

OMEGA PSI PHI FRATERNITY, INC.

INTERNATIONAL

MEMBERSHIP SELECTION

COMMITTEE

MANHOOD. SCHOLARSHIP. PERSEVERANCE. UPLIFT.

AS OF MARCH 2019

International Membership Committee

Chairman: Bro. Raymond “Raybo” Bourgeois

Co-Chairman: Bro. Kendall Franklin and Bro. Matthew Coleman

Training Chairman: Bro. Joseph Williams

International Membership Core Team Members

Dist	Core Team Member
4 th	Bro. Jeffery Tarver
7 th	Bro. Reginald Harris
UG	Bro. Malcolm Odum

Dist	Core Team Member
12 th	Bro. William Smith
IHQ	Ms. Cassandra Brown

Today's Agenda

Item	Resource	Approx. Time
Introduction	MSP Trainer	5 3 min
Selection	MSP Trainer	5 8 min
Partnership with University	MSP Trainer	5 2 min
Sponsorship & Mentorship	MSP Trainer	10 7 min
MSP Flow Chart	MSP Trainer	10 min
MSP Forms	MSP Trainer	10 min
Post-Initiation Training	MSP Trainer	5 min
MSP Q&A	All	10 min

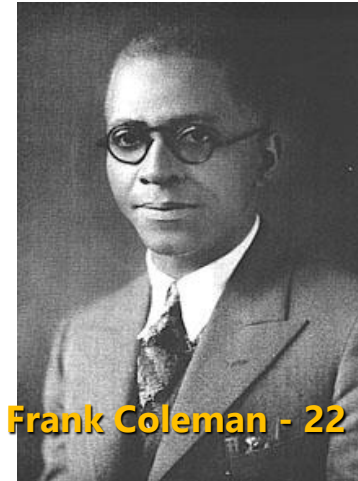
Introduction

Laying The Foundation

Founders of Omega Psi Phi Fraternity, Inc
Age on Nov 17, 1911



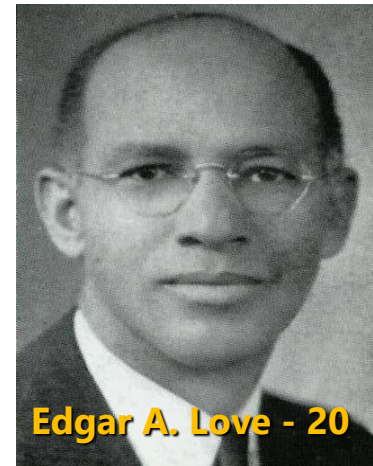
Ernest E. Just – 28



Frank Coleman - 22



Oscar J. Cooper – 21



Edgar A. Love - 20

Selection

SELECTION PROCESS

- ▶ “The future of our Fraternity is intrinsically connected to the selection of our new Membership.”
- ▶ “Omega seeks men of high moral integrity, men of principle, honor, discipline and who demonstrates ethical behavior.”

SELECTION PROCESS

“Well, we answered, we can only guarantee that as we have, the Founders, selected fourteen other men who were like-minded to ourselves, with the same ideals and aspirations and with the same scholarship, that they in turn would select other men like themselves; then whenever the fraternity might be established that would be the order and men of high ideals and scholastic standing would be selected or infinitum.”

– excerpt from Dr. Love’s Speech

SELECTION PROCESS

It all starts with the Cardinal Principles!

- ▶ Manhood
- ▶ Scholarship
- ▶ Perseverance
- ▶ Uplift

Seek out and select candidates who **already possess** the cardinal principles as cornerstones of their character!

Remember: Omega is a **Christian** organization! We seek men who exhibit **Christian** manhood!

SELECTION PROCESS

Selection is the most critical element in the MSP process.

- The Founders selected each other and each member that came thereafter.
- We must select men who **already** possess the qualities of Manhood, Scholarship, Perseverance, and Uplift.
- Bring in individuals who are better than us.
- **We bring members into the Fraternity and not into a specific Chapter or District.**

MEMBERSHIP SELECTION

Key Points

- Chapters should identify and select candidates who exhibit potential to be Omega Men.
- Remember: Omega isn't for everyone! (Members vs. Men!)
- Chapters should only select men of high character, moral integrity, and leadership potential!
- Chapter members (i.e., sponsors) complete Nomination Portfolio for each candidate.
- Chapters vote on whether to submit candidate names to DR for consideration in MSP.

MEMBERSHIP SELECTION

Key Points

- Chapters should only select men that they know very well! What does this mean?
 - “Manhood means character” (Bishop Edgar A. Love)
 - Avoid misuse of the “Law of Transitivity”
 - Several brothers in the chapter should be familiar with each candidate - not just the sponsor!
 - Be wary of brothers who only get financial to recommend a candidate!
 - Invite prospective candidates to public chapter events where they can interact and mingle with other chapter members.
 - But, do NOT haze candidates at these events!

MEMBERSHIP SELECTION

4 Year Rule - Clarification (per 79th Grand Conclave)

- Graduate candidates must have earned their undergraduate degree at least 4 years prior to applying for membership.
- Graduate candidates must produce a documented record of social action involvement as part of their application.
- Exceptions to the above can be granted for the following reasons:
 - An undergraduate chapter did not exist on campus or was under disciplinary sanction during the candidate's time of attendance (DR or IHQ must provide documentary evidence of same).
 - Candidate meets the requirements of a legacy.
 - DR waives the 4-year requirement (at the DR's discretion)
- If an exception is granted for any of the above reasons, then the candidate must have earned a cumulative 2.5 GPA at the time of graduation to be eligible for membership. Furthermore, the DR shall have no authority to exercise an exception to the GPA requirement.

MEMBERSHIP SELECTION

The Membership Selection Process is
under the complete direction and
supervision of the

District Representative

Partnership with the University



Partnership with the University

- ▶ **Critical and essential for undergraduates!**
- ▶ **Initiated only by DR or DR's designee!**
 - ▶ **NOT by alumni members, graduate chapter members, or other non-financial members!**
- ▶ **Forms 1-3 (MSP Contact Sheet) and Form 53-B (Chapter Roster Validation)**
 - ▶ **Make sure every university has updated copies of these forms!**
- ▶ **Roles of Graduate Advisor and Faculty Advisor**
- ▶ **Case Study: Tuskegee University (Lambda Epsilon) – Fall 2017**

Sponsorship

Sponsorship

▶ Definition of a Sponsor

- ▶ An MSP qualified member who, based on his personal relationship with and knowledge of a prospective candidate:
 - ▶ Selects a prospective candidate;
 - ▶ Compiles a Nomination Portfolio (Form 9A-1); and
 - ▶ Presents the Form 9A-1 to the MSP-qualified members of the chapter and verbally makes the case in favor of the prospective candidate.

Sponsorship

- ▶ **Sponsor Eligibility Rule (passed by 79th Grand Conclave)**
 - ▶ **All sponsors (graduate and undergraduate) must be MSP-qualified.**
 - ▶ **For graduate candidates, sponsors must be financial with the chapter for the current fiscal year AND the previous two fiscal years.**

Sponsorship

- ▶ **Scrutinize Sponsors!**
 - ▶ **Interrogate the sponsor as to how well he knows the prospective candidate!**
 - ▶ **“Birds of a feather flock together.”**
- ▶ **Undergraduates – don’t succumb to the “advice” of non-financial brothers (be they chapter alumni or not!)**

Mentorship

Mentorship

- ▶ The concept of mentorship is not foreign to Omega.
 - ▶ The three undergraduate founders (Cooper, Coleman, and Love) had a mentor in their faculty advisor (Dr. Just)
- ▶ Mentors are for life.
- ▶ Mentors are the bridge builders.
- ▶ Mentors are assigned by the Chapter Basileus.
 - ▶ For graduate chapter MSPs, the graduate chapter basileus assigns mentors
 - ▶ For undergraduate chapter MSPs, the undergraduate chapter basileus, in consultation with the graduate chapter basileus, assign mentors.

Mentorship

- ▶ **What is mentoring?**
 - ▶ **An act of providing guidance, wisdom, knowledge, and support in a manner in which a protégé can receive it and benefit from it.**
- ▶ **Who can be a mentor?**
 - ▶ **An MSP qualified member of a graduate chapter who provides guidance, advice, and wisdom to prospective candidate.**
 - ▶ **Mentors should be aligned with those who may share a common interest such as but not limited to career fields**
- ▶ **What do mentors do?**
 - ▶ **Foster the growth and development of individual throughout the individual's fraternal life**
 - ▶ **Mentoring can include day to day living, spiritual, professional and fraternal growth**

Mentorship

- ▶ What are the benefits of mentoring?
 - ▶ For the mentor:
 - ▶ Satisfaction of knowing that you have made a difference.
 - ▶ An opportunity to make a friend for life.
 - ▶ The creation of a possible resource, which may help when the work gets too difficult.
 - ▶ The possibility of having someone from whom you can learn something.
 - ▶ For the mentee / protégé:
 - ▶ The opportunity for tremendous growth and learning in a friendly, supportive relationship.
 - ▶ An opportunity to make a friend for life.
 - ▶ The creation of a possible resource, which may help when the work gets too difficult.
 - ▶ An opportunity including to learn an area well enough including mentoring process, that someday the protégé can become a mentor.

Post-Initiation



New Lambda Epsilon members singing the Sweetheart Song and presenting flowers to the university president.

← Tuskegee University –
Lambda Epsilon – Fall 2017

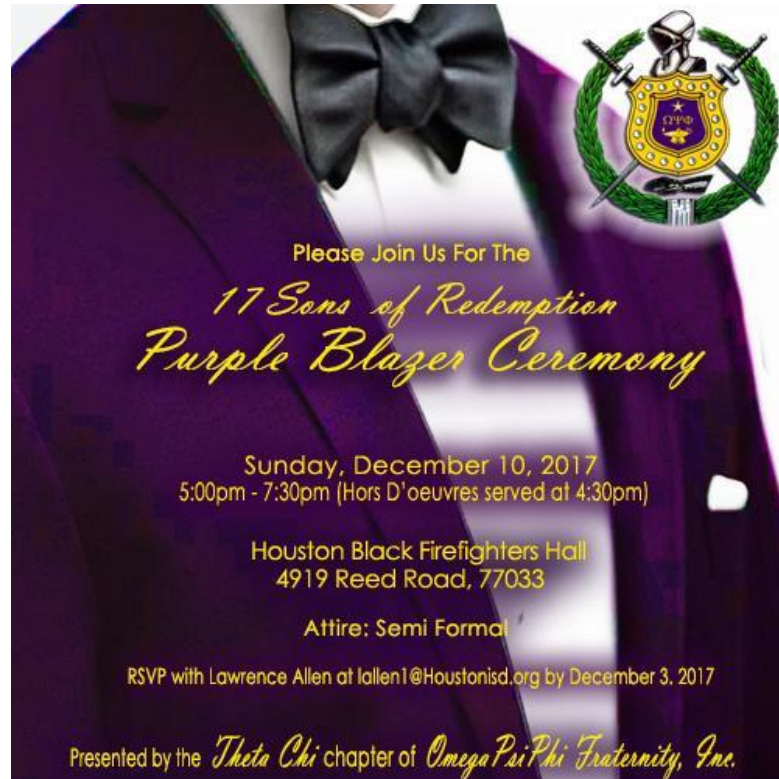


Post-Initiation

- ▶ A critical part of MSP process.
- ▶ No Hazing – Period! (pre or post-initiation)!
- ▶ No longer use the term “neophyte”; use the term “brother”!
- ▶ Post-initiation phase should emphasize training of new members.
- ▶ Emphasize fraternal protocols & acts of courtesy (e.g. Sweetheart Song)
- ▶ Fraternal knowledge: restrict to ritualistic scope!

Post-Initiation

- ▶ A public pinning ceremony welcoming new members into the fraternity is appropriate.
- ▶ The flyer below is an example of such a ceremony.



Post-Initiation

- Pictures from Purple Blazer Post-Initiation ceremony for Theta Chi chapter (Fall 2017) in the 9th District.



Omega Thoughts

“Privilege to be an Omega”

**“Bring in someone better than
You”**

**“ It takes time and money to be
an Omega”**

We must all be
“Omega’s Gatekeeper”

MSP Questions