

**Northeastern Province Leadership Reports
For the 2022 Provincial Council
February 4-6th, 2022
Pittsburg, PA**

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Report for the 2022 **Northeastern Provincial Council**

Provincial Summary

Happy 2022 and welcome to the new biennium! As most of us are discovering new roles, positions and opportunities, I wanted to give an extra special “Thank You” to Team Northeast for all they have done and accomplished. We have overcome a LOT of obstacles the past two years and I am especially proud of our chapters and local leadership for weathering the trials, hardships and extra efforts made to create the best of the “covid years”. I am looking forward to a new biennium full of prosperity, growth and new challenges as we continue to evaluate our success, innovation and communication throughout this time. What an exciting opportunity we have to do so, too! We have a unique opportunity to continue making connections across the globe, as we did during the pandemic, and use those connections to build a stronger unit as a fraternity and Brotherhood. My challenge to each member in the Northeast this year is to look inwardly, as we continue to strengthen our Province, really take some time to see where you want to truly see our fraternity excel. I then further challenge you to take those opportunities and share them with others. As we share new opinions and opportunities, we continue to challenge the “status quo” and to make sure our fraternity not only continues to be relevant, but also fulfills its purpose to continue professional excellence, service in our communities and personal advancement of our collegiate and alumni members. As always, it is an honor and privilege to serve this wonderful organization; I accredit so much of my personal and professional growth to Delta Sigma Pi and I hope you can say the same. Thank you for the time you dedicate to this fraternity! You are important- no matter if you hold an official title within the organization or not. Without you, Delta Sigma Pi would not be what it is.

Fraternally,

Monica Monroe
Northeastern Provincial Vice President

● **ACTION ITEMS**

- In the process of finalizing:
 - Provincial Team Retreat scheduled for January 2022
 - Appointing National Committee members from the Province
 - Planning and finalizing details concerning LEAD Provincial Conference
 - Facilitating interviews and hiring our next Executive Director

● **PROJECTS**

- Have RVP candidates nominated in the Eastern and Capital regions – Completed
- Promote continual donation opportunities for Chapter’s CLF- IN PROGRESS
- Review recommendations in advance of the January board meeting- IN PROGRESS
- Working with the Provincial Communications Committee to establish and continue using social media platforms to engage, update and inform the Province of National, Provincial and Local happenings- IN PROGRESS

- **GOALS**

- **District Directors**

- District Directors assigned to all collegiate chapters by 12/1/21 – NOT ACHIEVED (52/55, 95%)

- **Certified Deltasig Leader (CDL)**

- All District Directors Tier One Certified by 6/30/22 – IN PROGRESS (31/63, 49%)

- **Chapter Management Program (CMP)**

- Year over year increase in total number of Accredited Chapters – IN PROGRESS
- Year over year increase in total number of Chapters of Recognition – IN PROGRESS
- Year over year increase in total number of Chapters of Excellence – IN PROGRESS

- **Collegian of the Year (COY)**

- Nominee from each chapter by 10/15/21 – NOT ACHIEVED (50/57,88%)
- Application received from all nominees – NOT ACHIEVED (35/50 70%)

- **LESSONS LEARNED**

In the course of the last 4 months in my tenure as NE PVP, I have grown to have a greater respect for those who have come before me. Going into this biennium, we knew there were going to be a lot of initial challenges as we face the difficulties posed by COVID and the privilege of hiring our next Executive Director. Although I feel like we are certainly not out of the woods yet in regards to COVID operations, we have definitely taken great strides to maintain and surpass expectations, given our unprecedented circumstances.

A great area of need for our Province is the continued establishment and maintaining of a diverse pipeline of upcoming leaders. Certain Regions are more successful than others in this, and it is my intention to help guide our leadership team to ensure we are properly prepared for the next Grand Chapter Congress in this regard so we do not face the same issues of vacancies we had.

As a team, we have focused on and have also tried our best to avoid burnout on our leadership team, as this has been a very relevant issue as of late. We have learned that leaning on the team is an amazing way to help mitigate the burnout and feeling overwhelmed.

- **BEST PRACTICES**

A practice that has worked best for the team thus far is the utilization of a dedicated Slack Workspace for the RVPs and the Provincial Chairs. This has created a culture of community and unification across the leadership team, as we have various levels of experience in our roles. Within that Workspace, we have included channels of various aspects including an advice channel, committee channels, board recommendations, chapter guidance, and even some social channels such as memes, wellness space, and a national day channel.

Our leadership team has also made dedicated efforts to regularly engage and include undergraduate members in various degrees. Our mission in this is to establish trust and maintain transparency within the Province, as well as humanize our volunteer roles.

- **HIGHLIGHTS**

As we kick off the new biennium, our team has come together and has started to establish wonderful relationships, not only within the leadership team, but also with other leaders and with our members in each region. We have done an amazing job of doing our best to maintain our fraternal, personal and career balance, and I am so proud this team honors those important boundaries. Two of our Regions

have already held successful virtual regional conferences that have produced wonderful feedback and success. We hope these examples are fruitful and encourage more regional events in the future.

Provincial Committee Goals

Provincial committees are working in support of national committee responsibilities and goals. In addition, the following provincial goals are being reviewed and prioritized:

- *Professional Development*: Review opportunities for additional engagement opportunities by seeking diverse presenters and added opportunities for industry/career informational discussions etc.
- *Service*: Promote National Service initiatives within the province and promote provincial/local service ideas and activities.
- *Awards*: Evaluate and select provincial winners of individual and chapter awards for national award review. Increase awareness, quantity, and quality of award applications.
- *Alumni Development*: Explore opportunities for alumni focused programming. Support engagement by increasing awareness of and participation of alumni chapters. Work in conjunction with the professional and service committees to promote cross functional opportunities.
- *Communications & Social Media*: Establish and maintain social media platforms and continue to cultivate an online presence and opportunity for growth and advanced communication through technology.

<u>Regional Vice Presidents</u>	<u>Provincial Chairs</u>
Noel Miller – Capital RVP	James Kuhn – NEP Professional Development Chair
Kenneth Wepler– East Central RVP	Liz Doody – NEP Community Service Chair
Angela Coston Jones – Eastern RVP	Sean Rosney – NEP Awards Chair
Charles Weening – Empire RVP	Paul Carpinella – NEP Alumni Development Chair
Jen Huynh – New England RVP	

Robert Fosdick – Niagara RVP	
Patrick Bonfrisco – Steel Valley RVP	

— End of Northeastern Provincial Vice President Report —

Capital Regional Vice President Report – Noel Miller

Fall 2021

Overview

The primary focus of Fall 2021 has been “next normal” – our chapters have all returned to campus, but less than 10% of any chapter has seen in-person ritual, and only 25-30% have seen in-person recruitment. As chapters adjust to on-campus restrictions, officers learn new roles, and the majority of Brothers experience their first on-campus semester of Delta Sigma Pi, we are learning every day.

Capital Region left GCC in August without an RVP. I stepped in as interim last September and executed a Regional Tour Founders’ Day weekend to engage with collegiate and Alumni Brothers and gain a deeper understanding of each collegiate chapter’s strengths and weaknesses. We have successfully filled all DD positions with an Assistant DD for anyone who has not been in a DD or Asst. DD role previously. Chapter Presidents have been engaged in regional conversations monthly and 4 of 5 chapters participated in the virtual regional conference held Nov 14th. Bowie State Colony was also in attendance.

I am eager to see what Spring 2022 holds in store as additional planning, training, and engagement have taken place this Fall to prepare chapters for what is ahead.

Notable Travel & Virtual Events

October 16th, 2021 – Fall LEAD (Virtual)

November 4-8, 2021 – Regional Tour

Visits included: Frostburg State, Howard, George Washington University, Shepherd/Fredrick Alumni, University of Maryland, Bowie State (*virtual due to colony’s meeting plan*)

November 14th – Virtual Regional Conference

Agenda Included:

- Chapter Spotlights (UMD, GWU, Shepherd)
- Recruitment Never Stops! (Noel Miller, Interim RVP)
- Strategic Planning (Gail Baumer, PMP & Silver Helmet)
- Creating Change in Delta Sigma Pi (Monica Monroe, Northeastern PVP)
- Motivation & Engagement (Brennen Feder, 2021 National COY)

October – DD Team Call

October & November – Chapter Presidents Calls

Regional Leadership Team

District Directors

- University of Maryland (Gamma Sigma): Katlyn Harrison
- Shepherd University (Epsilon Kappa): Dakota Luttrell
- Howard University (Iota Rho): Marvin Boone
- George Washington University (Xi Rho): Justin Shin
- Frostburg State University (Omicron Chi): Bethany Bloom
 - o Assistant DD – Jessica Boucher
- Bowie State University (Colony): Stacy Jordan & David Mazur

Regional Awards Committee

- Jessica Boucher, Chair
- Onuka Ibe
- David Mazur

Regional Goals

In progress, will report on actuals at EOY.

Communication

- Active participation in monthly Chapter President calls to build relationships across collegiate chapters, disseminate reminders, and provide ongoing training.
- Active participate in monthly DD team calls to build relationships, share successes and challenges, and provide ongoing training.
- Regional Instagram page will be used to spotlight members, leadership, opportunities, and share reminders/events.

Member Development

- 95% of chapter officers to complete online modules.
- 95% of DD team CDL certified
- At least 25% of collegiate Seniors have attended a national event in-person by Spring 2022.

Membership Growth

- Install or reactive 1 chapter this Biennium
- For chapters under 20, increase membership by at least 25% each semester
- For chapters between 20-29 members, increase membership by 10% each semester

Organizational Excellence

- 80% of chapters accredited or above

Member Engagement

- Engaging Alumni Brothers by meeting them where they are at – there are an abundance of opportunities to serve, and we would love to have you engaged!
 - o Engage 20 Alumni in regional/chapter volunteer leadership roles in Spring 2022 and increase by at least 5 additional/new Alumni each semester.

- Keeping collegiate Brothers engaged.
 - o Graduating Senior outreach to support transition from collegiate to Alumni status.
 - o Engage 5 collegiate Brothers in regional/provincial/national committee/task force opportunities each semester (starting Spring 2022).

Chapter Summaries

University of Maryland (Gamma Sigma) – 87 members

Strengths:

- Achieved Chapter of Excellence in 2021, on track to achieve Chapter of Excellence in 2022.
- Welcomed 21 new Brothers this Fall!
- DEI program including Skull Fund & regular education opportunities.

Opportunities:

- Engagement of all Brothers through committees/event planning/etc.
- Strict adherence to pledge program.

Shepherd University (Epsilon Kappa) – 14 members

Strengths:

- Strong name-recognition on campus
- Administration recognizes organizational excellence

Opportunities:

- Membership numbers
 - o Welcomed 5 new Brothers this Fall!

Howard University (Iota Rho) – 28 members

Strengths:

- Awards from 2021 include:
 - o National – Outstanding Financial Operations
 - o National – Outstanding Professional Activities
 - o Provincial – Most Improved Chapter
 - o Provincial – Most Outstanding Chapter
 - o Chapter of Excellence

Opportunities:

- Membership engagement has been challenging returning from COVID/with new protocols.
- Spring 2022 recruitment will be crucial as many Seniors graduate in May.

George Washington University (Xi Rho) – 79 members

Strengths:

- Professional programming
- Officer roles and responsibilities

Opportunities:

- Continue to grow the bonds of Brotherhood as this is the first semester most Brothers were on campus and in Deltasig!

Frostburg State University (Omicron Chi) – 10 members

Opportunities:

- Officer roles and responsibilities – a “back to basics” approach will be taken with officers to provide additional support for Spring 2022.
- Financial management is a concern with significant outstanding debt to the Fraternity and lack of clarity re: chapter funds.
- Spring recruitment is crucial for the chapter to continue. The chapter did not hold initiation in Fall 2021.

Bowie State University (Colony) – 17 members

Strengths:

- Passionate & engaged local officers who are eager to learn the requirements and best practices for chapter operations.

Opportunities:

- Membership recruitment – at least 25 members (who will not graduate before Spring 2023) need to be engaged and willing to pay initiation/charter fees.
- Fundraising – to defray the cost of events/charter fees.

Membership numbers as of 12/1/2021

East Central Region

Kenneth Wepler- RVP
Fall 2021

As this is my first term being the East Central Regional VP (RVP) and the first semester for the chapters to be on campus since the pandemic started, it has been a learning experience for us all. For me, it has been an eye-opening experience on what I thought the chapters knew but they didn't, or they didn't know how to ask the right questions. This became quite apparent when I set up a phone call with each of the chapter presidents during the first month of the Fall term. This was just a good experience to first introduce myself to the chapter president, learn about what they perceive as their strengths and weaknesses, and how to grow. Simultaneously I was also talking with the chapter District Directors to see their impressions of their chapter('s). Luckily, many times both had the same outlook but other times there were slight differences in perception.

Everything was going well until the middle of September and then some issues started to emerge at the Nu chapter. This turned into The Ohio State University placing the Nu chapter on an interim suspension that DSP cooperated with. Some issues of possible hazing, Pledge Education Program violations, incidents that happened off school grounds were reviewed through the college protocol that lasted through nearly the end of the term. There was some frustration at the Nu chapter about the time it took but they understood after I had talked with them about the protocol that needed to be followed. It also helped that I had prior Title IX training, so I explained the protocol and other items that needed to be reviewed that the students didn't understand. Hopefully we will come to a conclusion of this incident in the next few weeks so we can start correcting the past errors.

This has also led into many instances where I've noticed the Pledge Education Program (PEP) not being followed as written. Many times, I've noticed an issue before something happened, so I was at least able to explain the issue and have time to correct. Other times I learned after the variation and then had to explain why it is wrong. Again, this is due to part of the PEP being online where in the past it was all in person so we (DD's on up) may have never known the variation, but we are now seeing it. Nationals has put on many different Webinars over the past year, but it's become apparent that many chapters did not take part in these or during officer transition something was lost. I'm going to make this a priority to work with all of the VPPE prior to the first pledge class next term so we are at least on the same page and also get them resources that will help them be successful. It's time to stop the blame game but to give assistance so they know how to do it right.

We currently have one colony at Northern Kentucky University that started at the start of the pandemic. This wasn't good timing, but we are started with a clean slate at the start of the term, but the colony has continued to have low interest, very limited members, and no interest for the student body on campus. Unfortunately, we have had to cease the operations with his colony and now working to finalize that. They had the correct heart and passion on wanting to bring DSP to the campus but may not be the best time.

Another change that happened after this summer's GCC is the addition to Assistant District Directors (ADD). Unfortunately, I've been unable to assign any ADD's to the chapters in the East Central Region. This is due to both me being new but also many of my chapters are in remote areas that most alumni move away from after college, so I've improvised and got some remote DD's to help in those areas. It's going to be an objective in the Spring term to get each chapter an ADD as I'm sure some of the DD's will not be able to stay on the books after this academic year. It's better to start planning now so I can relax somewhat in the summer.

All of this leads back to what I campaigned prior to GCC with and that is brotherhood and learning to be brothers again. When you are forced to go online, have pledge meetings, chapter meetings, ritual, and initiation online it takes away from both the meaning and also what makes the chapters unique. I've learned through this term that some of the chapters have made great progress in cultivating a new culture for their chapter where others are trying to bring in the old culture that wasn't the best for the chapter or the fraternity. I've been working with the DD's and having constant communication with the chapter presidents to help them move in the right direction, but at the same time let them do their thing. This has turned into some unpleasant calls and emails as if I saw a potential violation, I made it known so it could be corrected. There have been a lot of bylaw and policy changes and I'll do better going forward at keeping the chapters updated on those as it seems like they missed the memo. Conversely, I want the chapters (more specifically the VPCO) to stay updated on the communication that Central Office sends out as if they say "I didn't read that email" then that

explains the issue. All of us from the top down and bottom up needs to take the initiative to know what is going on and to stay up to date on what is going on.

Talking about communication, if anything I think the pandemic has shown us that better communication is key, and DSP has sure done great at opening up in relation to communication. Pre-pandemic you would hear about the board meeting afterwards but now you can request the zoom link to attend the meeting (less executive session). There are many webinars, Facebook groups (not all nationally recognized), new ways to interact with alumni and speakers, and all of this has opened the lines of communication. Now some will still say there is a communication issue and I've asked them to come to me so we can talk about that as if we don't have exact examples then how can we grow. The only way we can grow as a region, province and nationally is to have open and honest communication and I think we are headed in the right direction.

In my perspective you can't form change without giving an explanation on why the change is needed, and how it can help the chapter and the fraternity, as a whole. It will take the rest of this academic year and the biennium to strength the brotherhood of each chapter and at the same time emphasizing the reason why so many changes have been made, but I'm up for the challenge and am eager to see my region shine.

2021 Fall Travel/Visits

Date(s)	Event(s)	Location
August & September 2021	Connected with each Chapter President and District Director via a 30-minute phone call	Phone
August through November 2021	Attended various Webinars put on by Central Office	Virtual
September 13 th	RVP Meeting	Virtual
October 7 th and November 18 th	Dayton Alumni Meeting	Virtual
October 18 th	Xi Upsilon Initiation	Marshall University Campus
October 24 th	Psi Omega Initiation	Capital University Campus
October 25 th	RVP meeting	Virtual
October 28 th	Alpha omicron Initiation	Ohio University Campus

Anticipated 2022 Travel

Date(s)	Event(s)	Location
January – February	Regular visits to the Nu chapter	Ohio State University Campus
January 21-23	RVP retreat to DC to finish plans for the Northeastern LEAD Provincial Conference	Washington DC
February 4-7	Northeastern LEAD Provincial Conference	Pittsburg (Mars), PA

January – April	Visit at least 3 different chapters that I have not already went to personally	In person
July 13-17	Grand Chapter Congress	Cleveland, OH

Regional Leadership Team

Position	Name	Chapter	School	Location
District Directors (DD)	Julie Hermes	Nu	Ohio State University	Columbus, OH
	Samuel Geroulis	Alpha Theta	University of Cincinnati	Cincinnati, OH
	Vito Honey	Alpha Omicron	Ohio University	Athens, OH
	Mary Miracle	Alpha Upsilon	Miami University (OH)	Oxford, OH
	Andrew Bare	Epsilon Tau	Dayton University	Dayton, OH
	Kyle Rinderle	Theta Lambda	Xavier University	Cincinnati, OH
	James Kuhn	Theta Pi	Bowling Green State University	Bowling Green, OH
	James Kuhn	Xi Upsilon	Marshall University	Huntington, WV
	Monica Ramey	Psi Omega	Capital University	Columbus, OH
	Amanda Meeker and Jasmine Braggs	NKU Colony	Northern Kentucky University	Highland Heights, KY
Awards Committee Chair	Sarah Richardson			
Awards Committee Members	Alexandra Warrick			
	Alexandra Land			
	Meghan Pope			

Regional Goals/Initiatives

- **Communication**

As we are now back on campus, as the Pandemic is starting to get managed, the chapters are having to readjust to being on campus, getting back to communicating in person and how to interact in a non-virtual setting. Also, this has been the first term that many of the brothers actually met each other as they were initiated virtually so that has also been a learning challenge. Both the DD's and I have been working with the chapters to improve communication and also see communication challenges exist that they didn't realize.

- **Adherence to Ritual**

Ritual is key to the success of DSP and part of the platform I ran on was to bring back the meaning of ritual. Similarly, to communication, the chapters need to re-learn what our ritual is, why we have it and incorporate new aspects of ritual into their meetings. In general, the chapters are improving greatly but as I attend chapter events, I help them adjust as needed but also explain “why”. The DD’s are also doing this but they ask questions as needed to make sure things are flowing correctly.

- **Risk Management**

Everything we do has some aspect of Risk Management (RM) and as I talk with the DD’s and Chapters I always ask them how this applies to RM. We will then walk-through different possibilities to look at to reduce RM, what is considered a Chapter Event, and to use the Holmes Murphy app. It appears the chapters are now starting to understand why RM is so important and will also ask questions before so there are no surprises. This isn’t to say that the chapters are perfect but they are learning to ask questions and this is such a huge improvement.

- **Brotherhood**

What is DSP without Brotherhood? If we didn’t have Brotherhood, then we wouldn’t have chapters or a Fraternity. This term has shown how much we value our Brotherhood, being in person but also needing to keep to our normal high standards. As we build on Communication, Ritual and RM we will increase Brotherhood. It’s a slower process but the values of the chapters are high, so we are on the right path.

High Risk Items

- Nu chapter has been on an Interim Suspension by The Ohio State University since September 27, 2021 due to an alleged hazing incident related to the pledge class. The Nu chapter has been working with the University and Central Office. The findings should be coming out soon.
- Alpha Omicron has been on CMP Guidance since July 30, 2021
- Many of the chapters don’t understand the new Pledge Education Program and how it needs to be followed as approved.

Chapter Summaries

Nu – The Ohio State University

- **Notes**
 - Nu was off to a great start but then got put on Interim Suspension from the University due to a hazing allegation.
 - The chapter has been doing great at keeping the communication up with the University, Fraternity and elected national officers during this time
 - It has also been apparent that the Chapter and University has some tension from prior incidents, but I think this was with prior brothers, so hopefully after this incident is behind us, they can start to mend those issues.

- o The Chapter was also able to have a Consultation Visit this term with the approval of the University. A few things they need to work on being well versed in National Policy and Procedures, Initiations and Risk Management
- o Once the suspension is lifted, I'll be making a trip to the chapter to work through many of these issues and to help get the chapter back on course. This will then turn into follow-up meetings that will be both in person and virtual.

Alpha Theta – University of Cincinnati

- **Notes**

- o Alpha Theta (AT) has been having a good semester with a few slight issues.
- o They need to work on the Pledge Education Program and understand the new program.
- o AT needs to improve communication with their DD and RVP as they waited till the last minute on an initiation issue and we were not able to allow an early initiation.
- o The chapter also lost their new badges that were ordered and received so then had to re-order another 38 badges.
- o It appears I will also be making a chapter visit to AT in the Spring as they need work on communication and doing that virtually would not be a good way of helping this.
- o Compared to prior terms it seems like they are having a harder time getting back in person after the pandemic, but I'm thinking the few issues has shown them that they need to ask for help and we are there to help them succeed.

Alpha Omicron – Ohio University

- **Notes**

- o Alpha Omicron (AO) has prospered with their new DD even though it is on a virtual basis.
- o They keep up the communication with their DD, RVP, pledges and chapter.
- o CMP has been on their forefront and working to get Chapter of Recognition if not higher.
- o They are still working on understanding the HUB and CMP but they are getting their
- o They still have issues with memorization of rituals but with each term they get better but I'm now thinking they understand why it is so important.
- o Their DD is surprised at how they are doing with deadline and on top of getting things done. They may not understand the forms but they ask questions to get things resolved.

Alpha Upsilon – Miami University (OH)

- **Notes**

- o The Alpha Upsilon chapter does great with service events (SE). They frequently have some type of SE event each Saturday.
- o Their DD is going to be conducting a Risk Management event in March of April of next year.
- o They are also re-implementing their DEI Committee and adding a formal executive position for this next semester.

- o What is impressive is they have already completed all of their required Professional Events and have two Community Service events to complete for the academic year.
- o They also keep their DD engaged in events and she participates and that is showing how key alumni are to the success of the chapters.

Epsilon Tau – Dayton University

- **Notes**

- o In general Epsilon Tau (ET) is doing a great job
- o During their chapter consultation visit it was recommended they create a chapter calendar (i.e. through Google), review finances as they are now back on campus, and review the attendance policy. Many of these items are related to being back in person and takes time to adjust.
- o The demographics of ET are a bit different then other chapters as they don't see the need for the RVP or anyone from Central Office to come to their campus. I am planning a Chapter meeting visit next term as I am hoping that this can be corrected.
- o ET is no allowed to have a separate bank account and must go there the Busier Office and since the fraternity's invoices are noted as Due Upon Receipt and not Net 30 days this is causing the invoices not to be paid. We are having Jeanna to work with Dayton University to see about a way to correct this going forward as this issue has been going on for years.
- o For the first time in three years, they have memorized initiation and this sure made their DD happy.
- o Additionally, nearly half of the chapter is graduating in the Spring of 2022 so they are looking at what type of recruitment, office transitions, etc. that they will need to plan for.

Theta Lambda – Xavier University

- **Notes**

- o Unlike other chapters, Theta Lambda (TL) gets a yearly allotment of funds from the Student Senate at Xavier.
- o They put on many Professional events throughout the years.
- o The chapter is not a fan of the new Pledge Education Program but they following the program.
- o One of the biggest issues they have is knowing Roberts Rules of Orders and HUB submissions. This isn't unique to this chapter but something that will be worked on in future terms.
- o CMP submissions are going well but I am pleased with the chapters progress.

Theta Pi – Bowling Green State University

- **Notes**

- o Doing well with communication and organization

- o They are working on learning about non-chapter fraternity operations and structure and how to engage alumni
- o Theta Pi does well when an issue arises that the executive committee steps in and takes control. Then when they have questions, they reach out to their DD.
- o They do great at taking recommendations and attend events in the region (such as the Cincinnati Alumni Chapter Open House).
- o Theta Pi also had a consultation visit this term and overall, it went well. They have some work to do with officer transition especially as it relates to significant donations from Alumni and keeping that engagement up.

Xi Upsilon – Marshall University

- **Notes**

- o Xi Upsilon (XU) had a great recruitment strategy for this term and had a good size pledge class.
- o XU was the only chapter in the region not to have at least 20 members at the start of the Fall term so they are working on improving this going forward.
- o They have improved on communication but still lacking in the communication area and alumni engagement.
- o When I attended their initiation ceremony not a single brother attend that was not on the ritual team. I've talked with the Chapter President and their DD about this and to correct this going forward.
- o Their DD also noticed issues with communicating with the Executive Committee, but it is the first semester back to campus so it's an adjustment.
- o They were able to get a few brothers to attend the Central Office Open House so that was great to see them interacting with other chapters and seemed like communication had improved in the month I seen them last.
- o They have had limited faculty engagement in prior terms so I'll reach back out to the chapter and DD to see what improvements have been/can be made in this area.

Psi Omega – Capital University

- **Notes**

- o Psi Omega (PO) is the newest chapter in the Region and was installed just prior to the start of the pandemic.
- o The chapter continues to grow and having a high quality of candidates.
- o They ask questions as they really want to do the best that they can
- o The Chapter Advisor is great at being aware of what is going on, staying involved, and being a resource at the university.
- o PO is like other chapters, and they wait until the last minute to submit reports, but we are afraid they will submit something late and will affect CMP.
- o As PO is a new chapter, they are still having issues with understanding DSP lingo but hopefully as they attend Regional and National events this will improve.
- o They need to continue to put-on better-quality events and this will help the chapter grow.

NKU Colony – Northern Kentucky University

- **Notes**

- The NKU Colony has been around for a few years as they started prior to the Pandemic.
- Their enrollment did increase 150% from 2 to 5 but still no where in the range they needed to be (closer to 25)
- They did hold a Business Trivia event but didn't have anyone attend
- The NKU Colony did try and plan some Professional Events but was unable to hold those as they didn't want to bring anyone to campus if no one showed.
- After talking with Dale, the two-chapter DD's, and various meeting with the Colony President it was determined to cease operations of the Colony.

Cincinnati Alumni Chapter

- **Notes**

- As always, Cincinnati Alumni Chapter (CAC) received many awards
- They held the 7th Annual Central Office Open house and had 37 people attend
- CAC sends out a monthly email of upcoming events and holds various webinars monthly
- They also interact with the collegiate chapters in their area and Region, and I think this help the Chapters realize how important the Alumni are.

Dayton Alumni Chapter

- **Notes**

- I've attended the Dayton Alumni Chapter (DAC) virtual meetings that has very limited attendance
- The DAC President uses his personal military email and I've told him many of his emails go to my Spam folder and it may be a better idea to create a Gmail account.

Eastern Regional Report

Angela Coston Jones

Fall 2021

Alpha Gamma- No Report

Beta Nu- No Report

Beta Xi-Submitted by District Director Linda Fritschy

It's been a productive semester with the chapter. As DD, I typically meet Via phone with the president 1x / week. The President also typically meets with the faculty advisor 1x/ week or bi weekly as schedules allow so they have always had a solid backbone to use as a sounding board and for direction.

I have also worked with the chancellor and other E-Board members throughout the semester as needed.

The E-board did meet weekly and put in good effort to make sure the requirements were met and to keep the chapter moving forward.

The President, Mike, was a new brother when elected so I feel he continued to grow into the role and grow into DSP more this semester as well. He did a good job and was always willing to learn / ask questions and lead the best he could.

The chapter as a whole functioned pretty well given it was many of the brothers first time in person ever. I think there was some shock value among the newer members about the time commitment because it wasn't just logging into a computer they actually had to be places but overall not horrible.

We have about ½ of the chapter graduating in the spring so they do understand that recruitment is important but they also understand quality over quantity. I think they will be fine. Beta xi has weathered the enrollment storm before. I do however think that post pandemic there is just a different sense of what people want and are willing to do, It's almost made them lazy (in terms of going to things) so that is something that I see will continue to be an uphill battle. I don't however think this issue is exclusive to Beta Xi.

They memorized Initiation and were excited to do it in person.

They need to work on fundraising – they always need to do better with this.

The new E-board was elected last week, with passionate people in place to continue the journey. I hope to work with individuals before Spring starts to get a sense of what they need and what they want to do. I also told them to pick a date and I will go down there and 'spend a day' on a weekend to work with them in person to hash out the semester.

I think the struggle is really just the post pandemic struggling of getting back to in person life. The effects it has had obviously spread to the chapter and it's operations but again I think they are doing well to communicate the elephant in the corner and continue to work towards always evolving and improving.

I think there is always a loss of information on a 3 year revolving door. Items we finally nailed it all of a sudden pop back up as problematic

I have been volunteering as the DD at Beta Xi since 2008 (WOW) and I am proud of all I have accomplished and helped the chapter accomplish there. I put in a lot of hours with them that no one sees, but they appreciate and that's what keeps me there. Throughout my terms, we have had 2 alumni elected to RVPS, several brothers appointed as DD's at other universities, Our Rit Team has installed Rutgers, our alumni have opened new chapters and been their DD/Pledge Ed to name a few accomplishments. The chapter works hard. They have earned what they have. Overall, they are a great group of students, and it has been an honor to serve them and help them and see them grow into young men and women during their time at Rider.

Strengths -

- Passion, ability to work together as a team to accomplish their goals and requirements.
- Ability to find new traditions due to loss of history/information.
- More people ran for positions this semester than in the near past.

Weaknesses-

- Post covid shock of being in person. Loss of a lot of history/ information
- Need to improve relationship with alumni
- Organizational Structure and professionalism

Epsilon Sigma- No Report

Eta Xi- Submitted by Christina Wilson

Eta Xi had a strong Fall semester, despite the pandemic. The chapter's fraternal spirit and camaraderie are always noticed and appreciated! The chapter initiated two new brothers this Fall! The two new brothers seem excited and interested in the fraternity and the brotherhood! Recruitment presented some challenges, but the chapter continued with their efforts. The chapter reported many Freshmen students being interested in Delta Sigma Pi, and they are confident they will have a larger pledge class in the Spring semester.

The chapter attended a DEI event, "How to Stand and Fight for your Values at Work", presented by Richard Shell: The Wharton School's Thomas Gerrity Professor of Legal Studies, Business Ethics, and Management. Eta Xi held a wonderful and interactive alumni panel as a professional event. The chapter had an excellent combined community service and professional event at the Germantown Community Fridge. The brothers will also be participating in a community service event during Homelessness Awareness Week, sponsored by their school's community service office. The chapter is planning on hosting a bake sale as a fundraiser at the end of November/beginning of December. Eta Xi also greatly benefitted from a Chapter Consulting Visit with Jasmin on November 4. The brothers took away a lot of helpful ideas and recommendations from Jasmin's visit. Additionally, one brother attended virtual Fall LEAD. I will be giving a risk management presentation to the chapter over Zoom, on November 30. The brothers kept in touch via chapter meetings, chapter events, and socially at dinners.

The chapter could improve with their recruitment efforts, as there are many senior brothers who will be graduating in the Spring. The brothers are excited for Spring recruitment, and hopefully many of the Freshmen students who expressed interest in joining the Fraternity will pledge in the Spring. The brothers will continue to make connections with their classmates and at school-wide events, as well as keeping in touch with prospective members. The chapter took away a lot of terrific recruitment ideas from Jamin and Angi at their Chapter Consulting Visit. Fundraising has also been challenging, especially due to COVID-19. The chapter will be holding a bake sale this Fall semester and they are looking into a restaurant fundraising event for the Spring semester.

Overall, given the current state of the world, Eta Xi had a great Fall semester and I look forward to working with them again in the Spring!

Mu Omega- No Report

Omega Chi- Submitted by Concheta Dixon

I believe the chapter is finalizing movement to fiscal year and working with Drexel on official recognition on campus.

Current VPPA will run for President next
Recently finished chapter consultant visit
I attended their Initiation this past Fall.

Omicron Omega –Submitted by Nick Brown

Coming off an already strong 2020-21 academic year, Omicron Omega hit the ground running this semester with lofty goals. A sizable chapter already, the executive committee made it their top priority to achieve the highest possible CMP accolades. As of this point in the year, they are on track to achieve Chapter of Recognition with a solid opportunity to make the jump up to Chapter of Excellence as well.

From a recruiting standpoint, the chapter did another phenomenal job this semester – significantly increasing their initiate number from Fall 2020 and holding an extremely strong retention rate as well. Omicron Omega now has just over 100 brothers in their ranks, which is incredibly impressive given their overall activity as a chapter.

Fall Numbers

- 26 Recruits / 25 Initiates
- 96% Retention and 127% Increase from Fall 2020

Omega Chi- Submitted by Concheta Dixon

I believe the chapter is finalizing movement to fiscal year and working with Drexel on official recognition on campus.

Current VPPA will run for President next
Recently finished chapter consultant visit
I attended their Initiation this past Fall.

Rho Tau- Submitted by Rounak Nischal

Rho Tau Chapter had their first in-person semester since the pandemic started and really had to adapt to a very different environment than ever before. Their transition back on campus and recruitment/marketing was a huge success. They had tremendous active participation in community service events, professional events and intramural sports building a great bond of brotherhood with the new brothers who they could not meet in person prior to this semester. Their participation and cohesiveness on campus have been stellar and they have been rewarded with great job placement opportunities at highly renowned companies.

Currently, the chapter needs to work on communication gaps between E-Board and the brothers via announcements outside of Chapter Meetings. Using GroupMe, they've seen a lack of engagement and many brought concerns that GroupMe loses important notices with the amount of announcements. They have begun to look at Slack to improve organization of messages.

As for other challenges, Rho Tau managed to work through obstacles faced and felt like the recruitment events and on campus gatherings were difficult due to constraints but they managed to make the most of it and be the best they can be.

The chapter needs to focus on rebuilding itself on campus over the next semester. The chapter agrees that they believe there should be more of a social media presence to match current trends. They also hope to partner with a corporation to host a case competition with a prize offered in terms of professional events next semester as well.

Rho Tau can improve on numerous areas including building upon the diversity and inclusion aspects of the fraternity. The fraternity hosted their first event this semester on this topic and needs to build a name for themselves on campus with regards to this. The chapter felt it was difficult to build relationships with diversity organizations during this virtual environment but will go forward with ideas next semester in a hybrid model. In addition, the chapter had a semester with fundraising challenges. They focused on raising money for charities where they could and are hoping to be better next semester. Community service events were also difficult to move around but had a VPCS that did a great job in creating opportunities virtually and in-person that were socially distant.

Recruits initiated for the semester/retention rate: 17/17, 100%”

Zeta Pi- Submitted by Brennan Azevedo

Given the fact that a majority of students back on campus and COVID-19 restrictions have been lightened, Delta Sigma Pi has been able to restore a sense of community that Zoom just could not fulfill. Chapter is conducted weekly in Mandeville and a majority of the professional, community service, and fundraising events are held around campus. The chapter as a whole has truly taken this semester to recover, reconnect, and grow.

This semester the Vice-President of Diversity, Inclusion, and Equity executive board position was introduced in order to help educate members on the importance of diversity in the workplace, as well as cultivate a more welcoming environment within our organization. Brothers have had many opportunities to participate in events such as DEI training, seminars from professionals, and cultural immersion events. Our VPDEI has done an excellent job shaping this new position and continually works to incorporate new training initiatives.

The Alpha Xi pledge class consists of thirteen new brothers (including our 1000th member!) who were initiated into Delta Sigma Pi through the Zeta Pi chapter. The pledge process was completed over a 5-week period and aimed to develop individuals into better professionals, better students, and better people. Currently, our executive board is working to plan for next semester's recruitment week as well as using feedback to improve the pledging process.

Our largest supported event was our philanthropic event, the Casey Doolin Top Golf Outing. This event was not only tons of fun, but successful in bringing together brothers, faculty, family, and alumni. The chapter as a whole raised \$6,500 to donate to the Casey Doolin Foundation, which was formed in honor of a brother who passed away from Leukemia a few years back. This event is always a great reminder of the importance of upholding a sense of community within the chapter.

We continue to comply with Philadelphia and University guidelines and hope others do the same for the sake of individuals within our school and neighboring community. We look forward to the continual progression of our chapter and give thanks to our administrators, executive board, and brothers that make this organization as wonderful as it is.

Empire Regional Report

Charles Weening

Fall 2021

Regional Summary

Empire Region is in the financial heart of the world. It's worthwhile to reflect on financial and fraternal wisdom. Luca Pacioli, the father of accounting, wrote "Three things are needed by anyone who wishes to carry on business: cash / capital, a good accountant, (for $\Delta\Sigma\Pi$, a good brother) and proper internal controls."

Cash/capital can be examined for chapters in terms of financial metrics. At the time of writing this report, only one chapter has \$50 past due in addition to a current balance. One chapter has a current balance. The other 4 chapters have no debt. 4 chapters have a Chapter Leadership Fund (CLF) balance; 2 do not have a balance. I graciously ask all interested to make a most worthy investment in chapters through CLF. We can also measure human capital. Membership is another focal point where Empire is strong. Chapters grew on average 32% when comparing fall initiates to membership at the beginning of the semester. The regional average is 37% of total chapter members will graduate in Spring. This means that spring initiates will likely enable chapters to grow into a sustainable chapter size – excellent!

Numbers have value, but the immeasurable value is good brothers. It's an honor to serve Empire, and the brothers truly energize me. I'm proud of their accomplishments. I gave chapter presidents the opportunity to share a success story. These stories are shared below in a new and special section of this report. The focus on this is to highlight each chapter and help other chapters gain insights for success.

The strongest internal controls mitigate risks. CMP performance overall is currently satisfactory. Chapters should continue to track progress. CMP can help chapters avoid operational

deficiencies. Always consider the Fraternity’s risk management policy when planning events. Last: always feel comfortable to speak with leadership if you have questions or doubts. We are here to support you, listen, and provide coaching as needed.

Chapter Spotlight

Beta Omicron: Family first! Being a newer chapter and virtual environment engagement is sometimes challenging. But everyone came together as a family and committed to contributing to a better chapter. This enabled largest recruiting rate in chapter history

Zeta Eta: Brothers enjoy being actively engaged! Listen to feedback; members want to be involved in a variety of events. Take notes from what everyone is looking for. Incorporate the ideas into planning – works best if you start planning an event early

Kappa Rho: Chapter has done an incredible job forming bonds! Virtual environment prevented brothers getting to know each other. Everyone made an effort to connect, and this led to greater attendance and engagement

Pi Phi: Rotation of roles! Make sure everyone in the chapter has a role, this works really well for smaller chapters. It keeps everyone as one cohesive unit. Having people rotate through roles enables to step into something new while having someone with experience to support

Pi Psi: there was an idea for a 3v3 basketball tournament – and the chapter put together a great event! 10 teams participated. It was a great opportunity for collegiates and alumni to connect. Perhaps the beginning of a treasured tradition

Upsilon Omega: Communication is key! The Executive Committee especially made sure to communicate even small details. Chapter observed that better communication reduced stress, and made for a better brotherhood

Regional Goals

- Back to campus and back to basics (in progress)
 - In person and hybrid operations are challenging. Navigate the challenge by focusing on the basics and grow from there
 - Status: in progress
- Leverage CLF to enable greater participation in events
 - Status: share ideas at LEAD and execute
- Officer transition
 - Coordinate regional efforts to document transitions and train next chapter officers
 - Status: start in April

Regional Leadership

Chapter	School	District Director
Beta Omicron	Rutgers University-Newark	Elizabeth Doody
Zeta Eta	Saint Peter’s University	(vacant)

Kappa Rho	Adelphi University	Gabriela Berrios
Pi Phi	Pace University	Devin Varela
Pi Psi	Baruch	Christopher Bruno
Upsilon Omega	Stony Brook University	William Greenberg

Report of the New England Regional Vice President Jen Huynh Fall 2021

FALL 2021 OVERVIEW

Coming from a highly successful 2019-2021 biennium with 70% of chapters achieving Accredited CMP or higher, our intent is to continue driving operational excellence as chapters transition back to in-person activities. All schools are in person, with switches to hybrid or virtual as necessary by campus if cases increase. All chapters have an appointed District Director with a few having an Assistant District Director for purposes of further training and succession planning for New England.

The most pressing objectives in view for the New England Region include:

1. **Transitions back to In-Person Operations** – Many chapters faced some challenges with return to campus activities. However, each DD and Asst. DD are working with their chapters to address each chapter’s unique situation. Whether it be re-building Brotherhood and comradery, to adjusting meetings due to student comfortability levels, or even adjusting recruitment expectations in a less strict pandemic world, I appreciate the attention and care our volunteer leaders are taking to help resolve these matters. Common themes were:
 - a. **Risk Management** – Concerns brought up by a few chapters and escalated to PVP (all since have been solved thanks to diligent efforts from Chapter Officers, DDs, PVP, and Staff). All chapters were reminded to focus on having their risk management event as soon as possible to remind members of the importance of this item. Special kudos to *Sigma Omega (Northeastern Univ., MA)* chapter which organized a regional Risk Management Event with Claire Roberts as the speaker. 45 collegiates and 2 alumni were in attendance
 - b. **Ritual** – It was quickly identified that the pandemic led a gap of 1-1.5 years since an in-person initiation. As a result, majority of chapters only had a small number of members (mostly seniors) who had any memory of how to do ritual in-person. All DD’s and Assistant DD’s were asked to help chapters train to correctly do an in-person ritual. RVP stepped in to train if needed and available. Special note to *Omega Upsilon (Providence)* which will host their first in-person initiation ever this semester with assistance from DD Peter Lacava.
2. **Chapters continuing CMP Guidance**
 - a. ***Xi Psi (Bryant) - CMP Guidance thru 6/30/2022*** – Xi Psi held elections at the end of spring 2021 to resolve vacancies from graduating seniors and members going abroad. For the first time since the pandemic began, the chapter had officers elected to each role. Executive committee

paired with a dedicated and responsive DD show enthusiasm and hope to resolve and improve from CMP Guidance. However, challenges still arise with recovery of their debts carried from previous semesters, on-time CMP submissions, and low recruitment/pledging numbers. Campus overall is suffering low interest in any Greek letter organization (social and professional). Another Assistant DD will be added to aid in the chapter's improvement. See DD report for more details.

- b. **Nu Sigma (Roger Williams) – (CMP Guidance thru 12/31/2021, extension will be considered)** – Nu Sigma ended spring 2021 achieving Accredited, Recognition, and Excellence CMP levels for the first time in history (according to available CMP records). While officers are highly motivated and interested in improvement, the chapter still faces challenges in recruitment numbers and submission of CMP items. Will review the metrics with the DD to determine if guidance should be extended. Chapter President plans to stay on for an additional term if elected in order to continue consistency in improvement. See DD report for more details.
3. **Training and Succession Planning:** With the growing size of the New England Region, the need for strong volunteer leaders is more important than ever. Being the largest region (11 chapters) and serving the most collegiate members (800+) in the nation, we must strategically plan ahead. This includes strengthening the bonds between our District Directors and Assistant District Directors, appointing Assistant DDs for at least half of the chapters, and continuing training and empowerment of the team to step up and serve. As RVP, plans will involve including DDs and Assistant DDs in regional goal setting, flowdown from the Northeastern Provincial Leadership team meeting set for January 2022, and other activities to come.
4. **Strengthening Inter-Chapter Relations:** Due to the pandemic, many chapters have lost time interacting with their own chapters and maximizing the inter-chapter relations within our region. Therefore, RVP set up focus and empowered more senior collegiate leaders (juniors/seniors) to lead and drive initiatives for them by them.

While we work through the top items above, there's much to celebrate for growth, progress, and innovation within our region.

Regional Reconnect and Other Inter-Chapter Initiatives

Following up from spring 2021 where Presidents and other members voiced their interest in getting re-connected to their Brothers in different chapters, our region will spearhead an effort to achieve such a goal. Collegiate members from four chapters (Nu Sigma, Xi Psi, Pi Rho, Sigma Omega) are leading the effort while myself and NE Provincial Alumni Development Chair (Paul Carpinella) mentor, guide, and provide resources as needed. The event will be held December 4, 2021 virtually. At the time of writing this report, 16 alumni from 6 industries have confirmed attendance in addition to over 50 collegiate members. This event will kick off opportunities for monthly inter-chapter engagements and hopefully an opportunity to do an in-person regional event spring 2022 (pending local health guidelines and chapter allowances).

Pilot: New England Chairs and Leadership Roles

To empower additional leaders, delegate (for my own sanity), and ensure full support of the region, additional chair roles will be added. Appointed so far are two marketing chairs: Sophia Nguyen, *Pi Rho* and Natasha Surti, *Pi Rho*. As more roles are tested to empower our leaders and prepare them for future involvement, all methods of recruitment, interview, and selection will be used to ensure a diverse, inclusive, and equitable process. This included using potential DD lists in the hub, posting in Facebook, and asking DDs to provide suggested names of recent graduates who may be interested in being involved.

Additional Projects and Initiatives Supported:

Diversity, Equity, Inclusion: Continuing involvement in serving on the Diversity, Equity, Inclusion National Task Force. Driving additional New England representation and awareness of the task force so as many members as possible will contribute

REGIONAL GOALS – Initial goals set by RVP, additional and revised goals will be added and shared for Spring 2022 report as we involve all of the DDs, Assistant DDs, and other leaders into the planning process

Current Goals

Collegiate Chapters

- **100% representation (at least one member) from every New England collegiate and alumni chapter at National Events**
 - Ensure all chapters are supported in sending at least 1 person to each National Event. This includes driving this for our first in-person event in Pittsburgh for 2022 NE Provincial.
- **Foster collaborative culture within the region through inter-chapter relations, regional events, and tools to share best practices**
 - Examples of success include additional collaborative / joint events in the region, creation of a regional Slack channel, and execution of regional events
 - Regional Reconnect conference will be kick off of achieving this goal
- **Sustain and maintain chapter operations with adjustments to Covid-19 environment. At least 50% chapters reach Accredited Chapter**
 - Achieved 70% in 2020-2021 academic year. Keeping 50% as a reasonable goal as the CMP requirements are back to pre-pandemic level
- **Drive awards participation, recognition of our chapters and individuals, early promotion of the COY program**
 - All 11 chapters submitted COY nominees. 9 of 11 Chapter COY nominees completed an eligible application, making it the highest number of applications submitted in history of New England
 - Goal to have best practices session with New England chapters in preparation for spring 2022 awards season. Align with National/Provincial efforts as needed
- **Promote success of individuals and chapters in New England through use and promotion of regional social media platforms**
 - @newenglanddsp continues to be used by RVP to promote events and engage members.
 - Appointment of two chairs to lead the communication strategy for New England

Colonies, Expansion, Regional Geography

- **Current Opportunities**
 - **University of Vermont** – Continuing to keep connected with Dale Clark to execute actions for successful execution of this expansion inquiry. Brother from Eckerd in Florida transferred to UVM and is seeking petition letter to formally approve a colony. Efforts are ongoing and looking positive so far.
- **Review Regional Geography**
 - With 11 chapters and a possible 12th chapter in the works, this makes New England the largest region in the country. Although there are no set plans, it will be worth to discuss with members and other key stakeholders long-term strategic planning for the region, including how to continue sustainable operations in the region.

Alumni Engagement and Leadership Development

- **Identify additional, new volunteer leaders**
 - Long-term succession planning to strengthen volunteer base
 - Driving additional methods to diversify DD and alumni leader pool to open opportunities and unique ways to promote
- **Provide resources for training / development of current and future volunteer leaders**
 - Goal is 100% of DD's to reach CDL Tier I, 60% of DD's reach CDL Tier II
 - Encourage additional leaders who are not DD's to do CDL as a method of training for future leadership roles (i.e. awards committee, assistant DDs, alumni chapter officers, active alumni in the region, seniors who are high potential to be alumni volunteers)

- Potential DD retreat/training/team-engagement for individual and team goal setting
- **Engage alumni for professional/career advice ad hoc opportunities**
- **Implement methods to drive smoother collegiate to alumni transition**

Fall 2021 RVP Virtual Meetings Summary

All visits are virtual unless otherwise stated. 1-1 meetings with any member are not included in this summary

Date	Chapter	Event Type	Category
Ongoing from March 2021		DE&I Task Force Meetings	DE&I Strategy
Ongoing		Xi Psi Guidance Check-In Every 3 weeks with DD / President	Chapter/Colony CMP Guidance
Ongoing		Nu Sigma Guidance Check In Every 2 weeks with DD / President	Chapter/Colony CMP Guidance
Ongoing Sept 2021 to Dec 2021		Weekly planning meeting for New England Regional Reconnect Virtual Conference	Regional Event
Ongoing		Monthly DD / Asst DD Team Meetings	Chapter/Colony
7/17/2021	Boston Alumni Chapter	Social Event - Crue Brew Brewery	Alumni Chapter
8/4/2021	Hartford-Connecticut Alumni Chapter	Strategy Planning Dinner	Alumni Chapter
9/12/2021	Sigma Omega	Meeting with DD and Chapter President	Chapter/Colony
9/12/2021	Lambda Tau	Meeting with DD and Chapter President	Chapter/Colony
9/12/2021	National Event	Post-GCC National Leadership Training	National Training
9/13/2021	NE Provincial Team	NE Provincial Leadership Team Meeting (RVPs)	Team Northeast
9/15/2021	Lambda Tau	Executive Committee Meeting	Chapter/Colony
9/16/2021	Sigma Omega	Meeting with DD, Chapter President, PVP	Chapter/Colony
10/12/2021	Western Provincial Leadership Team	Support for Western Provincial Meeting and Training on Risk Management	Training / Support
10/16/2021	LEAD	Virtual Fall LEAD	National Event
10/25/2021	NE Provincial Team	NE Provincial Leadership Team Meeting (RVPs)	Team Northeast
11/5/2021	New England Region Operations	Strategy: New England Marketing	
11/9/2021	DE&I Task Force	Desert Mountain Region DE&I Event with Cory Stopka, Crystal Justice, Andrew Bare, Allan Schuster	National Initiative
11/13/2021	Nu Sigma	Ritual Training, Initiation, Post-Initiation Brunch	Chapter/Colony
11/20/2021	Xi Phi	Ritual Training, Initiation, Post-Initiation Dinner	Chapter/Colony
11/20/2021	Xi Psi	Meeting with DD and New Assistant DD over Dinner (held during Xi Phi dinner)	Chapter/Colony
12/3/2021	Phi Chi	Initiation and Ritual Training	Chapter/Colony
12/4/2021	New England Region	Regional Reconnect Conference (Virtual)	Regional Event
12/5/2021	Boston Alumni Chapter	BAC Holiday Party	Chapter/Colony
12/5/2021	Omega Upsilon	Initiation, Presentation of Chapter Charter, Recognition for Faith Lamprey as NE Provincial Advisor of the Year	Chapter/Colony

2021-2022 New England Leadership Team - Thank you to everyone for their service!

Role	Name	Chapter	School
District Director	Josh Boutin	Gamma	Boston University
	Deb Lang	Gamma Upsilon	Babson College
	Kelsey Stuart	Theta Iota	University of Connecticut
	Elaine Wall	Lambda Tau	Bentley University
	Jinny Choi	Nu Sigma	Roger Williams University
	Katie McGeary Arturo Vincentelli (Asst DD)	Xi Phi	University of Massachusetts - Boston
	Kevin Lim Brett Mahoney (Asst DD)*	Xi Psi	Bryant University
	Shannon O'Brien	Pi Rho	University of Massachusetts - Amherst
	JD Donley* Alyssa Wilson (Asst DD)*	Sigma Omega	Northeastern University
	Kristen Smith	Phi Chi	University of Rhode Island
	Peter LaCava	Omega Upsilon	Providence College
Awards Committee Chair	Christopher Doto*		
Awards Committee Members	Dan Delpiano*	Mike Gesamondo	
	Kristyn Wasikowski*	Rachel Wong	
Marketing Chairs	Sophia Nguyen*	Natasha Surti*	

*Denotes new team member or new role since last report

New England Active / Franchised Alumni Chapters

Boston Alumni Chapter

Hartford Connecticut Alumni Chapter

DISTRICT DIRECTORS AND ASST DISTRICT DIRECTOR REPORTS NEW ENGLAND REGION

Gamma - Boston University District Director: Josh Boutin

Executive Summary

Gamma continues to make significant strides as a chapter in good standing, recovering from years on guidance and probation. Their ability and willingness to adopt best practices, particularly around risk management, has been a strength. Difficulties persist in the timely and consistent management of Hub and in identifying a new chapter advisor. External to the Chapter, there are opportunities for Gamma to leverage alumni and faculty relationships and inter-chapter events to deepen Brothers' experience with DSP beyond their contemporaries at Gamma. COVID remains a persistent threat, particularly as Brothers and other BU students travel at the end of the semester and re-return to campus for spring semester.

Strengths

- Willingness to improve as a chapter and adopt best practices
- Adoption of new national initiatives: Holmes Murphy App, Diversity Assessment
- Strong fall recruitment: 20 pledges and 19 initiated Brothers
- Successfully navigated risk management challenges of return to campus in F21

Weaknesses

- Consistency of communication with volunteer leaders
- Administrative discipline/Hub maintenance
- Disengagement of older Brothers: 3 Executive Trials resulted in expulsion F21
- Outgoing President has a lot of institutional knowledge of the chapter and the challenges it overcame in getting off guidance and probation - transition will be critical to maintaining best practices.

Opportunities

- 2022 President will be 2021 VPPA, has seen chapter through multiple phases (Guidance/Good Standing) and been part of turnaround to date.
- Interchapter events - attendance and sponsorship
- Alumni and Faculty Brothers, Questrom Dean interested in heightened involvement
- Assistant District Director office is vacant - opportunity to train a new regional leader

Threats

- COVID - mitigated by BU "green screen" system, but requires vigilance
- Initial difficulty finding adequate chapter advisor replacement

Gamma Upsilon - Babson College

District Director: Deb Lang

Summary

Gamma Upsilon is back on campus and operating fully in person, though some meetings are virtual or hybrid as the situation requires. They pledged 18 this semester, one of the largest classes in recent history. There is a high focus on meeting CMP requirements.

Highlights

Achievements:

- Completed all requirements for Accredited and Recognition CMP levels after missing Accredited for 3 previous years; Accredited was not awarded due to a roster issue (difficulty reporting a transfer student)
- Maintained chapter operations and unity after being virtual for 2+ semesters
- Recruited 18 pledges this semester

Areas to improve:

- Increase interest and participation in National events
- Scheduling of professional and community service events

Strengths

- Chapter president and executive committee are making CMP a priority and targeting Excellence level for the year
- Engaged and cohesive executive committee
- Recruiting program brought in a large number of prospects, resulting in a pledge class of 18; this is an improvement from the extreme selectivity of past semesters
- The officers feel comfortable texting and calling me with questions, seeking guidance when needed
- Chapter members are following campus COVID protocols

Weaknesses

- Professional program needs more attention; few events planned this semester, and the first one submitted did not qualify for CMP
- Low participation at national events despite the low/no cost and virtual delivery

Opportunities

- Most events (professional, community service) are planned on meeting nights to boost attendance
- Looking into collaborating on events with other campus organizations
- Recruited a faculty initiate who is very active with campus organizations, can be a good resource to the chapter
- Planning a faculty event to reconnect with faculty brothers
- Fall pledge class of 18 is roughly equal to the annual new member goal of 19 and also the number of brothers who will graduate Spring 2022

Threats

- Few professional and community service events were conducted in Fall semester, so most of the program must be completed in Spring; this will mean planning a qualifying event every week of the semester to meet minimum CMP requirements
- One brother who was virtually initiated has requested voluntary withdrawal, claiming inability to connect with brothers despite being back in person; this feeling could be out there with other virtual recruits, but so far many of the initiates from the past 3 semesters are engaged and participating, including several who are current officers

Theta Iota – University of Connecticut
District Director: Kelsey Stuart

STRENGTHS

- Passion, consistency, and participation in community service initiatives
- Wide variety of professional development events
- Strong sense of brotherhood within their chapter
- Presence and recruitment on campus
- Participation in national events and workshops

WEAKNESSES

- Staying on top of CMP requirements and being thoughtful about deadlines
- Lack of a strong tie to the national fraternity vs. focusing on their chapter
- Communication and collaboration with fraternity leadership

OPPORTUNITIES

- Involvement and activities with other New England chapters
- Consistent documentation and transitions between officers and exec boards
- Connection to the CT alumni chapter

THREATS

- Difficulty navigating a hybrid environment
- Previous all-virtual environment had led to many brothers not used to in-person elements such as initiation, pledge ceremony, etc.
- Some instances of poor culture with previous alumni

Lambda Tau - Bentley University

District Director: Elaine Wall

Lambda Tau continues to be a well-oiled machine despite the challenges presented by the pandemic. Communication has remained strong despite this being the first time in over a year they are together in person. Past issues due to interpersonal relationships due to a virtual only format seemed to have vanished now that Bentley is back to fully in person. The chapter maintains its long streak of having a positive relationship with the district director.

STRENGTHS

- CMP - Always striving for chapter of excellence
- Recruitment - Able to maintain consistent # of brothers in chapter
- Transitions - Effectively sharing information with incoming officer
- Brotherhood - Strong bonds in the chapter
- Ritual - Always memorized and performed well
- Chapter Communication - Share information with the chapter and discuss issues thoroughly together
- Transparency with DD - Not afraid to ask questions or feedback as problems arise
- Chancellor - Role consistently held by brothers who learn P&P inside and out
- Professionalism - Strong focus on professional development
- Attitude – Officers have kept a strong, positive outlook (despite COVID) with no signs of discouragement
- Officer Roles – Several brothers run for the same positions, indicating wide engagement
- Inter-collegiate Relations – Officers note they are communicating with other chapters regarding even planning, and have partnered this semester.

WEAKNESSES

- Faculty Initiates - Neglecting the relationships
- "Senioritus" - Consistent lack of participation from many seniors who think DSP is just a "college club"
- LEAD – Only 1 brother attended even though virtual LEAD was easily accessible
- Fundraising - Have reached out for fundraising ideas because they are struggling to generate funds outside dues.

OPPORTUNITIES

- Fundraising - If they prioritize they would be able to make lots of improvement (eg. corporate sponsors)
- Thinking Beyond the Chapter - Prioritizing inter-chapter events, tapping alumni or faculty initiatives, LEAD

THREATS

- BAC - No pipeline of graduating seniors interested in joining the alumni chapter
- Last minute planning - has caused logistic issues in the past, such as transportation to banquet.

Nu Sigma - Roger Williams University

District Director: Jinny Choi

SUMMARY

In the past year, Nu Sigma has made major strides to become a well-performing chapter. They have met their guidance requirements and became a Chapter of Excellence for the 2020-2021 academic year. This year, they are back on campus and have switched to a mostly in-person model for their events. The executive committee is made up of enthusiastic and optimistic brothers who are making the best of their smaller size after a large graduating class.

Although they had a strong Spring 2021 semester, the chapter struggles with returning to some old habits (general weak communication, lack of urgency around planning events and meeting CMP requirements). The executive committee is strong and has many great ideas, but would benefit from engaging non-EC members and planning ahead. Overall, this chapter is at a much better place since returning from COVID and shows a lot of potential. They will benefit from focusing on consistency, sustainability, and maintaining motivation levels.

STRENGTHS

- Chapter tried out new and creative recruitment practices (visiting classrooms, tabling, campus-wide events) and were successful in bringing in eight strong recruits.
- New chapter advisor is well-connected on campus, responsive, and enthusiastic to meet the chapter.
- Executive committee is always looking to bring on new events, find other groups to partner with on campus, and try new tactics. They are open-minded and willing to innovate.
- Nu Sigma is partnering with chapters across New England for various events.
- Nu Sigma is also reaching out to alumni members and building on existing relationships.

WEAKNESSES

- Weak executive committee transitions cause lack of clarity/confusion for executive committee each semester; inconsistency does not allow for success to be maintained
- Similar to last year, weak overall communication
 - EC are somewhat engaged with each other, but unsure of other forms of communication
 - District director does not have visibility into chapter-wide communication/meeting notes
- CMP requirements are not prioritized

OPPORTUNITIES

- New partnerships are exciting, but Nu Sigma can benefit from looking inward and streamlining practices already in place. Standardizing processes and clarifying everyone's roles and expectations will give EC members a stronger sense of autonomy and excitement.
- Maintaining shadowing before EC elections to ensure future EC members are clear on expectations and can be successful in their roles.
- Building relationship with Dean and Gabelli School of Business can promote networking and provide opportunities for growth.
- District Director and President to collaborate on updating shadowing and EC transition process.

THREATS

- At risk of submitting multiple items on CMP late or incorrectly due to inconsistent progress checks and poor EC transitions
 - Being put on guidance again if Accredited Chapter requirements are not met
- Logistics/formal requirements to be a chapter are unclear for most chapter members; strong knowledge is only shown in a few EC members
- Increasing number of business clubs and societies on campus makes for increased competition for membership and recruitment

Xi Phi - University of Massachusetts (Boston)

District Director: Katie McGeary, Assistant DD: Arturo Vincentelli

EXECUTIVE SUMMARY

Overall, we believe Xi Phi is stable and achieving CMP compliance above the minimal requirements. There is a lack of brotherhood and small amounts of tensions that seem to appear from time to time. It is our observation that much of this may be caused by the length of remote activities and therefore inexperience. Arturo is working to identify and strengthen brotherhood needs while Katie is working to improve standard operating procedures as they become identified.

STRENGTHS:

- Organizational skills if the Executive Committee
- Open communication and good relationship with District Directors
- Fundraising
- CMP timely reporting and achievement

WEAKNESSES

- Lack of personal relationships, coworkers instead of friends, missing fraternal bond
- Newer member population and lack for experience with in person activities
- Seems many think of this as a club instead of a brotherhood, possibly much of this is because of remote experience only for many brothers.
- Lack of standard operating procedures

OPPORTUNITIES

- Work with VPPE on future class strategic plan to try to include more bonding experiences within the pledges as well as within the brotherhood.
- Emphasis on in person social events.
- Have VPs work on best practices and standard operating procedures for all rolls. This will also help with officer transitions.
- Look at bring back Officer Training program.

THREATS

- Most experiences with in person operations will be graduating.
- Lack of want to be an executive, positions unfilled
-

Xi Psi - Bryant University

District Director: Kevin Lim, Assistant DD: Brett Mahoney

EXECUTIVE SUMMARY:

Xi Psi has returned to mainly doing in-person events, as students and faculty must be vaccinated in order to be on campus. At times the chapter does accommodate and make events hybrid (i.e. alumni panels and some professional events). While things may look bleak at times, they have shown motivation to turn things around. The key is that the chapter sometimes need a helping hand, as there is no one path or decision tree that is the most optimal to get off of CMP Guidance.

STRENGTHS:

- Engaged executive committee
- National event attendance
- Alumni willing to assist with events (2 alumni panels featuring alumni 2+ years post-graduation)
- Collaborating with other chapters within the region for events
- Executive committee not afraid to reach out to District Director

WEAKNESSES:

- Weak recruitment
- Feeling disconnected on the national level, as all the national events they have participated in as of recent have been virtual due to outside circumstances
- CMP adherence/submitting events on time.
- Fundraising
- Succession planning

OPPORTUNITY:

- New Brothers able to run for executive committee from the get-go
- Working with Dean of the School of Business
- Involving the academic advisor more often in activities
- In-person national events (i.e. Provincial LEAD) to network with more Brothers
- Utilizing every avenue for recruitment possible (social media, in-person org fairs, etc.)
- Potential to revamp recruitment

THREAT:

- Low recruitment numbers for 3 consecutive semesters
- Declining chapter size
- Chapter Debt

Pi Rho - University of Massachusetts (Amherst)

District Director: Shannon O'Brien

STRENGTHS

- Great communication throughout the chapter and with faculty/staff
- Able to accommodate with in person and virtual options for members
- Well organized/keeps track of important dates
- Strive to do the best that they can in every situation
- Submit forms and events promptly to the Hub

THREATS/WEAKNESSES

- Keeping everyone involved due to large chapter size

OPPORTUNITIES

- Due to their chapter size, they can really make a positive impact in the community and on campus.
- Have options for unique professional events involving their alumni

So far it has been a good year for Pi Rho. As they are starting to move towards being in person, they were able to adjust to a virtual/ in person setting over the past semester. This is a great way to keep the chapter involved for those who might not be able to make it in person, at this time. They continue to strive to be the best that can be.

The biggest thing they will need to focus on in the coming years is keeping everyone involved, due to the size of the chapter. They have done a great job with that so far. They make sure to try to accommodate everyone by holding virtual and in person meetings/events.

Sigma Omega - Northeastern University

District Director: JD Donley, Assistant DD: Alyssa Wilson

Executive Summary

The Sigma Omega chapter at Northeastern University has been a true pleasure to oversee the past few months. Their President, Michael Ambrozia, has been an exceptional leader and role model for all Brothers. They are in good standing on campus with awesome relations to the school and other organizations on campus. I was incredibly impressed with their process, attention to detail, and overall knowledge of Delta Sigma Pi and its bylaws. They had over 300 students sign up for rushing events back in the Fall, which has a lot to do with how well they make the chapter visible on campus, and the strength of the marketing/advertising from the chapter. They officially gave bids to 21 pledges following rush, and finished the semester with 20 pledges that got initiated into Brothers.

Communication has been very strong between myself, our Assistant District Director Alyssa Wilson, and President Michael Ambrozia. We had some obstacles we were challenged with back in the beginning of the semester, but I felt the collaboration and teamwork to resolve was effective & handled very professionally. They were also faced with the challenge of hosting a hybrid environment of in-person and virtual events all Fall. I thought the in-person events were organized & managed well, and they always followed protocol correctly when reporting back to me. Overall, nothing but positive feedback to say about the Sigma Omega chapter at Northeastern University!

STRENGTHS

- Extremely organized, and strong leadership team in this chapter.
- Very good reputation on campus; they collaborate well with other student-run organizations at Northeastern University.
- Per feedback from previous District Director, Gary Perez - "An alumni of the chapter, Chirag Kulkarni, was nominated as one of Forbes 30 under 30 entrepreneurs."
 - This will be incredibly beneficial for the chapter's reputation, and showing students the type of A-caliber Brothers that Delta Sigma Pi recruits & breeds.

WEAKNESSES

- There could definitely be more opportunities for professional events. Always room for this improvement, regardless of the chapter.

OPPORTUNITIES

- The structure of Northeastern University can make it challenging for year-long positions due to required Co-ops to graduate. It is rare that all officers will be committed for the whole year.

THREATS

- Per discussion with President Michael, the chapter still has a lot of work to do to improve the transition process of leadership roles. Again, this is largely due to required Co-ops at the university. Uncontrollable factor, but could be improved with conversations with our RVP, PVP, and/or Central Office. Will be brainstorming new ways to improve the transition process, as almost all officers will be vacating their roles for the Spring 2022 semester.

Phi Chi – University of Rhode Island

District Director: Kristen Smith

SUMMARY

Phi Chi had a great Fall semester adapting to a new normal during the ongoing pandemic. They recently have come together to raise over \$500 for St. Jude's Children's Hospital. Looking ahead, we have a very driven, hardworking Pledge Class about to be initiated that will be strong assets to the growth here at URI. Although it has been difficult getting members back to in-person events, they expect everyone to adjust to come back into the bond of brotherhood. They also expect to gain more members in the upcoming semester and bring everyone back for a non-virtual new normal.

STRENGTHS

- Chapter advisor provides excellent support
- Attendance at LEAD events
- New pledge class is very involved and shows interest in growing with the fraternity
- Excellent professional events and Community Service events that keep people interested and involved
- Raised over \$500 for St. Jude's Children's Hospital through a community service event

WEAKNESSES

- Lack of familiarity across the chapter (people don't know everyone in the chapter)
- Attendance and engagement for in person events (members have class & work so it is hard to prepare for an event that can work for everyone)
- Connecting with faculty initiates
- Hard to adjust back to in person events because of COVID
- Bare minimum participation due to people adjusting back from being virtual
- Brothers aren't willing to step up for positions
- Virtual LEAD was not as popular than recent years

OPPORTUNITIES

- Working to establish and formalize committees to spread work across the chapter
- New members are able to access freshman dorms to advertise for DSP
- Adjusting back to some sort of a normal life again, so brothers are able to have positive experiences from DSP
- Bringing back Alumni Brothers to connect more
- Making sure brothers are educated about safety procedures while coming back together

THREATS

- Many students in Social Greek Life, not 100% dedicated to DSP
- Not many people know what a Professional Business Fraternity is
- Social fraternities are more popular than business, especially coming back in person (People want to come back to a new normal)
- Students are trying to adjust to coming back on campus so they are not looking for many extracurricular activities
- Fear of pandemic coming back stronger makes people not want to be involved

Omega Upsilon - Providence College

District Director: Peter LaCava

STRENGTHS

- Strong professional program with speakers on various topics
- communication and bonding amongst executive committee is good
- eagerness and willingness to learn about DSP

WEAKNESSES

- Some officers aren't pulling their weight, causing the President to do more things herself and causing her to feel overwhelmed
- Some officers don't know what to do or how to respond in certain situations. The president has asked each officer to write up a list of their duties and responsibilities to be able to pass along to the next group of officers.
- low attendance / lack of interest of members
- minimal to no marketing done to advertise events amongst members and general student body
- Some officers feel like they struggle with reaching deadlines and wait until the last minute to do things

OPPORTUNITIES

- As COVID restrictions ease up, there is the opportunity to have weekly exec meetings and weekly chapter meetings. This will help foster a feeling of togetherness, which the chapter hasn't fully been able to experience.
- Another opportunity to improve togetherness would be to have random social connects that aren't part of their official events. This could include small groups of brothers getting together for pizza night, movie night, watching Monday Night Football, meeting for a coffee or having meals together in the Dining Hall
- There is an opportunity for me to provide additional training to the officers as well as inform them of the resources that are available to them on the hub or from staff at Central Office
- officers should meet earlier at beginning of each semester to discuss and plan so that no problems or miscommunication occur.
- inform chapter of importance for applying for awards and do so by appropriate deadlines
- need to train all officers on using the hub and ensure each officer uploads their reports/events in timely manner
- There is a want/desire for officers and chapter to succeed but they need as much guidance and help as they can get until they have concrete systems in place. I try to offer guidance and let the officers and chapter members learn by doing things on their own. Perhaps I should have had a more hands on approach

THREATS

- Because of COVID, most of the meetings/events these past 2 semesters have been virtual ones, thereby causing members to feel a lack of togetherness.
- There are currently 26 members who haven't paid dues. After numerous emails and phone calls by the president and vp finance to the members who haven't paid dues, it was decided to put these members on trial. Trial dates have not been determined yet but hope to occur prior to the end of the semester
- current size of the chapter is over 100 members which can be difficult to manage.

-----End of New England Region Report-----

Delta Sigma Pi Regional Report: Niagara Region

Regional Vice-President: Robert Fosdick

Regional Overview and Goal Summary

Overall, the Niagara Region is in good shape. Regarding CMP performance, many chapters are on track to achieving Accredited Chapter status, as well as aspiring to achieve Chapter of Recognition and Chapter of Excellence. This semester, chapters have begun to host in-person events again, but were also prepared to hold virtual events as necessary. Some chapters even switched from hosting in-person Initiation ceremonies to virtual because of rising COVID-19 cases at their campuses. My goal is to help each chapter in the region achieve accredited status and to provide assistance to them as needed regarding their individual goals.

Our current leadership team is listed below this summary. At this time, the only chapters in the region without a District Director are Xi Tau (Syracuse University) and Omega Psi (St. John Fisher College). My intention is to find individuals who live around those areas to serve in the role. The mindset is that having a District Director in closer proximity will better serve the chapters, but I am willing to accept virtual District Directors as well should the need arise.

In regards to regional goals for this upcoming semester, I feel that there is the chance to create a more unified and connected region. Currently, Niagara has multiple areas in which chapters are located within an hour of each other, particularly in the Western New York and Albany areas. An area of opportunity that I feel would benefit the region is the promotion of more inter-chapter events, with a focus eventually turning to bringing the different areas of the Niagara Region together. I believe there is a greater chance to achieve this given the current environment of abundant virtual events. Something I'd like to work on moving forward to achieve this would be an increase in the communication between myself and the District Directors of the region in a unified manner, done over group chats and periodic conference calls.

Another focus regarding goals is to increase the involvement of alumni within the region. Currently, the only alumni chapter in the region is the Albany/Upstate New York alumni chapter. With two chapters nearby, I feel that as growth in the alumni chapter continues, there lies the opportunity for more brothers in the Albany region to remain involved after graduation. There has also been discussion about the formation of an alumni chapter in Western New York, potentially to be based out of Buffalo or Rochester. If this comes to pass, the opportunity exists for the alumni chapters in both regions to maintain communication and work together to create a more unified region for maintaining increased alumni involvement.

Regarding disciplinary issues, Niagara is very well-behaved as a region overall. The only issue this semester was that a warning letter had to be sent out to Omega Psi (St. John Fisher College) due to a ritual violation, specifically the recording of their Initiation Ceremony. Currently, the only chapters on guidance are Alpha Kappa (University at Buffalo), effective until December 31, 2021, and Omicron Rho (Cornell University), effective until June 30, 2022. These situations will continue to be monitored and assistance to the chapters will be provided as needed.

Niagara Region – Current Leadership Team (subject to change)

Chapter	University	District Director
Alpha Kappa	University at Buffalo	Samantha Servati
Epsilon Lambda	Rochester Institute of Technology	Lauren Laperle
Omega Psi	St. John Fisher College	Vacant (pending assignment)
Xi Tau	Syracuse University	Vacant (pending assignment)
Omicron Rho	Cornell University	Justin Allen
Kappa Lambda	Binghamton University	Travis Brodbeck
Zeta Psi	University at Albany	Adam Thumen
Theta Upsilon	Siena College	Travis Brodbeck

***End Report**

**REPORT TO THE NORTHEASTERN PROVINCIAL COUNCIL
STEEL VALLEY REGIONAL VICE PRESIDENT
PATRICK A. BONFRISCO
DECEMBER 8, 2021**

SUMMARY

The chapters in the Steel Valley Region are thriving!

The return to in-person has been going surprisingly well, as the more tenured brothers in the chapters have really stepped up to teach the newer members how things were done before chapter operations went virtual. This allowed us all to spend a great deal of time and attention on emphasizing how the chapters fit into the fraternity’s strategic priorities, with an emphasis on Member Education and Organizational Excellence.

We have taken a three-tiered approach to **Member Education**: which includes self-directed training, in the form of the Officer Training Modules, one-on-one hub training via zoom, and attendance at Delta Sigma Pi events including the 2021 Virtual LEAD as well as the webinars that have been held throughout the semester. I set goals of 100% of fall officers completing their Officer Training Modules and 100% of Presidents and Vice Presidents-Chapter Operations meeting with me over zoom to cover the chapter’s history with CMP and best practices heading into this year, and I’m happy to report that as a region we hit both goals. My third goal, regarding Member Education was to increase Virtual LEAD registration by at

least 10% over last year, with a stretch goal of a 50% increase, and the chapters really stepped up, increasing this year's registration by 65% over last year!

In the spring, we will again focus on Officer Training Modules, CMP training over zoom, and LEAD attendance, but we will be adding in Unconscious Bias Training, award application training over zoom, and ensuring that every chapter has a representative registered and present at Presidents' Academy.

Regarding **Membership Growth**, we looked at three things this semester: new initiates during the term, dues eligible members at the end of the semester, and the pledge retention percentage. I set three goals for the region: First, for the chapters to initiate a total number of new members equal to at least half of our Annual New Member Goal, and while once chapter struggled with their individual recruiting numbers, the region (as a whole) exceeded the overall goal by bringing in 112 new members, which constitutes 76% of the Annual New Member Goal. The second goal was for the region to end the semester with total dues eligible members equal to at least the Ideal Region Size (the sum of the Ideal Chapter Sizes of all six chapters), and once again, the region exceeded the goal, finishing the semester with 418 dues eligible members on the roster, 119% of the Ideal Region Size. The third membership growth goal was centered on pledge retention, with a target or at least 90% pledge retention during the semester, and the region exceeded this goal as well, initiating 112 of the 116 pledges that started the program, for pledge retention rate of 97%.

When it came to **Member Engagement**, we looked at three things: two that we hoped to minimize (expulsions and voluntary withdrawals), and one that we plan to maximize (alumni attendance at chapter events). The goal for both expulsions and voluntary withdrawals was to keep each number under 5% of the size of the region, so that no more than 10% of members are leaving the organization. The chapters managed to keep expulsions and voluntary withdrawals down to 4% and 1% (respectively). We took a bit of a different approach to Alumni Attendance at Chapter Events; no targets were set, as we recognize that many campuses still have restrictions in place on non-students attending on-campus events. The goal was simply for every chapter to track attendance in the hub, so that we can establish a baseline and set goals for increasing the attendance level as things continue to open up over time.

As for **Organizational Excellence**, our focus has been on the Chapter Management Program (CMP). Last year, one Steel Valley chapter achieved Chapter of Excellence, two additional chapters achieved the Accredited level, and the remaining three did not achieve any level. In the twelve-year history of CMP (omitting 2020, as the program was cancelled due to COVID), Steel Valley chapters have achieved Accredited Chapter or higher just 47% of the time, and chapters have achieved Chapter of Excellence just 14% of the time. This year, however, all six chapters are determined to achieve the highest level or recognition, and all are on track to hit this goal. Our first goal was for every chapter to complete at least 50% of the requirements for the Accredited Chapter tier, and the second goal was for every chapter to complete 50% of the requirements for Chapter of Excellence (both by the end of the semester). I'm happy to report that as I'm writing this report (on December 8) all six chapter have met (or in many cases, exceeded) that goal.

A third goal that I set for this year is for all six chapters to nominate a Collegian of the Year (COY), and for all six chapter COYs to submit their application on time. I looked back over the past five years in the region, and at most, there had been five out of six applications submitted each year. I'm including this goal under Organizational Excellence, as COY nominations are a part of the Chapter Management Program, yet submitted applications are not, so in a way, this is taking one part of the previous goal and going one step further. In the spring, I plan set a similar goal regarding chapter award applications. While two are required for CMP, there is no reason that any of these six chapters should be submitting the bare minimum.

Of course, these aren't the only goals that we're working on in the Steel Valley Region. Each chapter has their own set of unique goals, many of which are described in the final section of this report which includes

updates from each chapter president and District Director, as well as reports from our first Assistant District Director, and one of our Chapter Advisors.

Overall, I feel that like these chapter, and their individual members, have a lot to be proud of right now. While there is always more work to be done, I think that all six chapters can head into their winter break with a feeling of accomplishment, and come back in January ready to hit the ground running, as we tackle our next set of goals!



Patrick A. Bonfrisco
Steel Valley Regional Vice President

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I was very fortunate to have inherited a very knowledgeable and experienced team of District Directors from previous Regional Vice President Kyra Cahill, and I am very grateful that all five of them chose to return this year, leaving me just one DD spot to fill which was the one that was left vacant by me. In a moment of serendipity, I reached out to Patrick Flynn, who had (unbeknownst to me) been considering getting back involved in a volunteer role. With the District Director team filled out, we moved on to thinking about the new Assistant District Director role, and Jeff Lasky recommended our first ADD, Jaret Kelly, who has been a great addition to the team. In the spring, I will continue to work with the rest of the DD team to identify candidates for the remaining five ADD positions.

I was also privileged to inherit Scholastic Development and Awards Committee Chair Karla Edwards, and Karla has done a great job of building the committee and leading the effort to review and rank the region's Collegian of the Year applications!

REGIONAL LEADERSHIP TEAM

Patrick Bonfrisco CDL Level 1	Regional Vice President CDL Level 2	
Joe Rock Level 1	District Director, Lambda Chapter CDL Level 2	CDL
Rich Garber Level 1	District Director, Beta Pi Chapter CDL Level 2	CDL
Sam Shaheen □ CDL Level 2	District Director, Theta Kappa Chapter	□ CDL Level 1
Patrick Flynn CDL Level 2	District Director, Theta Rho Chapter	CDL Level 1
Jeff Lasky CDL Level 1	District Director, Mu Pi Chapter □ CDL Level 2	
Jaret Kelly Level 1	Assistant District Director, Mu Pi Chapter □ CDL Level 2	□ CDL
Nancy Stacy □ CDL Level 2	District Director, Nu Upsilon Chapter	CDL Level 1

REGIONAL SCHOLASTIC DEVELOPMENT AND AWARDS COMMITTEE

Karla Edwards CDL Level 1	Awards Committee Chair CDL Level 2
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Ginnie Lowers

CDL Level 1

Awards Committee Member

CDL Level 2

Kristen Kralik

Level 1

Awards Committee Member

CDL Level 2

CDL

Rebecca Patterson

Level 1

Awards Committee Member

CDL Level 2

CDL

My goal for the academic year was to visit each chapter a minimum of three times: once chapter meeting, one initiation, and at least one additional event (whether it be a second chapter meeting, or a different type of event). During the fall semester I was able to see chapter meetings at all six chapters and initiation ceremonies at half of them. Additionally, two chapters received consultant visits from Aaron Rivera and I was able to sit in on those as well. My goal for the spring is attend an initiation ceremony at the three remaining chapters (Theta Rho, Mu Pi and Nu Upsilon) and one additional event at each chapter.

Additionally, I participated in a number of fraternity events and webinars as detailed below.

TRAVEL / VISIT LOG

08/25/21	Theta Rho In-Person	General Meeting
09/21/21	Theta Kappa In-Person	General Meeting / ELC Visit
09/22/21 Visit	Beta Pi In-Person	General Meeting / ELC
10/21/21	Lambda In-Person	Initiation
11/02/21	Nu Upsilon In-Person	General Meeting
11/03/21	Lambda In-Person	General Meeting
11/06/21	Theta Kappa In-Person	Initiation
11/06/21	Beta Pi In-Person	Initiation
11/09/21	Theta Kappa In-Person	General Meeting
11/10/21	Beta Pi In-Person	General Meeting
11/16/21	Mu Pi In-Person	General Meeting

EVENT/WEBINAR ATTENDANCE

08/05/21	Grand Chapter Congress, General Session #1
08/06/21	Grand Chapter Congress, South Central Session
08/07/21	Grand Chapter Congress, North Central Session & Western Session
08/07/21	Grand Chapter Congress, Southern Session & Northeastern Session
08/14/21	Grand Chapter Congress, General Session #2
08/15/21	Grand Chapter Congress, General Session #3
09/12/21	Post GCC Leadership Training Webinar
09/14/21	2021 Risk Management for Leaders Webinar
09/29/21	DD Roundtable - Collaborating with Other DDs and Leadership Webinar
10/04/21	Ritual - Getting Your Chapter Ready for National Leaders
10/16/21	Virtual Fall LEAD 2021
11/21/21	Volunteer Leadership Training Workshop

STRATEGIC PRIORITIES

Equip members to excel as ethical leaders on campus and in the community.

GOAL #1: OFFICER TRAINING MODULES

GOAL: 100% of chapter officers complete the Training Modules by end of fall semester

STATUS: COMPLETE. 100% of fall officers have completed the Officer Training Modules.

OFFICER CHAPTER	Λ	BΠ	ΘK	ΘP	MII	NY
President	✓	✓	✓	✓	✓	✓
Senior Vice President	✓	✓	✓	✓	✓	✓
Vice President-Pledge Education	✓	✓	✓	✓	✓	✓
Vice President-Finance	✓	✓	✓	✓	✓	✓
Vice President-Chapter Operations	✓	✓	✓	✓	✓	✓
Chancellor	✓	✓	✓	✓	✓	✓
Vice President-Professional Activities	✓	✓	✓	✓	✓	✓
Vice President-Community Service	✓	✓	✓	✓	✓	✓
Vice President-Scholarship & Awards	✓	✓	✓	✓	✓	✓
Vice President-Alumni Relations	✓	✓	✓	✓	✓	✓

GOAL #2: ONE-ON-ONE CMP TRAINING WITH CHAPTER OFFICERS

GOAL: 100% of CMP training with Presidents & VPCOs (via Zoom) by end of fall semester

STATUS: COMPLETE. 100% of Steel Valley Presidents and VPCOs have completed CMP training.

CHAPTER OFFICER	PRESIDENT	VPCO
Lambda	✓	✓
Beta Pi	✓	✓
Theta Kappa	✓	✓
Theta Rho	✓	✓
Mu Pi	✓	✓
Nu Upsilon	✓	✓

GOAL #3: FALL LEAD

GOAL: 10% Increase (Year-Over-Year) on Total Registrations (from within the region)

STRETCH GOAL: **50% Increase** (Year-Over-Year) on Total Registrations (from within the region)

STATUS: **STRETCH GOAL EXCEEDED.** The region had a 62% increase over last year.

REGISTRATION TYPE EVENT	FALL 2020			FALL 2021			% CHANGE
Regional Vice President	1			1			0%
District Directors	4			4			0%
Faculty Members	1			1			0%
Other Alumni	7			6			-14%
<i>Subtotal</i>	13			11			-8%
<i>Collegiate Members & Pledges:</i>	Col.	Pledg e	Total	Col.	Pled ge	Tot al	% CHANGE
Lambda	3	0	3	4	6	10	+233%
Beta Pi	6	1	7	6	0	6	-14%
Theta Kappa	3	0	3	8	0	8	+167%
Theta Rho	2	0	2	10	3	13	+550%
Mu Pi	1	0	1	1	0	1	0%
Nu Upsilon	5	0	5	4	2	6	+20%
<i>Subtotal</i>	20	1	21	33	11	44	+110%
TOTAL	34			55			+62%

STRATEGIC PRIORITIES (continued)

Attract and retain diverse students, alumni and community leaders.

CURRENT MEMBERSHIP DATA

	Λ	BII	ΘK	ΘP	MII	NY	REGION
Ideal Size	63	84	60	48	39	57	351
Annual New Member Goal	33	35	19	25	14	21	147
Fall Roster	80	71	20	42	24	61	298
Fall Expulsions	0	11	0	0	0	0	11
Fall Voluntary Withdrawals	0	0	0	1	3	0	4
Fall Pledges	30	27	2	19	10	28	116
Fall Initiates	29	26	1	19	10	27	112
Current Dues Eligible Members (as of 12/01)	110	107	26	62	29	84	418

GOAL #1: RECRUITING

GOAL: Achieve at least **50%** of **Annual New Member Goal** (147) during fall semester

STATUS: **GOAL EXCEEDED.** 76% of Annual Recruiting Goal achieved.

	Λ	BII	ΘK	ΘP	MII	NY	REGION
Annual New Member Goal	33	35	19	25	14	21	147
Fall Initiates	29	26	1	19	10	27	112
Percentage of Annual Recruiting Goal achieved	88%	74%	5%	76%	71%	129%	76%

GOAL #2: IDEAL SIZE

GOAL: End fall semester with at least **100%** of **Ideal Region Size** (351)

STATUS: **GOAL EXCEEDED.** Region ended the semester at **119%** of Ideal Size.

	Λ	BII	ΘK	ΘP	MII	NY	REGION
Ideal Size	63	84	60	48	39	57	351
Current Dues Eligible Members (as of 12/01)	110	107	26	62	29	84	418

Actual Size as a percentage of Ideal Size	175%	127%	43%	129%	74%	147%	119%
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GOAL #3: PLEDGE RETENTION

GOAL: Achieve at least 90% pledge retention during fall semester

STATUS: **GOAL EXCEEDED.** Region achieved 97% pledge retention during the fall semester.

	Λ	BII	OK	OP	MII	NY	REGION
Fall Pledges	30	27	2	19	10	28	116
Fall Initiates	29	26	1	19	10	27	112
Fall Pledge Retention Percentage	97%	96%	50%	100%	100%	96%	97%

STRATEGIC PRIORITIES (continued)

Provide members with meaningful involvement opportunities at every stage of life.

GOAL #1: EXPULSIONS

GOAL: Maintain an expulsion rate of less than 5%.

STATUS: **GOAL EXCEEDED.** Expulsion rate for region at 4%.

	Λ	BII	ΘK	ΘP	MII	NY	REGION
Fall Roster	80	71	20	42	24	61	298
Fall Expulsions	0	11	0	0	0	0	11
Expulsions as a percentage of Fall Roster	0%	15%	0%	0%	0%	0%	4%

GOAL #2: VOLUNTARY WITHDRAWALS

GOAL: Maintain a voluntary withdrawal rate of less than 5%.

STATUS: **GOAL EXCEEDED.** Voluntary withdrawal rate for region at 1%.

	Λ	BII	ΘK	ΘP	MII	NY	REGION
Fall Roster	80	71	20	42	24	61	298
Fall Voluntary Withdrawals	0	0	0	1	3	0	4
Withdrawals as a percentage of Fall Roster	0%	0%	0%	2%	13%	0%	1%

GOAL #3: ALUMNI ENGAGEMENT

GOAL: All chapters track **Alumni Attendees** at events, to establish a baseline to build upon in the future.

STATUS: **GOAL ACHIEVED.** All chapters reported alumni at chapter events during the fall semester.

	Λ	BII	ΘK	ΘP	MII	NY	REGION
Alumni Attendees as chapter events (fall)	11	3	3	5	3	2	25*

* Total adjusted to remove duplicates (same alum at multiple chapters)

STRATEGIC PRIORITIES (continued)

Strengthen infrastructure to support priorities.

HISTORICAL DATA

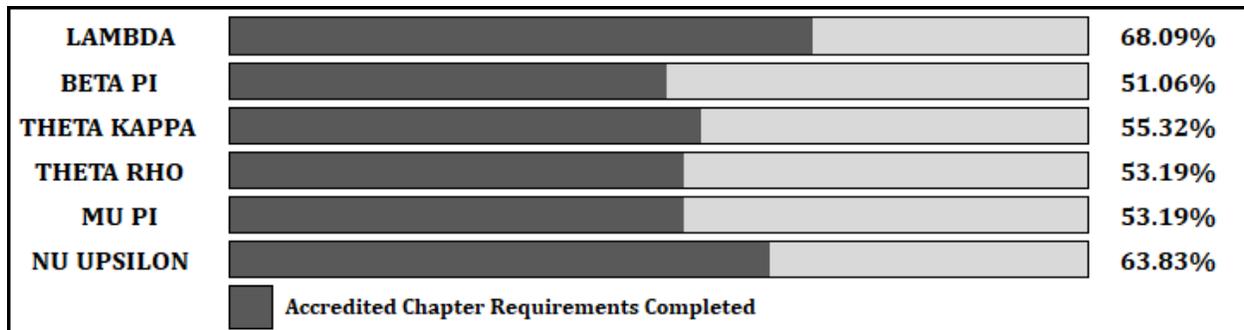
CHAPTER	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
LAMBDA	EXC	ACC	NO NE	ACC	REC	ACC	NO NE	ACC	ACC	NO NE	N/A *	ACC	TB D
BETA PI	NO NE	NO NE	NO NE	NO NE	REC	NO NE	EXC	NO NE	NO NE	EXC	N/A *	ACC	TB D
THETA KAPPA	NO NE	ACC	NO NE	REC	NO NE	NO NE	N/A *	NO NE	TB D				
THETA RHO	NO NE	ACC	ACC	NO NE	REC	NO NE	ACC	ACC	EXC	EXC	N/A *	EXC	TB D
MU PI	REC	ACC	NO NE	EXC	NO NE	EXC	N/A *	ACC	TB D				
NU UPSILON	REC	NO NE	NO NE	NO NE	ACC	NO NE	NO NE	REC	EXC	NO NE	N/A *	NO NE	TB D

* CHAPTER MANAGEMENT PROGRAM CANCELLED DUE TO COVID-19 PANDEMIC

GOAL #1: CHAPTER MANAGEMENT PROGRAM - ACCREDITED

GOAL: All chapters complete at least **50% of Accredited Chapter** requirements by 12/31/21

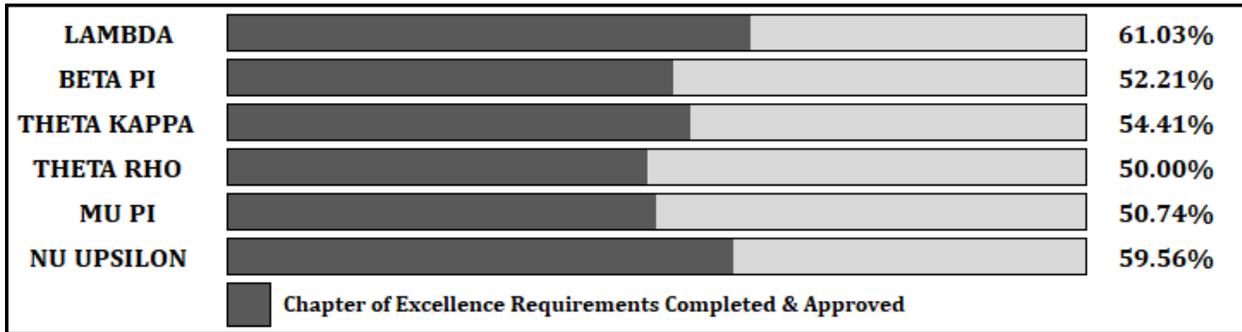
STATUS: **COMPLETE.** All chapters achieved (or exceeded) 50%.



GOAL #2: CHAPTER MANAGEMENT PROGRAM - CHAPTER OF EXCELLENCE

GOAL: All chapters complete **50%** of **Chapter of Excellence** requirements by 12/31/21

STATUS: **COMPLETE.** All chapters achieved (or exceeded) 50%.



GOAL #3: COLLEGIAN OF THE YEAR

GOAL: All chapter COYs submit their applications on time

STATUS: **COMPLETE.** All chapters COYs submitted applications on time.

CHAPTER REPORTS
LAMBDA - University of Pittsburg

CHAPTER PRESIDENT – *Bethany Woodcock*

Lambda Chapter had a successful fall coming back to in person events, after a year of Zoom! Most of our chapter hadn't even experienced an initiation that was in person, which goes to show the magnitude of the work we had to put into this semester to bring back the "brotherhood" feeling again.

We had 14 total professional events, including Pittsburgh-based speakers from PNC and UPMC. Internship opportunities were shared, and we freshened up on how to hold ourselves with professionals, asking engaging questions and dressing in a "non-zoom" attire (that we have been all too familiar this past year!) Many of our brothers used those events to network and ended up getting internships out of our speakers who came to us.

We also had a few of our brothers and pledges attend the virtual Fall LEAD conference, which was a great way for everyone to see how the Fraternity is structured on a national level.

We participated in community clean-up events such as Adopt-A-Block, where we would spend a morning volunteering to clean up Pitt's campus. In fact, we got a special shoutout by the organizers of Adopt-A-Block for having the most clean-up events per semester out of the 25+ Pitt student organizations that have been involved with the clean-up. We have also held food drives that benefitted Life of Light, supporting struggling families for the Thanksgiving holiday. Lastly, a service event that we always enjoy is working with the Ronald McDonald House, whether it is putting together snack bags, or (pre-covid) going in to one of the houses to bake/cook for the families who are there.

Our Lambda Alumni came to tailgate with our Fraternity before the Pitt vs Clemson football game. This was a nice time to connect with old alumni and show our new Brothers that our alumni stay connected, and that we have a strong alumni network.

Overall, I am proud of how our new Brothers have brought the energy into our chapter. This was one of my main goals this year: to bring back the Brotherhood. I think we have achieved that. Our older Brothers have been a great resource when trying to mentor the younger Brothers, and the younger Brothers have been asking the right questions and are looking to grow personally, and professionally.

As I wrap up my time as President, I will miss what our Fraternity has grown into. I am proud of each individual Brother for stepping outside of their comfort zone this semester with different events, or even just staying engaged during the transition to in-person events.

DISTRICT DIRECTOR – *Joe Rock*

The Lambda chapter has had an exceptional semester and return to in person events. They have hosted a variety of events, nearly completing all of the requirements for the entire year in just the

first semester. With only one expected graduate this semester, they are entering into the Spring 2022 semester over 100 brothers strong which provides them opportunities to host larger events and become even more prominent on their campus. Chapter morale is good and there is great collaboration among brothers. They are attempting to host interchapter events with either Nu Upsilon or Theta Rho, and also are attempting to host a joint fraternity event with Pitt's chapter of AKPsi.

Lambda was able to raise over \$1000 for their Chapter Leadership Fund during the Founder's Day challenge which should promote good attendance at the Spring Provincial Conference being held locally to the chapter. For over half of the brothers this is the first National event that they will have the opportunity to attend in person due to the pandemic changes.

CHAPTER REPORTS

LAMBDA - University of Pittsburg (continued)

Lambda did have an issue with pledge forms being filled out / duplicated prior to the ceremony which has put them in a tighter spot than desired CMP wise. They are aware of the steps that need to be taken to ensure that they can achieve the accredited level for their second year in a row. They are also on track to reach Chapter of Recognition and Excellence.

Overall the chapter is excelling in objective ways (leading the region in CMP, excellent fundraising, large membership, and large pledge class) and subjective ways (excellent morale, good communication, meaningful events that aren't simply checking CMP boxes). I believe the chapter will achieve Chapter of Excellence for the year and have a great time doing it. They are excited to meet in person again, have passionate leadership, and have the funds to host meaningful events and support brother attendance at National events.

MEMBER EDUCATION

- **100%** of Fall Officers completed **Officer Training Modules**
- **100%** of Fall Presidents and VPCOs completed **CMP training** (via zoom)
- **10** members registered for **Fall LEAD**

MEMBERSHIP GROWTH

- **29 new members** initiated in the fall 2021 semester (**87%** of **Annual New Member Goal**)
- **110 dues eligible members** at end of fall 2021 semester (**175%** of **Ideal Size**)
- **97% Pledge Retention** during fall 2021 semester

MEMBER ENGAGEMENT

- **0% Expulsions** (percentage of fall roster)

- **0% Voluntary Withdrawals** (percentage of fall roster)
- **11 Alumni Attendees** reported at chapter events (fall 2021)

ORGANIZATIONAL EXCELLENCE

- **68.09%** complete with **Accredited Chapter** requirements
- **61.03%** complete with **Chapter of Excellence** requirements
- **Collegian of the Year** nominee submitted, and application completed on time

CHAPTER REPORTS
BETA PI - Kent State University

CHAPTER PRESIDENT – *Melina Melik*

Beta Pi has done exceptionally well this semester, especially with what we were facing from Spring 2021. I was apprehensive about how we were going to face the challenges with Guidance and such while simultaneously transitioning back to an in-person environment, but the chapter has far surpassed my expectations. Beta Pi brothers are reconnecting and are arguably closer than they've ever been. The fun has returned, and being back together has done wonders for everyone's well-being.

Continuing on this idea, I believe that a large contributor to that success was finding balance. It's something we've come a long way with, but there's still work that needs to be done. The biggest issue we faced with finding this balance is that we have some members of exec and the general body (mostly older brothers that are graduating in the next semester or two) that believe we need to be super stringent and do everything exactly how it was done before COVID hit. While upholding our traditions and values is important and crucial to our survival as an organization, we really made an effort to stress that we are not the same chapter we were two years ago. This year has been taxing on everyone, and most of the chapter really responded well to the idea that you are human beings and students before you're members of this fraternity. Beta Pi brothers have made a concerted effort this semester to remind each other that Delta Sigma Pi should be something you love to be a part of and are excited to come to- not a chore to be crossed off your task list.

In conclusion, despite some of the challenges faced this semester, I think Beta Pi is really on the upswing. We've weeded out a lot of our issues (either through brothers dropping or graduating) and we have a HUGE amount of potential in our newly initiated pledge class. Our culture only continues to improve, and I'm excited to see how the chapter continues to progress in the spring semester.

DISTRICT DIRECTOR – Rich Garber

EVENTS ATTENDED:

During the semester, I attended one Executive Committee meeting, two chapter meetings, pledge induction, and one pledge meeting. I will attend one of the two Transition Meetings that the chapter will hold for new Exec members on December 5 and 12.

STRENGTHS:

- o Chapter resumed regular in-person meetings this fall.
- o Excellent recruiting again this semester, starting with 27 pledges and initiating 26, bringing chapter membership to 107.
- o Took disciplinary action against several (about five) non-participating members, resulting in their expulsion.
- o After being closed during COVID, the chapter successfully reopened its largest fundraiser, the Deltasig Cafe.

- o Outstanding leadership this semester from President Melina Melik, who will remain in the chapter for her final semester this Spring.
- o The chapter continues to attract some of the best and brightest in the College of Business. Deltasigs serve in key leadership roles throughout the school, most notably in the C of B's Business Roundtable.
- o Great overall support from business school faculty and administration.

CHAPTER REPORTS
BETA PI - Kent State University (continued)

WEAKNESSES:

- o The drinking incident that resulted in the chapter's Guidance status this spring created a significant fear of the unknown at the end of the school year, with Brothers not knowing what type of sanctions the chapter might face.
- o Some unnecessary drama around creating of chapter guidance objectives. Was finally able to resolve with excellent support from DSP national leadership and Kent State Administrators.

OPPORTUNITIES:

- o I'd like to see Beta Pi take a more active role in Provincial and National fraternity events. I'm a bit disappointed that they don't yet have more brothers registered for the Spring LEAD.
- o This summer's Grand Chapter Congress (round 2) in Cleveland creates some unique opportunities for visibility on the national level. I will continue to encourage applications for national awards.
- o The new College of Business is now fully funded and will open in the Fall of 2024.

THREATS:

- o With the opening of the new College of Business, I fear the university will attempt to take control of all concession sales, impacting the Deltasig Cafe. (The university attempted to do this about 15 years ago but, because of excellent support from both faculty and administration, the chapter was able to save the Cafe.) The chapter has to get to work now to garner the support needed to secure a place in the new building for the Cafe.

MEMBER EDUCATION

- **100%** of Fall Officers completed **Officer Training Modules**
- **100%** of Fall Presidents and VPCOs completed **CMP training** (via zoom)
- **9** members registered for **Fall LEAD**

MEMBERSHIP GROWTH

- **26 new members** initiated in the fall 2021 semester (**74%** of **Annual New Member Goal**)
- **107 dues eligible members** at end of fall 2021 semester (**127%** of **Ideal Size**)
- **96% Pledge Retention** during fall 2021 semester

MEMBER ENGAGEMENT

- **15% Expulsions** (percentage of fall roster)
- **0% Voluntary Withdrawals** (percentage of fall roster)
- **3 Alumni Attendees** reported at chapter events (fall 2021)

ORGANIZATIONAL EXCELLENCE

- **51.06%** complete with **Accredited Chapter** requirements
- **52.21%** complete with **Chapter of Excellence** requirements
- **Collegian of the Year** nominee submitted, and application completed on time

CHAPTER REPORTS
THETA KAPPA - University of Akron

CHAPTER PRESIDENT – *Casey Bachowski*

The Theta Kappa chapter has experienced tremendous internal growth over the course of Fall 2021. We began this semester in a rough spot, as the chapter was put under probation. Over the past couple years, we had kept just missing the mark when it came to CMP. Because of this, the chapter as a whole made it our mission to achieve at least a chapter of recognition, and we are currently on track to hit this mark. Every officer made it their duty to create events that would not only satisfy CMP credits, but make being a brother in the chapter a positive experience. As of November 28, Theta Kappa was 40% of the way to becoming an accredited chapter and 41.79% of the way to becoming a chapter of excellence. I believe by the end of the Spring of 2022, if we keep up what we have been doing, we will reach our CMP goals with ease.

It is one thing to have events just to meet a benchmark. It is another thing to create quality events that would strengthen each aspect of our brotherhood. Each event, whether it be community service, professional, or brotherhood, had time and effort put into it to make it the best it could possibly be. Some of the most notable and successful events included volunteering at the Akron-Canton Food Bank, sponsoring College of Business professional speakers, and visiting Cedar Point as a chapter. Overall, I believe the programs we hold make our brothers stronger not only professionals, but as individuals.

This chapter faced extreme hardship over the COVID-19 pandemic. Morale dropped drastically when operations were all virtual, and we had a large percentage of our members graduate. Slowly but surely, we are returning to our pre-pandemic state. Brothers were able to meet each other face-to-face for the first time at the beginning of this semester, and every day, we grow closer as a group. As President, I am proud of everything my chapter has accomplished in the Fall of 2021, and I know we can only continue to grow in the future. .

DISTRICT DIRECTOR – *Sam Shaheen*

Strengths: This chapter is very cohesive and when faced with a challenge, they respond well. Last year, they had issues with CMP but they are performing quite well now. They have a good organization structure and are moving towards more planning in programming.

Weaknesses: The chapter is very small and is predominately female. They recruited one new member this semester and the chapter is shrinking in size. They do a remarkable job in recruiting younger students. There was an attempt to address the issue over the summer. The chapter did not respond to that initiative. After the recruiting failure this fall, we did sit down to discuss issues. There are basically three issues. These issues are systemic and not operational. There is no one to blame but the history of the chapter. The first issue is revamping the officer selection system. Currently most offices are re-elected every 6 months. There is no supporting officer training program to provide experience and knowledge to candidates. Secondly, the chapter is not doing any programming that is overly exciting or notable to gain notoriety or attention on campus. They need

to improve their reputation. Third, the chapter needs to develop a more excited attitude towards Delta Sigma Pi.

Opportunities: The chapter maintains a strong great reputation with the faculty allowing them to develop programming that can get some level of promotion. Still the chapter should recruit additional faculty and staff members to strengthen this feature. They do not have any competition in the CBA which allows them to pretty much do whatever they want. They are limited by their imaginations.

Threats: The University is continuing to decline. Enrollment is down and faculty attitude is poor due to cuts. The pool of candidates for membership is getting smaller and weaker. The Chapter size and demographics are poor as mentioned above. Recruiting is poor due to reputation.

CHAPTER REPORTS
THETA KAPPA - University of Akron (continued)

MEMBER EDUCATION

- **100%** of Fall Officers completed **Officer Training Modules**
- **100%** of Fall Presidents and VPCOs completed **CMP training** (via zoom)
- **8** members registered for **Fall LEAD**

MEMBERSHIP GROWTH

- **1 new member** initiated in the fall 2021 semester (**5% of Annual New Member Goal**)
- **26 dues eligible members** at end of fall 2021 semester (**43% of Ideal Size**)
- **50% Pledge Retention** during fall 2021 semester

MEMBER ENGAGEMENT

- **0% Expulsions** (percentage of fall roster)
- **0% Voluntary Withdrawals** (percentage of fall roster)
- **3 Alumni Attendees** reported at chapter events (fall 2021)

ORGANIZATIONAL EXCELLENCE

- **55.32%** complete with **Accredited Chapter** requirements
- **54.41%** complete with **Chapter of Excellence** requirements
- **Collegian of the Year** nominee submitted, and application completed on time

CHAPTER REPORTS
THETA RHO - Duquesne University

CHAPTER PRESIDENT – *Mia Beyerl*

As our chapter transitioned back to full in-person chapters and events, we saw great success in the category of chapter engagement. As an executive team, we ensured that newly initiated brothers established relationships with older brothers, as there was a gap in our in-person chapters given the implications of COVID-19 in Spring of 2020 through this past Spring. We also saw great success in our Fall 2021 recruitment efforts as we diversified our marketing efforts across campus and brought in the all-time highest number of new members ever seen in Theta Rho. In early Fall, we received confirmation that we earned Chapter of Excellence for the preceding year of operations. Moreover, Theta Rho earned several Steel Valley regional accolades in mid-Fall for the inner-workings of the chapter and external leadership figures.

DISTRICT DIRECTOR – *Patrick Flynn*

There seems to be some excitement in the chapter. The biggest strengths that I see are the executive committee and the Chapter Advisor. Now, I'm still getting to know the brothers, but it feels like the past and new executive committee are strong. Kurtis seems to be a big asset to the chapter and I'm looking forward to working with him more as President. He was very hands off as VPCO but does understand the importance of having a good relationship with the District Director. I would also say that I'm happy he is still around to help the new VPCO in transition. Having a strong past VPCO around is always a huge benefit. The Chapter Advisor, Dr. Menk, is fantastic. I've met with him, and he really, truly cares about these students. He honestly wants to see the best for them all not only as students, but their standing within the University. They just had what I think is their largest pledge class and it seems very strong and diverse. I'm excited to get to know them in the future.

While I see a lot of potential within the chapter, there is one thing I noticed. I think that the executive committee (new and previous) seem strong. I do worry that things may be a bit "top heavy." By that I mean the really active and engaged members are on exec. Sitting in the few meetings I attended early on, I noticed the SVP pleading for people to come out to recruiting events and every officer doing the same to get people to shadow them. (That must have worked because I believe all positions had multiple people running). I'm hoping that it is just my limited time with them and that will change moving forward as I learn more from the new executive committee.

Overall, I believe the future for the Theta Rho Chapter is very bright. I definitely see the desire to be great and to learn a lot.

CHAPTER REPORTS
THETA RHO - Duquesne University (continued)



MEMBER EDUCATION

- **100%** of Fall Officers completed **Officer Training Modules**
- **100%** of Fall Presidents and VPCOs completed **CMP training** (via zoom)
- **13** members registered for **Fall LEAD**

MEMBERSHIP GROWTH

- **19 new members** initiated in the fall 2021 semester (**76%** of **Annual New Member Goal**)
- **68 dues eligible members** at end of fall 2021 semester (**129%** of **Ideal Size**)
- **100% Pledge Retention** during fall 2021 semester

MEMBER ENGAGEMENT

- **0% Expulsions** (percentage of fall roster)
- **2% Voluntary Withdrawals** (percentage of fall roster)
- **5 Alumni Attendees** reported at chapter events (fall 2021)

ORGANIZATIONAL EXCELLENCE

- **53.19%** complete with **Accredited Chapter** requirements
- **50.00%** complete with **Chapter of Excellence** requirements
- **Collegian of the Year** nominee submitted, and application completed on time

CHAPTER REPORTS
MU PI - Penn State University, Behrend

CHAPTER PRESIDENT – *Isaac Barringer*

From my perspective, Mu Pi chapter has fulfilled its goals as set forth at the beginning of the semester and recovered well from the prior year's weak recruitment with a much-larger-than-average fall pledge class. Current officers have worked towards creating readily available, succinct "legacy files" for future officers in that position which describe basic duties, responsibilities, important deadlines, etc.; this is intended to ease the stress of transition from one administration to the next. Mu Pi has also kept up with its CMP goals and is on track to make Chapter of Recognition by the end of the spring semester.

Beyond a purely administrative perspective, Mu Pi has worked to maintain its position on Behrend campus as a highly esteemed organization. We have networked with other on-campus organizations and even co-hosted a highly successful professional event where attendance was well above 70 people. As we near the holiday season, Mu Pi hopes to organize "thank you" care packages for faculty in the business school to show our appreciation for their hard work and dedication.

Mu Pi has also had great success in building new alumni relationships and maintaining established connections. This year, we raised several thousand dollars in two separate fundraisers, one for our thirtieth anniversary as a chapter and one for Founder's Day. We have also worked to be more consistent and attentive when it comes to showing gratitude towards our generous alumni, and we have sent out dozens of thank you notes over the course of the semester.

Finally, Mu Pi has been vigilant in its adherence to COVID-19 protocols set forth by the Penn State system and Delta Sigma Pi. Thanks to this, we have been able to resume in-person meetings, which has greatly impacted morale in the chapter, and host an in-person Pledging Ceremony and Initiation. Revitalizing these traditions has helped those initiated during the COVID-19 lockdown to experience some of the most sacred rituals of the fraternity and gain a better understanding of what it means to be a Deltasig.

To conclude, Mu Pi chapter is strongly positioned to succeed in the coming semesters and has realized many of its goals from the start of this semester.

DISTRICT DIRECTOR – *Jeff Lasky*

Strengths

- o The only Business Fraternity on campus
- o Network of Mu Pi alumni that are willing to help out and see that the Chapter is successful.
- o Ownership of activities and events.
- o Dedicated Chapter Advisor

Weaknesses

- o Submitting Awards for the Chapter needs improvement.

- o Submitting payments through Behrend in a timely manner

Opportunities

- o Having a good relationship with other Business Clubs on Campus that can lead to recruitment, networking, and professional activities.
- o With reinforcement and education about the HUB the Chapter can use it as a tool to reach their goals.

Threats

- o None

CHAPTER REPORTS
MU PI - Penn State University, Behrend (continued)

ASSISTANT DISTRICT DIRECTOR – Jaret Kelly

I'm incredibly impressed by the strides Mu-Pi has made to combat the slow and laborious task they went through of online chapter the past few semesters. As they've returned to in-person classes and meetings I've heard many of my brothers tell me they "feel a better appreciation for the fraternity" and "it's like we're back to normal again." They did a fantastic job with recruiting this semester, gaining 10 new brothers after having a lot of trouble recruiting online. They are planning safe and fun events for professional, social, and charitable engagement. And they have outlined plans for next semester that should allow them to do even better with recruitment in the spring.

I attend chapter every week and am very happy with the comradery and dedication to each role the brothers take on. Each brother has time to speak when needed, open forums for discussions that don't directly connect to the meeting – but may connect to other clubs and organizations brothers would like to discuss, and traditions that award brothers that go above and beyond for the chapter.

We recently saw the transition of chapter officers – and the new officers show incredible potential. I do believe that I'll have to review some of the meeting procedures and rules in our bylaws as we've had many questions in recent meetings where I've had to chime in and help when something came into question. This is typically a tough transition for new officers – but thanks to legacy files left by each officer to the new position holder, it should be a bit smoother.

One factor I would also like to see worked on by the chapter would be ensuring CMP objectives are met in a timely fashion. They are doing well keeping track of their CMP needs, but we have already had a few late submissions/close calls that should not have been an issue. I plan to do a CMP overview at the beginning of next semester to help outline the steps needed for the brothers to meet deadlines.

MEMBER EDUCATION

- **100%** of Fall Officers completed **Officer Training Modules**
- **100%** of Fall Presidents and VPCOs completed **CMP training** (via zoom)
- **1** member registered for **Fall LEAD**

MEMBERSHIP GROWTH

- **10 new members** initiated in the fall 2021 semester (**71%** of **Annual New Member Goal**)
- **29 dues eligible members** at end of fall 2021 semester (**74%** of **Ideal Size**)
- **100% Pledge Retention** during fall 2021 semester

MEMBER ENGAGEMENT

- **0% Expulsions** (percentage of fall roster)
- **13% Voluntary Withdrawals** (percentage of fall roster)
- **3 Alumni Attendees** reported at chapter events (fall 2021)

ORGANIZATIONAL EXCELLENCE

- **53.19%** complete with **Accredited Chapter** requirements
- **50.74%** complete with **Chapter of Excellence** requirements
- **Collegian of the Year** nominee submitted, and application completed on time

CHAPTER REPORTS
NU UPSILON - West Virginia University

CHAPTER PRESIDENT – *Pareera Uqaily*

So far, the semester has been pretty good; the entire executive team has worked very hard to make CMP our top priority and all the positions have tailored their events and plans to meet CMP requirements and the needs of our chapter. Sometimes communication can be hard, but we are actively working towards having more conversations about how we can do better as an executive team as well as a chapter.

Overall, after talking to the chapter, we have realized that things are going very well, and everyone is content with the way it is going. We got some feedback, and we hope to incorporate that this upcoming semester.

As President, I really hope to focus more on making chapter more engaging and interactive and fun. I am still working on bouncing back from COVID- it has been challenging getting certain brothers to attend the events and be active, but we plan on talking with them to understand why they are unable to attend these events and what we can do to be more accommodating.

DISTRICT DIRECTOR – *Nancy Stacy*

Nu Upsilon is doing well in several areas as of the end of the fall semester. They have reached and exceeded the goal of being at 50% towards Accredited Chapter on CMP; they are at 54.48% towards Chapter of Excellence. The current officers are committed to staying on top of chapter operations and all officers have taken the officer training modules. The chapter has been working on the unconscious bias training as well and is at over 30% completion. Chapter officers do a good job of communicating with the entire chapter by using GroupMe to send out reminders about chapter events; a shared calendar is used as well. The executive committee has done a good job on communicating with the district director about questions and concerns, preventing some larger issues from happening.

Nu Upsilon chapter officers are working together and with the district director to navigate the transition from online to on campus. Many brothers had never attended in-person meetings, pinning ceremonies, or initiation ceremonies. With their return to in-person events this semester, they had to re-learn how to do events on campus. The chapter has also had to navigate the having officers be quarantined and unable to attend in-person chapter ceremonies. With chapter operations being back in person for most universities, I would like to see Nu Upsilon connect with other chapters and alumni. Morgantown's location can be isolating from the rest of the region, but it's possible with advanced planning.

CHAPTER ADVISOR – *Dr. David Dawley*

I'm very pleased with what I have seen from our Nu Upsilon chapter. From my look-ins, the pledge class looks robust, and the meetings are well attended and professional. Fund raising activity seems

to be on a good trajectory. The Chapter is active in letting go of the non-participating brothers. The President, Pareera Uquaily, has a great acumen and has nurtured a highly functional executive committee. They have a great vision for the Spring semester. These are good times!

CHAPTER REPORTS
NU UPSILON - West Virginia University (continued)

MEMBER EDUCATION

- **100%** of Fall Officers completed **Officer Training Modules**
- **100%** of Fall Presidents and VPCOs completed **CMP training** (via zoom)
- **13** members registered for **Fall LEAD**

MEMBERSHIP GROWTH

- **6 new members** initiated in the fall 2021 semester (**76%** of **Annual New Member Goal**)
- **84 dues eligible members** at end of fall 2021 semester (**147%** of **Ideal Size**)
- **96% Pledge Retention** during fall 2021 semester

MEMBER ENGAGEMENT

- **0% Expulsions** (percentage of fall roster)
- **0% Voluntary Withdrawals** (percentage of fall roster)
- **2 Alumni Attendees** reported at chapter events (fall 2021)

ORGANIZATIONAL EXCELLENCE

- **63.83%** complete with **Accredited Chapter** requirements
- **59.56%** complete with **Chapter of Excellence** requirements
- **Collegian of the Year** nominee submitted, and application completed on time