

THE KEY

of Phi Sigma Rho

SPRING 2020



Photo Credit: Kayleigh Straeter,
President of Old Dominion University - Alpha Rho Chapter



In This Issue...



Magazine Content Submission Deadlines

Spring Issue: MARCH 1ST
Fall Issue: OCTOBER 1ST

Sorority News and Updates

- 03** Letter From the Founders
- 04** Meet the New Executive Director: Kat Marriott
- 05** Letter From the President
- 06** Phi Sigma Rho Strategic Plan, 2020-2025
- 07** Get Involved with Phi Sigma Rho!
- 08** Interview with a Sister
- 10** Convention 2019 Recap
- 11** Cactus Photos
- 12** National Award Winners
- 13** Expansion Updates

Phi Sigma Rho Foundation Updates

- 18** Letter From the Foundation President
- 19** Board of Directors
- 20** Scholarship Announcements
- 21** DreamGirls Initiative
- 22** Light the Night

Spotlights

- 15** Chapter Spotlights: Old Dominion-Alpha Rho & Pittsburgh-Zeta
- 16** Active Spotlight: Jas Philipoom
- 17** Alumnae Spotlight: Elizabeth Hertz

Did You Know?

- 23** One Last Question
- 24** Alumnae Dues



Letter from *the Founders*

2020 has already been a year of change, adaptation, resiliency, and growth. In the midst of a global crisis, Phi Sigma Rho is what it has always been – a place of encouragement – a place to find a friend to call on when we are anxious, or down, or have good news to share, or watch amazing arms envelop us in a time of need.

Within the past year, Abby had the privilege to visit most of the chapters to get a feel for who they are, the challenges they face, their successes, and to hear many, many “best Phi Rho moments”. Hearing these insights made our hearts swell to know that the vision we had 35 years ago continues to make a difference in the lives of students and alumnae today. A secondary purpose was to tell stories of how we started, how we evolved, and get sisters excited about the possibilities for a future of how we as a sorority can rock the world. And in order to set ourselves up for the next 35 years of rocking the world, as a sorority, we need to continue to evolve to fit the diverse and expansive organization that is Phi Sigma Rho.

We often have said that anyone could have done what we did. Even though we’ve held to that for a long time, we realized recently that it’s not all together true. Perhaps we didn’t give ourselves enough credit. We still don’t believe that we are special – anyone could

have been sitting around a dorm room saying, “why isn’t there a sorority for women in engineering?” But it’s what happened after that is unique, which can be distilled down to two ideas.

First, real change comes from the way you respond to a choice. After our musings in the dorm room about the need for an engineering sorority, Abby made a choice. She sought out information – how would we start an organization? And after Abby knocked on Rashmi’s door and shared what she found out, Rashmi had a choice too. We both could have stopped there, overwhelmed with thoughts of “no one has ever done this before”, and “how would we do this?”, or “I don’t know what to do!” But instead we chose to take a chance and use our resources to make this happen, one little step at a time. We have said in the past that we just didn’t know any better, but that takes away from what we did and takes away from what all our other founders did. We did have a vision of what we wanted to be, we did know a few of the things we needed to do, and yes, there were a whole lot of unknowns and an uncertain future, but we made the choice to not let the uncertainty and potential roadblocks stop us.

Second, the people with whom you surround yourself are probably the single biggest driver of your success. Many times, especially as women, we walk around the world with a little devil whispering in our ear – “you’re not good enough”, “you’re going to fail”, “you must be wrong” – but to have a partner or a sisterhood around you that flicks that voice off your shoulder and says “you’re not wrong”, “you can do this” – that is how you find success. We were lucky to have found each other on the 6th floor of Shreve Hall at Purdue University, as in each other we found someone who encouraged us and reminded us of the truth when we doubted ourselves.

We are two very different people, which is evident to anyone who might meet us on the street, and even to those who know us well. And yet, together we took an idea with profound possibilities and made a choice to see past our differences, the obstacles in our way, and the naysayers we encountered. We were founded with diversity as a given – it has never been a question whether it was part of our core values. Not just the two of us being very different people, but taking a look at the picture of our founding Alphas, you can see that we do not look like a typical sorority,

and if you were to meet each of the founding members you would find that there is a wide variety of race, creed, religion, etc. Those things never mattered to us. Our commonality was a shared engineering goal and a drive to make a difference. We have always embraced the strengths that come from each of those differences while striving to find that commonality that leads to friendship.

Along the way we have been fortunate to have other fraternal organizations that have shared best practices and helped us establish ourselves at various inflection points, to which we are infinitely grateful. We, however, are unique in the fraternal world, and will have to make our way and chart new territory. We will utilize what we can from others, and put new pieces in place. We will make mistakes, but we will learn from them and make corrections. Our value of Scholarship means we keep moving forward, learning and growing. To collectively rock the world as a sorority, we need to engage all of us - Collegians and Alumnae. Our alumnae are one of our best features - such amazing women who are using their talents across the board in all vocations and avocations. We need to tap into each other and learn from each other.

We want each member of Phi Sigma Rho to feel like they are a part of an organization they can be proud of. Each of us must strive for excellence. Each of us must hold each other accountable to that excellence, but with an attitude of grace and a listening ear. Friendship brings us together in our commonality while allowing for our differences. Scholarship pushes us to find solutions and go beyond the obstacles in our paths. Encouragement helps us to lift each other up in the face of the naysayers (which may be sitting on our own shoulders). By embracing our values we are setting ourselves up to have a serious impact on those around us, with far reaching implications. Let's go rock the world.

Abby & Rashmi

MEET THE *NEW* EXECUTIVE DIRECTOR: *Kat Marriott*



Hello, Phi Sigma Rho sisters! I'm really excited to be joining the Phi Sigma Rho organization as your new Executive Director. Let me introduce myself to you a bit. I am a scientist by training, I have a PhD in Pathology with a virology specialization. And yes, this current pandemic situation has me geeked out quite a bit and I'm finding myself delivering basic immunology and epidemiology explanations like never before! I received my bachelor's degree from Ohio University in Athens, Ohio and my graduate degree from the University of Texas Medical Branch in Galveston, Texas. I live outside of Columbus, Ohio with my husband of 26 years and our two children. Lily is 18 and just completed her freshman year at Muskingum University and Luke is 14 and finishing 8th grade. Though I am not a Phi Sigma Rho sister myself, I truly understand the importance and value of the community of strong women to provide you support, guidance, mentorship and friendship.

I come to your organization with over fifteen years of experience as a project manager and leading programs in academia and not-profit settings. The common denominator in all of the programs that I have touched has always been science, outreach and education. Most recently, I have served as the Executive Director of the National Consortium for Building Healthy Academic Communities (BHAC), which is based out of Ohio State University. This group connects colleges and universities with one another to advance the health and wellness programming and movement within higher education. I truly look forward to serving you and your organization, helping you to grow, improve and delivering the programs and initiatives that you need and want!

Kat



Letter from *the President*

Dear Sisters,

When asked why I continue to volunteer with Phi Sigma Rho years after college, I often find myself trying to put into words the indescribable feeling of being with my sisters. It is a feeling of belonging, of being understood and appreciated. Volunteering allows me to not only spend time with other sisters, but also to grow the sorority so that the next generation can experience being a part of this amazing sisterhood.

Over the past few months, National Council and our corps of national volunteers have worked hard to build the sorority despite the enormous challenges posed by the global pandemic. We all came together to provide virtual installations, initiations and infinity rituals for our chapters and colonies. Regional field directors are adapting to our new normal by learning how to help chapters carry out virtual chapter meetings and social events. We are rolling out a new Phi Sigma Rho Slack™ platform to encourage discussion between sisters and provide a permanent place for job postings and career guidance. We are also taking the steps necessary to implement a Judicial Board, Visionary Council, Housing Board, and Volunteer Committee. There are so many wonderful initiatives being worked on and I encourage all sisters to read through the summary of our five-year plan included in this magazine.

Before we can move forward, we unfortunately need to address what happened in the past particularly the exchanges over Facebook and the events at the 2019 Convention. These events and exchanges damaged our sisterhood, and National Council is committed to providing Phi Sigma Rho with the strong leadership necessary to move forward and rebuild our sorority. To every sister that was hurt by the events or lack of civility in the Facebook exchanges and otherwise, I promise we will do better.

Phi Sigma Rho is at its best when we work together as sisters and put aside our differences. As our sisterhood continues to evolve, I ask each one of you to make a personal pledge to be mindful of our vows and make an effort to exemplify our core values in your actions and words.

Consider being the change you want to see and help us build the future together by volunteering, encouraging your sisters with supportive comments or donating to the Foundation.

Let us all work together to strengthen and grow our sisterhood for the next generation.

Yours in sisterhood,

Kellan

PHI SIGMA RHO *Strategic Plan, 2020-2025*

Last updated 3/15/2020.

Phi Sigma Rho National Sorority is at an inflection point. Our sorority has experienced tremendous growth in the last ten years, and we have made many efforts to service our growing membership. Going forward, we must remain mindful that it is our sisterhood which binds us all together.

In the next five years, the governing body of Phi Sigma Rho will endeavor to effect change that fosters our sisterhood.

Diversity is one of Phi Sigma Rho's strengths and we will encourage diversity through targeted and strategic recruitment and expansion efforts. Recruitment resources will be created that confirm our identity as an engineering sorority, clearly state the majors which we recruit from and market the benefits of joining Phi Sigma Rho.

Collegiate support will be personalized to the unique aspects of each chapter and structures will be put in place to bring all chapter advisors together to provide individualized support. Resources such as a housing board and national judicial board will be created to provide robust chapter support. Additionally, improved risk management resources will be created to address common collegiate concerns like alcohol, drug use, sexual assault, bullying, mental health, and hazing.

Alumnae engagement will be personalized to provide volunteer opportunities, programming and membership benefits for a diversity of alumnae. Geographically based alumnae organizations will be created to engage alumnae based on where they live rather than where they completed their undergraduate education, and efforts will be made to improve the transition from collegiate membership to alumna membership.

Throughout the organization, efforts will be made to personalize programming and member resources so that all members can reap the benefits of the sisterhood. Additionally, consistent communication and strong operational systems will be put in place to ensure that all members are aware of and can access Phi Sigma Rho's many membership benefits.

Creating this change requires strong leadership. Such leadership will be established by reorganizing Phi Sigma Rho to create a visionary council which will guide the sorority, the Phi Sigma Rho Foundation and the future housing board to work together towards the common goal of growing Phi Sigma Rho and our sisterhood.

Together we are Phi Sigma Rho.

Get Involved

WITH PHI SIGMA RHO!

Here are some of our current volunteer opportunities open to participation.

Regional Field Director (RFD)

RFDs serve as the primary liaison between their regional chapters and the national organization. The RFD position serves as the primary governing officer from the national organization to the regional chapters (for example: RFDs are responsible for enforcing national and chapter bylaws).

This would be an excellent opportunity if you are organized, engaging, and enjoying working with and counseling college-aged sisters. You might also be perfect for the role if you are excited about the growth of the sorority and want to have a direct impact on the future of the sorority.

Hours per week: Typically 1-2, but can reach 10 depending on the needs of the regional chapters

Term: Starts July 2020 and ends July 2022

Application deadline: May 31, 2020

Contact: Sharon Snyder, National Council VP of Collegiate Affairs (vpofcollegiateaffairs@phisigmarho.org)

Volunteer Committee

The Volunteer Committee is a new committee chaired by Charlene Peacock, (Zeta Chapter alumna). This committee will create, implement, and maintain volunteer resources, and will be a resource for members on the following topics: continuous volunteer training, volunteer structure, volunteer expectations, and volunteer requirements.

Consider joining this committee if you have excellent management skills, are highly organized and desire structure and working with sisters of all ages.

If you are interested in being on the Volunteer Committee, please contact Charlene Peacock via the Executive Director (executivedirector@phisigmarho.org).

Convention 2021 Planning Committee

Convention 2021 planning is under way and is being headed up by Christine Jackson (Alpha Chapter alumna), Chairwoman of the 2021 Phi Sigma Rho National Convention to be held in Chicago, Illinois (July 2021).

If you are interested in helping out with Convention 2021, please contact Christine Jackson via the Executive Director (executivedirector@phisigmarho.org).

If you don't see something that matches your skill set or if you have an alternative idea of how you'd like to get involved, that's great! Email the Executive Director (executivedirector@phisigmarho.org) so we can begin to match you with a project that fits you and your talents.

Interview WITH A SISTER...

A Q&A with the Current RFDs



Alaina Austin Schwall

Alma Mater and Graduation Year:

Purdue University (Alpha), 2012,
Aerospace Engineering B.S.

Previous Phi Rho Experience: Active - Director of Recruitment and Associate Member Educator; Alumna - Historical and Colony Education Committees, RFD

Favorite RFD Experience: Attending National Conference and Convention to meet fellow RFDs and chapters presidents I interact with!

Newly Discovered Quarantine Skill/

Talent/Hobby: Have you truly been quarantine'd if you haven't tried to bake bread? XD Also, I got chicks to raise during quarantine (already have a small flock of chickens) so they've been keeping me busy.

Current Job: Application Engineer - Fire Protection, Victaulic

Why Phi Rho? I want to give back to the organization that shaped my collegiate experience - I made lifelong best friends through Phi Rho, and wouldn't have had the same career trajectory without Phi Rho.



Courtney Riley-Couch

Alma Mater and Graduation Year:

University of Michigan (Eta), 2016

Previous Phi Rho Experience: I was VP of Collegiate Affairs for the Eta chapter

Newly Discovered Quarantine

Skill/Talent/Hobby: I have had more time to craft for my Etsy shop! (@CalculatedCreation)

Why Phi Rho? It is such a powerful experience to have a large network of inspiring women that are going through or have gone through the same things in their college and/or career! I never thought I would benefit from the support post grad as I did with my chapter during undergrad!



Kathryn Spencer

Alma Mater and Graduation Year:

University of Connecticut (Theta), 2012

Previous Phi Rho Experience: Secretary as an active

Favorite RFD Experience: Meeting the other RFD's at our national meeting last year

Superpower You Want to Have: I would love to be able to time travel, mostly to enjoy periods of history I find interesting...but also maybe to see what's on the other side of the pandemic.

Newly Discovered Quarantine Skill/

Talent/Hobby: Online shopping. For anything.

Dream Job: Finding a way to use my engineering skills in a non profit. My current job is pretty rewarding though. I'm a Sr. Process Development Engineer at Dexcom. We make continuous glucose monitors for type 1 diabetics.

Why Phi Rho? I joined Phi Rho because I switched my major late (was pre-pharmacy) and didn't know that many girls in my classes and missed out on bridge. I chose to volunteer because I had moved from CT to CA, and while I'm CT I was very involved in events through the school of engineering, but didn't have the same connection out in San Diego. I thought this would be fulfilling and keep me close to Phi Rho which meant a lot to me in college.



Mary Beth White

Alma Mater and Graduation Year: Oregon State University (Sigma), 2010

Previous Phi Rho Experience: Alumna - Colony Educator, Alumnae Advisor, and Alumnae Association Chair; Active - Membership Educator, VP of Scholarship, and Historian

Favorite RFD Experience: Watching a chapter grow from scrambling to meet deadlines and feeling disorganized to being organized, setting goals, and putting documentation in place to make the chapter sustainable.

Superpower You Want to Have: Flight

Why Phi Rho? Phi Rho is the amazingly powerful collection of women. I had no idea of the reach or the effect it would have on my life when I agreed to free pizza and bowling. I have stayed involved to be able to continue helping build the sisterhood so others can experience the impact and support I have received.



Michelle Eyink

Alma Mater and Graduation Year: Arizona State University (Alpha Lambda), May 2019

Superpower You Want to Have: I would love to have speed reading as a superpower! My reading pile gets bigger every day, but there are only so many hours I have free for sitting in my cozy reading care with a good book. It would be awesome to speed read all the books I've been meaning to read. I cannot get enough of reading!

Dream Job + Current Job: My dream job is to work within the food industry as a Process Engineer or as an R&D Engineer. I once heard about a chemical engineer that was responsible for creating the potato chip flavors for Lays. So cool!! My current job is working as a Process Engineer at Intel. I am currently working on our new semi-conductor technology, so my job involves qualifying new tools and sustaining the processing of these tools once they are qualified.

Why Phi Rho? I first heard about Phi Rho from my college mentor, who was a founding member. I decided to check out the information session, and from there it was history! I never thought I would join a sorority, but it was the best decision I ever made. I joined Phi Sigma Rho because it was the perfect way to meet other female engineers, and it turned out to be the best way to force myself to take study breaks. My sisters were always so encouraging, and I don't think I would have made it through my engineering program without them!



Rebecca Palmer

Alma Mater and Graduation Year: Purdue University (Alpha), May 2018, Bachelors in Mechanical Engineering

Previous Phi Rho Experience: As an active I was the Alpha chapter's Director of Recruitment and loved working with the potential new members! When I studied abroad my Junior year of college it made it difficult to have positions at the chapter level, so I got involved with some national committees including membership education, historical and colony education. I became an RFD in July 2018 and have loved my time in the position. I look forward to continuing my involvement as part of the nominating committee starting this summer!

Favorite RFD Experience: My favorite RFD experiences are when I get to meet the delegates at the national meetings in the summer. It can be difficult as an RFD to get that in-person time but I love the chance to get to know each of the sisters on a more personal level. Plus, it makes the work more fun when they are back on campus in the fall and more communication is virtual! When we did our region breakfast in Scottsdale it was really cool to sit back and watch the delegates share and learn from each other's experiences during our casual meet and greet!

CONVENTION 2019 *Recap*



35 Years! Who would have expected something that started 35 years ago as a discussion between two undergrads at Purdue would have blossomed and grown into what Phi Sigma Rho is today. Convention 2019 was our celebration to recognize all the efforts and achievements that have happened over the past 35 years. This year we were able to LEAP certify over 110 sisters through our programming options. This year's highlights included hearing Dr. Scott Allen and Dr. Kathleen Buse speak about various aspects of leadership and what it means to be women in the workplace. Dr. Scott Allen not only was our breakfast speaker, kicking off our weekend with "Leadership that Gets Results," but he also contributed to various breakout sessions such as "Navigating Difficult Conversations" and "Creative Thinking and Problem Solving." We were also fortunate to have Dr. Kathleen Buse return for her 3rd convention to be our lunch keynote speaker, discussing "Gender and Communication." In addition to our esteemed keynote speakers we also had so many sisters volunteer their time and

talents to lead breakout sessions on everything from Zumba to entrepreneurship.

In addition to the speakers and sessions, sisters also had the chance to visit the Phi Rho Store and see some new items made specifically for our 35 years with amazing wine red fabric such as headbands, makeup bags, and key fobs. We also had the opportunity to go to the local aquarium and meet penguins face to face. It was definitely a highlight to be able to touch and play with the penguins just like they were cats! Evenings were spent lounging by the pool and floating around on a penguin pool float as well as socializing and meeting new sisters from across the country.

It is hard to believe that in 35 years we have gone from one initial chapter to over 40 chapters and the multitudes of sisters with so many backgrounds, talents and experiences that have allowed us to be so successful in our mission to be the foremost sorority for women in technical studies.

Cactus PHOTOS



NATIONAL *Award Winners*

During the 2019 National Convention in Scottsdale, Arizona, Phi Sigma Rho National Sorority recognized several chapters and individuals for their achievements. Please join us in congratulating our award recipients.

Chapter Award Winners

The Rashmi Khanna Scholarship Award

- University of Toledo-Delta Chapter (0.035 increase in GPA)

The Abby McDonald Spirit Award

- Purdue University-Alpha Chapter (103 events)

The Christine Mooney Service Award

- Ohio Northern University-Iota Chapter (1,040 hours at an average of over 77 hours per member)

The Chapter Advisor Award

- Kristin Boomer, Case Western Reserve University-Omicron Chapter.

National Senior Award

- Alisa Rogers of the UCSD-Chi Chapter

Rising to Excellence Awards

- Ohio State University-Beta Chapter - Orchid Level
- Missouri University of Science & Technology-Rho Chapter - Orchid Level

Service with Sigmand

In total, Phi Sigma Rho sisters from 15 different chapters completed approximately 1200 hours during this week, logging 500 more hours than last year!

Most events

- **1st Place:** UCLA-Nu Chapter, which hosted 5 group events
- **2nd Place (tie):** Missouri S&T-Rho and Purdue-Alpha Chapters, which hosted 4 group events each

Most hours logged by a chapter

- **1st Place:** UCLA-Nu Chapter (376 hours)
- **2nd Place:** Rutgers-Xi Chapter (308 hours)
- **3rd Place:** Purdue-Alpha Chapter (102 hours)

Sigmand Active Award

- Kaylie Bair, UCLA-Nu

Sigmand Alumna Association Award

- Oregon State-Sigma Alumna Association who collectively logged 12.5 hours over this week

Saturday Night Banquet Awards

President's Commendations

For helping to create and nurture a safe space for our LGBT+ sisters to connect, come together for support, and discuss issues.

- Nichole Aquino, Connecticut-Theta
- Rachel Rich, Kentucky-Epsilon

For working hard to review platforms and resumes to slate or recommend candidates for National Council and mid-term vacancies to ensure the membership and National Council had guidance on candidates.

Nominating Committee:

- Lindsay Gelorme, Case Western-Omicron (Chair)
- Monique Chinchar, Toledo-Delta
- Lexi Heironimus, Wright State-Alpha Zeta
- Nicolette Yovanof Little, Penn State-Lambda
- Laurel McHugh, Toledo-Delta
- Alisa Rogers, UCSD-Chi
- Hillary Emer Taggart, Case Western-Omicron

For their tireless efforts to collect historical information, including pictures and founding stories, from the membership and creating some amazing materials for our celebration of 35 years.

Historical Committee:

- Elishka Jepson, Washington-Mu (Historian & Chair)
- Alaina Austin, Purdue-Alpha
- Belle Jung, Purdue-Alpha
- Emily Moll, Michigan-Eta
- Rebecca Palmer, Purdue-Alpha
- Aly Schwind, Toledo-Delta
- Devin Stanke, Michigan-Eta
- Hannah Weisman, Arizona State-Alpha Lambda

Based on multiple nominations from sisters:

- Katie Ricciardi, Kentucky-Epsilon

Orchid Award for Woman of the Year

- Ali Crupper, Kentucky-Epsilon

Pearl Award for Exceptional Service

- Alex Caliguire, Toledo-Delta

Engineering Champion Award

- Camille Schrier, Miss Virginia 2019

Distinguished Alumnae Award

- Charlene Yauch, Purdue-Alpha

Order of the Pyramid 2019 Inductees

- Alex Caliguire, Toledo-Delta
- Ali Crupper, Kentucky-Epsilon
- Cara Redding, Connecticut-Theta
- Dominique Fantasia-Amin, Penn State-Lambda
- Stacey Horvitz, Pittsburgh-Zeta
- Mona Kim, UCSD-Chi

Fabulous Phi Rho - 35 Year Edition

- Beth Holloway, Purdue-Alpha

University of Nevada, Reno - Alpha Sigma



The Alpha Sigma Chapter has come a long way since our installation on September 1st, 2019. Now that we are no longer a colony, we have made strides in recruitment as well as leadership strengthening. We also wear our letters with pride around the University of Nevada, Reno campus! We did not stay with just only our Alpha, Beta, and Gamma class sisters for long as we inducted and initiated Delta class sisters during Fall 2019 and Epsilon class during Spring 2020. Bid day with them was super fun (so many balloons)! During our transition, we established and built relations with some other Greek organizations on campus such as Murder Mystery Night with Phi Mu Alpha and Board Game Night with Theta



Tau. We are working on and planning our Bid Day, the roaring 20's themed fall recruitment for Zeta class, sisterhood events, and fundraising for our philanthropies. We are excited to see what the future brings for our chapter!

PRL, Noni Vaidyanuvatti, President

Northeastern University - Alpha Tau

This past year has been a crazy but amazing whirlwind for our chapter! In March of 2019, we were Inducted as a colony of 29 women and in November of 2019 our Alpha, Beta, and Gamma classes were Installed as the Alpha Tau Chapter with 49 women. Since then, we recruited our Delta class with the theme of Falling in Love with Phi Rho! Our Bid Day was one that we will always remember since we got to show off our giant wood Greek letters for the first time. We had been looking forward to wearing our letters for



so long and are extremely proud to walk around wearing them on Northeastern's campus! We are also now able to spread even more Phi Rho Love around campus since we have been voted as an affiliate chapter of the Panhellenic Council. Our chapter has had many social and service events with fraternities and sororities on campus and we are excited to be a part of Greek events like Homecoming and Greek Week! This year, we were able to participate in Boston's Light the Night and ran fundraisers selling air plants for the Leukemia and Lymphoma Society. We are so passionate about expanding our sisterhood and have had amazing movie nights, potlucks, and our first Galentines Day! Although our semester was cut short, we got to end it on a high note! We welcomed the 6 new members of our Delta class by having a Big/Little reveal that I will always remember (I got my first little!). Lastly, we were able to squeeze in Initiation and now have 6 more fabulous sisters! Now, we are expanding our sisterhood virtually and cannot wait to be back on campus with our sisters. We are so grateful for all of the experiences that Phi Rho has given us over the past year and can't wait to see what is in store for us in the future!



PRL, Madison Belyea, President



Cleveland State University - Alpha Upsilon

Throughout our time as a colony we have had the opportunity to build our sisterhood. From sending our girls to convention 2019 to our retreat in Hocking Hills we've all had some great experiences to help us grow together. We find it important to show our passion for engineering and STEM in our community. We've participated in Women in Science day as well as going to the science center to show kids how exciting engineering can be. A special thanks to



Alison and Beth for deciding to share the sisterhood with each of us! We were virtually installed on March 21st as the Alpha Upsilon Chapter and we are excited to grow with our sisters!

PRL, Aliza Quick, President

Texas A&M University - Alpha Phi



On August 24th, 2019 our mentor chapter, Upsilon welcomed our Alpha class into Phi Rho with open arms and our very first induction ceremony. Our members were as excited as ever to be the start of a sisterhood at Texas A&M University and we got to work right away! The excitement carried over as we led our first value based recruitment for our Beta class through open house, socials, and my personal



favorite, espressos with Phi Rhos at Starbucks in the engineering building. On October 20th, 2019 we got to open our arms to our brilliant Beta class, and they couldn't have come quick enough. By then we had been in the full swing of things, we were having socials with the oldest men's organization on campus, hosting Boo-Gram bake sales for a holiday fundraiser, supporting our Fighting Texas Aggies at football games and wrapping the semester up with a Friendsgiving feast! Our first semester on campus could not have been more of a success, and I am happy to say this excitement carried over to the induction of our Gamma class on February 16th, 2020 as well as our soon after installation as the Alpha Phi Chapter of Phi Sigma Rho! I can't wait to see what the future holds for us here at Texas A&M, and we look forward to getting to know everyone better!



PRL, Harrison Hayworth, President

Chapter Spotlights:

Old Dominion-Alpha Rho



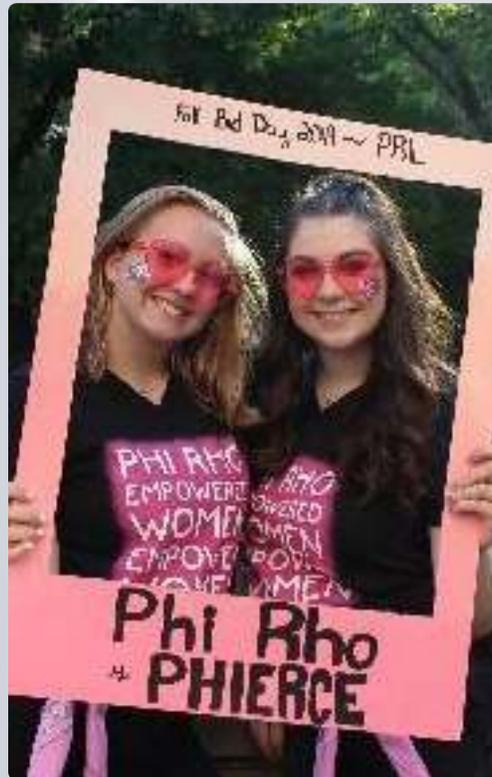
Above: Our Recruitment Chair, Vanessa Alvarado, and our Secretary, Melissa Dee, pulled off the best recruitment yet for the Alpha Rho chapter at ODU

Right: We kicked off *Light the Night* with Phi Rho face paint!



Pittsburgh-Zeta

Pittsburgh-Zeta Chapter's Fall Bid Day 2019



Active Spotlight: *Jas Philipoom*, Case Western-Omicron



Degree/Major: Applied Math

Current Job: I'm still a student so I don't have a current job, but I'm working on applying to places! Let me know if you know anyone hiring mathematicians!

Hobbies: I love baking, though I often don't have much time for it during the school year and I like to cross-stitch. I have also done some woodworking, though I haven't worked on any projects since this summer.

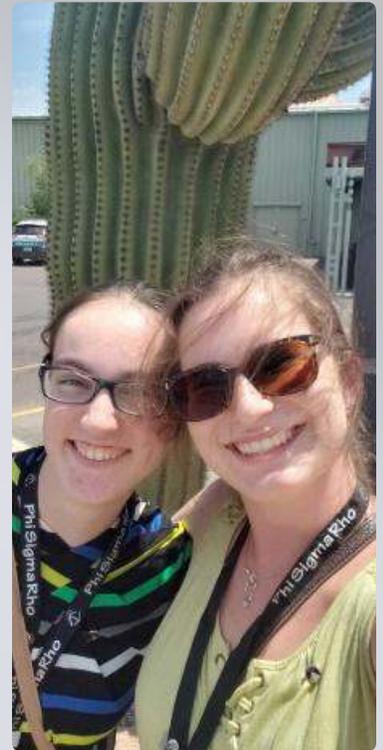
Happy Place: Sipping a warm cup of coffee in the early morning while the house is still quiet.

How do you motivate others? I think the biggest thing I've learned while being president of my chapter is that you can't lead a group by yourself. The chapter (or any group for that matter) will only really put effort into something that they are invested in, so before trying to change things or set new goals, see where your group wants to go and try to lead it there. Not everyone will agree on a direction for the chapter, of course, but allowing dissenting opinions to be heard and discussed will help keep even those who disagree with the current direction engaged.

Handling Criticism: I try to listen to all criticism from my members, even the things I disagree with. I may try to explain why I made a decision someone disagrees with, but I will try to always listen. If you listen, you will get useful and relevant criticism that will inform productive ways to modify and improve your behavior or leadership. Sometimes, someone just wants to rant, so let them rant, take their critique with a grain of salt, thank them for the feedback and move on. Don't internalize non-constructive feedback rants. This is easier said than done, of course!

Favorite Value: My favorite Phi Rho value, as all my friends could tell you, is optimism. To me, optimism doesn't mean just wishing or hoping for good things to happen, it means that when something goes wrong in your life you work to find the positives and grow from it. Optimism means forgiving those who have hurt you and moving on. Optimism means believing that you have the power to make tomorrow better than yesterday and that you can control and take responsibility for your future.

Words of Wisdom: You cannot pour from an empty vessel. Remember that the point of Phi Rho, the point of college, is to prepare you for a wonderful career and if you are ruining your health by not sleeping, eating, or taking care of yourself then you are undermining the ultimate purpose of both institutions. Also, remember to set boundaries with your friends/significant other! If you are busy or in an introverting mood, tell your friend/SO that you can talk or hang out later but not then. If you don't like hugs, or pictures, or studying around other people, communicate these things clearly. Remember that people can't read your mind and if you don't tell people your boundaries they will probably inadvertently cross them at some point.



Phi Sigma Rho's Top 5 Affinity Vendors in 2018



1. CustomInk LLC
2. South By Sea College
3. Adam Block Design
4. College Hill Custom Threads
5. University Tees



Alumnae Spotlight: *Elizabeth Hertz*, Dayton-Gamma



Degree: Bachelor of Chemical Engineering

Current Job: Materials Engineer at Honda of America Manufacturing in Marysville, OH

Favorite Phi Sigma Rho moment/memory: My favorite Phi Rho moment was probably during Greek Week my junior year. There was an event where we had to design and build a boat out of cardboard, a garbage bag, and a roll of duct tape and then row it as fast as we could across the RecPlex pool. As engineers, we thought “Awesome, we got this! We’re going to build a dope boat!” As one of the smallest women in the chapter at the time, I was asked to be the person in the boat and hopefully row us to victory. So much pressure! I got in that boat and got so determined to win that race. It was such a blur of adrenaline, but I remember everyone there cheering for Phi Rho as I sailed in front of the competition. I got to the other side of the pool, realized we had won, and realized that every other sorority and fraternity was so excited to see Phi Rho doing really well in a Greek Week event for once. That support felt so amazing and nothing like we had ever experienced as a part of the Panhellenic community before! That moment was just such a classic Dayton moment of true community that I will never forget! I still feel so proud to have been a part of that moment and it always reminds me how amazing the Greek life community really is.

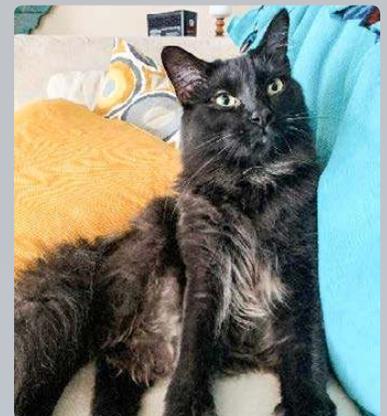
Something people might not know about you: Something most people might not know about me is that I like to dress up my guinea pigs. I used this as a fun fact about myself at the Honda Quality Division meeting when I first started my job, and actually met a lot of people and made some friends because of this! Don’t be afraid of the weird things about yourself, or as my one co-worker jokingly calls them, “red flags”... you never know what friendships you may form with people who identify with your weirdness!

Best piece of advice you’ve ever received: Trust your gut. I used to second guess myself all the time, and things would never turn out right. Elana Chapman (Gamma Chapter Alpha) once told me “You seem to have great instinct. Trust your gut.” I’ve lived by that advice ever since, and it hasn’t led me wrong.

Words of wisdom for other Phi Rhos: Have fun and be present in the moment. There are a lot of things you won’t remember years down the road, but you will remember a lot of your emotions. Try to have fun even when you’re not feeling your greatest, you’re kind of grumpy, or you’re angry about something. Be present in each moment instead of focusing on the past or the future. Live each moment to the fullest. I promise you won’t regret it!

How have you stayed active with Phi Sigma Rho since graduating? Since graduating, I have remained involved with Phi Rho through serving as the National Leadership Director as well as one of the Alumnae Advisors for the UD Gamma Chapter! I hope to help out with the Gamma Alumnae Association as well and to continue being involved with Nationals over the years to come!

Do you have any hobbies? I love to rock climb and dabble in photography! I haven’t been able to go climbing in a while, but I’m looking forward to trying places in Columbus since I have recently moved there! I’m also a crazy cat lady and love to hang out with my two cats, Poe and Finn. They are definitely my main hobby in life!





Letter from the *Foundation President*

Dear Sisters and friends,

The world as we know it ever changing. We find ourselves in unprecedented times as people around the world are focused on the coronavirus (COVID-19) outbreak. The health and well-being and of all members and those in our communities is our top priority. My heart goes out to all of you that are impacted and have found your lives drastically changed by this situation. From sisters whose campus experience is now online, seniors who don't get to walk at graduation or experience their alumna bridging, new members who have a virtual initiation, and student athletes whose seasons were cut short, I feel for you. For the teachers who are now at home adapting lessons for online, the essential employees and engineers of manufacturing still making production for the increased demand, actives that no longer have their summer internships to look forward to, and to those whose job roles are at risk with the expected economic impact, you are in my thoughts and I applaud you for what you are doing to adapt in this crisis.

It's easy to get caught up in the things that we can't control, and hard to plan for what is next when the situation around us is ever changing. This is pushing all the world around us, from universities, organizations, and business, to critically think of how to adapt in order to overcome. Phi Sigma Rho and its entities are no different. Our sisterhood was already confronting a time of change, and we too must adapt further than we may have ever expected.

Through all of this, the Phi Sigma Rho Foundation remains true to its mission in support of the sisterhood of Phi Sigma Rho. The Board of Directors is committed to supporting sisters in new ways in this new climate. We will move forward with our strategy and evaluate each target to ensure that they can succeed in remote ways when necessary. We will continue to work towards providing means to help our chapters succeed and sisters to continue education through our scholarships and new grants. I encourage you to keep an eye out on the Phi Sigma Rho Foundation website and social media for upcoming announcements and updates to our programs. If you feel so compelled, please visit our website to make your tax-free donation in support of these programs. Your gift could help the next set of researchers, pharmacists, engineers (or others!) finish their degrees and prepare for tomorrow's world challenges. I have faith in our sisterhood that we will continue to adapt and overcome for whatever may lie ahead. Please continue to operate safely and stay positive and hopeful for what will come ahead.

In sisterhood,

Janelle Becker

Ohio State - Beta

President, Phi Sigma Rho Foundation



INTRODUCING THE 2019-2021 PHI SIGMA RHO FOUNDATION *Board of Directors*

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We are excited to welcome Victoria, Elana, Kendall, Cailin, and Kellan as members of the 2019-2021 Board of Directors and immensely thank Janelle, Ashley, Lexi, and Rosie for their continued dedication to the Foundation. Additionally, we would like to thank Rebecca Schmidt, Daisy Gill, Samantha Rohner and Dominique Fantasia-Amin for their service to the Foundation and recognize their outstanding leadership and accomplishment. *Thank you!*

Scholarship Announcements



INTRODUCING TWO NEW SCHOLARSHIP OPPORTUNITIES

The Phi Sigma Rho Foundation is proud to announce the availability of up to **SIX** \$1,000 scholarships to be awarded in July 2020. Scholarship applications were released in October on the Foundation website and were due March 1st. The Foundation scholarships are available based on merit, leadership, service, and having a memorable impact on sisters while an active member. Through very generous donors, we are able to provide two new scholarships this year.

The Francis J. Monigan Memorial Scholarship will recognize a sister who demonstrates grit and compassion towards others, and will be awarded with a strong preference given to engineering majors.

The Anne Louise Roach Legacy Scholarship will be given to a Phi Sigma Rho “legacy” member in good standing, majoring in engineering or engineering technology that personifies Phi Sigma Rho’s core values of friendship, scholarship, encouragement, and philanthropy.

Thank you to the Monigan and Roach families for their investments into the future of our sisterhood with the Phi Sigma Rho Foundation!

Scholarships are available to any initiated Phi Sigma Rho sister (active or alumna) pursuing a degree at an accredited university. The scholarship money can only be used toward tuition and fees and will be payable directly to the university. All actives and alumnae are encouraged to apply! Please visit the Foundation Scholarship page for more information and for future applications. Please contact Samantha Rohner, scholarship@phisigmahofoundation.org, with any questions.

2019 SCHOLARSHIP AWARD WINNERS



Merit Scholarship
Brianna Mancuso
Connecticut-Theta

“...Phi Sigma Rho means so much to me and I have been so blessed for the many opportunities the sorority has given me. Thank you for your generosity and kindness. I really appreciate your charity. Thank you for contributing to my academic success!”



Leadership Scholarship
Alison Michalke
Cleveland State University Colony

“...I am incredibly thankful to the Phi Sigma Rho Foundation and donors for making this scholarship possible ...I don’t know where I would be without my sisters and I can’t wait to help grow more leaders as we continue to build our colony. PRL!”



Sarah Rogers McClure Memorial Scholarship
McKenzie Foster
Oregon State-Sigma

“Being selected for the Sarah Rogers McClure Scholarship is a huge honor which I am extremely thankful for, so thank you, thank you, thank you!”



Philanthropy and Service Scholarship
Megan Chen
UC San Diego-Chi

“...I would like to thank all of the donors from the Phi Sigma Rho Foundation for their generosity and dedication to supporting our aspirations to be leaders in the science and engineering communities...”

The Phi Sigma Rho Foundation is excited to announce a partnership with The DreamGirls Initiative! Starting in Spring 2020, this partnership will provide service and leadership opportunities for active and alumnae organizations of Phi Sigma Rho to support the next generation of women in engineering through engineering-focused programming for middle school girls. These programs will be transferable to schools, Scout troops, community shelters, and more! Additional details and information will be coming out soon about how both actives and alumnae can get involved in this partnership.

What is the DreamGirls Initiative?

Founded in 2015 by Phi Sigma Rho Co-Founder, Rashmi Drummond, the DreamGirls Initiative is a nonprofit focused on exposing middle school girls to female role models and their careers through a variety of hands-on events. This program is committed to inspiring young women in the fields of Science, Technology, Engineering, and Math (STEM) through day long “Dream Days” and after-school “DreamGirls in Action” programming. These programs differentiate themselves by putting career paths first, instead of focusing on STEM skills alone. For many girls, it doesn’t really matter if you like building a bridge if you can’t connect the skills behind bridge making to a meaningful career that would utilize these interests and skills. The standout feature of these programs is the focus of female role models for participants through corporate involvement and hands-on programming.

For more information about the DreamGirls Initiative:
<https://www.dreamgirlsinitiative.com/>



Joining Forces for Service

Support the Foundation

WHILE YOU SHOP ONLINE!

amazonsmile

Already an avid Amazon shopper? Make your dollar go further by shopping with AmazonSmile! Go to smile.amazon.com, and select Phi Sigma Rho Foundation as your charity of choice to have 0.05% of your qualifying purchases donated to the Foundation.

Light the Night FOR THE LEUKEMIA AND LYMPHOMA SOCIETY

The Foundation was proud to see the members of Phi Sigma Rho united to exceed the 2018 goal of \$35,000 on behalf of the Leukemia and Lymphoma Society through Light the Night by \$685! Below were the top chapters and individual fundraisers that were recognized during the Foundation Luncheon at National Convention. Together, Phi Rho's are making a difference through these campaigns. A huge thanks to each of the chapters that participated in these efforts!

2018 Top Teams:

Purdue-Alpha \$5,412

Ohio State-Beta \$4,515

UC Berkeley-Alpha Zeta \$4,194

2018 Top Individuals:

Stephanie Thornton, Pittsburgh-Zeta \$1,145

Cathy Nash, Purdue-Alpha \$683

Erin Smith, Pittsburgh-Zeta \$630

In July 2019, the Foundation announced an aggressive goal of \$38,000 for our chapters to raise for the Leukemia and Lymphoma Society, more than any other year before. The Phi Sigma Rho Foundation would like to thank everyone for another successful year for our Light the Night Campaign! Together, Phi Rho's across the nation united to raise \$36,820 in the name of philanthropy through this campaign, 97% of the goal! Way to go ladies! The Foundation looks forward to honoring top teams and chapters in the fall.

2019 also cumulated 5 years of the Light the Night Campaign through the Foundation. Throughout the past few years, we have been happy to be a vehicle for uniting the actives and alumnae in philanthropy and are so proud of what we can accomplish together. Phi Sigma Rho has been able to gift the Leukemia and Lymphoma Society \$154,362 and join them in the Light the Night walks around the country! We can wait to see what Phi Sigma Rho does together in the next five years and beyond!

Fundraising and walks start in late summer and go through the fall. Look for a walk in your area or support your local chapter's philanthropy events in 2020 for the Leukemia and Lymphoma Society! Special thanks to Light the Night Campaign Chair, Devin Stanke, for all her hard work on this effort through the years!



WZ LAST Question

Set an alarm to get up and walk around the house and **stretch** every 50-60 minutes.

- Kathleen

If you normally have lunch with coworkers, set up a once a week **virtual lunch** to keep in touch.

- Rebecca

“Commute” to work! Get up, get dressed, put on shoes, grab your bags and walk outside for 10 minutes.

- Veronica

Find a way to get some **fresh air** every day if you can.

- Carly

What Is Your BEST Work-From-Home TIP?

Get dressed and **go outside** during your lunch break.

- Rebecca

Do your **house chores**, then work.

- Nicole

Update your regular daily/weekly class or work schedule so you don't miss anything.

- Harrison

I highly recommend **video conferencing** when available. It helps people feel less isolated!

- Taylor

I've always used a **spreadsheet** as my **planner**, but now I've embedded it with Zoom links.

- Ivy

Use **virtual coffee dates** to replace casual office drop-by conversations.

- Sarah

Alumnae Dues

Active Alumna - \$35 annually

Being an Active Alumna means volunteering to support the sisterhood in its advancement and growth by paying alumnae dues. These voluntary alumnae dues directly support our national expansion efforts and increased programming via webinars and at National Conferences/Conventions.

Lifetime Active Alumnae - \$600

As part of the revamped dues program that was introduced in 2017, all alumnae who become lifetime members will receive the exclusive piece of Phi Sigma Rho jewelry on the right as a token of appreciation.



Are you interested in becoming an active alumna?

Please visit

www.phisigmarho.org/form/alumnae-dues

to find out more. This page has detailed information about the voluntary alumnae dues program, including how to pay dues and the special benefits reserved for dues-paying alumnae.

