

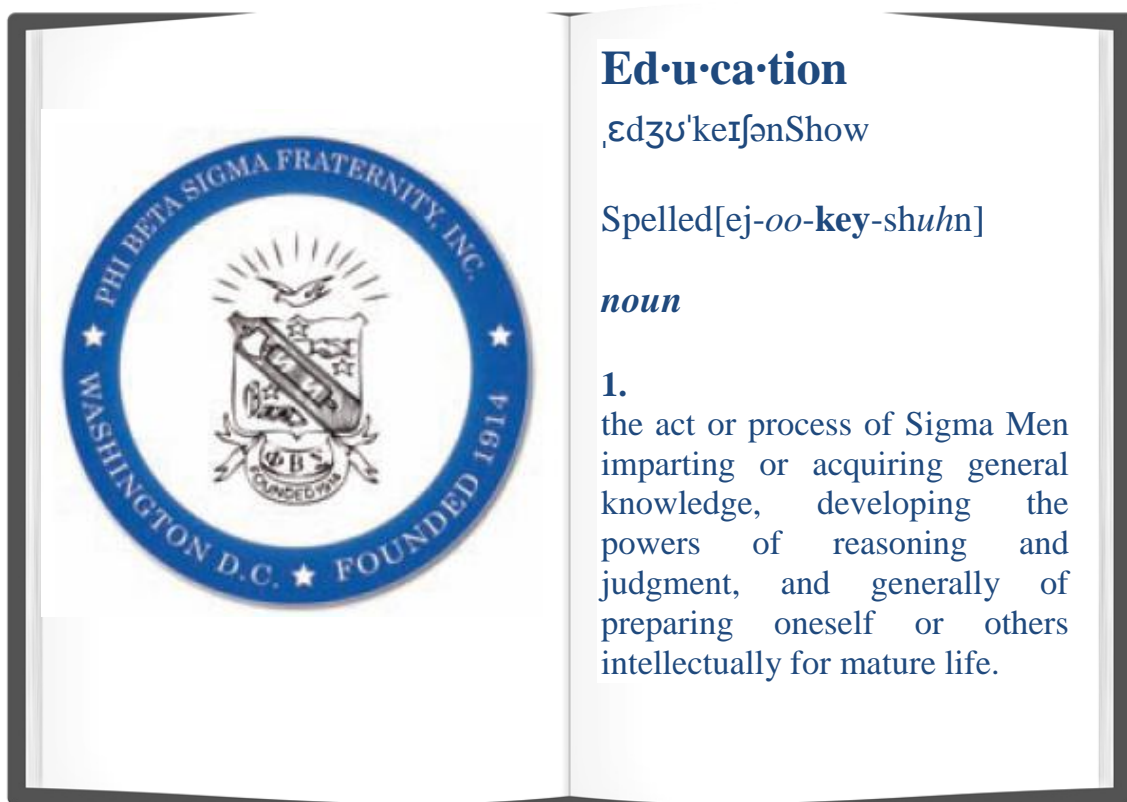
PHI BETA SIGMA FRATERNITY, INC.

SOUTHERN REGION

EDUCATION PROGRAM

PLAN OF ACTION

APRIL 2012– APRIL 2013



Ed·u·ca·tion

ˌɛdʒʊˈkeɪʃən Show

Spelled [ej-oo-key-shuhn]

noun

1. the act or process of Sigma Men imparting or acquiring general knowledge, developing the powers of reasoning and judgment, and generally of preparing oneself or others intellectually for mature life.

BRO. CARLOS WILLIAMS II, MA

DIRECTOR OF EDUCATION

SOUTHERN REGION

ALABAMA – BAHAMAS – FLORIDA – GEORGIA - MISSISSIPPI



PHI BETA SIGMA FRATERNITY, INC. SOUTHERN REGION

Bro. Carlos Williams II
 Director of Education
 Southern Region
 Email: wickedblue@aol.com

4430 Old Lake Drive
 Decatur, GA 30034
 HM (770) 593-3002

Dear Brother(s),

Thank you so much for your support as I ran for re-election to the position of Southern Region Director of Education. I am grateful and humbled to have been given another opportunity to serve in this position.

Last year I built upon the foundation laid by the previous Regional Directors of Education, Bro. Dr. Marcus Chanay from Mississippi and Bro. Thomas Patterson from Alabama were two of the best. Through your hard work and dedication, we have awarded more scholarships in the past two years than we have in the past five. Also we have made the Oratorical and Debate Competition the spotlight of the Collegiate Luncheon, but we are far from done. We have more work to do, brothers.

This document is my Plan of Action for the Southern Region for 2012-2013.

These are the initiatives that will be the Southern Region Education Program focus during this upcoming fiscal year.

- Internal Mentoring / Leadership Development
- Scholarships
 - Hon. Bro. R.O. Sutton Southern Region Scholarship
 - International Scholarships – HBCU, Year-to-Year, Textbook Support
- Oratorical and Debate Contests
- Regional Education Database in SigmaConnection.com
 - Graduating Collegiates Tracker
 - Scholarship Award Amounts Depository
- Education Awards



I am looking forward to working with our newly elected Regional Director, Bro. Marcus Chanay as well as the newly elected Director of Social Action Bro. Ben Otey and newly elected Director of Bigger & Better Business Bro. Kenneth Straughter. We will continue to work together to make the Southern Region the leader fraternity-wide in Program Initiatives. I am excited about this Education Program being presented to you!

Thank you for your time. I look forward to working with you.

Fraternally,

Bro. Carlos Williams II
 Director of Education
 Southern Region

INTERNAL MENTORING PROGRAM / LEADERSHIP DEVELOPMENT

Phi Beta Sigma Fraternity does a very good job of mentoring others outside of our organization through our Sigma Beta Clubs, Boys & Girls Clubs, Big Brothers, etc. but we sometimes fall short in regards to educate our own members through meaningful mentoring relationships. I plan to work with the Regional Director of Collegiate Affairs as well as the 2nd Vice Regional Director and the Collegiate Advisors to the Regional Director on this effort.

Our fraternity is afforded the best opportunity to develop well-rounded members who know and understand how our fraternity works, the pitfalls that can happen and how to work through them, so these brothers can grow into skilled professionals in today's business community. Our collective base of seasoned brothers who are educators, corporate businessmen and entrepreneurs, and social service leaders represent a continual resource for our younger brothers for professional and personal development.

An Internal Mentoring Program encourages brothers/chapters to tap into our membership resources to train and ensure job career readiness and development of our fraternity's leaders of tomorrow.

In this initiative, alumni brothers who want to be mentors will be paired with collegiate brothers or young alumni brothers who want to be mentored to. This pairing can be based on fraternal training, professional training or both. Be clear this is a mutual mentoring relationship built on open 2-way communication and TRUST. It is imperative the Alumni Brother regularly reach out to the Collegiate Brother they are mentoring, invite each other to chapter meetings/events, conferences, and communicate regularly thusly promoting the mentoring relationship.

Chapters shall report who participated in the My Brothers Keeper Initiative as well as any activities associated with the program, lessons learned, benefits, etc. in their Annual Chapter Report under Education Programs. ***Submit your completed application to your State Director of Education.***

GOAL: Bridge the gap between Alumni and Collegiate Brothers by establishing official, productive, and mutually beneficial mentoring relationships between interested members.

STATE ACTION CALENDAR:

Fall 2012 – During Leadership Conferences, DOE will ask collegiate and alumni brothers to complete forms if they want to participate.

Winter 2013 – During State Conference, DOE will ask collegiate and alumni brothers to complete forms if they want to participate. Alumni Brothers will be matched with Collegiate Brothers. These brothers will be paired together based on location, proximity, or profession.

Winter – Spring 2013 - The pair will communicate at least twice per month and physically meet at least once per quarter. In an ideal setting, the two would attend each other's chapter events, attend and communicate at various conferences (leadership, state, regional, Conclave).

April 2013 – An evaluation survey will be given to participants during the State Conferences and/or Regional Conference.

PHI BETA SIGMA FRATERNITY, INC. – SOUTHERN REGION

INTERNAL MENTORING PROGRAM APPLICATION



NAME: _____

ADDRESS: _____

CITY: _____ **STATE:** _____ **ZIP:** _____

PHONE: _____ **EMAIL:** _____

CHAPTER: _____

COLLEGE: _____

CIRCLE ONE: **ALUMNI** **COLLEGIATE** **YOUNG ALUMNI**

CIRCLE THE SUBJECTS THAT MOST INTEREST YOU:

- ROBERTS RULES OF ORDER**
- SIGMA POLITICS/POLICY**
- CONSTITUTIONAL ISSUES**
- CHAPTER MANAGEMENT**
- SIGMA/ZETA RELATIONS**
- COLLEGIATE ADVISORSHIP**
- MIP**
- LIFE SKILLS**
- PROFESSIONAL DEVELOPMENT**
- OTHER** _____

REVIEWED BY: _____

DIRECTOR OF EDUCATION STATE: _____

***PLEASE ATTACH A CURRENT RESUME TO THIS DOCUMENT**

**SEND VIA US MAIL OR EMAIL TO YOUR STATE DIRECTOR OF EDUCATION
OR TO THE SOUTHERN REGIONAL DIRECTOR OF EDUCATION:**

Brother Carlos Williams II, MA
Southern Region Director of Education
 4430 Old Lake Drive
 Decatur, GA 30034
 Cell: 404.435.3681
 Email wickedblue@aol.com

SOUTHERN REGION SCHOLARSHIP PROGRAM

In 2010, the Southern Regional Director Bro. Ray Smith, Director of Education Bro. Dr. Marcus Chanay, and Director of Collegiate Affairs Bro. Dr. Eric Cook, with the support of the Southern Regional Board, established the first ever official Southern Region Scholarship that awards funds to eligible brothers in all states of the region based on scholastic achievement, community service, and need. This officer will oversee the application and awarding process as well as making sure funds is allocated for the scholarship.

In 2011, we gave a record number of scholarships in the Southern Region.

In 2012, we saw a lack of participation compared to 2011. This is unacceptable.

To correct this, the Directors of Education (DOE) shall distribute the scholarship application form earlier at the Collegiate Leadership Conferences, the State Conferences, and in the Registration Package for the Southern Regional Conference.

Chapters shall report who applied for the Regional Scholarship in their Annual Chapter Report under Education Programs.

Please note: The Southern Region Scholarship Application is due by March 16, 2013.

GOAL: Award Scholarships to brothers in every state of the Southern Region.

STATE ACTION CALENDAR:

FALL 2012 – Post Application to Southern Regional Website and ask for States to post to all State Websites. Distribute Application in hardcopy at all Collegiate Leadership Conferences DOE Report.

WINTER 2013 – Distribute Application in hardcopy at all State Conferences during DOE Report.

SPRING 2013 – Include Application as a part of the Southern Regional Conference Registration Package. Award Scholarships to brothers in every state of the Southern Region.

APRIL 2013 – Award Scholarships at the Southern Regional Conference

There are a number of **International Scholarships** that will be distributed through the Southern Region when they are opened. These are as follows:

- The General Board plans to award seven (7) full-ride scholarships to Historically Black Colleges or Universities (HBCU's). The scholarships will be awarded to a student in each region who maintains at least a 3.5 grade point average. The first of these scholarships will be awarded at the Philadelphia Conclave in 2013.
- Textbook Support – multiple \$300, support scholarships awarded at the regional level
- Year to Year Academic Support – multiple \$1,000 academic scholarships designed to provide support to brothers in every region to assist them with college costs
- The international scholarship form can be found at www.shirlbertii.com/scholarships.html

**HONORABLE BROTHER ROSWELL O. SUTTON
SOUTHERN REGION SCHOLARSHIP APPLICATION
2012-2013**

Please type all information. An essay should be thoughtfully and clearly written that describes your goals, achievements and how you will contribute to society. The application will be rated on verifiability of information, clarity, and evidence of achievements. Incomplete applications will not be considered.

PERSONAL INFORMATION

Name: _____ Membership #: _____
 School Address: _____ Permanent Address: _____
 City: _____ State: _____ City: _____ State: _____
 Email Address: _____

SCHOOL /PROFESSIONAL INFORMATION

College/University: _____
 G.P.A. _____ Major/Minor: _____ Classification: _____
 Campus/Community Activities: (Include offices held, honors, and awards)

FRATERNAL INFORMATION

Chapter: _____
 Fraternal Activities: Attach additional information if necessary all offices held, honors, and awards

APPLICATION REQUIREMENTS

- | | |
|---|--|
| (A) Official transcript or letter (certified by Registrar) Verifying G.P.A. and classification* | (d) List any scholarship(s) received and the duration |
| (B) Three (3) letter of recommendation** | (e) List involvement with national programs and special events |
| (1) Personal source | (f) Essay including career ambitions/goals and an explanation of why you should be awarded the scholarship |
| (2) Institution source (College letterhead) | |
| (C) Resume | |

* All applicants must be Sigma Men in good standing, currently enrolled as an undergraduate (5 year programs acceptable) and or newly admitted to a graduate/professional program. Minimum G.P.A. 3.0/4.0 or equivalent.
 ** All Brothers can provide an additional letter of recommendation from a Professional source in place of the letter from an Institutional source.

APPLICATION SUBMISSION

Brother Carlos Williams II, MA
 Southern Region Director of Education
 4430 Old Lake Drive
 Decatur, GA 30034
 Cell: 404.435.3681
 Email wickedblue@aol.com

Deadline: March 16, 2013

SOUTHERN REGION ORATORICAL & DEBATE TOPICS & CONTESTS

History has shown that we are sometimes delayed when it comes to distribution of the Oratorical and Debate Topics. This officer plans to be more proactive with contacting the International Director of Education to obtain the topics earlier than previous years, therefore; we can disseminate the topics earlier to the brothers who would like to participate.

These topics should be discussed and presented at all Leadership Conferences and State Conferences before the body during the DOE Report to the membership. They should be in hardcopy form and distributed to the membership. They will also be posted on the Southern Regional Website and must be posted on each State Website as well. This officer has reached out to the International Director of Education and will press for these topics to be released in time for the State Leadership and/or State Conferences.

The International Oratorical and Debate Topics will also be used as the Southern Regional Topics. If the International Topics are not available in a timely manner, this officer (along with the State Directors of Education) will develop topics for the Southern Region.

Chapters shall report who participated in the Southern Region Oratorical and Debate Contests in their Annual Chapter Report under Education Programs.

GOAL: Distribute topics earlier so more brothers will be aware, more prepared and will participate in the National Oratorical and Debate Contests from the Southern Region.

STATE ACTION CALENDAR:

FALL 2012 – Post topics and criteria to Southern Regional Website and ask each state to post to each State Website. Distribute topics in hardcopy at all Collegiate Leadership Conferences during DOE Report.

WINTER 2013 – Distribute topics and criteria (hardcopy preferred) throughout each state. Review topics, criteria, and rules with body. Conduct State Oratorical and Debate Contests.

SPRING 2013 – Include topics as a part of the Southern Regional Conference Registration Package. Conduct contests during Collegiate Luncheon at the Regional Conference.

The 2013 International Topics will be distributed to the Southern Region when they are available.

- **2013 Southern Regional and Conclave Philadelphia Oratorical Topic:**

Topic Will Be Distributed When Available

- **2013 Southern Region and Conclave Philadelphia Debate Topic:**

Topic Will Be Distributed When Available

REGIONAL SCHOLARSHIP AWARD DEPOSITORY / GRADUATING COLLEGIATE DATABASE

We will establish a **Scholarship Award Depository Database** in which the Southern Region Director of Education will collect the number and amounts of scholarships awarded by the Southern Region and its Chapters, in an effort to aggregate the total monies awarded for scholarships and thereby be in position to identify the total impact that Phi Beta Sigma has on providing scholarships to young people throughout the region. This will assist the General Board with grant applications at every level as it will allow us to quantify our contributions to this cause, and build our credibility in this area, as we pursue additional funds for scholarships.

As part of this database we will have a **Graduating Collegiate Form**. This form will allow us to track collegiate brothers as they graduate with various degrees. Also it can serve as a tracker for collegiate brothers to be accounted for especially during the transitional period from undergrad to graduate chapter.

This could help chapters identify and contact these younger Brothers and keep them active in the fraternity. This data would be useful if we were deciding whether or not to hold a career fair at regional conference.

GOALS: Collect data of the number and amount of scholarships awarded in the Southern Region by chapter and by state. Collect data of collegiate/young alumni brothers in the Southern Region to track these brothers so alumni chapters can communicate with them so they may remain active in the fraternity during this transition. The scholarship award data will be captured using the database www.surveymonkey.com/s/TFGMQ78

STATE ACTION CALENDAR:

Fall 2012 – Distribute information to all chapters to log into the International Education Database and complete the form at www.surveymonkey.com/s/TFGMQ78. Please enter data regarding chapter scholarship awards and amounts. Please complete the attached form for chapter brothers who are graduating during the academic year.

Winter 2013 – Perform presentations at the various State Leadership Conferences and State Conferences of the importance of entering and submitting this data. States should recognize any graduating collegiates present.

April 2013 – The Southern Region will recognize all graduating collegiates present at the conference.

DATA FIELDS FOR GRADUATING COLLEGIATE FORM

Use form on the next page.

**PHI BETA SIGMA FRATERNITY, INC. – SOUTHERN REGION
GRADUATING COLLEGIATE / YOUNG ALUMNI FORM**

PERSONAL INFORMATION

Name: _____ Membership #: _____

Current Address / Street: _____

Apt: _____

City: _____ State: _____ Zip: _____

Cell: ____ - ____ - ____ Home: ____ - ____ - ____

Email: _____

Chapter: _____ University: _____

Graduation Date: _____ Degree Type: _____ GPA _____

Major: _____ Minor: _____

Address After Graduation / Street: _____

Apt: _____

City: _____ State: _____ Zip: _____

SCHOOL /PROFESSIONAL INFORMATION

Employer/ Graduate School Information: Unknown []

Employer Name: _____ Location: _____

Position Title: _____

Employment Type: Full – Time [] Part – Time []

Graduate School Name: _____ Degree Pursuit: _____

FRATERNAL INFORMATION

Alumni Membership Plan: (Please check the following box, which most appropriately fits your fraternal intentions)

[] I plan on being apart of the local Alumni Chapter in my Current/New Area of residence.

Please name alumni chapter of interest. _____

[] I would like contact information to be forwarded to me about local Alumni Chapter(s) in the area.

[] I plan on being a Member-At-Large.

[] I plan on being unfinancial at the completion of graduation.

Please mail form to: Bro. Carlos Williams, II – 4430 Old Lake Drive, Decatur, GA 30034 or via email wickedblue@aol.com

Graduating Member

Date

Advisor/Alumni 1st Vice President

Date

REGIONAL SCHOLARSHIP AWARDS

We plan to recognize at the Southern Regional Conference the most active and innovative chapters in the program of Education. This data will be collected using **SigmaConnection.com** and the yearly **Chapter Reports**.

The awards given will be as follows:

Most Scholarships Awarded – State

This award will be given to the State Director that state chapters awarded the highest number of scholarships. *Data will be used from SigmaConnection.com.*

Most Scholarships Awarded – Chapter

This award will be given to the Chapter in the Southern Region who awarded the most money in scholarships. *Data will be used from SigmaConnection.com.*

Most Innovative Education Program – Chapter

This award will be given to the Chapter in the Southern Region who has the most innovative Education Program. *Data will be used from Chapter Reports.*

GOAL: To publically recognize chapters in the Southern Region who are the Education Program highest achievers.

STATE ACTION CALENDAR:

Fall 2012 – Distribute information about the new Education Awards to the State Directors to achieve their buy in so they will distribute the information throughout their respective states.

Winter 2013 – Distribute data as it stands to state directors for evaluation. Continue to collect data using **SigmaConnection.com** and/or Chapter Report and other sources.

Spring / April 2013 – Recognize and give awards to states and chapters using the data collected from SigmaConnection.com and from the Chapter Reports.

EVALUATION: PROGRAM IMPLEMENTATION ASSESSMENT FORM AND CHAPTER REPORTS

The International HQ created a standard mechanism for assessment and reporting our national programs and initiatives to the General Board. The General Board reporting tool is the Program Implementation Assessment Form. It captures key result indicators for assessment of outcomes. These key result indicators (KRI's) will be tracked for benchmarking, measuring, and reporting. There will be incentives and recognition for those chapters who comply, complete, and submit the PIA Form. The direct link to the PIA Form on the International Website is: http://www.pbs1914.org/PIA_Form/

ALL CHAPTERS MUST REPORT USING PIA AND CHAPTER REPORTS.



PHI BETA SIGMA FRATERNITY, INC.

THE NEW PROGRAM IMPLEMENTATION ASSESSMENT (PIA) FORM NOW ON INTERNATIONAL WEBSITE

**Press
Release**

Wednesday, May 12, 2010 - Phi Beta Sigma Fraternity chapters and members can now access the new and improved Program Implementation Assessment Form (PIA) online for accurate data entry, retrieval and confirmation.

"Our chapters work very hard to implement our international programs. Today they're able to securely submit their PIAs to the Standards and Awards Committee for review and be compliant with the Fraternal Program Structure and Code," says Brother Dr. Joseph West, International Director of Social Action.

Log onto www.pbs1914.org and access the PIA Form by clicking on Sigma Wellness under the Initiatives menu, or Reporting | PIA Reporting under the Members section. Brothers can easily enter information regarding chapter programs held throughout the year. Upon completion and submittal, members will receive an email confirmation with a log number for tracking purposes.

Brother Ian Heisser, International Director of Technology states, "This is an enhancement over the previous PIA Form because it is tightly integrated into our Fraternity's website, has a database backend, and provides the user with a detailed log of their entry upon submittal. The Brothers have been asking for this for quite some time and we are happy we can deliver this to them."

"This administration's goal is to continually improve upon the service to our members and chapters. The reconstruction of our programs' reporting process, as well as data retrieval system is another example of our efforts," shares Honorable Brother Jimmy Hammock, International President. "Chapters everywhere are delivering quality service to their communities in the name of Sigma, and now they can be confident that the work is recorded properly."

The direct link to the PIA Form on the International Website is:

http://www.pbs1914.org/PIA_Form/

REGION ACTION CALENDAR

2012

JULY – Regional Board Meeting. Regional Director of Education Plan of Action is approved by Board. State Director of Education prepare for State Leadership Conferences.

AUGUST – OCTOBER - State Directors of Education presents/distributes all Education Program information (Scholarship Form and Oratorical and Debate Topics) during Leadership Conferences. State Directors of Education began to match brothers for Internal Mentoring Initiative. Regional Mailing with Education Program Conducted. Education email sent to region. States distribute their state Education Plan of Action, if needed.

OCTOBER - All State Director of Education report progress to Regional Director of Education.

NOVEMBER – Regional Director Reports to Regional Board the progress of the Education Program.

DECEMBER – State Directors of Education continues Program push and prepare for State Conferences.

2013

JANUARY – State Directors of Education present/distributes all Education Program information (Scholarship Form) during State Conferences. Regional Director of Education Prepares for Regional Conference. Distributes Conclave Oratorical and Debate Topics. Regional Board Meeting.

FEBRUARY – State Directors of Education present/distributes all Education Program information (Scholarship Form and Oratorical and Debate Topics) during State Conferences. Regional Director of Education Prepares for Regional Conference.

MARCH – State Directors of Education present/distributes all Education Program information (Scholarship Form and Oratorical and Debate Topics) during State Conferences. Regional Director of Education Prepares for Regional Conference. State Directors of Education Report progress to Regional Director of Education. Collect SigmaConnecton.com data and data from Chapter Reports.

APRIL –Award Regional Scholarships to brothers in every state in the Southern Region. Conduct Southern Region Oratorical and Debate Contests. Southern Region Education Team will work in conjunction on these items.

PHI BETA SIGMA FRATERNITY, INC.

SOUTHERN REGION

EDUCATION TEAM

CONTACT LIST

SOUTHERN REGION DIRECTOR OF EDUCATION

Brother Carlos Williams II, MA

4430 Old Lake Drive

Decatur, GA 30034

Cell: 404.435.3681

Email: wickedblue@aol.com

Chapter: Delta Mu Sigma Chapter

ALABAMA DIRECTOR OF EDUCATION

Brother Rafael Ferrell

Zeta Mu Sigma Chapter

9187 Jefferson Dr. SW

Covington, GA 30014

Phone: (678) 360-3574

Email: pbs1914@gmail.com

GEORGIA DIRECTOR OF EDUCATION

Brother LaSella L. Hall, MBA

Phi Beta Sigma Sigma Chapter

201 Woodlands Drive, SE

Smyrna, GA 30080

Cell: 404.422.2543

Email Address: lasella.hall@yahoo.com

FLORIDA DIRECTOR OF EDUCATION

Brother Jeremy Speaks

830 East Park Ave Apt 1204

Tallahassee, FL 32301

Email: jrspeaks10@hotmail.com

Phone: (843) 441-4115

MISSISSIPPI DIRECTOR OF EDUCATION

Brother Frank Morris

309 9th Street

Greenwood, MS 38930

662-455-5870 (H)

662-453-6114 (C)

Email: fmorris@leflorecountyschools.org