



BETA THETA PI
— MEN OF PRINCIPLE —

Legislative Proposals 185th General Convention

July 25-28, 2024

Board of Trustee Candidates

Kendall R. Bryan, MIT '88 – General Fraternity Treasurer

Dr. William L. Fox, St. Lawrence '75 – Trustee

Aaron T. Kozuki, Washington in St. Louis '05 – Trustee

Robert J. Selsor, Missouri '82 – Trustee

Proposal 1 – Transportation Reimbursement for Voting Delegates to Convention

Proposal 2 – Eliminating Conflicts of Interest within the Administrative Office Staff

Proposal 3 – Standardize Chapter Officer Structure and Duties

Proposal 4 – Standardize Chapter Officer Elections

Proposal 5 – Member Recusal Clause

Proposal 6 – Chapter Reorganizations

Proposal 7 – Compensation of Officers, Directors, Trustees, and Key Employees



Kendall R. Bryan, MIT '88

Ken Bryan graduated from MIT with bachelors and masters degrees in mechanical engineering. As an undergraduate, he served as Social Chairman and in multiple terms as House Manager.

Ken has served as Beta's General Treasurer from 2021-2024. He previously served on the Beta Theta Pi Foundation Board of Directors from 2014-2020, chairing the Governance and Nominating Committee for three years and serving as Foundation Treasurer for two years. He volunteered as Foundation Treasurer for a seventh year in 2020-2021. Ken also helped lead the Beta Upsilon chapter capital campaign, which raised \$2.4 million to refurbish the MIT chapter's two historic Boston brownstone townhouses. Ken has attended nine General Conventions, facilitated at two Keystone Regional Leadership Conferences, and been a Wooden Institute facilitator four times. He is a member of the Bridge Builder Society.

Ken worked at The Dow Chemical Company for twenty years in manufacturing, marketing, and supply chain leadership roles. In 2008, Ken was honored as one of the top ten people developers in Dow. He attended the Executive Program at the University of Michigan Ross School of Business and executive education programs at IMD in Switzerland. After Dow, Ken worked at Hexcel Corporation, a carbon fiber composites manufacturer, as Senior Vice-President of Integrated Supply Chain. He lived in Germany, China, and the UK during his career. Ken retired in 2016 and serves in a number of volunteer roles in education, the environment, and business.

Ken and his wife Lola live in Seattle and have two Labrador Retrievers. Ken speaks fluent German along with conversational French, Italian, and Mandarin Chinese.



William L. Fox, St. Lawrence '75

William “Bill” Fox became the 18th president of St. Lawrence University and senior lecturer in history on July 1, 2009. He served in that capacity until July 2021 when he was named president emeritus. Previously, he served as president and senior lecturer in philosophy, religion, and history at Culver-Stockton College in Missouri (2003-2009). At St. Lawrence, Fox led the largest fundraising campaign in its history, oversaw significant campus capital projects, and secured many prestigious grants from major private foundations in support of academic programs and curricular innovations. He also prioritized the development of a more inclusive campus by establishing the Presidential Diversity Commission.

Fox was born, raised, and educated in metropolitan Washington, DC, where the family home ties trace four generations. He took his A.B. from St. Lawrence in 1975, received a Master of Divinity degree from Harvard University in 1978, and a Ph.D. in American religious history from George Washington University in 1989.

As a scholar, William Fox has published four books: a study of Harvard theologian Willard L. Sperry (1991), the award-winning *Valley of the Craftsmen* (2001) and *Lodge of the Double-Headed Eagle: Two Centuries of Scottish Rite Freemasonry* (1999). Most recently, a selection of his essays written during his years at St. Lawrence was curated and published as *Laurentian Seasons* (2019). In 2014, he contributed a section to the 3-volume study, *Divinings: Religion at Harvard, 1636-1992*. He was also editor of a 10-volume monographic series in church history. Fox served on the faculties of Claremont Theological School, Montgomery College, Howard University, and Goucher College.

For many years he served on the boards of various community organizations in Washington, DC and Pomona, California. While at St. Lawrence as its president, Fox took his turn in various

leadership positions of North Country associations and committees, the New York Six consortium (Hobart, Hamilton, Colgate, Union, Skidmore, and St. Lawrence), and the board of the New York Council of Independent Colleges and Universities. He was active in several national higher education associations based in Washington, DC, particularly the Council of Independent Colleges. Prior to his academic career, he held ministerial standing in the Unitarian-Universalist Association and the United Church of Christ. For more than 15 years, Fox led congregations in Boston, Washington, and California. A portion of his teaching career was in graduate theological education.

As a collegiate member, Brother Fox served his chapter as treasurer and president. During that time, he was a participant in one of the pilot Beta Leadership workshops and was the undergraduate speaker at the 135th General Convention in Bedford Springs, Pennsylvania. He has spoken at several conventions since then. Recently, he was an adviser to the Fraternity's Commission on Diversity, Equity, and Inclusion.

Brother Fox lives in Vermont. He remains an avid fan of college ice hockey, the Boston Red Sox, and the jazz clubs of New York. As a cyclist, Fox stays almost exclusively on the gravel roads. As a golfer, he seeks the impossible perfection of playing from the fairway.



Aaron Kozuki, *Washington University in St. Louis '05*

Aaron Kozuki, *Washington University in St. Louis '05* was elected to the Board of Trustees of Beta Theta Pi Fraternity in 2021 by the delegates of the 182nd General Convention. During his time as a Trustee, he has served on the Planning and Strategy, Stakeholder Engagement, and Governance Committees. As Chair of the Stakeholder Engagement Committee, he has helped shape the strategy and implementation plan to address the Board's strategic initiative of increasing alumni engagement. He has helped the Stakeholder Engagement Committee to provide Board oversight on the Fraternity's Diversity, Equity, and Inclusion (DEI) Commission and the results of the annual Beta Brotherhood Assessment (BBA) and Beta Volunteer Assessment (BVA).

Prior to his service on the Board of Trustees, Aaron served as a Director on the Foundation Board. He has served on both the Governance and Nominating and Development Committees of the Foundation Board. Through his service, he has worked to identify and cultivate potential candidates for the Foundation Board and advocate for the Fraternity's Men of Principle Initiative through solicitations for the Beta Leadership Fund. He has also served as a member of the Fraternity's Diversity, Equity, and Inclusion (DEI) Commission 2.0, helping to shape the recommendations around the area of education. He has also help cultivate fraternal bonds amongst area alumni as an officer of the Washington Beta Theta Pi Alumni Association.

Prior to his service on the Foundation Board, he served as the Chapter Counselor for the Delta Omega Chapter at the University of Maryland. During his tenure as an advisor, the Chapter obtained their charter and transitioned from a non-housed to a housed Chapter. For his efforts, Aaron was recognized as "Chapter Counselor of the Year" at the 177th General Convention and was honored with a roll number from the Maryland Chapter.

Aaron has served as a small group facilitator for multiple Wooden Institutes and the Chapter Presidents Leadership Academy. He has participated and served as a track facilitator at multiple Keystone regional conferences and was the lead track facilitator for Leadership College. He has attended every Beta Convention since 2005.

Aaron graduated from Washington University in St. Louis in 2005 with Bachelor of Science in Civil Engineering. He graduated in 2007 with a Master of Science in Civil Engineering from the University of

Maryland, College Park. During his nearly two-decade career at engineering firms AECOM and Kimley-Horn, Aaron has built a strategic financial planning practice serving multiple transit and intercity rail agencies across the U.S. and Canada in the areas of activity-based cost modeling, transit asset management, and financial planning. His work on the development of several cost-based models for Amtrak's Northeast Corridor and state-supported services has impacted billions of dollars of operating costs over the past decade. His work on asset management has enabled agencies better articulate the need for millions of dollars of more transportation funding to bring their assets back into a state of good repair. For these and many other professional achievements, Aaron was recognized as a "Top 40 Under 40" by the industry publication *Mass Transit* in 2017.

Aaron lives in Washington D.C. with his husband, Barrett. In his spare time, Aaron is a CrossFit enthusiast and loves to travel to warm and sunny locations.



Robert J. Selsor, *Missouri '82*

Bob was active in his chapter as an undergraduate and served as a mentor to younger members before graduation. After receiving a bachelor's degree in economics and a law degree, Bob represented the United States as a Fulbright Scholar to New Zealand. Upon his return, he joined the Zeta Phi Chapter house corporation while still in his mid-twenties and then spearheaded a capital campaign to replace the chapter's aging 1910 annex.

Bob became president of the house corporation and served in that capacity for seven years. He served on the board of that entity for a total of 17 years. In the late 1980's, he participated in drafting Missouri's anti-hazing statute. In 1989, he proposed and created a public educational foundation for the chapter that has now raised over \$9 million for Zeta Phi. He served as president of the chapter foundation for 22 years. In 2022, with Steve Gardner, *Missouri '79*, he proposed and incorporated the Mizzou Greek Alliance, Inc., an organization now including 17 fraternity chapters at the University of Missouri that exists to promote "best practices" among Greek organizations and to provide training and education to undergraduates and advisors on such diverse topics as hazing, substance abuse, mental health, and fire safety. Bob authored and narrated a 26-minute video on hazing that has now been viewed over 1,200 times on YouTube. In 2023, he co-authored a chapter advisor guidebook with the Piazza Center at Penn State and researchers from SUNY.

In his career Bob practices in a specialty area known as fiduciary litigation, which involves disputes over trusts, estates, trustees and guardianships. He initially clerked for federal district judge Stephen N. Limbaugh, Sr., *Missouri '51* before going into private practice. He was Practice Group Chairman of a national law firm until 2022 and now works with a boutique estate firm. He is ranked Band 1 in his practice area by the Chambers Organization of London.

Bob's Beta sweetheart, Susan, is a member of Gamma Phi Beta Sorority and his son, Grayson, is a junior in the Missouri chapter. His brother, Grant, was a member of Lambda Chi Alpha Fraternity and his stepbrother, Jean Paul Bradshaw, was chapter president of the Zeta Phi Chapter. Bob recites that, outside of family, nothing in his life has impacted him more than his association with the Fraternity.

Bob's Beta ties run deep. He sees this role as a chance to give back.

185th General Convention Legislation Proposals (2024)

1. Basic Information

1. Your full name

Kendall "Ken" Bryan

2. Your chapter

Massachusetts Institute of Technology/Beta Upsilon

3. Your graduation year (use 4 digits, ex: 2021)

1988

4. Your email address

kenbryan05@gmail.com

5. Please list other sponsors (if any). Include full name, chapter (please use campus name), and graduation year

Mike Feinstein, MIT '82
Mike Okenquist, Villanova '94
Peter Darrow, Miami (FL) '09
Ethan Turner, Wisconsin-Oshkosh '12
Ryan Bybee, Iowa '24

6. Title of your proposal

Transportation Reimbursement for Voting Delegates to Convention

7. List the Article(s), Chapter(s), and/or section(s) of The Code of Beta Theta Pi or other governing documents affected

Laws, Chapter 1, Section 2C: Expenses of Convention Delegates

8. Write out your proposal for new, revised or deleted language in The Code (or other governing document)

C. Expenses of Convention Delegates: During the General Convention the Chief Executive Officer shall reimburse each registered voting delegate, whose fees and assessments have been paid in full, for transportation from his home in the United States or Canada (as shown on the records of the General Fraternity) to the place of the Convention and return. The reimbursement rate will be the U.S. Internal Revenue Service standard mileage rate for charity use of a personal car as of May 1 of the convention year. Any outstanding convention fees owed by the delegate shall be deducted from his travel expense reimbursement.

- a. If the Kettering chapter sends two delegates to Convention, each delegate shall be reimbursed for his transportation expenses as provided above.
- b. If a voting delegate's home is outside the United States or Canada, the CEO will determine a fair and reasonable transportation reimbursement.
- c. Voting delegates also serving as General Fraternity Officers or in other volunteer roles may only receive one transportation reimbursement per General Convention.

9. Write 1 - 2 paragraphs of analysis or justification for your proposal (you also may attach a file using the link below)

The reimbursement rate is documented in the Laws and requires a vote of the General Convention to change it. The current reimbursement rate of 9 cents/mile has not changed since 2011 and is well below the current U.S. I.R.S. rate of 14 cents/mile. Linking the reimbursement rate to the U.S. I.R.S. standard mileage rate for charity use of a personal car will allow it to change over time without requiring action by the General Convention. The U.S. I.R.S. mileage rate is a widely used and well accepted standard. The Canada Revenue Agency does not have a standard mileage rate for charity use of a personal car, so the U.S. I.R.S. rate will be used, adjusted by the exchange rate.

Expanding this provision to include all voting delegates, from chapters and recognized alumni associations, is equitable and supports Beta Theta Pi's strategic priority of increasing alumni engagement.

If approved by the 185th General Convention, this change will be in effect for the 186th General Convention.

10. If you prefer, you may attach your justification using this link (please use a PDF or Word document)

11. How will your proposal benefit undergraduate chapters and collegiate and alumni members, now and in the future?

Inflation has been high the last few years and the reimbursement rate has not changed in over a decade. Bringing the reimbursement rate up to standard with the rest of the non-profit world will aid in breaking down barriers that could be holding brothers back from making the trip to convention. Giving every voting delegate a greater opportunity to attend the convention will also aid our chapters and alumni associations as a whole. This proposal also reflects our core value of mutual assistance.

Linking Beta's reimbursement rate to the U.S. I.R.S rate eliminates the need for the General Convention delegates to spend their valuable time reviewing and updating a small administrative detail and increases the rate to a widely used and accepted standard.

Reimbursing Alumni Association as well as chapter voting delegates treats both equally. Beta's mission and vision both include references to lifelong brotherhood and lifelong service to the Fraternity. Alumni Engagement is one of Beta Theta Pi's strategic initiatives, which states that Beta "will invest in programs and services aimed at engaging alumni...at all levels through volunteerism and financial support." Providing General Convention travel reimbursement to the voting delegates of Alumni Associations is one small step in furthering these men to volunteer and support our Fraternity.

12. How is your proposal aligned with Beta Theta Pi's mission, vision and values?

Linking Beta's reimbursement rate to the U.S. I.R.S rate increases the rate to a widely used and accepted standard. This is a fair and equitable way to reimburse our voting delegates to the General Convention while encouraging them to attend in person and participate in active governance of our fraternity.

185th General Convention Legislation Proposals (2024)

1. Basic Information

1. Your full name

Micah Mudlaff

2. Your chapter

George Mason University/Epsilon Mu

3. Your graduation year (use 4 digits, ex: 2021)

2020

4. Your email address

mudlaffmicah@gmail.com

5. Please list other sponsors (if any). Include full name, chapter (please use campus name), and graduation year

Aras Troy, George Mason, 2019
Nick Priebe, George Mason, 2020
Brennan Maynard, George Mason, 2020
Ryan Tucker, George Mason, 2021
Jackson Avery, George Mason, 2022
Albert Doorfee, George Mason, 2022
Andrew Frohmiller, George Mason, 2023
Von Henson, George Mason, 2024
Adam Wallace, George Mason, 2025
Ali Motamedi, George Mason, 2025
Michael Smith, George Mason, 2025
Pat Ploypairaoh, George Mason, 2027
Nasser Aldawsari, George Mason, 2027

6. Title of your proposal

Eliminating Conflicts of Interest within the Administrative Office Staff

7. List the Article(s), Chapter(s), and/or section(s) of The Code of Beta Theta Pi or other governing documents affected

The Code of Beta Theta Pi, Chapter 5, Section 1
This proposal inserts subsection D.

8. Write out your proposal for new, revised or deleted language in The Code (or other governing document)

D. The role of Chief Executive Officer may not be held concurrently with other Administrative Office staff positions, to include General Counsel.

9. Write 1 - 2 paragraphs of analysis or justification for your proposal (you also may attach a file using the link below)

As Brothers, we hold to a set of principles that guide our everyday interactions, including trust, responsible conduct, and integrity. Just as we all strive to live out these values in our lives, we also believe these principles govern our brotherhood and our organization. Integrity is not just about doing what is right when nobody is looking, it is also about maintaining a standard that is above reproach. That is, avoiding the appearance of, or potential for, wrongdoing. We take pride in being members of an organization committed to ensuring openness, honesty, and transparency both internally and outwardly. It is why we publish our constitution and laws, it is why we are committed to a 100% hazing-free pledge program, and why we adopted the Men of Principle initiative over two decades ago. These actions are deliberate choices we make to ensure the character of our institution represents the values of our members.

We are obligated by these shared values to hold our brothers, chapters, and officers to a high standard. Without assuming any ill-intent or wrongdoing by any member of our brotherhood, we nevertheless have a duty to avoid any appearance of perversity.

Since 2022, the duties and responsibilities of the Fraternity CEO have been enumerated in Chapter 5, Section 1 of the Laws. These duties are designed to ensure order, consistency, and effectiveness in the Administrative Office and were adopted by the 183rd General Convention for these reasons. Over the past several years, numerous items of importance have been presented to the General Convention for consideration. In some instances, the Chief Executive Officer of the fraternity has presented opinions to the convention with the assurance legal advice and guidance have been sought out prior to the proposal and due consideration of these items. Currently, the positions of CEO and General Counsel are held by the same individual. Because the primary responsibility of the General Counsel is to provide legal advice to the President, CEO, and other officers of an organization, this has created a situation where the CEO is advising himself on legal matters, the consequences of which extend far beyond the convention hall, but to the administration of the risk management program, insurance program, and the adoption of necessary policies and procedures of the fraternity, among other things. These responsibilities are fitting for a CEO, but an organization's General Counsel should offer independent advice and counsel on these matters. Notwithstanding the merit or skill of any individual on the Administrative Office staff, it is clear that an arrangement which does not provide for the independence of these offices has created a conflict of interest that would not be acceptable in other institutions. A Governor and Attorney General are not the same person, nor are the CEO and General Counsel at private businesses and non-profits, even if the CEO has a legal background. As such, this proposal does not impact the ability of any qualified officer, including the CEO, to assist with litigation activities. Rather, it ensures accountability, checks and balances, and diversity of opinion within our leadership. While many Greek organizations do not employ a specialized position for litigation activities (which suggests a strong preference for utilizing outside counsel), this legislation is consistent with best practices of peer-organizations who do, including Lamda Chi Alpha, Chi Omega, and Alpha Phi Alpha. This amendment presumes no wrong doing by any current member of the Administrative Office staff, but it does ensure our staff uphold our core values and remain above reproach, particularly at the highest levels of our organization.

10. If you prefer, you may attach your justification using this link (please use a PDF or Word document)

[Eliminating Conflicts of Interest on Administrative Office staff - Final.pdf](#)

11. How will your proposal benefit undergraduate chapters and collegiate and alumni members, now and in the future?

The proposal sets a standard of responsible conduct which will provide a positive example to our members, particularly those in leadership positions. It will demonstrate tangible ways in which leaders promote integrity and trust with checks and balances within their organizations, with the added bonus of inviting a wide and diverse range of ideas to the forefront of discussions on important matters of the fraternity, by ensuring these key positions are held by different individuals. These perspectives will, from time to time, be presented to our collegiate and alumni members in the convention hall, and they will benefit from the consideration of multiple, independent voices.

12. How is your proposal aligned with Beta Theta Pi's mission, vision and values?

The proposal promotes integrity, trust, and responsible conduct at the highest and most public levels of our leadership.

Proposal

Eliminating Conflicts of Interest within the Administrative Office Staff

Amends: The Code of Beta Theta Pi, Chapter 5, Section 1, Addition of Subsection D:

Text:

CHAPTER V CHIEF EXECUTIVE OFFICER

SECTION 1. *Duties of the Chief Executive Officer:*

- A.** The Chief Executive Officer of the fraternity shall serve as the chief staff officer and shall supervise and direct the Administrative Office staff.
- B.** The Chief Executive Officer shall report directly to the General Secretary, subject to the authority of the Board of Trustees. The Board of Trustees shall develop and maintain policies and protocols related to the authority, supervision and evaluation of the Chief Executive Officer.
- C.** The Chief Executive Officer shall perform such tasks and duties as are delegated to him by the Board of Trustees including, but not limited to, the implementation of the Fraternity's strategic plan, implementation of an annual budget and associated financial reporting, administration of the risk management and insurance program, administration of fraternity communications, administration of chapter and volunteer support initiatives and adoption of necessary policies and procedures to guide the Administrative Office staff.

Add the following text:

“**D.** The role of Chief Executive Officer may not be held concurrently with other Administrative Office staff positions, to include General Counsel.”

Justification:

As Brothers, we hold to a set of principles that guide our everyday interactions, including trust, responsible conduct, and integrity. Just as we all strive to live out these values in our lives, we also believe these principles govern our brotherhood and our organization. Integrity is not just about doing what is right when nobody is looking, it is also about maintaining a standard that is above reproach. That is, avoiding the appearance of, or potential for, wrongdoing. We take pride in being members of an organization committed to ensuring openness, honesty, and transparency both internally and outwardly. It is why we publish our constitution and laws, it is why we are committed to a 100% hazing-free pledge program, and why we adopted the Men of Principle initiative over two decades ago. These actions are deliberate choices we make to ensure the character of our institution represents the values of our members.

We are obligated by these shared values to hold our brothers, chapters, and officers to a high standard. Without assuming any ill-intent or wrongdoing by any member of our brotherhood, we nevertheless have a duty to avoid any appearance of perversity.

Since 2022, the duties and responsibilities of the Fraternity CEO have been enumerated in Chapter 5, Section 1 of the Laws. These duties are designed to ensure order, consistency, and effectiveness in the Administrative Office and were adopted by the 183rd General Convention for these reasons. Over the past several years, numerous items of importance have been presented to the General Convention for consideration. In some instances, the Chief Executive Officer of the fraternity has presented opinions to the convention with the assurance legal advice and guidance have been sought out prior to the proposal and due consideration of these items.¹ Currently, the positions of CEO and General Counsel are held by the same individual. Because the primary responsibility of the General Counsel is to provide legal advice to the President, CEO, and other officers of an organization, this has created a situation where the CEO is advising himself on legal matters, the consequences of which extend far beyond the convention hall, but to the administration of the risk management program,

¹ See: 184th General Convention Legislation Meeting Minutes, Section 45

insurance program, and the adoption of necessary policies and procedures of the fraternity, among other things. These responsibilities are fitting for a CEO, but an organization's General Counsel should offer independent advice and counsel on these matters. Notwithstanding the merit or skill of any individual on the Administrative Office staff, it is clear that an arrangement which does not provide for the independence of these offices has created a conflict of interest that would not be acceptable in other institutions. A Governor and Attorney General are not the same person, nor are the CEO and General Counsel at private businesses and non-profits, *even if the CEO has a legal background*. As such, this proposal does not impact the ability of any qualified officer, including the CEO, to assist with litigation activities. Rather, it ensures accountability, checks and balances, and diversity of opinion within our leadership. While many Greek organizations do not employ a specialized position for litigation activities (which suggests a strong preference for utilizing outside counsel), this legislation is consistent with best practices of peer-organizations who do, including Lamda Chi Alpha, Chi Omega, and Alpha Phi Alpha.² This amendment presumes no wrong doing by any current member of the Administrative Office staff, but it does ensure our staff uphold our core values and remain above reproach, particularly at the highest levels of our organization.

² Lamda Chi Alpha employs a Chief Legal Officer on their administrative office staff who is independent of the Chief Executive Officer.

185th General Convention Legislation Proposals (2024)

1. Basic Information

1. Your full name

Jacob Tidwell

2. Your chapter

East Carolina University/Epsilon Alpha

3. Your graduation year (use 4 digits, ex: 2021)

2004

4. Your email address

jacob.tidwell@beta.org

5. Please list other sponsors (if any). Include full name, chapter (please use campus name), and graduation year

6. Title of your proposal

Standardize Chapter Officer Structure and Duties

7. List the Article(s), Chapter(s), and/or section(s) of The Code of Beta Theta Pi or other governing documents affected

Chapter VII The Chapters, Section 2. Officers: The officers of each chapter shall be collegiate members as defined by Chapter VIII, Section 1(B)(a) in good standing and regularly enrolled in the college or university at which the chapter is located, consisting of at least a president, secretary, pledge educator, risk manager, recruitment chair, alumni relations chair and treasurer. The President of each chapter shall be responsible for safekeeping all property of the General Fraternity loaned to his chapter.

There are also subsequent chapter officer title references elsewhere in the Code that will require updates upon adoption of this proposal.

8. Write out your proposal for new, revised or deleted language in The Code (or other governing document)

Proposed change:

UPDATED Section 2. Chapter Officer Eligibility: The officers of each chapter shall be collegiate members as defined by Chapter VIII, Section 1(B)(a). At the time of their election and for the entirety of their term, each chapter officer must be in good standing and regularly enrolled in the college or university at which the chapter is located.

NEW Section 3. Chapter Officer Titles, Structure, and Duties: The titles, structure, and duties of the president, vice presidents, and chairmen will be in accordance with the officer structure approved by the Board of Trustees. Chapters may bolster the established structure with officer roles unique to their chapter or campus needs, but roles may not conflict with the established titles, structure, or duties.

UPDATED SECTION 4. Accounting System: The chapter shall promptly collect all dues and assessments levied by the chapter or by the Convention. The chapter shall keep accurate account thereof in accordance with the Chapter Accounting Standards or other Board of Trustees approved compliance options. The chapter shall be responsible for the collection and immediate payment of General Fraternity fees, as set forth in Chapter XII, of the Laws.

UPDATED SECTION 5. Books; Inspection and Audit: The books of the chapter or chapter officers handling money shall at all times be open to the inspection and audit of the General Treasurer, the District Chief, the General Convention or the designee of any of these.

9. Write 1 - 2 paragraphs of analysis or justification for your proposal (you also may attach a file using the link below)

The current language within the Code of Beta Theta Pi is outdated based on current chapter operations throughout the domain. Additionally, having deeply specific details in this area of the Code does not allow the Fraternity to be innovative or flexible with certain officer roles year to year. Further, requiring all of Beta Theta Pi's chapters to follow a standard officer format will allow the General Fraternity an Administrative Office to deliver training, education, and resources to exactly the right person and role(s). This effort seeks to eliminate confusion about who should attend certain General Fraternity programs and is a best practice throughout the fraternity and sorority industry.

10. If you prefer, you may attach your justification using this link (please use a PDF or Word document)

[Proposed Language Chapter VII The Chapters Officer Structure.pdf](#)

11. How will your proposal benefit undergraduate chapters and collegiate and alumni members, now and in the future?

This proposal will allow chapters and collegiate members to better communicate with their peers, as officer positions and responsibilities will be consistent from chapter to chapter. Requiring all of Beta Theta Pi's chapters to follow a standard officer format will also improve the General Fraternity an Administrative Office's ability to deliver training, education, and resources to exactly the right person and role(s), which will benefit chapters and officers.

12. How is your proposal aligned with Beta Theta Pi's mission, vision and values?

In our mission to "Develop men of principle for a principled life", our promise to members is that their collegiate experience will better prepare them for their life and career after college. By providing adequate structure and responsibilities for chapter officers throughout the domain, Beta will better prepare those officers and the members they serve to join the world of work which operates on a similar officer structure. As the "Leadership Fraternity", this effort will also allow the General Fraternity to better market and communicate our leadership development opportunities, whether at the local chapter level or by participating in focused Fraternity leadership development programs.

CHAPTER VII THE CHAPTERS

SECTION 1. *Chapter Name:*

- A. *Full Name:* The full name of each chapter shall be in the following form: the Miami chapter, the Alpha of Beta Theta Pi; the University of Michigan chapter, the Lambda of Beta Theta Pi; the St. Lawrence chapter, the Beta Zeta of Beta Theta Pi.
- B. *Procedure for Naming Chapters:* Chapters hereafter established shall be named in Greek alphabetical sequence. After the Greek alphabet has been exhausted chapters shall be given double letter Greek names also in alphabetic sequence. A convention which grants a charter to an inactive chapter whose chapter designation has been taken by another chapter and in other extraordinary circumstances deemed appropriate by such convention, may grant a special designation out of the preceding sequence when granting the charter to such chapter.

Colonies chartered at the same convention shall be named in order of their longevity as a colony, with the oldest colony being named first. Should a chapter become inactive, its designation and its position on the roll of chapters shall remain intact, and its charter, records and archives shall be held by the Administrative Office.

SECTION 2. *Chapter Officers Eligibility:* The officers of each chapter shall be collegiate members as defined by [Chapter VIII, Section 1\(B\)\(a\)](#). ~~At the time of their election and for the entirety of their term, each chapter officer must be in good standing and regularly enrolled in the college or university at which the chapter is located, consisting of at least a president, secretary, pledge educator, risk manager, recruitment chair, alumni relations chair and treasurer.. The President of each chapter shall be responsible for safekeeping all property of the General Fraternity loaned to his chapter.~~

Section 3. *Chapter Officer Titles, Structure, and Duties:* The titles, structure, and duties of the president, vice presidents, and chairmen will be in accordance with the officer structure approved by the Board of Trustees.

SECTION 34. *Treasurer; Accounting System:* The ~~treasurer~~ chapter shall promptly collect all dues and assessments levied by the chapter or by the Convention. ~~He~~ The chapter shall keep accurate account thereof in accordance with the [Chapter Accounting Standards](#) or other Board of Trustees approved compliance options. ~~He~~ The chapter shall be responsible for the collection and immediate payment of General Fraternity fees, as set forth in [Chapter XII](#), of the Laws.

SECTION 45. *Books; Inspection and Audit:* The books of the chapter ~~treasurer~~ or ~~those of other~~ chapter officers handling money shall at all times be open to the inspection and audit of the General Treasurer, the District Chief, the General Convention or the designee of any of these.

SECTION 56. *Chapter Roll:* Each chapter shall keep a roll, in the uniform official roll book of the fraternity, with entries in the order of initiation or transfer, beginning with the charter

members. A number once assigned to a member shall not thereafter be changed. All entries recorded must also be submitted to the Administrative Office on the [prescribed form](#).

SECTION 67. *Chapter Reporting:* The chapter shall conduct timely official correspondence and reporting to the Administrative Office. The Administrative Office will inform the chapter of the required method to transmit such reports.

- A. Within 72 hours of election to notify the Administrative Office of the names of all officers of the chapter;
- B. Send to the Administrative Office within 72 hours after initiation, an initiation report of each initiate, and within 72 hours of date of pledge induction, the notice of admission of each affiliate;
- C. Report to the General Secretary and Administrative Office each expulsion or resignation from the fraternity including [supporting documentation](#). See Discipline [Chapter XIII, Section 4](#) for reporting requirements of Trial By Chapter;
- D. Report Risk Management [incidents](#) with 24 hours of the chapter being made aware of such incident;
- E. Send promptly to the editor of the fraternity magazine all items of interest relating to the welfare, progress and contemporary history of the chapter, and to see that all requests sent by the editor are answered promptly;
- F. Update names and addresses of alumni in the General Fraternity directory;
- G. Make such other reports as may be required by the General Secretary, Board of Trustees, Administrative Office or District Chief.

185th General Convention Legislation Proposals (2024)

1. Basic Information

1. Your full name

Jacob Tidwell

2. Your chapter

East Carolina University/Epsilon Alpha

3. Your graduation year (use 4 digits, ex: 2021)

2004

4. Your email address

jacob.tidwell@beta.org

5. Please list other sponsors (if any). Include full name, chapter (please use campus name), and graduation year

6. Title of your proposal

Standardize Chapter Officer Elections

7. List the Article(s), Chapter(s), and/or section(s) of The Code of Beta Theta Pi or other governing documents affected

Chapter VII The Chapters - This proposal would insert new sections related to the timing and execution of chapter officer elections

8. Write out your proposal for new, revised or deleted language in The Code (or other governing document)

Proposed changes:

NEW Section 3. Chapter Officer Terms: All chapter officers will serve a term of one full calendar year, from January to December, beginning on the date selected by each chapter. Each officer term must officially begin no later than January 15 of each year.

NEW Section 4. Chapter Officer Elections: All chapter officers must be confirmed by a majority of voting chapter members no later than November 15 of each year. Reporting of chapter officers must be in accordance with Chapter VII Section 9(A).

NEW Section 5. Exceptions to Chapter Officer Terms and Elections: Exceptions to these requirements may be requested of the General Secretary or his designee.

A. A request for an exception must be submitted in writing, utilizing the form or process established by the Administrative Office.

B. The chapter's request must cite the specific rule(s) or regulation(s) of their host institution that requires an altered officer term.

C. If an exception is granted by the General Secretary or his designee, updated chapter officer terms, election deadlines, and reporting deadlines will be established for the chapter.

9. Write 1 - 2 paragraphs of analysis or justification for your proposal (you also may attach a file using the link below)

Each year, chapters throughout the domain conduct a wide variety of chapter officer election processes, including vast differences in how nominations, speeches, slates, selection, etc. are managed, all of which occur on a wide variety of timelines. These differences in chapter officer elections infuses variety in chapter operations that is frequently a detriment to the General Fraternity, as it creates differences between chapters and results in hardship in the delivery of officer education, General Fraternity programs, and communication with chapters.

10. If you prefer, you may attach your justification using this link (please use a PDF or Word document)

[Proposed Language Chapter VII The Chapters Officer Elections.pdf](#)

11. How will your proposal benefit undergraduate chapters and collegiate and alumni members, now and in the future?

This proposal will ensure chapter officers are appropriately elected and reported on a timeline that aligns with the General Fraternity's winter leadership development programs. This change will provide more time between chapter officer elections and the execution of programs, which will positively impact chapter operations such as budgeting, calendar planning, confirming substitutions for attendees, etc. This proposal will also positively impact the General Fraternity's ability to communicate with the appropriate officer(s) in advance of a program, to ensure they have accurate information on event logistics, expectations, registration fees, etc. Finally, this will ensure the critical operation of electing chapter officers occurs prior to significant holidays, final exams, commencement, and other end-of-term activities.

12. How is your proposal aligned with Beta Theta Pi's mission, vision and values?

This effort to standardize chapter officer elections will allow us to build on several Fraternity concepts and values. First, our focus on the cultivation of the intellect will allow this critical chapter operation (officer elections) to occur earlier and avoid negatively impacting our members as they navigate the holidays, final exams, and end-of-term responsibilities. In our mission to "Develop men of principle for a principled life", our promise to members is that their collegiate experience will better prepare them for their life and career after college. By providing adequate structure for chapter officer elections throughout the domain, Beta will better prepare those officers and the members they serve to join the world of work which operates with similar structures. As the "Leadership Fraternity", this effort will also allow the General Fraternity to better market and communicate our leadership development opportunities, whether at the local chapter level or by participating in focused Fraternity leadership development programs.

CHAPTER VII THE CHAPTERS

SECTION 1. *Chapter Name:*

- A. *Full Name:* The full name of each chapter shall be in the following form: the Miami chapter, the Alpha of Beta Theta Pi; the University of Michigan chapter, the Lambda of Beta Theta Pi; the St. Lawrence chapter, the Beta Zeta of Beta Theta Pi.
- B. *Procedure for Naming Chapters:* Chapters hereafter established shall be named in Greek alphabetical sequence. After the Greek alphabet has been exhausted chapters shall be given double letter Greek names also in alphabetic sequence. A convention which grants a charter to an inactive chapter whose chapter designation has been taken by another chapter and in other extraordinary circumstances deemed appropriate by such convention, may grant a special designation out of the preceding sequence when granting the charter to such chapter.
- C. Colonies chartered at the same convention shall be named in order of their longevity as a colony, with the oldest colony being named first. Should a chapter become inactive, its designation and its position on the roll of chapters shall remain intact, and its charter, records and archives shall be held by the Administrative Office.

SECTION 2. *Officers:* The officers of each chapter shall be collegiate members as defined by [Chapter VIII, Section 1\(B\)\(a\)](#) in good standing and regularly enrolled in the college or university at which the chapter is located, consisting of at least a president, secretary, pledge educator, risk manager, recruitment chair, alumni relations chair and treasurer.. The President of each chapter shall be responsible for safekeeping all property of the General Fraternity loaned to his chapter.

SECTION 3. *Chapter Officer Terms:* All chapter officers will serve a term of one full calendar year, from January to December, beginning on the date selected by each chapter. Each officer term must officially begin no later than January 15 of each year.

Section 4. *Chapter Officer Elections:* All chapter officers must be confirmed by a majority of voting chapter members no later than November 15 of each year. Reporting of chapter officers must be in accordance with Chapter VII Section 9(A).

Section 5. *Exceptions to Chapter Officer Terms and Elections:* Exceptions to these requirements may be requested of the General Secretary or his designee.

- A. A request for an exception must be submitted in writing, utilizing the form or process established by the Administrative Office.
- B. The chapter's request must cite the specific rule(s) or regulation(s) of their host institution that requires an altered officer term.
- C. If an exception is granted by the General Secretary or his designee, updated chapter officer terms, election deadlines, and reporting deadlines will be established for the chapter.

SECTION 36. *Treasurer; Accounting System:* The treasurer shall promptly collect all dues and assessments levied by the chapter or by the Convention. He shall keep accurate account thereof in accordance with the [Chapter Accounting Standards](#) or other Board of Trustees approved compliance options. He shall be responsible for the collection and immediate payment of General Fraternity fees, as set forth in [Chapter XII](#), of the Laws.

SECTION 47. *Books; Inspection and Audit:* The books of the chapter treasurer or those of other chapter officers handling money shall at all times be open to the inspection and audit of the General Treasurer, the District Chief, the General Convention or the designee of any of these.

SECTION 58. *Chapter Roll:* Each chapter shall keep a roll, in the uniform official roll book of the fraternity, with entries in the order of initiation or transfer, beginning with the charter members. A number once assigned to a member shall not thereafter be changed. All entries recorded must also be submitted to the Administrative Office on the [prescribed form](#).

SECTION 69. *Chapter Reporting:* The chapter shall conduct timely official correspondence and reporting to the Administrative Office. The Administrative Office will inform the chapter of the required method to transmit such reports.

- A. Within 72 hours of election to notify the Administrative Office of the names of all officers of the chapter;
- B. Send to the Administrative Office within 72 hours after initiation, an initiation report of each initiate, and within 72 hours of date of pledge induction, the notice of admission of each affiliate;
- C. Report to the General Secretary and Administrative Office each expulsion or resignation from the fraternity including [supporting documentation](#). See Discipline [Chapter XIII, Section 4](#) for reporting requirements of Trial By Chapter;
- D. Report Risk Management [incidents](#) with 24 hours of the chapter being made aware of such incident;
- E. Send promptly to the editor of the fraternity magazine all items of interest relating to the welfare, progress and contemporary history of the chapter, and to see that all requests sent by the editor are answered promptly;
- F. Update names and addresses of alumni in the General Fraternity directory;
- G. Make such other reports as may be required by the General Secretary, Board of Trustees, Administrative Office or District Chief.

185th General Convention Legislation Proposals (2024)

1. Basic Information

1. Your full name

Ethan Bell

2. Your chapter

University of Wisconsin-Oshkosh/Zeta Zeta

3. Your graduation year (use 4 digits, ex: 2021)

2016

4. Your email address

ethan.bell@beta.org

5. Please list other sponsors (if any). Include full name, chapter (please use campus name), and graduation year

6. Title of your proposal

Member Recusal Clause

7. List the Article(s), Chapter(s), and/or section(s) of The Code of Beta Theta Pi or other governing documents affected

- Chapter VIII Statuses, Section 1 Status of Members, A. General Categories
- Chapter VIII Statuses, Section 1 Status of Members, B. Definitions

The proposal would add a status "Recused Member".

8. Write out your proposal for new, revised or deleted language in The Code (or other governing document)

Proposed Changes:

NEW Chapter VIII Statuses, Section 1 Status of Members, A. General Categories (e) A Recused Member

NEW Chapter VIII Statuses, Section 1 Status of Members, B. Definitions (e) Recused Member: A collegiate member who recuses himself from all fraternity activities temporarily suspending his involvement during investigations into alleged misconduct.

1. All collegiate members agree to voluntarily recuse themselves from all fraternity activities upon the request of the chapter's Executive Board, Kai Committee or an authorized representative of the General Fraternity in the event they are accused of any violation of law or university misconduct.

2. The recusal of a member shall not change the financial obligation of such member or the member's chapter to the General Fraternity.

3.. The collegiate member will automatically be reinstated as a member in good standing if, after 30 days, neither the chapter nor the member are informed by law enforcement, court, or the university that they are under investigation or charged with any violation of law or university misconduct.

4. If the chapter or the member is informed that they are under investigation or charged with any violation of law or university misconduct, the member will continue their recusal until such time as investigation(s) and adjudication(s) have concluded at which time the recused member may petition for reinstatement by the chapter and General Fraternity. Petitions for reinstatement must be written and made to the chapter's Executive Board to be referred to and heard by the Kai Committee.

All subsections impacted will take the next letter or number, no sections are being removed (e.g., Expelled Members and Expulsions will be listed under section (f)).

9. Write 1 - 2 paragraphs of analysis or justification for your proposal (you also may attach a file using the link below)

The organization has been demanding clear direction for members who have been accused of misconduct for years. This proposal would live in the membership status section of the code and would be identified as a window of time for members to automatically recuse themselves from membership when under active investigation. This status would be automatic and give chapters clear guidance of what to do if a member is accused of misconduct that must be investigated outside the chapter setting (sexual misconduct, significant crimes, etc.). This change will give chapters a better opportunity to maintain a positive relationship of the member with the chapter while responding to the individual(s) alleging misconduct.

10. If you prefer, you may attach your justification using this link (please use a PDF or Word document)

[Member Recusal Clause Redlined Copy.pdf](#)

11. How will your proposal benefit undergraduate chapters and collegiate and alumni members, now and in the future?

This status would be automatic and give chapters clear guidance of what to do if a member is accused of misconduct that must be investigated outside the chapter setting (sexual misconduct, significant crimes, etc.). This will give chapters a better opportunity to maintain a positive relationship of the member with the chapter while responding to the individual(s) alleging misconduct.

12. How is your proposal aligned with Beta Theta Pi's mission, vision and values?

Beta Theta Pi prides itself on adhering to the value of Responsible Conduct. Holding members accountable to their action is incredibly important but must be done so in a fair way and one that doesn't ostracize our brothers. Providing clear paths for accountability is the best way to mutually assist our members.

CHAPTER VIII STATUSES

SECTION 1. *Status of Members:*

A. General Categories: Every member of the fraternity will be either:

- (a) A Collegiate Member; or
- (b) A Temporarily Inactive Member; or,
- (c) An Alumnus Member; or,
- (d) A Suspended Member
- (e) A Recused Member

B. *Definitions:*

(a) Collegiate Member:

i. Every member will be considered a collegiate member until:

1. he graduates from the college or university at which his chapter is established unless he elects to continue as a collegiate member while enrolled in a professional or graduate school of an institution where there is an established chapter of Beta Theta Pi
2. he permanently leaves the college or university at which his chapter is established unless he transfers to another chapter.
3. he is designated an alumnus member by the Board of Trustees or the General Convention.

(b) Temporarily Inactive Member: A member of the fraternity who would otherwise be a Collegiate member may become temporarily inactive for any of the following reasons:

1. Study abroad, internships or co-ops away from the city where the institution is located,
 2. Missionary work required by his educational institution,
 3. Financial hardship, provided the number of members of any chapter who may become temporarily inactive because of financial hardship during any academic term shall be limited to three per chapter/colony, or
 4. Withdrawal from the college or university at which the chapter is established which is not considered permanent.
- ii. Procedure to become Temporarily Inactive: Temporarily inactive status may be granted to a member if the chapter president reports to the Administrative Office the chapter has approved the temporary inactive status, specifies how the member qualifies for such status and certifies the member is not paying the chapter any type of dues or fees for the period of

inactive status or participating in any other fraternity activities. Temporarily inactive status can only be granted for one term at a time and automatically terminates at the end of such period. Such status may be revoked by the General Secretary, District Chief or Administrative Office upon receipt of information showing grounds for such status did not exist, and any revocation shall be effective at the beginning of the period for which the status was granted. Revocation of temporarily inactive status may be appealed to the Board of Trustees.

- (c) **Alumnus Member:** An alumnus member is a member of the fraternity who is no longer a collegiate member and is also not temporarily inactive, suspended, resigned or expelled.
- (d) **Suspended Member:** A suspended member is a member of the fraternity whose rights and privileges of association in the fraternity have been suspended for a specific period of time as a result of a disciplinary proceeding. At the end of the period of suspension, the member's status returns to the status he had prior to suspension. The suspension of a member shall not change the financial obligation of such member or the member's chapter to the General Fraternity, and as such in [Laws Chapter XII](#) the term collegiate member includes those in suspended status.
- (e) **Recused Member:** A collegiate member who recuses himself from all fraternity activities temporarily suspending his involvement during investigations into alleged misconduct.
 1. All collegiate members agree to voluntarily recuse themselves from all fraternity activities upon the request of the chapter's Executive Board, Kai Committee or an authorized representative of the General Fraternity in the event they are accused of any violation of law or university misconduct.
 2. The recusal of a member shall not change the financial obligation of such member or the member's chapter to the General Fraternity.
 3. The collegiate member will automatically be reinstated as a member in good standing if, after 30 days, neither the chapter nor the member are informed by law enforcement, court, or the university that they are under investigation or charged with any violation of law or university misconduct.
 4. If the chapter or the member is informed that they are under investigation or charged with any violation of law or university misconduct, the member will continue their recusal until such time as investigation(s) and adjudication(s) have concluded at which time the recused member may petition for reinstatement by the chapter and General Fraternity. Petitions for reinstatement must be written and made to the chapter's Executive Board to be referred to and heard by the Kai Committee.

- (f) *Expelled Members and Expulsion:* A man who is expelled from Beta Theta Pi ceases to be a member of the Fraternity. Once the expulsion is final, his name will be canceled from the roll in the manner prescribed in [Chapter V, Section 1, Part B](#) of the Laws.

185th General Convention Legislation Proposals (2024)

1. Basic Information

1. Your full name

Ethan Bell

2. Your chapter

University of Wisconsin-Oshkosh/Zeta Zeta

3. Your graduation year (use 4 digits, ex: 2021)

2016

4. Your email address

ethan.bell@beta.org

5. Please list other sponsors (if any). Include full name, chapter (please use campus name), and graduation year

6. Title of your proposal

Chapter Reorganizations

7. List the Article(s), Chapter(s), and/or section(s) of The Code of Beta Theta Pi or other governing documents affected

- Chapter VIII, Section 2, Part B(c)

Current Language:

(2) Definition of a Chapter Under Reorganization: A chapter under reorganization is one which is being reorganized under the order of the General Secretary, the Board of Trustees or the General Convention to determine which members are willing to follow the standards and principles of Beta Theta Pi. The charter of a chapter Under Reorganization shall, by virtue of such designation, be suspended. As a part of the reorganization some Collegiate Members may be designated as Alumnus Members under Chapter VIII, Section 1, Part B(a)(i)(3) and other disciplinary action may be taken with respect to members as provided in the Laws.

8. Write out your proposal for new, revised or deleted language in The Code (or other governing document)

Updated Chapter VIII, Section 2 B(c)(2) Definition of a Chapter Under Reorganization: A chapter under reorganization is one which is being reorganized under the order of the General Secretary, the Board of Trustees or the General Convention to determine which members are willing to follow the standards and principles of Beta Theta Pi. The charter of a chapter Under Reorganization shall, by virtue of such designation, be suspended. As a part of the reorganization, in alignment with Chapter VIII, Section 2, Part F, some Collegiate Members may be designated as Alumnus Members under Chapter VIII, Section 1, Part B(a)(i)(3) and other disciplinary action may be taken with respect to members as provided in the Laws.

NEW F. Procedures for Chapter Reorganizations: The parameters of the reorganization shall be identified in the status change notification. This shall include all necessary components for collegiate members to successfully participate in the reorganization process. As a component of the reorganization process, appeals are permitted as outlined in Chapter XIII, Section 6 and as outlined in the reorganization materials provided to members.

All subsections impacted will take the next letter or number, no sections are being removed (e.g., Procedures for Disbanding of Chapters would shift to section G., Revocation of Charter would shift to section H., etc.)

9. Write 1 - 2 paragraphs of analysis or justification for your proposal (you also may attach a file using the link below)

The structure of the reorganization process has been left incredibly vague in The Code. This update, at a minimum, ensures there are clear parameters for the start of each process so members are fully aware of what they need to do to be successful through a chapter reorganization. While not articulating specific guidelines in the code, this requires the General Fraternity to outline exactly what components are required for each chapter reorganization/membership review while presenting an opportunity to accommodate unique circumstances (e.g., chapter recommitment, abbreviated reviews, etc.).

10. If you prefer, you may attach your justification using this link (please use a PDF or Word document)

[Chapter Reorganizations Red Line.pdf](#)

11. How will your proposal benefit undergraduate chapters and collegiate and alumni members, now and in the future?

This proposal gives collegiate chapters an advance understanding of what is required of them to successfully navigate a chapter reorganization. Each member will be able to identify what they need to do to successfully work through a predetermined process at the start of a chapter reorganization. Further, clearly identifying each component at the start of a reorganization will allow for the Membership Status Review Committee (MSRC) to fully understand what requirements members have if they are required to hear an appeal of an assigned status as a result of the reorganization.

12. How is your proposal aligned with Beta Theta Pi's mission, vision and values?

This proposal directly attaches itself to responsible conduct. When chapters fail to self-govern, this is an incredibly important action the Fraternity can take to ensure the right members are actively engaged in our collegiate chapters. The Fraternity also wants to ensure accountability takes place clearly and fairly so that members can successfully work through a reorganization.

SECTION 2. *Status of Chapters:*

A. Categories: A chapter of Beta Theta Pi will be designated as either:

- a. In Good Standing;
- b. On Probation;
- c. Subject to Suspension
- d. Suspended;
- e. Under Reorganization;
- f. Disbanded; or
- g. Revoked.

A chapter may be designated as any status without having first received another designation, subject only to any limitations set forth elsewhere in the Constitution or Laws.

B. Definitions:

a. Chapter Operates Under Own Authority

(1) *Definition of a Chapter in Good Standing:* A chapter is in good standing if (1) it has paid or has arranged to pay all money owed by it to the General Fraternity, and (2) it has not been given a different status designation.

b. Chapter Operates Under Own Authority with Limitations. Statuses in this section allow a chapter to operate as a chapter of Beta Theta Pi under its own charter, but with such restrictions, limitations or conditions as might be imposed by the party making the designation. The letter changing the designation shall list the deficiencies the chapter needs to correct and a timetable for correction. The letter shall also state the chapter is on notice more serious action may be taken if not corrected:

(1) *Definition of a Chapter On Probation:* A chapter placed on probation is (1) a chapter that has failed to meet or has had difficulty meeting the standards of a chapter of Beta Theta Pi, and (2) has been placed on probation by the General Secretary, the Board of Trustees or the General Convention.

(2) *Definition of a Chapter Subject to Suspension:* A chapter designated as being subject to suspension is (1) a chapter that has failed to meet or is under investigation for failing to meet the standards of a chapter of Beta Theta Pi, (2) has been designated as subject to suspension by the General Secretary, the Board of Trustees or the General Convention, and (3) is determined, by the party making the designation, to have or be at significant risk of having extremely serious deficiencies which threaten its ability to continue as a functioning chapter of Beta Theta Pi.

- c. Chapter Has No Authority to Operate Except as Allowed. Statutes in this section provide a chapter no inherent authority to operate as a chapter of Beta Theta Pi except for authority specifically granted by the party making the designation:
 - (1) *Definition of a Suspended Chapter:* A suspended chapter is a chapter the charter of which has been suspended by the General Secretary, the Board of Trustees or the General Convention.
 - (2) *Definition of a Chapter Under Reorganization:* A chapter under reorganization is one which is being reorganized under the order of the General Secretary, the Board of Trustees or the General Convention to determine which members are willing to follow the standards and principles of Beta Theta Pi. The charter of a chapter Under Reorganization shall, by virtue of such designation, be suspended. As a part of the reorganization, **in alignment with Chapter VIII, Section 2, Part F**, some Collegiate Members may be designated as Alumnus Members under [Chapter VIII, Section 1, Part B\(a\)\(i\)\(3\)](#) and other disciplinary action may be taken with respect to members as provided in the [Laws](#).
 - d. Chapter Has No Authority to Operate. Statutes in this section provide a chapter may not operate as a chapter of Beta Theta Pi for any purpose and is not a chapter of the Fraternity:
 - (1) *Definition of a Disbanded Chapter:* A disbanded chapter is one (1) the charter of which operations has have been suspended and (2) the members of which have been ordered to disband. Said members shall be designated as Alumnus Members under [Chapter VIII, Section 1, Part B\(a\)\(iii\)](#), although other disciplinary or superseding action may be taken with respect to the members as provided in the [Laws](#).
 - (2) *Definition of a Revoked Chapter:* A revoked chapter is one that once existed but does not now exist because its charter was rescinded by the General Convention under the provisions of this Code. A revoked charter is not in the keeping of the Board of Trustees and the chapter designation is forfeit.
- C. *Who May Suspend, Reorganize, or Disband a Chapter:* The charter of any chapter may be suspended, the chapter may be ordered reorganized, or the chapter ordered disbanded by the General Secretary, the Board of Trustees, or by a 2/3 vote of the General Convention. The General Secretary may delegate to a District Chief the power to suspend the charter of a chapter in his district and shall review and may modify or reverse any action taken by a District Chief under this delegation of authority.

- D. *Who May Modify or Lift Designation:* A change in designation of a chapter may be appealed to the body modifying the designation or any higher body. If the appeal is denied the chapter may continue to appeal to higher authorities up to the General Convention. The General Convention supersedes the Board of Trustees. The Board of Trustees supersedes the General Secretary or District Chief.
- a. Appeals to the General Convention for a chapter's designation as suspended, under reorganization, or disbanded may be lifted by a two-thirds vote of the General Convention.
 - b. The General Secretary, Board of Trustees, or General Convention when designating or modifying a chapter status may also provide that a chapter's designation be automatically modified or lifted in the event that certain conditions are met and may specify who would make that determination.
- E. *Notice to Interested Parties of Certain Chapter Designations:* If a chapter's status is changed, notice of such change, the reasons, and notice more serious action may be taken if the deficiencies are not corrected shall be promptly sent by the Administrative Office to the parents of the Collegiate Members of the chapter, the chapter's advisors, the officers of the chapter's house corporation and such living alumni of the chapter as determined appropriate by the Board of Trustees. Notice may also be given to other parties of a chapter's designation as deemed appropriate under the circumstances.
- F. *Procedures for Chapter Reorganizations:* The parameters of the reorganization shall be identified in the status change notification. This shall include all necessary components for collegiate members to successfully participate in the reorganization process. As a component of the reorganization process, appeals are permitted as outlined in Chapter XIII, Section 6 and as outlined in the reorganization materials provided to members.
- G. *Procedure for the Disbanding of Chapters:* The General Secretary or Board of Trustees shall designate discreet persons to work with the officers of the chapter's alumni and/or house corporation to carry out the details of disbanding a chapter, including obtaining the property of the General Fraternity, relocating of residents of the chapter house, and securing the chapter house.
- H. *Revocation of Charter:* The General Convention may revoke the charter of any chapter by a three-fourths vote. If the action is being taken at the recommendation of the Board of Trustees, the Chapter must have first received written notice of the recommendation.

185th General Convention Legislation Proposals (2024)

1. Basic Information

1. Your full name

Ali Motamedi

2. Your chapter

George Mason University/Epsilon Mu

3. Your graduation year (use 4 digits, ex: 2021)

2025

4. Your email address

ali.motamedi.2004@gmail.com

5. Please list other sponsors (if any). Include full name, chapter (please use campus name), and graduation year

Andrew Ceiddio, Toronto, 2026
Ben Harris, Virginia, 2025
Curtis McEwin, Toronto, 2027
David Clark, Toronto, 2027
Jacob Arnold, Alabama, 2024
Luca Giavedoni, Toronto, 2025
Malcolm Clegg, Carleton 2024
Micah Mudlaff, George Mason, 2020
Nathan Graf, Carleton 2027
Nick Priebe, George Mason, 2020
Noah Kolasch, James Madison, 2023
Nolan Silveira, Carleton 2026
Shalin Bhatt, George Washington, 2020
Tom Lipton, Western Reserve, 1963

6. Title of your proposal

Compensation of Officers, Directors, Trustees, and Key Employees

7. List the Article(s), Chapter(s), and/or section(s) of The Code of Beta Theta Pi or other governing documents affected

The Code of Beta Theta Pi, Article 5

8. Write out your proposal for new, revised or deleted language in The Code (or other governing document)

Insert the following section:

"SECTION 6. Compensation of Officers, Directors, Trustees, and Key Employees: Total Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors of Beta Theta Pi may not exceed 5% of total expenses."

9. Write 1 - 2 paragraphs of analysis or justification for your proposal (you also may attach a file using the link below)

Executive compensation for administrators has increased to unjustified levels. Because compensation packages are funded by membership dues, the members should have oversight of how their dues are spent.

Key Points:

- Executive compensation levels have increased over 378% since 2013
- The increase of compensation during this time period is not correlated to annual revenue.
- Despite rising budget deficits and liabilities, this increase has not been sufficiently justified to the members in light of the current fiscal situation.
- These changes have not been subject to approval from the delegates, as the annual budget goes into effect before the annual convention.

Further justification attached.

10. If you prefer, you may attach your justification using this link (please use a PDF or Word document)

[Compensation of Officers - Proposal and Justification.pdf](#)

11. How will your proposal benefit undergraduate chapters and collegiate and alumni members, now and in the future?

Members who provide this compensation should have a say in how it is distributed.

12. How is your proposal aligned with Beta Theta Pi's mission, vision and values?

It is responsible conduct to provide fiscal oversight, and is consistent with our commitment to integrity. Further, administrators should trust the delegates to make decisions in the best interest of their members.

Title: Compensation of Officers, Directors, Trustees, and Key Employees

Submitted By:

Amending: The Code of Beta Theta Pi, Article 5:

Text: Insert the following section:

“**SECTION 6. Compensation of Officers, Directors, Trustees, and Key Employees:** Total Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors of Beta Theta Pi may not exceed 5% of total expenses.”

Discussion:

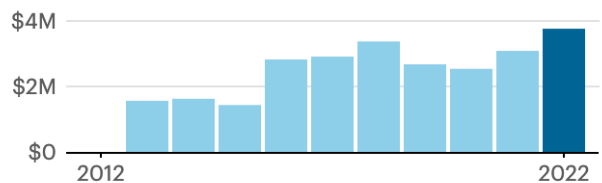
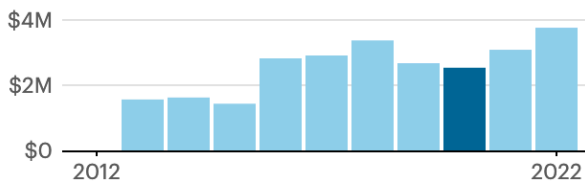
Note: The following justification is for internal use only and will be modified prior to submission. The justification included in the submission will be distributed to all delegates and, as such, will be neutral, moderate, and will avoid speculation to ensure debate is focused on the proposal itself and not the contents of the justification. The purpose of the information provided below is to contextualize the reasons for the proposal and provide discussion points for potential supporters, and should not be considered the opinion of all or any of the eventual sponsors of this proposal.

Background:

- Beta Theta Pi has had a budget deficit 3 of the past 5 years: 2019, 2022, and 2023.
- Since 2020, liabilities of the fraternity have increased from \$2.54M to \$3.76M.

Total Liabilities
\$2.54M (2020)

Total Liabilities
\$3.76M (2022)



Source: <https://projects.propublica.org/nonprofits/organizations/310531047>

- Each year, the fraternity reports the percent of Total Expenses for Executive Compensation to the IRS. This metric is based on the expenses reported in Part 9, Section 5 (See: page 10) of the form 990.
- From 2013 through 2022, the percentages were as follows:

FY	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
% of expenses for executive compensation	1.9%	1.8%	5.0%	5.6%	5.6%	4.6%	5.1%	7.2%	9.2%	9.1%

Pre-covid (2013-2019) average: 4.23%

Post-covid (2020-2022) average: 8.5%

Ten year average: 5.51%

- In the FY ending in May '22, the expenses for Executive Compensation totaled \$575,354:

Notable Expenses	Amount	Percent of Total Expenses
Executive Compensation	\$575,354	9.1%
Professional Fundraising Fees	\$0	
Other Salaries and Wages	\$1,608,392	25.3%

- The Form 990 provides detailed on these expenses. Part 7, Section A lists the compensation of “Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors”.
- According to IRS guidelines¹, these employees include:
 - “persons with certain responsibilities and reportable compensation greater than \$150,000 from the organization and related organizations”, and
 - “its five current highest compensated employees with reportable compensation of at least \$100,000 from the organization and related organizations who are not officers, directors, trustees, or key employees of the organization.
- Based on this criteria Beta Theta Pi listed 7 employees meeting this criteria whose “Reportable compensation from the organization” totaled **\$1,079,077** (See: Pages 7 and 8 of the latest Form 990)

Justification:

The AO has proposed an increase in fees for FY2024 (as the budget has not been published, the amount is unknown at the time of this writing). Based on the current fiscal situation, this should not be acceptable without a review of the Fraternity's finances by the delegates who represent the members who support the Fraternity's operations.

Notable Sources of Revenue		Percent of Total Revenue
Contributions	\$1,180,552	18.8%
Program Services	\$4,556,603	72.7%
Investment Income	\$195,412	3.1%
Bond Proceeds	\$0	
Royalties	\$236,438	3.8%
Rental Property Income	\$0	
Net Fundraising	\$0	
Sales of Assets	\$74,965	1.2%
Net Inventory Sales	\$1,148	0.0%
Other Revenue	\$23,611	0.4%

Program Service Revenue		Business Code		
2a	MEMBERSHIP DUES		4,393,621	4,393,621
b	MEETINGS AND CONFERENC	900099	114,982	114,982
c	HOUSING PROGRAM	900099	48,000	48,000
d				
e				
f	All other program service revenue.			
g	Total. Add lines 2a–2f. . . . ▶		4,556,603	

¹ <https://www.irs.gov/charities-non-profits/form-990-part-vii-and-schedule-j-reporting-executive-compensation-individuals-included>

Over the most recent four-year period for which data is publicly available (2019, 2020, 2021, and 2022), the average dues paying member will have seen their share of payment to the Fraternity rise while membership has fallen:²

2019 dues: \$4,366,481 2019 members: 8,669 Dues per member: \$503.69	2022 dues: \$4,393,621 2022 Members: 7,859 Dues per member: \$559.06
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In 2019, the highest paid employee of the fraternity had a salary of \$201,900. This was raised to \$257,519 in 2022³. Including deferred compensation and non-taxable benefits, total compensation was \$293,523. Since 2019, the following occurred:

1. Executive Compensation (as reported in Part 9, Section 5 of the Form 990) has risen from 5.1% to 9.1%.
2. Beta Theta Pi ran significant budget deficits, including \$80,000 in 2022 and several hundred thousand in 2023, in stark contrast to the CFO's stated goal to have a balanced budget every year.
3. The AO has proposed an increase in undergraduate dues for FY2024. As the budget takes effect prior to the General Convention, the delegates will not have an opportunity to vote against the dues increase.⁴

This legislative proposal seeks to re-assert dues paying members' oversight regarding important financial matters of the fraternity. This action is justified, given that membership dues provide this compensation, and it is consistent with the spirit of Article 5 that no part of the net earnings of the fraternity shall ever inure to the benefit of any private individual or staff member. Capping the total compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors of Beta Theta Pi at 5% of total expenses is not only good practice, it is also in line with previous years' compensation levels, which averaged 4.23% from 2013-2019.

Executive compensation of 5% is consistent with the best practices of peer organizations in recent years:

Org	Sigma Chi	Pi Kappa Phi	Sigma Alpha Epsilon	Theta Chi	Alpha Chi Omega
<i>% of expenses for executive compensation</i>	4.2%	3.8%	4.7%	4.3%	1.5%
<i>Value in USD</i>	\$235,970	\$227,786	\$286,944	\$416,221	\$227,333

When considered in terms of membership dues, the \$1,079,077 in compensation is even more staggering, representing 24.56% of the \$4.4M in revenue from undergraduate dues. For this reason, the explicit use of "Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors" instead of "executive compensation" is intentional, to ensure employees listed in Part 7, Section A are included.

This legislation provides sensible fiscal restraints on the area of Fraternity spending that has grown considerably without proper checks and balances in recent years. Even if the legislation does not pass, the executives effective should have to provide justification of their rising compensation to the delegates who fund their salaries.

² Source for 2019 data: <https://web.archive.org/web/20190327091010/https://my.beta.org/ors/chapterslisting.aspx>
Source for 2022 data: <https://web.archive.org/web/20221204184601/https://my.beta.org/ors/chapterslisting.aspx>

³ We are told it was increased further in 2023, though this data has not been published yet. Any data referencing FY2023 is based on attestation from individuals on the board of trustees, not published documents.

⁴ The proposal "Dues increases approved by convention" seeks to rectify this by placing dues increases to a vote of the delegates.

Potential Questions and Objections:

What is the difference between “executive compensation” and “Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors”?

“Executive compensation” is the metric reported in Part 9, Section 5 of the Form 990. It is used as a reference here for simplicity. “Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors” is the criteria for specific, reportable employees as defined by the IRS⁵ and listed in Part 7, Section A of the Form 990. The latter is used in this proposal because it is more specifically defined. This is to ensure all officers, directors, trustees, key employees, etc. are considered when the legislation takes effect.

This proposal will constrain the Fraternity’s ability to compensate employees.

While this proposal limits the compensation provided to the highest-paid employees from fraternity revenue, the other paid employees are unaffected. “Other salaries and wages”, as reported in the Form 990, are not impacted by this proposal. Further, there are several peer organizations who maintain a lower percentage of executive compensation, but still compensate their officers at industry levels. They are able to do this because they have fewer employees that meet the criteria to be included in Part 7, Section A. For example, Pi Kappa Phi reported executive compensation of 3.8% of total expenses in FY22, while their CEO received a base salary of \$196,200. Pi Kappa Phi kept executive compensation levels below 5% because they have 1 employee that met this criteria, whereas we have 7. Thus, this proposal does not specifically limit any individual executive’s salary. Rather, it requires the CFO Treasurer, Board of Trustees, and Administrative office to re-evaluate the levels and limits of executive compensation collectively.

The Fraternity will be unable to attract talent under these limitations.

The current highest compensated employee had the same position in FY18, when their compensation was \$106,754 less than their current salary.⁶ Thus, fraternity executives have demonstrated willingness to work below their current level of compensation.⁷ Further, the Foundation can compensate employees if the Foundation Board feels their compensation from the fraternity is too low, as they did in FY2018 when “Reportable compensation from related organizations” exceeded \$150,000 for one key employee. The FY2017 Form 990s also show that all three of the highest compensated employees received compensation from both the Fraternity itself and the Foundation. The foundation is in significantly better financial position than the fraternity, with over \$33M total assets in 2022.⁸ If the Foundation were responsible for supplementing some/all of the compensation of these employees, officers would have a vested interest in both expanding the donor base of Beta alumni while also maintaining fiscal prudence in Fraternity related matters.

⁵ <https://www.irs.gov/charities-non-profits/form-990-part-vii-and-schedule-j-reporting-executive-compensation-individuals-included>

⁶ See: <https://projects.propublica.org/nonprofits/organizations/310531047/201931029349300318/full>

⁷ The FY2018 salary referenced above was still nearly three times the median household income in 2018.

⁸ See: <https://projects.propublica.org/nonprofits/organizations/800296934>

Will attaching executive compensation to expenses, rather than revenue, incentivize budget deficits?

It is our hope that this will not happen, and that the fraternity CFO and Treasurer retain the best practice of committing to an annual balanced budget. One of the reasons expenses was chosen instead of revenue is because expenses can be forecasted with greater certainty than revenue, as revenue fluctuates due to numerous factors (membership levels, convention costs, contributions, etc.). Revenue might be lower or higher than expected by the end of the year. If compensation were tied to revenue, the compensation would likely be based on revenue from the previous fiscal year, which may not reflect current economic conditions. While it may be preferable for executive compensation to rise based on fraternity revenue, the percentage of expenses is something already reported and is thus easier for our officers to include in an annual budget.

The affected employees deserve the high compensation they currently receive.

This has not been debated or considered by the delegates at any recent convention. Dues paying members provide this compensation and should have a say in how it is distributed.

Highest compensated employees are provided by contributions, not membership dues.

This is incorrect. Deferred compensation and non-taxable benefits of the aforementioned employees exceed the \$1,180,552 in contributions for the fiscal year ending in May 2022.⁹ Further, contributions vary year-to-year. This cap ensures fiscal stability in years with low fundraising, as compensation is tied to expenses not revenue.

Highest compensated employees will quit if their salary is reduced

The Fraternity should fill key positions with people who care about the Fraternity first. The level of compensation from dues paying members should not factor into any good employee's desire to support the organization. Should their work merit compensation above the 5% cap, however, the Foundation can step in, as noted previously.

⁹ See: Part 7, Section A and Schedule J (Form 990). As the deferred compensation and non-taxable benefits of the executives listed in Part 7 but not the Schedule J are not listed, thus the true amount is actually higher