2003

Order of the Golden Heart: Charles Eberly, Ph.D., Ohio Kappa 1963

Jason McGahey
Illinois Nu Alumni Board

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Order of The Golden Heart Nomination

For

Charles G. Eberly Ph.D
Ohio Kappa 1963

Submitted by:
Jason D. McGahey
Alumni Board Secretary, Illinois Nu
The Order of the Golden Heart is the highest honor that the Fraternity bestows on an alumnus. It is awarded to those few who give a lifetime of dedicated service to Sigma Phi Epsilon and whose contributions on the local, district, regional, or national level are truly significant. It honors men who influenced and enriched the lives of our undergraduate brothers by guiding, helping, teaching, and providing wisdom and by building a strong Fraternity and a positive fraternity experience.

The Order of the Golden Heart award was inaugurated in 1959, with William L. Phillips as the first recipient. The award is traditionally presented at the Grand Chapter Conclave.

The Order of the Golden Heart medallion is worn with pride at local, regional, and national fraternity functions, as well as at interfraternity functions.

Guidelines and Criteria for Selection

1. A minimum of 15 years of service as a volunteer alumnus is required, and longer service than that is the norm. (Non-volunteer, undergraduate, and staff service is not counted in this regard. Incumbent members of the National Board of Directors are not eligible.)

2. Quality of service, quality of contribution, and quality of results are at least equal in importance to length of service.

3. While the award is necessarily selective in nature, there is no limit to the number of awards that may be made. True merit is the ultimate and controlling criterion.

4. Except in rare instances, the award is only made at a Conclave and to a living alumnus.

The Zollinger House staff is responsible for publicizing the availability of and disseminating nomination forms. Nominations submitted on the appropriate form will be accepted from any alumnus or undergraduate brother (except members of the Order of the Golden Heart Nominating Committee). The form must be completed in full and with precise dates and details. The nominator of a candidate must also furnish a narrative setting forth why he believes the candidate deserves the Order of the Golden Heart.

That an individual has received another type of alumni award from the Fraternity does not preclude his selection for the Order of the Golden Heart.

The Nominating Committee, which is appointed by the Grand President, screens all nominees and proposes recipients to the National Board of Directors, which makes final selections. That a nominee is not chosen in one year does not mean that he should not be proposed again in the future. Every biennial selection process is a new one, unburdened by decisions in prior years.

A recipient should attend the Grand Chapter presentation ceremony to receive the award. If a recipient is deceased, a representative of the family may accept the award.

Please type the information requested on the following form. Only complete those sections that apply. To be selected, a nominee need not serve in all or even several of the categories described.
**ORDER OF THE GOLDEN HEART NOMINATION FORM**

Please type or print all information.

Date: **February 27, 2003**

<table>
<thead>
<tr>
<th>Name</th>
<th>Dr. Charles</th>
</tr>
</thead>
<tbody>
<tr>
<td>First</td>
<td>G Eberly</td>
</tr>
<tr>
<td>Street address</td>
<td>2609 Sixth St. Circle</td>
</tr>
<tr>
<td>City, state, ZIP</td>
<td>Charleston, IL 61920</td>
</tr>
<tr>
<td>Telephone Office</td>
<td>(217)581-5275</td>
</tr>
<tr>
<td>Email</td>
<td><a href="mailto:cfcge@eiu.edu">cfcge@eiu.edu</a></td>
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<tr>
<td>Chapter:</td>
<td>Illinois Nu</td>
</tr>
<tr>
<td>College or university</td>
<td>Bowling Green State University</td>
</tr>
<tr>
<td>Present occupation</td>
<td>Professor, Department of Counseling &amp; Student Development @ Eastern Illinois University</td>
</tr>
</tbody>
</table>

On the chapter, district, or national level, please provide detailed information, including all dates for all activities. List contributions made and describe the impact of the nominee’s fraternity service.

1. **Undergraduate offices**  **Pledge Class Secretary**

   

2. **Undergraduate committee chairmanships and other chapter activities**

   **Chapter Historian, Scrapbook Chair, Chapter Librarian**

3. **Alumni board participation.** (List chapter served, years of membership, offices held with years, and committee or other responsibilities.)
- Resident Counselor of New York Alpha 1963,
- Founding Chapter Counselor of Wisconsin Epsilon- 1967,
- Chapter Counselor, Michigan Epsilon 1984-1987
- Founding Chapter Counselor & Alumni Board member Illinois Nu- Fall 1990-2002. In these (12) years Dr. Eberly has coordinated a variety of tasks, from facilities improvements, newsletter publications, Alumni Board membership drive coordinator, fundraising chairman, Acting V.P. Financial Operations, Secretary, founder of SPEALUM & ILNUSPE (Alumni & undergraduate listserves maintained thru the university), Founder of the Ryland Hall fund (an Educational Foundation similar to Indiana Gamma’s Martin Riverside Foundation), Creator of The Charles G. Eberly Scholarship Competition.

4. Conclaves. (List years of Conclaves and check the appropriate columns to describe.)

<table>
<thead>
<tr>
<th>Year</th>
<th>Delegate</th>
<th>Speaker</th>
<th>Faculty</th>
<th>Registrant</th>
</tr>
</thead>
<tbody>
<tr>
<td>1965</td>
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<td>X</td>
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<td>1985</td>
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<td>2001</td>
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5. Carlson Leadership Academies. (List years and locations and check the appropriate columns to describe participation.)

<table>
<thead>
<tr>
<th>Year</th>
<th>Location</th>
<th>Faculty</th>
<th>Speaker</th>
<th>Registrant</th>
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</thead>
<tbody>
<tr>
<td>1983</td>
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<td>2000</td>
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</tbody>
</table>
6. Service as a chapter counselor. (List name of chapter and inclusive years of service; describe contributions in detail.)

- Resident Counselor NY Alpha 1963-1965 - Received Excelsior Award
- Founding Chapter Counselor of Wisconsin Epsilon - 1967,
- Chapter Counselor Michigan Epsilon - 1983-1987
- Founding Chapter Counselor, Illinois Nu 1990-2002
7. Service as a district governor. (List district number and inclusive years of service; describe contributions in detail.)

   Not Applicable

8. Service on the National Board of Directors, national committees (e.g., National Housing Corporation, National Leadership Committee) or in national office (e.g., National Chaplain, National Scholarship Chairman). Please name the board, committee, or office; list inclusive years of service, and describe contributions in detail.

<table>
<thead>
<tr>
<th>Board, Committee, Office</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions: Wrote a book called: Building the Chapter Library</td>
<td></td>
</tr>
<tr>
<td>b. Consultant to John Robson- Editor of the Journal</td>
<td>Approx. 1971-1978</td>
</tr>
<tr>
<td>Contributions: Provided John with a variety of ideas and articles for “The Journal&quot; &amp; Proofed a book for John during the time.</td>
<td></td>
</tr>
<tr>
<td>c. Sigma Phi Epsilon Fraternity Board of Directors Research Grant ($5,000)- Successful College Fraternity Advising</td>
<td>1996</td>
</tr>
<tr>
<td>Contributions: As a result of this grant, Dr. Eberly wrote: Fratres in Facultate: Successful College Fraternity Advising.</td>
<td></td>
</tr>
</tbody>
</table>
9. Other service or participation. (Include Sigma Phi Epsilon alumni chapters and associations; list offices held and inclusive dates of service and describe the nature of participation and contributions made).

- President, ΑΦΟ Service Fraternity Approx. 1962-1963
- Founding faculty member Omicron Delta Kappa Leadership Circle 1997
- Balanced Man Area Steward 1994- Present
- Charleston, Illinois Rotary Club- 1998- Present
- Association of Fraternity Advisors, 1990- Present
- Phi Delta Kappa
- President, The Center for the study of the American College Fraternity
- Member, Charleston, Illinois, Habitat for Humanity, 1992-present
- Member, Charleston Chamber of Commerce, 1991, 1993
- Michigan, Blue Ribbon School Study Committee, 1984
- BGSU Distinguished Student Service Award, 1963

10. Fraternity awards, honors, or recognition’s. List name of award, date of presentation, what person or group selected the awardees, and criteria for selection.

- Eastern Illinois University Outstanding Fraternity Advisor, 1992, 1996 (given annually by EIU’s IFC @ Greek Sing)
- EIU Greek System “Individual Initiative Award”, 1994
- Order of Omega Greek Leadership Recognition Society, 1995
- Sigma Phi Epsilon Fraternity Distinguished Alumnus Award, 1995
- The Honor Society of Phi Kappa Phi, 1985
- Carter Ashton Jenkens Award for outstanding Journal reporting, 1963
- Gamma Epsilon (German) 1961
- Phi Eta Sigma, 1960

11. Other contributions (e.g., founder of chapter, helped start another chapter, raised funds for a chapter). Provide full details, including chapter names, dates, and amount of money raised. Describe the impact of the contribution and detail the specific things the nominee did.

- Founder of Illinois Nu @ Eastern Illinois University November 1990

- Founder of Michigan Epsilon- 1965?

- Raised $3500 to send The Illinois Nu Ritual team to the 1995 Conclave
12. Participation in the Sigma Phi Epsilon Educational Foundation. Describe levels and years of participation.

Dr. Eberly supports the Educational Foundation programs of the foundation by making regular contributions.

13. Published fraternity works. Include dates, titles, and publications in which they appeared.

**Doctoral Dissertation:** Critical attitudes and values associated with fraternity membership. Dissertation Abstracts International, 31, 3897A. (University Microfilms No. 71-2057)

**Masters Degree Thesis:** Attitudinal differences between the national officers and two chapters of a national fraternity.

**Sabbatical Research** 8/96 – 5/97: Qualitative Research: Fratres In Facultate: An Ethnographic Study of Local Chapter Fraternity Advising.


**Documents In Progress**

Eberly, C. G. (1997). Advising Fraternity Chapters: An Ethnographic Study of Seven Outstanding Advisors. Content analysis of 134 respondent interviews from seven chapters on seven campuses is currently underway.

Eberly, C. G. (1997). The academic reward structure and fraternity advising: Chief academic administrators qualitative insights. Content analysis of seven chief academic administrators on seven campuses in currently underway.

Eberly, C. G. A Demographic Profile of Fraternity Chapter Advisers. Proposal to be submitted for funding in 1998.


14. Additional information. (Use additional sheets if necessary.)

Please see attached vita (resume) & letters of recommendation.
15. Additional information resources (other than nominator)

☐ Name Mark Ahern

Address 1039 N. Hermitage Apt 1

City Chicago State IL ZIP 60622

Telephone — Home (773)-862-7306

Email mark.ahern@ey.com

☐ Name Bob Dudolski

Address 316 MLK Jr. University Union Eastern Illinois University

600 Lincoln Ave- Director of Greek Life (Student Life Office)

City Charleston State IL ZIP 61920

Telephone — Office (217)-581-3829 Home ( )

Email csrpd@eiu.edu Fax (217)-581-2722

16. Attach a letter or narrative describing why you think this nominee merits the Order of the Golden Heart.

Submitted by ___________________________ Jason D. McGahey

Signature Print name

Street address 10504 Copperfield Drive

City, state, ZIP St. Louis, MO 63123

Telephone Office (314) 233-0031 Home (314) 842-3343

Fax (240)376-7403 Email JDMCGAHEY@AOL.COM

Mail to:

Order of the Golden Heart Nominating Committee
Sigma Phi Epsilon Fraternity
P.O. Box 1901
Richmond, Virginia 23218
February 25, 2003

Nomination Committee
Order of the Golden Heart
Sigma Phi Epsilon Fraternity
P.O. Box 1901
Richmond, VA 23128

Dear Brothers,

This letter is to recommend Dr. Charles G. Eberly for the prestigious Order of the Golden Heart. I have read the criteria extremely carefully and believe that Dr. Eberly not only meets these lofty guidelines, he lives & exemplifies them daily.

I first became acquainted with Dr. Eberly, a.k.a. Doc "E" in November of 1990 when myself and five other men were recruited by Dr. Eberly, Regional Director Steve Diltz and some brothers of Illinois Alpha to begin what was to become Illinois Nu. Since that time, Dr. Eberly and I have been working together, in one capacity or another, for the last thirteen years. In those thirteen years, Doc "E" has played a pivotal role in my life. He is a friend and mentor and is in my "inner-circle" of friends. The best way I can describe my respect for Doc is to share with you a story: recently my wife and I were blessed with the birth of our son (and hopefully future Sig Ep) Jack Douglas, I asked only three men for advice on being a father. One was my father- a great man, another was a long time family friend and the third was Dr. Charles G. Eberly. I asked Dr. Eberly for advice because I have observed for the past thirteen years how he somehow maintains "Perfect Balance" in his life. That is, he somehow manages to balance family, career, student involvement, Church, physical fitness (he bikes across Iowa every summer!), and Sigma Phi Epsilon day in and day out.

A few moments ago, I was reading The Lifetime Responsibility of Brotherhood trying to gather my thoughts about Dr. Eberly and found some interesting excerpts that pertain to Doc E. On page 38 of the manual, the author writes that an Ideal Sig Ep brother must be "Accountable, have a proper Attitude, Appearance, Personality, must be Punctual, and posses good Sportsmanship". Reading on, I flipped the pages until I reached page 162 where the author writes: "The Alumnus must be an ideal man to be an ideal brother. He must be a man in whom the cardinal principles are so strong that they are the deciding influence in his life... The ideal alumnus thus described is one out of a hundred in the roster of the fraternity. But there is another ideal alumnus, who ranks above him, for he is one out of a thousand. No honor-seeker, he is recognized by his work. He has the courage to be a brother.. The Ideal alumnus is willing and able to teach the chapter- which might otherwise not be taught- how to continually educate all chapter members, how to maintain successful work and study habits, how to plan a balanced program of activities and how to keep up courage and spirit... He is a key man on the alumni board of his own chapter and sometimes-another chapter... He will drop in on meeting nights, chat with many men... He will show the chapter how to organize an effective alumni program. Most of all, this alumnus will attract other alumni to aid the chapter. They think they came because of his fine example, but the alumnus knows they are contributing because he actively recruited them by plan. This is the Ideal Alumnus" I thought long and hard about the Ideal Sig Ep Brother and Ideal Alumnus and have concluded that Dr. Eberly is both.

Dr. Eberly has dedicated his entire career to the American College Fraternity, and to Sigma Phi Epsilon. He is a loving caring Husband, Father, Grandfather, the balanced man, an Ideal Brother, the Ideal Alumnus and a great friend. Many men have given more financially than Dr. Eberly, but I know of no other man who has given more blood, sweat, and tears to Sigma Phi Epsilon than Dr. Charles, G. Eberly.

I recommend him with absolutely no reservations for the Order of The Golden Heart.

Fraternally,

Jason D. McGahey
Founding Father- Illinois Nu
Alumni Board Secretary
February 27, 2003

Nomination Committee  
Order of the Golden Heart  
Sigma Phi Epsilon Fraternity  
P.O. Box 1901  
Richmond, VA 23128

Dear Brothers,

This letter is to recommend Dr. Charles G. Eberly for the Prestigious Order of the Golden Heart.

I first met Dr. Eberly ("Doc") in the fall semester of 1995. I was starting my second year on campus interested in joining a fraternity, but I was not interested in joining a group that hazed or took me away from my studies.

I went from house to house, each one representing that they don’t haze and academics is a priority. There was one thing missing, trust, and I was able to find this trust in Doc. Within thirty minutes I had an understanding of what SPE meant to him, what a Balanced Man is, and a promise of a positive fraternal experience.

Doc is one of the busiest men on campus, but yet he always had time to provide guidance and direction to the young men on campus. Through his encouragement, I was the founding President of Omicron Delta Kappa (ODK) Leadership Society and without a second thought I knew the best man to guide a young group would be Doc. He became ODK’s first counselor, and six years later the group is still strong and growing.

Over the past four years I have had the pleasure of working with Doc on the Illinois Nu Alumni Board. Through his guidance the Alumni Board has established an endowment fund that will be supporting future brothers, long after Doc’s tenure is over. Doc truly defines the virtues of what it means to be a Sig Ep for life. Along with the endowment fund, he will leave a book behind on how to be an effective chapter counselor. I had the pleasure of assisting him review transcripts, and this will be the ultimate reference guide that all fraternities will use.

Doc’s resume will show his lifetime commitment to the Fraternity through several activities, especially how he assisted in starting two houses. What you will not be able to read about is how he changed the lives of hundreds of young men.

I was a typical 20-year-old kid with no direction and no thoughts of the future. Through Doc’s teaching, support and guidance I was able to achieve success.

I would like to add one more line to his resume, and this is one of the hundreds of Balanced Men he has helped produce:

Mark S. Ahern, Ernst & Young LLP, Litigation Advisory Services.  
Illinois Nu Alumni Board President
His dedication and commitment to Sigma Phi Epsilon, has taught all who have been under his wing, what “The Lifetime Responsibility of Brotherhood” truly means.

I recommend him with absolutely no reservations for the Order of The Golden Heart.

Please feel free to contact me if you need any additional information.

Virtue, Diligence & Brotherly Love,

Mark S. Ahern

Mark S. Ahern
Alumni Board President
Mark.Ahern@ey.com
I am writing this letter on behalf of Dr. Charles Eberly, nominating him for the Order of the Golden Heart. My first meeting with Dr. Eberly was on January 30, 1998, at this meeting I heard "Doc's" infamous "talk". Myself and fourteen other brothers were there as members of Illinois Nu's newest membership class. Although I did realize that I had joined the best fraternal organization on campus, I really was not sure what exactly I had gotten myself into. As my first evening in the organization progressed I was learning that this experience was just the beginning to a lifetime commitment of service to my fraternity, university, and community. I will never forget that evening as the fourteen of us walked from the SigEp house to the Union where we viewed an exhibit, an exhibit that took up the entire Grand Ballroom. This exhibit was a displayed portion of the AIDS quilt. As we walked through reading the personal messages inscribed on the quilts, with our brothers by our side, not one of was unaffected by the images and words that we had seen. In the end all fourteen of us proudly wrote our names and added "our" letters on to a portion of the quilt. I believe that experience helped to set the tone for the rest of my undergraduate career. I realized that Sigma Phi Epsilon was different, and that it was something special; something that quickly turned into one of the most important influences on my life. It was Doc that emphasized that Sig Ep is different and that "we should set the standard". He never wanted us to settle, but encouraged us to strive to achieve what we thought to be impossible. He wanted the other fraternities to envy us and strive to be as successful as we were becoming. It was during this nearly 3 hour "talk" that Doc covered all the basics of what fraternity and Sigma Phi Epsilon was all about. He covered everything from grades, gentlemanly behavior, and athletics to sex and how to treat women. It was this talk that sets the tone for the new members in terms of the expectations there are for Sig Eps.

The next November, with Doc's encouragement, I ran for an executive office and was elected vice-president of recruitment. Throughout my term Doc always made it a point to let all of the executive board know that if we ever needed anything to just ask. Doc was always good for encouragement and praise. The man is simply amazing. His hard work and dedication to this chapter was amazing and continues to be. He truly cares about the well-being of each and every member and would have no problem going to bat for any of us if we were caught in a tough situation. I really do not know how he had anytime for himself or his wife. It seemed as though he was always doing something to help the undergraduates or the chapter as a whole. He was at every executive board meeting, chapter, ritual, changeover retreat, and banquet we ever had. Dr. Eberly always gave willingly of both his time and all of his many talents.
Doc always encouraged everyone "to get your grades" and then you will be able to do anything you wanted. He was always a proponent of continuing our education in some kind of graduate work. He also emphasized giving back to the community and becoming involved in all aspects of life. This man definitely represents all that is right in a fraternity. He always encourages us to live by the ideal of virtue, diligence, and brotherly love.

In December of 1999 I was nearly killed in a car accident with another brother of Sigma Phi Epsilon. During my weeklong stay in the hospital I remember waking and seeing both Dr. Eberly and his wife Sharon at my bedside. Upon hearing the news of the accident Doc drove the four hours to visit me and be with my family. Doc has always had a genuine concern for all of his "sons/brothers". Upon returning to Eastern Illinois University it was Doc who made sure I was taken care of and that I had accommodations made for each of my classes as I had broken an arm, a leg, cracked a rib, punctured a lung, and suffered a traumatic brain injury. It was with his help and encouragement that I made a successful recovery. I graduated in December of 2001 with a Bachelor of Arts degree in Social Science Secondary Education. Talking with Doc he encouraged me to go back to graduate school, and because I had "got my grades" I could get my schooling paid for as a graduate assistant at EIU, I did just that.

Upon starting classes in January of 2002 I was approached by Doc to take his place as chapter counselor. I was extremely honored. Doc had explained that he had received grants from different sources to write a book and that he was unable to give it the proper attention it needed, as "his plate was too full". Doc has always been very interested in the American College Fraternity and is currently writing a book on becoming a chapter advisor. He was uncertain as to the length of his furlough, but I knew that this was an opportunity to continue the many great things that he had started. I gladly accepted the challenge. I knew with his guidance and grooming that I would be able to be successful in my obligations to the chapter. Being a chapter counselor of an already successful chapter has been a smooth transition for myself. If Doc had not laid the 12 years of ground work and foundation I could see how this could be a very difficult task. To Doc I am thankful for the positive experiences I have had, the man I have become, and the educator and leader I will continue to be. Without this man leading the way and guiding our chapter I know that we would not have accomplished all that we have (i.e. three Buchanan Cups, the Order of Philias, and countless other awards). If anyone deserves the Order of the Golden Heart it is undoubtedly Doctor Charles G. Eberly.

Fraternally,

Shawn Ness
Chapter Counselor,
Illinois Nu
February 28, 2003

To Whom It May Concern:

I am writing this letter to nominate Dr. Charles Eberly for the Order of the Golden Heart Award. I believe that Dr. Eberly is well deserving of the award and would be extremely honored and proud to receive it.

My very first interaction with Dr. Eberly was at the Balanced Man Scholarship Banquet held at Charleston Country Club. During a short speech Dr. Eberly briefly explained to me and the other finalists some of the things that Sigma Phi Epsilon did. I was very impressed, not only by the words of Dr. Eberly, but also by the passion he had for Sigma Phi Epsilon that was very apparent in his tone. He was very proud of his men and their accomplishments and was more than happy to brag about them. I left the banquet that night thinking about how different this Fraternity was from the Fraternities that I had seen on television.

My later interactions with Dr. Eberly would be extremely different. My very first night in Sigma Phi Epsilon Dr. Eberly gave a longer speech to all of the New Members of Sigma Phi Epsilon. He explained every aspect of the Fraternity and let everyone know what Sigma Phi Epsilon really stood for. He told us that Sigma Phi Epsilon had strong values and strived to be the very best in every aspect of fraternity life.

In November of 2001, I was elected President of Illinois Nu and shortly thereafter Dr. Eberly stepped down as our advisor. This, however, did not mean that he was completely out of the picture. Dr. Eberly kept in contact with me and other members to ensure that we were doing okay and that everything in the Fraternity was still running smoothly. In my second term as President, I am still fully aware that Dr. Eberly’s services are available upon request. No other Fraternity on campus has a resource like Dr. Eberly. His services are unending and the quality of his service is reflected in the quality of the Illinois Nu Chapter. In just over 10 years, Illinois Nu has received three Buchanan Cups, an Order of Philias, and many other awards. I assure you that without Dr. Eberly by our side none of these accomplishments would have been possible.

Dr. Eberly is an extraordinary man. He lives the ritual of Sigma Phi Epsilon everyday of his life. I often think that Dr. Eberly’s heart is made of gold with our Fraternities letters inscribed across it. If there is one person that deserves the Order of the Golden Heart, it is, without question, Dr. Charles Eberly.

Fraternally,

Joe Mark
President, Illinois Nu
VDBL
February 7, 2001

To the nomination committee for the Order of the Golden Heart:

It is with great pleasure that I write this letter of recommendation for Dr. Charles Eberly in support of his nomination for the Order of the Golden Heart. I have come to know Dr. Eberly over the past five years as a faculty member of the Counseling and Student Development Department at Eastern Illinois University and as chapter advisor for the Illinois Nu chapter of Sigma Phi Epsilon. Being a former student and now as the Director of Greek Life, Dr. Charles Eberly has become a teacher, mentor, and friend to me.

As a leading educator in the College Student Affairs profession, Dr. Eberly recruited me to come to Eastern Illinois University to launch my career. It took little time at all for me to see that the passion and dedication this man possessed for this field of study would give me a strong background for my life’s career goals. Through Dr. Eberly’s coursework, one-on-one mentoring, and daily role modeling I soon had found my own passion for Student Affairs and Greek Life in particular. Not only did Dr. Eberly challenge me to learn more about the field of study I was pursuing; he challenged me to learn more about myself.

The Illinois Nu chapter of Sigma Phi Epsilon will be celebrating its tenth anniversary on our campus this year and from the chapter’s founding, Dr. Eberly was the life and driving force in creating a fraternity on Eastern Illinois University’s campus that can be matched by no other. As a Balanced Man Chapter, the men of the Illinois Nu chapter begin their fraternity career with a program to make them better members of every community to which they belong. Dr. Eberly is the fuel that makes the Balanced Man experience that much more special to these men. As a resource, cheerleader, and father figure, he is able to provide opportunities for these undergraduate members that are unmatched with any other fraternity experience on our campus.

When I began my masters’ degree work at Eastern Illinois University, I accepted the challenge of becoming a chapter advisor for the men of Delta Sigma Phi on our campus. Without the help and mentoring of Dr. Eberly, I would not have had the success in that role that I was able to achieve. His guidance and advice gave me the tools and motivation to help the men of Delta Sigma Phi turn their chapter around from being a non-contributing member of the Eastern community to becoming a major contender with the successful chapters at EIU. Dr. Eberly motivated me to push the men of Delta Sigma Phi to try to meet and exceed the standards of the Sigma Phi Epsilon chapter. He knew that if more chapters succeeded on Eastern’s campus it would only help his own brothers of Sigma Phi Epsilon.

There has never been a question as to Dr. Eberly’s love of Sigma Phi Epsilon, but he has made it clear to all that it is more important that we all succeed as fraternity men together. This is what makes Dr. Eberly truly special. In a highly competitive fraternity community, he has made it very clear that no matter what affiliation a fraternity man has, that man should make a positive difference in his community as civic leader and scholar in body, mind, and spirit.
Dr. Eberly’s approach to teaching is to lead by example. No one can ever say that Chuck Eberly is not involved in his community or a civic leader. Leading the charge of promoting Student Affairs, Dr. Eberly can be seen every year attending conferences, conventions, and leadership institutes. The Association of Fraternity Advisors, the American College Personnel Association, the North American Student Personnel Association, and the Mid-America Greek Council Association are just some of the professional organizations he has dedicated himself to helping. But, the organization where one can see Dr. Eberly’s true passion is the Center for the Study of the College Fraternity. As president of this organization, he encourages his peers to not only learn more about the trends within fraternity life, but to conduct their own research to provide better insight to our profession.

Research is definitely a passion for Dr. Eberly. His student’s, past and present, look to him as a mentor and guide through each of their own explorations in Student Affairs. One can not have a conversation with Dr. Eberly and not walk away without one or two good topics for a research project. When Dr. Eberly challenges you as a student, you know that he wants you to get the most that you can out of your experience. He guides with passion, dedication, and love of his students. The best way to see the positive influence Dr. Eberly has had in the field of Student Affairs is to look at all of the outstanding administrators and faculty members across the nation who claim Dr. Charles Eberly as their mentor. I am proud to be among the ranks of these fine professionals. One can also see the pride that Dr. Eberly takes in those he has mentored, as he knows where all of his students currently work and through his constant contact with them once they have completed their degree.

One other amazing fact about Dr. Charles Eberly is the fact that no matter how involved he is with teaching, research, or Sigma Phi Epsilon, he always makes time to be a great husband, father, and grandfather to his family. He is always handy with a photo of one of his grandchildren and always has time to do some antique shopping with his wife Sharon. Dr. Eberly is truly the epitome of the Balanced Man.

It is through all of these accomplishments that Dr. Charles Eberly has become an outstanding candidate for the Order of the Golden Heart. Dr. Eberly is a man of good character, high ethics, and noble ideals. Whether he is filling the role of mentor, advisor, fraternity brother, husband, father, or grandfather, he continues to make a difference in all of our lives on a daily basis. I am proud to call him my friend. If you would like any further information regarding Dr. Eberly, I would be more than pleased to provide that for you.

Sincerely,

Bob Dudolski
Director of Greek Life
February 1, 2001

Sigma Phi Epsilon Fraternity
310 S. Boulevard
P.O. Box 1901
Richmond, VA 23218-1901

Dear Order of the Golden Heart Committee,

I had the honor of serving as Regional Director for Sigma Phi Epsilon Fraternity for the 1994-1995 school year covering New York and New Jersey. I also had the honor as an undergraduate at IL Nu, Eastern Illinois University, to experience what our Fraternity defines as a volunteer for Sigma Phi Epsilon through the actions, influence, and commitment of Dr. Charles G. Eberly. Dr. Eberly is currently the Chapter Counselor for IL Nu and has been ever since its inception in 1990 at Eastern's campus.

The Order of the Golden Heart is an honor given to those who influence and enrich the lives of undergraduates by guiding, helping, teaching, proving wisdom, and building a strong and positive Fraternity experience. In my opinion, Dr. Eberly exemplifies the Order of the Golden Heart through his contributions to IL Nu and the positive influence he has had on literally hundreds of members that have passed through the halls of IL Nu over the last eleven years. In retrospect, Dr. Eberly not only taught us lessons about the Fraternity, but also about life. He has the ability to relate experiences in the Fraternity and then relate those experiences into real-life situations and lessons, which is an excellent tool to use for guidance. Often times adults have difficulty communicating valuable lessons and guidance to younger people; however, that is not the case for Dr. Eberly. Whether it was his message in “Chapter Counselor’s minutes” or during the Sig Ep car wash, he always had and still has a gift for communicating a positive message and advice for the undergraduates.

During my term as Regional Director, I truly understood Dr. Eberly’s positive influence on my Chapter. I visited many Sig Ep Chapters in the Northeast that did not have a “Dr. Eberly” there for them and it was an obvious difference in comparison to IL Nu. They lacked a certain knowledge capture that you can only acquire from dedicated volunteers like Dr. Eberly. This guidance and influence was an obvious void in the development of the young men at those Chapters. It is very critical to have positive mentors and role models for people at the college level, especially when they are away from home. I know from first-hand experience that if I had a “Dr. Eberly” in the Northeast for every Chapter I visited, each of those young men would be writing a letter like this for their Chapter Counselor because of the lessons they would learned and the guidance they would received from him.

In my opinion, Dr. Eberly represents not only everything the Golden Heart exemplifies, but also everything that is good in a human being. He has and continues to be a positive role model, Chapter Counselor, and mentor for all of the members of IL Nu. In addition, he has remained a constant fountain of knowledge and wisdom for our Sig Ep undergraduates at Eastern Illinois University.

Fraternally,

Nick Carrillo/IL Nu '94
February 26, 2001

Craig Templeton  
Executive Director  
Sigma Phi Epsilon Fraternity Headquarters  
Zollinger House  
P.O. Box 1901  
Richmond, Virginia 23218

Dear Craig:

It is not often that a university administrator has the opportunity to work with a faculty member who is unwavering in his commitment to the academic achievement and personal development of undergraduates. Dr. Charles “Chuck” Eberly is such an individual and it is with great pleasure that I nominate him for the Order of the Golden Heart of Sigma Phi Epsilon.

I first came to know Dr. Eberly in 1989, when I was working on completing my Master’s Degree in College Student Personnel at Eastern Illinois University. As a faculty member, Chuck is completely dedicated to educating and advancing the professional lives of graduate students who will enter the student affairs profession. During that same time, I served the institution as Assistant Director of Student Life for Greek Affairs. With responsibility for the advisement of the mens’ and womens’ fraternities on the EIU campus, I had the great privilege of working with Chuck when we brought Sigma Phi Epsilon on to the campus as a colony in the fall of 1990. Even prior to Sig Eps coming on to campus, Dr. Eberly was a champion for the EIU Greek community. He was supportive of my work with campus Greeks as well as supportive of the membership of the fraternities and sororities at large.

As a former Greek Advisor, I fully appreciate the role that Chapter Advisors play in the success of their respective chapters. Certainly, my experience at Eastern illuminated that for me as I quickly realized that chapters with involved advisors performed better academically, were more engaged in campus leadership and service to others and had a closer alignment between their stated values and their actual behavior. This was certainly the case with Sigma Phi Epsilon. During their time as a colony and immediately after their installment as the Illinois Nu chapter, the men of Sigma Phi Epsilon made a name for themselves as “balanced” leaders in the Greek community of EIU. Chuck was the first to suggest to members that they take on leadership roles not just within the chapter but within the Greek system and the larger campus community. Soon Sig Eps were recruiting well and filling major leadership posts within the Interfraternity Council, the Greek Week Steering Committee, Student Government, the Homecoming Steering Committee and the University Board Programming organization. Sig Eps were performing well in the classroom as well as on the Intramural fields and on the stage of Greek Sing. And it was Chuck who helped these fine men keep their priorities in check. Symbolically this was evident in his collaboration...
with an art faculty member to construct a new IFC Scholarship trophy that appropriately towered over the intramural one.

Sigma Phi Epsilon’s tight-knit brotherhood was something that I’m convinced was carefully and intentionally orchestrated by Dr. Eberly and certainly something that other undergraduates began to take notice of. I’ll never forget the day I was meeting with my IFC President, a member of Sigma Pi, a chapter that has long enjoyed a strong brotherhood experience and much success at EIU. Chad Bandy had served his Sigma Pi brothers well and had now enjoyed success with his intrafraternal brothers including Sig Eps on the IFC executive board. Sigma Pi was always a strong competitor on the intramural field, often in the classroom and in leadership organizations and many times on the performance stage of Greek Sing. Sig Eps had quickly begun to cut away at Sigma Pi’s strong hold in many areas of campus involvement. As Chad was leaving my office he turned to me and said, “I’ll tell you what…the best example of ‘fraternity’ on this campus, maybe anywhere, is Sigma Phi Epsilon”. I’ll never forget that moment when an intrafraternal brother expressed so effortlessly what he saw in Sigma Phi Epsilon. Dr. Eberly has been the architect of the Illinois Nu experience and he along with the undergraduates has created this fine “example” of fraternity.

Under the advisement of Chuck (affectionately known as “Doc” to Illinois Nu), these men quickly realized that in joining the fraternity they had joined something larger than themselves and as a result they were ready to hold each other accountable to the professed standards of their brotherhood. I remember the Sunday after Homecoming one year, I was leaving town early in the morning to drive to a professional development conference, and before leaving town, I stopped by the local Hardee’s to pick up a coffee. It must have been seven o’clock in the morning and I saw Nick Carrillo (one of my former IFC officers and a former Leadership Consultant) and Craig Tafel, (three time Greek Sing Director) and…they looked exhausted. As I walked over to them I decided that they had yet to go to sleep for the night. They proceeded to tell me that they were at “Doc’s” house til the wee hours of the morning watching old movies of his undergraduate “Sig Ep days’ at Bowling Green State University. It was apparent that they were exhausted, but… I could tell that they had a great time. As Executive Assistant to the President of Bowling Green State University, I often think of that moment and I think of the chapter here at BGSU where his passion and commitment to fraternity began.

With numerous Greek Sing championships, intramural victories, academic accolades and President’s Awards for Fraternal Excellence, Illinois Nu has made a name for itself in the Greek community at EIU. On the national level, Illinois Nu has proven to be one of Sigma Phi Epsilon’s finest, having won on numerous occasions the fraternity’s coveted Buchanan Cup. I’m convinced that without the proper advising on the local level, these accomplishments would have never been realized. Illinois Nu has benefited greatly from the wisdom, guidance, mentoring and friendship of Dr. Charles “Chuck” Eberly. With more advisors like him, our campus Greek systems would be stronger and the fraternity experience would be richer.

Today, I see Chuck at professional meetings and I am quickly brought back in time to my days advising the Greek community at Eastern Illinois University. He made my job easier and he made the fraternity experience for the men of Illinois Nu one that will forever enrich their “balanced” lives. While over the years, the men of Illinois Nu have come to Eastern Illinois University for a degree, they leave the campus four years later with nothing less than a complete education. While
his "classroom" for Illinois Nu may look different than the one for his graduate students, Chuck is in every sense of the word "teaching" these young men. Because of his teaching, I say without hesitation that Dr. Charles Eberly is in great part responsible for making these young people better individuals, better citizens and better leaders. As educators and as advocates of the Greek experience, I'm sure you agree that we all owe Chuck a great deal for that. It is for these reasons that I support his nomination for the Order of the Golden Heart. You'll be hard pressed to find a more deserving award recipient.

With warm regards,

Eileen G. Sullivan, Ph.D.
Executive Assistant to the President & Policy Analyst
February 20, 2001

Order of the Golden Heart Nominating Committee
Sigma Phi Epsilon Fraternity
P.O. Box 1901
Richmond, Virginia 23218

Dear Nominating Committee,

This letter is to support Dr. Charles “Doc” Eberly for the Order of the Golden Heart. Doc deeply cares about the men that join Sigma Phi Epsilon. My first experience with Doc took place in the basement of the fraternity house. It was there that I learned the expectations of a Sig Ep and of a man who wants to be successful in a demanding world. Doc has been someone you can talk to about any problem ranging from school to family. When the chapter or a member has made a poor choice, he lets us know about it. On the other hand, Doc praises the chapter and individuals when the occasion arises. He makes time to see “his boys” compete in intramurals, perform dance recitals, and participate in choral competitions. For these reasons, the men of Illinois Nu think of Doc as a father figure. I sincerely believe that Doc deserves the great honor, Order of the Golden Heart.

Doc exemplifies all the qualities needed to attain the much-deserved Order of the Golden Heart. He has founded two fraternities, one being Illinois Nu. As a faculty advisor, he gives guidance to the chapter and the individual members of Sigma Phi Epsilon. Currently, Doc is working on a publication, which provides one with an idea on how to be a fraternal advisor. When it comes right down to it, Doc dedicates each and everyday to Sigma Phi Epsilon. Above all, he embodies the principles of our founding fathers.

I strongly recommend Dr. Charles Eberly for the highly esteemed Order of the Golden Heart. I would appreciate that he receives recognition for his lifelong commitment to Sigma Phi Epsilon.

Sincerely,

Joseph S. Bell
President of the Illinois Nu Chapter
Eastern Illinois University
Dear Brothers:

The nomination of Doctor Charles Eberly for the Order of the Golden Heart Award is the subject of this letter. In my mind, there is no greater influence on the campus of Eastern Illinois University than Doc. His fatherly attitude does not interfere with his friendly, humorous personality that has made the founding and subsequent Chapter enrollment explosion possible.

My first encounter with Sigma Phi Epsilon Fraternity involved several members of Sig Ep from Illinois Alpha and Doc. Doc spoke extensively to the group of us and then again individually. I can't describe his charisma, but can compare him to F.D. Roosevelt, former President of the United States. Both deliver spellbinding discourses while injecting a sense of self-involvement in the topic. This energized everyone in the room and made becoming a member of this yet-formed Colony a real honor. After receiving my bid and accepting, Doc has played a crucial role in my development as a student, engineer, and consequently, an adult.

Forming of a new Chapter in Sigma Phi Epsilon is stressful on all aspects of life. Doc provided continuous encouragement by setting academic, manpower, social, financial, and other goals and helped the Colony organize to provide a strong but flexible basis for growth in the 21st century. He assisted with the writing of the Colony Statement of Purpose, which is on file with Eastern, in addition to the Chapter bylaws, which required some weeks and exceptional patience. These now set the standard for all aspects of Chapter life.

He personally touched me by providing suggestions on improving study habits, recommending ways to improve material retention (pneumonic devices), and even giving a talk on how to tie Windsor and half-Windsor knots! Because I was only attending Eastern Illinois University for two years before transferring to University of Illinois in Urbana, high grades and optimization of available time were necessary to ensure my acceptance to the top ranked Engineering School. Doc was always willing to help when time was short during exams.

Even after my departure, Doc provided guidance for me in my fraternal life. I then joined the Illinois Alpha Chapter as a pledge. Academics combined with the heavy burden of pledging weighed heavily, but were bearable only by the occasional conversations with Doc, and his informative anecdotes of his college experiences. I honestly do not know of a single person more involved in my life as a student, other than my parents, or of one who deserves as high an award such as the Order of the Golden Heart.

Diligent, Virtuous, and Lovingly,

Douglas E. Kanwischer
April 28, 1999

Dear Brothers:

I am writing today in support of Order of the Golden Heart nominee Dr. Charles G. Eberly, whose leadership and guidance skills truly exemplify the meaning of "lifelong responsibility of brotherhood". Dr. Eberly's commitment to our great Fraternity has been unwavering, and I can not think of a more worthy recipient of its highest award.

I met Dr. Eberly for the first time in the winter of 1991, just two months after he and a small group of men from Eastern Illinois University founded what would later become the Illinois Nu Chapter of Sigma Phi Epsilon. His wisdom, vision, and love for the Fraternity were evident from our first handshake, and his passion for the fraternity world in general--and Sigma Phi Epsilon in particular--is contagious.

As our small colony expanded both in manpower and campus influence, Dr. Eberly was able to call upon his decades of experience with other Sig Ep chapters in order to shape the course of Illinois Nu. As the chapter proceeded to win campus and national awards, he continued to instill the "balanced man" philosophy in each of our minds, insisting that every member challenge himself to be his very best in mind, body, and spirit. In particular, his insistence that every man in the chapter take his academic responsibilities seriously is, without question, the primary reason that several of my undergraduate brothers remained in college and developed the skills necessary to begin successful careers.

Some men have given more of their financial support to our great Fraternity than Dr. Eberly. Others, perhaps, have committed more years to it. But when one considers the level of caring, concern, and passion for Sigma Phi Epsilon demonstrated by Dr. Charles G. Eberly over the past thirty-five years, I believe the Order of the Golden Heart would be a fitting tribute to a man who has done so much for his Fraternity.

I very much hope that you give him your strongest consideration.

Fraternally,

[Craig Tafel's signature]

Craig Tafel
Alumnus, Illinois Nu Chapter
Sigma Phi Epsilon
Fraters In Facultate: Models of Excellence In Fraternity Advising

Charles G. Eberly

Professor of Educational Psychology and Guidance

Eastern Illinois University

Presentation at the joint ACPA/NASPA Convention

Chicago, Illinois

March 22, 1997

"When a multitude of young men, keen, open hearted, sympathetic and observant, as young men are, come together and freely mix with each another, even if there be no one to teach them; the conversation of all is a series of lectures to each, and they gain for themselves new ideas and views, fresh matter for thought, and distinct principles for judging and acting day by day."

John Henry Cardinal Newman,

The Idea of the University, 1852

Development of a Study on Fraternity Advising

This is a qualitative research study in progress. The purpose of this presentation is to share the initial design of the study with the audience, and to draw upon the expertise of the audience as a means of addressing the "emerging design" of the project.

Background

As a fraternity advisor for most of my professional career in higher education, and as an undergraduate fraternity member, my own experience has largely been contrary to the research evidence about the impact of fraternity membership on student life. One such study (Arnold, 1995) is so contrary to my personal experience that the author, upon hearing a description of my own undergraduate and contemporary experiences with fraternities, said, "It is as if your experience and mine were coming from two different worlds" (James Arnold, personal communication, March 19, 1997). I have often wondered what it was about my own experience that was so different from that described in the literature. One statement I often heard as a young professional in student affairs, from campus chief student affairs officers (CSAOs), and from fraternity executive directors (FEs), was that a chapter with a strong chapter advisor, or with a strong alumni board, was one that they did not have to be concerned with in terms of behavior or citizenship. Over the years, I have informally asked fraternity executives about their experience with strong advisors, and what having a strong chapter advisor means to them. And, in cases of fraternity misbehavior, I have informally asked why local CSAOs do not demand that each campus fraternity chapter have a concerned, active faculty advisor working with their chapters.
In one case, a FE stated that if it were required of his organization to have concerned, active faculty advisors, his national fraternity would lose more than half its chapters (Eberly, Marvin, & Parker, 1985). However, a CSAO questioned at that same time about his contact with faculty advisors said that if he had trouble with a local chapter, he just picked up the phone and called the National Headquarters. He seemed to dismiss the idea that local advisors were a useful contact.

Again, in my own experience, it was my chapter's faculty advisor who encouraged us to work toward higher goals and, out of our respect for him, kindled a desire within us to live up to his expectations. My curiosity about the value of local faculty advisors, their efficacy within a chapter, and their value to the campus and the national fraternity was the impetus for this sabbatical project. I want to understand what concerned faculty chapter advisors do to influence the activities of quality chapters.

For the purpose of this study, "Concerned faculty advisors" were defined as people who had been recognized by either their local campus and/or their national fraternity as outstanding alumni volunteers or advisors, and "quality chapters" were defined as organizations which led their campus in terms of leadership, scholarship, and campus activities, and were recipients of outstanding chapter awards from their national organizations, as well as fraternal excellence awards from their local campuses.

Sample

Seven men who advised outstanding chapters were selected to be the focus of the study. All were nominated by fraternity executives, chief student affairs officers, or campus greek advisors, and had their nomination confirmed by double-checking with the corresponding campus or national official, and asking for their agreement with the original nominator. The names of the focus advisors were solicited from my own network of contacts within the Association of Fraternity Advisors, my national fraternity, and from participants in an October, 1996, meeting of the National Association of College and University Attorneys in Indianapolis, Indiana. Six different national fraternities are represented among the seven men. A short, thin description of the seven men, the chapters to which they are affiliated, and their campuses, follows:

1. Keeshan Winn (not his real name), age 52, is a tenured human services faculty member at a small, liberal arts university of just over 2,000 students in western New England. Its fraternity system is nearly 100 years old. Winn was not a fraternity member as an undergraduate, but was recruited, then pledged and initiated into the fraternity chapter which he advises. The 50 man chapter was founded less than ten years ago, and since that time, has provided the campus with many of its student government leaders and outstanding senior students. Winn was nominated by his campus Greek Affairs advisor.

2. Carroll Stream, age 48, is both a private businessman in the city where the chapter he advises is located, and an adjunct business professor at another campus some distance away. He is a PhD student on the distant campus. The chapter he advises is on a public campus of 5,000 students in a rural, Middle States location. He has a long record of public service in his local community, and was well known to the local campus student affairs administration when he was asked to start a chapter of his fraternity. He joined a greek organization as an undergraduate, became President of the IFC, traveled for his fraternity after he graduated, and is well respected in his national fraternity. However, he has never served in a major national office, preferring instead to focus his energies on his local chapter. His chapter, the newest on its campus, has above a 3.0 GPA, and provides exemplary moral leadership to the local fraternity system. Stream was nominated by his fraternity executive director.

3. Redd Flagg, age 34, is a junior high school teacher in a city about 100 miles from the chapter he
advises. He is an energetic, enthusiastic man with a friendly, engaging personality. He joined a fraternity as an undergraduate because he "was looking for something to keep me in school. I was bored with my classes, and the campus, and I wanted something in which to get involved." He has since become a chapter advisor to four different chapters (not at the same time), and is current an advisor to the focus chapter, and to a colony of the national fraternity in a nearby state.

His focus chapter is nearing its eightieth anniversary as a chapter, and has had a long and distinguished history on its campus, a public flagship university in its Midwestern state. The chapter's major claim to fame is a consistent 3.0+ group GPA among its members. Flagg was nominated by the fraternity executive director.

4. Paul Banyon, age 58, is a professor of communications on a large, public university campus in the Southwest. He joined the local fraternity which subsequently became a chapter of the national organization he advises, and he has been an advisor for nearly 35 years. In that time, his chapter has consistently led the campus in student leadership and athletic endeavors, and has perennially been one of the three largest chapters on campus. Banyon is almost an icon on the campus, among students, staff, and alumni. As with Stream and Flagg, Banyon has served his fraternity as a national official. Banyon was nominated by his campuses' CSAO.

5. Terry Webb, age 43, is a criminal lawyer in the community where his chapter is located. He has a wry sense of humor, and a very close, personal connection to many of the men in the chapter he advises. His chapter is located on a relatively new, public campus in a southeastern state, founded in the explosion of new institutions brought on by the baby boom. His fraternity is the largest on the campus, leads in academics, student leadership, and athletics, and is distinguished from others because it operates without having a chapter house. This, on a campus where many chapters have million dollar homes. He because a chapter advisor shortly after he graduated from the college in 1976. He has never held a national office within his fraternity. Webb was nominated by the fraternity executive director.

6. Evan Stoner, age 48, is a highly respected, mid-level campus administrator at a land-grant university in the mid-west. His chapter owns its own eighty-man chapter house, and is nearly 85 years old. It consistently wins the award for being the top single chapter in its national fraternity. It has a scholarship program which has awarded several hundred thousand dollars in scholarships to its members in the last five years. Last semester, 14 men in the chapter earned 4.0 GPAs. Stoner was nominated by a national volunteer fraternity official who was on the staff of my campus.

7. Jason Race, age 54, is an assistant professor of humanities on a state university campus in the Midwest near a large, central city. He is a major officer in a national professional student affairs association. He was an undergraduate president in the chapter which he now co-advises with the man who was his chapter advisor as an undergraduate. In the past six years since Jason has become the advisor, the chapter has enjoyed a major renaissance, and is now an 80+ man group. With his help, the alumni board is about to realize a 40-year dream, that of building its own, new chapter facility. Race has never held a major office as a volunteer within his national fraternity. Race was nominated by his fraternity executive director.

Method

Those who are familiar with the techniques of qualitative research are aware that the basic question, in terms of the ethnographic type of research addressed in this project, is, "What is going on here?" What actions do highly effective fraternity/volunteer advisors take, that their chapters appear to do so very well across time? What role are these men playing in their chapters, that undergraduates would seek their
counsel, and would wait to listen, and hear, what they have to say?

In order to answer the question, "What is going on here?" the researcher is not to have a preconceived notion of what questions or probes to ask, but rather in the course of interaction is to identify, from the respondents' own words, the "emerging design" of the study. Then, one is to seek confirmation, or dis-confirmation, of that emerging design through the statements of other respondents, documents, or artifacts.

In a major respect, I have departed from that "classical" qualitative paradigm for this project. One of the books I use in my student affairs leadership course is *The Leadership Challenge*, (1987) by James M. Kouzes and Barry Z. Posner. Their qualitative and quantitative research has resulted in a "grounded theory" of leadership. Reasoning that the qualities of leadership provided by a concerned faculty advisor would be similar to those qualities of leadership found among captains of business, I requested and received permission to adapt the interview protocol used by Kouzes and Posner (pp. 303-308) for their study of business leadership (Personal communication, Barry Z. Posner, November 6, 1996). A copy of the adopted protocol is attached to this paper (Appendix I). Interview protocols for people surrounding the chapter/faculty advisor were also created based on the Kouzes and Posner protocol.

Plans were made for two four day site visits to each campus, in order to interview the chapter/faculty advisor, and their chapter. The first visit was to use the adapted interview protocol, and to gain an initial impression of the campus. Field notes were taken as well as interviews carried out. When I came to each campus the first time, I knew only that I wanted to interview the chapter/faculty advisor, the campus Greek Advisor, and undergraduate leaders within the chapter. I had no preconceived notions about other contacts. The second, four-day follow-up visit was meant to clarify questions arising from the initial interviews and field notes, and to take into account emerging issues based on data from all campuses as the study progressed. The second visits were also designed to interview other persons surrounding the advisor of the chapter who could extend, clarify, or disconfirm statements made by people from the initial interviews.

In addition to the chapter/faculty advisor, people interviewed have included undergraduate leaders and other members of the chapter, typically one or two sessions in four to six person focus groups, campus student affairs administration officials associated with fraternity supervision, alumni of the campus focus chapter, where available, and the campuses' chief academic officer, or their designee. Separate interviews were also conducted at national fraternity offices with traveling chapter consultants, and with selected executive officers. Based on the initial round of interviews, plans are to include selected parents of current chapter members, undergraduates who joined but since have dropped their fraternity membership, and other chapter co-advisors, where available.

Informed consent is obtained from all participants prior to entering into the study. Audio tapes were made for all interviewees and focus groups. Tapes are being transcribed, edited for clarity, and then sent to each informant for review and approval. Once an interview transcript is approved by the informant, it is ready for coding and qualitative analysis. About forty percent of the initial interview transcripts have been transcribed, edited, and mailed to informants as of the date of this presentation. All initial visits have been made to campuses, and one second visit has been completed.

Paper documents and artifacts include articles in campus newspapers about the advisors or their chapters, campus and local recruitment materials, applications for individual or group local campus or national organization awards, and greek system semester grade reports. National fraternity headquarters staff have been asked to provide chapter advising manuals, recent national chapter consultant visitation reports on the chapters, and any other correspondence they identify as useful to the project.
After categories and themes have been identified, chapter/faculty advisors, undergraduates, and campus Greek Affairs Advisors will be asked to read the resulting product to satisfy all involved that individuals, chapters, and institutions, have been sufficiently layered to an appropriate level of anonymity, and that the interpretation of the information is "true" to their perceptions of their chapter/faculty advisor, chapter, and campus.

Purpose of this Session

The purpose of this session is to share my initial, gut-level impressions about what I have observed with the people in attendance, and to enlist the audience to help identify emerging issues they perceive, as well as to specify possible alternative informants beyond those I have interviewed to improve the authenticity and veracity of the study (Lincoln & Guba, 1985).

Initial Impressions

The material below is drawn from my own reactions to the visits I have made to this time. Quotes used below are from interviews which have been approved by their respondents. In many cases, there are far richer verbal descriptions contained in interviews yet to be finalized for analysis. At this point I have not identified my own preliminary categories and themes based on the fraternity interview data itself. The categories suggested below are taken from the Kouzes and Posner (1987) interview protocol categories. Finally, it should not be implied that the quotes below represent the respondents perceptions of their fraternity experience, since this paper has not been read, and the quotes authenticated, by the respondents themselves.

Role in the local chapter

Most, but not all of these men, are advising fraternity chapters into which they were initiated as undergraduates. Again for most, it was not their intention to become a chapter advisor when they first began their association with the fraternity undergraduates.

These men are all in almost daily contact with their undergraduate officers, and e-mail is fact becoming the preferred form of communication. Most attend every, or almost every, chapter meeting, and many attend weekly chapter executive committee meetings. A few attend chapter pledge education meetings, and take an active part in the new member education program. Many often stop by the chapter on an informal basis, as Chuck, and undergraduate member, but not an officer, related about Carroll Stream.

Brother Stream has a lot of contact just by coming by to see what's going on with the chapter, see how the guys are doing, and things like that. As far as roles in the chapter, he leads, oversees things from a distance to see what's going on, but allows the Executive Committee and the Brothers who are active to direct the fraternity, and he guides it. Like an unseen spirit, he's there, and he's doing things. Everybody talks to him, and he talks to everybody else. A lot of people go to him for guidance, and if you think something's coming to you from one of the Brothers, it's more than likely coming from a mixture of them and him. He's somebody who helps out every brother indirectly, if not directly.

Opportunities and Challenges

Opportunities are framed by these fraternity advisors in terms of "teachable moments" when they have an opportunity to encourage undergraduates to think about the bases for their actions. Keeshan Winn described his opportunities and challenges in detail.
I have two or three major thrusts that I approach with the Brotherhood all the time. One, we have a Creed in [our fraternity] that every new member learns. We begin every meeting with it, and I just met the new pledge class last week in order to teach it to them. I am constantly pushing the Brothers. What does the Creed mean in action? It's nice to memorize that, it's nice that you say it at meetings, but does it reflect your behavior? Do you stop and think, either individually or as a Brotherhood when an issues comes along, what does your Creed dictate here in terms of behavior? My sense is that a lot of guys never really are aware of its meaning, it's just words that you say at a meeting. So, that's a constant theme of mine.

Along with that, I'm always pushing the idea that mistakes are allowed. During college you are going to screw up, you're going to do something wrong. The point is, what do you do when that happens? Are you man enough to stand up and say, "I made a mistake," and then take the punishment and learn from it and be a better person?

New member education has been a big challenge, from the time I have been involved with the chapter, trying to push them to move the new member program to where I think it ought to be. I think we've done a good job of eliminating hazing in any extreme form. They may still do some things...but...my concern is [that] fraternity officials and college administrators say to undergraduate chapter members, "You can't haze anymore." The undergraduates interpret that as we are supposed to water down our new member education program. They don't have the skills in team building to know what to put in place, so they just sort of flounder around.... I've been trying to work with them on... how we build a program that, first, recognizes the fact that these young men are students, they have to get their work done, they have to go to class, then have to do the things that are why they are here, and as a supplement and complement to that, how do we create a program that's meaningful, that actually prepares them for Brotherhood, in terms of the Creed, in terms of responsibilities to themselves, to each other, and to the institution? That's slow going. And, we fight about it, we fight about it.

Of course, we always work on responsible use of alcohol. Again, that's one of those things you hope that you are getting through to them because it is so important....Do we have any Brothers in the house who have a drinking problem or drug problem? If we do, do we know who these people are? Are we doing something about it? Are we seeing that those people get help? Or, are we covering up for them and thinking that is somehow "Brotherhood"? [Do we think] we are doing them a favor by not confronting them?

As the quote above suggests, some of the unhealthy activities Arnold (1995) described in his dissertation may be present in some form in this chapter, located in a private, New England school.

Destinations

These advisors appear not to have any misconceptions about the challenges confronting them. The challenges are real, they are here, and they must be addressed. I asked Keeshan Winn what he dreamed he could accomplish as a chapter advisor?

One of the things that has frustrated me in our Greek System...is that we still have groups who don't have an advisor at all. One the one hand, we talk about Greek life being an educational experience, and we have about 40 or 50 men or women all getting together somewhere and they are supposed to learn all these things about Greek living and leadership. But, we know in the classroom you don't achieve learning outcomes just because you put people in a classroom together. There's got to be some kind of structure, some kind of process, some sort of facilitation for moving that group toward those goals. So, I really view my work with the fraternity as if they were a class of mine, except that we are in a classroom
without walls. I'm really interested in how we go about as an institution structuring those experiences in a way that doesn't just lead to chance. Whether or not they are going to learn relates to the kind of ideals we talk about as educators. In residence halls, we have all sorts of professional staff to try to insure that students are recipients of positive learning experiences. We don't with the Greek organizations. They are just sort of left on their own to flounder, and then [the University administration is] perched to come down on them when they make the wrong choices.

Involvement

Of course, one of the challenges is to involve members in the life of the organization. Perhaps a response from undergraduates about how their advisor seems to facilitate their participation would best describe the actions these men seem to take. Redd Flagg, the youngest chapter advisor, was described by his chapter president in the following manner. The chapter president is one of two men in that chapter who will be traveling consultants for their national organization in the next year.

He gives us a lot of needed pats on the back, a lot of times when everybody else does not. It's easy in the fraternity world to get a little down because there's a lot of outside pressure coming down on you, and he gives a lot of uplift. He's probably about the most energetic person I've ever met in my entire life, and so when you see his energy to work toward something...Sometimes you are a little burned out, and he's calling you, "You got your retreat set up? You got this? You doing this, this is going to take us to the next level, you know." He's just so excited about it, you believe. He makes you believe that what you are doing is going to be a good thing. "Do you have that done? Well, then?" If you get to where you believe, and he want to know if you have it done and if you haven't done it, you're going to get it done. You're going to get your retreat set up, you're going to get your goals set, so you start doing academic programming instead of doing other things, and you start taking care of what you need to do within your chapter.

As Keeshan Winn suggested advisors must do, Flagg also appears to focus his attention on men who have jobs to do, and provides them with the necessary detail to carry out the assignment. The second of Flagg's graduates to become a chapter consultant next year explained,

To support his ideas, really what he does is come to you and sit down, and explain every little detail about it and what is so great about his idea, and what he has planned. Once he does that, and focuses all his attention on you, I think most of the time we find he has some very good ideas and he knows what's best for us.

Leader Actions

Do these men "lead by example?" Again, what others have said about these advisors is instructive. Carroll Stream's campus Greek Advisor, himself an advisor to another highly competitive chapter on that school's campus, said that Stream

...serves as more of a mentor or a model. I think as an advisor, your students are going to respect the way that you act and the way that you come across to them. Carroll does a good job of modelling what he would like to see come out of that place, and there's no doubt that he's taken a group of people that slipped through the Greek crack and developed one of the top fraternities--in two years, in two years' time--developed one of the top fraternities here.

Stream's chapter was approved for expansion on the campus after some extensive deliberation on the part of the local Interfraternity Council. The new colony was accepted for expansion only if certain conditions
were fulfilled, including not recruiting members until after the "regular" fraternity recruitment period was completed. There was apparently some belief among the established chapters that few men would come forward to join a new fraternity. Thirty men joined the new group within a relatively short period of time. The chapter was developed based on a new member education program which requires the men to participate in a four year developmental sequence of activities. Among the expected activities is community service. The President of Stream's University said that Stream was

...very involved in the community. He's been involved in giving to the university, for instance, and for good causes involved in all kinds of community efforts to do things. He is the kind of person who would want to get community efforts organized, to help whatever the situation is. I think that giving-back-to-the-community service is one of the things that I would see Carroll trying to convey, and is conveying to the undergraduates as well as to other people.

Character of the Experience/Person

Each chapter/faculty advisor was asked to describe "five or six words" which best described "the character of your experience as a fraternity advisor." This, from Carroll Stream:

**Enriched, privileged** to have the opportunity to share the experiences with those young men, **appreciative** of the opportunities that have been afforded by the National Headquarters Staff and the great young men who work there, kind of **relieved**, in a way, of obligations that I have felt toward people. Part of it is "payback time." ... You could run through a long litany of reasons and names and the only way to pay those people back is to maintain that sense of value that those people felt, and make sure that young men still get the opportunity to share that same experience, albeit in a different setting, and climate, and time.

Redd Flagg's chapter achievement is maintaining a 3.0+ GPA on a research one state, flagship Midwestern university. Flagg travels 170 miles round trip to attend chapter functions.

I would say **pride**, as our guys won the Outstanding Chapter Award, pride the likes of which you rarely feel. **Disappointment** at times, when the guys make bad choices. **Jubilation** and almost a **euphoria**, at times, when you see some of that youthful gusto, truly a sacred brotherhood. Probably the key words being both **sacred** and **brotherhood**, the jubilation is just incredible. It really makes you happy. I would say **accomplishment**, because you definitely feel like that 170 miles round trip is worth it when you see an accomplishment in the chapter. When you hear they are #1 in grades, those 170 miles become a little bit less long.

Keeshan Winn's chapter achievement is in leadership. His chapter has been highly involved in student government, and the undergraduate speaker at commencement for the past two years has been a member of his fraternity. He selected the words **satisfaction, frustration**, (long pause) **accomplishment, missed opportunities.**

I get the feeling a lot of times that looking back on a situation, I should have done something there that I didn't do. That there must have been an **educational opportunity** there that I somehow didn't seize on at the time.

[There is] a general **frustration** that the movement is slow. But it is in the classroom, too. There is a temptation when you start at a beginning of a semester to want students to be where you are hoping they are going to be when you end.
And because in working with the chapters you don't really have that time frame, I mean, it's a much longer time frame, so it's sort of hard the gauge progress. Are we where we should be? No. It reminds me of a passage that I think is in *Childhood and Society*, where Iroquoian talks about going into a saloon in the West and seeing the old hand-carved sign on the wall that says, "I ain't what I oughta be, I ain't what I'm gonna be, but I ain't what I was." And, I think about that a lot in reference to the chapter. We're not where we oughta be, and we're not where we're going to be if keep working at it, but we're sure as hell not where were started out, either.

Jason Race's chapter has grown to more than 80 brothers in the past six years. He has revitalized both the undergraduate group, and mobilized the alumni to the point where the chapter will be moving into its first, new home, housing 38 men, in the past 40 years.

I think first of all I can truly say it's been **rewarding**. It's been **difficult** at times, so difficult would be another word. **Opportunistc**. It has provided an old fellow like me to be young again, especially when my sons were fraternity men, even though they were in a different group. I grew with my sons at their age, when they were 18 and going to college, I was a fraternity advisor because I could learn from any group of fraternity kids what my son was really experiencing even though he was in a different fraternity. **Personal satisfaction**, and that is not only working with the group, that's working with the alumni and especially Carlton Bridge, my co-faculty advisor, and the personal satisfaction I derive from him. Occasionally we will go to basketball games, and we'll spend the two or three hours together in that setting, and sit there and talk about fraternities...we talk about guys' attitudes, the things we're going to be voting on, what we should say, what we shouldn't say, and which one of us should say it to have the greatest impact on the group at the chapter meeting.

In Conclusion

Asked how they would like to be remembered as a fraternity advisor, none of these men sought public accolades or recognition. While Carlton Bridge, age 76, was not one of the focus advisors, his response to the question was the most impressive to me. "I would have my memorial be in the hearts of men."

Epilogue

The quotes above were meant to provide the reader with a sense of the material I am gathering about men who are fraternity advisors. There is not time here, nor is the research complete enough, to provide the documentation and triangulation to demonstrate the consistency with which the statements above were corroborated by undergraduate members, campus administrators, and other informants. Emerging issues were also not addressed. One issue is the attachment that many of the undergraduates feel toward their fraternity compared to their own nuclear/biological family. Another issue is the lack of external reward that these advisors receive for their investment of energy and effort in the college fraternity. Apparently, the "reward" is almost entirely intrinsic, and done "for the love of fraternity."

References


Acknowledgements

This research is supported by grants from Sigma Phi Epsilon, Delta Gamma, and Delta Delta Delta Fraternities, a faculty research grant from Eastern Illinois University, and a telefund grant from the EIU College of Education and Professional Studies. The project is being carried out as a Visiting Scholar at Indiana University, under the supervision of Dr. Frances Stage, as part of a sabbatical leave from Eastern Illinois University during the 1996-97 academic year.
PERSONAL

University Address: Department of Counseling and Student Development
2107 Buzzard Hall
College of Education and Professional Studies
Eastern Illinois University
600 Lincoln Avenue
Charleston, Illinois 61920-3099
Phone: (217) 581-7235 Fax (217) 581-7800

Internet Address: cfcge@ux1.cts.eiu.edu
Internet Homepage: http://www.ux1.eiu.edu/~cfcge/eberly.htm
CSP Program Home: http://www.eiu.edu/~eiuucsd

Home Address: 2609 Sixth Street Circle
Charleston, Illinois 61920-4113
Phone: 217-345-1465 Fax: 217-345-1465/*51

Date of Birth: September 8, 1941

Current Position

Professor, Department of Counseling and Student Development, Eastern Illinois University,
Charleston, IL, 1987-present

Graduate teaching in College Student Personnel Administration, Educational Measurement,
Research Foundations, Classroom Assessment, Career Development, and Theories of
Personality.

Department Coordinator for College Student Personnel

Supervisor of Interns, CSP Practicum Students, Graduate Assistants, Masters Theses and
Specialist Field Studies

PROFESSIONAL PREPARATION

1963-1966 Master of Science in Education, Syracuse University, Syracuse, New York. Major: College Student Personnel. Thesis: Attitudinal differences between the national officers and two chapters of a national fraternity

1959-1963 Bachelor of Science in Chemistry, Bowling Green State University, Bowling Green, Ohio. Minor: Mathematics.

SABBATICAL STUDY

8/96 - 5/97 Visiting Scholar, Indiana University, Bloomington, Indiana. Qualitative Research: Fratres In Facultate: An Ethnographic Study of Local Chapter Fraternity Advising. Visited courses in Qualitative Research Methods (Dr. Linda Mabry) and Student Development Theory (Dr. Guadalupe Anaya).

June, 1996 Tour of 14 Historically Black Colleges and Universities in Mississippi, Louisiana, and Texas. Visited eleven HBCUs in a period of ten days with a group of five EIU master's candidates, and a similar delegation from Southern Illinois University-Carbondale.


7/77- 7/78 Visiting Professor of Educational Psychology, Mie University, Tsu, Japan. Taught courses in Teacher-Made Testing, Assessment of English as a Foreign Language, and Standardized Testing.

PROFESSIONAL EXPERIENCE:

1970-87 Associate Professor, Undergraduate University Division; Assistant to the Director of Admissions for Planning, Evaluation and Orientation Placement Testing, Michigan State University, East Lansing, Michigan.

1969-70 Temporary Instructor, Office of Evaluation Services, University College, Michigan State University, East Lansing, Michigan.

1968-69 Graduate Assistant, Office of Evaluation Services, Michigan State University, East Lansing, Michigan.

1965-1967 Instructor of Student Personnel, University of Wisconsin-Oshkosh, Oshkosh, Wisconsin.

Summer, 1964 Acting Assistant Dean of Students, Wilmington College, Wilmington, Ohio.

1963-64 Resident Adviser Graduate Assistantship, Sadler Hall, Syracuse University.
MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Association for Assessment in Counseling
Association for Interdisciplinary Initiatives in Higher Education
American College Personnel Association
Association of Fraternity Advisors
Center for the Study of the College Fraternity
Illinois Counseling Association
Illinois Association for Assessment in Counseling
National Association of Academic Affairs Administrators
National Association of Student Personnel Administrators
National Council on Measurement in Education
Phi Delta Kappa

AWARDS/RECOGNITIONS:

Spirit of GreekBGSU Award, First Recipient, Bowling Green State University, 2002
Distinguished Service Award, Illinois Association for Assessment in Counseling, 2002
Midwest Meeting of Graduate Students in Student Affairs (MMOGSISP) Hall of Fame Award, 2002
Dennis Trueblood Award for Outstanding Contributions to Student Affairs in the State of Illinois, 2002
Ralph Weller Award for Faculty Contribution to Greek Life, 2001
James Price Award for EIU Fraternity Advisor of the Year, 2001
Nominee, Outstanding Faculty Mentor Award, EIU Graduate School, 2001
Omicron Delta Kappa, Charter Member of EIU Circle, 1998
Eastern Illinois University Faculty Achievement and Contribution Award: Service, 1998
Nominee, NASPA Region IV-East Outstanding Contribution to Student Affairs through Teaching Award, 1995, 1999
Order of Omega (Honorary) Greek Leadership Recognition Society, 1995
Sigma Phi Epsilon Fraternity Distinguished Alumnus Award, 1995
EIU Greek System "Individual Initiative Award", 1994
Phi Delta Kappa, Eastern Illinois University, Contribution to Research Award, 1994
Presidential Service Award, Association for Assessment in Counseling, 1990
Treasurer's Recognition Award, Association for Assessment in Counseling, 1988
Who's Who in the Health and Human Services Professions, 1986-87; 1988-89
Outstanding Professional Service Award, Michigan Association for Measurement and Evaluation in Guidance, 1985-86
The Honor Society Of Phi Kappa Phi, 1985
Newsletter Editor Certificate of Recognition, Association for Assessment in Counseling, 1984
Commendation for Meritorious Service, Mie University, Tsu, Japan, 1978
Faculty Improvement Grant, University of Wisconsin-Oshkosh, 1967
Tuition Grant, Syracuse University, 1963-64
BGSU Distinguished Student Service Award, 1963
Carter Ashton Jenkens Award for outstanding Journal reporting, Sigma Phi Epsilon, 1963
Gamma Epsilon (German), 1961
Phi Eta Sigma, 1960

TEACHING AND INSTRUCTION

Teaching:

**Eastern Illinois University**

Student Affairs in Higher Education  
Leadership and Administration in Higher Education  
Practicum in Student Affairs  
Appraisal  
Occupational, Educational, Personal, and Social Information  
Personality Dynamics  
Research Methods  
College Teaching  
The Community College  
Directed Individual Study  
Internship Supervision  
Supervised Research

**Indiana State University-Terre Haute:**

Collegiate Environments: Theory, Assessment and Application (Fall, 1998)

**Michigan State University**

Standardized Tests and Testing Programs  
Teacher-Made Testing  
Foundations of Educational Research  
Directed Individual Study  
Supervised Research

**Course Development** (Eastern Illinois University)

Feshman Seminar, EIU 1001 (as part of a larger committee, 1989)  
The College Environment and Student Development  
The Modern American College  
Research in Counseling and Student Personnel  
Governance and Finance in Higher Education (with Dean Charles Joley)  
College Teaching (2000)  
Technology in Student Affairs (2000)  
History and Philosophy of Higher Education (2000)  
Legal Issues in Student Affairs (2000)  
The Community College (2000)

**Service as Doctoral Committee Dissertation Director (Graduates)**

**Michigan State University**

**Service as Doctoral Committee Member (Graduates):**

**Michigan State University**


Donalda MacLean Warner. (1975). A comparison of the difficulty of materials used in the teaching and testing of shorthand with the difficulty of business letters in use in business offices.


**Service as Educational Specialist (Ed.S) Committee Chairperson (Graduates)**

**Eastern Illinois University**


Marla M. McDaneld. (1996). Academic achievement of high school students as it relates to locus of control, family life changes, and perceived level of stress.


Terry Seldomridge. (1996). Graduate students' reactions to an educational philosophy class presented over Eastern Illinois University's distance learning system.


**Service as Educational Specialist (Ed.S.) Committee Member (Graduates)**

Leslie E. Marsh (1990)

Betsy J. Masters (1990)

Audrey D. Guymon (1997)

Michael W. Ladd (2000)

**Service as Master's Degree (M.S. Ed.) Committee Chairperson (Graduates)**
Margaret Messer. (1993). The impact of freshman seminar on the academic, social, and personal development as perceived by students completing the course at Eastern Illinois University fall semester 1989.


Peter Smith. (2000). Student perceptions of campus environment as it relates to their own experiences and institutional perspectives.


Service as Master’s Degree (M.S. Ed.) Committee Member (Graduates)

Susan Winterhalter (2001)

Carolyn A. Horsman (1996)

Service as Educational Specialist (Ed.S.) Committee Chairperson (Current Students)

Robert Dudolski, College Student Personnel Emphasis

Bobbi Kingery, College Student Personnel Emphasis

Service as Master’s Degree (M.S. Ed) Committee Chairperson (Current Students)

Service as Master’s Degree (M.S. Ed) Committee Member (Current Students)

Mary Bankhead, College Student Affairs

Dixie Sullenger, College Student Affairs

Jamill Taylor, College Student Affairs

Jack Trump, College Student Affairs

Development of Instructional Resources (Eastern Illinois University)

Library - Department of Counseling and Student Development, Laurine E. (Betty) Fitzgerald Library in Student Affairs Administration. Print-based materials (bibliographies, abstracts, books, journals, manuals, and technical reports), and audio-visual training materials for use by graduate students, university staff members, and visiting scholars (9/87 - present)
GRANTS (Eastern Illinois University)


Eberly, C. G. Mentoring for fraternity leadership: Understanding the influence of outstanding local chapter advisors on their undergraduate members. Funded by the EIU Council on Faculty Research (10/96-6/97). Total award ($900). EIU CEPS Telefund Research Grant, 1996-97. Total award ($500). Grand Total: ($1,400).

Sigma Phi Epsilon Fraternity Board of Directors Research Grant, (1996-97). Fratres In Facultate: Successful College Fraternity Advising. Total award ($5,000). Supplemented by awards from Delta Gamma Fraternity ($300), Delta Delta Delta ($100), Lambda Chi Alpha ($2,500), Phi Kappa Tau ($2,500), and Delta Tau Delta ($500). Grand total ($10,900).


EDITORIAL RESPONSIBILITIES

Editorial Board Member (3/98-present) Journal of College Student Retention: Research, Theory & Practice.


Editorial Board Member (1996-1999) Journal of Humanistic Education And Development.


Editorial Board Member (1985-87) College and University

Editor (1979-1984) AMECD Newsnotes


Guest Reviewer:

Measurement and Evaluation in Counseling and Development, 24, 1992
Journal of Mental Health Counseling, 13, 1991
Measurement and Evaluation in Counseling and Development, 22, 1990
Measurement and Evaluation in Counseling and Development, 21, 1989

PUBLICATIONS - BOOKS AND INSTRUCTIONAL MATERIALS


PUBLICATIONS - REFEREED JOURNALS


PUBLICATIONS - BOOK and MONOGRAPH CHAPTERS


PUBLICATIONS - NON-REFEREED


PUBLICATIONS - NON-REFEREED INSTITUTIONAL REPORTS

Eastern Illinois University


Michigan State University


Chenowyth, W., Eberly, C., & Miracle, G. (1983). Responses of MSU faculty who left the university as a result of the modified coordinated proposal one year later. Unpublished manuscript, Michigan State University, University Committee on Faculty Tenure, East Lansing, MI.

Eberly, C.G. (1983). From the 70's to the 80's: New MSU students a decade apart. Unpublished manuscript. Michigan State University, Undergraduate University Division, East Lansing, MI.


University of Wisconsin-Oshkosh


**PUBLICATIONS - INSTRUMENTS**

TELECOMMUNICATIONS DEVELOPMENT

Establishment and maintenance of an internationally accessible Internet web site on the Eastern Illinois University computer network that includes descriptive documents about the master's level College Student Personnel emphasis in the Department of Counseling and Development:
URL http://www.eiu.edu/~eiucsp

Establishment and maintenance of four special purpose e-mail listservs for students and alumni of the Eastern Illinois University master's level emphasis in College Student Personnel:

- COSPA-L: a listserv for graduate students and alumni of the college student personnel emphasis
- INTROCSP: a listserv for students in Student Services and Programs In Higher Education, and Student Personnel Services and Administration in Higher Education
- CSPRACT: a listserv for graduate students in Practicum in Student Personnel Work in Higher Education
- EDGMEAS: a listserv for graduate students in Measurement Applied to Guidance

Coordination of a Web Caucus Conference Group with Dr. Gypsy Denzine (Moderator), Northern Arizona University, and Dr. Diane Cooper, University of Georgia, in which college student personnel graduate students in classes from Northern Arizona, Georgia, Eastern Illinois, and Indiana State University-Terre Haute participated in a Web Conference on issues in student affairs, Fall, 1998. and students from UNA, EIU, and UGa, Spring, 1999.

Establishment and maintenance of two special purpose e-mail listservs for undergraduate members and alumni of the Illinois Nu Chapter of the Sigma Phi Epsilon Fraternity:

- ILNUSPE: a listserv for undergraduate members of Sigma Phi Epsilon
- SPEALUM: a listserv for alumni of the Illinois Nu Chapter of Sigma Phi Epsilon

PRESENTATIONS - INVITED


Eberly, C.G., (1986, November). Using the free research services of The College Board and ACT. Presentation at the Convention of the Michigan Association of Collegiate Registrars and Admissions Officers, Bellaire, MI.


PRESENTATIONS - REFEREED


Eberly, C. G., & Stringer, J. (2002, March 5). Faculty Forum for Adjunct and Full-Time Faculty. Presentation at the National Association of Student Personnel Administrators, Boston, MA.


Eberly, C. G. (2000, March 20) Preparation program faculty professional development swap shop. Presentation at the National Association of Student Personnel Administrators, Indianapolis, IN.

Eberly, C. G. (1999, March 29). Preparation program faculty professional development swap shop. Presentation at the National Association of Student Personnel Administrators,
New Orleans, LA.


Eberly, C. G. (1999, March 24). Advice to faculty about fraternity chapter advising. Presentation at the American College Personnel Association, Atlanta, GA.


Eberly, C. G., & Kingery, Bobbi (1999, March 22). The CAS self-study process: One small program's experience. Presentation sponsored by Commission XII (Professional Preparation) at the American College Personnel Association, Atlanta, GA.


Eberly, C. G. (1999, February 1). Lessons learned from a study of fraternity advising. Presentation at the NASPA IV-E Regional Conference, Oakbrook, IL.

Eberly, C. G. (1998, November 21). Reflections from a qualitative study of fraternity advising. Presentation at the Illiana Regional Conference of the National Association for Campus Activities, Springfield, IL.


Eberly, C. G. & Tritsch, Tim. (1996, March). Effects of town gown cooperation to reduce student alcohol abuse. Presentation at the American College Personnel Association Convention, Baltimore, MD.


Eberly, C.G., Marvin, K., & Parker, T. (1985, October). Coordination of local campus staff and national fraternity officials in individual and group discipline. Presentation at the annual meeting of the Michigan Personnel and Guidance Association, Bellaire, MI.


PRESENTATIONS - NON-REFEREED


**SERVICE - COMMITTEE ACTIVITIES**

**Eastern Illinois University**

Member, Faculty Senate (1994-95, 1996-2001)

Secretary, Faculty Senate (2000-2001)

Faculty Senate Representative:

  - Member, Student Affairs Volunteer Services Planning Committee, 1994-96
  - Member, Student Information Data Base Planning Committee, 1995-96
  - Member, EIU Textbook Library Committee, 1997-1999
  - Chairperson, EIU Enrollment Management Committee, 1997-99
  - Chairperson: Faculty-Student Relations Committee, 1998-99
  - Member: Faculty-Student Relations Committee, 1999-2001
  - Member, Student Tuition & Fees Review Committee, 1998-99
Member, Senate Committee on Faculty Morale, 1987-88

Participation on University Search Committees:

Chairperson:

Vice President of Student Affairs, 1992

Director of Housing and Dining Services, 1993,

Member:

Director of Testing, 1989

Associate Director of Student Activities, 1989

Acting Assistant Director of Housing, 1993

Educational Psychology and Guidance Department Chair, 1994

Director of Housing and Dining Services, 1995, 2001

Assistant Director of Student Life, 1995-96

Director of Assessment, 1999-2000

Executive Director of University Studies, 1999-2000


Member, EIU Self-Study Sub-Committee on Student Affairs, North Central Association, 1993-94

EIU Honorary Degree Committee, 1990-1992

EIU Study of Graduate Education: Admissions, Recruitment and Retention Sub-committee, 1990-91

EIU Speaker’s Bureau, 1990-present

Committee on Campus Violence, 1989-92

EIU Faculty Club:

Program Committee, 1989-90

Membership Committee, 1991-92

Member, EIU Cultural Diversity Cadre, 1993-present
University Professionals of Illinois Lobby Day, April 21-22, 1999

University Professionals of Illinois House of Delegates, participant, Oct. 15-16, 1999

UIUC/EIU Faculty Summer Institute participant, 2001

**College of Education and Professional Studies**

Stockman Institute, Board of Directors, EIU CEPS, 1994-1996

CEPS Representative, President’s Strategic Planning Focus Group, 1994-95

Member, CEPS Harvard Assessment Group, 1991-1995

College of Education Instructional Materials Center Advisory Committee, 1988-1995 (Chair, 1992-93)

CEPS Library Committee, 1987-present

EIU Committee on Vocational Teacher Education, 1987-1991

EIU College of Education "Think Tank," 1989-90

Annual August Open House Honoring EIU Student Affairs Staff and new College Student Personnel Graduate Students, 1988-present

EIU COE Effective Schools Conference Committee, 1989

**Department of Counseling and Student Development**

Departmental Library Coordinator, 1987-present

Member, Departmental Personnel Committee, 1997-99

Chair, Departmental Personnel Committee, 2000-2003

Member, Departmental Missions Committee, 1998-99

Member, Departmental Assessment Committee, 1998-99

Coordinator, CAS Standards Self-Study of the College Student Personnel Emphasis in the Department of Counseling and Student Development, 1998-2000

Active in Recruiting Prospective Students, and in Job Placement of CSP Graduates

Editor, EIUSAIDIT (EIU Student Affairs Information, Data, Items and Things) for CSP Alumni and Graduate Students, 1991-present

Moderator, Graduate Student Brown Bag Lunch Research Seminars, Fall, 1997-present
Division of Student Affairs and Services

Vice President of Student Affairs:


Office of Student Life:

Judge, EIU Halloween Contest, 2002

Head Judge, Miss Black EIU Pageant, 1996

Faculty Advisor, EIU Class of 1995 (Centennial Class)

Faculty Advisor, College Student Personnel Association (COSPA), 1991-present

Chapter Counselor, Sigma Phi Epsilon Fraternity, 1990-2002

Faculty Advisor, Omicron Delta Kappa, 1998-2002

Listserv Moderator, Sigma Phi Epsilon Fraternity, Illinois Nu Chapter, for communication among members

spealum, for alumni of the chapter

ilnuspe, for undergraduate members of the fraternity

Panel Discussant, MIFCA/MPCA State Day, 1989

Inter-Fraternity Council Greek Court Planning Committee, 1988

Case Study Judge, Greek Leadership Conference, February 4, 2001

Office of Housing and Dining Services:

EIU Housing and Dining Services Graduate Student Recruitment Team, Oshkosh Placement Exchange, Oshkosh, Wisconsin, 1988-present

EIU Residence Halls, Racism Panel Discussant, 1989

Intercollegiate Athletics:

EIU Track Meet Official (Timer, Finish Judge), 1988-92

Indiana State University-Terre Haute
Office of Student Life, IMPACT Facilitator, 1999

**Michigan State University**

All University Committee on Faculty Tenure, 1982-84

Office of Planning and Budget Technical Advisory Committee, 1974-1987

Japan Council, Asian Studies Center, 1980-1987

All University Orientation Committee, 1973-1975

Member, Non-College Faculty: University Tenure Appeals Board, 1984-85

Secretary, Easy-Trieve User's Group, 1984-85

University College:

Member, Honors Program Committee, 1975-1977

Learning Resources Center Committee (Secretary, 1970-73)

Elected Faculty Council, 1971-74 (Secretary, 1972-73)

Chairperson, University College Symposium, 1971

Student Affairs:

Faculty Adviser to Beta Beta Chapter of Alpha Phi Omega Service Fraternity, 1972-87

Chapter Counselor, Michigan Epsilon of Sigma Phi Epsilon Fraternity, 1984-87

Advisory Committee, MSU Chapter of the National Association for the Advancement of Colored People, 1986-87

Intercollegiate Athletics:

Announcer, Men's and Women's Varsity Gymnastics Meets, 1981-84

**Professional Associations-National**

Association for Assessment in Counseling

President-elect, 1988-89

President, 1989-90

Past-President, 1990-91

Member, Nominations Committee, 1990-93 (Chair, 1990-91)
Treasurer, 1984-88

Member, Committee on Position Statements and Standards, 1988-89, 1997-2000

Member, Computer Technology Committee, 1984-88

Member, Committee on Test Bias, 1987-88

Member, Committee on Professional Preparation, 1989-90

Member, Committee to Review and Revise the RUST Statement, 2001-2002

American Counseling Association

Member, ACA Referral Network, 1990-2002

Member, ACA Government Relations Network, 1987-2002

Member, ACA Committee on Men, 1989-92

Member, ACA Human Rights Committee, 1991-1994

American College Personnel Association

Founding Member, Commission XVI: Learning Centers in Higher Education. Directorate Body Member, 1979-1982

Member, Commission XVI Professional Standards Committee, 1980-83

Member, Directorate Body, Commission IX, Assessment for Student Development, 1969-72

Member, Evaluation Committee, St. Louis Workshop Fair, 1975

Member, Convention Planning Committee, 1991 ACPA Convention; Chair, Convention Evaluation Committee

Evaluator, 1990, 1991 ACPA Mid-Year Meetings

Member, ACPA Transition Team, 1991-92

Center for the Study of the College Fraternity

Member, Board of Directors, 1998

President, Board of Directors, 1999-2002

National Association of Neuro-Linguistic Programming (NANLP)

Member, NANLP Research Section, 1990-91
National Association of Student Personnel Administrators (NASPA)

Melveena Draheim Hardee Dissertation of the Year Selection Committee, 1988-2002
EIU Designated Voting Delegate, House of Delegates, 1996-present
Region IV-E Master's Case Study Judge, 1999

Training for Intervention Procedures (TIPS)
Registered University Trainer, #28727 (1999-2001)
Alcohol Education Training, 2001

Professional Associations-State

Illinois College Personnel Association
Treasurer, 2000-2001
Webmaster, 2001-2002

Illinois Counseling Association
Member, ICA Senate, 1990-93
Member, ICA Human Rights Committee, 1991-1994

Illinois Association for Assessment in Counseling
IAAC Representative, 1990 IACD Convention Committee
IAAC President-elect, 1990-91; President, 1991-93; Past-President, 1993-94
Member, Professional Development Committee, 2001-2002

Michigan Association of Collegiate Registrars and Admissions Officers (MAACRAO)
Member, Committee on Statistical Information and Research, 1985-87
Member, Michigan ACT Council, Executive Committee, 1981-85
Member, Michigan School Testing Conference, Planning Committee, 1983-85

Michigan Association of Counseling and Development (MACD)
Chairperson, Administrative Assistant Evaluation Committee, 1984-85
Member, MACD Assembly, 1985-1987
Michigan Association for Measurement and Evaluation in Guidance (MAMEG)

President, 1984-85; President-elect, 1983-84; Past-President, 1985-86

MACD Legislative Lobby Liaison, 1985-87

Michigan College Personnel Association (MCPA)

Member-at-Large, Executive Committee, 1986-87

**Community and Volunteer Organizations**

Rotary International, Charleston, Illinois, 1999-present

- Chairperson, Rotary Pancake Breakfast for EIU Homecoming, 2000-present
- Member, Vocational Education Committee, 1999-present
- Participant: Highway Clean-Up, Meals-on-Wheels program

Sigma Phi Epsilon Balanced Man Program Area Steward, 1994-present, with oversight of member development programs at Eastern Illinois, SIU-Carbondale, and SIU-Edwardsville

Member, Charleston, Illinois, Habitat for Humanity, 1992-present

Member, Charleston Chamber of Commerce, 1991, 1993

- Member, Community Beautification Project, 1991, 1993

Member, Charleston Sacred Harp Singers, 1989-present

Wesley United Methodist Church, Charleston, Illinois

- Member, Administrative Board, Wesley United Methodist Church, 1988-1990
- Chairperson, Work Area in Higher Education and Campus Ministries, 1988-1990
- Chairperson, Work Area On Religion and Race, 1990-92
- Black History Month Committee, 1990
- Chancel Choir, 1991-1996
- Liturgist, 1988-present

Michigan Legislative District #58 Education Task Force, 1978-1987

Michigan, Blue Ribbon School Study Committee, 1984

Chairman, Sub-committee on Student Supply and Services, State Senator Sederburg's
Taskforce on Michigan Higher Education, 1984

Administrative Board, Mason United Methodist Church, 1974-1980, 1987

Mason, Michigan, Zoning Board of Appeals, 1970-71

International Service

Visiting Foreign Teacher, Mie University, Tsu, Japan, 1977-78

MSU Graduate Education Overseas Program, Spring, 1976 (Okinawa Japan)

MSU College of Education, June, 1974, Cartegena, Columbia

Co-director, research graduate assistant and campus-wide research, 1989-90

ILLINOIS CONSULTING

Board of Governors of State Universities, Springfield, IL, 1993

Moultrie-Shelby Alliance, Using Local Test Data, 1992.


Research In Progress

Eberly, C. G. (1997). Advising Fraternity Chapters: An Ethnographic Study of Seven Outstanding Advisors. Content analysis of 134 respondent interviews from seven chapters on seven campuses is currently underway.

Eberly, C. G. (1997). The academic reward structure and fraternity advising: Chief academic administrators qualitative insights. Content analysis of seven chief academic administrators on seven campuses in currently underway.

Eberly, C. G. A Demographic Profile of Fraternity Chapter Advisers. Proposal to be submitted for funding in 2002.
Doc E,

I remember looking at Julie on the Saturday night of conclave and saying, well, I hope Doc is honored tonight with the Order of the Golden Heart.

Since I never heard anything, I was once again- "pissed off at those guys at HQ."

But then tonight, I logged on... read only a few sentences of your email... hollered "he got it, he got it, he got it" while I was running upstairs, Julie said "he who, got what- and I said Doc got the OGH!!!.

Doc, I wish I could have been there to see you receive the coveted Order of the Golden Heart, but we were in the middle of a move and just could not pull it off. I am elated that you won, there is none more deserving than you.

Since you received the award, I think you are privy to the package that we put together to nominate you, I will place it in the mail on Tuesday.

Once again, Congratulations my friend.

Jason D. McGahey
There is 1 line left