

THE KEY

of Phi Sigma Rho

SPRING 2016



**Meet the 2015
Distinguished Alumnae**

Mary McWilliams and Apriel Hodari



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Letter from *the President*

On behalf of the National Council and Staff of Phi Sigma Rho Sorority, it is with pleasure that I extend a warm welcome to the first ever addition of "The Key" Magazine of Phi Sigma Rho! It is truly an exciting time to be a sister of Phi Sigma Rho! I hope that 2015 was full of deep and lasting memories, learning new skills, and encouraging yourself and others to reach new heights.

Our National Council has a list of things we are working hard to accomplish in our 2015 - 2019 Strategic Plan. In 2015, we've been inspired by the excitement at Convention, alumnae socials all over the country, chapter visits, and enthusiastic expansion. We've hired a Communications Assistant, hosted regular LEAP webinars with hundreds of participants, and increased our communications and support of the active chapters.

In this magazine, you will see some of the many highlights from 2015 as well as gain a preview into our plans for 2016. You'll get to see what a day is like in the life of our Executive Director, be inspired by the 2015 Distinguished Alumnae, and end with a view on the goals that the Phi Sigma Rho Foundation is working on for 2016.

I'm so pleased to share our first magazine with you and to have the platform to highlight the amazing sisters profiled here. Enjoy!

PRL,

Teresa J. Phillips

National President - Connecticut - Theta

A Day in the Life of the Executive Director, Colleen Bush, Ohio State - Beta

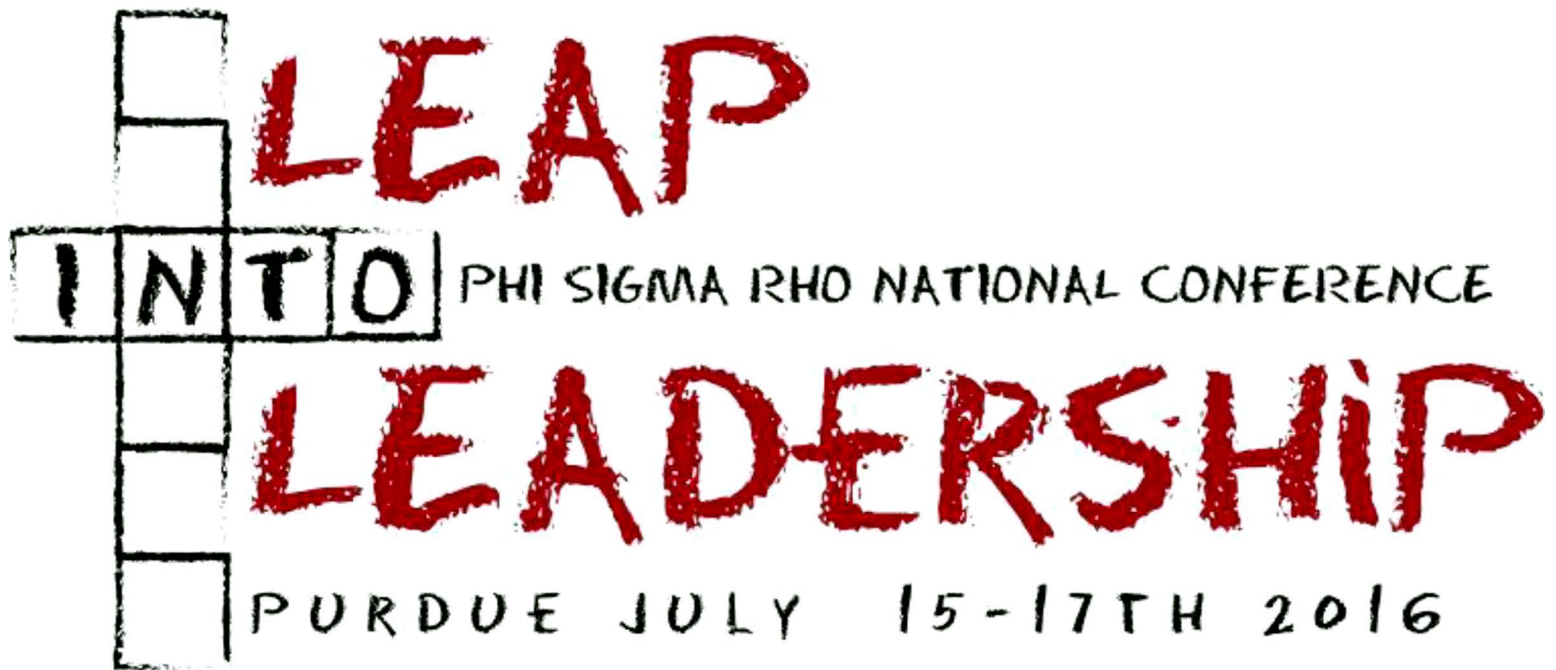
On the Road Edition

- 8:00 AM Catch-up on emails
- 9:00 AM Met with Chapter VP of Finance to review chapter finances, budget, and policies
- 10:00 AM Met with Chapter President to discuss the health of the chapter
- 11:00 AM Replied to emails from active chapters and colonies
- 11:30 AM Met with the Faculty Advisor for the chapter
- 12:00 PM Lunch
- 1:00 PM Call with Executive Director of Fraternity regarding the benefits of a decentralized headquarters
- 1:30 PM Booked flight, hotel, and rental car for next chapter visit
- 2:00 PM Compiled information and announcements for the next Active and Alumnae Digests
- 2:30 PM Phone call with the Conference Planning representative at Purdue to go over National Leadership Conference room and meal details
- 3:00 PM Replied to emails
- 3:30 PM Prepared for the LEAP Workshop for the chapter



Colleen Bush, Executive Director, with the Alpha Eta Chapter at Vanderbilt University

- 4:00 PM Met with the Greek Life Office representative
- 4:30 PM Finalized budget, social events, menu and registration for National Leadership Conference
- 5:30 PM Dinner
- 6:30 PM Met with Chapter Executive Board to discuss the great things that the chapter is doing and areas that need improvement
- 7:00 PM Attended the Chapter Meeting and spoke to the Chapter about the National Organization and presented a LEAP Workshop to the Chapter
- 9:00 PM Call with the VP of Programming to work on details for the National Leadership Conference ▲



National Leadership Conference Website and Registration

Details and registration are available on the website

<http://phisigmarho.org/event/national-leadership-conference#overlay-context=event/conference>

You need to have a **Sisters Only** account to access the information.

You can sign up for one at www.phisigmarho.org
by clicking **Login** in the upper right and then **Create New Account**.

There will be social events for the actives and alumnae and
leadership programming for the actives.

Spend the weekend reconnecting with your Phi Rho sisters
and learning about the Sorority.

You will be amazed at how Phi Sigma Rho has grown!

**Early Bird Registration ends on May 1, 2016
and Registration Closes on June 1, 2016.**

Leap Updates

Jenna Daghtani, Delta - Toledo

What is LEAP?

LEAP or Leadership Education and Programming, is a program designed to provide learning and leadership advancement opportunities to all of the women of Phi Sigma Rho. It aims to aid and recognize sisters who have taken the initiative to improve themselves.

The goal of LEAP is to engage sisters in furthering their own abilities and knowledge.

LEAP provides training in three levels: sorority ideals and concepts (Base), personal growth (Building Block), and growth as a leader (Top).

Sisters who complete training at each of these levels are considered "LEAP Certified". Your LEAP certification is good for two years as an active, and for lifetime once you become an Alumnus. There are several ways to attend trainings and obtain your LEAP Certification. LEAP trainings are offered at National Conference, National Convention, Regional Conferences, and Monthly Webinars or by request to the LEAP Director at leadershipdirector@phisigmarho.org.

How Can I Get Involved?

LEAP is always looking to improve and further our programming. If you have suggestions, comments, want to lead a LEAP session, or just want more information, please contact leadershipdirector@phisigmarho.org.

The Year in Review

This year has been an exciting one for LEAP! 71 Sisters obtained their LEAP Certification. LEAP began a webinar initiative with the goal to provide broader training opportunities throughout the year. Starting in September, we were able to offer four webinars: What Works for Women at Work, Hazing Prevention, Motivating Sisters, and Phi Rho Communications. We had over eighty sisters attend one of these webinars, with many attending two or more! A special thank you to: Teresa Phillips, Emily Nguyen, Christina Dillon, and Sophie Pouliquen for taking the time to present at these webinars.

In 2016 we will be holding monthly webinars (see the schedule below!) as well as additional webinars as requested by members. Upcoming Webinars are added to the National Facebook group as events. All actives and alumnae are welcome to join.

We also look forward to the Regional Leadership Conference at the Toledo-Delta Chapter. The National Facebook group and monthly digests will have more information. We will also have



The sisters in this word cloud obtained their LEAP Certification! Congratulations Ladies!

our National Leadership Conference coming up July 15-17 at Purdue University. LEAP trainings of all levels will be offered during conference.

Thank you for the participation of actives and alumnae for leading and attending leap sessions in 2015. We hope you plan to continue to learn and grow with LEAP in 2016!

All webinars are tentatively scheduled for 9:00PM EST/ 6:00PM PST. Any changes to this schedule will be reflected on the event invitation and announcement. See the national Facebook events page for details.

For more information, please contact leadershipdirector@phisigmarho.org ▲

Date	Webinar Topic
April 13th	Transitioning into Alumni-hood https://www.facebook.com/events/213982278957806/
April 27th	LEAN IN: Taming Adrenaline https://www.facebook.com/events/204757146562652/
May	Event Programming
June	Membership Education
July 16th	Live From Conference 2016!
August	LinkedIn
September	How to survive engineering
October	Personal Mission Statement
November	Managing the Chapter Budget

Introducing the **National Nominating Committee**

Phi Sigma Rho is pleased to announce the members of the 2015-2017 Nominating Committee. These sisters are responsible for recruiting, reviewing and slating candidates for leadership elections and appointments within both the Sorority and the Foundation.

The committee consists of seven sisters: two alumnae members interested in serving the organization, two alumnae "skill set" members, the National Council Advisor, the National Council Active Advisor and a member of the Foundation Board of Directors. "Alumnae members" are alumnae who have exhibited an interest in serving the best interests of Phi Sigma Rho by demonstrating leadership and who have experience in service to the organization. "Skill set" members are alumnae who have previous nominating experience, and/or hiring and interviewing experience in a business setting.

All committee member appointments are until July 2017 unless otherwise noted.



National Council Advisor Allison Lenhoff (Michigan - Eta) will chair the committee. She previously served the Sorority as National President (2013-2015), Vice President of Finance (2007-2009) and Vice President of Publications (2005-2006) and served on the Foundation Board of Directors (2009-2010, 2013 and 2015). Allison is a Senior Engineer at General Motors.



National Council Active Advisor Miranda Vargas (Toledo - Delta) will represent the voice of the active membership. She is currently pursuing a BS in Bioengineering at the University of Toledo. Miranda's appointment will last until July 2016

when her spot will be filled by the incoming National Council Active Advisor.



Foundation Director/Vice President of Donor Engagement Kathryn Shrock (Purdue - Alpha) will represent the Foundation Board of Directors.

She has served on the board since July 2015 and was previously Director of Scholastic Development for the Purdue-Alpha chapter. Kathryn works for Proctor & Gamble.



Monique Chinchar (Toledo - Delta) previously served on National Council as Vice President of Collegiate Affairs (2004-2005) and Vice President of Alumnae Affairs (2008-2009). She also chaired the 2007 Nominating Committee. Monique was formerly a

Senior Lean Consultant at Rockwell Collins and is currently pursuing a Ph.D. in industrial/organizational psychology.



Katie Cook (Michigan - Eta) served two terms as Vice President of Communications on National Council (2011-2015). She has been part of the Sorority Nominating Committee since 2013 and is involved with interviewing intern and

fulltime candidates for BASF's Professional Development Program. Katie is a Project Manager at BASF and is currently pursuing an MBA.



Hillary Taggart (Case Western - Omicron) has served on the Nominating Committee since 2007 helping slate candidates for four of the last five National Councils. She also serves an alternate on the Case Alumni Association's nominating

committee and has been involved in interviewing and hiring at two companies. Hillary is a Director at MRI Software.

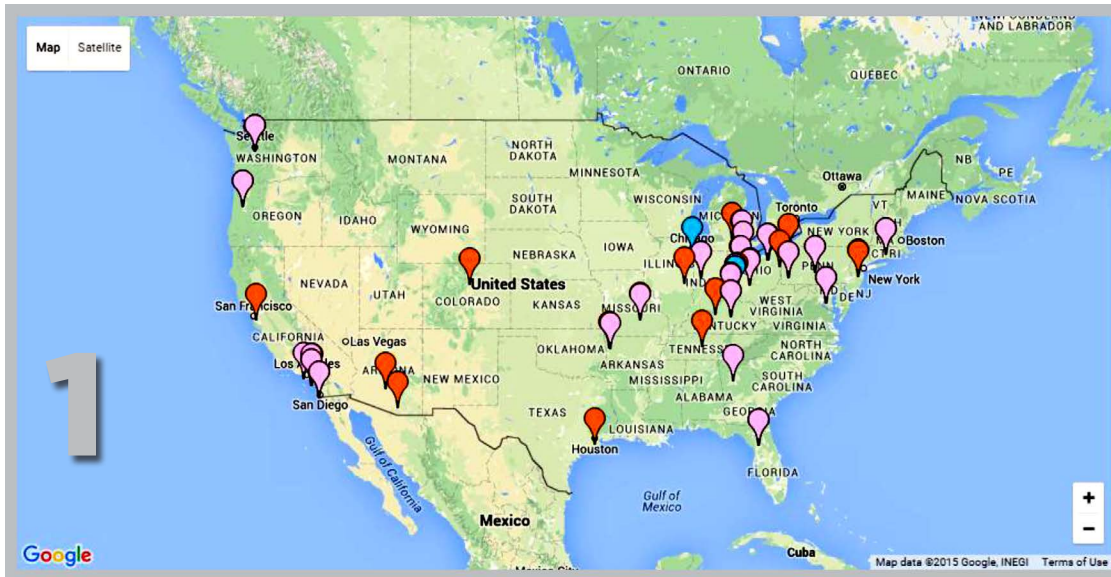


Nikki Yovanof (Penn State - Lambda) has served the Sorority in many leadership roles including National President (2009-2011), Vice President of Programming (2006-2009) and National Council Advisor (2011-2013). She chaired the 2013

Nominating Committee and also served the Foundation as a Director (2009-2011). Nikki is an Engineering Manager at Boeing.

Questions about the committee can be directed to Nominating Committee Chair Allison Lenhoff at ncadvisor@phisigmarho.org. ▲

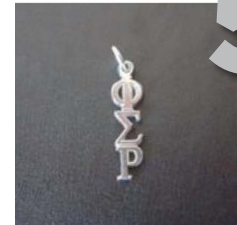
10 Reasons to Attend *Nati*



Business Card Holder
\$8.00



Pyramid Paperw
(2" High) \$18.00



PSR Greek Letter
Lavalere \$24.00



Sigmand Penda
\$30.00

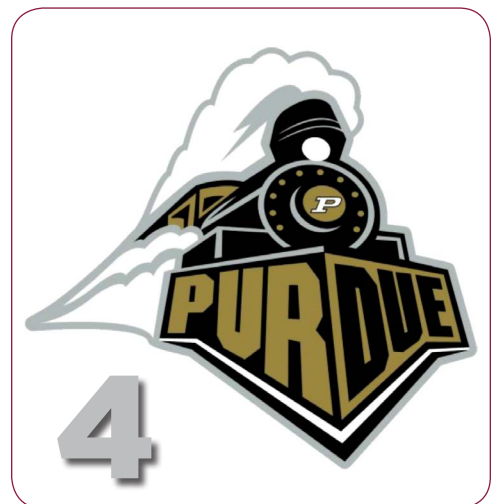
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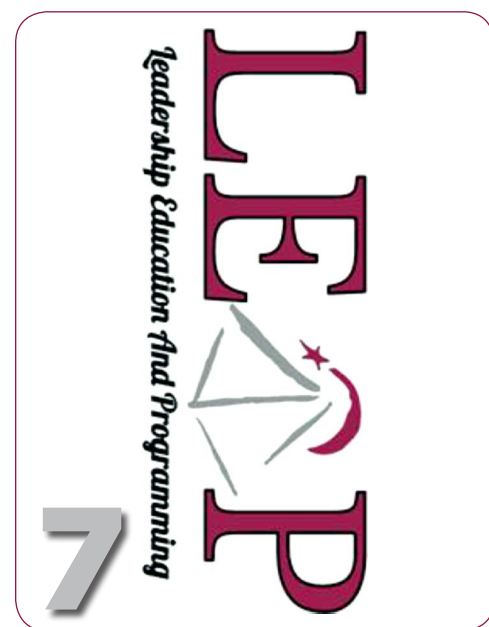
LEAP SESSION TOPICS INCLUDE:

- LGBT
- Strength Finders
- Negotiation 101
- 411 on National Council
- Ritual and What It means to you
- Chapter Round Tables
- Risk Management
- Mental Health
- We Can Do it! How to be seen as the boss, not bossy
- Stress Management Strategies
- How to love yourself and Love your Life

1. Phi Rho's from every chapter will be there sharing their experiences and ideas
2. LEAP sessions are planned for all day Saturday to help you LEAP into LEADERSHIP
3. You get to meet the National Council
4. Purdue, it's a new place to travel to and explore
5. The Phi Rho Store will be open and selling cool Phi Rho swag.
6. Alpha Chapter house could be your accommodations
7. You can get LEAP certified all in one weekend
8. It's an entire weekend filled with Phi Rho Fun!
9. Phi Rho's Founding members will be there telling stories of how Phi Rho started
10. You'll have so much fun that you'll bring your whole chapter to Convention 2017!



National Leadership Conference 2016



On the Cover:

Meet the 2015 Distinguished Alumnae Award Winners

At the 2015 National Convention, National Council honored two very deserving and accomplished sisters with the Distinguished Alumnae Award. This award is presented to alumnae members of the Sorority who have achieved success beyond Phi Sigma Rho in their chosen industry and serve as excellent representatives of the Sorority. Please join us in congratulating Apriel Hodari and Mary McWilliams!



Dr. Apriel Hodari (Purdue - Alpha) is

being recognized for her role as an expert in science, technology, engineering and mathematics (STEM) education

research; STEM educational equity and workforce diversity; and the culture of STEM disciplines. Currently a Principal Investigator at Eureka Scientific, her current research includes conducting critical ethnographies of programs that have an established record of promoting success for women of color in STEM disciplines.

Apriel earned a BS in Electrical Engineering from Purdue University and a MS and PhD in Physics (experimental nonlinear optics) from Hampton University, where she was the first African American woman to receive a PhD in Physics from the university. After completing her PhD, she joined the Physics Education Research Group at the University of Maryland as a National Science Foundation Postdoctoral Fellow, focusing on undergraduate physics learning at historically black colleges and universities and at women's colleges. From 2000-2001, Apriel served as an American Association for the Advancement of Science (AAAS) Congressional Science Fellow in the office of former Georgia Congresswoman Cynthia McKinney where she managed a portfolio of issues including education, health care disparities and science research funding. She has also worked in the Public

Research Division of the Center for Naval Analysis.

A frequent conference speaker on women in STEM, Apriel was Co-Leader of the US Delegations to the Second and Fourth International Union of Pure and Applied Physics Conferences on Women in Physics. She also has served on the AAAS Science & Technology Fellowship Advisory Committee, the American Physical Society's Committee on the Status of Women in Physics and the National Society of Black Physicists' board.

In addition to her professional achievements and service, Apriel served Phi Sigma Rho as a National Council member for three terms. She held the positions of National President, Secretary and a Member-at-Large.



Mary McWilliams (Ohio State - Beta) is

being recognized for her service to the engineering community through her leadership in the National Society

of Black Engineers (NSBE) where she currently serves as the National Professionals Chair. An active member of NSBE since 1982, she has served the society in numerous regional and national leadership positions including Special Projects Chair - Leadership and Operations Development, Chair-elect and Alumni Technical Excellence Chair.

A charter member of the Ohio State-Beta chapter, Mary earned a BS in

Mechanical Engineering Technology from Franklin University. She also holds an MBA from Ashland University, a certificate in program and project management from American Graduate University and currently is in her third year of seminary studies at Gordon Conwell Theological Seminary, pursuing an MA in Divinity.

Mary is a lead engineer for DLA Land and Maritime and also serves as an associate minister in the capacity as an ordained elder for her church, Triedstone Baptist Church. She has been an adjunct instructor with Columbus State Community College, Ohio Dominican University and University of Phoenix. As a technical professional, Mary has worked for several multi-national companies in capacities of purchasing agent, process engineer, supplier quality engineer, manufacturing engineer and supply chain management. She also provides consultancy services to several non-government technical bodies in the capacity of government liaison such as the Society of Automotive Engineers (SAE), National Electrical Manufacturers (NEMA), and Telecommunications Industry Association (TIA).

Beyond her professional achievements and service, Mary has served the Sorority for many years at the National and local level. She was National Council's Vice President of Standards and served as a Regional Field Director. Mary is also an advisor for the Ohio State-Beta chapter. ▲

2015 Orchid Award Winner

Woman of the Year

The recipient of the Orchid Award for Woman of the Year has exemplified what it means to be a Phi Rho, in all areas. She shows by example that friendship, scholarship, and sisterhood are the ritual she follows for life.

The nominator writes: words cannot describe how much I admire and am thankful for the recipient. She was always there to give advice, help brainstorm ideas, and just listen. She pushed me to be my best and had a knack for finding the positive in everything. She made me a better leader and provided opportunities that bettered me as a person. And she did it all behind

the scenes, so you would never know that sometimes she gave me the strength to continue on in my role. She has a way with words that even if she is telling you that you might not be right, it doesn't seem that way which is a skill I wish I had. She does all she can to empower those around her to be their best and gives them the motivation to continue when they feel like they have no more to give. She is a great sister and a great friend and I am a better person because of her.

The 2015 Orchid Award for Woman of the Year goes to **Teresa Philips, Connecticut - Theta** ▲



2015 Pearl Award Winner

New this year is the Pearl Award. The recipient of the Pearl Award has shown exceptional service and long term dedication to Phi Sigma Rho at either the National or local level.

The nominator writes: This alumna eats, sleeps, and breathes Phi Sigma Rho. I first met her at Convention 2009 in Pittsburgh. She's incredibly passionate and her enthusiasm is contagious. Over the last 6 years, I have had the pleasure of working with her in many different capacities. She was very involved with National Council when I was VPCA, she's served numerous roles on the Foundation for several years, and she has always made it a point to go to every RLC, Conference, Convention, and alumnae event that she could make it to. She was my first visitor

when I moved across the country for a promotion and she really made me feel at home when I was feeling home sick and reminded me that I have sisters EVERYWHERE! She is not only a phenomenal Phi Rho Leader, but she also stands out in her role as a teacher in an underfunded elementary school. She was awarded the Golden Apple Teacher of Distinction last year, a prestigious award to recognize excellence in teaching.

She has given to the Sorority in so many ways from being in the first class of Phi Sigma Rho to now taking on the role as Foundation President! So it is only fitting that our first Pearl Award goes to **Christine Mooney Jackson, Purdue - Alpha**. ▲

Spotlights:



Regional Field Director, Kelsey Blake

Name: Kelsey Blake
Chapter: Michigan - Eta
Degree: BSE Industrial and Operations Engineering
Graduation Date: 2015

Tell us about yourself!

In 2011, I joined the Eta Chapter of Phi Sigma Rho as a second-semester freshman. Before joining Phi Rho, I found the University of Michigan to be large and impersonal. After meeting my Phi Rho sisters, my college experience was transformed. I loved contributing to our tight-knit chapter community, and I served Eta as a Fundraising Chair and Recruitment Chair. I also represented our chapter as a liaison to our Greek community's pen pal program (K-Grams) and health-promotion initiative (PULSE Healthy Houses). Highlights of my collegiate experience included witnessing my chapter's addition to our campus Panhellenic Association and participating in the installation of the Michigan State Alpha Delta chapter.

This past May, I graduated with a BSE in Industrial and Operations Engineering. In June, I moved to Chicago, IL where I began my career at United Airlines. (Fun fact: I work in the Sears Tower!) In my free time, I enjoy travelling and watching Michigan athletics.

Why did you apply to be a Regional Field Director?

Because Phi Sigma Rho has given me so much, I felt that it was important to give back to Phi Sigma Rho. Through my work as a RFD, I have the opportunity to share the experience I gained as an active member and enable Midwest 3 chapters to become the best organizations possible.

What chapters do you oversee?

I work with the Alpha (Purdue University), Eta (University of Michigan), Alpha Gamma (University of Louisville), Alpha Delta (Michigan State University), and Alpha Eta (Vanderbilt University) chapters.

What have you accomplished during your time as a Regional Field Director?

During the past six months, I've had the opportunity to get to know four new chapters. Some of these chapters are very different from my undergraduate chapter, so learning about their sisterhoods and Greek communities has been really fun. I've also had the chance to mentor some amazing chapter leaders! ▲



Sister Spotlight: Jennifer Betancourt

Name: Jennifer Betancourt
Chapter: UC San Diego - Chi
Degree: Applied Math
Graduation Date: 2015

What have you been up to since graduation?

I am currently an Operations/Systems Analyst for Metron, Inc. Metron is a scientific consulting company dedicated to solving challenging problems in national defense through the development and application of advanced mathematical methods. I have worked on projects that have allowed me to apply my mathematical knowledge in new and interesting ways.

Even though my job keeps me busy, I still try to maintain close connections with my Phi Rho sisters. I am currently the Jr. Alumnae Advisor for Chi Chapter, and I am looking forward to building and strengthening relationships with the actives and alumnae.

What is your favorite memory of Phi Sigma Rho?

My favorite memory of Phi Sigma Rho is when I met, Missy Mercurio, picked me up. She is such an amazing person and has taught me so much. I was 27 when I joined Phi Rho, so I didn't think that would happen since I had so much life experience already. I joined the Marine Corps after I graduated high school, and during that time I deployed twice, once to Iraq and once to Afghanistan. That experience hardened me, but Missy was able to soften me up, which allowed me to feel again. I am so grateful to have her in my life. It is because of my amazing big that I was able to have all of the great memories that I have with Phi Rho. That was the beginning of this great adventure!

Words of Wisdom for other Phi Rhos?

I'll be honest, I was not the most active Phi Rho when I was in school and that has turned into my biggest regret. I joined Phi Rho because, after spending 5 years as an active duty Marine surrounded by males, I had a brotherhood, but I had longed for a sisterhood. When I heard about Phi Sigma Rho, a social sorority for women in technical sciences and engineering, I thought to myself, "Who are these amazing, strong women? I want to know who they are!" So I did, and they are all just as amazing as I had imagined! I only wish I had more memories with my sisters.

So to all former and future Phi Rhos, my words of wisdom are: To continue building and strengthening those sisterly bonds. Lean on each other, support each other, because it not only makes you a better person, but it also gives you such amazing experiences and memories! If you're an alum it is easy to not be

involved anymore, but I highly recommend continuing to make the time for sisters. I was definitely the one that never wanted to go to anything, but I was always happy that I did. I never regretted going. ▲



Sister Spotlight: Uma Staehler

Name: Uma Staehler

Chapter: Purdue - Alpha

Degree: BSME

Graduation Date: 1993

What have you been up to since graduation?

Lot of things have happened in the 20+ years since graduation. I am still with the same company, Eli Lilly, which is a rarity in today's world. My husband, David, and I had the opportunity to move to Shanghai, China in August 2014. It's been a wonderful experience personally and professionally!

What is your favorite memory of Phi Sigma Rho?

I have too many favorite memories of Phi Sigma Rho (pledging, roadtrips, socials, the apartments, vacations) but today treasure the friendships that I have had for over 25 years. They are some of my closest and most meaningful friendships! And I thank Facebook for allowing me to reconnect with many people.

Words of Wisdom for other Phi Rhos?

I could have never predicted that I would be living in China or have the life that I do when I was in college. Stay open to the many things that life has to offer! Anything else? I'm so amazed at how the sorority has grown and the sisters we have around the world. I'm so proud to be a sister of Phi Sigma Rho! ▲

Colony Spotlights:

The University of Arizona Colony Update

By Camille Runge, Colony President

The Colony at the University of Arizona is well on its way to being installed this upcoming semester! The alpha class, consisting of 24 girls, was inducted on October 18 and completed their membership education period in December. In January, they will be taking the national exam. They have also almost completed their Chapter Bylaws and are close to finishing their Petition for Installation as a chapter.



The candidates of the Colony at Arizona State University

The Colony is also hard at work recruiting a Beta Class of at least 5 girls and plans to induct them in February. So far this semester the Colony has shown its dedication to community service by hosting a charity luncheon for the Leukemia and Lymphoma Society and by holding bake sales as fundraisers. The Colony has also held a variety of social events as well as a professional development workshop for its girls. The Colony's members have been working hard to complete the requirements to gain their charter and are very excited to become a part of the Phi Sigma Rho Sisterhood.

Arizona State University Colony Update:

By Angelina (Altshuler) Fishler, PhD, National Vice President of Expansion, UC San Diego - Chi

Currently, the colony at Arizona State University (ASU) is up to 30 members, including an alpha and beta class. We have a similar story to Rashmi and Abby's, where our two main founders rushed Greek Life at ASU and were unable to find a suitable fit that held both social and academic focuses. Thus, Phi Sigma Rho seemed like a perfect match - and it is! We are provisional members of our Panhellenic Association until installment in which we will become associate members. On campus we hold the highest average GPA in the Panhellenic Association of 3.52; we could not be more proud. We highly encourage service hours with our average service hours per member per semester being about 15 hours. So far, we have participated in multiple philanthropies held by other fraternities and sororities and hope to expand our involvement on ASU's campus by participating in Greek Week activities beginning next year. We have high hopes and goals for the future of Phi Sigma Rho at ASU. We could not be more excited for what's to come! ▲

Two Words That Saved My Life: *Lean IN*

Teresa Phillips, Connecticut - Theta

In April of 2013, I read a book that changed my life, *Lean IN*. At the time, I was walking out of far too many meetings upset at myself for not speaking up when I had something to say or knew the answer. Those who were not close to me considered me to be very quiet; I hadn't found my voice yet and it was truly consuming me to feel so frustrated. I was afraid to ask for what I wanted, although I was a fierce negotiator when it came to fighting for raises for my employees and growing my business. Growing up, I did not have the support and encouragement I found in *Lean IN* and I think that was the cause of the fear I was facing in day to day situations and with the discomfort I had in speaking up.

But I read *Lean IN*, a book written by the COO of Facebook, Sheryl Sandberg and it hit me deep in my soul. *Lean IN* is a book about the ways women hold themselves back and how we can work towards a world where women are equally represented at the top levels of business and government to make a better world. One question that the book asked was "What would you do if you weren't afraid?" I found that question to be incredibly powerful, and each time I've answered it, I've challenged myself to go forward and do that very thing. The first answer I had was to start a "Lean IN Circle". These are groups where peers come together to explore challenges and obstacles they are facing as well as develop skills that will help them to advance in their careers and lives. Since 2013, I've started 30 of these groups and in August, LeanIN.org flew me out to Facebook Headquarters and

Stanford to spend a weekend with 50 *Lean IN* leaders from 17 different countries and experts on leadership development and gender equality research. That Saturday night, I found myself sitting in Sheryl Sandberg's living room, having dinner and talking about

"What would you do if you weren't AFRAID?"

challenges facing women in STEM. I'm still pinching myself! I even got to share my story with her and it brought her and the rest of the

room to tears, a moment I will never forget.

These groups are based on challenging and encouraging their members to tackle challenges they would not have otherwise. Since starting my first *Lean IN* circle, I have been promoted twice, relocated across the country, received three raises, elected National President of Phi Sigma Rho, and have found myself not only speaking up in every meeting I'm in, but I've also presented speeches and presentations to more than 50 audiences in the last 2 years! Members in my circles have tackled bias in the workplace, bought their first homes, managed equal partnership with their partners, found sponsors, been promoted to international opportunities, and have overcome sexual harassment, homelessness, and racial discrimination in the workplace. I am now on a first name basis with many officers



Teresa Phillips & Sheryl Sandberg (COO Facebook, Author, 8th Most Powerful Women in the World according to Forbes)

within my company and have had the pleasure of interviewing multiple CEOs and many Senior Vice Presidents in the last two years! Many of my early members say they would not even recognize the quiet, shy girl that started these groups in 2013 compared to now. I no longer identify as a victim, but rather a woman who often feels powerful in business situations and always feels encouraged to know my circles and sisters are by my side as I work on accomplishing the endeavors I set out to.

After talking with Colleen Bush (Executive Director) and Sharon Waxmonsky (VP of Programming),

I have enthusiastically agreed to bring Lean IN to Phi Sigma Rho on a more regular basis in the hopes that we can impact our sisters. I have committed to doing at least one webinar per semester based on Lean IN, and if there is interest I will do it even more frequently. My hope is that by having these discussions together, we can not only become more connected as a whole, but lean in and encourage one another to tackle the biggest challenges we face and leap towards the biggest opportunities available to us as well.

The next webinar is going to be in April on the "Taming Adrenaline"

series where we'll talk about the science of anxiety when public speaking and the mechanics of confidence. Don't forget to join the Phi Sigma Rho Virtual Lean IN Circle to continue the discussion throughout the year as well. I would love to hear your Lean IN stories and challenge you to answer the question "What would you do if you weren't afraid?" You can join the group here: leanincircles.org/circle/phi-sigma-rho-virtual-circle

PRL,

Teresa Phillips, Connecticut - Theta, National President ▲

Penn State Behrend *Alpha Iota Chapter Installation*



The Penn State Behrend - Alpha Iota Chapter with the 15th National Council, Executive Director and mentor chapter (Case Western Reserve - Omicron).

Please welcome the 33rd Chapter of Phi Sigma Rho Sorority, the Penn State University, Behrend - Alpha Iota Chapter!! The entire National Council, Executive Director, mentor chapter (Case Western Reserve University - Omicron Chapter) and Wright State University - Alpha Zeta Chapter were there to install the chapter and initiate these amazing women into the sisterhood! Check out these pictures from that weekend! ▲



The 15th National Council & National Active Advisor (Left to Right: Sharon Waxmonsky - VP of Programming, Miranda Vargas - National Active Advisor, Sophie Pouliquen - VP of Collegiate Affairs, Emily Nguyen - VP of Standards, Angelina Altschuler - VP of Expansion (back row), Missy Mercurio - VP of Finance (back row), Jen Lee - VP of Alumnae Affairs, Laurel McHugh - VP of Membership, Teresa Phillips - President)

Lighting The Night

by Devin Stanke, Michigan - Eta



The sisters of the Eta chapter at the University of Michigan are proud to have raised \$4,480 for the 2015 Light The Night Walk in Ann Arbor for the Leukemia and Lymphoma Society. This was only possible because many girls within the chapter have personal connections to LLS, some of which we would like to share.

My connection to LLS is one of great importance to me. My high school chemistry teacher and Varsity Dance Team coach, Danielle, is 14 years free from Leukemia. Danielle was my role model both inside and outside the classroom. She not only inspired me to pursue a career in math and science, but also helped provide an amazing dance team from which I gained valuable friendships and leadership skills. Participating in this walk was extremely emotional for me and I am proud I participated in this event to honor my teacher and coach. Even more emotional than walking for her, was walking next to her! I provided the opportunity for Danielle to participate in her first (but certainly not last!) Light The Night Walk. Before the walk, I was overwhelmed with emotions; the

white lanterns raised to recognize survivors put a smile on my face and the yellow lanterns raised to remember those who lost the fight almost brought me to tears. This is why I am proud to have raised \$1,130 to become the second highest fundraiser in Phi Rho. However, I am more proud that I was able to give a Leukemia survivor the experience of a lifetime: her first Light The Night Walk.

Elise Shanholtz was extremely enthusiastic about fundraising and wrote, "The Leukemia and Lymphoma Society is a cause I hold very near to my heart. My uncle Eric passed away when he was 13 from Leukemia. I never got to meet

him, but I know my dad always thought very highly of his big brother." Elise's family is extremely passionate about LLS. Even though she did not know her uncle, it meant the world to her family that she was able to participate in the walk. Elise was the top individual fundraiser in all of Phi Rho, raising \$1,584.

Emily Moll was proud to have walked in October and wrote, "Having the chance to participate in Light the Night Walk was an amazing experience because it gave me the chance to honor my friend's younger brother who had passed away over Labor Day. Having the support of all my Phi Rho sisters was also very special and I can't wait to see if we can beat our goal next year!" Emily excited her sisters to walk while also raising \$579 to become another top fundraiser in Phi Rho.

The Eta chapter would once again like to thank those that helped us reach and surpass our goal and to everyone else who walked and raised money for LLS during Phi Rho's first year of Light The Night Walks around the country! Participating in this walk gave everyone the chance to support sisters who had been personally affected by Leukemia and Lymphoma, including Rashmi's daughter, Nisha. Phi Rho Love was strong and powerful this fall and I know it will continue to grow even stronger in the years (and walks) to come. ▲



The Key of Phi Sigma Rho

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Nisha Drummond
Survivor

**Join us in the fight against blood cancers
by participating in your chapter's Light
the Night Walk in Fall 2016!**

More Details Coming Soon!



The Foundation is proud to support Light the Night Walk from the Leukemia & Lymphoma Society in honor of co-Founder Rashmi Khanna Drummond, her daughter, Nisha Drummond, all sisters and families affected by blood cancers.



The Leukemia & Lymphoma Society® (LLS) is the world's largest voluntary health agency dedicated to fighting blood cancers.
Learn more at www.lls.org.

Letter from the *Foundation President*

It's been a minute (well 15,242,400 minutes) since I graduated from Purdue with an industrial engineering degree. Wow, much has happened in my life since that time. Fast forward five companies, one wonderful husband, two more degrees, and two fantabulous children later, I am honored to be serving as your current Foundation President!

After I graduated from Purdue, I pretty much lost touch with my Phi Rho Sisters. It's not that I wanted to, it's just ... life happened. I traveled quite a bit, got married, had kids, dealt with health issues, got involved in different activities and the time just passed, as I'm sure it has for some of you. A little over 10 years ago, someone contacted me about coming to Purdue to see what Phi Sigma Rho had accomplished. My initial thoughts were, "What??? It still exists? You're contacting me even though I dropped out of sight for almost 20 years?"

Well, I'm so glad they did! I was amazed at what had been accomplished and how much it had expanded and I've been a part of the Sorority and Foundation ever since! Now I'm back in touch with Abby, Rashmi, Charlene, and Pam! I've met and worked with hundreds of phenomenal Phi Rho women who have enhanced my life in such a positive way. I have served others since I was a young child and I feel that it is important to give and give back. Phi Sigma Rho offers many ways to help others and stay in touch: volunteer with Phi Rho Chapters, be a part of the National Council or Foundation Board of Directors, serve on a committee, facilitate workshops, participate in our philanthropy efforts, and my personal favorite- attend a Phi Rho Social!

Whether you're a current volunteer or someone who's been away for a while, send a note to me at president@phisigmarhofoundation.org; I'd love to hear from you and share just how far we've come! It's never too late to get involved again or more involved with Phi Sigma Rho! It's a beautiful thing!

Christine Jackson

Phi Sigma Rho Charter Member & Foundation President, Purdue - Alpha



Thank You 2015 Donors

What a great year 2015 had been for the Phi Sigma Rho Foundation! Since Convention, Phi Sigma Rho has more than doubled the original Foundation goal for our Light the Night Campaign, raising \$20,533 by December! This donation directly benefits the Leukemia and Lymphoma Society and furthers our mission with philanthropy. After awarding three outstanding Phi Rhos \$1,000 scholarships to use toward their education in Washington D.C., the Foundation had released the 2016 scholarship applications in the fall and are in the process of selecting the new recipients of the Leadership, Merit, and Sarah Rogers McClure Memorial scholarships. Winners will be announced at Leadership Conference 2016! We've also held multiple alumnae socials around the country and have more planned for 2016. The Foundation would like to thank all of the hosts and attendees and hope that you had a fun time connecting with sisters near you!

The Foundation could not have done it alone this year and so we would also like to thank our 2015 donors. Your generosity in donating to the Foundation has been instrumental in the successes and achievements that were made this year.

2015 Annual Donors

Based on monetary donations as of 12/31/2015

Sigmand Club (\$50)

Matthew Gargani
Emily Nguyen
Anne Roach
James Roach
Alexandra Schwann
Monica Sunderhaus
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Miranda Vargas
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Carol, Robert, & David Rogers

1984 Club (\$1,984)

Charlene Yauch

Loyalty Club (\$2,500)

Jennifer Roach

Prosperity Club (\$5,000)

Star Club (\$10,000)

Focus on 2016

In 2016, the Foundation hopes to continue to support actives and alumnae. The Foundation has many opportunities to continue our support of both active and alumnae members. Our goals for 2016 include:

- Supporting LEAP seminars at Leadership Conference taking place at Purdue University;
- Awarding three \$1,000 scholarships to women who exemplify what it means to be a sister of Phi Sigma Rho. We also want to ensure we are able to reach young women for years to come by working toward endowing our scholarships;
- Continuing to support individual chapters as we continue our national philanthropic efforts for leukemia and lymphoma awareness;
- Increasing the number of women we reach through expanding programming options beyond conference and convention;
- Expanding the number of alumnae socials so Phi Rhos can connect with others near them.

The Foundation is already working to achieve these goals. The Scholarship Committee is in the process of selecting the new recipients of our scholarships. Continued meetings with the Leukemia and Lymphoma Society are helping us close out this year's philanthropy campaign strong and are getting us prepared for next year's campaign beginning after Conference. We have already

had successful alumnae socials in Cincinnati and Chicago, with more to come in Nashville, Lexington, and Hartford. In an attempt to understand the needs and desires of our donors further, the Board of Directors called some donors individually to see where the Foundation can improve. Additionally, we have revamped our Penguin Pals and After the Cap and Gown Programs along with other outreach campaigns so that we can continue to support LEAP seminars and scholarships at Conference 2016 and Convention 2017.

Giving back to the Foundation can be fun and easy. With online shopping tools, like GoodShop and Amazon Smile, a portion of your purchases can be donated to the Foundation



and you receive special offers on more items. GoodSearch allows you



to donate every time you look up something online.



You can also make your donation go farther with your company if they have a corporate match program or a United Way Campaign. The Foundation will also be continuing its Diet Bet competitions in 2016, so you can potentially earn money for fulfilling those New Year's resolutions! Or you can give back with your time by becoming a volunteer!

Additionally, the Foundation allows you to make direct monetary donations online or by check. Use the mail in donation form (below) to set up your donation today! ▲

CONNECT WITH THE FOUNDATION!

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Mail-In Donation Form

Phi Sigma Rho Foundation

c/o Christine Jackson
P.O. Box 7021
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www.phisigmarhofoundation.org

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Thank you for your generosity & continued support!

The Key of Phi Sigma Rho

Light the Night *with the Phi Sigma Rho Foundation*

What a way to start off a national philanthropy campaign! Since announcing a collaborative philanthropy plan for actives, alumnae, and friends at Convention 2015, Phi Sigma Rho has more than doubled the original Foundation goal for our *Light the Night Campaign*, raising \$20,533 by December! This donation directly benefits the Leukemia and Lymphoma Society and furthers our mission with philanthropy. Chapters and individual members are competing to raise money for leukemia and lymphoma research and to raise awareness about the effects of these diseases. There are three ways for chapters to participate:

- 1) Walk in a *Light the Night Walk*;
- 2) Host their own *Light the Night Walk* with their local LLS; and
- 3) Create their own philanthropy event, such as Phi Rho Your Boat, Phi 5K, and more.

Team and individual pages are open until May for final tallies. At Conference 2016, the Foundation will recognize the tremendous



University of Washington Mu Chapter raised over \$2,000 with their Run, Run Rudolph 5K!

efforts of our top chapters and individuals.

The Foundation would like to thank all of the actives and

alumnae that supported and embraced the Light the Night Campaign for helping us realize our goal (and much more!) in just a short amount of time. We are in awe at the accomplishments of our sisters! Planning has already begun for next year's campaign, as we will continue to promote a united philanthropy for Phi Sigma Rho.



Members of the Foundation and the University of Cincinnati Alpha-Beta Chapter walking in their local Light the Night Walk.

To keep track of all of the fundraising efforts for the Leukemia and Lymphoma Society through the *Light the Night Campaign*, visit our team page at <http://pages.lightthenight.org/2015/phisigmahofoundation>. ▲



UC Irvine Pi Chapter hosted their first ever Phi Rho Your Boat!

DietBet

The Foundation is continuing to host DietBet Challenges this year! DietBet allows players to give back to the Foundation and get fit in the process! The first DietBet challenge of the year has raised a pot of \$455! Thirteen sisters took part in the challenge and have lost over 90 pounds together! Sisters are able to share inspiration, tips that have worked for them, apps to track their journey, and tasty recipes along the way. Not only is it a fun and supportive challenge to lose weight together, DietBet allows the Foundation to use it as a fundraiser, with over \$300 raised with this challenge alone! But the Foundation isn't the only one getting a part of the pot - you can too! Players who lose 4% of their weight take home a portion of the pot. Eight sisters achieved this goal and divided the remaining pot! Sad about missing the first DietBet Challenge? Look out for more DietBet Challenges throughout the year!

All About *the Dues*

Our Sorority was founded on the ideals of sisterhood, friendship, scholarship, and encouragement. We are all lifelong members of the sisterhood. As we continue to benefit from the bond we share and the network we have, we need to continue to support it. One way to continue to support the Sorority is by paying voluntary alumnae dues.

Paying Alumnae Dues is a great and easy way to give back to the Sorority. One sister felt she got a lot out of the Sorority while she was in school, and wanted to find a way to give back now that she has the means to do so. Some sisters relish the social and professional network Phi Sigma Rho provides to them as an adult. Other sisters have been spurred to pay voluntary alumnae dues because they don't feel active members should shoulder the burden of the Sorority's annual working budget.

The Sorority is working hard to actively engage the alumnae members. There is now more alumnae programming than ever before with the monthly webinars. The Sorority has been working closely with the Foundation to organize local alumnae socials to



reinforce Phi Rho friendships and create new ones. This incredible digital magazine is a great way to reach more alumnae members.

Alumnae dues run from July to June each year. That allows the alumnae members to pay dues at the national meetings, if they wish. There are several payment options. You can pay \$19.84 for one year or up to \$600 for lifetime dues. Payment options are available for lifetime dues.

The form for Alumnae Dues is available at <http://phisigmarho.org/form/pay-my-voluntary-alumnae-dues>. If you have any questions or comments about anything related to dues or related to alumnae affairs in general, please contact Jennifer Lee at vpofalumnaeaffairs@phisigmarho.org. Thank you for considering voluntary alumnae dues!

Phi Sigma Rho National Sorority is hiring!!

We are looking for a part-time Administrative Assistant that can help support the Sorority.

For more information, go to the job posting at

<http://phisigmarho.org/content/nowhiringadministrativeassistant>