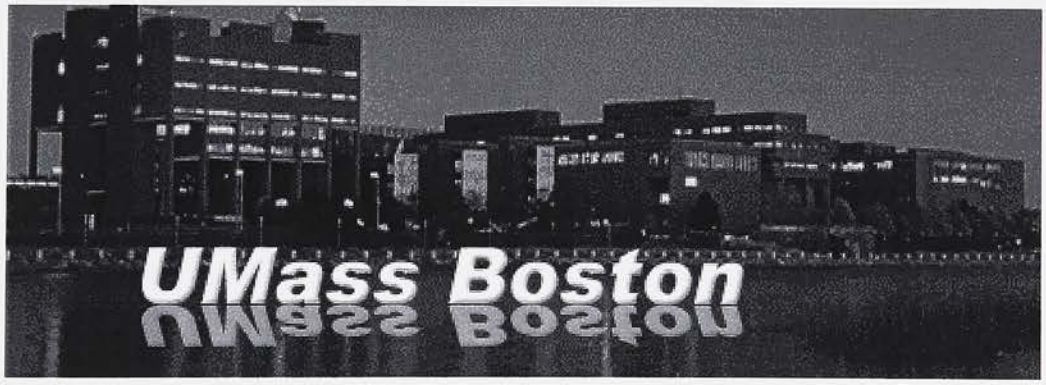
Chartering Petition for the
Beta Delta Sigma Colony
of the
International Fraternity of
Delta Sigma Pi
at the
University of Massachusetts, Boston



Beta Delta Sigma Colony
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Beta Delta Sigma Colony

The International Fraternity of Delta Sigma Pi
at The University of Massachusetts, Boston

November 30, 2002

Dear Members of the Board of Directors,

We, the members of Beta Delta Sigma Colony at the University of Massachusetts Boston, do hereby petition for a collegiate Chapter Charter of the International Fraternity of Delta Sigma Pi. The Beta Delta Sigma Colony was established for the sole purpose of affiliation with Delta Sigma Pi, and has patterned itself after and seeks to continue to uphold the high ideals of the International Fraternity of Delta Sigma Pi. This is evidenced by our high standards of professionalism, interaction with the college and community, display of enthusiasm and commitment, and spirit of Brotherhood.

We promise to uphold the rules, regulations and Bylaws of Delta Sigma Pi in the pursuance of a Chapter Charter through further affiliation with the Fraternity.

Respectfully, the following signed members of the Beta Delta Sigma Colony:

College of Management, 100 Morrissey Blvd. Boston, Massachusetts 02125
umb_deltasigmapi@yahoo.com http://umbdeltasigmapi.tripod.com

Todd M.Kirrane, President

Tamiko M.Khalid-Khan, Senior V.P.

Bryan Withall, V.P. of Finance

Stephen A.Golemme, V.P.C.O.

Joseph De Vivo, Chancellor

Susan E. Coughlin, Historian

Damon Kreth,
Director of Fundraising

Nafisa Mahmound,
Director of Community Service

Lindsay Corcoran

Jessica Cruz

Karine Demourtchian

Susan Gallego

Nicole Gordan

Timothy Hannon

Angela Kontos

Ariel C. Koonce

Tammy MacLean, Ph.D.
Faculty Advisor

Jacqueline Makilya

Caitlin Mahoney

Ines Maturana, Honorary Member

Tammy McDonald, Ph.D.
Faculty Advisor

Raming Medina

Matthew Morano

Michelle Nicholas

Elton Pepivani

Philip L. ~~Quaglieri~~, Dean
College of Management

Marianne Quinn

Douglas Salamone

Brian Schmid

Betty Yu

Letters of Recommendation written on behalf of the

Beta Delta Sigma Colony

of the International Fraternity of

Delta Sigma Pi

UNIVERSITY of
MASSACHUSETTS
BOSTON
100 Morrissey Blvd.
Boston, MA 02125-3393

Office of the Dean
College of Management
617.287.7702
Fax: 617.287.7717

3 December 2002

Mr. Dale Clark
Delta Sigma Pi
330 South Campus Avenue
PO Box 230
Oxford, OH 45056

Dear Mr. Clark:

I strongly recommend for your consideration the granting of Chapter status to the UMass Boston Colony of Delta Sigma Pi. Our students have defined the Colony's presence on campus as an active and dynamic student organization, and they have developed a tradition of strong leadership and commitment to enhancing the academic and professional experiences of their fellow students.

Our College is committed to supporting those opportunities that most effectively support our mission to provide "a competitive and high value education" and "opportunities for our diverse students to succeed in the regional and global economy." It is clear to me that our Delta Sigma Pi colony has contributed in vital ways towards these important goals. It has provided important leadership and service learning opportunities within the College, and because of its sponsorship of various educational and professional development events, the prospects for our students' careers have been advanced.

The Colony at UMass Boston is ready to take on the challenges of Chapter status and I am confident it will have a successful future.

Thank you for your consideration.

Sincerely,

Philip L. Quaglieri
Dean

Cc: Todd M. Kirrane, Colony President
College of Management

Ines Maturana
Office of AHANA Student Programs
Boston College

November 27, 2002

Mr. Dale Clark
Delta Sigma Pi
330 South Campus Avenue
P.O.Box 230
Oxford, OH 45056

Dear Mr. Clark,
It is my pleasure to write this letter of recommendation of behalf of Beta Delta Sigma, a colony of the International Fraternity Delta Sigma Pi, which is applying for their membership charter.

Beta Delta Sigma was created by a group of students who responded to a challenge presented by the Dean of the College of Management to establish a chapter. I worked with the students since its inception, first as informal advisor and then as faculty advisor.

During the time I worked with the group, I had the privilege to see its members develop as individuals and as a team. Although they experienced the growing pains of a new organization, they learned from their experiences and developed new skills and insights. They worked very hard formulating and implementing professional, academic and service activities that were of interest to their members and to the College community. In fact, during this year's Convocation Ceremony two founding members received leadership and community service awards in recognition of their work with the colony.

One highlights of my association with Beta Delta Sigma was working together to develop and implement Open Houses for prospective students in the College. They helped me develop the concept, worked hard during the events, made prospective students feel excited about attending the College of Management and provided me with invaluable feedback to improve the program.

Since I left UMass/Boston, I have stayed in contact with many of the members of the colony and have followed the accomplishments of the organization. Beta Delta Sigma has become a very important student organization in the College of Management. Its contributions have enhanced the lives of many students in the College and strengthened the community. They are ready to become a chapter. They have my strongest support.

If you need additional information about my involvement with Beta Delta Sigma, please contact me at 617-552-4806 or at ines.maturana@bc.edu.

Sincerely,

Associate Director
Office of AHANA Student Programs
Boston College

Diane M. Thibault
New England Regional Vice President
International Fraternity of Delta Sigma Pi

December 6, 2002

Delta Sigma Pi
330 South Campus Avenue
Oxford, Ohio 45056

To the Board of Directors:

It is with great pleasure that I write this letter recommending the Beta Delta Sigma colony of UMASS Boston for installation as the newest chapter to our Brotherhood.

The colony has the support of the College of Management's faculty and staff at UMASS Boston. Colonists have shown their enthusiasm and dedication to the fraternity by attending LEAD Hartford, Northeastern Provincial Conference at Princeton NJ, as well as our Grand Chapter Congress at Buffalo, NY. To fully understand the Delta Sigma Pi experience, colonist have participated in many local events hosted by the New England regional collegiate chapter, Lambda Tau and as well as alumni chapter, Boston.

One of the obstacles they have had to overcome is that these candidates are primarily based at a commuter college. I have to admit, I have a soft spot for them in two ways: 1) my chapter was founded by a commuter base many years ago and, 2) I lived that life while obtaining my undergraduate as well as my graduate degrees. I find myself extremely proud of their ability to overcome this challenge by developing a dedicated group of members. This was evident at the Meet the Chapter and Colony recruiting event that I attended and participated in this past fall. This passion to succeed and thrive continues through the communication and updates I receive.

On several of my visits to the colony, I see a motivated group of people who want to continue the growth of the fraternity. Their programs and events are professional and well thought of by the school. They want to learn to be better leaders in the community and the business world. They believe they can do that through their involvement in Delta Sigma Pi.

Beta Delta Sigma has the potential to be an ideal chapter. I hope that you too will find the activities of this exceptional colony worthy of installation. We would be strengthening the fraternity as a whole and I would be extremely proud to call them Brothers.

Fraternally,

Diane M. Thibault

Diane M. Thibault, AK1120
New England Regional Vice President

Paul J. Carpinella
District Director
Beta Delta Sigma Colony

November 24, 2002

Mr. Dale Clark
Delta Sigma Pi
330 South Campus Avenue
PO Box 230
Oxford, OH 45056

Dear Brother Clark,

It has been an honor and a privilege to serve as the District Director for the Beta Delta Sigma (BDS) Colony of the University of Massachusetts at Boston. Throughout my association with the group, they have done nothing but exceed my expectations and in my mind are ready to be given the opportunity to pledge and become a full chapter of the International Fraternity of Delta Sigma Pi.

The two year colony period for BDS has allowed this group of individuals the opportunity to learn how to successfully run an organization such as Delta Sigma Pi on a commuter campus. While the road to understanding that process has not at all times been easy, BDS has been able to put on many quality events, and has developed a strong relationship with the UMASS Boston College of Management and its Dean. On top of this, members have so much faith in the organization that they have pulled friends in, and the strong recruiting campaign that the chapter has had in place will bring a charter class of about forty members, an amazing number for a commuter based school.

The Beta Delta Sigma chapter is worthy of my recommendation to grant them permission to begin pledging the International Fraternity of Delta Sigma Pi. The dedication, heart, and perseverance showed by each and every member of the colony makes me positive that they will make a great Deltasig chapter, and will be a great addition to the New England Region and the fraternity as a whole.

Fraternally,

ΛΤ 230
Beta Delta Sigma District Director
Secretary, Boston Alumni Chapter

Richard A. Steinkrauss
96 Hanian Drive
East Weymouth, Massachusetts 02189

November 30, 2002

Delta Sigma Pi
Attention: The Board of Directors
330 South Campus Avenue
Oxford, Ohio 45056-0230

Dear Brothers,

It is with great pleasure that I recommend to you approval of the petition submitted by the Beta Delta Sigma Colony, requesting a chartered chapter be established at the University of Massachusetts in Boston. I have worked very closely with Dale Clark and the colony since it's inception, and feel most qualified to make such a recommendation.

Creating a colony at the University of Massachusetts in Boston has proven to be a difficult task. There are no dormitories or affordable apartments in the immediate vicinity of the school. Most students are non-traditional, who are completing their degree requirements while working (full time, in many cases), and balancing demands of family (many are married with children). Further, a small percentage are housed in nearby homeless shelters and are pursuing their degree to better themselves. Challenges such as these could have proven overwhelming for a fraternity such as ours that requires so much time, effort and money from it's members. However, persistence has proven our fraternity can attract enough members to thrive here. The programming the colony has provided for the university has rivaled that of our most successful established chapters; the relationships created with the Dean and faculty of the School of Management has been outstanding, and the spirit and enthusiasm the members show through their work is extraordinary.

Given our track record with non-traditional chapters, you may be hesitant to grant a charter to another non-traditional colony. However, the future here looks beyond the university's non-traditional roots. Dormitories are planned for construction on campus within the next few years, and the university's focus is shifting to attract a mix of traditional and non-traditional students. Given our success to date, I feel the future for the fraternity at UMASS Boston is very bright indeed.

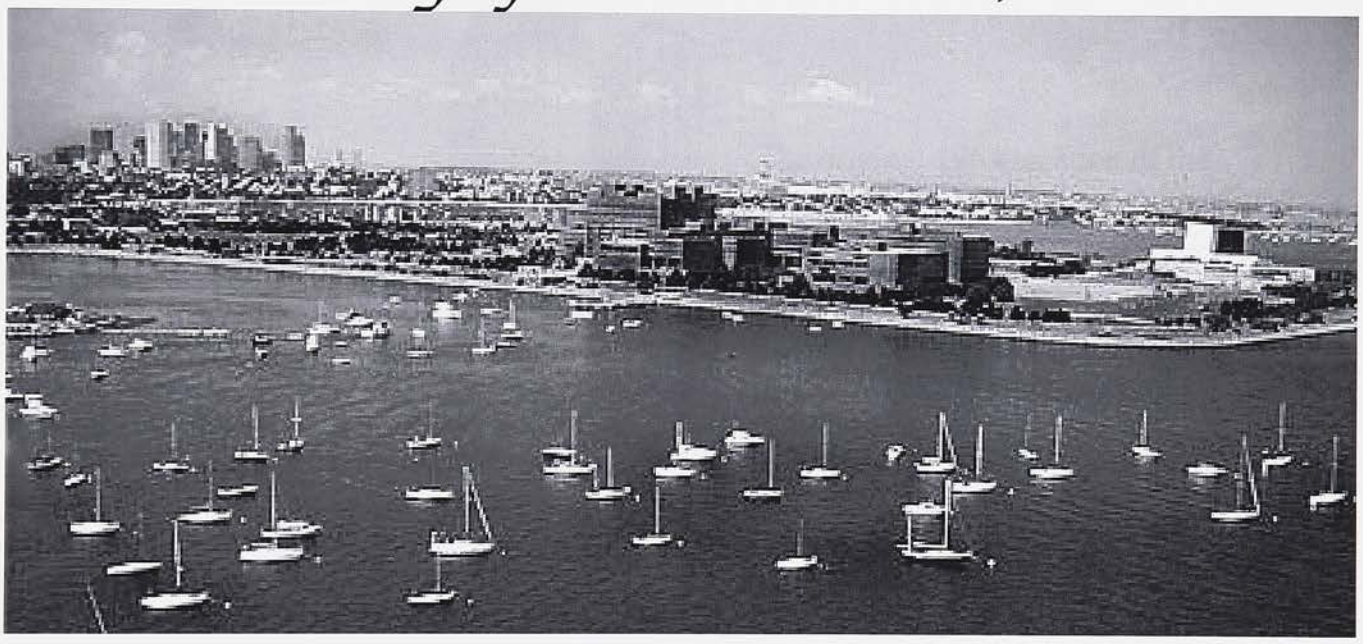
I urge you to give this petition every consideration, and to vote for it's approval. Should you have any questions about any of the data contained within, or have any other concerns about our present and future success at UMASS Boston, please do not hesitate to contact me. Thanks you for your consideration.

Fraternally Yours,

Richard A. Steinkrauss

Advisor to the Beta Delta Sigma Colony, University of Mass., Boston
Member of the Golden Council of Delta Sigma Pi

History of the University of Massachusetts, Boston



History of the University of Massachusetts, Boston

UMass Boston has two histories. One begins in 1852 with the founding of Girls' High School, the future Boston State College. The second begins in 1863, with the founding of Massachusetts Agricultural College, the future University of Massachusetts, Amherst. The University of Massachusetts expanded in 1964 when the state legislature voted to establish a new campus in Boston. The original location of the new Boston campus of the University of Massachusetts was located in the towers at 100 Arlington Street in downtown Boston's famous Park Square neighborhood.

The original 1964 location of the
University of Massachusetts, Boston.
100 Arlington Street
Boston, Massachusetts

However, by the early 1970's the facilities within the towers became inadequate and a new location was sought to accommodate the growing student body. A new location was chosen on Columbia Point overlooking Boston Harbor. In 1974 the first classes were held on the Harbor campus location where the University remains today. In 1982 the University grew again when Boston State College became part of the University of Massachusetts, Boston.

The current location of the
University of Massachusetts, Boston.

Academically, the five colleges that make up the University offer 61 undergraduate majors and 51 graduate offerings, including 11 doctoral programs and 24 certificate programs. It also supports 26 institutes and centers which are involved in research and public service in the areas of public policy; gerontology; labor; women in politics; African-American, Latino, and Asian issues; and environmental concerns. The combination of these programs and the opportunities for higher learning that they present won the University of Massachusetts, Boston a place on Kiplingers.com's list of the "Top 100 Public Universities in the United States".

With the induction of Jo Ann Gora as the new Chancellor of the University in September 2002, the relatively young University of Massachusetts, Boston once again begun a new wave of expansion which promises to raise the quality of the education and services provided to it's students. Currently the campus is being redesigned with the introduction of a new Campus Center in December 2003 and the building of dormitories by 2010. These two new buildings, combined with the University's academic and research programs, promise to transform UMass Boston from a commuter school for Greater Boston residents into an international hub of higher learning.

Architectual drawing of the new campus center at the University of Massachusetts, Boston campus.

The Mission Statement of the University of Massachusetts, Boston

The University of Massachusetts Boston, one of five campuses of the University of Massachusetts, is nationally recognized as a model of excellence for urban universities. A comprehensive, doctoral-granting campus, we provide challenging teaching, distinguished research, and extensive service which particularly respond to the academic and economic needs of the state's urban areas and their diverse populations.

The mission and goals of the campus derive from and reflect the six components of the Vision Statement of the University system as expressed in T91-107:

1. Access

The University of Massachusetts offers liberal arts and professional programs on the graduate and undergraduate levels, with doctoral programs addressing issues of particular importance to urban environments and people. Our curricula, the way we teach, and our financial and academic support services address the needs both of traditional and nontraditional students, who come to the University from varied social, cultural, and ethnic backgrounds, who may have a variety of previous educational experiences, and who characteristically combine University education with work and family responsibilities.

2. Excellence

The University of Massachusetts Boston addresses the intellectual and professional needs of individual students through classes and other educational experiences that encourage dialogue with faculty who are active scholars, performers, and/or practitioners. Our programs reflect contemporary thinking about the disciplines and professions, while honoring the disciplines' and professions' historical contexts. Students benefit from rigorous, specially tailored approaches to fostering gains in abilities and understanding. We seek to distinguish ourselves in four areas of inquiry: the physical environment; critical social and public policy issues; leadership in health, education, and human services; and high technology manpower needs.

3. Public Service

Extending the land grant tradition, the University of Massachusetts Boston forges linkages between research and service, and is forming partnerships with communities, the private sector, government, other colleges and universities, and other sectors of public education. These linkages bring the intellectual, technical, and human resources of the university community to bear on the economic and social needs of metropolitan regions -- for example, through public policy analysis and applied problem solving in areas such as environmental quality, city planning, tax policy, the schools, and economic development, especially in ethnic and minority communities.

4. Innovation

The University of Massachusetts Boston pursues research and offers programs serving current and emerging needs of urban populations, institutions, and environments, for example, in

gerontology, public policy, and environmental sciences. Programs incorporate new knowledge developed through research, new methods yielded by emerging technologies, and insights and opportunities afforded by interdisciplinary, cross-disciplinary and other collaborative enterprises.

5. Economic Development

The University of Massachusetts Boston works cooperatively with metropolitan businesses, major public and private sector employers, and representatives of state and local governments, neighborhoods and communities to develop programs to link Massachusetts with economic communities around the world. We offer professional education in areas critical to regional employers, assist state executives in policy analysis and development, and work to strengthen small businesses and local governments through the application of knowledge and expertise and by providing an effectively educated workforce. We conduct research on critical economic issues, e.g., the environment, especially but not solely harbor and coastal aspects thereof; social, public, and fiscal policy. And we offer programs to enhance Massachusetts' participation in the global economic community.

6. Quality of Life

The University of Massachusetts Boston sponsors and supports cultural diversity by helping ethnic and international communities to articulate and celebrate their cultural values and identities, and by recognizing the contributions and achievements of members of these communities. We educate artists, performing artists, writers, archivists, teachers, environmentalists and others whose lifelong contributions will enrich the culture and environment of the urban populace. By the nature of our enterprise and through our normal activity, we contribute to the rich and diverse cultural life of a major American city.

Statistics of the University of Massachusetts, Boston

Total Students: 2001-2002 – 13,348
Undergraduates – 10,566
Graduates – 2,782
56% of undergraduates are first generation college students

Diversity of Students:

Students of color – 31% of total student body
35% of undergraduate
16% of graduate

International Students – 9% of total student body
7% of undergraduate
12% of graduate

32 languages are spoken by the student body

400 veterans are currently undergraduates

Average age of undergraduate student: 27
Average age of graduate student: 35

Faculty and Staff: 467 – full time
418 – part time

Faculty have received 9 Fulbrights, 1 Atlantic and 1 Guggenheim fellowship/s

Student/Faculty ratio 15:1

23% of faculty and staff are of color
11% are African American
4% are Hispanic
6% are Asian
1% are Native American

Other Facts:

School Budget: $166.1 million

Academics

Five colleges offer 61 undergraduate majors and 51 graduate programs and 11 doctoral programs and 24 certification programs

Alumni: 69,000

Pre-Collegiate Programs: 8 with a budget of 3.4 million

Community Service: Co-Host of Presidential debate

History of the College of Management

History of College of Management

The College of Management is the 2nd largest College within the University of Massachusetts, Boston. The College of Management takes pride in the special relationship between its students and faculty. Together they create an educational experience of high quality that enables CM graduates to succeed in a wide variety of managerial positions in the private and public sector, locally, nationally and abroad. It's undergraduates contribute to the intellectual life of the College through the rich diversity of their backgrounds, offering a perspective that varies with age, race, gender, and nationality. It's faculty, who hold degrees from leading American and international universities, are drawn directly from the boardrooms of America's leading companies including Prudential, Fidelity Investments, the Bank of America, Delloitte & Touche, Andersen Consulting, and Genuity. The breadth of their research and professional experience covers the full range of functional skills appropriate to the management curriculum.

The 120 credit-hour undergraduate program the College offers leads to a Bachelor of Science degree in Management. By fulfilling the general education, management, and elective course work requirements, graduates are prepared not only with the theoretical, technical, and functional training they will need to succeed as professionals but also with the solid liberal arts background essential to professional and personal development. The perspectives they gain through this curriculum assure that students leave CM with specific job-related skills and a richer social, cultural, and scientific understanding of the world in which they will use those skills.

The curriculum emphasizes:
A. Knowledge of: management functions and processes; economic, social, political, legal, and other environmental systems; research methods and theory; organizations, administrative behavior, and information systems.

B. Awareness of: oneself as a person and as a manager; subordinates, associates and superiors; social issues and responsibilities.

C. The development of skills and concepts in: planning and decision-making; problem-solving and research; initiating, implementing and adapting to change; oral and written communication.

Outside of academics, the College of Management serves as the home of four centers which offer support and education to area businesses. They include The Environmental Business and Technology Center which provides consulting services to entrepreneurs commercializing innovative technology with environmental benefits; The Greater Boston Manufacturing Partnership which helps small and medium sized manufacturing companies become more productive and competitive through Continuous Improvement education and shop-floor implementation; the Small Business Development Center which provides free management counseling and technical assistance to small Massachusetts businesses; and the Minority Business Assistance Center which provides business consulting to minority businesses within the Greater Boston area.

Currently, under the leadership of Dean Philip Quaglieri, the College of Management has grown into a program which offers an educational experience competitive to that of any other University within the Greater Boston area. He has put together a strong team of outside Trustees from Boston's largest companies which provide advice on improvements within the curriculum and financial support for programs which bring the business world directly to the students. The monthly Senior Executive Forums provide students the opportunity to interact with and learn from business leaders who are dealing with the day to day challenges that businesses face. This program has brought students face to face with CEO's and CFO's from America's industry leaders including Mickey Wiles, the CFO of Ben & Jerry's; Pamela Reeve, the CEO of Lightbridge, Inc.; John Hamill, the Chairman and CEO of the New England Division of Sovereign Bank; and designer Joseph Abboud who was named Distinguished Visiting Professor of Marketing in 2002. These unique opportunities to interact with business leaders, combined with the College's Mentoring program and internship/co-op program help prepare the students of the College of Management for success in any field which they choose to pursue after graduation.

UMASS BOSTON

Statistics of the College of Management

Male/Female Ratio*:

Male Sophomores: 94
Female Sophomores: 110

Male Juniors: 168
Female Juniors: 282

Male Seniors: 283
Female Seniors: 346

* Undergraduate students are not allowed to declare a major within the College of Management until they reach their sophomore year.

The History of the Beta Delta Sigma Colony of the International Fraternity of Delta Sigma Pi

The History of the Beta Delta Sigma Colony

On October 31, 2000, by invitation of the Dean of the College of Management, Dale Clark and Richard "Nick" Steinkrauss met with Assistant Dean Wagner to discuss the prospects of establishing a chapter of Delta Sigma Pi on the campus of the University of Massachusetts Boston (UMass Boston). Dale, serving the fraternity as Director of Chapter Services, had received an inquiry from the Dean's office about the fraternity, and scheduled this follow-up meeting with Assistant Dean Wagner. The meeting proved fruitful, as Assistant Dean Wagner granted us permission to recruit on campus, but also identified many challenges in establishing a chapter for this commuter based urban campus. After the meeting, Dale and "Nick" provided a presentation regarding the benefits of Delta Sigma Pi to the students who had gathered to learn about the fraternity. Ines Maturana and Dr. Bogusia Bucklin had publicized Dale's visit, and requested this informational event to gauge interest at the school. This presentation was made to over 75 students and inspired 15 students to immediately collaborate that evening in developing a letter of intent to create the Beta Delta Sigma colony of Delta Sigma Pi. Leaders began to emerge from the ranks.

Our District Director, Nick Steinkrauss, was diligent in our process and paved the way to our first event, the Founder's Day celebration on November 8, 2000. On November 29, 2000, the colony hosted its first professional event, quest speaker Kevin Roache. Mr. Roache spoke about his experience as VP of Human Resources for Student Advantage and his executive experience at Reebok International. Mr. Roache also provided resume tips for job seekers. On December 6, 2000, members gathered to elect Nick Steinkrauss as Delta Sigma Pi advisor, and Ines Maturana as faculty advisor. The colony also elected: the founding colony officers: President John Todd, VPPA Matt Morano, Sr.VP Leon Epiphaniou, Chancellor Darrell Roberts, Secretary Ella Bugarin, VPCO Susan Coughlin. Brothers from Bentley (Lambda Tao) and Roger Williams (Rho Iota Phi) were kind enough to come and provide insight into the duties and opportunities for officers in DSP.

The intent of the officers was to hold meetings bi-monthly and remain in frequent contact via e-mail. The officers also intended to hold monthly general meetings. The colony held several general membership meetings, however, they found that chartering this colony would be a difficult task, given the non-traditional nature of our student body and the expense of membership.

During the winter break of 2001, (Jan 6) the officers meet with the District Director and faculty advisor, Ines Maturana, to devise a strategic plan for the spring semester and to review DSP policies and regulations as well as to educate the officers regarding requirements of a colony to become a chapter.

During the colony's first full semester, it sponsored one professional event, participated in an inter-chapter event, participated in a College of Management community service event, and held several officer and general meetings under John Todd's leadership. The colony was still finding its way and was competing with several other business-oriented clubs on campus for membership. Most other clubs do not charge for membership, thus we constantly needed to

emphasize the tremendous benefit of membership and the national recognition of the organization. Many of these concerns diminished when we received news that the Dean was going to support us. The colony still needed to raise money. Several attempts were made, but were unsuccessful due to cancellations or university restrictions. The colony was able to overcome some of these obstacles the following year.

The summer of 2001 was challenging since most of the officers were out of the country. However, we managed to come up with strategic plans for the coming academic year. Officers pitched in to perform multiple arduous tasks to cover the unfilled officer positions. On August 14, the Beta Delta Sigma colony was represented for the first time at Grand Chapter Congress in Buffalo, NY. Sue Coughlin, VPCO, attended the congress and reported back to the colony. This helped spark further interest in Delta Sigma Pi and provided inspiration for the coming semester. The officers rallied around the new president, Leon, to reach our goal of becoming a chapter and making a significant impact on students studying business.

Leon spoke with several leaders on campus to solicit ideas as well as to publicize DSP and the colony. Leon made arrangements for information tables and to speak with various student groups on campus. Matt Morano, VPPA, was working feverishly on the colony's web site during the summer while he was out of the country. This web site would greatly enhance Delta Sigma Pi and the colony's reputation and publicity on and off campus. Members had the spirit, but were stretching themselves as they tried to obtain high standards set by the fraternity. Recruiting efforts were continuous throughout the fall semester. Matt Morano consistently attempted to obtain guest speakers, but they had to cancel at the last minute, causing the colony to loose points through lack of sponsoring a professional for the semester.

During the fall of 2001, the colony sponsored a series of recruiting sessions, participated in 3 community service activities, sponsored 3 professional activities, celebrated Founder's Day, and held a social event. The colony was gaining momentum on campus. Beta Delta Sigma members collaborated with other student organizations on campus to collect over $6,800 for the WB56 Relief Effort for the victims of September 11th. Leon and Sue held a recruiting event with the Balfour Scholar's program where they presented information regarding DSP and benefits of membership to approximately 20 freshmen.

With each presentation and increased publicity, the colony was gaining the respect and support from faculty members of the College of Management… but that was not enough. The faculty advisor again sent letters to faculty in the College of Management as well as those in the Economics Department in the College of Arts and Sciences. There was a great team effort between Ines Maturana and Nick Steinkrauss to support the officers and the colony. Their expertise was instrumental in making this colony succeed.

Leon Epiphaniou and Matt Morano were to graduate in December, prompting new elections in November of 2001. New officers: President Jonathan Corbin, Sr.VP Tuan Pham; VPPA Douglas Salamone; VPCO, Todd Kirrane; VPF Helen Mai. They were enthusiastic new leaders with fresh ideas and campus connections. The new officer corps set up a sturdy schedule, set policies for membership attendance, dues… etc. Ines and Nick made sure that officer transition went smoothly and that strategic plans were in place by December 15.

Although the energy was high, the new officers got off to a slow start. The first two months were slow because the officers and the members had some problems implementing their strategic plans. However by March the problems were solved and the colony rallied behind the leadership of VPCO Todd Kirrane, VPPA Douglas Salamone and Chancellor Tamiko Khalid-Khan. Together they started to develop their professional, community service, and fundraising programs which became the basis for the current programming performed by the colony.

The professional development program centered around a group of professional development workshops including public speaking and Power Point training sessions. It also featured visiting speakers from area businesses including Robert Glovsky, President of Mintz-Levin Financial Advisors and Walter Fuller, the North American Director of Internal Audit for SunLife Financial. These speakers, along with tours to the Boston Stock Exchange and the Federal Reserve Bank of Boston helped bring the business world to the members of the Colony and the students of the College of Management.

In terms of fundraising, the Colony held its first successful fundraiser in April of 2002. The Colony sponsored a 50/50 Raffle where every member agreed to sell a minimum of 30 tickets. The winner of the raffle received 50% of all money reaised and the Colony received the rest. With the help of the Boston Alumni Chapter and Lambda Tau, the Colony raised a total of $403 toward the Chartering fee.

The Colony also performed several community service events for the College of Management that helped foster a strong bond between the Dean and the Colony. The Colony members acted as the Student Representatives at the College's information sessions in March and May for perspective students. They talked about their experiences at UMass and the benefits that the College provides to its' students.

These three programs helped the Colony become the leading group within the College of Management which the faculty and staff all looked upon as the student leaders they could depend on in and outside of class. At Convocation 2002 the College of Management handed out awards and scholarships to graduating seniors which it believed exhibited strong academic and community leadership during their time at UMass, Boston. Four graduating members of the Beta Delta Sigma Colony won a combined 6 awards and were the only undergraduate student group allowed to speak and present an award during the event. The four members winning awards were: Susan Coughlin, the Dean's Award for Service

Matthew Morano, the Leadership Award and Honorary Mention for a graduating GPA of 3.75 or higher

Karine Demourtchian, the Leadership Award and the Accounting Faculty Recognition Award

Tammy Teixeira, Honorary Mention for a graduating GPA of 3.75 or higher

The Colony also awarded it's own first annual College of Management Staff Member of the Year Award to Ines Maturana, the outgoing Director of the Undergraduate Program.

At the end of the semester the Colony once again held elections for officers which would serve throughout the 2002-2003 academic school year. The members who were elected were President, Todd M. Kirrane; Senior VP, Tamiko Khalid-Khan; VPPA, Kizzy Rosenblatt; VPCO Michelle Nicholas; and Chancellor, Joseph De Vivo. The group also choose Professor Tammy

MacLean as their new Faculty Advisor. The position of VP of Finance was left vacant and the group decided to fill that seat in September.

Knowing that they lost over half of their membership to graduation, an not wanting to repeat mistakes made by earlier e-boards, the new officers, immediatley following the elections, got together to work out a strategic plan which would complete the colony process and petition for a Chapter Charter by December 1, 2002. Throughout the summer they met to develop a recruitment plan that would include tables, a Meet the Fraternity Night, and speaking in classes to attract new members. They also developed a series of professional development and community service events which they believed would appeal to the students of the College of Management and make them want to be a part of the Colony. Finally they developed a fundraising plan with the goal of raising over $2000 to help pay for any fees incurred during the Charter and pledge process.

The new officers hoped that all of these events would not only help meet the requirements for Chartering, but also would help build the bond of brotherhood between the colony members themselves. Therefore in June the officers hosted the Colony's first ever social event which was geared towards allowing the members to get to know each other outside of school. The event was held at Fire & Ice in downtown Boston and 8 of the colonists were joined by three members of the Boston Alumni Chapter and Regional Vice President Diane M. Thibault. The members all had a good time bonding over diner and cocktails and many hoped that the event could be repeated again within the near future. Many members point to this event as the day we started acted as a Fraternity instead of just another club on campus.

In general, the Fall 2002 semester would prove to be our strongest in all areas of operations. The Colony succeeded in recruiting over 20 new members, raising over $3000, organizing professional development events that were the talk of the College of Management, and providing needed services to our community's less fortunate. Although everyone worked together as a team, the leadership and support provided by our Faculty and Fraternity advisors proved most valuable. Prof.'s MacLean and McDonald helped to open doors within the school which were never before open to Delta Sigma Pi. Because of their efforts we had more faculty involvement than any other club on campus. Along with Nick Steinkrauss, our new District Director, Paul Carpinella of Lamdba Tau, offered advice and support which dramatically improved every aspect of our operations.

In September the new officers and remaining members worked hard at attracting new members into the club. By holding tables during the first two weeks of the semester and by speaking in classes the group assembled an impressive list of over 80 perspective members. To become a member of the Colony each student had to meet the 5 requirements for membership which were: 1) attendance at a minimum of two Colony events

2) payment of $12 Colony dues
3) have a GPA of at least 2.00
4) attend all Colony meetings
5) be a freshman, sophomore, junior, or first semester senior within the College of Management or the Economics Department.

Over the next two months over 20 of these perspectives would complete the requirements for membership and would help triple the size of the Colony.

The Fall 2002 semester also proved to be a great success in terms of the Colony's professional development program. The first major event was our hosting of the "Meet the CPA Firm's Career Night". The event was a mini-career fair which featured 9 accounting firms, including 3 of the Big 4. These firms met with and answered questions from UMass Boston students who were interested in working within the accounting profession after graduation. It provided an excellent opportunity to showcase the benefits of membership in our Colony because for the first ½ hour the members of the Beta Delta Sigma Colony met and networked privately with the accounting firms while the students waited for access outside. This event alone provided the Colony with 20 perspective members. The colony has also sponsored events featuring Robert Brockman, a Manager for Bearingpoint, formerly KPMG Consulting, and Phaly Walker of Ernst & Young.

For community service, the colony sponsored three colony events. In honor of our founding colonist, Sue Coughlin, the Colony members banded together to help raise money to battle Lupus. Our participation in the Lupus Walk, combined with Lambda Tau and Golden Key Honor Society, helped raise over $2000 toward research into finding a cure for Lupus. Our second event was a can food drive for the Saint Ambrosia Family Inn which provides a full time shelter to 12 homeless families, including 32 children under the age of 12. The Colony collected over 300 items of food from family, friends, and themselves and delivered them in time for the holidays. Expanding on the success of the first two events, from December 1st to December 18th the Colony members collected and donated toys to the United States Marine Corps' "Toys for Tots" program which provides toys to children whose families cannot afford them. On December 21st, President Kirrane dropped off over 90 toys to the local distribution center. Individually our members have continued to donate their time and efforts by taking part in the University related events including the Fall 2002 Open House where they helped promote the College of Management to perspective students.

Perhaps our hardest struggle this semester has been to raise money. We started the semester without a Vice President of Finance or a Director of Fundraising. However, both positions were filled in October and our new team of VPF Bryan Withall and Director of Fundraising Damon Kreth has been hard at work developing fundraising ideas that would help meet our goal of raising $2000 by December. We were able to use our planned Comedy Night event as a way to raise money while celebrating the 95th Founding of Delta Sigma Pi. We were able to negotiate a deal with Nick's Comedy Stop which would give us $2 for every person we brought with us. Therefore we invited our members, along with Lambda Tau and Nu Sigma to Boston to celebrate Founder's Day with us. We had 28 people attend the event which netted us a small profit. Currently we are holding our second 50/50 raffle which promises to raise approximately $1400 by mid-December and have worked with Papa Gino's to sponsor two nights where we will get 20% of all orders from those nights. With the amounts raised at these two events, plus the Boston Alumni Chapter and the Dean of the College of Management's matching programs we are projected to surpass our goals and raise over $3000 by January 1st.

For over two years the members of the Beta Delta Sigma Colony have worked hard to build an organization that would meet the test of time. Through our professional development, community service, and fundraising programs we have become the organization that the faculty and staff of the College of Management continuously rely upon in and outside of the classroom. However, most important, we have become more than just members of the same school club, we

have built an organization where every member is bonded to each other and shares in each others lives and it is this that our Colony points to as our greatest achievement.

Cumulative Calendar of Events

Date	Name	Description
2000		
October 31	Introduction Meeting & Founding of Beta Delta Sigma Colony	Meeting with Dale Clark & Richard Steinkrauss
November 8	Founders Day Celebration	
November 29	Professional Speaker	Kevin Roache, VP of Human Resources for Student Advantage
December 6	First Elections of Officers	
2001		
Spring	Professional Development Event	
Spring	Community Service Event	Called perspective students on behalf of the College of Management
Spring	Technology Night at Bentley College	
August 14	Grand Chapter Congress	First time Beta Delta Sigma represented at GCC
September	The Lupus Charity Walk	Members raised money for research into finding a cure for Lupus.
	WB56 Relief Effort	Members helped collect over $6800 on campus to be donated to victims of September 11th.
November	2nd Elections for Officers	

2002

March 2	College of Management Open House	Members acted as student representatives and panelists during the Open House for perspective College of Management students
March 4	Public Speaking Workshop	
	1st Colony Fundraiser starts	50/50 Raffle Begins All members required to sell a minimum of 30 tickets.
March 7	Joseph Abboud Event	Entrepreneurship Seminar
March 12	Public Speaking Workshop	
March 13	Senior Executive Forum	Boston Mayor Thomas Menino spoke about the future of business investment in Greater Boston.
March 19	Tour to Toastmasters	Networking opportuntity with members of the Greater Boston Chapter of Toastmasters International.
March 26:	Public Speaking Workshop	
April 1	Public Speaking Workshop	
April 9	Public Speaking Workshop	
April 10	Power Point Workshop	
April 12	Boston Stock Exchange Tour	
April 13	Raffle Drawing at Bentley College	
April 23	Public Speaking Workshop	
April 24	2nd part of Power Point Workshop	
April 25	Professional Development Event	Walter Fuller, North American Director of Internal Audit for SunLife Financial

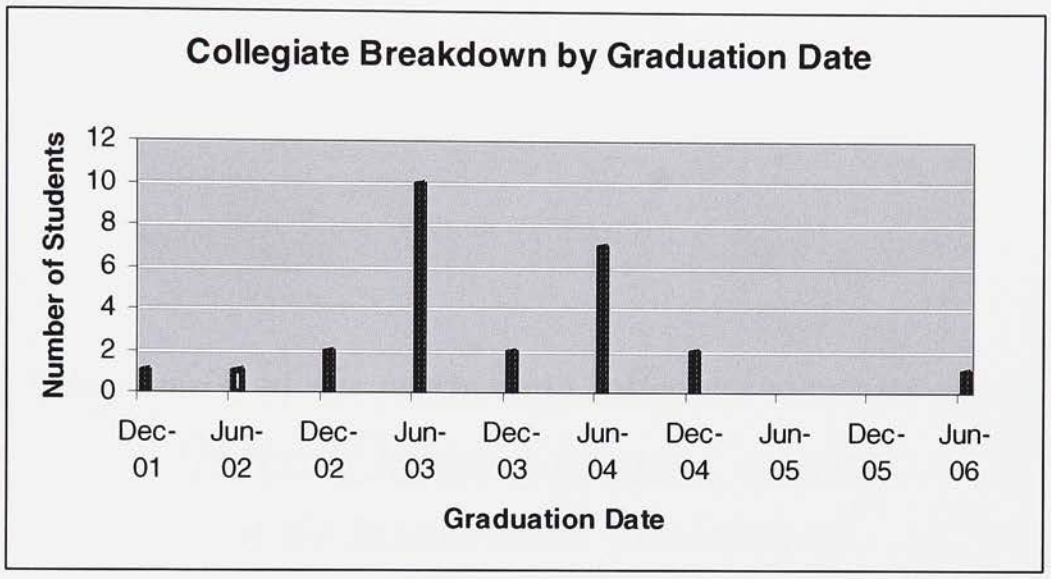
		spoke about careers in Internal Audit.
April 26	Professional Development Event	"How to break into a career in Financial Planning" by Robert Glovsky, CFP President, Mintz-Levin Financial Services Business 1060 AM Radio Personality Director, BU Program for CFP's Named Top 100 CFP in Country by Worth and Mutual Fund Magazine
May 4	College of Management Open House	
May 6	Public Speaking Workshop	
	3rd Elections for Colony Officers	
June 24	Social Night Out	Members met to socialize outside of school at Fire & Ice in Boston.
September 23	Lupus Charity Walk	
September 24	Public Speaking Workshop	
September 30	Career Event	Meet the CPA Firms Night
October 1	Public Speaking Workshop	
October 29	Can Food Drive Begins	Members collecting canned food for the Saint Ambrosia Family Inn.
November 5	Public Speaking Workshop	
November 6	50/50 Raffle Begins	
November 7	95th Founding of Delta Sigma Pi	Members went to Nick's Comedy Stop and celebrated with Fraternity Brothers from the Boston Alumni Chapter, Lambda Tau, and Nu Sigma.

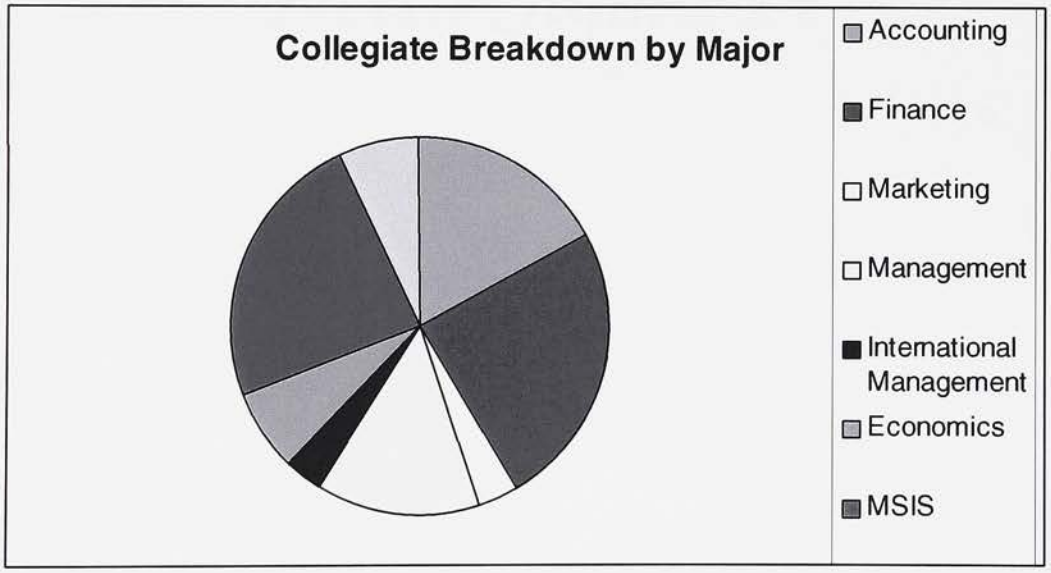
November 21	Can Food Drive Ends	
November 25	Professional Development Event	"What to Expect from a Career in MSIS Consulting" by Robert Brockman of Bearingpoint, formerly KPMG Consulting.
December 2	Toys for Tots Collection	Members are collecting Toys which will be donated to the Toys for Tots program which delivers toys to needy children for the holidays.
December 10	Delta Sigma Pi Holiday Party	Lambda Tau is hosting party at which we will draw the winners of our 50/50 Raffle.
December 18	Toys for Tots Collection Ends	

Stats of the Colony

26 Collegiate
3 Faculty
1 Honorary

Male/Female Ratio: 12 men/ 18 female





Biographies of the petitioning collegiate members of the

Beta Delta Sigma Colony

of the International Fraternity of

Delta Sigma Pi

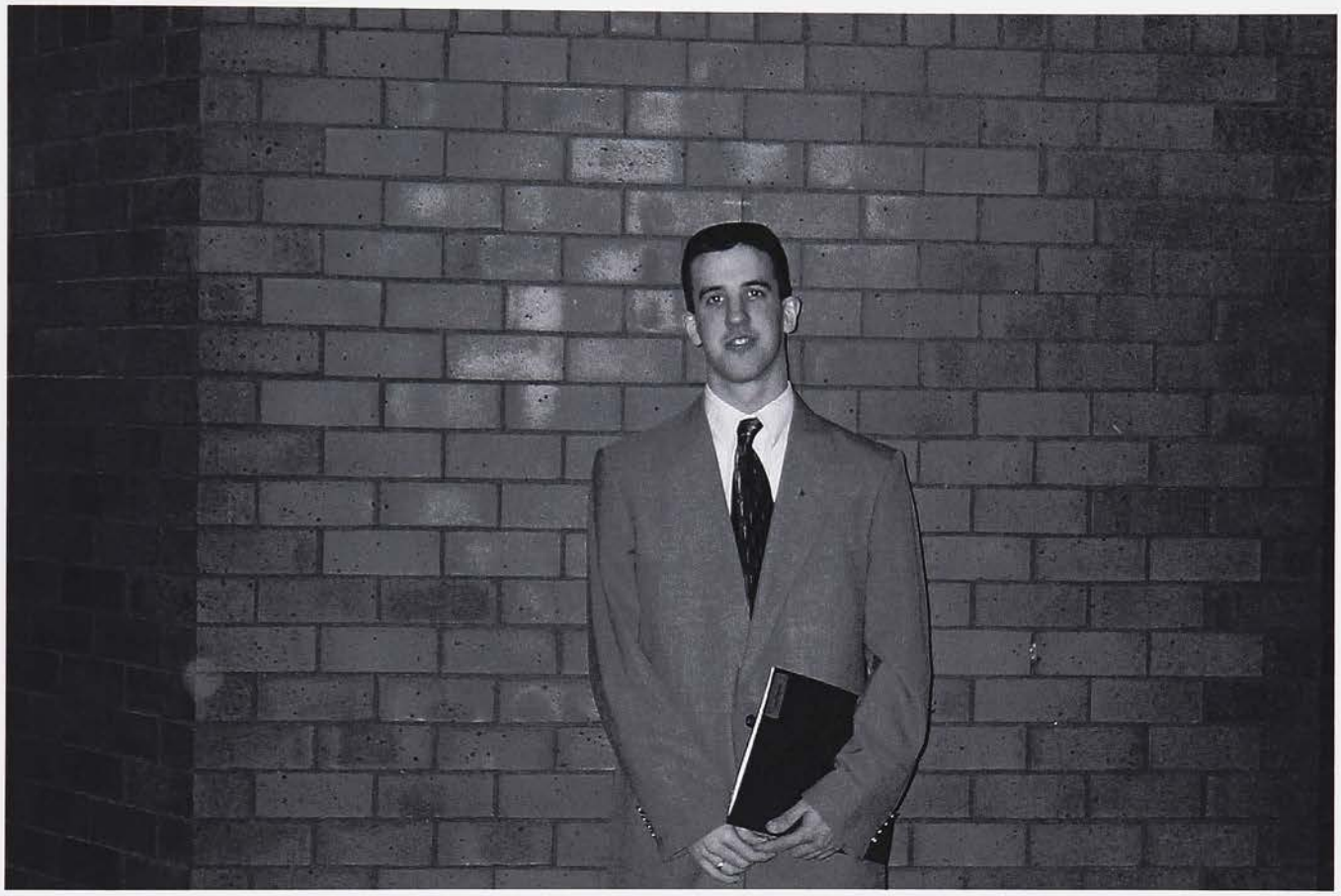
Colony President Todd M. Kirrane
"The Skipper"

Hometown: Newton, Massachusetts
Major/Concentration: Management/Accounting
Graduation Date: December 2003
GPA: 3.30
Interests: Real Estate, Politics, US History, Mid-evil and Renaissance History.
Favorite Quote: *"Management is doing things right; leadership is doing the right things"* ---Peter F. Drucker

Senior Vice President Tamiko M. Khalid-Khan
"Smiles"

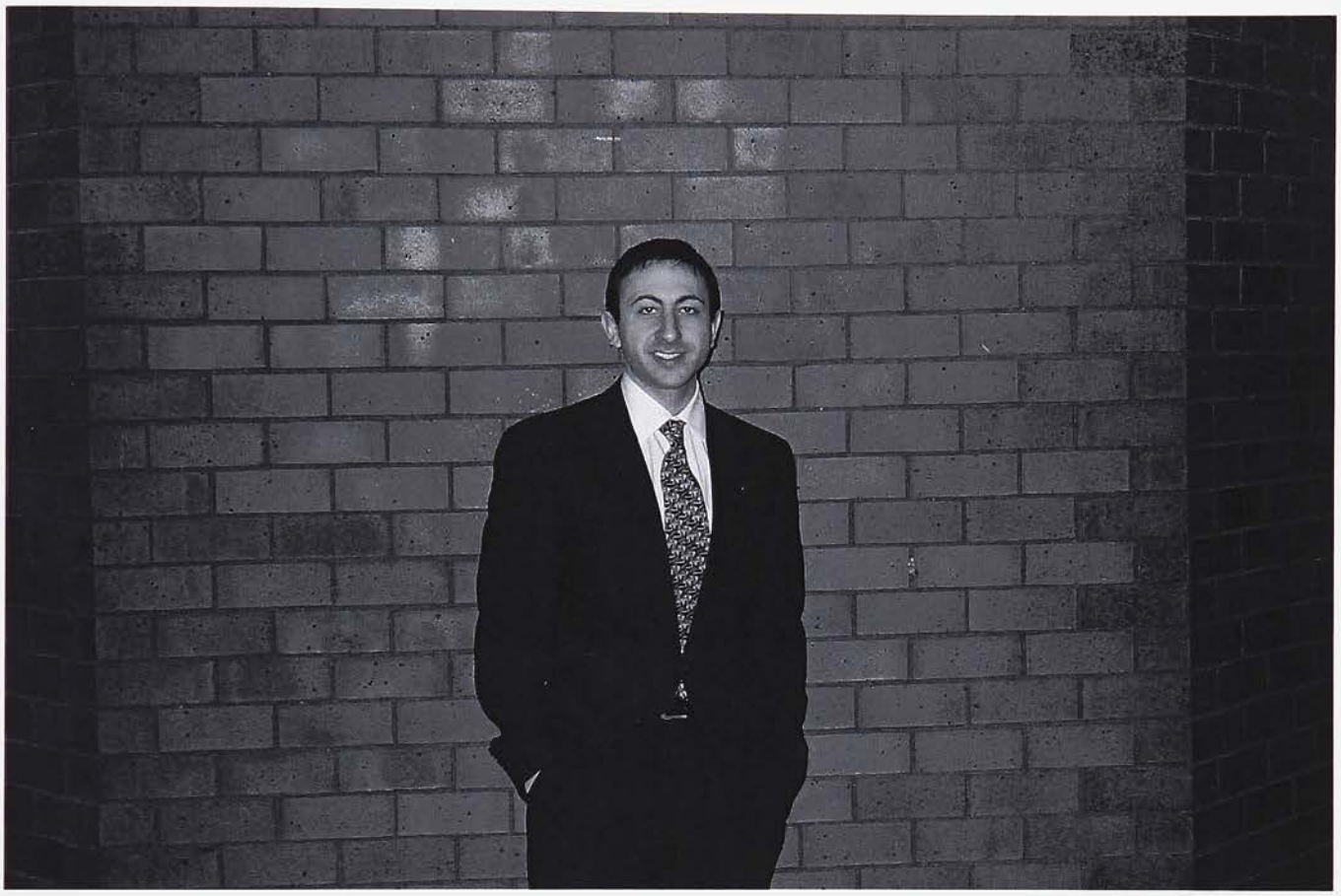
Hometown: Pelham Manor, New York
Major/Concentration: Management/Finance
Graduation Date: June 2003
GPA: 3.41
Interests: Good food, scary movies, and my dog named Bella.
Favorite Quote: *"Don't cry because it's over, laugh because it happened."*

VP of Professional Activities Timothy Hannon "Woody"



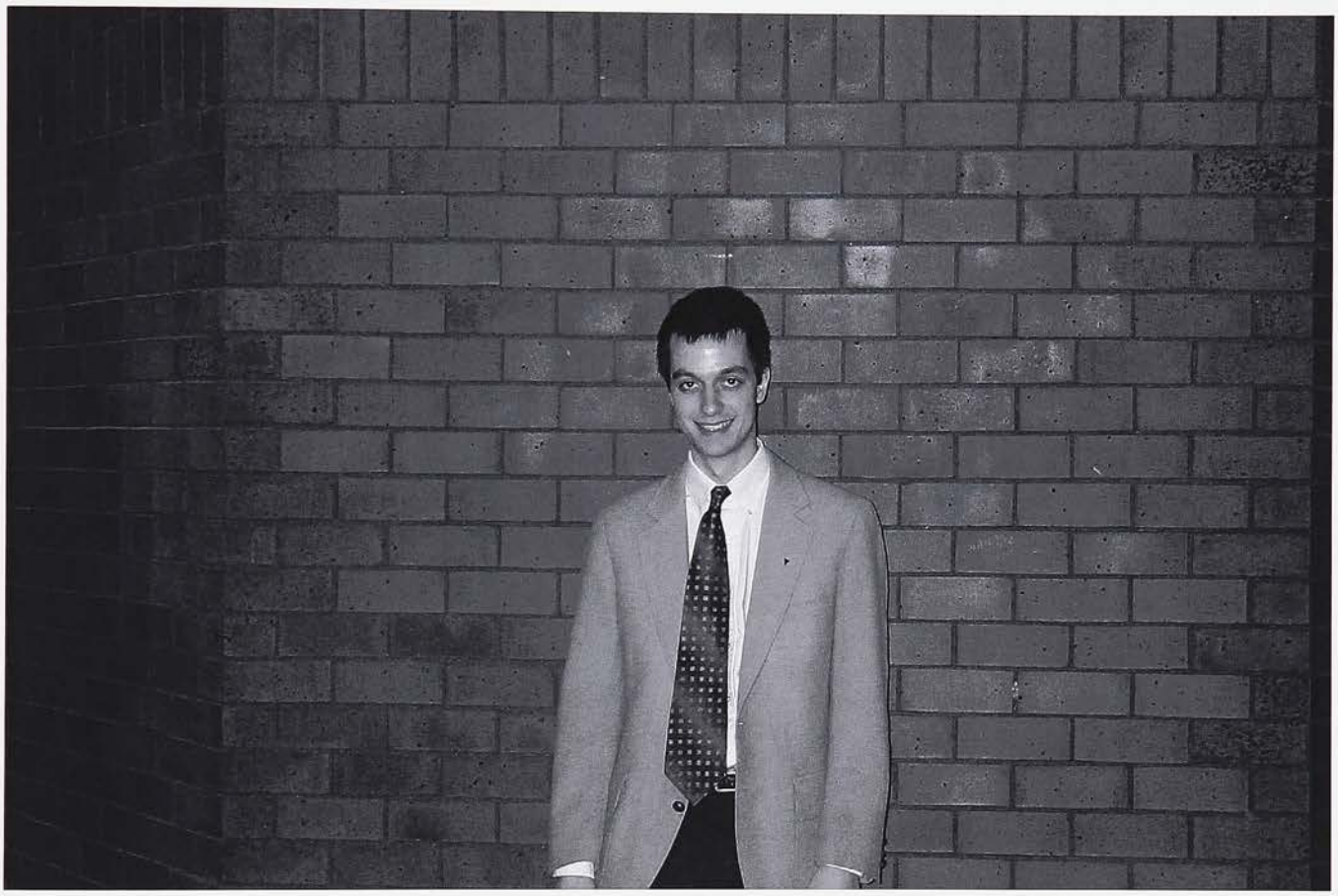
Hometown: West Roxbury, Massachusetts
Major/Concentration: Management/MIS
Graduation Date: December 2004
GPA: n/a
Interests: Sports, computers, and hanging out with friends.
Favorite Quote: *"Life is like a box of chocolates, you never know what ya gonna get."*---Forrest Gump

VP of Finance Bryan Keith Withall
"Papa Ginos"



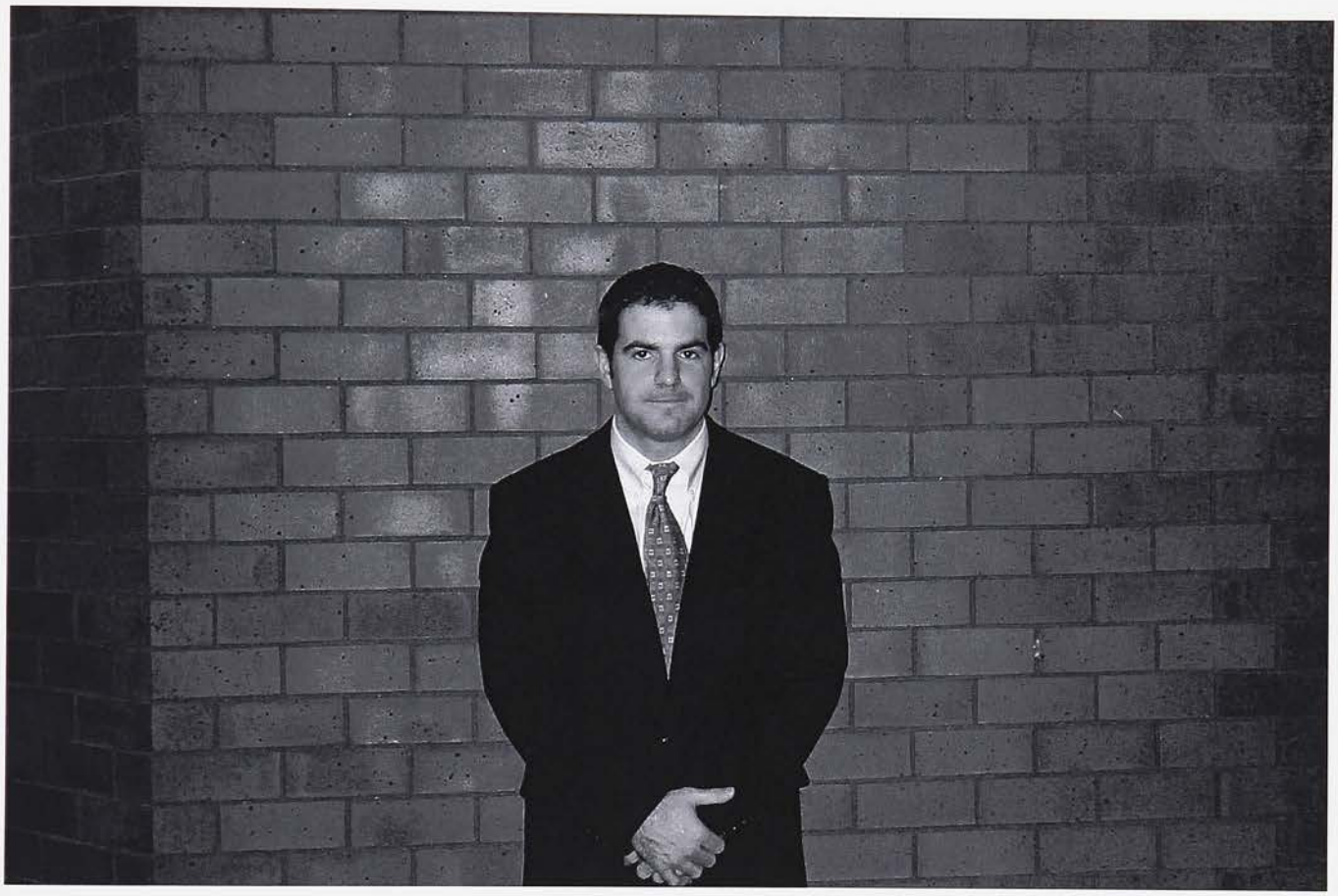
Hometown: Newton, Massachusetts
Major/Concentration: Economics, Political Science, Chinese Language & Culture
Graduation Date: June 2003
GPA: 3.50
Interests: Chinese language & culture, International Politics, International travel & cultures.
Favorite Quote: *"All the worlds' problems are interconnected, therefore the only option is to solve them all"*

VP of Colony Operations Stephen A. Golemme "Wormser"



Hometown: Norwell, Massachusetts
Major/Concentration: Management and Engineering
Graduation Date: June 2006
GPA: n/a (1st semester at UMass)
Interests: Robotics and Community Service.
Favorite Quote: *"Knowledge is power."*

Chancellor Joseph De Vivo
"Steam Shovel"



Hometown: Bronx, New York
Major/Concentration: Management/MIS
Graduation Date: June 2003
GPA: 3.75
Interests: Computers
Favorite Quote: *"He who remains calm amongst the chaos, will be the victor."*

Historian Susan Evelyn Coughlin
"Mama Bear"

Hometown: Malden, Massachusetts
Major/Concentration: Management/MIS
Graduation Date: June 2003
GPA: 3.45
Interests: Community service, video dubbing, boogie boarding, and systems design.

Director of Fundraising Damon Kreth
"Gilligan"

Hometown: Westborough, Massachusetts
Major/Concentration: Management/Finance
Graduation Date: June 2003
GPA: 3.55
Interests: Star Trek geek!
Favorite Quote: *"Don't eat the cream, it has been sitting out all day"* reply: *"I'm from India man, I'm not afraid of some bad cream."*

Director of Community Service Nafisa Mahmoud "Candyland"

Hometown: Ghana, West Africa
Major/Concentration: Management/Accounting
Graduation Date: June 2004
GPA: 2.89
Interests: Working out, reading, and spending time with her family.
Favorite Quote: *"You Kidding?"*

Lindsay Blake Corcoran
"Trustfund"

Hometown: Andover, Massachusetts
Major/Concentration: Management/Accounting
Graduation Date: June 2004
GPA: 3.02
Interests: Hiking, music and animals.
Favorite Quote: *"Generosity is giving more than you can and pride is taking less than you need."*

Jessica Cruz
"Carrot Top"

Hometown: Cambridge, Massachusetts
Major/Concentration: Management/Finance
Graduation Date: June 2003
GPA: 2.79
Favorite Quote: *"'In every challenge, there is good. If you give up, you have not given yourself an opportunity to learn what there is in the challenge for you to learn."* ---The Reverend Dr. Barbara L. King

Karine Demourtchian
"Ms. Initiative"

Hometown: Chestnut Hill, Massachusetts
Major/Concentration: Management/Accounting & Finance
Graduation Date: June 2002
Current Employer: Ernst & Young, LLP
GPA: 3.68
Interests: Dance and Languages.
Favorite Quote: *"There'll be many things that will catch your eye, but few that will catch your heart—pursue those."*

Susan Gallego
"Atkins"

Hometown: West Roxbury, Massachusetts
Major/Concentration: Management/Management
Graduation Date: June 2004
GPA: 3.63
Interests: Playing the Bassoon, graphic design, painting, reading and going on trips.
Favorite Quote: *"What doesn't make you fat, makes you strong"*

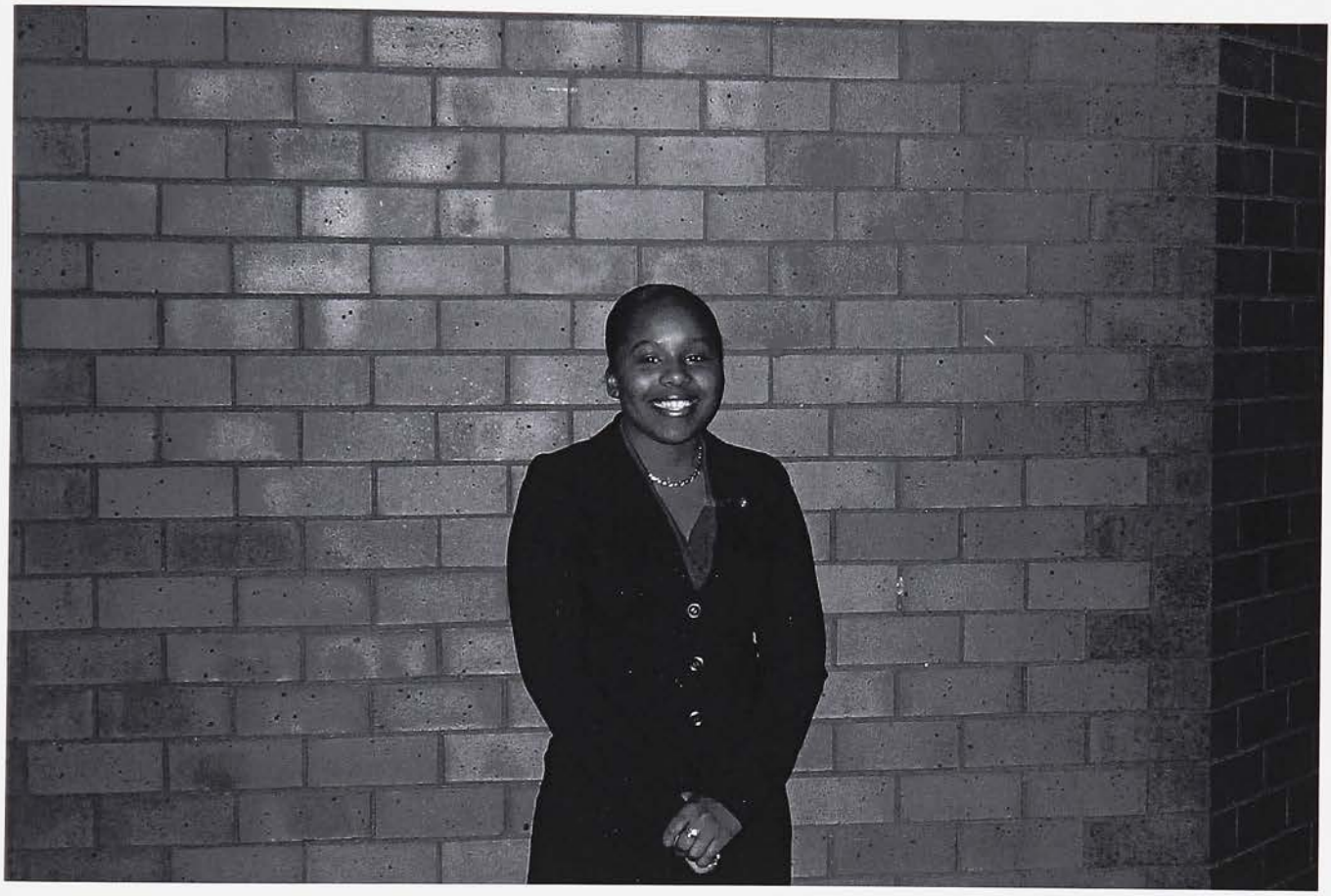
Nicole Gordon
"Nikky"

Hometown: Boston, Massachusetts
Major/Concentration: Management/OMIS & MIS
Graduation Date: June 2003
GPA: 2.50
Interests: Skiing, reading, and traveling.

Angela Kontos
"Princespessa"

Hometown: Malden, Massachusetts
Major/Concentration: Management/MIS
Minor: Spanish
Graduation Date: June 2003
GPA: 3.50
Favorite Quote: *"Never be bullied into silence. Never allow yourself to be made a victim. Accept no one's definition of your life; Define yourself"*

Ariel C. Koonce
"Rudy"

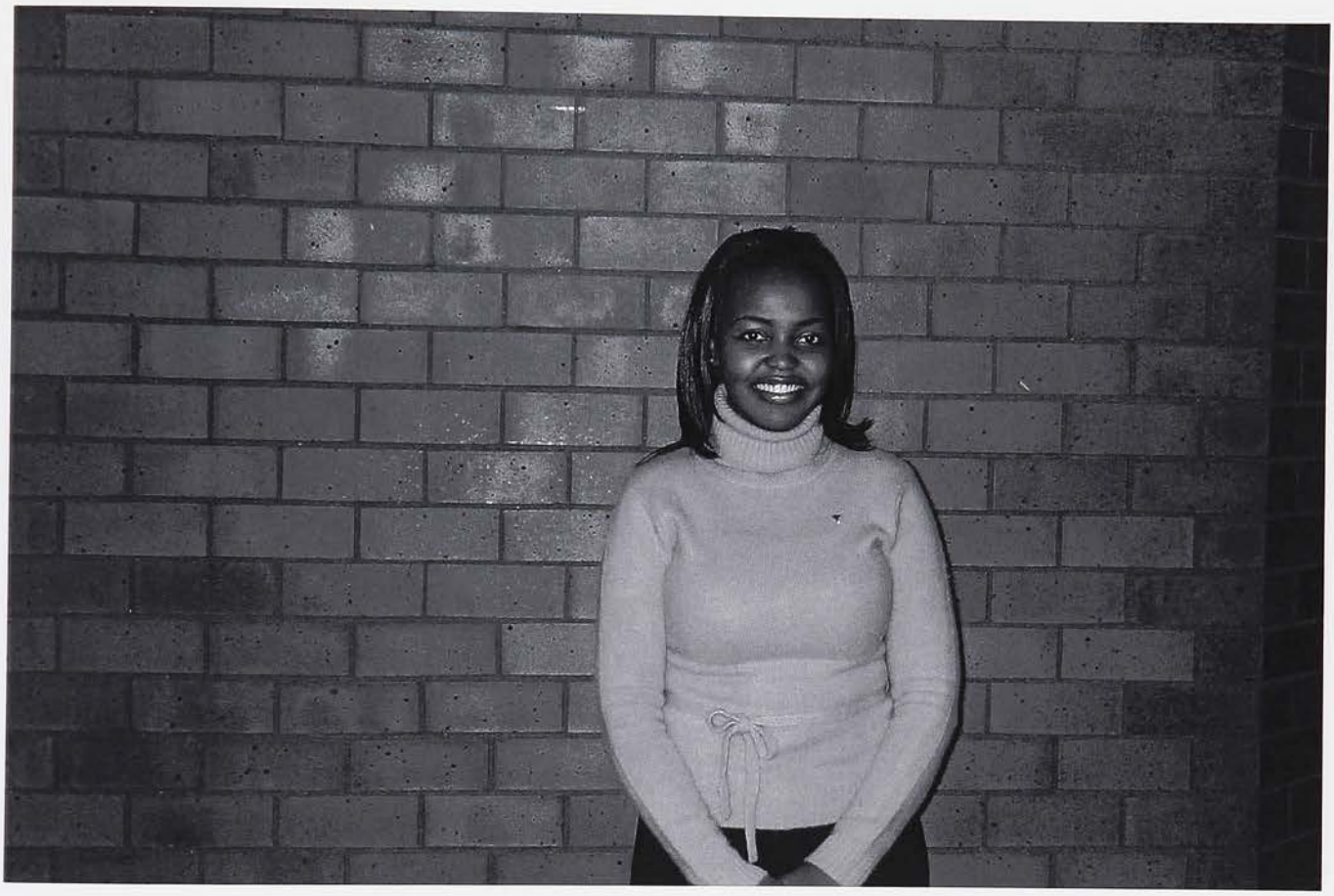


Hometown: Brockton, Massachusetts
Major/Concentration: Management/MIS
Graduation Date: June 2004
GPA: n/a
Interests: Computers, the internet, and reading.
Favorite Quote: *"You may be disappointed if you fail, but you are doomed if you don't try"* ---Beverly Sills

Caitlin Mahoney
"Sweetheart"

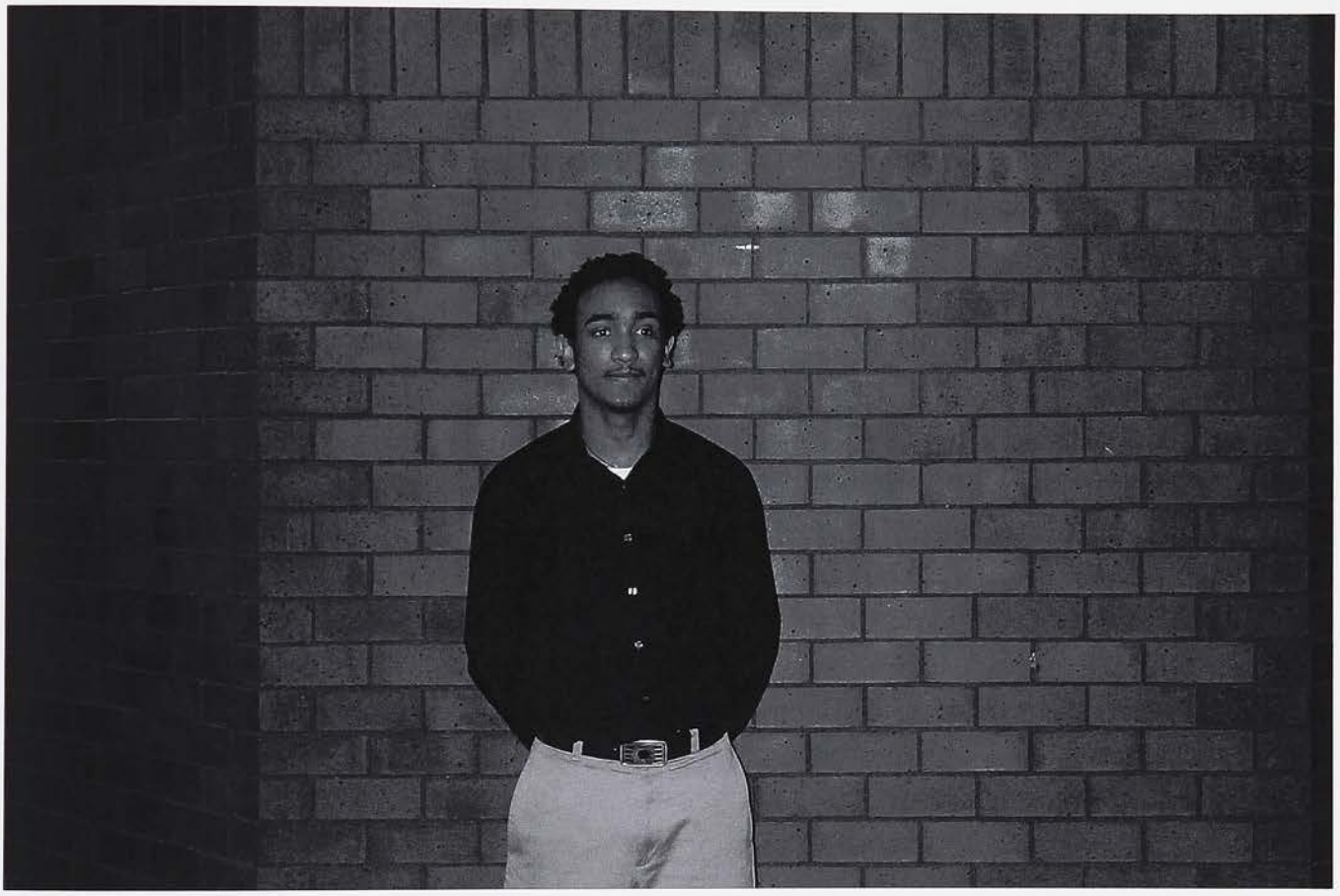
Hometown: Medford, Massachusetts
Major/Concentration: Management/Finance
Graduation Date: June 2003
GPA: 3.40

Jacqueline Makilya
"Avaland"



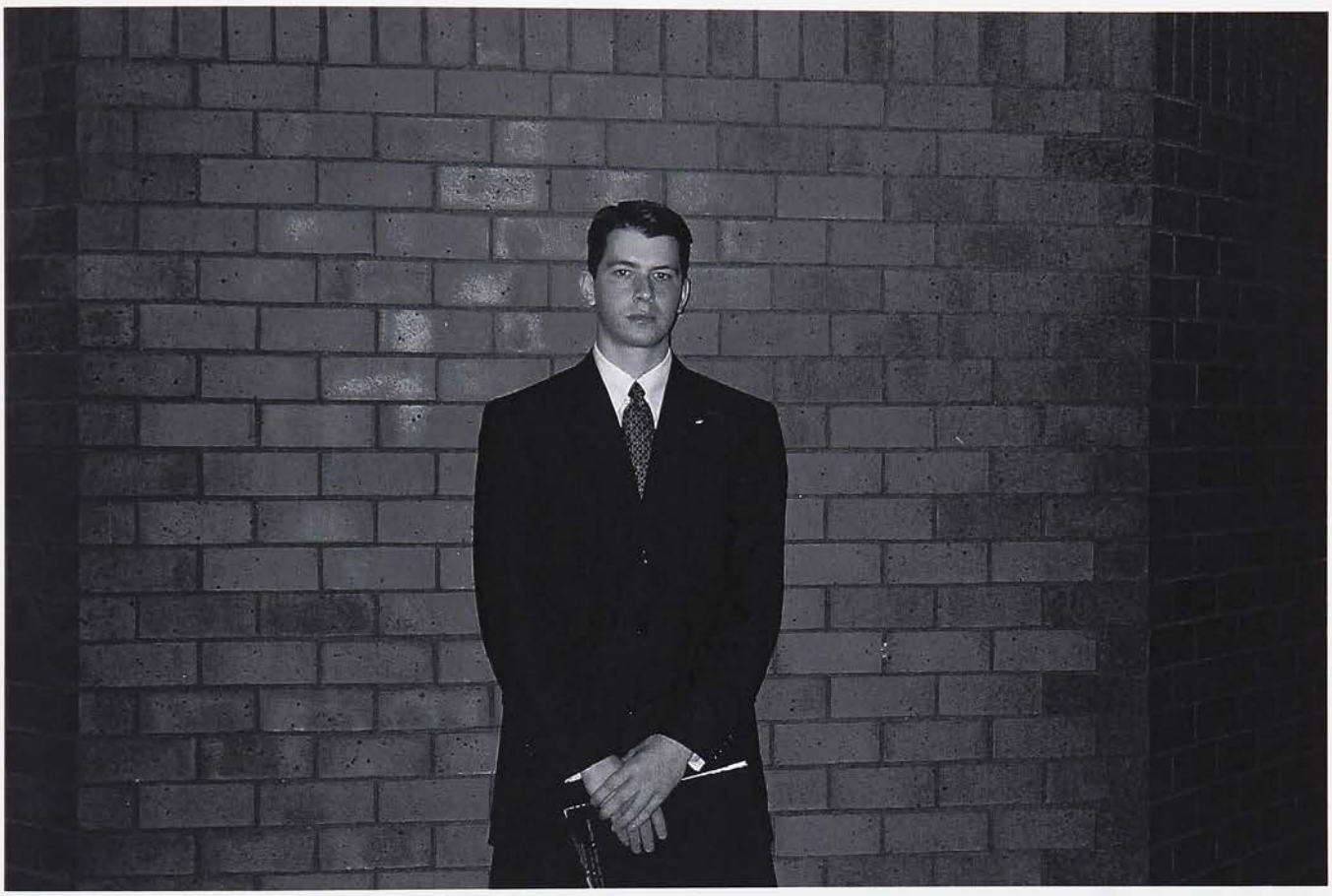
Hometown: Weymouth, Massachusetts
Major/Concentration: Management/MIS
Graduation Date: December 2002
GPA: 3.60
Interests: Fashion design, poetry writing, reading, and socializing.
Favorite Quote: *"Life is what you make of it."*

Raming Medina
"Fes"



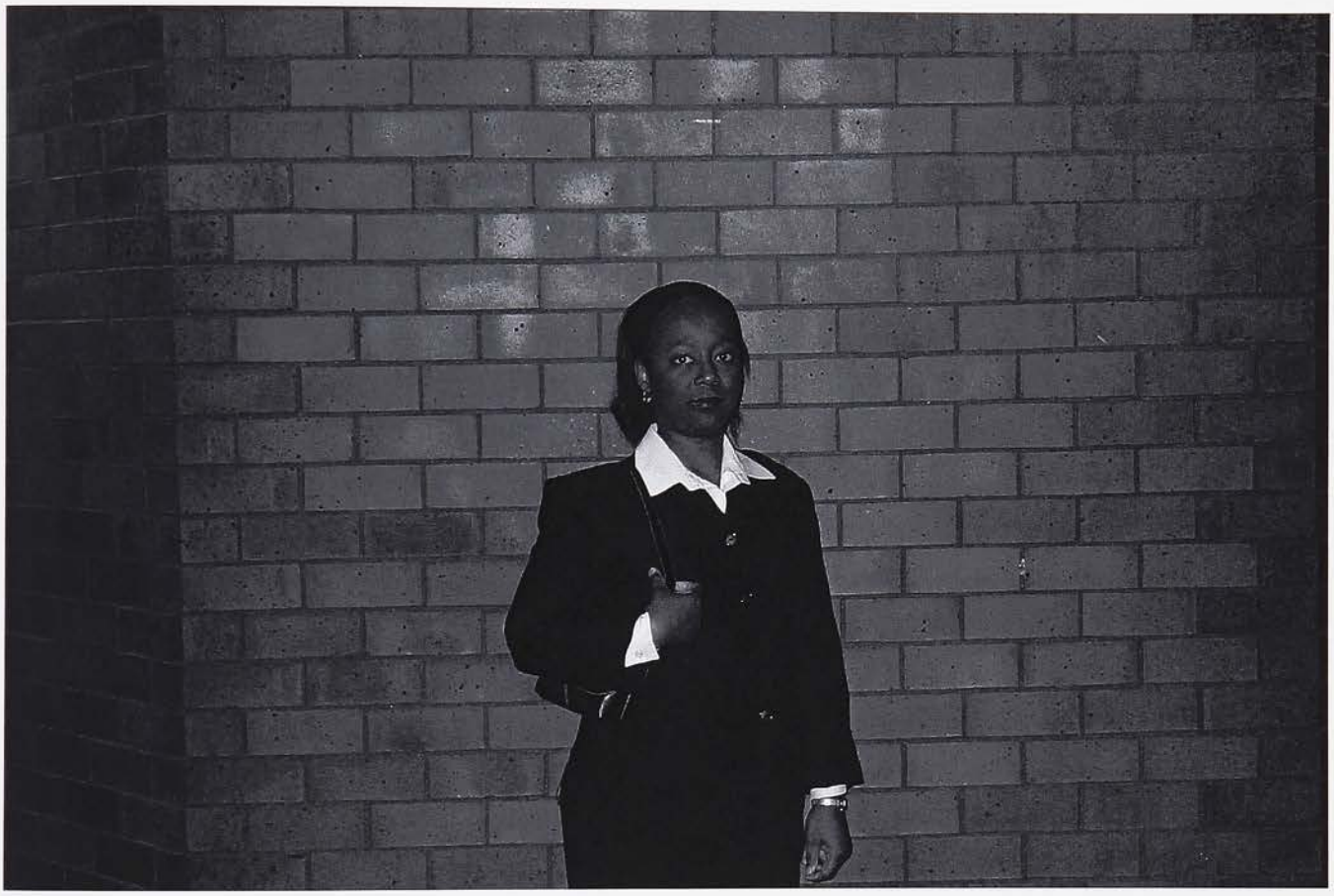
Hometown: Dominican Republic
Major/Concentration: Management/International Management
Graduation Date: June 2004
GPA: 2.72
Interests: Dancing and acting.

Former VP of Professional Activities Matthew Morano
"Papa Bear"



Hometown: Cambridge, Massachusetts
Major/Concentration: Management/Finance
Minor: Political Science
Graduation Date: December 2001
Current Employer: SunLife Financial
GPA: 3.75
Interests: Real Estate, traveling and reading.
Favorite Quote: *"A pessimist sees the difficulty in every opportunity; an optimist sees the opportunity in every difficulty."* ---Winston Churchill

Former VP of Colony Operations Michelle Marie Nicholas "Greenspan"



Hometown: Boston, Massachusetts
Major/Concentration: Economics and Political Science
Graduation Date: June 2004
GPA: n/a
Interests: Anything that is constructive and helps promote my personal development.

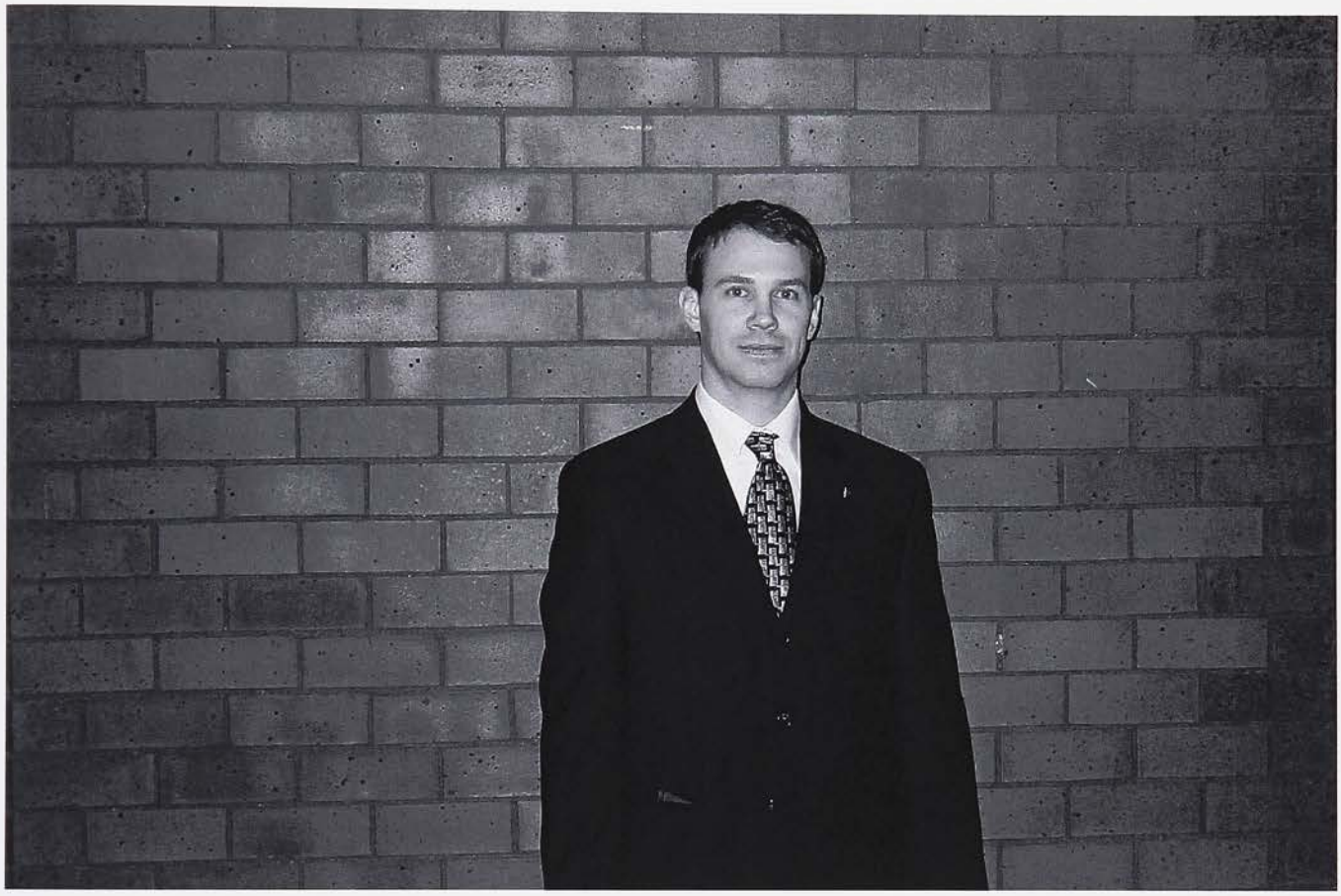
Elton Pepivani
"Chip"

Hometown: Everett, Massachusetts
Major/Concentration: Management/Accounting & OMIS
Minor: Economics
Graduation Date: December 2003
GPA: 3.60
Interests: Basketball, music, and jogging.
Favorite Quote: *"It is nice to be important, but it is more important to be nice."*

Marianne Quinn
"Imelda Marcos"

Hometown: Dorchester, Massachusetts
Major/Concentration: Management/Management
Graduation Date: June 2004
GPA: n/a
Interests: Shopping—especially for shoes.

Former VP of Professional Activities Douglas Salamone
"Economizer"



Hometown: Hull, Massachusetts
Major/Concentration: Management/ Finance
Graduation Date: December 2002
GPA: 3.30
Interests: Swimming, water sports, conversation, movies, and traveling.
Favorite Quote: *"What the mind can conceive and believe, it can achieve."*

Brian Schmid
"Puck"

Hometown: Roslindale, Massachusetts
Major/Concentration: Management/Management
Graduation Date: June 2003
GPA: 2.94
Interests: Hockey, baseball, and skiing.
Favorite Quote: *"Enjoy life because you never know when it's going to end"*

Betty Yu
"Lucy Liu"

Hometown: Boston, Massachusetts
Major/Concentration: Management/Marketing
Graduation Date: December 2004
GPA: 3.40
Interests: Skiing and working out.
Favorite Quote: *"Nothing good comes easy!"*

Biographies of the petitioning faculty members of the

Beta Delta Sigma Colony

of the International Fraternity of

Delta Sigma Pi

Philip L. Quaglieri, Ph.D.
Dean of the College of Management
The University of Massachusetts, Boston

Lawrence J. Lasser (l), president and CEO of Putnam Investments with Dean Philip Quaglieri.

Philip L. Quaglieri has been the Dean of the College of Management since 1998. He earned a Bachelor of Science in cursa honorum Mathematical Economics from St. Peters College and his Masters of Science and Ph.D. in Management Science from the St. Stevens Institute of Technology. He has been published in several academic and professional journals in the area of Human Resources and Labor Relations and is the author of America's Labor Leaders.

Tammy MacLean, Ph.D.
Assistant Professor of Management
The University of Massachusetts, Boston

EDUCATION

2001 Doctorate, Organization Studies
Boston College, Chestnut Hill, MA

1995 Master of Business Administration, with high distinction
Bentley College, Waltham, MA

1986 Bachelor of Arts, Business, cum laude
St. Anselm College, Manchester, NH

HONORS & AWARDS

Recipient of the 2000 State Farm Companies Foundation Doctoral Dissertation Award of $10,000.

Distinction in doctoral comprehensives, 1997, Boston College.

Chosen to represent Boston College at the Academy of Management OB/OMT/ODC doctoral consortium 1999

PUBLICATIONS AND WORKS IN PROGRESS

MacLean, Tammy. 2001. Thick as thieves: A social embeddedness model of rule breaking in organizations. Business & Society. June 2001.

Clair, Judith, Marcy Crary, Melissa McDaniels, Duncan Spelman, Tammy MacLean, and Jennifer Buote. 1997. A cooperative inquiry into teaching and taking a course on "managing diversity". Research in Corporate Social Performance and Policy, (2): 25-62.

MacLean, Tammy. Reframing Organizational Misconduct: A Study of Deceptive Sales Practices at a Life Insurance Company. Work in progress (target journal: Academy of Management Journal.

MacLean, Tammy. Organizational Social Identification: How the Southern Baptists became stakeholders of the Walt Disney Company. Work in progress (target journal: Journal of Management Studies).

MacLean, Tammy. An Action Learning Perspective on the Relationship Between Regulatory Pressure and Organizational Misconduct. Work in progress (target journal: Organization Studies).

MacLean, Tammy. Reframing Organizational Misconduct. Work in progress (target journal: Business & Society).

CONFERENCE PRESENTATIONS

MacLean, Tammy. Stakeholders and organizational misconduct: A social network analysis perspective. Presented at the International Association of Business and Society Annual Meeting, Sedona, Arizona, March 2001.

MacLean, Tammy & Radin, Robert. An Action Learning Perspective on the Relationship Between Regulatory Pressure and Organizational Misconduct. Presented at the Academy of Management Annual Meeting, Toronto, August 2000.

MacLean, Tammy. "Thick as thieves: A social embeddedness model of rule breaking in organizations." Presented at the Academy of Management Annual Meeting, Chicago, August 1999.

MacLean, Tammy. "Creating Stakeholder Relationships: A Model of Organizational Social Identification; How the Southern Baptist Convention became stakeholders of Walt Disney Company". Presented at the Academy of Management Annual Meeting, San Diego, August 1998.

MacLean, Tammy. "Sexual orientation and the emergence of leadership: A theoretical synthesis". Presented at the Eastern Academy of Management, Springfield, MA, 1998.

UNIVERSITY TEACHING EXPERIENCE

University of Massachusetts, College of Management, Boston, Massachusetts

Assistant Professor

Managing Organizations, Fall 2001

Managerial Ethics & Social Issues, Spring 2002

Boston College, Carroll School of Management, Boston Massachusetts

Lecturer, Undergraduate Program

Organizational Behavior, one section, Spring 1999

Organizational Behavior, two sections, Fall 2000

Lecturer, MBA Program

Managing People and Organizations, one section, Summer 2000

Managing People and Organizations [scheduled to teach Summer 2001]

Guest Lecturer, Undergraduate and MBA Programs

Managing Diversity in the Workplace, 1995 to present

Teaching Assistant, Undergraduate Program
Organizational Behavior, one section, Spring 1998

Managing Diversity in the Workplace, Fall 1997

Teaching Assistant, MBA Program
Managing People and Organizations, one section, Spring 2000

Leadership, one section, Summer 1999

Bentley College, Waltham Massachusetts
Adjunct Faculty, Undergraduate Program
Organizational Behavior, one section, Summer 1999

Organizational Behavior, one section, Fall 1998

Organizational Behavior, one section, Summer 1998

Guest Lecturer, Undergraduate and MBA Programs.
Managing Diversity in the Workplace, 1995 to present.

AFFILIATIONS

- member, Academy of Management,
- member, International Association of Business & Society
- member, Organizational Behavior Teaching Society

BUSINESS EMPLOYMENT

First Data Corporation, 1996 Westborough, Massachusetts

- Consultant. Part-time consulting on regulatory compliance issues; developed internal supervisory procedures.

Prudential Insurance Company of America, 1986-1996

- 1992-1996: Regional Compliance Manager. Newark New Jersey. Oversaw agencies sales practices and regulatory compliance for northeast region of the company. Consultant and resource for senior executives on compliance issues; developed compliance materials; developed and delivered sales practices training sessions for sales management; coordinated and completed compliance audits of field offices; managed regional licensing and registration unit; acted as liaison between northeastern home office in Boston and corporate broker-dealer in Newark, New Jersey.

1990 - 1992: Small Group Consultant. Jacksonville, Florida. Trained agents and developed the northeastern regional market for group insurance sales and service. Consultant and resource for senior executives on small group insurance issues; assisted field management in developing marketing plans; developed and delivered training sessions for agency sales

force; assisted on sales calls with agents and field management; acted as liaison between northeastern home office in Boston and Small Group Office in Jacksonville, Florida.

1988-1992: Agent. Manchester New Hampshire. Sales and service of a variety of insurance and investment products.

1986-1988: Office Manager. Princeton, New Jersey. Administrative function for sales office.

Tammy McDonald, Ph.D.
Assistant Professor of Economics
The University of Massachusetts, Boston

EDUCATION

University of Massachusetts, Amherst, MA.
Ph.D. Resource Economics, May 2001.
Major Fields: Environmental and Natural Resource Economics, Econometrics
Minor Field: Microeconomics

Dissertation Title: "Valuing Environmental Health Risks: A comparison of stated preference techniques applied to groundwater contamination"
Dissertation Committee: Dr. Thomas H. Stevens (Chair), Dr. Cleve E. Willis, Dr. Daniel Lass, and Dr. Paul J. Godfrey.

Boston College, Chestnut Hill, MA.
M.A. Economics, January 1996.

University of Massachusetts, Amherst, MA.
B.A. Economics, May 1994.

TEACHING ACTIVITY

Assistant Professor of Economics. University of Massachusetts-Boston, Boston, MA.
September 2001 to present.

- Participant, Center for the Improvement of Teaching Seminar, UMB, Spring 2003.
- Courses Taught:

ECON 101, Introductory Microeconomics
Fall 2001 [2 sections], Spring 2002 [1 section], Fall 2002 [2 sections], Summer 2003 [1 section]

ECON 205, Statistics
Fall 2001 [1 section], Spring 2003 [1 section]

ECON 345, Natural Resource Economics & Sustainable Development
Spring 2002 [1 section]

ECON 349, Economic Approaches to Environmental Problems
Fall 2002 [1 section]

Visiting Instructor. Department of Economics. Middlebury College, Middlebury, VT. September 1999 to May 2000.

- Courses Taught:
  EC 155D, Introductory Microeconomics, Fall 1999.
  EC 411, Senior Seminar in Applied Econometrics, Fall 1999.
  ID (Interdepartmental) 009, Perspectives on Public Policy, Winter 2000.
  EC 211, Introduction to Regression Analysis [2 sections and 4 labs], Spring 2000.

Instructor. Greenfield Community College, Greenfield, MA., Fall 1997.

- Courses Taught:
  Introductory Microeconomics, Fall 1997.

Teaching Assistant. Dept. of Resource Economics, University of Massachusetts, Amherst, MA.

- Courses Taught:
  RES EC 211, Introductory Statistics, Fall 1998, Spring 1997, Fall 1996
  RES EC 262 Environmental Economics, Spring 1996
  RES EC 140 Managing Your Own Business, Spring 1996
  RES EC 342 Small Business Finance, Spring 1996

RESEARCH ACTIVITY

Consultant. Hunger and Homelessness Project, Umass Medical School, Worcester, MA., Fall 2001. Principal Investigator: Dr. Linda Weinreb.
Research focus: Evaluating the econometric analysis contained in a series of papers resulting from the project, and holding subsequent discussions with the authors.

Research Assistant. Department of Resource Economics, University of Massachusetts, Amherst, MA. September 1997 to August 1999.
Research focus: The valuation of environmental health effects, including the rate of discount for future benefits. This research compared contingent valuation and conjoint analysis methodology for measuring the benefits of groundwater protection programs. Funded by the U.S. Geological Survey.

Research Assistant. Massachusetts Institute for Social and Economic Research, University of Massachusetts, Amherst, MA. Summer 1998.
Research focus: Modeling and developing regional estimates of health insurance status for Massachusetts. Funded by the Massachusetts Department of Medical Assistance.

Intern. Massachusetts Executive Office of Environmental Affairs, Boston, MA. Summer 1996.

PUBLICATIONS, PRESENTATIONS AND GRANTS

Faculty Proposal Development Grant, University of Massachusetts-Boston, "Improving Risk Communication for the Valuation of Environmental, Health & Safety Risk Reductions", awarded June 2002, amount $9,720.
McDonald, Tammy Barlow. "Implicit Discount Rates for Health", Agricultural and Resource Economics Review, 30(2), October 2001, pp. 218. This is the abstract from a selected paper presented at the 2001 Northeastern Agricultural and Resource Economics Association conference.
McDonald, Tammy Barlow. "Valuing Environmental Health Risks", research report for the Massachusetts Water Resources Research Center, 2001. URL: http://www.umass.edu/tei/wrrc/recentpubs.html

SERVICE ACTIVITIES

Professional Service

- Member, Selected Paper and Symposia Committee, Northeastern Agricultural and Resource Economics Association, 2002-2004.
- Session Chair, 2003 Annual Meetings of the Northeastern Agricultural and Resource Economics Association, Portsmouth, New Hampshire, June 8-10, 2003.

University Service

- Member, Earth Week 2003 Planning Committee [Outreach and Reading Course subcommittee], UMB, December 2002-present.
- Faculty Advisor, Delta Sigma Pi, a co-ed fraternity for undergraduate College of Management majors, UMB, Fall 2002-present.
- Member, Faculty Search Committee, Dept. of Environmental, Coastal and Oceanographic Sciences, UMB, Fall 2002-present.
- Member, Sustainability Committee [Greening Outreach Subcommittee], UMB, Spring 2002-present.
- Member, Faculty Search Committee, Dept. of Environmental, Coastal and Oceanographic Sciences, UMB, Spring 2002.

College Service

- College of Arts and Sciences Senate Representative, Fall 2002-present.

Departmental Service

- Member, Departmental Personnel Committee, Dept. of Economics, UMB, Academic Year 2002-2003.
- Member, Cirriculum and Teaching Committee, Dept. of Economics, UMB, Academic Year 2001-2002.
- Graduate Studies Advisor, Dept. of Economics, UMB, Academic Year 2001-2002.
- Organized an alumni panel to speak to economics majors, Department of Economics, UMB, Spring 2002.
- Committee member for a senior thesis analyzing optimal extraction and exploration paths for uranium, September 1999-May 2000, Middlebury College. The thesis was awarded a prize for the Best Thesis in Economics for 1999-2000.
- Member, Faculty Search Committee, Dept. of Resource Economics, University of Massachusetts-Amherst, 1998-1999.
- Ph.D. student representative, Graduate Studies Committee, Dept. of Resource Economics, University of Massachusetts-Amherst, 1996-1997.

AWARDS AND HONORS

- Prevention Effectiveness Fellowship 1999-2001. Centers for Disease Control and Prevention. (Declined due to acceptance of position at Middlebury College.)
- Carolyn Harper Fellowship 1997-1998

Awarded to a selected graduate student in the Dept. of Resource Economics in memory of a late faculty member.

- Phi Beta Kappa, inducted 1994
- Honorable Mention in the 1994 National Science Foundation Graduate Fellowship Competition
- University Honors Program 1990-1994
- Omicron Delta Epsilon, an international honor society in economics, inducted 1993
- William F. Field Alumni Scholar 1993

One of eight juniors selected from the School of Social and Behavioral Sciences at the University of Massachusetts, Amherst.

- Golden Key National Honor Society, inducted 1992

PROFESSIONAL AFFILIATIONS

- American Economic Association (AEA), including CSWEP, the Committee on the Status of Women in the Economics Profession
- Society for Risk Analysis
- Association of Environmental and Resource Economists (AERE)
- Northeastern Association of Environmental and Resource Economists (NAREA)

Biographies of the petitioning honorary member of the

Beta Delta Sigma Colony

of the International Fraternity of

Delta Sigma Pi

Ines Maturana
Associate Director of AHANA Student Programs
Boston College

EDUCATION

Doctoral Candidate Anticipated graduation date Spring 2004
University of Massachusetts Boston
Boston, MA
Dissertation Topic: "Factors in the search process that contribute to the recruitment and hiring of faculty of color".

M.A. in Intercultural Relations
Lesley College
Cambridge, MA 5/1990
Area of Specialization: Intercultural training and development project administration.
Diploma in American Studies

Smith College
Northampton, MA 5/1986
One-year intensive program in American Studies with emphasis on ethnic group relations in the US.

B.A. in Modern Languages
Universidad de los Andes
Bogotá, Colombia 9/1985
Major: English and French

EXPERIENCE IN EDUCATION

Associate Director
Office of AHANA Student Programs
Boston College
Chestnut Hill, MA 6/2002- Present
Supervise academic support services for AHANA (African-American, Hispanic, Asian, Native American) students. Provide staff leadership and supervision. Coordinate the Benjamin Elijah Mays Mentoring Program. Advise a caseload of Juniors and Seniors. Serve as liaison to different Student Affairs Offices and student run organizations. Prepare reports for the office.

College of Management Undergraduate Program Director
University of Massachusetts Boston
Boston, MA 9/1997 – 5/2002

Oversaw academic and retention services for 1200 undergraduate students. Served as liaison to Advising Center. Oversaw the advising process for declared concentrators. Served as liaison to registrar's office for student record and degree audit issues. Coordinated registration and add/drop procedures. Served as administrative liaison to faculty and student on all academic matters. Placed students on academic probation, suspension and withdrawal. Approved leave of absence. Supervised services for students of color. Coordinated inter-college transfer process. Assisted Assistant Dean with program marketing, off campus relations, articulation agreements. Coordinated a mentoring program that matched current students with alumni. Supervised student run clubs. Oversaw convocation activities and ceremony. Conducted graduation clearance. Coordinated academic awards and scholarships. Coordinated faculty evaluation process for all courses. Raised $171,500 from foundations and corporations to support students of color.

Director Educational Opportunities Program
University of Massachusetts Boston
Boston, MA 1995 – 97
Oversaw the operations of the Educational Opportunities Program, directing students of color to appropriate on-campus offices and programs to resolve particular problems (financial, academic career planning, and others). Provided group and individual academic counseling. Assisted the Admissions Office in the recruitment of students of color.

Talent Search Manager
Hispanic Office of Planning and Evaluation
Boston, Ma 1990-94
Granted $500.000 in federal funds. Responsible for the administrative and financial management of the federally funded Talent Search Program, which provided career-services to low-income individuals. Oversaw a staff of seven professional educational advisors and program activities. Responsible for supervising expenditures in accordance with the approved budget. Established and maintained contacts with educational institutions, government agencies, local and federal, community organizations, and supervision of staff contacts within the same.

Coordinator of Substance Abuse Prevention Institute
Lesley College
Cambridge, MA 1988-89
Acted as liaison between Lesley College and Black Community leaders to implement innovative approach to Substance Abuse Prevention. Participated in the design, planning and implementation of marketing and outreach strategies to reach potential Hispanic and Black participants. Planned and implemented Cultural Awareness workshops. Trained in Problem-Solving and Team-Building Models used in the Institute.

Bilingual Educational Counselor
Hispanic Office of Planning and Evaluation
Boston, MA 1986-87
Provided guidance and supportive counseling to minority and low- income high school age and older student population. Conducted needs' assessments and recommended appropriate educational options. Prepared financial aid forms for students. Established working relationships with community agencies to provide needed educational support services. Prepared and conducted workshops such as essay writing, securing financial aid, and higher education opportunities.

Literacy Teacher
Colombia Literacy Campaign
Bogotá, Colombia 1980-81
Taught Colombian History and Geography to 15 adult learners who had been tested at 3rd grade level. Designed curriculum. Created teacher-made materials. Organized field trips to museums.

EXPERIENCE IN TRAINING AND DESIGN

Prejudice Reduction and Conflict Resolution Trainer
National Coalition Building Institute
Cambridge, MA 1988-94
Conducted workshops on prejudice reduction, conflict resolution, and leadership skills for different non-profit organizations.

EXPERIENCE IN PROJECT DEVELOPMENT ADMINISTRATION

Project Coordinator
Roxbury Community College
Boston, MA 1989-90
Coordinated all aspects of two-week study tours for groups of Peruvian Early Childhood Educators, a group of Costa Rican School Board members, and Guatemalan teachers. Monitored budget expenses. Designed and implemented itinerary and activities. Hired and supervised consultants.

Assistant to South America Program Representative
Oxfam America
Boston, MA 1988-89
Updated program information. Conducted program analysis to assess the impact of OXFAM program in South America. Assisted in the development of project proposals. Administered project database system. Assisted in communication and general administrative duties.

Data Analyst
Jeffrey Ash & Associates
Cambridge, MA Summer 1988
Conducted needs-assessment analysis for design of micro-enterprise project in Bangladesh. Coded interviewing materials using Reflex computer program. Designed tables and graphs.

LANGUAGES

Fluent in Spanish, French, and English.

COMMUNITY INVOLVEMENT

Table Facilitator
Out of the Shadows and Into the Light: Developing Women Leaders for the 21st Century
Simmons School of Management and Patriots' Trail Girl Scout Council Spring 2002
Boston, MA

Guided an interactive period of discussion about major strategic ideas to develop girls' leadership.

Community Reviewer
Massachusetts Service Alliance Spring 2002
Boston, MA
Read and reviewed grant proposals for Mentoring Programs. Made recommendations for funding.

AWARDS
2002 College of Management Staff Member of the Year **Spring 2002**
Beta Delta Sigma Colony of Delta Sigma Pi, co-ed business fraternity.

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