted resource for the alumni and active members of Alpha Rho Chi

JOHN R. ROSS SCHOLARSHIP PROGRAM
This Program funds scholarships for tuition and/or fees supporting undergraduate or postgraduate study at accredited schools of architecture and the allied arts in the US.

- Awarded annually at the National Convention for academic achievement, fraternal leadership and supporting school and community activities
- Over 25 scholarships have been awarded

CHARLES BURCHARD PROFESSIONAL PROGRAM
This Program supports participation of professionals at accredited schools of architecture and allied arts in the US and at other venues which, in turn, expands the educational experience and the interaction among practitioners, educators and students.

- Substantially underwrites the cost of professional programs and other important educational experiences at the National Convention each year
- Provides matching funds to active chapters and colonies for a jointly sponsored professional program at their university

VERLE ANNIS APX ENDOWMENT PROGRAM
This Program funds the promotion of professional achievement awards and research in architecture and the allied arts:

- Underwrites the Alpha Rho Chi Medal program
- Support for research and dissemination of knowledge through publication of professional papers and articles

The Foundation was established as a philanthropic organization dedicated to funding the professional growth and vitality of Alpha Rho Chi and to expand its presence in architectural education and research. To that end, the Foundation awards scholarships to members of Alpha Rho Chi; sponsors professional programs and publications; underwrites the APX Bronze Medal Program and promotes new and innovative educational opportunities for students in architecture and the allied arts.
**Tips for effective meetings**

Adapted from a presentation by Gregory S. Pelley, Anthemios Alumnus, University of Illinois

Whether it’s in a chapter meeting or in the business world, the effectiveness of meetings are vitally important, since they take the time of everyone present. Unproductive meetings leave participants feeling frustrated by lack of accomplishment or trapped in a waste of their time. If chapter meetings are running over an hour, you may know that feeling. Fortunately, some planning and attention can keep meetings productive and on track.

**Form follows function**

Every meeting must have a specific purpose. The biggest trap we can get into is the “Regular Meeting.” Regular meetings can simply become forums that quickly lose a sense of purpose, leading to aimless and interminable discussion where nothing gets accomplished and/or low attendance.

There are five general purposes for a meeting. Before your meeting, determine the purpose of your meeting and structure it accordingly.

- **Planning:** When multiple people are needed to build a plan or to get buy-in or commitment for a plan.
- **Informational:** To distribute knowledge and educate members, usually through reports of members and committees.
- **Decision Making:** For making decisions as a group. Election of officers, selection of pledges, or changes to rules (policies, procedures, governance.) It is in decision making meetings that Robert’s Rules are most effective.
- **Problem Solving:** To address a specific problem. Be sure to use a disciplined methodology to address the problem, and that each step is agreed upon before moving on.
- **Relationship/team building:** To celebrate, motivate, or otherwise bring members together.

If your organization is meeting ‘regularly’ (e.g., once a week), it is recommended that you rotate through the general purposes noted above. Avoid combining purposes (which tends to muddy the processes.) Include at least one relationship/team building meeting.

You may also want to (in general) plan an academic term’s worth of meetings. For example, planning and decision making meetings tend to predominate at the beginning and end of the terms. In the middle part of the term, many of your meetings will center on informational, problem solving, and relationship building.

**Agenda**

The single most effective tool to keep meetings on track, on time, and effective is the agenda. The agenda is simply an outline of the topics to be discussed. The agenda may include the time allotted to each discussion item.

The agenda should always include a statement of purpose for the meeting, and the type of meeting – in other words, state the goal of the meeting and establish the process that will be used to accomplish it.

As a rule a thumb, the preparation time for a meeting agenda will be greater than or equal to the intended length of the meeting.

- Establish the schedule and time for the meeting (start and end times)
- Design the agenda to involve participants early
- Next to each major topic include the type of action needed (decide, discuss, review, select, finish), the type of output expected (decision, vote, assignment of action item), and a time estimate for the topic.

**Soapbox/Dominators**

Occasionally, your meeting will be consciously or unconsciously hijacked by a meeting dominator. Some strategies to help overcome them:

- If you (as chair/facilitator) are the dominator, then stop talking. If you’re not sure, ask a trusted brother to signal when you need to shut up.
- Structure the discussion and keep to the agenda
- Ask thought-provoking questions. For example, avoid open-ended questions like “What do you think of this plan?” – this gives highly verbal people an opening they can’t resist. Instead try something like, “Here’s the plan. What do you think are the strengths that you would not want to lose, what causes you concern, and did we miss anything?” Specific questions keep people on topic.

**Silent participants**

On the opposite end, you will have people who never participate. To get them participating:

- Ask a specific question, and go around the table, having everyone answer.
- Have everyone write down ideas on post-its or note cards as a sort of silent brainstorm activity.
- Break into small groups/pairs and have brief discussions that are then brought back into the larger group.
- Engage the participant in private – ask a question about the topic, and encourage them to make their thoughts known publicly.

**Necroequisadism**

When you’re “beating a dead horse,” it’s a good time to move on.
Alpha Rho Chi Letter, Fall 2006

Leadership Conference in Tempe

- Alumni control freaks
- Effective meetings
- Logo contest

Alpha Rho Chi
National Professional Fraternity
Architecture and the Allied Arts
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