

# the deltasiq

of delta sigma pi

january 1985

## CHAPTERS OF THE NORTHERN PROVINCE

1984 Collegians Of The Year  
Chapter Awards



# commentary



Richard J. Parnitzke

What separates a professional organization from all others? Excellence from mediocrity? It's professionalism! Professionalism is often discussed in many different terms. Attitudes, behavior, education and background are but a few that come to mind. Professionalism can also be viewed as a growth process. A process in which we all strive for excellence.

By striving for excellence in areas such as goal setting, positive working attitudes and leadership, we are working toward the development of professionalism.

There are numerous areas that demonstrate potential for professional growth. The following are but a few.

First, one of the critical steps in developing as a professional is to explore your own identity. Define your role as a professional in business. Each business student or graduate must recognize that his or her personal efforts are required to meet the goals of our profession and our fraternity. Each of us as Delta Sigma Pi have a responsibility to act as a representative of our fraternity and the entire business pro-

fession. This can be accomplished by remaining active in the affairs of our fraternity, through contributions of time and funds.

Second, is to remember our individual actions really reflect our inner thoughts, beliefs and standards. We must continually develop and refine our personal working philosophy. Review your standards for excellence at work and school. Also, give some thought to the function and importance of Delta Sigma Pi. How can you make our organization an even better one.

Third, many probably believe their personal appearance has little or nothing to do with the quality of work produced or the value of the person. If so, then think again, about visual impressions. When a person is meticulous in regard to his or her personal appearance, others often assume an individual to be meticulous in thoroughly addressing the details associated with work.

Fourth, be a diligent people watcher. Observe other professionals to learn new ways to accomplish goals and assignments. By closely observing role models, you can develop your own set of professional standards.

Fifth, be a leader and an achiever. Some persons feel their obligations are met simply by paying dues. Unfortunately, many individuals forget that all of us, together, are the organization. The result is they miss out on numerous opportunities for professional development. We should actively seek out opportunities to serve our profession through Delta Sigma Pi and/or other professional groups. Our individual formal education or employment experiences may

not provide all of the areas of skill development we desire or need. Utilizing opportunities made available by our fraternity and other organizations can greatly assist in the development of skills necessary for career advancement or future leadership positions.

Sixth, one of the most valuable traits a professional can possess is enthusiasm. Indicating excitement over achievements, opportunities and new projects of others can encourage others to grow. It creates a stimulated work environment and can create team work which encourage individual and group growth. It also invites others to get involved by sharing ideas and interest.

Last, but not least, is goal setting. Think about what you or your chapter would like to be doing next year or further down the road to success. Dream! Think about the skills and expertise you need to achieve. List the accomplishments, experiences and opportunities you will need to make your dreams turn into reality. Develop a strategy, set priorities.

The business person who is always striving, growing and achieving is the picture of a true professional. As each of us considers what are growth areas and as we establish goals for our individual growth, we are also developing professionally. At the same time, we will be moving steadily away from mediocrity toward excellence.

Fraternally,

A handwritten signature in cursive script that reads "Richard J. Parnitzke".

Richard J. Parnitzke  
Grand President

# the **deltasig**<sup>®</sup> of delta sigma pi

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Delta Sigma Pi is the professional business fraternity founded in 1907. The Deltasig of Delta Sigma Pi, its official publication, was first published in 1912.

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# REGION

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# ACHIEVEMENT



Alpha Zeta Chapter at the University of Tennessee was awarded the fraternity's Most Improved Chapter Award.

Beginning in September and concluding in November, 1984, Delta Sigma Pi conducted its biennial regional leadership conferences in 17 of its 18 regions. Even though the regional conferences took place last fall, the planning for these meetings began soon after the directors of each region were elected at the 34th Grand Chapter Congress in Denver, Colorado, in 1983. Details of each meeting, such as site selection, seminar topic and moderator selection had to be planned well in advance to ensure a successful learning experience. Over 2,000 Deltasigs from around the country attended these meetings making the 1984 regional leadership conferences some of the

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# CONF



Past Grand President Hal Cannon and Zeta Psi Chapter (SUNY-Albany) members Dave Ellner and Nancy Hansen enjoy themselves at the Eastern Regional Conference.

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most successful ever. As was the case in 1982, the fraternity's initiation Ritual was performed during a few regional leadership conferences with the initiation of some honorary members. Of note, were honorary member initiations at the South Central and Southeastern Regional Leadership Conferences. At the South Central Regional Leadership Conference, Mr. William R. Howard, President and Chief Executive Office of Piedmont Aviation, Inc., was initiated as an honorary member. A couple of weeks later, Mr. S. Truett Cathy, Founder and President of Chick-fil-A, Inc., was initiated as an honorary member at the Southeastern Regional Leadership Conference. These initiations, the highlight of both leadership conferences, (See **CONFERENCE**s on page 7)

# BROTHERHOOD

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William R. Howard, President and Chief Executive Officer of Piedmont Aviation, Inc., served as Keynote Speaker at the South Central Regional Conference following his initiation into the fraternity.

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R E N C E S



Members of Omega Chapter (Temple) assist Mu Chapter (Georgetown) President Vicki Caruso with the display of Mu Chapter's fundraising project, a Mideastern Regional Conference shirt.

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Both pledges and members attended the many seminars at the various regional conferences across the country.



Members of the Iota Nu Chapter (Northeast Missouri State) starred as a six-pack of Budweiser at the Midwestern Regional Conference Costume Party.

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Deltasigs at the Intermountain Regional Conference in El Paso attended the Greyhound Races in Juarez, Mexico.

S U C C E S S

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O M M I T M E N T



Dwayne A. Hoffpaur, Beta Psi Chapter (Louisiana Tech) was presented a certificate and plaque by Gulf South Regional Director Jerry Artigue recognizing him as the national winner of the Collegian of the Year award.

T O G E T H E R

F R I E N D S H I P

O R E V E R



Past Grand President M. John Marko and his wife Ceil joined other Delta-Sigs at the South Central Regional Conference in Greensboro, North Carolina.

*(CONFERENCES from page 4)*

served to further strengthen the fraternity's commitment and ties to business and the recognition of outstanding business leaders around the country.

Delta Sigma Pi continued its relationship with Junior Achievement by inviting several representatives from JA to attend the regional leadership conferences. Many chapters related their experiences and involvement with Junior Achievement and the JA representatives explained the many ways in which a chapter of Delta Sigma Pi could become involved with Junior Achievement.

The regional leadership conferences also provided the opportunity for several awards to be presented. At the Gulf South Regional Leadership Conference, Dwayne A. Hoffpaur was sworn in as a member of the National Executive Committee and Board of Directors of Delta Sigma Pi. At the East Central Regional Leadership Conference, Samuel F. Shaheen was presented with the District Director of the Year Award. Other awards presented during these meetings are highlighted elsewhere in this issue.

The 1984 regional leadership conferences will be remembered for many things, but the most important memory will be of the new fraternal friendships which were made. These fraternal friendships help to promote that kind of interaction between collegiate and alumni members and among chapters that have made Delta Sigma Pi the professional business fraternity for the past 77 years.

# PROVINCIAL PROFILE



**PROVINCE:** Northern

**REGIONS:** Eastern, Mideastern, East Central, Central

**PROVINCIAL VICE PRESIDENT:** Michael M. Johnson

**EASTERN REGIONAL DIRECTOR:** Steven D. Kuptsis

**MIDEASTERN REGIONAL DIRECTOR:** Thomas E. Sheely

**EAST CENTRAL REGIONAL DIRECTOR:** William J. Nelson, Jr.

**CENTRAL REGIONAL DIRECTOR:** John T. Black

**NUMBER OF CHAPTERS:** 62 Collegiate; 7 Alumni

**AVERAGE NUMBER OF NEW INITIATES PER CHAPTER:** 20.98

**NUMBER OF NEW LIFE MEMBERS:** 135

**AVERAGE CHAPTER EFFICIENCY INDEX PERFORMANCE PER  
CHAPTER:** 75,636

**CHAPTERS INSTALLED OR REACTIVATED:**

Omega Chapter, Temple University

Kappa Psi Chapter, Bellarmine College

Kappa Omega Chapter, Purdue University



# the chapters speak

## EASTERN REGION

### SUNY-Buffalo

**ALPHA KAPPA**—On the weekend of October 12-14, 1984, the Eastern Regional Conference was held in Albany, New York. Twelve Brothers, two alumni and two pledges, who represented the Alpha Kappa Chapter, won the Travel Award based on the number of Brothers in attendance and miles traveled.

The Brothers of the Alpha Kappa Chapter sponsored a painter's hat sale at the conference to help pay for the cost of their cross-state journey. Brother Maria Ciancone won the pearl and ruby badge. Ten of the 12 Brothers achieved the status of the Yellow Dog and three Brothers became Life Members.

The banquet held on Saturday night provided a lot of fun for everyone. At the conclusion of the dinner, Grand President Richard Parnitzke, an alumnus from the Alpha Kappa Chapter, gave an arousing speech about the past, present and future of our fraternity. The feeling of meeting new Brothers was one that won't be forgotten quickly and, hopefully, one that we all can experience at the Grand Chapter Congress in Dallas this August.

—Kevin M. Shaughnessy

### C. W. Post

**ZETA OMICRON**—Zeta Omicron Chapter is undergoing a period of exciting and vigorous revitalization this year. Many of our Brothers left us last spring, but our newly initiated Brothers have brought lots of fresh enthusiasm into our chapter.

The highlight of our fall semester was the Eastern Regional Conference in Albany, New York. The conference was informative, fun, and, best of all, gave our Brothers the chance to become Yellow Dogs.

Founders' Day was a blow-out! We traveled to Alpha Chapter and enjoyed the great dinner and party the Brothers at Alpha Chapter put on. We thank the Alpha Chapter for their hospitality and Brotherhood.

Also, we are still in the planning stages of sponsoring a trip to the Bahamas during spring break. One of the fraternity's Chapter Consultants, Jack Belke, gave us some help on this project and we thank him for all his support and encouragement. —Michael J. Graca



From left, Brothers Kirk Smith, Jim Krolczyk, John Erdos, Tom Sullivan and Maria Ciancone are but five of many members of Alpha Kappa Chapter at SUNY-Buffalo who attended the Buffalo Bills-Miami Dolphins football game last fall.

### SUNY-Albany

**ZETA PSI**—The chapter's professional program this past semester offered a wide variety of events ranging from a tour of a brewery to "Career Day," where representatives from 30 firms were present for an informational forum for students to explore job opportunities. "Dress for Success" was also a popular event as students were advised about appropriate business attire.

The high point of the community service program was sponsoring a Junior Achievement company of local teenagers. With our advice, they named their company, "Productive Young Teenagers," and produced and sold digital clocks. Also, in an attempt to become closer to our faculty Brothers, Beta Psi Chapter held a Faculty-Brother Breakfast.

Our new Brothers, also, had an excellent semester pledging. Through sponsoring a Halloween party at a day care center, fund raisers both on campus and in New York City and pledge-sponsored professional events, they began to experience what we can all identify as Brotherhood. This feeling finally took definite form their last weekend with the pledge exam, pledge party, initiation and our formal dinner-dance.

### Connecticut

**THETA IOTA**—The fall semester of Theta Iota Chapter's Crystal Anniversary Year was highlighted by the 1984 Eastern Regional Conference, which was hosted by our Brothers of Zeta Psi Chapter. At the conference, Theta Iota Chapter was honored with the Most Outstanding Community Service Award in the Eastern Region.

The professional program hosted speakers who spoke on topics ranging from, "Interviewing Skills in a Business Environment" to "Choices . . . Can a Woman Have it All?" Also, an Internship Seminar was conducted which involved Brothers sharing experiences and knowledge gained from summer internships. In our community service program, the chapter continued serving the Hartford area by its involvement with Junior Achievement—Business Basics.

We look forward to an equally successful spring as we plan a visit to The Central Office and celebrate our Crystal Anniversary on March 2, 1985.

—John F. Coco

### SUNY-Binghamton

# the chapters speak



Brothers Gwen Pope and Doug Spy of Kappa Rho Chapter enjoy using the University Center at Adelphi in which to do their studying.

**KAPPA LAMBDA**—Kappa Lambda Chapter had a great time meeting all of our Brothers at the Eastern Regional Conference in Albany! Thanks to Zeta Psi and Theta Upsilon Chapters for being great hosts. Congratulations to Brother Tom Benson on becoming this year's Eastern Regional Collegian of the Year.

This semester the Brothers of Kappa Lambda Chapter are gearing their energy toward attaining 100,000 points. We are off to a great start! Our financial events have been very successful. We are looking forward to hearing Senate Majority Leader Warren Anderson address the Brothers, as well as the other dynamic speakers our professional calendar includes.

Kappa Lambda Chapter is learning how to mix "business with pleasure." Our intramural teams are a lot of fun and are doing great. Kappa Lambda Chapter's water polo is on the rise.

We are looking forward to seeing everyone this summer in Dallas, Texas. Let's keep up the Deltasig spirit!

—Michelle Orlowski

## Adelphi

**KAPPA RHO**—Kappa Rho Chapter, with 38 collegiate members, completed fall semester recruiting events which included one formal event and one social evening. During our recruiting efforts

our Honorary Brother Sandra Deal, who recruits for a large public accounting firm, gave a presentation. She was a tremendous success and drew a mix of Brothers, prospective pledges and general Adelphi students.

Brother Debbie Lettiere brought credit to Kappa Rho Chapter by receiving the Delta Sigma Pi Scholarship Key Award for her academic excellence.

Our community image was enhanced through our sponsoring several events. Among these were a Thanksgiving food drive, a faculty lunch-in and a faculty debate during election week.

The Kappa Rho Chapter of Delta Sigma Pi in one year has increased its Chapter Efficiency Index points from approximately 43,000 to 93,500, and has permanently established itself as a valid entry at Adelphi University.

—Thor E. Peterson

## Hartford

Things are off and running again for the Hartford Alumni Chapter and everyone's looking forward to the year ahead with renewed enthusiasm.

For starters, we've finally nailed down a regular night to get together each month. Beginning with Founders' Day, the Hartford alums will be found downtown at Thirty-Six Lewis Street on every first Wednesday of the month for Happy Hour. If you're in town, we'd

love to see you.

We're keeping busy away from the bars as well. Recently, a dozen or so Brothers dined with a king at a medieval restaurant, but no matter who says otherwise, the oaf was *not* initiated as an honorary Brother. Other events on the slate include a tailgate party at UConn's Homecoming and attending a Whalers/Islanders hockey game with the Long Island Alumni Chapter.

Additional information on activities and membership can be obtained by contacting President Jack Ciak at 203-677-0230 or Vice President of Membership David Cohen at 203-632-0372.

—Jack Ciak

## New York-Metropolitan

The New York-Metropolitan Alumni Chapter is alive and well!! The year 1985 will see an exciting and unsurpassed program of events. A Ski-Trip in February and a Picnic and Softball game in May are already slated.

Our monthly meetings, held on **THE FIRST THURSDAY OF EVERY MONTH** at "Molly Bloom's Bar," 150 West 47th Street (Broadway and 6th Avenue), continue to grow in strength with Brothers, representing over a dozen chapters from across the nation, regularly attending. Whether you live in New York City or are just a visitor, do come along. You will meet some very enthusiastic Brothers. For further details call: Allan F. Cameron 212-484-9007 or Caryn L. Marcus 212-867-4030.

—Allan F. Cameron

## MID-EASTERN REGION

### Georgetown

**MU**—Mu Chapter at Georgetown University started the year off well at the Mid-eastern Regional Conference held in Washington, DC, in September. We had strong representation from our own chapter as well as from the others. At the conference we were able to strengthen old ties with our fellow chapters.

On November 3 we co-sponsored the School of Business Administration's Business Day speaker, J. W. Marriott, Jr. This event was held in conjunction with Parent's Weekend.

Ten collegiate and two faculty members were initiated into Mu Chapter in December. We are counting on these new members to aid us in remaining a

# the chapters speak

strong voice in the School of Business Administration.

*Lee G. Moody*

## Johns Hopkins

CHI—As befits evening students from a variety of professions, Chi Chapter's 25 Brothers have participated in a well-rounded slate of activities since the close of summer.

Following the annual transition of officers in June, the enthusiasm of our members was sparked by support of Maryland Public Broadcasting's televised fund raiser. A crab feast at one of Baltimore's waterfront parks rallied spirits for the academic year. Momentum was maintained during the fall semester by speakers who covered such relevant topics as new curriculum in computer technology, trends in long-distance telecommunications, legal problems facing the entrepreneur, the Space Shuttle program and football as a business.

A well attended recruiting smoker was held in October. Subsequent celebrations of Founders' Day, Chi Chapter's Birthday and an ongoing close involvement with the Baltimore alumni Chapter activities, assure a continuity of interest and support for the winter term.

*—John N. Booth III*



Members of the New York-Metropolitan and Long Island Alumni Chapters joined forces for their picnic last year.

## Temple

OMEGA—Omega Chapter of Temple University wishes to extend our thanks and appreciation to all who have helped us in our reactivation. We thank Grand President Richard J. Parnitzke, District Director Michael J. Spadaro and Brother Frank Frehmel, Omega 711, for their assistance, guidance and enthusiasm in the reactivating of Omega chapter.

We extend further gratitude to all the additional Brothers from The Central Office, Chapter Advisor Dr. Samuel Hodge, plus the numerous chapters that mailed us greatly appreciated words of guidance and encouragement. We thank Assistant Executive Director Michael T. Walsh for personally attending one of our meetings and helping Omega chapter to understand the proper procedure for conducting chapter business meetings.

*—Charles S. Whitesell II*

## Penn State

ALPHA GAMMA—The Alpha Gamma Chapter at Penn State had a very active and exciting fall schedule both professionally and socially. Our activities included the initiation of 16 enthusiastic pledges, a tailgate party, a Homecoming party for our alumni, a very productive visit from Chapter Consultant Jack Bel-

ke and our annual overnight stay at alumnus Bob Johnson's home at the beautiful resort, Treasure Lake. We also welcomed speakers from GTE, the Department of Transportation, Management Concepts, Bethlehem Steel and Hershey Foods.

Twelve collegiate and four alumni members attended the Mideastern Regional Conference in Arlington, Virginia, where we were presented with the Travel Award. The conference was beneficial to our chapter because we were able to learn from the educational seminars, especially the professional and recruiting presentations. Upon returning to Penn State, we immediately implemented all that we learned to make the Alpha Gamma Chapter the best it can be. For the first time, many of our Brothers were able to talk, learn and have fun with Brothers and alumni chapters from our region. We even got to see the Shepherdstown Alumni Chapter's secret quilt!

*—Renee L. Ratay*

## Rider

BETA XI—Beta Xi Chapter had six collegiate and six alumni Brothers attend the Mideastern Regional Conference in Arlington, Virginia. The conference proved to be a tremendous enthusiasm builder and inspired the Brothers to get a purposeful and fun-filled semester underway.

Jerry Albrecht, who was initiated as a faculty Brother in November, was on hand along with faculty Brothers Roy Brown and Mark Sandberg to make the chapter's first "Career Night" a big success.

A good time was had by all who attended the Big-Little dinner, semi-formal racquetball party and Founders' Day-Halloween party. Some of the chapter's innovations in the fall semester included raising money for the American Cancer Society and visiting the Lawrenceville Nursing Home.

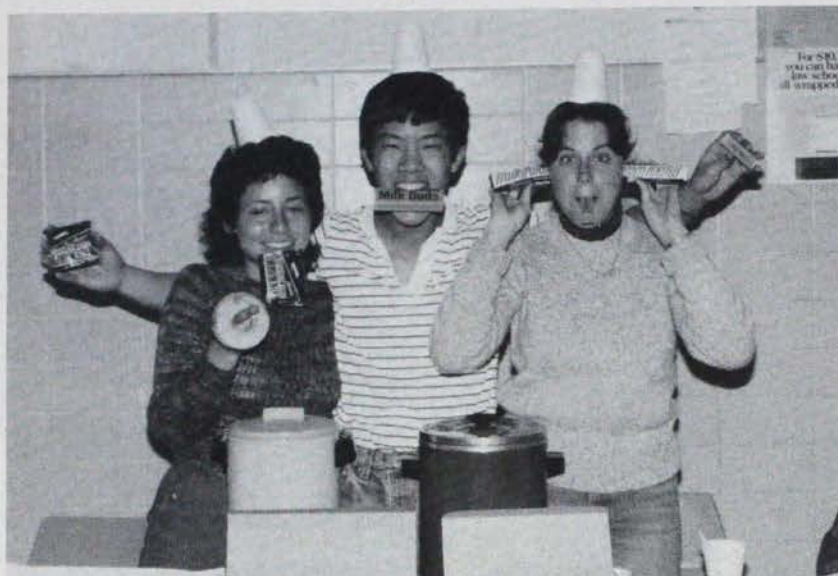
The Beta Xi Chapter hopes to see all the chapters represented in Dallas and wishes them all a successful year.

*—Kelly Hommer*

## Maryland

GAMMA SIGMA—The Gamma Sigma Chapter concluded another sensational year last spring, again being named "Most Outstanding Chapter" in our region and finishing second nationally. Our Brotherhood initiated 21 new

# the chapters speak



At the University of Maryland, one of Gamma Sigma Chapter's successful and highly entertaining fund raising projects is the candy, doughnut and coffee sale.

members after an excellent recruiting and pledge education program. We are extremely proud of our new Brothers as their professionalism and enthusiasm will assure continued success for our chapter.

Gamma Sigma Chapter is maintaining its spirited tradition of hard work this fall with several new ideas. Our recruiting program has incorporated interviews to minimize the attrition of pledging and to help Brothers in evaluating prospective members. The pledge program has added the Pledge Efficiency Index to measure pledge progress in a fair and objective manner. We have also begun a highly successful alumni contributions fund and several other unique fund raising activities.

We all look forward to another fantastic year the the University of Maryland and would like to wish lots of fun and great success to all fellow Deltasigs everywhere!!!

—Andrew A. Chen

## Shepherd

**EPSILON KAPPA**—In and about Shepherdstown, the Epsilon Kappa Chapter Brothers have been busily working to raise funds and recruit new initiates. Our most recent fund raiser, parking cars at the Harper's Ferry Arts and Crafts Festival, netted us over \$1000 in three days of work in the sum-

mer and three days of work in the fall.

On October 20 we sponsored our yearly Homecoming party at the fraternity house. This was a fun event for collegiate and alumni members alike. The party was a great way to renew old acquaintances and make new friends.

The highlight of last semester was the banquet for our new initiates on November 17 at the new Sheraton Inn, located in Martinsburg, West Virginia.

The Epsilon Kappa Chapter Brothers would like to welcome back Marv Brown. Marv is a former Epsilon Kappa Chapter collegiate member and is presently teaching computer programming at Shepherd. Marv is our new faculty advisor and we would like to thank him for his hard work and interest since we all greatly appreciate it!

—Robert E. Talbot, Jr.

## LaSalle

**EPSILON SIGMA**—The Brothers of the Epsilon Sigma Chapter at LaSalle College are still trying to recuperate from our wild weekend in Arlington, Virginia, at the Mideastern Regional Conference. We sent 21 Brothers from Philadelphia to this conference in order to meet new Brothers and to promote the good name of LaSalle amongst our peers. The highlight of the weekend will forever be Brother Signoretta exchanging "high fives" with Grand President

Parnitzke at the banquet.

The graduating Senior Vice President announces the release of his final, and finest, chapter newsletter. The **EPSILON SIGMA** is published every semester and averages about 20 pages in length. Anyone who wants a copy, feel free to contact the chapter.

In conclusion, the "gentlemen" of the Epsilon Sigma Chapter wish to extend congratulations to our new officers, good wishes to our graduation seniors and glad tidings to all Deltasigs everywhere. Look for us in Dallas!

—Scott M. Schieck

## Philadelphia Textiles

**ETA XI—Brotherhood** has always been one of Delta Sigma Pi's strongest and most appealing assets to offer its members, and the Mideastern Region, especially its Philadelphia chapters, has been taking full advantage of this common bond. The three chapters, Eta Xi Chapter at Philadelphia Textiles, Epsilon Sigma at LaSalle College and Omega Chapter at Temple University, are all beginning to realize the extra benefits of belonging to Delta Sigma Pi. Various functions have been planned involving all three chapters and the mutual efforts are making these functions more special and much more enjoyable.

One of the most important functions planned for last fall semester was a combined Founders' Day celebration, which was held in Vesper Boat House on Boat House Row. This, the most significant day in Delta Sigma Pi's history was enjoyed by all three chapters.

We all strongly urge every chapter to take full advantage of the number of other chapters in your region. Not only is getting together with other Brothers useful, informative and beneficial, but it is basically just plain fun!

## Howard

**IOTA RHO**—The tempo was high within Iota Rho Chapter at the beginning of the 1984-85 academic year. This was a result of our achievements for the 1983-84 year as Most Improved Chapter for our region, first runner-up for Most Improved Chapter in the nation and as a member of the 100,000 CEI point Honor Roll.

In the fall, extensive recruitment enabled us to have a very qualified pledge class. One important aspect of this year's program was the opportunity for the pledges to meet national officers and

# the chapters speak

Brothers from other chapters at the Mideastern Regional Conference held in September.

In an effort to maintain close ties with alumni, Iota Rho Chapter sponsored an informal alumni dinner in the month of October. Also, as a part of our bi-weekly professional talk show, "Moving Forward," we featured alumni Brothers as speakers in their field of expertise.

Fund raising and community service activities, including involvement with Junior Achievement, also played a major role in the activities of the chapter. Iota Rho Chapter continues to strive to achieve fraternity goals of Brotherhood and professionalism.

—Debbie-Anne A. Thompson

## Baltimore

"The Business Person of the Year Award" has been established by the Baltimore Alumni Chapter. Presentation of the award will be made at the April meeting.

Our dinner/business meetings, held the last Friday of each month, continue to be very popular. An excellent program is assured for the rest of 1985, with the strong line-up of guest speakers from the business and academic communities.

Any Brother wishing to join in on the Baltimore Alumni Chapter's excellent professional program for this year should contact Esther J. DiGiacinto, 1115 Hollen Road, Baltimore, MD 21239; 301-433-0226.

—Henry L. Sohl

## Shepherdstown

The end of September marked the Mideastern Regional Conference in Arlington, Virginia. Many Shepherdstown Alumni Chapter members were in attendance. The Regional Conference was better than ever under the direction of Shepherdstown Alumni Chapter member Tom Sheely. Sam Turner even brought his famous guilt!

In October many members attended the Shepherd College Homecoming festivities. There was a get together at "The Hill" on Friday night, a wine and cheese party at the fraternity house before the game and dinner later in the evening. This event attracted Deltasigs from years past and was a great opportunity to renew some old acquaintances.

This year's fund raising project is a very attractive letter open with a full

color crest at the end. A nice addition to any office or home, this letter open at \$5.00 is a wonderful gift idea. If you would like to order one or want more information, contact Marvin Gower, 2715 Johnson Drive, Williamsport, MD 21795.

The Shepherdstown Alumni Chapter meets on the first Tuesday of each month at the Frederick Elks Lodge, Frederic, MD. If you would like any information about the alumni chapter, contact President Robert Peregoy, 616 Monkton Road, Monkton, MD 21111; 301-357-8704.

—Thomas G. Heitfield

## EAST CENTRAL REGION

### Pittsburgh

LAMBDA—This has been a very interesting year for us. We accepted nine pledges last spring and another 15 last semester. Brother Colaizzi was chosen to study in Italy last summer. We toured the nuclear power facility being build in Shippingport last April. We combined Founders' Day with our fall smoker on November 10. On January 5, we went to New York City and toured Wall Street and took in a Broadway play.

We are presently undergoing a very much needed reorganization. Our main

goal is to instill in every Brother the love and friendship so vitally necessary to the well-being and future of our chapter and the entire fraternity. We learned a great deal about Brotherhood at the East Central Regional Conference in St. Clairsville, Ohio, through observation and from talking to other chapters. We'd like to thank all of you for your ideas and your support. Special thanks to Jim Walsh, our District Director, for his advice, understanding and all the trips to Pittsburgh throughout last semester.

—Pamela Woodward

## Ohio State

NU—Greetings from Nu Chapter! As always, fall quarter was an especially busy one for us. The enthusiasm and Brotherhood felt encourages us onward in all our endeavors.

Our professional program started out the year with great success, and plans for future speakers, tours and films will prove to be informative, as well as entertaining.

Fall at the Ohio State University always involves athletics. Once again, we occupied a section of cheering fans to support our Buckeyes and participated in volleyball and football successfully, minus a few mild bruises.

Our improved recruitment process produced a promising group of new



Iota Rho Chapter sponsors a bi-weekly professional series entitled, "Moving Forward." This series features alumni from Howard University speaking on topics in their particular field of expertise.

# the chapters speak



Brothers from Iota Rho Chapter at Howard University enjoyed their Founders' Day Celebration in the Blackburn Student Center last November.

pledges which became a positive addition to our chapter.

In closing, I am confident Nu Chapter will continue growth in all aspects of Brotherhood.

—Wendy M. Draper

## Cincinnati

**ALPHA THETA**—With Alpha Theta Chapter ushering in the 1984-85 school year as the "Year of Involvement," the Brothers have begun what we consider to be a very productive year. Beginning with our annual community service project which consisted of working a festival booth at the General Protestant Orphan Home, the Alpha Theta Chapter has been consistently active the entire first half of the year, both professionally and socially.

Professional activities have been abundant with the introduction of speakers at almost every meeting; however, it appears that the highlight of the year thus far has been our Regional Founders' Day celebration to which were invited all other chapters in the East Central Region. Thanks to the initiation of several new members into Alpha Theta Chapter and the participation of all Brothers, we can be positive that

the "Year of Involvement" will continue to be a success.

—C. Lane Mayer

## Ohio

**ALPHA OMICRON**—Brotherhood! That's what the Alpha Omicron Chapter stands for as it was well exemplified at the East Central Regional Conference in October. Our Brotherhood Seminar was very popular and ended with fantastic reviews!

With new emphasis on publicity, we had an exceptionally large turn-out for the fall recruiting efforts. Our 19 new Brothers are a great asset; and were, from the very beginning, they had a very successful pledge fund raiser: over 500 pink carnations were sold on Sweetest Day!

Professionally, we toured Apex Industries in Dayton, Ohio, and Owens Corning in Toledo, Ohio. Several more tours and speakers are being scheduled for the winter quarter.

For our fall quarter civic service project, a Halloween Party was given for the children of the Athens Day Care Center. Our entire chapter was involved with the planning of games, entertainment and refreshments. I do believe Deltasigs

had just as much fun as the preschoolers!

Alpha Omicron Chapter extends wishes of continued Brotherhood and unity to all chapters in this New Year!

—Peggy A. Pickering

## Miami-Ohio

**ALPHA UPSILON**—The Alpha Upsilon Chapter at Miami University was busy this past semester. The start of the new school year brought with it tours of the Hamilton Journal News and Miami's Career Planning and Placement Office, as well as speakers from Shillito/Rike's and professors from Miami University. A First Annual Hot Dog Roast was held after the Homecoming game and it was good seeing all of the alumni again.

Also, in October, 41 Brothers spent three days in Toronto, Canada, touring the Toronto Stock Exchange and Canada's Parliament. The credit for the trip's success should go to Vice President for Professional Activities Patty Landes.

We would like to welcome our new District Director Leeann Urban and the new fall semester initiates. Best wishes to all Brothers of Delta Sigma Pi.

—Kathleen A. Parnitzke

## Kent State

**BETA PI**—In 1984 the Beta Pi Chapter from Kent State offered many professional and social activities. Professional tours included trips to the Goodyear Tire and Rubber Company and WKDD Radio Station in Akron. A number of theme parties, a wine and cheese faculty social, and our spring and winter formals were highlights of the chapter's social functions.

A renewed emphasis on Brotherhood was exhibited by our co-hosting of the area Conference with Theta Kappa Chapter at the University of Akron last spring and the chapter was well represented at the East Central Regional Conference held at St. Clairesville, Ohio, this past fall. Eleven new Brothers were initiated last spring along with 22 initiates this past fall, who along with the current Brothers and active alumni, hope to again achieve our Chapter Efficiency Index goal of 100,000 points and to continue the tradition of "Flying High With Beta Pi."

—Patrick J. Kelly

## West Liberty State

# the chapters speak

**DELTA OMEGA**—The Brothers of Delta Omega chapter are proud to report that during the 1983-84 academic year, our chapter was honored as the number two chapter in the country for the Most Outstanding Chapter Award and we were named the Most Outstanding Chapter in the East Central Region for the second consecutive year. We were also recognized as the best organization on campus for the third consecutive year.

Some of our fall semester activities included hosting the East Central Regional Conference, touring the Pittsburgh Press, the Pittsburgh Brewery, Lamar Advertising and Kepner's Funeral Home. Our speakers included representatives from Herrick's I.G.A. Foodliner, Exxon Company, U.S.A., the Mobay Credit Union and Rockwell International.

A few of our other activities included serving as campus tour guides and sponsoring a "Trivial Pursuit" Tournament. We are currently working on a fashion show for this semester.

At this time, we would like to extend an invitation to all Deltasigs to help us celebrate our 25th Anniversary in May, 1985.

—Dave Gribben

## Dayton

**EPSILON TAU**—The Epsilon Tau Chapter at the University of Dayton has been busy since last July when the new officers met to finalize all of their plans for this past semester. Our first professional activity was very successful with the Chief Executive Officer of Dayton Power and Light, Robert Frazier, speaking on the topic, "Making It To The Top." The chapter held two formal recruiting functions from which 17 pledges were chosen.

Epsilon Tau Chapter sent three enthusiastic members to the East Central Regional Conference in St. Clairsville, Ohio, held in October. They learned a great deal as well as having a very good time.

This past semester the chapter also planned a wine and cheese party with the faculty and our initiation was conducted on November 17.

Good luck to all other chapters and we look forward to seeing many Deltasigs in August in Dallas.

—David T. Sanders

## Akron



Lambda Chapter President Diane Burnelis, at the University of Pittsburgh, congratulates Don McCormick, President of the Pittsburgh Alumni Chapter, on his being named "Alumni of the Year" at the Lambda Chapter Awards Banquet at the Top of The Triangle.



Batman (Tricia Keane), Robin (Lynn Shelby) and Alpha Upsilon Chapter at Miami University hosted a Halloween party for Epsilon Omega Chapter at Eastern Illinois University in The Central Office basement last fall.

**THETA KAPPA**—Theta Kappa Chapter started off in a very ambitious mood this year. Our recruiting program was very successful since we had 22 enthusiastic members going through the pledge program. We also introduced, for the first time, a condensed version of the Chapter Efficiency Index for the pledge class. This helped to familiarize them with the importance of the Chapter Efficiency Index as they became Brothers. The East Central Regional Conference in St. Clairsville was also a very motivating experience for the 22 of us who attended.

One honor we possessed early in the year was having Mr. Robert Mercer, Chief Executive Officer of the Goodyear Tire and Rubber Company, speak to our chapter and the College of Business. The Halloween season brought many happy faces as we dressed in costume and then proceeded to the Akron Children's Hospital to carve pumpkins to the children's desires.

Our chapter is anticipating the celebration of our 15th birthday on April 18 which will unite many alumni with the collegiate members.

—Sue Ellen Ensinger

(See **CHAPTERS** on page 34)

# NO TRICKS TO THE (MANAGER'S) TRADE:

## *Managers Of Excellence Promote People and Products!*

It's a fact of life that you have always been "managed" by someone. Your parents told you what to do (and not to do!). Your teachers rewarded and punished your behavior in the classroom. And you have been responsible to all your bosses over the years. Beyond superficial differences, there are basic similarities in the roles of parents, teachers and managers. Each role has a dual emphasis on developing people to their fullest potential and on creating products. In fact, a strong case could be made that every Manager of Excellence is also one-part parent and one-part teacher.

During your development from childhood on, certain of you "managers" have had a disproportionate impact on you. Some are remembered for their interest in you and their ability to motivate you to produce all that you could. Others are remembered with distaste because of an inordinate "produce" orientation combined with an insensitivity to your needs as the producer. It is well established that early managers, whether parents, teachers or bosses, strongly shape the relationship of those they guide to their work. These attitudes quickly become set and are difficult to modify later in life. All managers, teachers and parents must recognize the reality of their impact on the future functioning of their charges.

It is also a fact that nearly all career tracks lead eventually to management, and management means people. It is most difficult to "get to the top" on the basis of technical competence alone. With hard work and dedication early in your career, you are promoted into positions with increasing managerial responsibilities. To continue to advance, the people skills of the manager are needed to get the products of the organization out. It is disappointing to see how many otherwise brilliant

careers become sidetracked because of over-reliance on technical skills and neglect of the people skills required to manage in the upper echelons of the organization.

Remember that there are no tricks to the manager's trade, just specific skills, self-awareness and enough savvy to respond to the human needs of your staff. Here are a few ideas to consider as you move into management and mature as a manager.

### **The Manager of Excellence**

Outstanding managers, teachers and parents share several characteristics that engender the acceptance and respect of those they supervise. These interrelated Qualities of Excellence represent basic values on which all other leadership skills are based. They are the stock in trade of the manager who leads the right

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*"Dr. Bruce A. Baldwin is a practicing psychologist who heads DIRECTION DYNAMICS, a consulting service specializing in promoting professional development and quality of life. He responds to many requests each year for seminars on topics of interest to professional organizations and businesses.*

*Dr. Baldwin has recently published a book on his specialty titled, "ITS ALL IN YOUR HEAD: LIFESTYLE MANAGEMENT STRATEGIES FOR BUSY PEOPLE!" This powerful book on how to emotionally survive your career and live well with your success is expanded from Dr. Baldwin's "Management Direction" series published regularly in Piedmont Airlines' Pace Magazine. The book is available from DIRECTION DYNAMICS (309 Honeycutt Drive, Wilmington, NC 28403) or 919-799-6544.*

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way, not the easy way.

**QUALITY OF EXCELLENCE I: YOU HAVE HIGH BUT REALISTIC STANDARDS FOR PRODUCTION.** In other words, you expect your staff to produce. You don't tolerate slackers, but your performance standards and production goals are attainable with dedication and hard work. When standards are met, staff members feel good because they have been challenged and have grown personally and professionally. Although not everyone "makes it" all the time, most can and do when they try. On a continuum, the Manager of Excellence falls somewhat on the tough side of the median on production/performance standards.

**THE "EASY DOES IT" CONTRAST.** On this extreme is the "slide" manager whose needs for approval interfere with effective leadership. In fact, such managers are liked but not respected by staff because of low (or absent!) standards that weaken morale and diffuse team production efforts.

**THE "PURELY IMPOSSIBLE" CONTRAST.** These managers set production standards so high that no one could possibly achieve them. Staff members become demoralized because of constant failure. Over time, efforts diminish because all challenges are impossible and the personal rewards of success are never there.

**QUALITY OF EXCELLENCE II: YOU ARE FIRM BUT FAIR IN MAINTAINING CONTROL.** The Manager of Excellence clearly is in charge but maintains control in a reasonable way that staff members accept. Staff members are aware of your guidelines and limits for their behavior. You confront serious infractions and discipline when necessary; however, you are not rigid and you can make allowances on the basis of personal judg-



ment when circumstances warrant. Staff members feel safe bringing problems to you because you respond in a helpful and immediate way, and you are fair to all involved. On a continuum, your style lies somewhat on the tough side of the median on control and discipline.

**THE "PUSHOVER" CONTRAST.** "You can get away with anything" is the norm when this manager is in charge. Ignoring the rules or any flimsy excuse gets you off the hook. The staff goes its own way because there is no direction and no real leadership. Chaos is king here.

**THE "RIGID RULEBOOK" CONTRAST.** This manager is rigid to absurdity. No excuses, no exceptions is "policy" because this manager is incapable of bending even a little. The staff resents this kind of rigid control and discipline because it is perceived as impersonal and uncaring. Most often it is!

**QUALITY OF EXCELLENCE III: YOU DEVELOP A HEALTH INVOLVEMENT WITH YOUR STAFF.** This manager cares about staff members as people and they know it. Although your standards for production and discipline are tough, your professional involvement with staff is characterized by understanding, responsiveness and sensitivity to needs and frustrations. You have a realistically upbeat style and you give positive feedback to staff frequently. Through your actions, you promote a team orientation to work and you actively encourage the professional development of staff as well as positive change within the office. Because of your healthy caring, your staff accepts you as a person, respects your leadership and works hard for you. On a continuum, the Manager of Excellence falls somewhat on the "warm" side of the median.

**THE "CASEWORKER" CONTRAST.** This manager has little capacity for detached concern. Overinvolvement in personal problems of staff or petty conflicts results in destructive emotional entanglements, loss of objectivity (and sometimes fairness), as well as personal burn-out. This inappropriate people-involvement robs the manager of per-

spective as a leader.

**THE "COLDHEART" CONTRAST.** This manager exudes a rejecting, "I don't care about you, just get the job done!" attitude. Extreme aloofness and impersonality earns "management" a negative reputation among staff. Staff members can't be faulted for not giving that "something extra" when such responses are received in return.

#### **Managerial Morale Busters**

"Morale Busters" are specific behaviors of managers that lower the self-esteem of the staff, diminish team efforts and eventually lower both morale and productivity. Examples of such behavior patterns are legion, but a baker's dozen are mentioned frequently by professionals from a cross-section of disciplines. Removing each of them will help you along the road to becoming a Manager of Excellence.

**MORALE BUSTER #1: YOU DON'T GIVE POSITIVE FEEDBACK.** Your staff knows from experience that you are quick to give clear and consistent feedback when something goes wrong. Just as consistently, you forget to give a pat on the back, an encouraging word or an expression of appreciation for work well done. Over time, your staff has learned more about their failures than their strengths from you. Your image among staff has become that of a negative and perhaps cynical individual. Absence of positive feedback is by far the most frequently mentioned Morale Buster of all and it costs not one penny to correct!

**THE EFFECTIVE MANAGER** takes time to directly express appreciation to staff members for their efforts. Support and encouragement are also given randomly and spontaneously during regular visits out of your office to your staff's turf. "You are valued!" is a message heard loud and clear and consistently from you.

**MORALE BUSTER #2: YOU MAKE STATEMENTS AND THEN DENY THEM.** Perhaps you don't really listen. Maybe you can't say "NO" when you need to. Whatever the cause, the effect is the same. A statement is made and later denied, often publicly. You hold the power so your staff can do little

except lose respect for you. Your credibility is nil and your staff has great distrust in what you say because of your pattern of later denial. You betray so often that that is what your staff has come to expect from you. You are diminished to them.

**THE EFFECTIVE MANAGER** speaks in clear and unambiguous language. No promises are made that can't be kept. You make it a point always to get back to a staff member who has asked something of you. Important requests are received in writing and you respond clearly in person or in writing.

**MORALE BUSTER #3: YOU HAVE AN ABUSIVE DELEGATION PATTERN.** As a manager, one of your most highly refined skills is passing the buck. You victimize your entire staff by delegating anything and everything to make your life easier. While your employees do their work and yours too, you sit back and socialize or waste time. Your concept of leadership is to position yourself so you have little or nothing to do. Then you add insult to injury by obviously taking it easy in ways your staff can observe. One part of you has died, another part has retired, but you still keep picking up your paycheck.

**THE EFFECTIVE MANAGER** works at least as hard as staff members. You are the model for them and you do your full share. Delegating is part of leadership, but you are fair about it. Also, you delegate in ways that encourage the growth and development of your staff. They also take the same breaks you do.

**MORALE BUSTER #4: YOU ARE OFFENSIVE AND DEFENSIVE.** No one can talk to you about anything that matters. You take everything personally and you take responsibility for nothing. Your style is to interrupt constantly, become defensive and then go on the offensive with a personal counterattack. Employees come away from you feeling put down and that somehow they're in the wrong for bringing up a problem. The result is that staff and office problems fester just beneath the surface because of your insecurity and attacking ways. You find plenty of scapegoats around

you, but you don't deal with problems.

**THE EFFECTIVE MANAGER** realizes that there are presently staff problems and always will be. However, you attack problems, not people. You seek input to develop creative alternatives and compromise solutions. You are always open to better ways of doing things and staff members know they will always get a fair shake from you.

**MORALE BUSTER #5: YOU DON'T COMMUNICATE DIRECTLY.** For reasons known only to you, you have a strong aversion to giving negative feedback, confrontation or discipline. This major vulnerability leads you to avoid directly tackling problems that plague the office or that are causing lowered morale. Instead, you send emissaries with messages or you put information into the grapevine with the hope that it will: 1) get to those who should hear it and 2) that they will shape up on their own. This ploy lets you off the hook. The net effect is that whatever you say is not taken seriously by staff members because they know you don't have the spine to back it up.

**THE EFFECTIVE MANAGER** stays in touch with staff through regular informal chats and throughout balanced performance evaluations. When problems surface, they are confronted directly and resolved fairly. Staff know that what you say is what you do and that you fear neither controversy nor confrontation.

**MORALE BUSTER #6: YOUR MOODS ARE UNPREDICTABLE AND YOUR BEHAVIOR IS INCONSISTENT.** One index of trust is that ability to predict another person's responses. Such predictability requires consistency and that's definitely not true for you. Your needs are unstable and your behavior reflects your moods. With your feelings on your sleeve, you let them out to whoever is around. The trouble is that they're 98% negative. Your staff has learned to play it safe by keeping their distance from you because they never know what to expect. As a result, you're kept "out of touch" by them!

**THE EFFECTIVE MANAGER** has developed professional objectiv-

ity. Personal feelings are put aside in attempts to be consistent, fair and sensitive to the feelings of your staff. When you're not feeling up to par or when things aren't going well, you have developed the knack of staying upbeat and retaining overall perspective.

**MORALE BUSTER #7: YOU PROCRASTINATE AND THEN DUMP ON YOUR STAFF.** You have projects to do and you know the deadlines, yet, your procrastination reigns supreme. With a deadline near, you panic. Your solution is to dump everything on your staff at the last minute. You drive them through lunches, breaks, evenings and perhaps even weekends to get the job done. When it's over, you don't even bother to thank them. Ironically, your staff knew when the deadlines were, too, and perhaps even politely asked to "get to it" earlier so there wouldn't be a problem. You didn't and dumped on them instead. They're wearily aware of your pattern.

**THE EFFECTIVE MANAGER** is well organized and treats staff with great respect for their time and consideration of their home responsibilities. You anticipate deadlines and spread out the work. When there is an emergency not of your making, you pitch in to work extra with staff to get the job done. You never forget to express direct appreciation for their efforts on your behalf.

**MORALE BUSTER #8: YOU PLAY FAVORITES.** Everyone on your staff is equal, but some are more (or less) equal than others. You are vulnerable to certain personalities, a pretty face, manipulation, or let vestiges of racism or sexism influence relationships with staff members. The fact is that you have favorites who have it easy and scapegoats who get a rough time from you. The bottom line is that you aren't fair. Everyone knows where your weaknesses lie but you may or may not be aware of them. Your staff is demoralized because it's not really quality of performance that counts with you.

**THE EFFECTIVE MANAGER** is aware of personal biases that may influence relationships with certain individuals. Great pains are taken

to overcome them. You examine your motives carefully when there are consistent positive or negative responses to any individual. You know that absolute fairness is basic to morale.

**MORALE BUSTER #9: YOU RELY ON INTIMIDATION TO MOTIVATE.** As a manager, you never learned how to encourage productivity and teamwork in positive ways. Instead, you constantly criticize, hand out ultimatums, threaten to fire and put down individuals in distorted and destructive attempts to "motivate." Your staff does get the work done, but you pay a tremendous price for your "motivational" harassment. You are perceived as a petty tyrant who relies exclusively on fear and power domination as your only motivational tools. A personal attack on a staff member of public humiliation is not beyond you if it gets you your way. You are neither liked nor accepted.

**THE EFFECTIVE MANAGER** works with people, not against them. You use positive motivational techniques and creative incentives. You respond to staff members as capable and intelligent individuals, and they reciprocate with loyalty and productivity. You know that supportively you're "there" with them at all times.

**MORALE BUSTER #10: YOU TAKE CREDIT FOR OTHERS' WORK.** You're a star, no doubt about it. You're also egocentric and selfish. Your sole concern is your image and your career. You will use anyone to further your progress. No idea is any good unless it's yours. You sign your name to every accomplishment by your staff without giving credit. In fact, you make it sound as if YOU got the job done in spite of THEM. The sad fact is that the credit line is always yours; the work is usually someone else's. You're very charming when you want something done, but you inevitably put your staff down later.

**THE EFFECTIVE MANAGER** is a true team leader who is secure enough to generously share all credit. You make sure that "higher ups" know about your staff's dedication and output, and you express your good feelings personally. As a team leader, you set a strong and positive

example through such sharing.

**MORALE BUSTER #11: YOU "MANAGE" TO MAINTAIN THE STATUS QUO.** In other words, you can't handle change, particularly if it rocks the board in any way. You studiously avoid taking problems to the next level of management. You make only token attempts to solve them yourself. You always safely side with the administration and present "policy" to protect the way things are. You subtly resist change and challenge with your well developed repertoire of rationalizations and excuses. At management meetings, you poorly represent your staff and their needs with your bland remarks that everything in your area is "just fine."

**THE EFFECTIVE MANAGER** is a seeker who promotes positive change within individuals, who finds better ways to get things done and who strives to refine interdepartmental coordination. As an active representative for your staff, they know you did your level best for them even when they don't get all they need from "upstairs."

**MORALE BUSTER #12: YOU'RE A PRO AT "MY LIFE IS TOUGHER THAN YOURS."** Your strategy is to use role reversals to diffuse staff complaints or dismiss problems. When a problem is brought to you, it is your cue immediately to break in with sad tales about how tough a manager's life is (in contrast to how easy the staff has it!). You can easily out-complain anyone around. In reality, you are publicly proclaiming your impotence to everyone within earshot. You don't have the energy to tackle problems because you're too busy being a victim. With your whining underdog style, no wonder staff morale is low.

**THE EFFECTIVE MANAGER** is at once both optimistic and realistic. You accept responsibility as a leader to manage people, problems and production. Also, you keep a reasonable and professional relationships with staff members. Although you may be able to change little "upstairs," you aren't a victim either.

**MORALE BUSTER #13: YOU HAVE NO TRUST IN STAFF CAPABILITIES.** As a manager, you

trust only yourself. You reverse staff decisions even though it is someone else's responsibility to make them. You constantly "check up" on your staff and you are not beyond snooping in a highly questionable fashion. You listen for gossip about staff members and often act on such information without checking it out. You may even encourage informants among your subordinates. Basically, you foster a suspicious and distrusting atmosphere in the office. You sense that your staff is very closed and they tend to "clam up" around you. With your very inappropriate behavior toward them, what else can you possibly expect!

**THE EFFECTIVE MANAGER** sees staff members as capable and developing professionals. When in doubt, staff are given the benefit. You delegate responsibilities and decision-making to build a team. Then you respect what has been given. As a manager, you're aware and watchful so it's not easy to pull the wool over your eyes, but you're also far above using underhanded methods to find things out.

#### **People are Products, Too!**

There is an art and a science to management and the Manager of Excellence is a master of both. There are only a fortunate few who are "natural managers," who intuitively lead others ably and comfortably. At the other extreme, there are another few who simply can't grasp even the most elementary management concepts or apply them in practice. Such individuals will never become capable managers no matter how intensive their training. Between these extremes lie the majority who can learn effective management practice through specific skill training, developing personal awareness and gaining the experience to integrate those two qualities into a strong and motivating leadership style.

The Manager of Excellence *always* has a deep-rooted interest in people. When this interest is combined with refined leadership skills, a special extra is created: morale. The essence of positive morale is a feeling. It is manifested in loyalty to the group and a sense of belong-

ing and being valued. It results in motivated involvement in the work of the organizations. Morale is such a powerful incentive that it easily transcends material rewards in its impact. When it is absent, everyone—the manager, the staff, the organization—subtly suffers. The difference lies in an organization that is "all right" to work for, and one where it is a "great experience" to be part of it. It is the manager's style that makes the difference.

In a flash of insight. Jean Girardou (1882-1944) remarked that, "Only the mediocre are always at their best." This shoe perfectly fits the manager with tunnel vision who neglects people to focus exclusively on output and products. Working in such an environment, morale suffers and the staff *imposes* mediocrity on the manager! Staff members, as do students and children, all accurately sense when their leader has a true interest in their welfare and respect for them as individuals. The Manager of Excellence strives hard to produce the people products that are invaluable to the organization's welfare. Loyalty, commitment, willingness to give a little extra, respect for management and a positive attitude are all "products" that money simply can't buy.

"I'm always ready to learn although I do not always like being taught," once quipped Winston Churchill. The Manager of Excellence takes the initiative to respond to staff needs and accepts that the staff can and will teach some hard lessons along the way. The Manager of Excellence uses these "teachings" to mature as a manager and a leader. With this attitude, products will come because you are promoting people. With this same attitude, other people just may promote you, too!

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*"This article has been reprinted from PACE Magazine through the courtesy of Fisher-Harrison Publications, Inc. and Dr. Bruce A. Baldwin.*

# NATIONAL CHAPTER AWARDS 1984

## Most Outstanding Chapter Award

### National Winner

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*Midwestern Region*  
Iota Omicron Chapter  
Central Missouri State University

### Regional Winners

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*Eastern Region*  
Zeta Psi Chapter  
S.U.N.Y. – Albany

*Mideastern Region*  
Gamma Sigma Chapter  
University of Maryland

*South Atlantic Region*  
Epsilon Rho Chapter  
University of Tampa

*East Central Region*  
Delta Omega Chapter  
West Liberty State College

*Central Region*  
Delta Tau Chapter  
Indiana State University

*Great Lakes Region*  
Iota Chi Chapter  
Illinois State University



Trying to become untangled proved to be challenging and entertaining at Iota Omicron Chapter's Winter Retreat.

*Gulf South Region*  
Beta Psi Chapter  
Louisiana Tech University

*North Central Region*  
Theta Tau Chapter  
St. Cloud State University

*Southwestern Region*  
Beta Iota Chapter  
Baylor University

*South Pacific Region*  
Iota Pi Chapter  
San Diego State University

# National Community Service Award

## National Winner

*Midwestern Region*

Iota Nu Chapter

Northeast Missouri State University



Sherri Reichert, Sara DeJoode and Susan Plassmeyer helped with the Bingo game during the Halloween party sponsored by Iota Nu Chapter at the Twin Pines Adult Care Center in Kirksville, Missouri.

## Regional Winners

*Eastern Region*

Theta Iota Chapter

University of Connecticut

*South Atlantic Region*

Epsilon Rho Chapter

University of Tampa

*East Central Region*

Theta Kappa Chapter

University of Akron

*Gulf South Region*

Eta Iota Chapter

Nicholls State University

*South Pacific Region*

Iota Pi Chapter

San Diego State University

*Western Region*

Epsilon Theta Chapter

California State University at Chico

# Most Improved Chapter Award

## National Winner

*South Central Region*

Alpha Zeta Chapter

University of Tennessee

## Regional Winners

*Mideastern Region*

Iota Rho Chapter

Howard University

*East Central Region*

Theta Pi Chapter

Bowling Green State University

*Great Lakes Region*

Upsilon Chapter

University of Illinois

*North Central Region*

Theta Tau Chapter

St. Cloud State University

*Southwestern Region*

Delta Upsilon Chapter

Texas Christian University

*Gulf Western Region*

Iota Psi Chapter

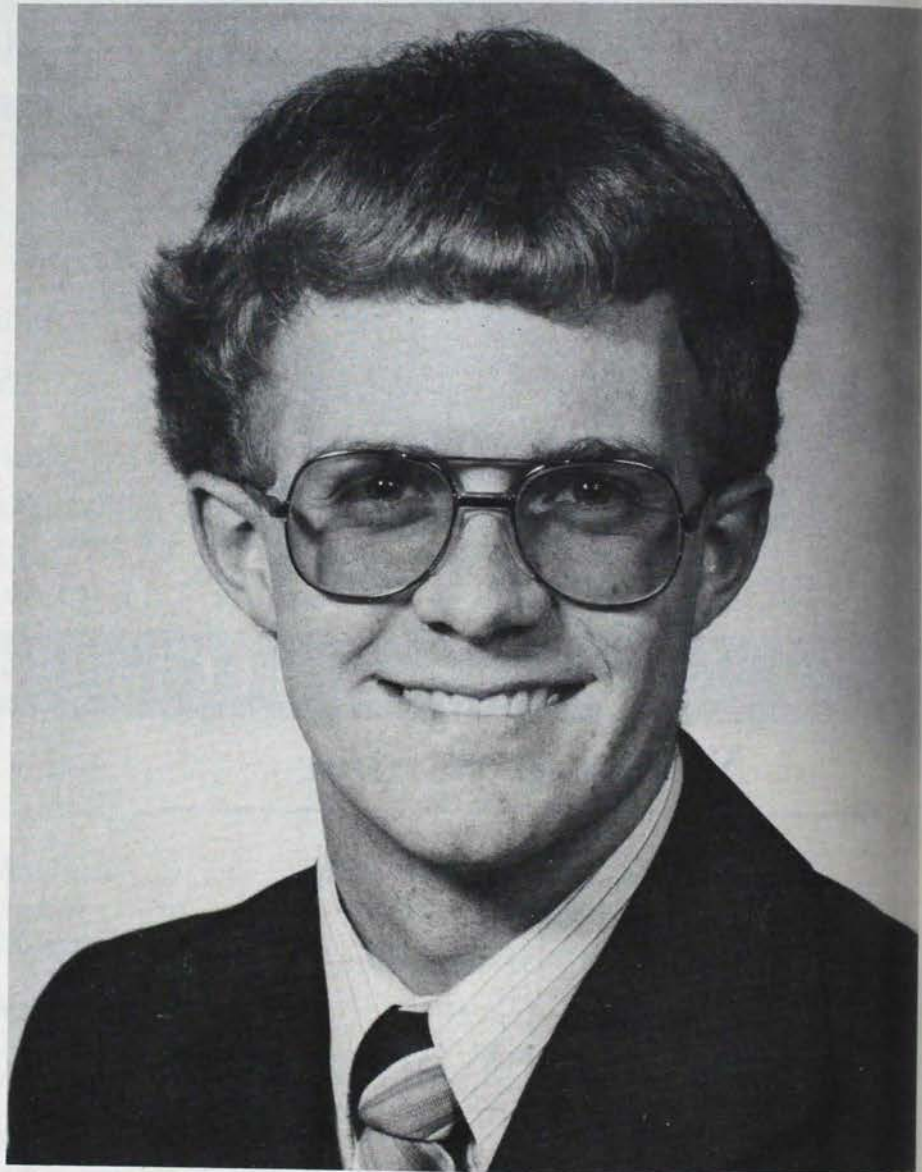
Corpus Christi State University

# COLLEGIAN OF THE YEAR

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Selected as the outstanding members of their chapters, each candidate for Collegian of the Year represents the fraternity's very best. Meet these candidates, our leaders of tomorrow . . .

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**Dwayne A. Hoffpauir**

**DWAYNE A. HOFFPAUIR**, a graduate of Louisiana Tech University and a Beta Psi Chapter alumnus, has been chosen Collegian of the Year for 1984. A native of Ruston, Louisiana, Dwayne maintained a 4.0

grade point average while majoring in accounting in the College of Administration and Business. His future plans are to obtain a Master of Professional Accountancy from Louisiana Tech University in May

of 1985. While at Louisiana Tech, Dwayne was initiated into Beta Psi Chapter in 1982 and served in a number of offices for the chapter. He served the chapter as President, Treasurer and Fund Raising Chairman. In addition, Dwayne was Beta Psi Chapter's Official Delegate to the 34th Grand Chapter Congress in Denver, Colorado. He has also served as a member of the national Committee on Constitutional Revisions and is a Life Member and Associate Member of the Delta Sigma Pi Educational Foundation.

In addition to his work with Beta Psi Chapter, Dwayne was also ac-



Thomas P. Benson

group's accounting representative, and was also a member of the Society for the Advancement of Management. In addition to these activities, he was involved in intramural sports and with the Catholic Student Center.

Dwayne was also selected to Phi Kappa Phi Honorary Society, and Omicron Delta Kappa, the leadership honorary fraternity. He was named to Who's Who Among Students in American Colleges and Universities and his scholastic achievement was recognized by being named to the President's List for 10 consecutive quarters.

Dwayne received several scholarships including: the Arthur H. Carter Scholarship from the American Accounting Association; the Louisiana Tech Outstanding Student Scholarship; the Louisiana Tech Wylly Scholarship; two Eugene Gill Scholarships; the Harry Bell Memorial Award for Academic Excellence; and the Freshman Honor Certificate.

While attending Louisiana Tech University, Dwayne worked part-time for T. L. James and Company, Inc., in Ruston, Louisiana, preparing audit work papers and microfilm records. He also worked for Norton, Norton and Orgeron, another accounting firm, working as Audit Assistant.

As Collegian of the Year, Dwayne begins a two year term of service on the Board of Directors and the National Executive committee of Delta Sigma Pi. He has already attended a meeting of the National Executive Committee and has handled many of the responsibilities that come with being a member of both the National Executive Committee and Board of Directors of the fraternity. In every way, Dwayne Hoffpauir exemplifies those qualities for which the Collegian of the Year Award was established.

Each chapter in the fraternity has the opportunity to nominate a member for this award. From all regional nominees, a regional finalist is selected by a screening committee within the region and, from these finalists, a national winner is chosen by the National Executive Committee and Executive Director. Established in 1971, this award rec-

ognizes the outstanding collegiate member of the fraternity as evidence by scholarship, extra-curricular activities, fraternity service, demonstration of responsibility to self and others and representation of conduct according to the highest standards of business ethics and integrity.

All nominees are all of these things, making the final selection and an announcement of the winner most difficult for the National Executive Committee. As you read about these members on the following pages, you will note that they are fraternity leaders of tomorrow and

group's accounting representative, and was also a member of the Society for the Advancement of Management. In addition to these activities, he was involved in intramural sports and with the Catholic Student Center.

Dwayne was also selected to Phi Kappa Phi Honorary Society, and Omicron Delta Kappa, the leadership honorary fraternity. He was named to Who's Who Among Students in American Colleges and Universities and his scholastic achievement was recognized by being named to the President's List for 10 consecutive quarters.

Dwayne received several scholarships including: the Arthur H. Carter Scholarship from the American Accounting Association; the Louisiana Tech Outstanding Student Scholarship; the Louisiana Tech Wylly Scholarship; two Eugene Gill Scholarships; the Harry Bell Memorial Award for Academic Excellence; and the Freshman Honor Certificate.

While attending Louisiana Tech University, Dwayne worked part-time for T. L. James and Company, Inc., in Ruston, Louisiana, preparing audit work papers and microfilm records. He also worked for Norton, Norton and Orgeron, another accounting firm, working as Audit Assistant.

As Collegian of the Year, Dwayne begins a two year term of service on the Board of Directors and the National Executive committee of Delta Sigma Pi. He has already attended a meeting of the National Executive Committee and has handled many of the responsibilities that come with being a member of both the National Executive Committee and Board of Directors of the fraternity. In every way, Dwayne Hoffpauir exemplifies those qualities for which the Collegian of the Year Award was established.

Each chapter in the fraternity has the opportunity to nominate a member for this award. From all regional nominees, a regional finalist is selected by a screening committee within the region and, from these finalists, a national winner is chosen by the National Executive Committee and Executive Director. Established in 1971, this award rec-

ognizes the outstanding collegiate member of the fraternity as evidence by scholarship, extra-curricular activities, fraternity service, demonstration of responsibility to self and others and representation of conduct according to the highest standards of business ethics and integrity.

All nominees are all of these things, making the final selection and an announcement of the winner most difficult for the National Executive Committee. As you read about these members on the following pages, you will note that they are fraternity leaders of tomorrow and



John B. Emerson

represent our very best.

**THOMAS P. BENSON**, an accounting major at SUNY-Binghamton and a member of Kappa Lambda Chapter, is the nominee from the Eastern Region. While maintaining a 3.78 grade point average, Tom served Kappa Lambda Chapter as Financial Chairman, Ritual Chairman, as a Big Brother and on the Professional, Recruiting and Pledge Education Committees. He also attended the 1982 Eastern Regional Conference and is a Life Member.

While at SUNY-Binghamton, Tom was also involved in the Accounting and Management Organi-

zation within the School of Management. He served as a student representative on the School of Management Assembly and was also on the Faculty Evaluation Committee and on the Search Committee for a new Dean. In addition, he officiated intramural football and softball games and supervised the intramural football and softball programs at SUNY-Binghamton.

Initiated as a member of Kappa Lambda Chapter in 1982, he was named several times to the Dean's Honor List and was named to Who's Who Among Students in American Colleges and Universities.



Michael W. Bailey

Still active in the Boy Scouts as an administrator, he served on the administrative staff of the Onteora Scout Reservation and served as Assistant Director at Boy Scout summer camp. An Eagle Scout, he was also elected to the Order of the Arrow, a prestigious order within the Boy Scouts of America.

While in school, he served as an accounting intern at the J. C. Penney Company in New York City and also as a waiter in the Pocono Mountains.

Following graduation, he plans on working for Arthur Young public accounting firm in New York City.

**JOHN B. EMERSON**, from Gamma

Sigma Chapter at the University of Maryland, is the nominee of the Mideastern Region. Chosen as Gamma Sigma Chapter's nominee for Collegian of the Year for the second time, John has maintained a 3.51 grade point average while financing 100% of his college education. The son of an Air Force Sergeant, John lived for many years in Germany. Pursuing a Bachelor of Science in Marketing and a Bachelor of Arts in Radio, Television and Film, John hopes to become a marketing representative for a large, high-technology firm.

Initiated by Gamma Sigma Chapter in 1981, John has served Gamma Sigma Chapter in a number of positions. He has been CEI Chairman, Senior Vice President, Scholastic Chairman and was elected to the office of President twice. In addition, he was voted the "Rudolph P. Lamone Award" by Gamma Sigma Chapter for outstanding Brotherhood.

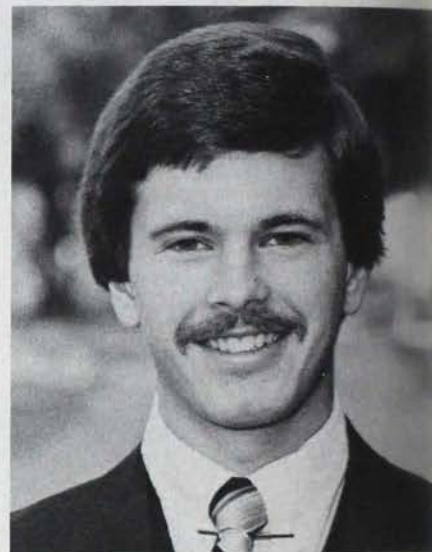
While at Maryland, he also was a member of Omicron Delta Kappa, the national leadership fraternity, Beta Gamma Sigma, the honorary business fraternity and the Mortar Board National Senior Honor Society. He worked as a teacher's assistant in the physical education department and was also a part-time lacrosse instructor. In addition, he served as a resident assistant in a dormitory. One of his most outstanding accomplishments was being named as a member of the Economic Development Committee for the city of College Park, Maryland, while still a student. This committee, appointed by the Mayor and City Council, consisted of business people and city residents working on plans for the renovation of the downtown area. John was also selected for Who's Who Among Students in American Colleges and Universities.

While attending Maryland, John financed 100% of his college expenses through employment with IBM as a branch sales assistant. Prior to that, he owned and operated his own janitorial service and was also a student director for the University of Maryland's intramural sports department.

The candidate for Collegian of the

Year from the South Central Region is **MICHAEL W. BAILEY**. An initiate of Iota Omega Chapter at the University of North Carolina at Greensboro, Mike has maintained a 3.88 grade point average. Initiated in 1982, he has served on the Pledge Education Committee, Membership Involvement Committee and as Vice President for Pledge Education.

He has also been active in other organizations within the university including the Risk and Insurance Society, the Business and Industrial Relations Club, University Marshalls and Beta Gamma Sigma. He



Christopher N. Lane

was also selected to sit on the Honor Code Panel which was established for student hearings. In addition, he also served on a committee to interview a prospective Dean. He has been very involved in intramural sports including bowling where he was named 1983 Intramural Bowling Champion.

As a business, finance, investments and financial institutions and markets major, Mike has been named to the Dean's List every semester. He was the recipient of the Kathryn Smith Reynolds Scholarship and was elected as Outstanding Senior at the university.

While at UNC-Greensboro, he was



also employed by the Pony Express Courier Corporation and was entrusted with the safe transportation of important bank documents and valuable computer tapes to various regions in North Carolina. In addition, he was also employed as a laboratory assistant at Russell and Axon Consulting Engineers and was responsible for working with and disposing of highly toxic chemicals. His future plans are to become a manager at a financial institution.

**CHRISTOPHER N. LANE** was initiated into Beta Gamma Chapter at the University of South Carolina in 1982 and is the Collegian of the



Vincent Carrodeguas

Year candidate from the Southeastern Region. A finance major, Chris has maintained a 3.46 grade point average within the South Carolina College. The South Carolina College is an Honors Program within the University of South Carolina.

As a pledge in the fall of 1982, Chris was elected Pledge Class Vice President. He continued his involvement within Beta Gamma Chapter serving as Fund Raising Chairman, CEI Chairman and finally, as President of the chapter. He also served as Chairman for the first Southeastern Regional Beach Trip.

In addition to his involvement in Delta Sigma Pi, he was very in-

involved with other organizations at the University of South Carolina. He served in dorm government as a hall representative, intramural director and dorm president and was also appointed by the university president to serve on the Scholarship Selection Committee. He was also elected to and served as Student Director for the Carolina Scholars Program and was very involved in intramurals. In addition, he was elected to Omicron Delta Kappa, the honorary leadership fraternity and to Mortar Board.

While at the University of South Carolina, he was employed by the Northrup King Seed Company as a summer sales representative. After obtaining a Bachelor's degree in finance, he hopes to pursue a MBA with a concentration in finance.

**VINCENT CARRODEGUAS** is the Collegian of the Year candidate from the South Atlantic Region. Vince, initiated by Epsilon Rho Chapter at the University of Tampa, maintained a 3.4 grade point average in the Division of Economics and Business as an accounting major.

Initiated in 1982, Vince served the chapter in many ways. He served the chapter as Student Government Representative, as Vice President for Professional Activities and, most recently, as President.

A four-year letterman on the Rowing Team, he was a four time national qualifier and was voted Most Valuable Oarsman his senior year. A member of the Varsity Athletic Association, Vince served that association as a vice president. He also served as a vice president for hall council, was a representative of student government, and served as an advisor to a Junior Achievement Company.

Vince was elected to Omicron Delta Kappa, the honorary leadership fraternity and was also named to the Dean's List. In addition, he was voted "Most Likely to Succeed" during his senior year and was listed in Who's Who Among Students in American Colleges and Universities.

While attending the University of Tampa, he held a summer intern position with Banberg, Superstein, &

Associates in Miami, Florida. His future plans include pursuing an MBA degree and working for a major firm in the area of accounting.

**ANNA T. LATONA**, a management and computer systems in business major from Alpha Omicron Chapter at Ohio University, is the finalist from the East Central Region. Anna, a 1982 initiate, immediately became involved with her chapter by working on fund raising projects as a pledge. This interest in fund raising led to her being appointed Fund Raising Chairman after her initiation. Anna also served the fraternity as a member of the chap-



Anna T. Latona

ter's Ritual Team, as a Big Brother and as a member of the intramural softball team. She was also elected the chapter's Vice President for Pledge Education and secured several speakers for the chapter although not serving in the position of Vice President for Professional Activities. Her involvement in the fraternity goes beyond holding an office, however, with her attending two Area Conferences and visiting other chapters and attending their initiations.

Anna has also been very involved at Ohio University outside of Delta Sigma Pi. She has taken part in the College of Business Administration

Phone-A-Thon, she was named to the prestigious University Professor's Selection Committee, she has been involved in dorm government and was selected, but declined the position as a resident assistant to devote more time to her studies. She has also assisted in pre-registration and served as a hostess for "Career Day" in the College of Business Administration at Ohio University. She has served as Student Programmer Advisor at the University Computer Center and was also named Honorary Colonel Candidate, which is an ROTC award for academic excellence, service and gener-



Michael E. Melinn

al likeability.

A member of the Honors Tutorial College, Anna was named to "Chimes," the junior class honorary organization and Phi Kappa Phi, the senior class honorary fraternity. She has also been named to the Dean's List every quarter. In addition, she has received several scholarships including: the Myron C. Wallace College of Business Administration Endowment; the Akron Association of Ohio University Women Scholarship; and the Manasseh Cutler Freshman Scholarship.

In addition to working as a student programming advisor, she was

an audit clerk and specification clerk for the Goodyear Tire and Rubber Company in Akron, Ohio. After graduation she plans to join a company that can utilize her abilities in computer systems.

**MICHAEL E. MELINN**, the nominee from the Central Region, was initiated by Delta Rho Chapter at Ferris State College in 1983. A production management major, he maintained a 3.25 grade point average while being very active in Delta Sigma Pi. He served on the chapter's Recruitment Committee, as Rose Ball Committee Chairman and as Professional Fraternity Committee Chairman. In this position, he was very active in the college's local Professional Fraternity Association and was primarily responsible for its revitalization as a recognized student group on campus.

With his outstanding work on the local Professional Fraternity association, he was named President of that group. He has also participated in Associated Student Government and as a member of the Administrative Management Society. He has served as Secretary for Dorm Council and was named a Resident Advisor for his dormitory. Because of his active participation in leadership in several organizations, he was named to Omicron Delta Kappa, the leadership honor society.

A native of Grand Rapids, Michigan, he has served as a camp counselor and was sponsored by the Diocesan Youth Ministry Office of the Grand Rapids Catholic Diocese. He was also appointed to the Diocesan Youth Ministry Board.

Mike received an associated degree in Applied Arts and Sciences from Grand Rapids Junior College and upon completion of his Bachelor's Degree, plans to establish a professional career in the office systems industry.

With a major in marketing and a 3.7 grade point average, **LISA A. MANION** is the Great Lakes Region's nominee as Collegian of the Year. Lisa, initiated into Upsilon Chapter at the University of Illinois in 1982, has been very active with her chapter. She was elected President and also held the positions of Faculty Chairman, Social Chairman, and was a member of the

Alumni Committee. A Life Member, Lisa has attended Area Conferences, the Great Lakes Regional Conference, the Diamond Anniversary Celebration in Cincinnati and the 34th Grand Chapter Congress in Denver.

Lisa was also active in her sorority, Gamma Phi Beta, as Scholarship Chairman and as a member of the Alumni Committee. She formed the President's Council which represents over 30 business organizations at the University of Illinois. She was also a member of the American Marketing Association.

Named to the Dean's Academic



Lisa A. Manion

Honor List every semester in the College of Commerce and Business Administration, Lisa was named to the Senior "100" Activities Honorary, the Golden Key National Honor Society and the Phi Kappa Phi Senior Honor Society. She was also named to the Phi Eta Sigma Freshman Honor Society.

Following the receipt of her Bachelor's Degree, Lisa plans to attend The Law School at the University of Illinois. Her future plans include the practice of corporate law.

**JANE A. HOFFMAN** is the Collegian of the Year candidate from the North Central Region. Jane, an accounting major, carried a 3.87 grade

point average. Initiated in 1982, she was a member of the Ritual Team, the CEI Committee, Chairman of the Investment and Budget Committee and served the chapter as Treasurer.

Outside of Delta Sigma Pi, Jane was a member of Business and Professional Women, the Business School Promotion and Tenure Committee and the Jazz, Marching and Symphonic Bands. She was named the David Ayres Outstanding Band Member and also served as part-time Choir Director at St. Thomas More Student Parrish. She was also involved in women's and coed intra-



Jane A. Hoffman

mural volleyball, basketball and softball. While at the University of South Dakota she received several scholarships, the most prestigious being the Presidential Alumni Scholarship. She also received the Governor's Scholarship and the Delta Sigma Pi Outstanding Junior Scholarship. In addition to being on the Dean's List every semester, she was a member of several honorary fraternities including Beta Gamma Sigma, Omicron Delta Kappa, Mortar Board, Omicron Delta Epsilon, Phi Eta Sigma and Who's Who Among Students in American Colleges and Universities.

Jane interned with Arthur Ander-

sen and Company in Minneapolis and her future plans include working in the area of public accounting.

**PATRICIA A. HUMPHREY**, A 1981 initiate of Iota Omicron Chapter at Central Missouri State University is the Collegian of the Year candidate from the Midwestern Region. While majoring in both management and finance, Pat maintained a perfect 4.0 grade average. She was very active on several chapter committees including: Pledge Class Professional Committee Chairman; Fraternity Representative to the Business Day Committee; Business Olympics Committee; Alumni/Life Membership Committee Co-Chairman; the Rose Formal Committee Co-Chairman; the Membership Committee; the Homecoming Committee; the Desk Blotter Committee; the Scholarship Committee; the Revenue Committee and the Executive Committee. She served her chapter as Vice President for Professional Activities and as President. She also served on the Ritual Team and as a Big Brother.

In addition to her activity within her own chapter, she traveled to two Missouri Chapter Quad Initiations. She also attended the Midwestern Regional Conference and served as the Official Chapter Delegate for Iota Omicron Chapter at the 34th Grand Chapter Congress in Denver and attended an Area Conference in Springfield.

Outside of Delta Sigma Pi, Pat served as Vice President of Membership for the Society for the Advancement of Management and was also a member of the Economics/Finance Club. She was a student host at the Campus Career Fair and was also the representative of the College of Business and Economics to the Missouri State Chamber of Commerce Business Symposium in Kansas City. She was also active in the Central Missouri State University Foundation Phone-A-Thon.

Pat was also named to several honor societies while being named to the Dean's List for 10 consecutive terms. She was named to the following honor societies: Phi Eta Sigma, the freshman honor society; Alpha Phi Delta, the sophomore honor society; Pi Omicron Delta, the junior honor society; Phi Kappa

Phi, the academic honor society; and Tassles, the senior honor society (now Mortar Board). She received several awards and scholarships including the Tassles Outstanding Freshman Student Award, the Tassles Junior Scholarship Award, the Board of Regents' Scholarship and the Distinguished Scholar, a full academic scholarship.

While attending Central Missouri State, she worked as a data transcriber and typist for the Federal Crop Insurance Corporation. Her future plans include working toward an MBA and pursuing her career as



Patricia A. Humphrey

a financial analyst.

**GAIL C. BARRETT** is the nominee for Collegian of the Year from the Southwestern Region. A 1981 initiate of Beta Upsilon Chapter at Texas Tech University, Gail was active in the chapter after being named Best Pledge in the fall of 1981. She served the chapter as Fund Raising Chairman and on the Professional Activities Committee. In addition, she was a Big Brother and was involved in the chapter's intramurals. Outside of Delta Sigma Pi, Gail was a member of Beta Alpha Psi, the honorary accounting fraternity and Professional Realization of Information Systems Management, an MIS

organization. She also was actively supportive of the Texas Tech Lacrosse Team.

Carrying a double major in accounting and management information systems, Gail maintained a 3.75 grade point average and was on the Dean's List. While attending Texas Tech, she worked as a bookkeeper for the Lubbock CPA firm and also as a medical assistant for another firm. Her future plans include working in the Audit Department of Arthur Andersen and Company in Dallas, Texas.

A charter member of Kappa Mu

ior Guide on the Ritual Team.

In addition to Delta Sigma Pi, she was named to the Dean's Honor List and was a member of the Society for the Advancement of Management and Sigma Iota Epsilon, the honorary management fraternity. She was named a representative of the President's Council in the School of Business and was also named a School of Business Poly Royal Representative.

While attending Cal Poly, she worked for the Montedoro-Whitney Corporation as a secretary. After graduation she will work for the

Chancellor. He also chaired the Fund Raising Committee and the Community Service Committee and served as Senior Warden, Junior Warden, Historian, Senior Guide and Junior Guide during his work on the Ritual Team. In addition, he attended the Western Regional Conference and twice received the Dr. Kathryn Duffy Outstanding Activity Member Award.

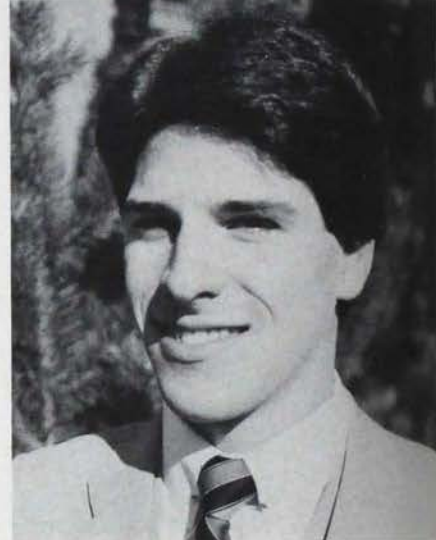
He was also active outside of Delta Sigma Pi as an Associated Students of the University of Nevada Senator and has served on the ASUN Financial Control Board,



Gail C. Barrett



Karen M. Meneghetti



Robert J. Barsanti

Chapter at California Polytechnic State University at San Luis Obispo, **KAREN M. MENEGHETTI** is the South Pacific Region's candidate for Collegian of the Year. A Management Information Systems major, she has maintained a 3.55 grade point average.

As a charter member of Kappa Mu Chapter, Karen served the chapter as President, Senior Vice President, Community Service Chairman, Scholarship Chairman, Alumni Relations Chairman, Purchasing Chairman and published the Kappa Mu Chapter newsletter. In addition, she also served as Jun-

ior Guide on the Ritual Team. In addition to Delta Sigma Pi, she was named to the Dean's Honor List and was a member of the Society for the Advancement of Management and Sigma Iota Epsilon, the honorary management fraternity. She was named a representative of the President's Council in the School of Business and was also named a School of Business Poly Royal Representative.

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# alumni in action

## ALUMNI COMMENTARY

Why do students join *the* professional business fraternity? Do you remember your own personal rationale? One of the reasons probably had to do with social and professional contacts that could enhance your scholastic achievements.

On the other hand, why do alumni remain active in Delta Sigma Pi? Could it be because, in addition to enjoying the bonds of Brotherhood and the camaraderie of fraternal activities, they still benefit from the social and professional contacts of an alumni chapter?

I have often pointed out that the real fun of being a Deltasig really starts after graduation—as an alumnus. Being an undergraduate takes a lot of work, a

lot of worry, and a lot more wallet than most students have. After graduation, a Deltasig's work for the fraternity is easier and less, the worries are minor, and even your wallet can handle the few bucks it takes to reap all the benefits.

It would be crazy or stupid, or both, to let the best Deltasig experiences you have coming slip away from you. It's like abandoning the prize when it is inches from your grasp. That's wasteful! Don't let that happen to you, graduating senior!

Sure there is give and take! Isn't there a debit for every credit? That should be second nature to you by now.

Promise yourself two things to ensure against loss of Deltasig experiences. One, complete the payment of your Life Mem-

bership. Two, join and support a franchised alumni chapter where you will be living and working.

Alumni activities at the collegiate chapter level are great—but you are graduating now and you should be ready for the transition to the "big time." You are ready to join the pros who originate from collegiate chapters all over the country and have come together in a broad-based alumni chapter to grow at an even more accelerated pace.

Can you handle that? Can you afford to pass that up? Don't turn your back when the pay-out is being offered.—ANTHONY Z. FERNANDEZ, DIRECTOR OF ALUMNI ACTIVITIES

James B. Holthus, *Miami-Ohio*, has been promoted to Product Marketing Manager at Hallmark, Inc., in Kansas City, MO.

Tracy Rishel Caskey, *Penn State*, has joined Corning Glassworks in Corning, New York, as Assistant Business Planner. She graduated in August, 1984, with a Master of Science in Business Logistics from Penn State.

Donald A. Sinko, *Miami-Ohio*, has been promoted to Audit Manager at Ernst and Whinney in Cleveland, OH.

Steven J. Palmer, *Cincinnati*, has been named Sales/Marketing Manager at Palmer Promotions in Cincinnati, OH.

Mark N. Miller, *Cal State-Chico*, has a new position as Staff Accountant with Deloitte, Haskins and Sells in San Francisco, CA.

Michael S. Carollo, *Miami-Ohio*, has been promoted to Senior Auditor at the H.J. Heinz Company in Terminal Island, CA.

Evonne Morales, *Adelphi*, has a new position as staff accountant at Touche Ross in New York, NY.

Susan Fried .Schnelzer, *Miami-Ohio*, has been promoted to Account Executive, Industry Consultant with AT&T Communications in Pittsburgh, PA.

James H. Nevin, *San Deigo State*, has been named Sales Representative at Revlon, Inc., in New York, NY.

Elaine Hollandsworth Cantrell, *Miami-Ohio*, has been named Contract Negotiator for the United States Air Force at Wright Patterson AFB in Dayton, OH.

Mark P. Orlovsky, *Wisconsin-Whitewater*, is currently a Material Requirements Planner and Data Base Computer Programmer for the Falk Corporation in Milwaukee, WI. He also serves as a member of the Board of Directors of the Milwaukee Alumni Chapter.

Ross M. Castellano, *St. Peter's*, is currently stationed at Ft. Langland AFB, in San Antonio, TX.

Henry A. Ciavarella, *Virginia Tech*, has been promoted to Operations Manager of The Food and Merchandise Warehouse at Kings Entertainment in Richmond, VA.

Paul V. Otter, *Loyola-Chicago*, has

been named to the position of Floor Broker at Richardson Greenshields Securities in Chicago, IL.

Sherri Gresham Brown, *Howard*, is currently employed by IBM in Boca Raton, FL.

Denise Y. Williams, *Howard*, is currently employed by Coopers and Lybrand in Washington, DC.

## DELTASIG CHOSEN ORANGE BOWL QUEEN

Stephanie R. Hicks, *Miami-Florida*, was named the 1984 Orange Bowl Queen in Miami, Florida, and presided over the 1984-85 Orange Bowl festivities.

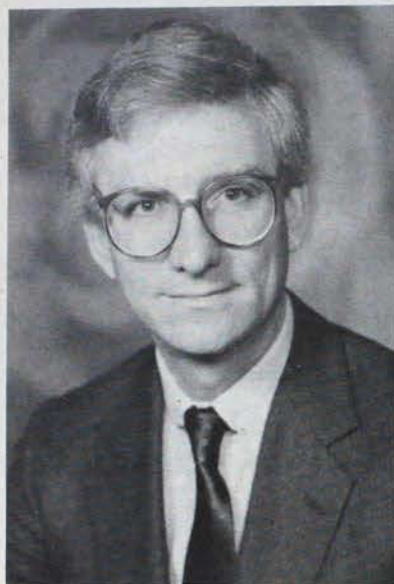
William J. Taggart, *Howard*, is currently employed at IBM in White Plains, NY.

Juliet O. Jones, *Howard*, is currently employed by the Hartford Company in Alexandria, VA.

Cassandra T. Britton, *Howard*, is currently employed by the U.S. Post Office in Washington, DC.

# alumni in action

## ALPHA PI ALUMNUS HEADS CONSULTING FIRM



John C. Aplin

John C. Aplin, Jr., *Indiana-Bloomington*, is currently president of the Mark Twain Bancshares Management Consulting Group in Kansas City. His specialties include strategic planning, organization design, productivity improvement programs, executive training, organizational development products and "turnaround" management.

Prior to joining Mark Twain Bancshares, Dr. Aplin was on the faculty of the Graduate School of Business at Indiana University-Bloomington. As a tenured professor of management, he was Chairperson of the Master of Business Administration Program. Dr. Aplin has been instrumental in establishing graduate business programs in China (P.R.C.), The Netherlands, France and Eastern Europe.

Formerly a commissioned Naval Flight Officer in the United States Navy, Dr. Aplin was selected by then-Chief of Naval Operations, Admiral Elmo Zumwalt, to assist in the establishment of the Navy's first Human Resource Management Program.

Joan A. Cambridge, *Howard*, is currently employed by State Farm Insurance Company in Frederick, MD.

Stacey M. Kirsch, *Lewis*, has accepted a position in the Management Training Program at the American National Bank in Chicago, IL.

Emmitt W. White, Jr., *Georgia*, has announced the opening of his own CPA Firm, Higgins & White, in Atlanta, Georgia. He previously worked for a CPA Firm in Stone Mountain, GA.

## DELTASIG NAMED DEAN AT ARKANSAS

Lloyd Seaton, Jr., *Arkansas-Fayetteville*, has assumed the post of Dean, College of Business Administration at the University of Arkansas after having previously served as Acting Dean. Dr. Seaton, a Certified Public Accountant, served the university in 1967 as a visiting professor of accounting and returned to the campus in 1971 as an associate professor.

At the University of Arkansas, Dr. Seaton has served as Coordinator of the Graduate Studies Program and has also represented the College on the University Graduate Council.

## MIAMI GRAD NAMED EXECUTIVE VICE PRESIDENT

Robert J. Kamerschen, *Miami-Ohio*, has been named Executive Vice President for the Marketing Corporation of America. Mr. Kamerschen will be responsible for seven of the company's existing operating divisions, including the Couponing Group, the Sales Promo-



Robert J. Kamerschen

tion Division, the Marketing Consulting Division, the Market Research Division, the Development Consulting Division, Westport Restaurants, Inc., and MECA, the company's computer software division.

Mr. Kamerschen previously served as Executive Vice President, Sector Executive, and member of the Office of the Chairman of Norton Simon, Inc. Prior to NSI, he was president of Max Factor and Company in Chanel, Inc., and held senior level responsibilities at Dunkin' Donuts, Revlon and Scott Paper Company.

Mr. Kamerschen also is a member of the Board of Trustees for Emerson College in Boston. He has served on the Business Advisory Council of Miami University as well as an invited Executive-in-Residence Lecturer. In addition, he participated for several years in the Distinguished Practitioner/Lecturer Program at the University of Georgia and is listed in "Who's Who" in America.

Frank H. John, Jr., *Howard*, is currently employed by IBM in Washington, DC.

## MAZUR NAMED PFA TREASURER

Michael J. Mazur, Jr., *Georgia State*, was elected to a second consecutive term of office as Treasurer of the Professional Fraternity Association. The Professional Fraternity Association is an organization of 38 professional fraternities representing a variety of disciplines banded together to share experiences and to promote the professional fraternity concept. He was elected as the Annual Meeting of PFA held at the Adam's Mark Hotel in Indianapolis, Indiana, in September, 1984.

He was elected for a term of one year and serves as Executive Director of Delta Sigma Pi and is the fraternity's delegate to the Professional Fraternity Association.

## PIEDMONT'S CEO INITIATED IN GREENSBORO

William R. Howard, *North Carolina-Greensboro*, was initiated by Delta Sigma Pi as an Honorary Member at the South Central Regional Conference on October 6, 1984. Mr. Howard was elected President and Chief Executive Officer of Piedmont Aviation, Inc., in May,

# alumni in action

1983. He had originally joined Piedmont in January of 1978 as Senior Vice President and Assistant to the President and became Piedmont's Executive Vice President in 1980.

Mr. Howard was a partner in the Atlanta law firm of Gambrell, Russell and Forbes, during which time he devoted 100% of his activities to serving as legal counsel to Eastern Airlines. In 1967 he joined Eastern Airlines as Staff Vice President-Legal, and subsequently held positions as Vice President and then Senior Vice President. While at Eastern, Mr. Howard also served as President of Eastern Aviation Services, as Executive Vice President of the Maunakea Beach Hotel Corporation and the Dorado Beach Hotel Corporation, Eastern's hotel properties in Hawaii and Puerto Rico.

Mr. Howard is also a member of the Board of Directors of Piedmont and is Chairman of the Board of Air Services, Inc., a general aviation subsidiary of Piedmont Aviation, Inc. He is Chairman of the Board of Aviation Supply Corporation, which is a wholly-owned subsidiary of Piedmont Aviation, Inc. Mr. Howard is on the Board of Directors of the Air Transport Association of America and also serves on the Executive Committee of that organization.



William R. Howard

George N. Wyche, Jr., *Howard*, is currently employed by General Electric in Rockdale, MD.

## ALPHA UPSILON ALUMNUS JOINS PUBLIC RELATIONS FIRM



L. Christine Simpson

L. Christine Simpson, *Miami-Ohio*, has been named Traffic Coordinator for Hodskins Simone & Searls, Inc., an advertising, marketing and public relations firm based in Raleigh, North Carolina. As head of the Traffic Department, Ms. Simpson coordinates all work currently in progress for every client. She will also be redesigning the entire computerized traffic system for the agency.

Prior to joining HS&S, Ms. Simpson was the Administrative Secretary of Marketing Services for The Cooper Group, one of the largest hand tool manufacturer's in the world.

Past Secretary of the Chapel Hill-Research Triangle Park Alumni Chapter, she is also a charter member and membership chairman of Triangle AD II., the national advertising organization affiliated with the American Advertising Federation.

## MESCON NAMED DEAN

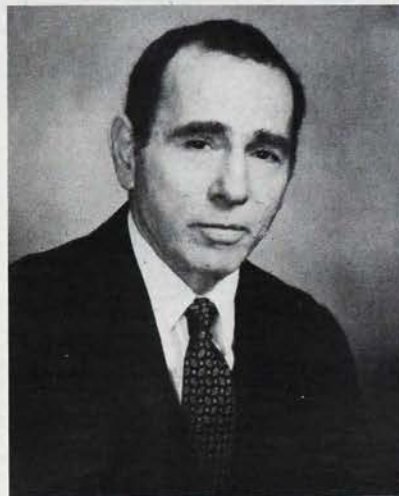
Michael H. Mescon, *Georgia State*, has been named the Dean of the College of Business Administration at Georgia State University. He has held the position of Regent's Professor of Human Relations and has served as Chairman of the Department of Management in the College of Business Administration

at Georgia State University. He has held, since its inception, the nation's first Chair of Private Enterprise and has aided in the establishment of additional Chairs of Private Enterprise throughout the United States.

He is the author and co-author of over 80 articles and books. His co-authored text, *Business Today*, is one of the most successful introduction to business books now being used in the United States.

He has been a guest lecturer at colleges and universities throughout the world and is a member of the Stonier Banking School Faculty at Rutgers and the Trust School Faculty at Northwestern. He is also President of The Mescon Group, Inc., a consulting firm based in Atlanta that has worked with over 100 organizations in areas that run the gamut from organizational redesign to arbitration.

He has served as the Keynote Speaker for the 32nd and 33rd Grand Chapter Congresses of Delta Sigma Pi in Atlanta, Georgia, and Mackinac Island, Michigan, respectively, and will once again serve as Keynote Speaker at the 35th Grand Chapter Congress in Dallas, TX.



Michael H. Mescon

Bruce A. Brown, *Loyola Marymount*, is currently employed as a Senior Budget Analyst for the Department of State's Office of Budget for Planning in Washington, DC.

## WILLIAMSON CEO

John P. Williamson, *Kent State*,

# alumni in action

Chairman of the Board and Chief Executive Officer of the Toledo Edison Company, is currently serving as Vice Chairman of the North American Electric Reliability Council. The Toledo Edison Company, the public utility company with 100,000 share owners, serves 270,000 customers in a 2500 square mile area of Northwestern Ohio.

Mr. Williamson is a member of the Executive Committee of the Edison Electric Institute and Association of Edison Illuminating Companies. He serves as a trustee for the Toledo Museum of Art, Toledo Hospital and the Toledo Symphony Orchestra. In addition, he serves as Life Director of the Ohio Chamber of Commerce, is a member of the Development Advisory Council for the state of Ohio and is also an Honorary Trustee for the United Way of Lucas, Wood and Ottawa counties and the Toledo Area Council of Boy Scouts of America.



John P. Williamson

Cherylane D. Brown, *Howard*, is currently employed as Staff Accountant by Coopers and Lybrand in Philadelphia, PA.

## SOUTH ATLANTIC REGIONAL DIRECTOR OPENS FIRM

Elaine M. Norton, *Florida Atlantic*, has announced the opening of an office for the practice of public accounting in consortium with David J. Stockwell, CPA, in Ft. Lauderdale, Florida. Ms.

Norton currently serves the fraternity as South Atlantic Regional Director. She previously served as District Director in the South Atlantic Region and was named the Southeastern Regional Collegian of the Year in 1980.



Elaine M. Norton

David M. Rose, *Indiana State*, has been listed in the 1984 edition of Outstanding Young Men of America. He served the fraternity as East Central Regional Director from 1977 to 1979.

## BETA OMICRON HONORED

E. Leslie Peter, *Rutgers*, was honored through the dedication of Alumni Walk, a photographic and biographical exhibit of distinguished alumni from the undergraduate colleges on the Rutgers-Newark campus. The Alumni Walk will be permanently displayed in the John Cotton Dana Library.

Mr. Peter founded his first company, one that manufactured and distributed educational toys and games, while still a student. After graduation, he joined Tung Sol Electric and in 1959 was Founder and General Manager of Tung Sol Electric International. In 1964, at the age of 29, he was named President and CEO of Zenith Electric Company. He is currently Chairman and CEO of Leslie Peter and Company and several other corporations.

Angela A. Brown, *Howard*, is currently employed by IBM in Baltimore, MD.

## TRUETT CATHY INITIATED

S. Truett Cathy, *Georgia College*, was initiated as an Honorary Member on October 27, 1984, at the Southeastern Regional Conference. Since 1946 Mr. Cathy has served as owner, originator and president of the fast food restaurant operating under the names of The Drawf House and Chick-fil-A, Inc., which has 283 restaurants in 31 states.

He is a trustee for Mercer University, Clayton Junior College Foundation, Southern Seminary Foundation and the Lord's Day Alliance of the United States.

He was named 1982 Outstanding Georgia Entrepreneur by the Georgia Business and Trade Association and received the 1982 Entrepreneur of the Year Award from the Atlanta Chapter of Stanford Business School Alumni Association. In addition, he is an honorary alumnus of Georgia College in Milledgeville, Georgia, and Samford University in Birmingham, Alabama, and is an honorary member of Beta Gamma Sigma Fraternity and Omicron Delta Kappa Society.



S. Truett Cathy



# bits and pieces

## merger

Dennis D. Shamp, *Miami-Ohio*, on October 13, 1984, to Rae Ann Mense, at Fairfield, Ohio.

Henry A. Ciavarella, *Virginia Tech*, on September 15, 1984, to Cheryl Lynn Foster, *Virginia Tech*, at Ft. Lee, Virginia.

Thomas M. Engwer, *Cal State-Chico*, on September 8, 1984, to Ann J. Austing, *Cal State-Sacramento*.

David J. Kassiss, *Cal State-Sacramento*, on June 23, 1984, to Lisa A. Brosnan, *Cal State-Sacramento*.

Mark S. Gottlieb, *Adelphi*, on June 6, 1984, to Hilary Gingold, at New York City, New York.

Lisa R. Brinkley, *Virginia Tech*, on April 7, 1984, to John R. Shahan, at Centreville, Virginia.

Susan E. Barr, *Connecticut*, on July 28, 1984, to Scott Davis, at Groton, Connecticut.

Mark E. Nichols, *North*

*Carolina-Greensboro*, on May 26, 1984, to Wanda G. Dotson, *North Carolina-Greensboro*, at Stanleyville, North Carolina.

Susan M. Quill, *Adelphi*, on July 14, 1984, to Gerry Meyers, at New York City, New York.

Carla G. McCurdy, *Virginia Tech*, on July 21, 1984, to Mark S. Roberts, at Roanoke, Virginia.

William H. Farley, *North Carolina-Greensboro*, on August 18, 1984, to Jill P. Cutler, *North Carolina-Greensboro*, at Farmville, North Carolina.

James W. Walsh, Jr., *Akron*, on September 8, 1984, to Kathleen Ann Stutz, at Akron, Ohio.

Mark Eugene Knapp, *Ball State*, on June 2, 1984, to Teri Lynn Hittle, at , at Arcadia, Indiana.

Kimberly A. Ward, *Pittsburgh*, on May 19, 1984, to Bud Fickley, at Pittsburgh, Pennsylvania.

Paul M. Cain, *Pittsburgh*, on September 22, 1984, to Mary Ann Biery, at Pittsburgh, Pennsylvania.

Timothy D. Crockett, *Valparaiso*, on June 9, 1984, to Charlotte R. Fisher, at Indianapolis, Indiana.

Diane S. Rossi, *Connecticut*, on September 15, 1984, to Barry Odbert, at Baskin Ridge, New Jersey.

Jacob G. Ford, *James Madison*, on September 1, 1984, to Jane Staley, at Culpeper, Virginia.

Bryan T. Durkin, *Lewis*, on March 17, 1984, to Mary C. Connelly, *Lewis*.

Martha M. Thompson, *Lewis*, on April 14, 1984, to Chris Doll.

Richard E. Fellers, Jr., *Lewis*, on May 5, 1984, to Lynn Bennet.

Kenneth R. F. Kameniczak, *Lewis*, on July 7, 1984, to Barbara M. Salev, *Lewis*.

Thomas W. Fry, *Lewis*, on November 24, 1984, to Cheryl Kummer.

Tracy D. Rishel, *Penn State*, on August 31, 1984, to John W. Caskey at State College, Pennsylvania.

## dividends

To Brother and Mrs. William D. Sadecki, *Lewis*, a son, Adam.

To Brother and Mrs. James B. Holthus, *Miami-Ohio*, on October 15, 1984, a son, Benjamin Andrew.

To Brother and Mrs. Donald A. Sinko, *Miami-Ohio*, on September 24, 1984, a son, Gregory.

To Brothers David H. Robinson and Joelene D. Robinson, *Ball State*, on August 17, 1984, a daughter, Cynthia Louise.

To Brother and Mrs. Michael Thornbury, *Troy State*, on September 24, 1984, a son, Mark Anthony.

To Brother and Mrs. Paul V. Otter, *Loyola-Chicago*, on June 26, 1984, a son, Paul V., Jr.

To Brother and Mrs. William O. Holt, Jr., *Virginia Tech*, on May 20, 1984, a son, John Nathaniel.

To Brother and Mrs. Ray

Freshour, *Ferris State*, on April 21, 1984, a daughter, Erin Rae.

To Brother and Mrs. Arthur Slate, *C. W. Post*, on October 8, 1984, a son, Gary Matthew.

## in memoriam

The fraternity, its officers, its staff and the editor of the magazine do not assume responsibility or liability for the accuracy of this column. Information in this column is printed as it is reported to The Central Office for record keeping purposes.

Lawrence E. Gracey, *Indiana*, 5-82

Homer Cherrington, *Ohio*, 5-18-82

Birger H. Peterson, Jr., *Northwestern-Chicago*, 6-4-84

William T. Rutherford, *Tennessee*, 10-84

Leo L. Nurmi, *Minnesota*, 8-8-84

## NEW POSITION, MERGER, DIVIDENDS?

If so, please let us know!

Send us press releases, photographs and additional information about yourself.

Share your successes with other Brothers by sending them to:

EDITOR

The DELTASIG of Delta Sigma Pi

330 South Campus Avenue

P.O. Box 230

Oxford, Ohio 45056-0230

# the chapters speak

(CHAPTERS from page 15)

## Xavier

**THETA LAMBDA**—Though previously only a chapter of 15, our Senior Vice President was able to attract over 40 prospective members, 11 of whom remained with us and several others who expressed a great interest in joining next semester.

Our professional activities have also taken a step up as we presented professionals such as Gerald Hepp, former Vice President of the American Institute of Certified Public Accountants (AICPA), and Roger Wit, Regional Marketing Manager for the Burroughs Corporation. We also took business tours to companies such as The Hudepohl Brewing Company, WEBN Radio Station, and Burgundy's Inc., (a diversified, local company owning nightclubs, restaurants, etc.).

In conjunction with Alpha Theta Chapter's Founders' Day Party for the East Central Region, Theta Lambda Chapter sponsored a trip to the Cincinnati Zoo, with a presentation on the Zoo's fund raising activities.

To promote Delta Sigma Pi and Greek life in general on campus at the beginning of the semester, we sponsored a "Welcome Back to Xavier Party" and a "Greek Toga Party," the latter of which was also a fairly successful fund raiser.

—Humberto Carnero

## Bowling Green State

**THETA PI**—Theta Pi Chapter was honored to receive first runner-up for the Most Improved Chapter Award last year. As this award shows, we are constantly seeking ways to improve the chapter.

In November, we initiated 36 great pledges who got involved early in the semester. Among their many activities, they sponsored a community service project, a "signature" party and doughnut sales to complement the chapter's coffee/tea sales.

Our Rose Formal will be held March 2, 1985, in Bowling Green. In conjunction with the dinner and dance, we will be celebrating our chapter's 15th birthday. This spring, we will again be involved in the Toledo Area Easter Seals Telethon and, of course, the tour of Strohs' Brewery in Detroit is coming soon!

In February, we will host the Area Conference. Plans are now being finalized for this eventful weekend and we



Members of the Cincinnati Alumni Chapter enjoy several activities including their annual pool party and cookout.

are looking forward to seeing you here!

—Sharon K. Jones

## Robert Morris

**IOTA TAU**—It is Iota Tau Chapter's fifth year at Robert Morris College and plans for this year include the second annual frentsy banquet, another successful program with Junior Achievement, new fund raisers and a highly enthusiastic pledge program.

The highlight of last semester was the Fall Carnival held at Robert Morris College. Iota Tau Chapter raised over \$135.00 in three days. The purpose of the carnival was to raise money for the D. T. Watson Rehabilitation Home in Sewickley, Pennsylvania.

Iota Tau Chapter also invited Holy Family Institute, an orphanage in Pittsburgh, to the carnival. The children of Holy Family enjoyed getting their faces painted by the Brothers, sharing punch and cookies and playing the games. All in all, it was three days of fun and enjoyment for young and old. We are looking forward to the Muscular Dystrophy Dance Marathon, which will be held at Robert Morris College in the spring.

At Robert Morris College we are "IT."

—Kevin Goldman

## Cincinnati

The Cincinnati Alumni Chapter experienced a very successful 1984 and the

trend is expected to continue on into 1985. We had a very busy summer and fall with activities such as our first annual golf outing, pool party-steak fry, and our traditional pot luck dinner. In November, we celebrated Founders' Day with various chapters in our region at a party hosted by Alpha Theta Chapter at the University of Cincinnati.

Activities yet to come are our annual racquetball party, a night at Latonia Racetrack and a senior round-up party. All of us in Cincinnati would like to take this opportunity to wish all of the chapters across the country the best in 1985!

—Robert L. Scheck

## Cleveland-North Coast

The Cleveland-North Coast Alumni Chapter continues to grow under the new leadership of President Tom Bauer. Not content until all Brothers in Cleveland benefit from our existence, the chapter is continuing its efforts in improving its programming. A survey has been sent to all Brothers in the Cleveland area to better determine their interests. Future events are being planned using this information.

Not ones to sit at home, the roads of Ohio have been filled with Cleveland alumni. The East Central Regional Conference was well attended by our members. Many who attended were discussion leaders for the various seminars. Collegiate chapter initiations have also been attended by our members.

# the chapters speak

Of course, there's no place like home and once again our annual Christmas party was an enjoyable affair. Keeping with the holiday spirit, admission to the party was one can of food. The food was then donated to a local charity for distribution.

Any Brother interested in joining the Cleveland-North Coast Alumni Chapter is encouraged to contact Tom Bauer, P.O. Box 14081, Cleveland, OH 44114.

—Michael M. Shaulis

## CENTRAL REGION

### Indiana-Bloomington

ALPHA PI—Excitement is in the air as the Alpha Pi Chapter at Indiana University-Bloomington celebrated its 60th year of activity. Highlighting the anniversary was the fall Rose Dance with alumni and staff. The dance was the event of the semester!

Professionally, the Alpha Pi Chapter had a fascinating array of speakers from Jenn-Air Company to the Hypnotist Center in Bloomington. Both enlightened us to new facets of the business world. Out-of-town activities included an extensive tour of Proctor and Gamble in Cincinnati, Ohio.

Social events have kept the weekends alive! Highlights included a barn dance, camping trip, Halloween party and horseback riding. The pledge class also contributed to the fun by throwing a "Tacky Tourist" party.

Finally, we would like to extend best wishes to all Deltasigs for a successful spring semester!

—Kelly Brennan

### Wayne State-Detroit

GAMMA THETA—The Gamma Theta Chapter extends greetings to all the Brothers we met at the Central Regional Conference in Indianapolis, Indiana.

The current ideology at Wayne State is "new." We gladly welcome Dean Cottle of the business school. A new addition to the pledge program experienced by our 15 pledges was to research the archives of one's fraternal family. This was instituted to bridge the past and present.

Our largest and newest fund raiser was a hall party, "Sunglasses at Night." Lastly, we congratulate the Tigers as our new World Series champions!

Noteworthy annual activities were planned to maintain both our professional demeanor and community involvement. Outstanding speakers/tours, resume and interviewing techniques, the Faculty Reception, the Phone-A-Thon,

and the blood drive were among the events.

—Paula D. Brinston

### Ferris State

DELTA RHO—Delta Rho Chapter at Ferris State College celebrated the 1984 fall Homecoming by sponsoring a queen, entering a float in the parade and hosting a party for our returning alumni. Delta Rho Chapter also took pride in attending the Central Regional Conference in Indianapolis, Indiana, on October 19-21.

In October, our eight pledges, along with the Brothers, sponsored the Fourth Annual Spookhouse for the children, young and old alike, of Big Rapids. In November, the Brothers attended a Founders' Day celebration along with the members of the Western Michigan Alumni Chapter who hosted the event at the University Club in Grand Rapids.

The fall professional tour consisted of a tour to Prince Corporation in Holland, Michigan, where we viewed the front office and the production facilities. The chapter is also very busy with the wrap-up of another profitable Desk Blotter and the planning of another soon-to-be successful Florida trip to Daytona Beach, Florida, and Career Day to be held later in the spring.

—Scott Allan De Jonge

### Indiana State

DELTA TAU—This past semester the Delta Tau Chapter was proud to celebrate its 25th birthday on October 10. The Brothers celebrated with a hayride and refreshments.

Sixteen enthusiastic pledges were initiated into the chapter on November 30. During their pledgship, these initiates raised money by conducting a slave sale in which the Brothers purchased a pledge to do odd jobs.

On October 26 and 27, we took a memorable trip to Cincinnati where we toured Hudepohl Brewery. While in the Cincinnati area, we also visited The Central Office in Oxford, Ohio. Also this past semester, we had four speakers and an interesting tour at a local aluminum company. Our Christmas Dance on December 1 was our last big event before we said a sad "good-bye" to those who graduated.

—Darla C. Gifford

### Ball State



Grand President Dick Parnitzke, center, and East Central Regional Director Jeff Nelson, far right, joined the Cleveland-North Coast Alumni Chapter at their annual picnic last year.

# the chapters speak

**EPSILON XI**—Epsilon Xi Chapter had a great fall semester. Financially, the chapter started the year off with a successful beer sign sale. Beer paraphernalia was donated by several local beer distributors. It was a very fun project to say the least!

In October, we had a speaker from Delco Reme speak on interviewing tips. The Brothers also took a tour of Ball Corporation. In December, we toured a downtown department store and spoke with several professional buyers from that firm.

Epsilon Xi Chapter participated in a Halloween skating party with Big Brother/Little Brothers of Delaware County. The Brothers also sang beautiful Christmas carols at Westminster Retirement Village. What a great feeling to help others.

Socially, we had a hayride and square dance in November. Later in December, our members celebrated Christmas at a wine and cheese party given by our president. We are also planning the Rose Dance for late this January at the Hyatt Regency Hotel in Indianapolis.

—Lisa R. McConnell

## Evansville

**IOTA SIGMA**—Iota Sigma Chapter is looking forward to its fifth successful year at the University of Evansville. After an extended recruiting period, we accepted 14 enthusiastic pledges.

The Central Regional Conference was held in Indianapolis, Indiana, October 19-21, and five Brothers attended. We had great fun meeting other Deltasigs from our area and discussed possible future activities with our neighboring chapters.

Plans are now under way for our first annual Rose Dance to be held around the first of the year. In March we will be celebrating our fifth birthday in style by sponsoring an all campus "Happy Birthday Iota Sigma Chapter" party. What a great way to make Delta Sigma Pi known around campus!

Early each morning this winter we will be setting up a coffee table in the School of Business, a real "eye-opening" fund raiser! In addition, we are holding a raffle with first prize being a reduction toward winter quarter's tuition.

Iota Sigma Chapter hopes to see you all at the Grand Chapter Congress this summer. It's a Deltasig experience not to be missed!

—Anne C. Reed

## Valparaiso

**KAPPA PHI**—Kappa Phi Chapter welcomed its 39 Brothers back this fall with a cookout at the Indiana Dunes National Lakeshore. Our professional activities calendar includes a tour of Urschel Laboratories, a major producer of food slicing machinery; a brewery tour in either Milwaukee or Detroit (look out Delta, Gamma Theta, Gamma Rho or Delta Rho Chapters!); speakers on "Strategic Planning," "Putting Magic into a Business," and the "Life of a Sales Representative."

Seven of our Brothers attended the Central Regional Conference in Indianapolis, Indiana, on October 19-21. They returned home with new ideas and a much stronger sense of Brotherhood. Many thanks to Central Regional Director John Black and his staff for organizing such a fun weekend.

Our Initiation Banquet/Rose Ball is scheduled for February 16, 1985. Of course, ALL BROTHERS are invited!!

—Betsy K. Pumroy

## Bellarmine

**KAPPA PSI**—Our second year started off last semester with continued enthusiasm that was only increased by seven of our Brothers and one alumni Brother after returning from the Central Regional Conference in Indianapolis. This excitement carried over into the initiation of our Beta pledge class and the celebration of both the fraternity's and our chapter's birthday on November 5.

To celebrate the Thanksgiving season, the Brothers of Kappa Psi Chapter prepared a "traditional" Thanksgiving dinner for a needy family in our area. For a professional insight as well as an enjoyable afternoon, the Brothers toured the Kentucky Center for the Arts (KCA), preceded by a speaker from the KCA, and followed by attending the Neil Simon play, "Brighton Beach Memoirs." In the spirit of the holiday season, a Christmas Bazaar was held where area merchants came to sell their crafts. The semester ended with a Christmas Party held for the entire Central Region.

Kappa Psi Chapter is looking forward to the possibility of working closely with the Kentucky Council of Economic Development and a rewarding spring semester.

—Melissa Ann Stevens

## Purdue

**KAPPA OMEGA**—Kappa Omega Chapter at Purdue University is well on its way to achieving the many goals set forth by our Brothers in this first full year of activities.

Overwhelming interest and enthusiasm was shown at our "Meet-the-Chapter" recruiting function in which over 50 students attended. It was a proven success as we welcomed 20 new pledges.

Under the theme "Communication: The Key to Success," our professional program has included: a representative from Wang Laboratories, Congressman John Myers and a local bank president. We received voting membership from our city's Chamber of Commerce after hearing from their vice president. The sponsorship of a Junior Achievement Company with the assistance of the Caterpillar Tractor Company helped round out the program.

No Chapter is complete without a strong fund raising program. Campus Dimensions has helped provide us with credit card applications and movie promotions. Finally, we provided helping hands at our football stadium which added to our fund raising program.

—Stephen G. Meeker

## Western Michigan

Since the installation of our chapter in May 1984, leisure activities have sparked the rapid growth of our membership, now nearing 80 Brothers. We have boldly projected growth for 1985 of 50-75%!

In our infancy, activities such as wine and cheese parties, cook-outs, theater nights, a day of baseball with the World Champions in Detroit and much more, have been the food for our growth.

We have since begun to plan for our future with more concerned objectives. Among our plans are collegiate chapter installations at two local colleges, financial support of Junior Achievement's Project Business and other community service projects. Enhancement of our individual professional growth through such activities as winter tax seminars, has already begun.

If you're in West Michigan call 616-942-8790 or write to P.O. Box 3500, Grand Rapids, MI 49501.

—Brian K. Timmer

# the chapters speak

## COLLEGIANS OF THE YEAR REPORT



Linda S. Alchek  
Dwayne A. Hoffpauir

As we approach the halfway point of this academic year, it is evident that Delta Sigma Pi is

well on its way to a level of success unrivaled by any year in its history. It all began in August with the National Executive Committee Meeting where the groundwork for this year was laid. It continued into the fall with the Regional Conferences. All of the conferences that we attended have been huge successes. The enthusiasm created by the conferences has carried over into chapter performance. Both initiation levels and CEI point levels have been high thus far this year. The success can only continue, as another National Executive Committee Meeting is planned for February, chapter visits from Consultants continue, expansion possibilities are being pursued and, of course, the Grand Chapter Congress convenes this August.

We would like to take this opportunity to encourage as many Deltasigs as possible to

make plans *now* to attend the Grand Chapter Congress. Hold your fund raisers and set aside the money to send a delegation from your chapter. Take it from us, it's not just another convention. Unless you have been a part of the singing of the "Rose of Deltasig" at a Grand Chapter Congress Banquet, you are missing out on the true meaning of Brotherhood.

We also want to remind you that we are here to represent the interests of all collegiate members. Please feel free to contact us on any matter that you feel deserves attention on a national level. Keep up the good work and do your best to "Make Dallas Definite."

Linda S. Alchek  
Collegian of the Year-1983

Dwayne A. Hoffpauir  
Collegian of the Year-1984

## OFFICIAL NOTICE

### National Executive Committee Meeting

The Wyndham Hotel - Greenspoint  
Houston, Texas  
February 15-17, 1985

# YOUR INVITATION TO BECOME A LIFE MEMBER

## Special advantages of Life Membership:

Your National Alumni Dues are paid for life.

You receive The DELTASIG Magazine for life.

You receive your gold embossed Life Membership Certificate and Life Membership Identification Card.

You have helped to permanently endow your fraternity.

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## DELTA SIGMA PI

### APPLICATION FOR LIFE MEMBERSHIP

Name \_\_\_\_\_ Chapter and Number \_\_\_\_\_

Address \_\_\_\_\_

City, State and ZIP Code \_\_\_\_\_

Enclosed is my check for \$ \_\_\_\_\_ to pay ( ) part, ( ) all of my Life Membership.

\_\_\_\_\_ Alumnus (\$125.00)

\_\_\_\_\_ Collegiate Member (20% Discount—\$100.00)

\_\_\_\_\_ Collegiate Member and CEI Discount (Total 30% Discount—\$87.50)

I understand that if this is a partial payment, consecutive monthly payments of \$10.00 or more will be made until the balance is paid in full. Each time a payment is received at The Central Office, a statement for the remaining balance will automatically be sent to me. I will keep The Central Office apprised at all times of my current address.

**CUT AND MAIL TO: Delta Sigma Pi, 330 South Campus Avenue, P.O. Box 230, Oxford, Ohio 45056-0230**

# ARE YOU MOVING?

## Please Let Us Know

Attach your current mailing label in the space provided, fill in your new address and return this form to the address below.

New Address:

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Name

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Street, Route, Box, Apt.

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City, State, Zip Code

Please send to: Delta Sigma Pi, 330 South Campus Avenue, P.O. Box 230, Oxford, Ohio 45056-0230

**DELTA SIGMA PI EDUCATIONAL  
FOUNDATION SCHOLARSHIP PROGRAM**

For sons, daughters, brothers, sisters, nephews, nieces, grandsons, or granddaughters of members of the International Fraternity of Delta Sigma Pi. To be completed and returned (postmarked) on or before February 15, 1985 to:

Delta Sigma Pi Educational Foundation  
Mr. Richard L. Schreiner  
4400 Hadrian Court  
Alexandria, VA 22310

Please enter me in the DELTA SIGMA PI EDUCATIONAL FOUNDATION SCHOLARSHIP PROGRAM FOR 1984.

I am the  son  grandson  nephew  brother  
 daughter  granddaughter  niece  sister

of a member of Delta Sigma Pi, and I expect to complete high school in 1985 and enter college in 1985. I have taken the Scholastic Aptitude Test (SAT) prepared by the Educational Testing Service. (An extra copy of your score can be obtained by using code 1000 when taking a test or can be furnished by your high school guidance counselor.) I understand that my score on this test will be used to evaluate my candidacy in the Delta Sigma Pi Educational Foundation Scholarship Program.

- Results of the SAT are enclosed.  
 Results of the SAT will be furnished by my counselor.

**PLEASE PRINT CLEARLY**

The exact date will complete high school is \_\_\_\_\_ mo. \_\_\_\_\_ yr.

Name \_\_\_\_\_  
(Last) (First) (Middle)

Month, Day, Year of Birth \_\_\_\_\_

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, Grandparent, Brother, Sister, Uncle, or Aunt) (Designate Which)

(Chapter Affiliation)—Name and Number

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 210 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, P.O. Box 230, Oxford, Ohio 45056-0230.)

I understand that the decision of the Delta Sigma Pi Educational Foundation is final in the selection of scholarship winners and that there is no appeal from the decision of the Foundation. It is my further understanding that if awarded a scholarship, the award is \$1,000 per year for four years upon providing evidence of continued satisfactory academic performance to the Foundation.

\_\_\_\_\_  
(Signature of member-parent, grandparent, uncle, or aunt)

\_\_\_\_\_  
(Signature of applicant)

\_\_\_\_\_  
(Date)

## FOUNDATION REPORT

The Delta Sigma Pi Educational Foundation is a not-for-profit corporation incorporated under the laws of the State of Illinois. While it is a separate and distinct entity from the International Fraternity of Delta Sigma Pi, it does not operate in competition with it. In fact, the Foundation complements the Fraternity's objectives through fostering purposes in consonance with these objectives, with resources acquired through tax deductible gifts not available to the fraternity.

All members in good standing of the Fraternity as well as widows of such members 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 upon the aggregate total of their contributions reaching the \$100.00 level. Contributions and gifts from other sources such as corporations, other Foundations and friends are also sought with such contributors identified as Honorary Members as determined by the Board of Directors.

The purposes of the Foundation are exclusively charitable and educational and are directed toward encouraging and aiding students of business (undergraduate and graduate levels); to make available to students of business financial assistance by way of scholarships and grants; and to encourage and assist worthy educational and business research projects.

The Foundations's Board of Directors and Officers sincerely urge all Brothers to support the work of the Foundation. All gifts, contributions, bequests, legacies and transfers made to the Foundation are deductible for Federal estate and gift tax purposes. Contributions and other gifts may be made directly to The Delta Sigma Pi Educational Foundation: Albert S. Gordon, 3B Soldiers Field Park, Boston, MA 02163. Additional information about scholarships and grants can be obtained from Richard L. Schreiner, 4400 Hadrian Court, Alexandria, VA 22310.

# DALLAS



**35TH GRAND CHAPTER CONGRESS**

**August 18-22, 1985**

**The Sheraton Park Central Hotel & Towers**