

The
deltasio
an educational journal november 1976



focus:

WHERE ARE YOU GOING FROM HERE???

DO YOU HAVE LEADERSHIP POTENTIAL?

If you feel that you do, why not develop your potential while serving your fraternity as a Chapter Consultant? Through your work with the chapters you will have the opportunity to develop your poise, self confidence and leadership ability.

DO YOU LIKE DIVERSITY IN YOUR WORK?

If the answer is yes, you would be happy as a Chapter Consultant. Review the fraternity's publications, implement your new ideas, work in the area of personnel motivation, assist in convention planning and administration . . . NOW THAT'S DIVERSITY!!!

DO YOU WANT A "PEOPLE" JOB?

If you feel that you have the ability to work and communicate with people, Delta Sigma Pi wants YOU. As a Chapter Consultant your primary duty will be to assist our chapters in the fulfillment of their fraternal experience. Each chapter is made up of *PEOPLE* who will look to you for guidance.

DO YOU HAVE IDEAS THAT WILL HELP DELTA SIGMA PI GROW?

As you gain experience as a Chapter Consultant you will be able to suggest new ideas that will lead to a more successful Delta Sigma Pi. In many cases, it is the Chapter Consultant who provides the input which is used in making those decisions that may well determine the future course of the fraternity.

DO YOU LIKE TO TRAVEL?

As a Chapter Consultant, your travels will take you to all areas of the United States as you visit our chapters throughout the country. You will spend 40-50 per cent of the academic year on the road and will find that each day will provide a new and unique experience.

ARE YOU A FRATERNITY LEADER?

As a Chapter Consultant, our Members will look to you for advice. In many cases, your ideas and suggestions will prove to be the force which will help a chapter stay on the road to success.

INTERESTED?

If you are interested in becoming a Chapter Consultant, write or call (513-523-4189) Ben Wolfenberger or Mike Tillar at The Central Office of Delta Sigma Pi, 330 South Campus Avenue, Oxford, Ohio 45056.

The **deltasig**®

November, 1976
Volume LXVI, No. 1
An Educational Journal

Features



Gus Schram—new Undergraduate of the year 5



Big Bash—our record-breaking house-mother 9



Developing Listing Habits—a helpful and timely article . . . 11

Departments

commentary 4

bulletin board 27

kaleidoscope 28

Convention

Grand Chapter Congress
August 14-18, 1977
The Sheraton Centre
Toronto, Ontario, Canada

Cover

Typical of the momentum, spirit, and progress evident in Deltasig chapters this year, is Epsilon Theta Chapter at C.S.U.-Chico as it "rolls-on" with its Delta Queen at Chico's Pioneer Days.

Editor

Ben H. Wolfenberger

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Postmaster: Please send labels Form 3579 to Delta Sigma Pi, 330 South Campus Avenue, Oxford, Ohio 45056. The DELTASIG of Delta Sigma Pi is published four times annually in the months of November, January, March, and May. Editorial office—330 South Campus Avenue, Oxford, Ohio 45056. Subscription price: \$10.00 per year. Second Class postage paid at Oxford, Ohio 45056, and at additional mailing offices. Printed in the U.S.A.

Member of



College Fraternity Editors Association

commentary....



MANY OF YOU have just returned from your respective Regional Conferences that were held this Fall in 11 of our regions. Please let me remind you this was only a sample of what is to come at our 31st Grand Chapter Congress to be held August 14-18, 1977, at The Sheraton Centre in Toronto, Ontario, Canada. Our Bicentennial year is rapidly coming to an end and this month Delta Sigma Pi celebrates its 69th Birthday on November 7. I am going to ask every chapter to begin planning now to have your delegation attend our Grand Chapter Congress, so we may enjoy for the first time in our history a 100 per cent attendance by our chapters.

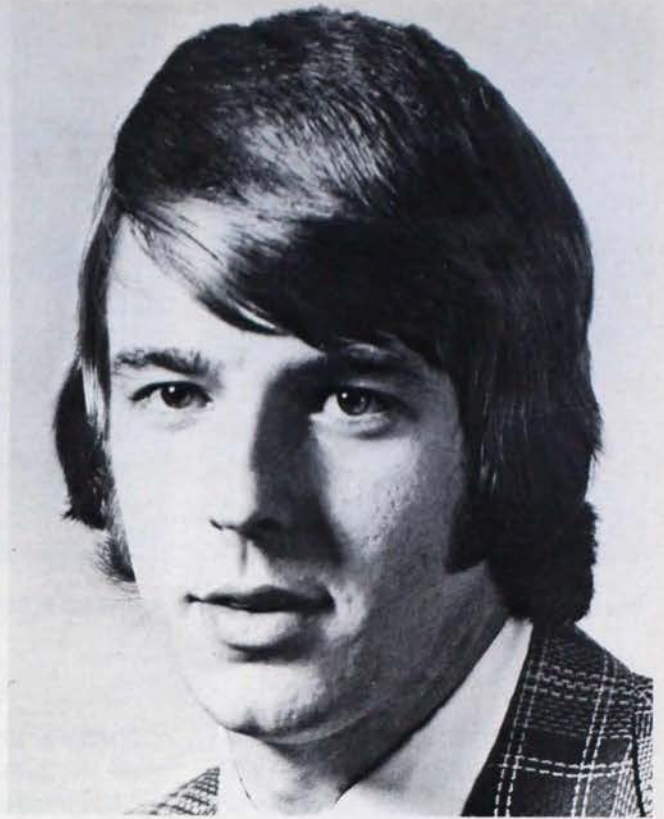
How can you do this? Your chapter should launch a fund raising campaign NOW!! Monies acquired from your fund raiser should be set aside and earmarked for your chapter's delegation expenses to our Grand Chapter Congress. We are going to expose you and your delegation to the greatest Educational Seminars that will lead you and your membership to excellent chapter administration as well as better membership participation. Your chapter can be only as good as its membership!! Begin planning today to be in attendance. Seeing Delta Sigma Pi on the national level is an experience never to be forgotten!! You and your membership will be notified soon on the details of this great Congress!! Don't let our national organization down—100 per cent attendance!!

Fraternally,

A handwritten signature in cursive script that reads "Bill Tatum". The signature is written in dark ink on a light background.

William W. Tatum, Jr.
Grand President

GUS SCHRAM CAPTURES NATIONAL HONOR



GUS W. SCHRAM III

GUS W. SCHRAM III, the nominee of the Southern Region and the candidate of Eta Tau Chapter at McNeese State University in Lake Charles, Louisiana, is the Undergraduate of the Year 1976. Gus was in competition with the nominees from nine other regions for this national recognition.

A native of Lake Charles, he graduated from McNeese with an overall grade point average of 4.0 on a 4.0 system. He graduated with a degree in accounting and had passed his CPA exam in November, 1975. He joined the accounting firm of Gus W. Schram, Jr., Ltd., and plans to pursue graduate work in accounting.

In his chapter he served as treasurer for two terms and served on a number of committees. A Life Member, he was the chapter delegate to the 30th Grand Chapter Congress in 1975 and participated in conferences within the region. During 1975-76 he served as chapter presi-

dent.

He held a number of offices in the McNeese University Lions Club and in the Lions Club district; he was president of the Accounting Society and was a senator in Student Government. On the President's Honor Roll every semester of his student career, he was elected to Who's Who Among Students in American Colleges and Universities.

Interests include hunting, fishing and water skiing. A man of responsibility, leadership ability, enthusiasm, dependability, honesty, and sincerity, Gus exemplifies the Undergraduate of the Year Award.

As the Undergraduate of the Year, Gus begins a two year term on the Board of Directors of Delta Sigma Pi from 1976 to 1978, until his successor is chosen.

The Undergraduate of the Year Award was established in 1971 and recognizes the outstanding under-

graduate member of the junior or senior class of Delta Sigma Pi as evidenced by scholarship, extracurricular activities, fraternity service, demonstration of responsibility to self and others, and conduct representing the highest standards of ethics and integrity.

Every undergraduate chapter in the Fraternity has the opportunity to nominate a member for this award. From the regional nominees, a regional finalist is selected by a screening committee appointed by the Regional Director. From these regional finalists a national winner is chosen by the national selection committee composed of the two most recent Undergraduates of the Year, the voting members of the National Executive Committee of the Board of Directors and the Executive Director.

Also included in this article are the other outstanding regional candidates who were in competition for this award.



SALVATORE J. TOCCO



RICHARD F. DENES



S. KENNETH LANE, JR.

Salvatore J. Tocco, from Frankfort, New York, was the nominee of the Eastern Region and of Zeta Psi Chapter at the State University of New York at Albany. He graduated in June, 1976, with a 3.96 average and a degree in Accounting and is working for a public accounting firm in New York City.

Sal's association with Delta Sigma Pi began as president of his pledge class. After initiation he was active in the planning and operation of a number of chapter programs. In 1975-76 he served the chapter as Senior Vice President.

He represented the School of Business at the recent inauguration of Emmett B. Fields as university president and worked with the Alumni Association on fund raising efforts. He was a member of Signum Laudis Honorary Scholastic Fraternity and his hobbies include swimming, bowling, softball, and reading. He plans to pursue his CPA while working in New York and will continue participation in the Fraternity as an alumni member.

Richard F. Denes, when asked to give of himself to Deltasig, has always been available and willing to serve, demonstrating his genuine love for the Fraternity. He has served Beta Xi Chapter at Rider College as Vice President for Pledge Education, Senior Vice President for two terms, and President.

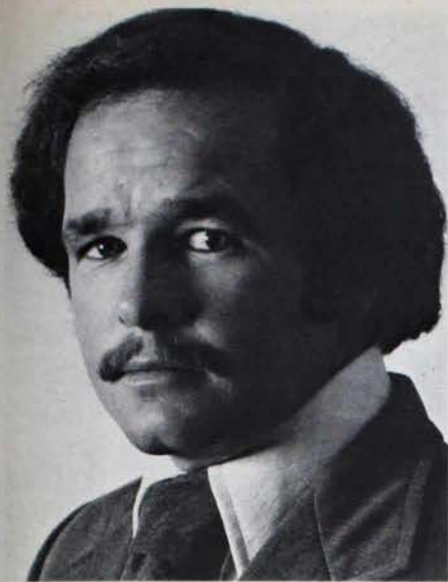
At Rider College in Trenton, New Jersey, where he majored in accounting, Rick was active in the Residence Hall House Council, College Union Board, Accounting Club, Student Affairs Council, Educational Affairs Commission, and Student Senate. Recognitions include Who's Who in American Colleges and Universities and Omicron Delta Kappa.

From Union, New Jersey, Rick plans a career in accounting and will attend law school. He was the finalist from the Mideastern Region.

S. Kenneth Lane, Jr., a member of Iota Kappa Chapter at Madison College in Harrisonburg, Virginia, majored in marketing and hopes to have a career in commercial or industrial sales leading to a sales management position.

In his chapter he received the Best Pledge Award, was the official chapter photographer, a skill learned as Ship's Photographer aboard the U.S.S. John F. Kennedy, participated in chapter intramural sports, and was Vice President for Pledge Education. He planned and presented the first Business Symposium at Madison College jointly supported by the Harrisonburg Chamber of Commerce, the School of Business, and Delta Sigma Pi.

From Mt. Crawford, Virginia, he participated in the Madison College Veterans' Association, Circle K, and Junior Achievement. Working for the Media Production Department in Photography, he also served as a Student Senator. In addition to his studies and other activities he found time to do volunteer work at the McGuire Veterans' Hospital in Richmond, Virginia. Ken was the candidate of the South Central Region.



ROBERT A. MILES

Robert A. Miles, from North Fort Myers, Florida, attended the University of Florida where he was a member of Beta Eta Chapter. He was the finalist for the South-eastern Region.

Robbie was Outstanding Pledge, served two terms as Vice President for Pledge Education, and served as President this past year. His loyalty, enthusiasm, and conscientious leadership led to a much stronger chapter at Florida.

While a student, he served an apprenticeship in the International Brotherhood of Electrical Workers, became a journeyman, was a Foreman of his Local, and became Union Steward. His success in these working and leadership positions led to an IBEW Scholarship enabling him to complete his undergraduate work in Management-Labor Relations.

He plans to go to law school, specializing in labor relations.

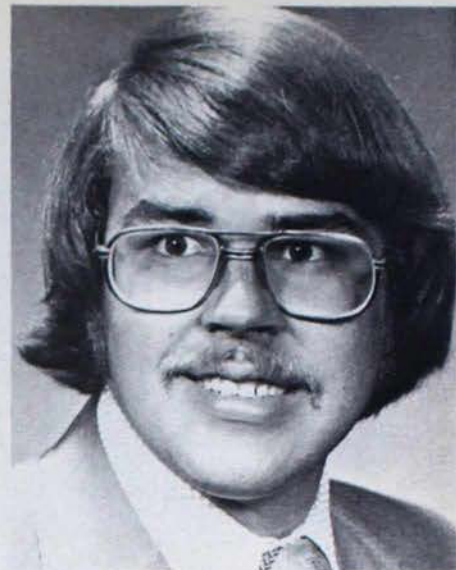


DENNIS H. ROHREN

Dennis H. Rohren was a January, 1976, graduate From Wayne State College in Wayne, Nebraska, and is now employed as a financial accountant by Iowa Beef Processors in Dakota City, Nebraska.

At Wayne he was a member of Eta Pi Chapter of Delta Sigma Pi and was the nominee of the North Central Region. Immediately after initiation he was elected chapter secretary, and later served as Senior Vice President. He was also active on a number of chapter committees, including the most successful fund raising committee. He participated in the chapter's intramural bowling and volleyball teams and was active in other areas on campus.

Dennis is from Seward, Nebraska.



DANIEL R. MEYER

Daniel R. Meyer participated in Beta Epsilon Chapter at the University of Oklahoma for four years as an undergraduate. He attended both the 1973 and 1975 Grand Chapter Congresses and participated in regional and area conferences in the Midwestern Region, which is his nominating region. In the chapter he was Outstanding Member in both 1973-74 and 1974-75 and served as CEI Chairman, President, and Vice President of Professional Activities. He worked with establishing a chapter membership in the Norman, Oklahoma, Chamber of Commerce and worked on cooperative programs with the Chamber.

From Oklahoma City, he graduated with a BBA in December, 1975, and plans a career in Health Care or Hospital Administration or manufacturer's representative for health care equipment or pharmaceuticals.



WILLIAM A. YARBOROUGH

William A. Yarborough was born in New York, New York, but lived in Denton, Texas, prior to enrolling in North Texas State University. At North Texas he was a member of Delta Epsilon Chapter and was the nominee of the Southwestern Region.

In his chapter he served as treasurer and was chapter representative to the university wide Gift of Life Blood Drive. He was treasurer of the Council of Business Students, President of Beta Alpha Psi, and Vice President of Beta Gamma Sigma. He was a member of Blue Key, Alpha Chi, Phi Eta Sigma and the Finance Club.

In Blue Key he was active in giving assistance to area elderly people. Also active in the Democratic Party he assisted with voter registration drives and attended the state convention in 1974.

Working at the Denton Holiday Inn for four years to pay college expenses he graduated with a 3.75 grade average. He plans a career in accounting or will go to law school.



CRAIG T. DALLAS

Craig T. Dallas, in his senior year this Fall at Eastern New Mexico University in Portales, will complete work toward a degree in accounting. He will be working part-time this year for a local accounting firm and after graduation he will sit for the CPA exam. A native of New Mexico, he maintains a 3.34 grade average.

He is the candidate of Epsilon Eta Chapter at Eastern New Mexico and the Intermountain Region. In the chapter he has served on the professional activities committee, has rewritten the chapter bylaws, participated in intramurals, and serves as chapter secretary.

Interests include tennis, basketball, football, skiing, reading and music.



ROSS D. COOLEY

Ross D. Cooley is from Yreka, California, where he attended public schools. After high school he enrolled in the College of the Siskiyous in Weed, California. He served four years in the Navy, earning the Navy Achievement Medal, Good Conduct Medal, the Combat Action Ribbon, Meritorious Unit Citation, National Defense Service Medal, Vietnam Campaign Medal, Gallantry Cross and the Vietnam Service Medal. He was Sailor of the Month in January, 1974.

Separating from the service, he enrolled in DeAnza College in Cupertino and then transferred to California State University in Chico. At Chico he was a member of Epsilon Theta Chapter and served as president in 1975-76. He was the chapter delegate to the national convention in 1975.

Recommendations for this Western Region nominee highlight his responsibility, dependability, scholarship, leadership, honesty, integrity, and sincerity. He graduated in May, 1976, and will assume the management of Cooley and Pollard Hardware, Inc., a family business in Yreka for over 40 years.



ELIZABETH S. THEALEN

BIG BASH FOR BETTY

IN TYPICAL FASHION she said "I can't see what all the fuss is about. They better not give me a cake; just think how big it would have to be to feed all those people." Speaking was Elizabeth Thealen, just days before her 100th Birthday, which was celebrated by Delta Sigma Pi on March 13, 1976, in the Cotillion Room of the Continental Plaza Hotel in Chicago. Attending the dinner were close to 200 members, relatives, and fraternity officials.

The "fuss" was about how Betty was 100 years old; about how she served as housemother for 60 years for Beta Chapter at Northwestern University-Chicago; about how she has attended over 500 fraternity recruiting functions, 700 fraternity parties, and 120 post initiation cele-

brations; about how she has close to 1,200 "adopted" Deltasigs in metropolitan Chicago; and about how all of these records are unequaled even in the Guinness Book of Records.

Born in Lemont, Illinois, in a log cabin on a farm, she was the 12th of 14 children. Eventually she came to Chicago seeking employment. When Beta Chapter took over the house where she worked as housekeeper, she agreed to "help out" until a replacement could be found. When the Beta Chapter moved from 58 East Elm to 72 East Cedar, and later to 42 East Cedar, Betty simply moved with them. She kept "helping out" until the Summer of 1976 when the chapter house at 42 East Cedar Street was sold and she retired, moving back to Lemont.

During her service, it was always

her desire to keep the house as clean and appealing as possible so that every member would be proud of his membership in Delta Sigma Pi and so that all guests would have the best possible impression of the Fraternity. Helping to further Delta Sigma Pi has been her life's work. If pressed to name a favorite student, she demurs and says she loves them all.

The dinner celebration at the hotel which had Chicago and network television coverage, and Chicago newspaper coverage, had Past Grand President Tom Mocella presiding as Master of Ceremonies. With Steven R. Szekely, Central Regional Director, giving the Invocation, the Toast was proposed by Robert A. Mocella, member of the Golden Council. Testimonials to Bet-

ty were given by Pete Repsold, past president of the Chicago Alumni Club, Thaine Lyman, Jr., president of Beta Chapter, Steve Szekely, for the Deltasig House Corporation, Harold Shanafield, for all House Managers, Victor Payton, for the residents, Robert Mocella, for Northwestern University, and Ben Wolfenberger, Executive Director, for the International Fraternity and the Board of Directors.

Anthony Z. "Tony" Fernandez, chairman of the birthday celebration committee, following the program, presented Betty with a plaque inscribed, "To Betty . . . with genuine devotion reserved by men for the mother of a mighty race . . . with keen envy at the fullness of your years . . . and with sincerest heartfelt good wishes upon reaching a century, most of it in service to this Brotherhood. Happy Birthday."

Other birthday mementos included a Rosary from Cardinal Cody, blessed by Pope Paul VI; letters of congratulation from President Gerald Ford, Vice President Nelson Rockefeller, Illinois Senators Percy and Stevenson, Mayor of Chicago Richard Daly, other public officials, and national officers of Delta Sigma Pi; an oil portrait of Betty done by Mrs. Richard Strosser; and a cash gift from individual fraternity members.

With the birthday cake came the birthday song, "Rose of Deltasig" sung to an all-time sweetheart of the Fraternity.

In closing, Past Grand President Tom Mocella announced that under the Fraternity's relatively new policy of admitting women, Betty would become one of the first women Honorary members. Her initiation into membership was conducted on May 14, 1976.

As the magazine went to press, we were notified that Betty died on October 1, 1976

Editor



A portion of the head table during the "Toast." At left is Harold Shanafeld, next is Dorcas Mocella, wife of Bob Mocella, next is "Betty" and Bob Mocella who proposed the toast.



Toney Fernandez presents an oil painting by Mrs. Richard Strosser to Betty.

DEVELOPING LISTENING HABITS AND LISTENING SKILLS

Dr. Paul Preston
Associate Professor of Management
University of Texas at San Antonio

In many of our typical studies of managerial communication, we focus our attention on the activities of the "sender"—speaking, writing, body "moving" or body language, and talking. This "sender" orientation is quite natural, since it involves activity. However, we often overlook the listening activity, because it appears to be passive. As we'll see, this is a misconception, one that contributes to many of our most frequent communication difficulties. When we watch another's eyes for signs of inner expression or meaning, or watch for actions that follow instructions, we are "listening." Despite this, we usually associate listening with hearing.

HEARING IS NOT LISTENING

In fact, that's the problem with listening. We often confuse listening with hearing. Listening is such a common activity that we often take it for granted.

Watch children playing "sense" games. By closing their eyes, their seeing is stopped. But there is no way to stop their hearing, even by putting their fingers in their ears. The result is an adult view that hearing requires no conscious activity, and that hearing and listening are the same thing—they are not. Hearing words as they are spoken is a mechanical activity. It involves the hammer, anvil, the stirrup and the eardrum of the inner ear. When a person's hearing is impaired, mechanical devices can often restore some of the lost hearing ability.

Because hearing is mechanical, and because it happens with no outward activity on our part, we assume that when a communication failure occurs, it is someone else's fault.

FAULT OF THE SENDER

When listening is interrupted, or when a miscommunication occurs, most of us are quick to blame the sender. His voice was not loud enough. Her ideas were poorly presented. They spoke too fast, or too slow, or too long, or not long enough. Hearing the words spoken, even making sense of the words being said is not listening.

ACTIVE LISTENING

Listening is an active process. It involves understanding the meanings of words, expressions and ideas. It is evaluating the content of the message. It requires the listener to assimilate, or make a part of himself the message or the thought being sent. Each of these processes—understanding, evaluating, assimilating—require the conscious action of the listener.

Fritz Roethlisbenger, best known for his association with the Hawthorne studies, once observed that perhaps the greatest barrier to people understanding people is our basic inability to listen actively to others. In the words of an unknown observer "everyone has learned to talk, but no one has learned to listen."

LISTENING HABITS

Habits are actions that are per-

formed without thinking. When we brush our teeth, or say "thank you," or even breathe, we are doing so out of habit. Habits are developed by consciously doing something often, until the mind no longer needs a conscious signal to perform. Some of our habits are good—they cause us to perform beneficial actions. Other habits are not so good, leading us to do things unthinkingly that are harmful, or unproductive, or stupid.

Good listening results from careful cultivation of positive listening activities. While listening is an active process, it need not be a completely conscious one. The secret to better listening is to develop good listening habits.

A CONVERSATION OR A SPEECH?

Most of the important aspects of good listening apply to a formal speech situation as well as a quiet conversation between a supervisor and an employee. Some listening problems happen more often in a large group while one person is talking, while other problems are more commonly found when two or three individuals communicate. By developing good listening habits, a supervisor can overcome many communication difficulties that plague management. These same "good habits of listening" can add measureably to the quantity and quality of information available to you as you work to meet your responsibilities.

Some years ago, Ralph Nichols developed what he called the "ten bad

habits of listening." These bad habits, developed from years of experience, resulted in distorted and often missing messages. By reversing some of Nichol's "Bad Habits," we can easily develop some good listening habits.

CONCENTRATE ON THE SPEAKER'S STRENGTH

Few speakers are blessed with the winning combination of a good delivery and an interesting stimulating subject. When either the subject or the speaker is dull, we often find it easy to "tune out" and then blame the speaker for our listening failure. Some of the blame for listening failure is of course rightly the fault of the speaker.

However, this does not bother the good listener. The good listener has developed the habit of focusing his or her attention on the best aspects of a presentation, either in a two-person conversation or a large-audience lecture.

If the speaker is dull, his style repetitive, his voice monotone and his humor disastrous, the good listener doesn't "tune out." Instead he works harder to focus more attention on the subject being discussed. No matter what the subject, there are at least one or two facts that can be extracted. The active listener works at finding and evaluating those facts.

If the subject is really dull, boring, totally irrelevant and beyond salvation, the good listener focuses on the speaker's delivery. How does she pronounce words? What does her voice accent say about where she grew up? By observing people, the good listener is able to turn an otherwise wasted time into some beneficial outcome.

But what if both speaker *and* subject are dull, boring, etc? As a last resort, the good listener may turn his attention to the reactions of the audience. What body postures or facial expressions indicate how they feel about the experience?

Perhaps we are stretching a bit too far. Still, active listening implies a conscious strategy to understand, evaluate and assimilate, and profit

personally from any listening situation. Assuming you have no choice *but* to stay, and endure, why not make the best of it? With this attitude no situation, however bleak, is a total "listening loss." Positive listening habits can be a good defense against boredom and fatigue.

STAY COOL

Often while we're listening, a word or a phrase or an expression can trigger an emotional reaction. We get overstimulated, and immediately block out whatever else is said.

Good listeners develop the habit of staying cool when an emotional situation develops. No one is immune to emotion, but the good listener has a habit of recognizing the emotional trigger, and neutralizing it *before* it blocks the rest of the message. This requires concentration, and the ability to move your attention quickly.

Often, emotional words come into a conversation (although rarely in a speech) from some racial or ethnic prejudice. A Polish sales manager would "see red" everytime the word "Polack" slipped into a conversation, either by mistake, or on purpose. Knowing his hatred for such a slur, two of his employees delighted in upsetting their boss whenever his discomfort would help them reach their goals. The "lack of cool" became a major barrier to listening. The sales manager missed many important ideas and bits of information in meetings, simply because he was unable to overcome his listening defect.

No one likes to be insulted, and such an insult is usually a display of the speaker's ignorance. Words like "fatty," "nigger," "sawed-off," "wop," "kike," are obviously tasteless and ill mannered. Supervisors who habitually use such expressions run a great risk of blocking the listening of others around them. (Not to mention their alienation and distrust.) However, supervisors who fail to recognize the effects of such emotional words on their own

behavior are likely to encounter more problems as they go.

Many police experts realize the damaging effects of emotional words on the behavior of officers. Police reactions to demonstrators of the '60s were often linked to an involuntary reaction to taunts and insults. Racial, ethnic slurs, shouts of "pigs" and other obscenities caused a temporary blocking of rational thought processes. To combat such reactions, police departments instituted "sensitivity training." Such training is credited by many experts with helping police under verbal fire to retain their "cool" and to perform their jobs in the usual professional manner.

Sensitivity training is not universally accepted as a means of overcoming listening blocks. It can, however, give you an insight into your own "pattern of biases." Next time you're in a speech or conversation, watch for words or expressions that raise your pulse or breathing, or cause you to lose track of your thoughts. Knowing what "turns you off" can be important in keeping "turned on" for listening.

OVERSTIMULATION

Another bad habit of listening is closely related to emotional words, because it causes a similar reaction. In a meeting or discussion, a controversial or provocative idea may come up. The idea may be a good one or a bad one, the reactions the same. The poor listener immediately starts working on the idea, and ignores what follows. This is no problem if you're tape recording a speech or discussion. You can let your mind wander, and get the speaker's other points later. (However, the taped speech lacks the speaker's body communication, which is more than half the total message. Even taping may not overcome all the problem.) Without such a "back up," you risk losing important information.

Ellen Sanchez is an experienced supervisor of salespeople working for a large textile company. She frequently finds herself in sales meet-

ings jumping up to make a point the speaker had already covered. She was guilty of overstimulation. She allowed a provocative idea to block her listening of the speaker's following points. By the time she got up to speak, her points or objections had already been answered. As she put it, she got "mighty tired of egg on her face!"

Ellen's solution was two-fold. She bought a small recorder to tape meetings, and thus avoided losing key ideas she would need later. She also trained herself to make quick notes on her personal reaction whenever she appeared to be getting overstimulated by a speaker's idea. This way, she had the full record for later, as well as her "idea joggers." She was also able to bring her attention back to the speaker and the topic much faster.

DON'T THINK ABOUT ELEPHANTS!

Whatever you do, don't think about elephants!

Now, what's on your mind? Either you're thinking about elephants, or you're trying very hard *not* to think about elephants. Either way, you're distracted from what you want to do.

Causing a distraction is rude. There is little excuse for doing so. But too often, *tolerating* a distraction can be just as damaging to your powers of listening as the actual distraction itself.

As a young supervisor with General Motors, I had many occasions to participate in staff meetings. My boss was a hard working, capable supervisor, whose philosophy of management included a minimum number of meetings. When he did call a meeting, every one of his employees knew that what he said would be important. There was plenty of motivation for good, active listening.

Our boss had one disturbing habit, though. Every time he'd get up to talk, his hand would rattle the coins in his pocket. This was a distraction, and everyone in the meetings knew it. To compensate, each of us would

work very hard to overlook the obvious distraction. In fact, we tried too hard. Instead of being distracted by the jingling coins, we were distracted by the *tolerating*.

Nichols says that good listeners who face distraction must walk a delicate balance. They must overlook the distraction itself, while not getting too wrapped up in tolerating it. He recommends concentrating your attention in a positive way on the ideas the speaker is giving you. In this way, the distraction is minimized without the need of toleration.

JUST THE FACTS, MA'AM

Sergeant Joe Friday in Jack Webb's old "Dragnet" series always began every interrogation by asking for the facts. Every supervisor and manager takes pride in being able to make decisions and judge people on a factual, objective level. Too much subjectivity, we've been told, leads to ill-feelings, poor decisions, and inefficiency.

Yet, listening only for facts is a filtering process that can itself be a source of noise, or distortion. To learn more about a person or a situation we must become more sensitive to the *context* as well as the actual facts. Much can be learned from attitudes, feelings and inferences. Blocking or filtering them out is a bad listening habit.

A good listener overcomes the "inference-observation" confusion by correctly labeling and using both kinds of information. Obviously, feelings and inferences alone are usually a poor guide to action. But so are facts alone.

Good, active listeners make lists, either on paper or in their heads. One list is titled "fact," a second "feelings/attitudes of the speaker," and perhaps a third labeled "how I feel about what the speaker said." Doing so accomplishes a number of good results. It helps a listener to avoid getting trapped with incomplete information. It correctly labels information for future use. It also helps you to make sense out of a speaker whose remarks are not pre-

ented according to some outline.

OUTLINE EVERYTHING

In school, we're taught to make an outline before writing or speaking. An outline helps organize thoughts in a logical manner, and prevents confusion and rambling. There's no question about the importance of an outline to a sender.

However, most conversations and many formal presentations have no outline. Instead, the speaker simply says whatever pops into his mind. His words may or may not be related to the topic being discussed. Trying to put those kinds of remarks into a neat, academic outline simply won't work.

Good listeners know this, and avoid consciously trying to "shoe-horn" everything into an outline. Instead, they use the three-column method for mental or written notes. If the speaker is speaking from an outline, the notes you take will look like an outline. If not, your notes will still be well organized. You will have the best chance for coming away from the presentation or conversation with useable, meaningful information.

Suppose a production run was ruined because of incorrect material specifications. That fact is more useful to you in making later decisions if you are also aware that your leadman was suspicious of the specifications in the first place. The opinions plus the facts can prevent a similar failure in the future. Facts alone may cause you to "re-invent the wheel," make the same error again.

THE LISTENING POSTURE

Most of us can remember parents or other adults telling us to "sit up and pay attention when I'm talking to you!" A listening posture is important to the talker as well as the listener. If you slouch in your chair, or let your eyes wander while someone is talking to you, you may give them the impression that you don't care for their ideas or problems or perhaps that you're just not listening. Using your body language to encourage the speaker is a good strategy for improving communica-

tion, especially in small group conversations and discussions.

There is also a negative side to taking a "listening posture." Too often, managers, supervisors (and others) prepare for listening by sitting erect, eyes forward, arms folded on the chest or resting on the table, and chin up. Once this "listening posture" is complete, the listener is absolved from any blame if a communication failure does occur. Having assumed a listening posture, there is no way you can keep from listening.

This attitude reflects the confusion between hearing and listening. As we've said, hearing is a physical activity. Taking a listening posture can help your ability to hear better. But hearing is not listening and listening is mental activity. It requires conscious and continuous activity.

Test yourself. The next time you find yourself in a meeting where you should be listening, ask yourself if you are assuming too much by simply sitting in a listening position. Chances are, you find your mind wandering yet you feel mentally comfortable because you *think* you're listening.

Teachers and supervisors know that students and employees seem to be able to sleep with their eyes open. Don't fall into the same bad habit, assuming that your physical posture *automatically* keeps you actively listening.

READING THE FUNNIES

Often, supervisors find themselves in a listening "rut" because they listen to the same kinds of things. They don't take (or make) opportunities to challenge and improve their listening skills. If you never read anything more challenging than the Sunday funnies, your ability to read will never grow beyond the funnies. The same is true of listening.

A common "bad habit" of listening is to listen only to familiar ideas, familiar people, and in familiar surroundings. This sameness quickly results in a severely limited ability

to listen to (and understand) more complex and complicated ideas.

Good listeners challenge themselves regularly. A Texas supervisor in an airport maintenance shop regularly sits in on public lectures at a local community college. He admits that many of the speakers and discussions are "way over his head." He also believes that this challenge helps keep his listening ability sharp, and prevents what he calls "mental rusting." No one is any farther away from listening challenges than their home television. All networks (especially the Public Television Network) regularly present speakers and topics that challenge our listening ability. You don't have to agree with the speaker, or share his viewpoint. You gain as an active listener by simply exposing yourself to a listening challenge, and by working to take even one new idea from a difficult presentation. Supervisors who work in a bi-lingual or multi-lingual environment use television for another listening purpose. English-speaking supervisors report much improved communication with their French or Spanish-speaking employees when they (the supervisors) develop a habit of watching some television programs broadcast in a "foreign" language. Try it. You may not actually learn a new language. You will gain a better understanding of your non-English-speaking employees. By "tuning in" to Spanish accented, French-accented (or English-accented) speaking, your listening skills will be profitably improved.

WHY DO WE DAYDREAM?

Have you ever found yourself in a meeting, a speech or a conversation where your mind began to wander? For each of us, daydreaming is a common feeling. Listening experts tell us that part of the reason we daydream or wander while we're supposed to be listening is that our mind works faster than most talkers can talk. Most speak about 125 words per minute in normal conversation. Yet, the average mind is able to listen to and comprehend as many

as 400 words per minute. The wide difference between speaking and listening rates gives us plenty of time for daydreams.

Ralph Nichols says that bad listeners have a habit of wasting this additional listening power. In contrast, good listeners use the speed differential to review what the speaker has already said, and to anticipate where the speaker is going.

CORRECTING OUR "BAD HABITS"

We've examined several habits that contribute to poor listening. For each bad habit, there is a corrective, a "good habit" to help make you a better listener. Let's summarize by looking at three of Nichols' suggestions for active listening.

1. Anticipate the speaker's next point.
2. Break down the speech, conversation or presentation into its main and supporting elements.
3. make periodic mental summaries.

LISTENING AND COUNSELING

Counseling is an important responsibility for all supervisors. To manage and motivate employees, supervisors must today go beyond simply assigning work and watching results. Motivation means communicating with employees as individuals. Their needs, problems and perceptions are directly related to their on-the-job performance.

Many supervisors feel the problems of employees have no place at work. For these supervisors, counseling employees and listening to their problems is a minor annoyance. Yet, as management becomes more concerned with productivity, more can and must be expected of employees, and this requires motivation.

Even if you assume that counseling employees is not your responsibility, you cannot overlook the importance of listening to employees. From years of psychoanalysis and psychological study of human behavior, we have learned much that is helpful in improving our

listening skills.

PATIENCE

When you're listening, let the speaker finish what he or she is trying to say. Many people find great difficulty putting their ideas into words. They pause, stammer and repeat while trying to find the right words. If you try to rush them, or finish the thought before the sentence is complete, you'll only succeed in causing more hesitation, more uncertainty. Even if you believe what you're being told is wrong (or irrelevant), give the speaker a chance at self-expression. You can help overcome reluctance or insecurity by giving simple signs of acceptance. These signs do not have to mean that you agree with the speaker, only that you are listening with interest and understanding.

GIVE ENCOURAGING GESTURES

Be mindful of the powerful impact of informal or non-verbal messages. Your posture, facial expression, hand gestures and voice cues all transmit messages to the person speaking. These gestures may form a pattern of disinterest or hostility—such things as eyes avoiding contact, arms tightly crossed over your chest, body turned away. Gestures can also be approving or encouraging. They can help put the speaker at ease and promote better communication. Try to maintain frequent eye contact without staring or “looking through” your speaker. Lean forward toward the speaker, and keep your facial expression open and direct. Watch for opportunities to nod or murmur “I see” or “um-hm.” None of these gestures need signify agreement, only interest, and concern.

LISTEN FOR FEELINGS

Often, the most important things to listen for are feelings and attitudes of the speaker. Even if a person is adept at telling facts or describing events, he may be unable to express feelings adequately. Careful attention to such detail is essential. As you listen, restate the idea,

thought or feeling. With a brief but accurate restatement, you act as a mirror. This encourages your speaker to continue, and also demonstrates your interest in his thoughts. Such comments as “you say Joe seems to be the cause,” or “you feel you're ready for reconsideration,” don't imply anything on your part. They do maintain a neutral listening environment.

You can use the same device to get more facts. Simply add a question mark to your voice as you restate the speaker's thought. For example, if the speaker says that she feels the project is in trouble, you can respond by saying, . . . “the project is in trouble?” With this encouragement, she will likely amplify her statement, and bring up some new facts or opinions.

Because feelings are delicate, and easily “turned off,” try to avoid direct questions, at least until you have a firm grasp of the situation *as the speaker sees it*. Comments like “you're wrong,” “Hold on a minute, look at the facts,” or “I don't believe you” can quickly turn the speaker into a defensive (and less communicative) mood. Even if you know the speaker is wrong (or worse, lying) keep your verbal responses and body expressions neutral as long as possible. Later, you may want to take the offensive and probe areas where contradictions appear. However, as long as the speaker volunteers information, and that information is relevant to solving a problem, challenging the speaker can be unproductive.

WHAT YOU DON'T SAY

Listen not only to what the speaker is saying, listen also for what the speaker doesn't say. If a particular part of a problem is omitted by the speaker, even after some encouragement from you, it may indicate that the subject is delicate, and may hold some key to the problem's solution. Many of us cover up our reluctance to discuss certain facts by using too many cliché terms, or by repeating facts already mentioned. Develop a sensitivity to

contents, and to obvious evasions or omissions. They may be important clues.

A polygraph (lie detector) is designed to measure very small changes in heartbeat, skin temperature and dryness. The machines work on the assumption that there is a direct relationship between these changes and a person's conscious attempts to avoid the truth. As an active listener, you can use this concept to your advantage. Watch for hand gestures (gripping tightly, sweaty palms), excessive eye contact, squirming in the chair. These and other signals may tip you off to a lie or an evasion of important facts. Naturally, you can't be as sensitive or accurate as a polygraph. You can measurably improve your ability to read signals.

WATCH THE GREAT “I”

Beware of too much direct personal involvement, especially in the early stages of the conversation. If the speaker really wants your thoughts or opinion, give an honest reply. Too much evasion on your part can be damaging. There is, of course, no rule that applies in all cases. Wherever possible during the listening activity reflect the speaker's points and avoid direct statement of personal views. Often, supervisors find employees ask for their opinion in order to know what things are appropriate to discuss. “Reading the boss” may be useful to the employee, but it can also seriously hamper identification of problems. Most of us want to please our superiors, and that often translates into “telling him what he wants to know.” This is a common human emotion. We like to be told what we like to hear. But, when employees play “guess what he's thinking,” good communication suffers. By keeping your opinions and ideas out of the early conversation, you encourage free and more open communication.

Along with holding back your personal view (or that of the organization), good listening requires that you avoid getting yourself emo-

tionally involved. Too much emotion is a bad habit because it can quickly pull the listening encounter away from where it ought to be.

ALLOW TIME

Nothing subverts good supervisor-employee communication more than interruption. When you are talking or listening to an employee, try to find a time and place where your conversation will continue uninterrupted. Even when the subject of discussion is impersonal or of minor importance, a speaker will quickly lose track of thoughts when others pop in unexpectedly, or the telephone rings. A good listening setting is one where the people communicating are free from unnecessary interruption.

Listening is also improved when there is enough time to allow all sides to be heard. A thought left hanging because time ran out is likely to be distorted or forgotten when the discussion resumes. Cutting short a supervisor-subordinate discussion before the main problem has been resolved can lead to employee frustration and anger. . . . "they never listen to us! They give us five minutes, then throw us out!" While permitting the conversation to continue its natural course may cost time, the investment is probably well worth the cost.

Allowing time to listen also means picking a *good time* to listen. Late in the afternoon (especially Friday afternoon), employees and their supervisors are tired or thinking about their weekend. Listening becomes tedious, and a conflict is more likely to get out of hand. Early in the week, and earlier in the morning are usually better times for scheduled discussions, problem-solving sessions and counseling. However, don't overlook the fact that people operate with different "body clocks." Some of us are early risers, at our best in the morning. Others, given the chance, would sleep late, and stay up late at night. These people are usually at their "peak" in the afternoon. As a supervisor, you will likely prefer to schedule meet-

ings and counseling sessions when you're at your best, during your "peak" part of the day. This way, you can give your best energies to solving a problem.

But, if the employee you're counseling or working with operates on a different "body cycle," you may want to re-schedule the meeting to a time better suited to the employee. Better yet, you can agree on a mutually beneficial time.

Naturally, this means you must do some subjective research on your employees. Try to discover from their actions and conversations what their "peak" and "valley" times are during the day. A sales manager in Illinois teaches each of his salespeople to keep detailed records about each customer. Those records include the salesperson's estimate of each customer's body clock cycle, and the best time to call on the customer to make a sale. This manager does the same with each of his employees. Having this information helps him plan general sales meetings as well as personal and small-group conferences.

Naturally, any time and place is suitable for supervisor-employee communication. This is particularly true when a "spur of the moment" discussion pops up. Moving from a corridor or machine area into an office may hamper the spontaneity of the communication. The discussion may appear far more serious than it is.

When an employee makes an appointment for a conversation, or when you request such a meeting, it should be held in a business-like setting. A quiet office, conference room or private lounge is preferable to the cafeteria, hallway or locker room, where interruptions and distractions can and will occur. Comfortable chairs, appropriate lighting, display or writing areas when necessary, all should be a part of a good listening environment. If you don't have an office, and your organization doesn't provide proper space for supervisor-employee counseling, arranging for such an area should be a

top priority item for you and your fellow supervisors. Your effectiveness as listeners and counselors will be greatly enhanced.

KNOW WHEN TO QUIT

There are two thoughts connected with quitting. First, it is important that a supervisor realize when the productive part of a meeting or discussion is coming to an end. Carrying on longer is usually counter-productive. Failure to end a successful conversation can lead to dissatisfaction later with the conclusions or agreements reached.

A meeting or discussion should also be ended when it becomes obvious that nothing is likely to be accomplished. If too many interruptions, or open hostility and confrontations have irreparably damaged communication, continuing on will be unproductive and possibly even dangerous. When this happens, close the meeting or conversation as soon as possible. Be sure to set a specific time and place for a continuation, lest the employees feel the problem is being "swept under the rug."

SOME OTHER IDEAS

So far, we've looked at listening from a number of viewpoints. Before we summarize, let's briefly consider a few other useful ideas for improving our listening.

1. When in conversation, keep the tone loose and informal. Use the employee's first name, or "you" frequently.
2. Use words familiar to the employee. A listening situation is no time to impress the employee with your technical knowledge or command of the language.
3. Be frank. When asked a direct question, give as much honest information as possible.
4. Be wary of humor that hurts or offends. You may use humor to loosen or relax tension, and may unwittingly offend the employee. This can only result in blocked communication. What's funny and quite innocent to you may be offensive to

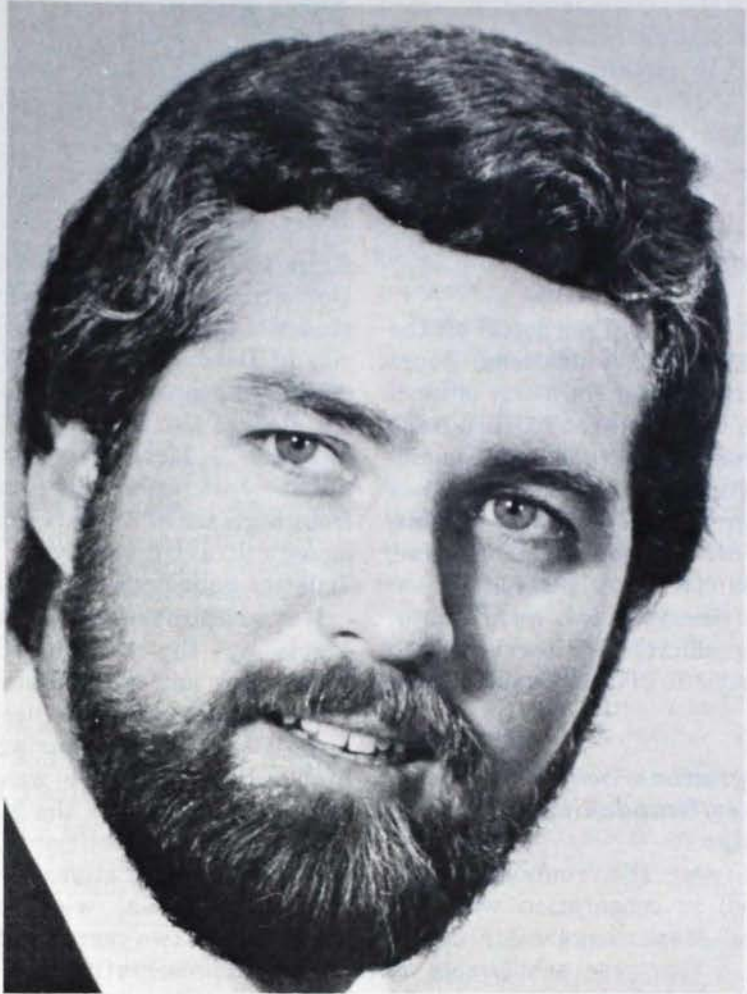
another. Humor is an excellent way to reduce tension and make way for an informal rapport—if it is used wisely and sparingly.

5. Avoid passing judgement or making moralizing statements, especially when the topic is only slightly related to the main topic or problem.
6. Control your lips and eyebrows. Together, these two parts of your face convey the bulk of non-verbal facial messages. Arching brows, sneering, contemptuous gestures are troublemakers for listeners and speakers alike.
7. Watch your talking speed. Don't go too fast, or too slow. Keep the tone of voice well modulated. Speak in a low, quiet manner, with confidence, but not with overbearing authority.
8. Whenever possible, praise rather than threaten or cajole.

AGAIN

Let's review a few of our main points for better listening.

1. Hearing is not listening. Listening is an active process, which involves understanding, evaluating and assimilating.
2. When listening failures occur, don't automatically assume it's the sender's fault.
3. Identify and take steps to correct your personal "bad habits" of listening.
4. Listen for what is not being said, and for feelings as well as facts.
5. Be mindful of body language. Give approving, encouraging gestures, and refrain from "negative feedback."



PAUL PRESTON

PAUL PRESTON

PAUL IS ASSOCIATE PROFESSOR of management at the University of Texas at San Antonio. In addition to teaching, he specializes in television production and the development of instructional media. He is a consultant in private practice, presenting seminars and Organization Development workshops in administrative communications, management and quantitative analysis methods. He received his Ph.D. in Organization Development from the Univer-

sity of Colorado and is also a graduate of the University of Miami (Management) and Florida Atlantic University (Accounting). He has written many articles for business and professional journals and is the author of two books on Business Administration. He was initiated by Zeta Phi Chapter at Florida Atlantic University, has served as a chapter advisor, and is active nationally in the Fraternity. In 1975, he was the Keynote Speaker at the Grand Chapter Congress.

EXPANDING THEIR HORIZONS

ONE OF THE purposes of the Delta Sigma Pi Educational Foundation is to foster the study of business in universities, to encourage scholarship, and to encourage-aid-assist students of business, be they graduate or undergraduate. Consistent with this particular purpose, the Foundation is pleased to announce this year two recipients of Undergraduate Scholarships and one recipient of a Graduate Study Grant.

Undergraduate Scholarship for Children/Grandchildren of Deltasigs

Each year the Foundation has awarded, in cooperation with the National Merit Scholarship Corporation, a four-year scholarship of \$500.00—\$1,500.00 per year to the son, daughter, grandson and granddaughter of a Deltasig. The applicant for consideration must be planning to matriculate in a business administration and commerce program at a college or university where Delta Sigma Pi had chartered a chapter. Application is made directly to the Foundation in an aspirant's high school junior year with the selection of the recipient made, in the senior year, by NMSC. Their independent selection is based on an evaluation of NMSC test scores, high school course work and grades, extracurricular interests and achievements, and high school recommendations. NMSC also determines the scholarship stipend.

This year's recipient (\$500.00 each year for four years) is Randal J. Elder, son of Brother Robert J.

Elder-Theta Chapter, University of Detroit. Randy was one of the top 10 students in his class at the University of Detroit High School with a cumulative grade point average of 3.8. He was also named by NMSC as a National Merit Scholarship Finalist. Just after his graduation from high school he was named recipient of a University of Detroit Trustees Scholarship.

He graduated Summa Cum Laude, was the recipient of a Gold Honor Key and a Phi Beta Kappa Commendation, and was designated as an Honor Student during all his high school years. He was also a semi-finalist twice in the Michigan Mathematics Competition.

His most active student interest, beyond studies, was Student Government; two years as a Student Senate Representative and as Student Senate Treasurer in his senior year. One of his distinguishing qualities is a talent for organization and for handling his peers. As qualified by his high school's Director-College Guidance—"He is always polite and quite willing to take direction. However, even with his relatively mild disposition, it is important to note that he can influence his fellow students; they do tend to listen to him".

Randy was also active in intramural sports, particularly basketball and bowling. He was secretary of the intramural bowling league for two years and as a member of the varsity bowling team in his senior year won a trophy for the highest game bowled in the high school league in which the team competed.

In his "spare time", he worked as a caddy for the past five Summers at

a private golf course earning the distinguishment of honor caddy. Additionally, he did maintenance work at the local grade school and was a part-time receptionist at his church's parish office. Randy is not unfamiliar to Delta Sigma Pi since he has attended the last four Grand Chapter Congresses with his parents.

He has matriculated at the University of Detroit and is preparing himself for a career in Accounting.

National Merit \$1,000.00 Scholars

For each Deltasig Child/Grandchild scholarship in force each year (two students are now in attendance—one in the sophomore and the other in the junior year), the Foundation provides NMSC with a \$250.00 grant to be accumulated in the account of the Foundation. Each \$1,000.00 accumulated is then used in support of an unrestricted National Merit \$1,000.00 scholarship awarded to a high school graduate selected by NMSC without preferential criteria other than that he/she must be a National Merit Scholarship Finalist and will matriculate in a business administration and commerce program at an accredited college or university.

This year's recipient in the name of the Delta Sigma Pi Educational Foundation is Bruce G. Hopkins, an NMSC Finalist from R. L. Paschal High School in Fort Worth, Texas. He has matriculated in the School of Business at the University of Texas-Austin with his concentration still undecided between finance, economics and management. He matriculated with an advanced placement record of 13 credits.



Firman H. Hass, left, alumnus of Psi Chapter and member of the Board of Directors of the Delta Sigma Pi Educational Foundation, presents the Educational Foundation Scholarship Certificate to Randy Elder while Bob Elder, Randy's father and an alumnus of Theta Chapter and member of the Golden Council, beams his approval.

leges and universities. Specifically, the grant is intended for studies leading to a Master's Degree in Business Administration (MBA) or equivalent. The recognized equivalent would be a Master of Science (MS) or Master of Arts (MA) with a business administration and commerce concentration. The subject degrees must be offered at a graduate school sanctioned by a recognized national or regional accrediting body.

The committee selecting the two successful recipients shall have considered current and potential scholarly attainments including cumulative grade point average and ATGSB total score results. The dean's letter of recommendation along with an applicant's summary of his interest in business and his objectives in pursuing advanced work is also given weight. This year's selection committee was comprised of School of Business Deans—Brothers Vergil V. Miller, Jay L. Tontz and Karl E. Vogt of Oklahoma State University, California State University (Hayward) and Bowling Green State University, respectively.

This year's \$1,000.00 grant goes to Brother Michael Ray Howe, Theta Psi Chapter-Indiana University Northwest. He ranked 10th in the final class standings with an overall cumulative grade point average of 3.6 and 3.9 in his major area of business administration and commerce. He originally started school with medicine as a career objective. However, in his second year, he realized that his interests lay in the area of business. This realization was bolstered by his scoring on the Strong-Campbell Vocational Interest Test which showed a high degree of interest in the areas of management, finance, business and law.

Brother Howe was on the Dean's list for eight consecutive semesters and during his junior and senior years participated in the Academic Honors Program. In his junior and senior years he was awarded an Indiana University Merit Scholarship

tingent.

Additionally, he was involved in football and basketball as a two-year letterman in basketball and as a referee for football and basketball games. He is a member of the Southwestern Football Officials Association.

Bruce's other interests include reading good literature and singing. He was the head baritone in his Baptist Church's youth choir which has been judged the third best choir in the state. During Summers he worked in maintenance at Six Flags Over Texas and also at a golf driving range.

While Bruce has not as yet finalized his concentration in business administration and commerce, he is certain that he wants to earn a degree in business and later one in political science. This combination is focused on a career view involving business and politics.

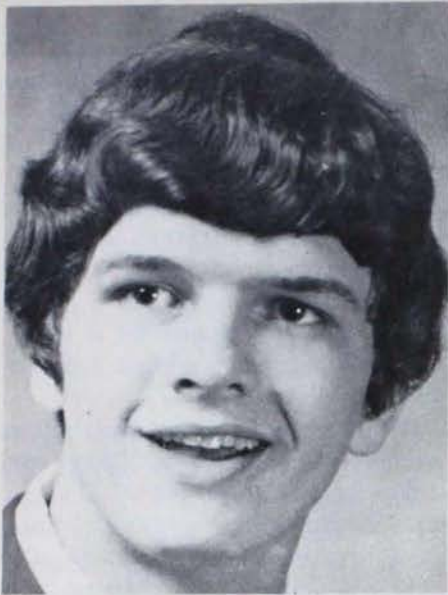
Graduate Study Grants

The purpose of the Delta Sigma Pi Educational Foundation Graduate Study Grant is to encourage scholarship and to foster the study of advanced programs in business in col-

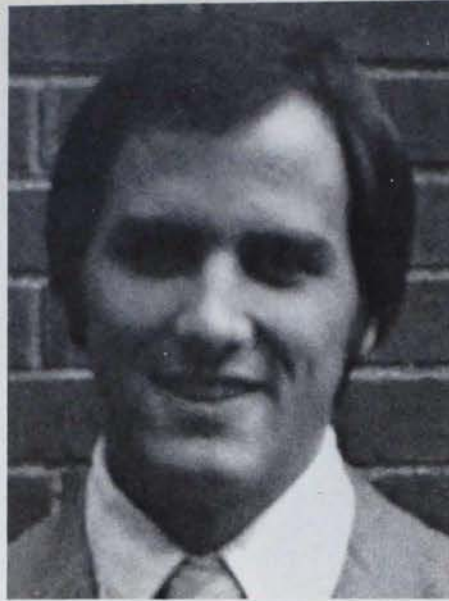
Bruce graduated Magna Cum Laude and was class Valedictorian. He was named to the National Honor Society and was a Presidential Scholar (one of two Texans selected). During the Summer of 1975 he participated in an accounting program at Texas Christian University open to 20 of the top students in the Greater Fort Worth area.

He served two years in the Lower House of the school Student Government and during his senior year served in the Upper House as well as student body Vice-President. The class of 1976 voted him Mr. Paschal of Paschal High School. He also chaired a parking lot White Elephant Sale to help raise scholarship money for Paschal seniors and is a past president of the R. L. Paschal Young Republicans.

Bruce's interest in political affairs extended into the community as the elected delegate of his precinct to the Republican District 12 convention. He is consistently active on behalf of candidates for office and served as chairman of the local Young Republicans in recent elections. He attended the 1976 Republican Convention in Kansas City as part of a Republican Youth con-



BRUCE G. HOPKINS



MICHAEL R. HOWE

along with a Clark Oil Company Scholarship in the senior year. Upon recommendation of the Department of Business, he was one of nine of approximately 4,000 upperclass students at Indiana University Northwest selected for Who's Who Among Students in American Universities and Colleges. He was also appointed (one of two students) by the University Chancellor to a Search and Screen Committee for a new Dean of Students.

As a Deltasig he served as Theta Psi Chapter Treasurer, member of the Executive Committee and editor of the *Sennet*, the chapter's newsletter. He also participated in fundraising activities for charities and the organization of a campus blood drive.

During his junior and senior years, Brother Howe was elected to the Student Activities Board serving as Cultural Committee Chairman and Coordinator of Professional Speakers. Additionally, as a junior, he was employed by the Indiana University Computer Center as a Student Advisor. In his senior year, he served on the Business Student-Faculty Advisor Council.

Athletically, Michael organized the original soccer team at Indiana University Northwest making arrangements for uniforms, equip-

ment and coaching. He also captained his intramural basketball team which played weekly. As for hobbies, he enjoys motorcycling, canoeing, water skiing, golf, tennis and chess.

Notwithstanding a full academic and extracurricular schedule, Brother Howe had an intensive business experience at the same time. During his freshman and sophomore years he worked 30 hours per week during the school term and full-time during the Summer as a material control clerk for the U. S. Reduction Company in East Chicago. He was responsible for inventory control of 5-7 million pounds of scrap aluminum and sharing the responsibility for scheduling this material, by analysis, into the furnaces for finished production.

During his junior year he worked full-time year around as a Production Foreman with supervisory responsibility for 30-50 men and including wage and incentive calculations, assigning work tasks, overseeing finished product shipments, scheduling maintenance work, and various other necessary foundry assignments. Through the application of techniques learned in class, he was able to increase production by approximately 12 per cent.

In his senior year, Brother Howe started working full-time as assistant to U. S. Reduction's Administrative Manager. His tasks included the monthly assignment of costs to specific cost centers along with quarterly forecasting of plant costs and volume. Also involved was the development of more efficient information processing along with coordination of the radio communications system. On occasion, he worked with the Personnel Manager and in conjunction with an Indiana Northwest professor developed a method of predicting, before hiring, long-term vs. short-term employees. Before the end of the senior year, he was named Plant Superintendent of U. S. Reduction's new East Chicago plant with total responsibility for personnel, production, shipping and receiving, and all policy decisions concerning the metal brokerage/recycling operation.

With his most busy and diversified academic and business life behind him, Brother Howe is now attending the Stanford University Graduate School of Business to obtain an M.B.A. degree with a concentration in finance and international business administration. After completing the M.B.A. program, he will attend the University of Chicago Law School, concentrating on international and corporate law. Upon obtaining his law degree, he envisions experience with a medium to large multi-national corporation, either in a legal or administrative capacity. His long-term goal is to establish his own international legal/management consulting firm.

Future Scholarships and Grants

Scholarship applications from children/grandchildren (1977 high school graduates) of Deltasigs have been received and forwarded to NMSC who will first evaluate after the Semi-Finalist Tests this Fall and recommend the 1977 recipient early in 1977. An application for June, 1978, high school graduates may be found elsewhere in this issue. Appli-

cants for Graduate Study Grants may obtain an application from the following sources: (a) Chapter Secretaries or (b) Educational Foundation Chairman of Committee on Scholarships—Brother Timothy D. Gover—112 Wabash Avenue, Mattoon, Illinois 61938 or (c) The Central Office, Oxford, Ohio.

The Foundation

The *Delta Sigma Pi Educational Foundation* is a not-for-profit corporation separate and distinct from the International Fraternity of Delta Sigma Pi, but does not operate in competition with it. In fact, the Foundation complements the Fraternity's objectives through fostering purposes similar in interest with resources acquired through tax deductible gifts and contributions not available to the Fraternity.

All members in good standing of the Fraternity are eligible to become regular (voting) members of the Foundation and do so upon contributing \$100.00 or more to the Foundation. Contributors of less than \$100.00 become regular members once the total of their contributions reaches the \$100.00 level.

More detailed information is available upon request to the Foundation's Membership Committee Co-Chairman Brother Keith N. Masuda, 3143 Chicago Avenue, South, Minneapolis, Minnesota 55407.

Children or Grandchildren of Deltasigs Take Notice

Children or grandchildren of Deltasigs who participated in the Preliminary Scholastic Aptitude Test/National Merit Scholarship Qualifying Test (PSAT/NMSQT) in Fall, 1976, and expect to graduate from high school in 1978 are eligible for consideration in The Delta Sigma Pi Educational Foundation Scholarship Program. Review the application herein and, if eligible, complete and return as noted. This is the only opportunity for 1978 high school graduates.

DELTA SIGMA PI EDUCATIONAL FOUNDATION SCHOLARSHIP PROGRAM

For sons, daughters, grandsons or granddaughters of members of the International Fraternity of Delta Sigma Pi. To be completed and returned (postmarked) on or before January 25, 1977 to:

Mr. John Marko, President
Delta Sigma Pi Educational Foundation
1341 North Avenue
Elizabeth, New Jersey 07208

Please enter me in the DELTA PI EDUCATIONAL FOUNDATION SCHOLARSHIP PROGRAM FOR 1978.

I am the son grandson
 daughter granddaughter of a member of Delta Sigma Pi, and I expect to complete high school in 1978 and enter college in 1978. I took the Preliminary Scholastic Aptitude Test/National Merit Scholarship Qualifying Test (PSAT/NMSQT) in October 1976. I understand that my scores on this examination will be used to evaluate my candidacy in the Delta Sigma Pi Educational Foundation Scholarship Program.

PLEASE PRINT

The exact date I will complete high school is _____ mo. _____ yr..

Name _____ (Last) _____ (First) _____ (Middle)

Home Address _____ (Number & Street) _____ (City & State) _____ (ZIP Code)

Present High School _____ (Exact Name) _____ (City & State) _____ (ZIP Code)

High School Where Tested _____ (Exact Name) _____ (City & State) _____ (ZIP Code)

(Name of Parent or Grandparent Member of Delta Sigma Pi)

(Chapter Affiliation)

I have applied I intend to apply
for admission to the following colleges* or universities:*

1. _____ 2. _____ 3. _____

I plan to pursue a course of study leading to a degree of Bachelor of Business Administration (or equivalent B.S. or B.A. in business) with an emphasis (Accounting, Marketing, Finance, Management, etc.) in _____

(*Admission must be in one of 181 schools where Delta Sigma Pi has chartered a chapter. A list of such schools is available by contacting the International Fraternity of Delta Sigma Pi, 330 South Campus Avenue, Oxford, Ohio 45056).

I understand that: 1) the decisions of the National Merit Scholarship Corporation of Evanston, Illinois, will be final in the selection of scholarship winners and in the determination of student stipends, based on individual need, which accompany the scholarships; and that 2) winners of Delta Sigma Pi Educational Foundation Scholarship Program may accept up to a total of \$1,000 in other awards over the four scholarship years without affecting the stipend. Winners may accept additional scholarship awards beyond this amount with the understanding that if they do, their Delta Sigma Pi Educational Foundation Scholarship stipend will be reduced accordingly. However, no Delta Sigma Pi Educational Foundation award payment will be reduced to a point lower than the minimum stipend of \$500 per year. Students whose computed need is greater than the Delta Sigma Pi Educational Foundation Scholarship maximum of \$1,500 per year will be permitted to accept additional funds equal to the amount their need exceeds \$1,500. In all cases of other awards, the National Merit Scholarship Corporation should be notified.

(Signature of applicant)

(Signature of member—parent or grandparent)

personal mention

Steven M. Rizzuto, *San Jose State*, has joined Fidelity Savings and Loan Association as manager of their South San Francisco branch.

William J. Bartley, *Texas A&I*, has been named chairman of the Department of Business Administration at St. Francis College in Fort Wayne, IN.

Harold F. Bluhm, *Texas A&I*, is Controller of Zapata Marine Service Nigeria Limited, and is based in Warri, Nigeria.

Dennis E. Kerr, *California State-Sacramento*, has been promoted to Assistant District Manager in Southern California, for Maidstone Importers in Los Angeles, CA.

Raymond C. Baumhart, S.J., president of *Loyola University-Chicago*, has been nominated a director of Continental Illinois Corp., holding company of Continental Bank, to stand for election at the corporation's annual meeting.

Robert V. Miller, Jr., *Texas Tech*, has been elected to the Board of Directors of Lamar Savings Association of Austin, TX.

Robert C. Jackson III, *New Mexico*, has won membership in the 1976 President's Club of the National Life Insurance Company of Vermont.

William G. Cole, *Oklahoma State*, has a new position as Assistant Vice President of the First State Bank of Grandfield, OK.

Leonard A. Bedell, *Texas A&I*, has joined American General Life Insurance Co. in Houston, TX. He has also been elected to the Board of Directors of the Houston A&I Alumni Association.

Richard L. Cooper, *Rochester Tech*, has been named a career representative of the Rochester/Cameron general agency of National Life Insurance Company of Vermont for the Rochester and Northwestern New York State area.

Donald S. Dailey, *Florida Atlantic*, has a new position as Assistant Buyer of the Jordan Marsh Store in Miami, FL.

Harold T. Redding, *Rutgers-Beta Omicron*, has been elected senior vice president of Dunn & Bradstreet, Inc.

Willner B. Houze, Jr., *Georgia State*, of the Columbus/Mixon district agency of National Life Insurance Company of Vermont, recently spent a week in Montpelier, VT, taking part in courses on life insurance uses for estates and businesses.

Raj Kumar Aggarwal, *Indiana Northwest*, is author of the book, *Financial Policies for the Multinational Companies*, published recently by Praeger Publishers, New York, NY.

William E. Williams III, *Rider*, has been named a real estate loan officer of National Bank of North America. A subsidiary of C.I.T. Financial Corporation, the bank has more than 140 branches in New York City, Long Island and Westchester.

David C. Montgomery, *Michigan State*, has been appointed a corporate trust officer of the Philadelphia National Bank, in Philadelphia, PA.

Robert P. Ebers, *Nebraska-Lincoln*, has won the "Outstanding Student Award" of the American Society of Personnel Administration. This award is based on scholarship,

leadership, participation in school and community affairs, and on outstanding student achievements.

Marc P. Franon, *Drake*, was recently awarded a \$1,500 Exceptional Student Fellowship given by the State Farm Companies Foundation. This is one of ten awards made nationally by the Foundation to promote higher education in the United States and is given on the basis of scholarship, service, character, and potential of business success.

Joseph D. Smith, *Miami-Ohio*, has a new position in the Comptroller's Division—Finance and Accounting of the Procter and Gamble Company in Cincinnati, OH.

H. Nicholas Windeshausen, *Nebraska-Lincoln*, has been elected to the board of directors of Cal-Western Separate Account A and Cal-Western Variable Fund C of the California-Western States Life Insurance Co., based in Sacramento, CA.

merger

Steven C. Brown, *Weber State*, to Suzanne Marie Silvestri, on July 17, 1976, at San Francisco, CA.

Gary P. Murphy, *Michigan State*, to Patricia G. Miskowski, on July 10, 1976, in East Lansing, MI.

William R. Anderson, *California State-San Francisco*, to Marilyn Elizabeth Kludjian, on August 14, 1976, in Novato, CA.

Kelly M. Wilson, *California State-San Francisco*, to Kathleen Hubbard, on August 7, 1976, at Walnut Creek, CA.

Joseph C. De Ramon, *California State-San Francisco*, to Dianne Christine Forrest, on April 10, 1976, at Novato, CA.

Raj Kumar Aggarwal, *Indiana Northwest*, to Karen L. Blackburn, on May 15, 1976, at Massillon, OH.

William G. Cole, *Oklahoma State*, to Stasia Athena Jared, on July 2, 1976, at Frederick, OK.

dividends

To Brother and Mrs. Richard A. McGeary, *Alabama*, on April 28, 1976, a daughter, Catherine Ellen.

To Brother and Mrs. Phillip R. Cameron, *Cal Poly-Pomona*, on April 9, 1976, a son, Andrew Ross.

To Brother and Mrs. Gary C. Green, *California State-Chico*, on February 4, 1976, a son, Ryan Colby.

To Brother and Mrs. Joseph R. Giglio, *Loyola-Chicago*, on January 18, 1976, a son, Christopher Jon.

To Brother and Mrs. Harold F. Bluhm, *Texas A&I*, on November 24, 1975, a daughter, Michelle Lynn, at Eku, Nigeria.

To Brother and Mrs. Harry E. Heath, *Florida Atlantic*, on August 12, 1976, an adopted daughter, Richelle Ann.

life members

8675 Michael H. Garcia, *Epsilon Eta*, Eastern New Mexico University

8676 Michael J. Barth, *Psi*, University of Wisconsin-Madison

8677 William L. Willis, *Gamma Psi*, University of Arizona

8678 Eddie C. Broussard, *Delta Eta*, Lamar University

8679 Raymond D. Kim, *Gamma Pi*, Loyola University-Chicago

8680 Kenneth H. Stevens, *Gamma Tau*, University of Southern Mississippi

8681 Robert M. Spiro, *Gamma Pi*, Loyola University-Chicago

8682 David A. Young, *Beta Pi*, Kent State University

8683 Kevin R. Williams, *Upsilon*, University of Illinois-Urbana

8684 Garland D. Maddox, Jr., *Beta Lambda*, Auburn University

8685 Thomas E. Mueller, *Upsilon*, University of Illinois-Urbana

8686 Daniel J. Dufala, *Theta Pi*, Bowling Green State University

8687 George C. Wanner, *Beta Omicron*, Rutgers University

8688 Thomas G. Kruse, *Alpha Pi*, Indiana University

8689 Robert W. Boyden, *Gamma Iota*, University of New Mexico

8690 Steve T. Skivington, *Gamma Omega*, Arizona State University

8691 Robert H. Pedley, *Lambda*, University of Pittsburgh

8692 Brian M. Weyandt, *Beta Gamma*, University of South Carolina

8693 James E. Boyd, *Epsilon Kappa*, Shepherd College

8694 Gerard M. Boland, *Eta Xi*, Philadelphia College of Textiles and Science

8695 William H. Pendleton, *Delta Chi*, Washburn University

8696 Joseph J. Pency, *Theta Sigma*, Florida Technological University

8697 Barry A. Kleypas, *Eta Theta*, Angelo State University

8698 Peter R. Katz, *Alpha Nu*, University of Denver

8699 Jack B. Quick, *Eta Omicron*, Northeast Louisiana University.

8700 Ronald E. Hughey, *Eta Sigma*, Southern Illinois University-Edwardsville

8701 William L. Turnley, *Delta Omicron*, San Francisco State University

8702 Richard D. Baner, *Theta Omicron*, St. Ambrose College

8703 Gary L. Manthe, *Upsilon*, University of Illinois-Urbana

8704 Joseph D. Smith, Jr., *Alpha Upsilon*, Miami University-Ohio

8705 Harold R. Kutter, Jr., *Eta Sigma*, Southern Illinois University-Edwardsville

8706 Charles M. Shryock III, *Gamma Sigma*, University of Maryland

8707 Allyn L. Harrell, *Beta Epsilon*, University of Oklahoma

8708 Carlson Woo, *Eta Omega*, Virginia Commonwealth University

8709 Ralph L. Charlton, *Epsilon Kappa*, Shepherd College

- 8710 Charles K. Hart, *Gamma Rho*, University of Detroit
- 8711 James L. Hodgdon, *Alpha Omega*, DePaul University
- 8712 William G. Howell, *Alpha Pi*, Indiana University
- 8713 David L. McKinney, *Delta Chi*, Washburn University
- 8714 Myron L. Ackerman, *Delta Chi*, Washburn University
- 8715 Joseph J. Francis, Jr., *Gamma Rho*, University of Detroit
- 8716 John P. Daneke, *Delta Chi*, Washburn University
- 8717 Charles L. Levy, Sr., *Eta Sigma*, Southern Illinois University-Edwardsville
- 8718 Christian H. Heller, *Gamma Sigma*, University of Maryland
- 8719 August Martinucci II, *Zeta Xi*, Lewis University
- 8720 Walter B. Anderson, *Alpha Eta*, University of South Dakota
- 8721 Edward D. Mara, *Zeta Phi*, Florida Atlantic University
- 8722 Charles J. Talley, *Theta Phi*, University of South Florida
- 8723 Harry E. Heath, *Zeta Phi*, Florida Atlantic University
- 8724 Lewis A. Armstrong, *Beta Epsilon*, University of Oklahoma
- 8725 John T. Holt, *Gamma Sigma*, University of Maryland
- 8726 Edito M. Gil, Jr., *Gamma Lambda*, Florida State University
- 8727 Samuel J. Potenza, Jr., *Theta Iota*, University of Connecticut
- 8728 Kevin E. Anders, *Iota Kappa*, Madison College
- 8729 Robert K. Walker *Beta Kappa*, University of Texas-Austin
- 8730 David F. Nobile, *Theta Iota*, University of Connecticut
- 8731 David J. Lynett, *Theta Xi*, University of Wisconsin-Whitewater
- 8732 Marvin L. Mitchell, Jr., *Iota Kappa*, Madison College
- 8733 Richard Soto, *Gamma Phi*, University of Texas-El Paso
- 8734 David A. Lipkowitz, *Zeta Psi*, Stat University of New York-Albany
- 8735 John C. Fitzgerald, *Beta Gamma*, University of South Carolina
- 8736 Michael S. Palanker, *Zeta Psi*, State University of New York-Albany
- 8737 Robert F. Domagala, Jr., *Upsilon*, University of Illinois-Urbana
- 8738 Eric C. Schneider, *Delta Tau*, Indiana State University
- 8739 John H. Gruca, *Epsilon Pi*, Monmouth College
- 8740 Charles W. Reid, II, *Psi*, University of Wisconsin-Madison
- 8741 James M. Grisham, *Upsilon*, University of Illinois-Urbana
- 8742 James P. Bailey, Jr., *Alpha Phi*, University of Mississippi
- 8743 Bruce M. Jones, *Epsilon Phi*, California State University-Sacramento
- 8744 Donald K. Stuart, *Zeta Kappa*, Western State College
- 8745 M. Bruce Otsuka, *Zeta Kappa*, Western State College
- 8746 Robert J. Buffalow, *Delta Xi*, East Tennessee State University
- 8747 Brian S. Gordon, *Beta Xi*, Rider College
- 8748 Robert D. Poulson, *Alpha Delta*, University of Nebraska-Lincoln
- 8749 Glenn E. Suire, *Delta Eta*, Lamar University
- 8750 Michael S. Boucher, *Gamma Sigma*, University of Maryland
- 8751 Anthony C. Majeski, *Beta Xi*, Rider College
- 8752 Timothy C. Thomas, *Gamma Lambda*, Florida State University
- 8753 Steve L. Merchant, *Alpha Omicron*, Ohio University
- 8754 Sherwood J. Rodgers, *Gamma Omega*, Arizona State University
- 8755 Carlos Munoz, Jr., *Zeta Nu*, Texas A & I University
- 8756 Phillip M. Johnson, *Zeta Xi*, Lewis University
- 8757 David S. Morton, *Eta Tau*, McNeese State University
- 8758 James I. Maher, *Delta Rho*, Ferris State College
- 8759 Daniel D. Best, *Beta Omega*, University of Miami-Florida
- 8760 Michael C. Callahan, *Gamma Lambda*, Florida State University
- 8761 Robert J. Bastyr, *Alpha Epsilon*, University of Minnesota-Minneapolis
- 8762 George N. Sacclaris, *Gamma Sigma*, University of Maryland
- 8763 Gregg M. Hall, *Epsilon Theta*, California State University-Chico
- 8764 Jack W. Lewis, *Alpha Omicron*, Ohio University
- 8765 James A. Bixler, *Delta Rho*, Ferris State College
- 8766 Allan M. Varady, *Beta Xi*, Rider College
- 8767 Ronald P. Cheffer, *Zeta Xi*, Lewis University
- 8768 D. Scott Morgan, *Gamma Omega*, Arizona State University
- 8769 Craig R. Ehlen, *Upsilon*, University of Illinois-Urbana
- 8770 John C. Rehm, *Delta Sigma*, Loyola Marymount University
- 8771 Jack N. Baba, *Theta Psi*, Indiana University Northwest
- 8772 Keith W. Slater, *Alpha Pi*, Indiana University
- 8773 Frederic D. Stevens, *Delta*, Marquette University
- 8774 Michael V. Baldus, *Gamma Omicron*, University of San Francisco
- 8775 Albert W. Schipplein, *Delta Eta*, Lamar University
- 8776 Andrew F. Stringfellow, *Zeta Lambda*, Georgia Institute of Technology
- 8777 Donald Musgnug, *Zeta Omicron*, C. W. Post College
- 8778 Richard P. Brown, *Alpha Pi*, Indiana University
- 8779 Robert L. Merchant, *Gamma Rho*, University of Detroit
- 8780 Adam C. Carroll *Beta Epsilon*, University of Oklahoma
- 8781 Roger D. Blake, *Alpha Iota*, Drake University
- 8782 Dana M. Franzen, *Delta Chi*, Washburn University
- 8783 Alan J. Levine, *Beta Xi*, Rider College
- 8784 Eric P. Stodola, *Eta Chi*, California State Polytechnic University-Pomona
- 8785 James L. Bennink, *Gamma Iota*, University of New Mexico
- 8786 Gary D. Thomas, *Beta Pi*, Kent State University
- 8787 Frank M. Richason, *Gamma Rho*, University of Detroit
- 8788 John A. Askew, *Beta Lambda*, Auburn University
- 8789 Timothy J. Foote, *Epsilon Phi*, California State University-Sacramento
- 8790 Randall R. Brown, *Beta Kappa*, University of Texas-Austin
- 8791 David A. Webb, *Gamma Rho*, University of Detroit
- 8792 Cecil W. Harper, *Zeta Iota*, Mississippi College
- 8793 Douglas J. Diebolt, *Epsilon Xi*, Ball State University
- 8794 Neil R. Cook, *Gamma Tau*, University of Southern Mississippi
- 8795 Myron Goldberg, *Gamma Omega*, Arizona State University
- 8796 Thomas J. Powers, *Epsilon*, University of Iowa
- 8797 David E. Harrison, *Eta Theta*, Angelo State University
- 8798 Michael G. Verdone, *Delta Omicron*, California State University-San Francisco
- 8799 John F. McMahon, *Zeta Rho*, Menlo College
- 8800 John M. Johnson, *Psi*, University of Wisconsin-Madison
- 8801 Richard G. Haburjak, *Theta Psi*, Indiana University Northwest
- 8802 Ronald P. Cerninaro, *Theta Upsilon*, Siena College
- 8803 David B. Baker, *Chi*, Johns Hopkins University
- 8804 Robert L. Ornelas, *Zeta Omega*, Northern Arizona University
- 8805 Lee R. Dominguez, *Gamma Iota*, University of New Mexico
- 8806 John E. Pouncey, *Theta Mu*, Columbus College
- 8807 Robert J. Kobylak, *Zeta Psi*, State University of New York-Albany
- 8808 Rafael V. Sanchez, *Gamma Iota*, University of New Mexico
- 8809 Ronald J. Mayercheck, *Alpha Gamma*, Pennsylvania State University
- 8810 Joseph P. Warner, *Gamma Sigma*, University of Maryland
- 8811 Ronald A. Zimmerman, *Delta Rho*, Ferris State College
- 8812 Frederick A. Mahoney, *Delta Eta*, Lamar University
- 8813 Kenneth A. Karuhn, *Epsilon Phi*, California State University-Sacramento
- 8814 Stephen J. Leone, *Delta Omicron*, California State University-San Francisco
- 8815 David M. Alexander, *Beta Epsilon*, University of Oklahoma
- 8816 Robert D. Hamilton, *Lambda*, University of Pittsburgh
- 8817 James F. Morgan, *Epsilon Theta*, California State University-Chico
- 8818 Jon M. Emerick, *Epsilon Upsilon*, New Mexico State University
- 8819 John K. Smither, *Delta Iota*, Florida Southern College
- 8820 William L. Hahn, *Alpha Upsilon*, Miami University-Ohio
- 8821 Michael D. Propst, *Delta Rho*, Ferris State College
- 8822 J. Michael Patterson, *Epsilon*, University of Iowa
- 8823 Michael E. Plante, *Gamma Lambda*, Florida State University
- 8824 James E. O'Donnell, *Zeta Omega*,

- Northern Arizona University
- 8825 Richard H. Jensen, Jr., *Alpha Iota*, Drake University
- 8826 Frank Cicalese, *Beta Rho*, Rutgers University
- 8827 William C. Spence, *Theta Mu*, Columbus College
- 8828 Richard A. Kish, *Lambda*, University of Pittsburgh
- 8829 Larry J. Collignon, *Alpha Eta*, University of South Dakota
- 8830 John H. Cherry III, *Gamma Sigma*, University of Maryland
- 8831 David S. Read, *Gamma Iota*, University of New Mexico
- 8832 John C. Woods, *Epsilon Sigma*, LaSalle College
- 8833 Craig D. Duncan, *Eta Sigma*, Southern Illinois University-Edwardsville
- 8834 Gregg H. Terreson, *Zeta Psi*, State University of New York-Albany
- 8835 Robert E. Nicol, *Zeta Omega*, Northern Arizona University
- 8836 Steven L. Myers, *Alpha Pi*, Indiana University
- 8837 James R. Gonser, *Alpha Delta*, University of Nebraska-Lincoln
- 8838 Ronald J. Carpenter, *Gamma Omega*, Arizona State University
- 8839 Joseph J. Zamora, *Gamma Omega*, Arizona State University
- 8840 Richard J. Murphy, *Zeta Phi*, Florida Atlantic University
- 8841 William M. Markell, *Epsilon Phi*, California State University-Sacramento
- 8842 Gerald R. Hubbell, *Epsilon Phi*, California State University-Sacramento
- 8843 John D. Baum, *Alpha Kappa*, State University of New York-Buffalo
- 8844 Frank X. Kemery, Jr., *Zeta Pi*, St. Joseph's College
- 8845 Brenford L. Herring, *Beta Gamma*, University of South Carolina
- 8846 Steven J. Landau, *Upsilon*, University of Illinois-Urbana
- 8847 James P. Kellogg, Jr., *Epsilon Theta*, California State University-Chico
- 8848 John C. Ecklund, *Alpha Delta*, University of Nebraska-Lincoln
- 8849 William B. Horne, *Zeta Rho*, Menlo College
- 8850 Wesley Y. Ong, *Epsilon Theta*, California State University-Chico
- 8851 Scott J. Bernstein, *Upsilon*, University of Illinois-Urbana
- 8852 Jose L. Delgado, *Delta Sigma*, Loyola Marymount University
- 8853 Mark C. Apel, *Upsilon*, University of Illinois-Urbana
- 8854 Gregory F. Schissler, *Upsilon*, University of Illinois-Urbana
- 8855 William S. Moore, *Epsilon Omicron*, Western Michigan University
- 8856 Domenic B. Sanginiti, *Epsilon Sigma*, LaSalle College
- 8857 John Evangelatos, *Gamma Omicron*, University of San Francisco
- 8858 Wilson J. Nettleton III, *Zeta Sigma*, Southeastern Louisiana University
- 8859 Steven H. Ross, *Upsilon*, University of Illinois-Urbana
- 8860 Dean R. Engelbrecht, *Upsilon*, University of Illinois-Urbana
- 8861 Adrain E. Griffith, *Beta Chi*, University of Tulsa
- 8862 Ranjan Ratna, *Alpha Beta*, University of Missouri-Columbia
- 8863 Robert H. Glasser, *Theta Iota*, University of Connecticut
- 8864 Virgil C. Needham, *Beta*, Northwestern University-Chicago
- 8865 Kelley B. Waldeck, *Epsilon Kappa*, Shepherd College
- 8866 Mark E. Larson, Jr., *Upsilon*, University of Illinois-Urbana
- 8867 Linda J. Moeller, *Beta Chi*, University of Tulsa
- 8868 Gordon T. Lapinski, *Zeta Eta*, St. Peter's College
- 8869 Rodney M. Chamblin, *Alpha Theta*, University of Cincinnati
- 8870 Russell A. McCrimmon, *Delta Rho*, Ferris State College
- 8871 John A. Morton, *Gamma Omicron*, University of San Francisco
- 8872 Richard A. Paul, *Gamma Lambda*, Florida State University
- 8873 Scott N. Ellen, *Eta Omicron*, Northeast Louisiana University
- 8874 Tracy G. Cary, *Beta Upsilon*, Texas Tech University
- 8875 Edwin W. Magee, *Alpha Beta*, University of Missouri-Columbia
- 8876 Roy S. Tyndall, *Theta Mu*, Columbus College
- 8877 Michael F. Hipps, *Gamma Iota*, University of New Mexico
- 8878 Charles J. Handy, Jr., *Beta Omega*, University of Miami-Coral Gables
- 8879 Stephen M. Beller, *Alpha Upsilon*, Miami University-Ohio
- 8880 Donald P. Rogers, *Gamma Psi*, University of Arizona
- 8881 Robert E. Murrell, *Beta Lambda*, Auburn University
- 8882 Henry L. Sohl, Jr., *Chi*, Johns Hopkins University
- 8883 Cathy S. Cox, *Epsilon Chi*, Georgia Southern College
- 8884 John A. Colaruotolo, *Epsilon Lambda*, Rochester Institute of Technology
- 8885 H. Thaine Lyman, Jr., *Beta*, Northwestern University-Chicago
- 8886 John J. Davis, *Epsilon Lambda*, Rochester Institute of Technology
- 8887 Buddy E. Meola, *Beta Pi*, Kent State University
- 8888 Harold A. Cannon, *Chi*, Johns Hopkins University
- 8889 Alexander L. Russell, Jr., *Gamma Sigma*, University of Maryland
- 8890 Rick Q. Thomas, *Epsilon Xi*, Ball State University
- 8891 Roger D. Peterson, *Zeta Iota*, Mississippi College
- 8892 Robert G. DuVal, *Alpha Iota*, Drake University
- 8893 Robert D. Haas, *Alpha Upsilon*, Miami University-Ohio
- 8894 William Robert Kuhn, Jr., *Pi*, University of Georgia
- 8895 Larry R. Isaacson, *Upsilon*, University of Illinois-Urbana
- 8896 Philip G. Craig, *Alpha*, New York University
- 8897 John Walsh, *Theta Rho*, Duquesne University
- 8898 H. Clifton Young, *Zeta*, Northwestern University-Evanston
- 8899 Paul A. Abrahamson, *Beta*, Northwestern University-Chicago
- 8900 Ralph V. Smith, *Zeta Phi*, Florida Atlantic University
- 8901 Andrew B. Sturgis, *Epsilon Theta*, California State University-Chico
- 8902 John A. Butterworth, *Sigma*, University of Utah
- 8903 Emeric A. Criscella, *Theta Rho*, Duquesne University
- 8904 Jeffrey H. Jones, *Epsilon Chi*, Georgia Southern College
- 8905 Steven R. Kisslinger, *Upsilon*, University of Illinois-Urbana
- 8906 Terrence D. Kenney, *Delta Sigma*, Loyola Marymount University
- 8907 Lawrence A. Gabel, *Delta Rho*, Ferris State College
- 8908 Michael A. Szabo, *Theta Kappa*, University of Akron
- 8909 Ernest V. Plantz, *Theta Iota*, University of Connecticut
- 8910 Sheldon J. Greenspon, *Alpha Iota*, Drake University
- 8911 Gary L. Bennett, *Psi*, University of Wisconsin-Madison
- 8912 Richard B. Wheeler, *Alpha Pi*, Indiana University
- 8913 Johnny B. Smith, *Eta Omega*, Virginia Commonwealth University
- 8914 Richard E. Crawford, *Zeta Sigma*, Southeastern Louisiana University
- 8915 Randolph S. Fowler, *Lambda*, University of Pittsburgh
- 8916 Louis H. Quihuis, *Gamma Omega*, Arizona State University
- 8917 Clifford R. Meadows, *Eta Kappa*, Troy State University
- 8918 Richard Dieterich, *Epsilon Eta*, Eastern New Mexico University
- 8919 Lane A. Kramer, *Upsilon*, University of Illinois-Urbana
- 8920 Lawrence C. Sullivan, *Epsilon Phi*, California State University-Sacramento
- 8921 Thomas R. Oehlerking, *Alpha Eta*, University of South Dakota
- 8922 Albert A. Guadagno, *Beta Epsilon*, University of Oklahoma
- 8923 Richard A. Chojnicki, *Theta Rho*, Duquesne University
- 8924 Rodney H. Dudley, *Gamma Tau*, University of Southern Mississippi
- 8925 William T. Council, *Zeta Phi*, Florida Atlantic University
- 8926 Daniel F. Nolan, Jr., *Epsilon Nu*, University of New Orleans
- 8927 Robert S. Cooper, *Kappa*, Georgia State University
- 8928 Robert E. Ritchey, *Lambda*, University of Pittsburgh
- 8929 Stanley Gross, *Upsilon*, University of Illinois-Urbana
- 8930 Marcus F. Schissler, *Upsilon*, University of Illinois-Urbana
- 8931 John E. Balzarini, *Alpha Omicron*, Ohio University
- 8932 Craig P. Millnamow, *Zeta Psi*, State University of New York-Albany
- 8933 Kenneth A. Liesche, Jr., *Eta Pi*, Wayne State College-Nebraska
- 8934 Paul E. Kaufman, *Alpha Delta*, University of Nebraska-Lincoln
- 8935 Michael J. Boyd, Jr., *Alpha Kappa*, State University of New York-Buffalo
- 8936 Scott M. Tipling, *Gamma Psi*, University of Arizona
- 8937 Ralph M. Tipling III, *Gamma Psi*, University of Arizona

new national names



RICHARD J. PARNITZKE

THREE NEW MEMBERS have been appointed to the Board of Directors to fill existing vacancies, and one Board member has transferred to a new position on the Board. These four men will serve in these positions until the August, 1977, Grand Chapter Congress when elec-

tions will be held in these regions for Regional Directors. The National Constitution requires that the Board of Directors fill vacancies on the Board by vote, with the appointed officers serving until the next Grand Chapter Congress when elections for national officers are held.

Richard J. Parnitzke was named to the Board as Eastern Regional Director in July when Robert M. Drewniak was moved by his company to Omaha, Nebraska, and resigned the position. Dick is a graduate of the State University of New York at Buffalo and is employed as Cost Analyst by Chevrolet Division of General Motors in Tonawanda, New York. Dick was a member of Alpha Kappa Chapter at S.U.N.Y.B., and is a member of the Buffalo Alumni Club. He has been a District Director in the Eastern Region, serves on national fraternity committees and has participated in national conventions and Area and Regional Conferences. He, his wife Jackie, and children live in Eggertsville, New York.



CHARLIE ROLADER

Charlie Rolader was named East Central Regional Director by the Board in May to fill an existing vacancy. Charlie is a Captain in the U. S. Air Force and is stationed at Newark Air Force Base, Newark, Ohio where he and his family live. In his military career he has been stationed at numerous bases and attended several universities in pursuit of his degree. His present Air Force assignment is Procurement Officer. While at Clinton Sherman Air Force Base in Oklahoma he attended the University of Oklahoma at Norman. There he was initiated by Delta Sigma Pi's Beta Epsilon Chapter. After graduation he participated in the Oklahoma City Alumni Club. He received an MS degree in Logistics Management in 1973. He has been admitted to law school in Oklahoma, but has not enrolled due to military re-assignment.



ROBERT M. DREWNIAK

Robert M. Drewniak resigned as Eastern Regional Director when Western Electric Company transferred him from Buffalo, New York, to Omaha, Nebraska. He was named by the Board as North Central Regional Director after relocating in Omaha and continues uninterrupted service on the National Executive Committee. Bob was a member of Alpha Kappa Chapter at the State University of New York at Buffalo and participated in the Buffalo Alumni Club. He served in the Eastern Region as a District Director, was appointed Eastern Regional Director in 1973, and was elected as Eastern Regional Director at the Grand Chapter Congress in 1975. He, his wife Suzanne, and daughter Karon, live in Elkhorn, Nebraska.



WARREN W. SIMPSON

Warren W. Simpson was named Midwestern Regional Director to fill an existing vacancy. He and his wife Janice live in Oklahoma City where he is loan service manager for Glenn Justice Mortgage Company and Oklahoma Manager for State Mortgage Services of Los Angeles, California. He attended the University of Oklahoma where he was a member of Beta Epsilon Chapter, and is presently active in the Oklahoma City Alumni Club.

Be a Life Member of Delta Sigma Pi

Life Members of Delta Sigma Pi are something special and because of this they enjoy certain advantages:

1. Their national alumni dues are paid for the rest of their lives.
2. They receive The DELTASIG four times a year for life.
3. They receive a handsome Life Membership Certificate and Identification Card.
4. Their names are listed on the Life Membership roll of loyalty.
5. They have helped their national fraternity to provide a permanent endowment fund.

To join this special group -

Send your check for \$75.00 to The Central Office, indicating your wish to become a Life Member. The cost can be paid in full or in installments.

Discounts are available to undergraduate members—20 per cent if you join prior to graduation; an additional 10 per cent if your chapter achieves 85,000 points or more in the Chapter Efficiency Index and you exercise the option to become a Life Member before December 31 of that year.

No finer investment can be made by a member of Delta Sigma Pi.

DELTA SIGMA PI

SPECIAL APPLICATION FOR AN ACTIVE LIFE MEMBERSHIP

From _____ Chapter _____

Address _____

City, State _____ Zip _____

I am enclosing my check for \$ _____ to cover _____ payment(s) of \$5.00 each. It is my understanding that I will receive a 30% discount as a result of my being an undergraduate and a member of a chapter that has achieved Honor Roll or Honorable Mention status in the Chapter Efficiency Index.

RECORD OF \$5.00 PAYMENTS

- | | |
|---|------------------------------------|
| 1. <input type="checkbox"/> Chapter Efficiency Index Discount | 7. <input type="checkbox"/> _____ |
| 2. <input type="checkbox"/> Undergraduate Discount | 8. <input type="checkbox"/> _____ |
| 3. <input type="checkbox"/> _____ | 9. <input type="checkbox"/> _____ |
| 4. <input type="checkbox"/> _____ | 10. <input type="checkbox"/> _____ |
| 5. <input type="checkbox"/> _____ | 11. <input type="checkbox"/> _____ |
| 6. <input type="checkbox"/> _____ | 12. <input type="checkbox"/> _____ |
| | 13. <input type="checkbox"/> _____ |

NOTICE OF ADDRESS CHANGE

Please change my address as follows:

_____ street

_____ city state zip

Please attach address label here

MAIL TO: Delta Sigma Pi
330 South Campus Avenue
Oxford, Ohio 45056

bulletin board

*NATIONAL CONVENTION

Articles on the Grand Chapter Congress will appear in the January, March, and May issues of the magazine on program, costs, location, and special features.

*ANNIVERSARIES

50th

Alpha Upsilon, Miami-Ohio,
April 16, 1927-77

Alpha Phi, Mississippi,
April 30, 1927-77

25th

Gamma Psi, Arizona,
November 3, 1951-76

Gamma Omega, Arizona State,
November 4, 1951-76

*DEADLINES

Deadline for the January, 1977, issue was October 25, 1976. Deadline for the March, 1977, issue is December 30, 1976. Newsletters must reach The Central Office by that date.

*AMENDMENTS

Any proposed amendments to be submitted by chapters or alumni clubs for consideration at the Grand Chapter Congress in August, 1977, must reach The Central Office by the deadline date of March 1, 1977.

*BICENTENNIAL

Remember that December 5, 1776-1976 is the 200th Anniversary of Fraternities and Sororities in America.

*ADDRESSES

No Directory of Chapters is published in The DELTASIG Magazine. Directories are issued from The Central Office in November and March of each year.

*READER RESPONSE

With this issue we begin our third year of the magazine with the present staff. Comments in the last two years have been very helpful to us in determining the direction, content, and quality of the magazine. Let us hear from you!

ALUMNI REPORT

THIS IS THE YEAR! Yes, fellow alumni, this is the year that should be one of the best in the history of Delta Sigma Pi. We have met and dealt with the problem of "sex discrimination;" we have and will continue to adapt the suggested undergraduate pledge education program according to the wants and needs of the chapters; and the Fraternity appears to be on a sounder financial footing than it has been in some time. In short, although minor challenges will continue to arise, some of our biggest problems in years are behind us and we can now look forward to a year of increased membership, expansion, and new highs in enthusiasm.

But what does all this mean for the alumni program? Increased membership at the undergraduate level obviously means a larger market area from which to draw prospective alumni club members. Expansion chapters in untapped geographical areas and at recognized business schools pave the way for new alumni clubs. Unbridled enthusiasm and fraternalism among the undergraduates necessarily carry forward as they become enthusiastic, productive alumni.

The success of our alumni program, however, particularly with a view toward more active and prosperous alumni clubs, is like most pre-season football polls; a team may have all the talent and potential in the world, but unless its individual members are willing to put forth the effort the team will wind up with a disappointing record at the end of the season. As Deltasig alums, *you* should take advantage of the tremendous prospects for the Fraternity this year by *working* to recruit graduating seniors as members for your alumni club. With that in mind, your alumni club should begin planning early on how best to

attract new members from among the December and May graduates. Some ideas you may want to consider are personal letters, "undergraduate night" parties or dinners, and a free year's membership in your alumni club for all new graduates.

It has been said that success is 10 per cent inspiration and 90 per cent perspiration. This, bluntly translated, means "work." Without it, you may have to settle for a four and seven season. With it, we can *all* proudly and rightfully say, "We're Number One."—MICHAEL R. MALLONEE, DIRECTOR OF ALUMNI ACTIVITIES



ATLANTA

Atlanta is once again demonstrating its intent to assume a leading role in alumni activities on a national basis. Under the guidance of a group of "old guard" officers and with the active support of key local area Deltasigs of more recent years, a solid working coalition has been formed. We have good balance on our executive team, ranging from President Jim Griffith (K-241-1935), to the current Kappa Chapter President, Wayne Murdock (K-1231, 1975).

Anticipating the possibility, since confirmed, of a return to Atlanta in 1979 by the Grand Chapter Congress, we have adopted as our slogan: "Atlanta Deltasigs are a Bullish Bunch—Get Ready for '79." This was partially inspired by the current theme of the Greater Atlanta Chamber of Commerce—"Talk Up Atlanta," and Merrill Lynch's local promotion—"We're Bullish on Atlanta."

Our first step was to develop a program for the entire 1976-77 year, setting as a basic policy an invitation to all the Deltasig families by including wives in all our functions except the annual meeting in May, 1977. Our programs will all be social or entertainment oriented, with Kappa Chapter at Georgia State University having basic responsibility for the Founders' Day gathering in November and the Chapter Birthday celebration in March. Further, to spread our influence over a greater part of the Metropolitan Atlanta community, we have scheduled three area meetings in sections where heavy concentrations of Deltasigs reside: October 17, 1976—Marietta, Smyrna, and Northwest area; February 8, 1977—Stone Mountain, Tucker

and East/Northeast areas; June 7, 1977—College Park, East Point, Forest Park, Hapeville, McDonough, Griffin, and South surrounding territory.

So far, we've had a golf outing and dinner in July at a local Country Club with 46 in attendance—28 Brothers and 18 wives. The August affair was an Atlanta Braves ball game preceded by refreshments at a nearby hotel. This attracted 18 Brothers and 17 members of their families. Our big event came in September—the annual Deltasig Lodge Bar-B-Q held on September 11. Traditionally a family affair, a turnout of several hundred is normal for this event.

Our membership roll is increasing. Through the cooperation of many Brothers, we've located more than 275 "lost" members. We now have a mailing list of over 600. We hope to find at least half of the remaining 250 or so still shown with "address unknown" during the Fall months.

Those Deltasigs from chapters other than Kappa Chapter are invited to contact us when they locate in the Atlanta area.—ROBERT G. BUSSE

CHICAGO

WE ARE WELL into the 1976-77 activity year with four functions already behind us, but most of the year is still to come. Again this year Round Up Night was held at the Deltasig House (in September), and where steak was again featured as the main course. October was a double function month with a dinner-speaker function in the early part of the month and the 1976 Central Regional Conference in Madison, Wisconsin, at the end of the month. These two activities will be covered in more depth in our newsletters.

Founders' Day 1976 was observed at The Drake Hotel in true Deltasig manner. Although we had a good turn-out, we are always disappointed that we don't get more to come to the most important fraternal function of the year. This is the time of the year that we regularly honor those four men who not only gave us a reputable business organization, but a fraternity as well. A few of you reading this article did not get fliers for this function, but you have only yourself to blame. Fliers are generally only mailed to club members due to the high cost of postage and printing. Why not pay your club dues this year (\$12.50 for Life Members; \$22.50 for non-Life Members) and avoid missing notices about any of our functions? Just make your check payable to CHICAGO ALUMNI CLUB, and mail it to us at: P.O. Box 11314, Chicago, Illinois 60611.

Coming up in early December will be our Holidays Function, held right before the hustle and bustle and expense of that season begins. We all had a great time last year at Hana's East—check your flier to see where we will be this year. January through July, 1977, will see us having a function every month, and we sincerely hope to see many new and older Deltasigs join us to continue

that fraternal association which began back in our college days. Remember, you will make or break us! And when we gather in December, it will also be to celebrate the Bicentennial of Fraternities. It was back on December 5, 1776, that the first collegiate fraternity, an American institution, was founded in Virginia.

What is ahead for us? August of 1977 will see another Grand Chapter Congress for Deltasigs from all over this hemisphere to gather and experience that special fraternalism only found in Delta Sigma Pi, as well as to learn and work for a better organization. Our strengths and many benefits of membership result from our diverse membership in this composite organization of a business organization and a fraternity all rolled into one. Also in store is a growing effort by the club officers and directors to build up a strong and growing financial base so that not only will we hopefully be able to stop or slow the rate of increase in annual club dues, but also to some day have such income from this financial base so as to supplement dues for the purpose of offering club members more benefits than we are currently able to. Yes, there are big things in store for us. For information about us just write us at P.O. Box 11314, Chicago, Illinois 60611.—JAMES L. PRESCOTT

GREATER DETROIT

IN CONJUNCTION WITH the Gamma Rho undergraduate chapter, we had a very successful outgoing officers party in May. Due to their excellent performance during the past year, all officers were retained for another term.

The June golf outing saw exceptionally good weather, and on the part of our president Brother Leo Garcia, exceptionally poor golf. In spite of all, most of us had a good time.

The year was culminated by our family picnic in August and our entire chapter is looking forward to another successful year in 1976-77.

We anticipate seeing as many Brothers as possible at the Regional Conference in Madison, Wisconsin, during October 1976, as well as the next Grand Chapter Congress in Toronto in August, 1977.

We encourage all Brothers who happen to get into the Metropolitan Detroit area to call Brother Leo Garcia at 313 575-0606 (work) or 313 338-2673 (home).—DAN DESMET

NEW ORLEANS-CRESCENT CITY

HAPPY MID-TERM EXAMS to all undergraduate Brothers and a premature Season's Greetings to all alumni. At this time of the year, most of the planning for chapters and alumni clubs has been accomplished. Now comes the work! When the Executive Committee of the Crescent City Alumni Club planned its activities last May, consideration was given to things the club members like to do, and those we felt should be done. We like to party, and to that end scheduled a pot luck supper for Founders' Day, a Christmas party and an April Tax Bash with the undergraduates. We needed to raise money for those parties so we had a garage sale to carry us through the year. We shall also use the



Sacramento Alumni Club welcomes "Lost" member.

money for our annual regional basketball tournament next Spring. The club's aging but spirited football team should beat Epsilon Nu Chapter by a touchdown and some aches. However, all will feel good after giving some time to our upcoming civic project.

There is another aspect of alumni club activity which should be mentioned—helping our Brothers in undergraduate chapters. Several members of the Crescent City Alumni Club are, or have been, District Directors over the past few years. Through the District Directors and a special undergraduate committee, we try to maintain open communication between working alumni and students. The objective is to keep an open ear in order to give help when requested from our pool of experience and manpower, and to provide a vehicle for problem solving.

The Crescent City Alumni Club extends a standing invitation to any Brother, student or alumnus, living in or moving into the New Orleans area, to contact the club via Tony Stoltz, (504) 831-3416, to help us or to help you.—J. MALCOLM DICHARRY

NORTHERN VIRGINIA

THE NORTHERN VIRGINIA Alumni Club has begun another successful year of activity. The year's activities began on August 29, 1976, with our Second Annual Picnic, held this year at the Cameron Station Military Complex in Alexandria, Virginia. The cuisine was excellent and our spirits were high.

To date, we have held two dinner meetings, featuring professional speakers from the local business community. Our dinner meetings are held monthly from September through May. Each meeting is highlighted by interesting and informative talks. Our primary goal for the 1977 fiscal year is to increase our membership by at least 100 percent.

In October, our club operated the soft-drink concessions at the annual "Octoberfest" sponsored by a local Savings and Loan Association. Membership participation made it both an enjoyable and profitable venture. The proceeds will help finance our first annual

dinner-dance to be held later this year. Also included in upcoming events is a swimming party, tentively scheduled for November.

The Northern Virginia Alumni Club extends an open invitation to all Brothers to share in all of its activities in the true fraternal spirit of Delta Sigma Pi. For further information, please contact our President, Greg Carper at (703) 451-7976 or our Secretary, Bob Guenther at (703) 455-5546.—JIM D'AGOSTINO

NORTHWEST INDIANA

AFTER A VERY busy Spring, the Northwest Indiana Alumni Club was organized during the month of March, 1976. Much time and energy went into organizing the NIA club. Leadership for the upcoming year will be directed by President Geof Knoerzer, assisted by Jack Baba, Vice President; Donn Yover, Secretary; Bob Thomas, Treasurer; and James Felton, Paul Price and Ray Giacomini, Board of Directors.

As a new alumni club, we are proud of our recent accomplishments. Our first activity was a Scotch Doubles Bowling Tournament to stimulate interest. August 1, we sponsored our first golf outing with a picnic afterwards. Both events were successful. The next NIA meeting will be outlining objectives for the coming year.

A smoker will promote our Annual Membership Drive this October, similar to the smoker sponsored by the undergraduate chapter. All new graduates are welcome to join us and, more important, those who are not so "new."

I wish to thank all the Brothers around the country and especially the Director of Alumni Activities, Mike Mallonee, for all their help in the NIA club's organization state. It was a great feeling corresponding with Brothers I haven't met who were so willing to offer help and guidance. Thanks again, Brothers.

If you are a Deltasig and live in the Northwest Indiana Region, please look us up. For further information concerning the activities of the NIA club, please direct all mail to NIA Club, P.O. Box 1857, Gary, Indiana 46409.—RAY N. GIACOMINI

OKLAHOMA CITY

THE OKLAHOMA CITY Alumni Club is moving ever upward in its quest to provide quality programs and social events for all Deltasig alumni in the greater Oklahoma City area.

During the last several months the club has held a family style picnic, and hosted the Las Vegas Party for the Midwestern Regional Conference that was held the first weekend in October. The Las Vegas Party is always the highlight of each meeting and this year was no exception. Many fine prizes were raffled off to the winners of the most money while several "gag" gifts went to those less fortunate.

The club has been having much success with breakfast meetings which are held bi-weekly. We have found that this type of function gives a better chance of involving great numbers of the Brothers who are able to make the meetings on their way to work. More interest has been generated by these affairs and has helped to disseminate club news on a more personal basis.

During this month of November the Oklahoma City Alumni Club will be staging a barbeque at the home of Brother Ray Smalting in Norman on the sixth. This will be in conjunction with the Oklahoma-Kansas State football game, as a victory party and get together for all new alumni club members.

Many more exciting and challenging events are planned in the future. If any Brother residing in the Metropolitan Oklahoma City area, who is not currently a member, would like to know more about our operation or would like to join, please contact President Charles Brown, 2502 N. Robinson, Oklahoma City (phone: 528-0567), and he will be glad to give you all the details.

PHOENIX

THE THUNDERBIRD ALUMNI Club of Phoenix, Arizona, has withstood the hot Summer months and is already off to another great year. Monthly luncheons were held throughout the Summer on the third Tuesday of each month at our regular location, The Playboy Club of Phoenix. Admittedly, it may not be a super shiny star as Playboy Clubs go, but it sure seems to attract a crowd as all our meetings found 25 to 35 members in attendance; not bad for Summer and 105 degree heat.

In addition, the *Arizona Deltasig* was published throughout the Summer and copies are available through our Post Office Box 27985, Tempe, Arizona 85282. I believe many of the alumni clubs and others received copies of recently published material by many of the clubs or chapters. You will find the front page to some of our newsletters in there and that may whet your appetite.

Our only formal Summer event was a pool party, and some 40 members showed up to partake of the pool, beer, jacuzzi and good old fashioned Fraternity companionship. September 11 was our annual River Float in inner tubes down the Verde River. I'll be an optimist at this point and tell you we had 30 people in attendance. I'll let you know the actual number in the next DELTASIG. For this event we "tube" down the Colorado River



Members and guests converse over cool drinks and hot food at the Crescent City Alumni Club's annual picnic held this last summer.

branch from Saguaro Dam to almost the next dam. The trip takes about four hours, and two six packs per participant. At the end we have a wiener roast and talk about some of our unusual experiences, like all the exhibitionists that jump off one of the many cliffs with nothing but their badge taped to their belly button.

On a serious note, the club has formalized its organization structure this year in the form of a corporation, in anticipation of our becoming incorporated. We will soon select a Board of Directors with from five to 15 members. These Board members will oversee the long term continuance of the club and replace officers as necessary. Officers, recently elected, will not be elected in the future, but will either resign with Board approval or be subject to termination at the discretion of the Board. The officer positions have also been redesigned and given specific responsibilities to correspond to the new structure. Details on this are in the last newsletter, which all alumni club presidents should have received.

Finally, congratulations are in order for new officers: Bill Leonard, President; Steve Granat, V.P. Finance; Bill Cooper, Treasurer; Bob Fink, Secretary; Rand MacDonald, General Counsel; Bob Hamer, V.P. Membership; Ed Amsden, V.P. Publications; Ed Shields, V.P. Activities. Openings are still available for E.V.P. and co-editor of the newsletter, plus numerous assistant positions, so you Deltasigs in Arizona get out pencil and paper and volunteer; also send your dues in as most are now due. Statements will be going out shortly. Membership is now approximately 65 and we'd like to keep it growing. The capital project for this year may be a lodge if enough interest is shown, so it's to your advantage to join now. Also, it's worth mentioning here that in the past we have sent the *Arizona Deltasig* to as many as 1000 Brothers in the state; our last newsletter went to over 500. Starting with the next issue it will only be sent to dues paid members, The Central Office, the Board and other alumni clubs, so anyone wanting to continue receiving the Ar-

izona *Deltasig* on a regular basis had best get their dues sent in.

That's about all for now. I hope this little blurb gives you some further insight into our club. We have recently helped some people get settled in Arizona and now have members throughout the state, so don't hesitate to get in touch if we can help with anything. If you are coming to Arizona or just want to get in touch, call Bob Hamer (602) 968-1111 or write Thunderbird Alumni Club, P.O. Box 27985, Tempe, Arizona 85282—ROBERT E. HAMER

SACRAMENTO

THE MEMBERS OF the Sacramento Alumni Club join Grand President Bill Tatum in welcoming Harold A. "Bob" Cannon as a member of the club and were honored to assist Grand President Tatum in presenting him with Life Membership Certificate No. 8888. The presentation was made at the club's regular monthly meeting at Rattlesnake Dick's Saloon and Eatery in Sacramento.

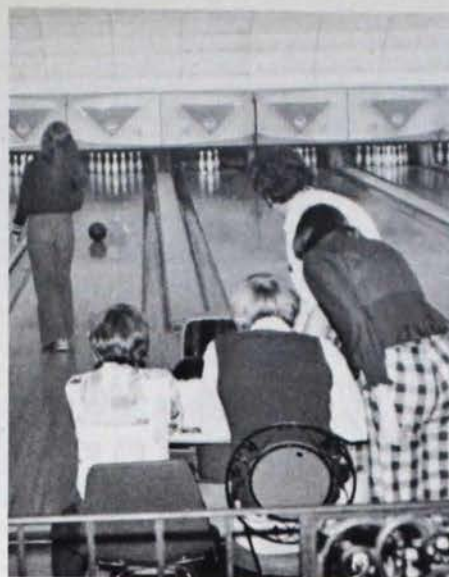
As so frequently happens, Deltasigs meet in the darndest places and under the oddest circumstances. Bob retired from the California Department of Transportation several years ago as an auditor. One day this past May he decided to stop by the Personnel Office to obtain the addresses of old friends with whom he was out of touch. Brother Skip Loomis, past president of the Sacramento Alumni Club, who is Caltran's Chief of Manpower Planning, happened to return from lunch early and stopped by the receptionist's desk to see if he could be of assistance!

Bob and Skip were briefly acquainted several years ago in the course of business, and a casual conversation was struck up, leading naturally to what each was doing now.

Bob mentioned his retirement activities in Auburn, California, and Skip spoke of his present job and his activities in the Sacramento Alumni Club and the National Alumni Committee. At this point Bob stated his affiliation with Chi Chapter, (No. 192), *over 50 years ago* (even before R. Nelson Mitchell!)



Major General Carl Schneider, Beta Kappa Chapter alumnus, demonstrates his yo-yo technique at the Oklahoma City Alumni Club's summer party.



The Northwest Indiana Alumni Club members, wives and guests enjoyed their first Scotch Doubles bowling tournament in the summer.

and that he was sorry to say that he had lost contact with the fraternity over the years. Challenges were vaguely recalled, activities and programs were discussed and a desire to renew participation was expressed, all of which culminated in the above ceremony on September 1.

We of the Sacramento Alumni Club are proud that Brother Bob Cannon has honored us by becoming an active member in our organization and the Fraternity. His "return" reinforces this truth: Deltasigs are everywhere and Brotherhood does not end when you leave school or an area of old acquaintances. Your Deltasigs are old acquaintances and are eager to renew your contacts always! We meet the first Wednesday of each month at Rattlesnake Dick's, 20th and L Streets, and if you are in the Sacramento area, please drop by for the 12 NOON meeting. Contact Skip Loomis at 445-5344 or John Pinkerton 381-2441.—SKIP LOOMIS

ALUMNI CLUB ROSTER

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President: James M. Griffith, Jr., 1285 Middlesex Avenue, NE, Atlanta, GA 30306
Secretary: Robert G. Busse, Rivercrest Apt. 19-C, 9401 Roberts Drive, NW, Atlanta, GA 30338

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Secretary: Keith F. Lawson, 1 Willow Springs Estates, Wheeling, WV 26003

**Delta Sigma Pi
31st Grand Chapter Congress
August 14-18, 1977
The Sheraton Centre
Toronto, Ontario, Canada**

