

THE Deltasig

MARCH 2020

- Facing Fraternal Change
- Presidents' Academy 2019

When business becomes *personal*

14

See how brothers are passing on Deltasig lessons to serve the world

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On the Cover: Wenya Lee, *New
Mexico State*, lays bricks while
building homes with Delta in
Sancun, China.



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Upcoming Events

FOR MORE DETAILS, VISIT DSP.ORG/EVENTS.

2020

April 25
National
Alumni Day

August 14-16
National Volunteer
Leadership Retreat –
Cincinnati

October 9-10
Indianapolis
LEAD School

October 16-17
Tulsa (OK)
LEAD School

October 23-24
Orlando (FL)
LEAD School

October 30-31
Boston/Burlington
LEAD School

November 6-7
Salt Lake City
LEAD School

November 7
Founders' Day

2021



↑
January 15-17
2021 Presidents'
Academy –
St. Louis (MO)

February 5-7
Northeastern
LEAD Provincial
Conference –
Pittsburgh

February 12-14
Southern LEAD
Provincial
Conference –
Raleigh (NC)



February 19-21
South Central
LEAD Provincial
Conference –
Austin (TX)

February 26-28
Western LEAD
Provincial
Conference –
Bay Area/
Fremont (CA)

March 5-7
North Central
LEAD Provincial
Conference –
Chicago

↓
August 11-15
53rd Grand Chapter
Congress – Cleveland

SEPTEMBER 2019 FRATERNITY BOARD MINUTES IN SECONDS

Interim Mail Votes not previously reported:

- Named **Paul Carpinella** National Alumni Development Committee Chair.
- Named **Jessica Boucher** National Community Service Committee Chair.
- Named **Jillian Gartner** National Professional Development Committee Chair.

At Meeting:

- Approved changes to the 2019-20 special project budget after passage of the Learning Management System recommendation.
- Discussed new Risk Management Policy recommendation to be voted on at the next meeting.
- Sought feedback on campaign policies.
- Referred a recommendation to conduct a Graduating Senior Survey to the National Alumni Development Committee.
- Gathered feedback on new Pledge Education Program, to be implemented in fall 2020.
- Approved budget for 2020 LEAD Schools.
- Authorized the Executive Director to incorporate the GCC-approved Initiation Ritual changes into other Ritual ceremonies where those phrases exist.
- Unanimously approved to invoke authority granted in Regulations Governing the Ritual Article X to replace the current Initiation Ceremony with a single ceremony, effective immediately. Per Article X (and Bylaws Article XIX, Section 6), a ratification vote will be held at the next GCC.

(more on page 45)



FUN FACTS ABOUT CLEVELAND

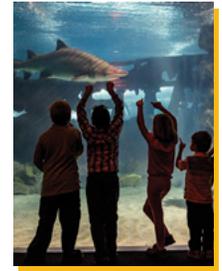
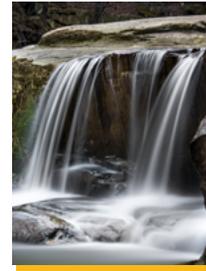
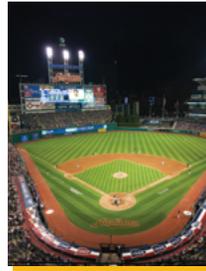
- 1 The Cleveland Arcade, which opened in 1890, is considered the first indoor shopping complex in America, which still stands today.
- 2 Did you know that Superman went to Cleveland’s Glenville High School? When comic writer Jerry Siegel and artist Joe Schuster first came up with the superhero, there wasn’t Metropolis... there was Cleveland!
- 3 Famous movies shot in Cleveland include: “The Avengers,” “Men in Black” and “Planes, Trains, and Automobiles”
- 4 The modern golf ball was invented in Cleveland.

GCC is headed to the Rock and Roll Capital of the World!

If you’re still getting over the post-GCC blues from Atlanta, we have great news for you – it is never too early to begin planning for the 53rd Grand Chapter Congress in Cleveland! Marketed as offering world-class experiences without the world-class ego, Cleveland offers many major attractions. Check out all the city has to offer on the following page!

HOTEL INFORMATION Hilton Cleveland Downtown \ 100 Lakeside Avenue East, Cleveland, OH 44114

Hilton Cleveland Downtown is in the heart of Cleveland's vibrant downtown area and is connected to the Huntington Convention Center. Popular attractions, dining and entertainment are an easy walk away! With contemporary rooms, convenient on-site amenities and 50,000 sq. ft. of event space, our hotel is the perfect base for exploring Cleveland ([dsp.org/gcc/hotel](https://www.dsp.org/gcc/hotel)).



LET'S ROCK!

Welcoming more than 12 million visitors per year, **The Rock and Roll Hall of Fame**, features impressive collections of memorabilia – from John Lennon's guitar to hip-hop pioneer Jam Master Jay's gold chains. Be on the lookout for further information, as this is the location of our Friday night event!

"YOU'LL SHOOT YOUR EYE OUT!"

The **"A Christmas Story" House**, featured in the classic film "A Christmas Story," is located in the Cleveland neighborhood of Tremont. In the home, you'll admire the iconic leg lamp, take a selfie next to the Christmas tree and have the once-in-a-lifetime opportunity to "grimace in a pink bunny suit." Warning: you'll have to resist the urge to fire the Red Ryder BB gun – you might shoot your eye out!

ROOT, ROOT, ROOT FOR THE HOME TEAM

Situated downtown, a short walk from our host hotel, is **Progressive Field**, home of MLB's Cleveland Indians. GCC week usually includes a ball game at one end or the other – so fans can enjoy the now competitive home of "Major League's" Indians!

PUT YOUR HANDS UP

If you're looking for an adrenaline rush, **Cedar Point amusement park** should be on your radar! Just 60 miles from downtown Cleveland and situated on the shores of Sandusky Bay, it's worth the drive to experience this world-famous park named "The Roller Coaster Capital of the World." Ever wonder what Lake Erie looks like 420 feet in the air while moving at 120 miles per hour? Now's your chance!

GET BACK TO NATURE

For brothers who would rather be outside, Cleveland has no lack of beautiful parks. We recommend checking out the **Cuyahoga Valley National Park**, with 80+ miles of wilderness and beautiful views of the Cuyahoga River and Ohio and Erie Canal. The 65-foot Brandywine Falls is the park's most photographed location, so be on the lookout!

SHARK TANK

"Every week is #SharkWeek" at the **Greater Cleveland Aquarium**. The aquarium is home to nearly 5,000 species of fresh and saltwater creatures swimming through a 19th century converted power plant. And if you've ever wanted to feed a shark, the aquarium offers daily public feedings at least three times per week.



Delta Sigma Pi Welcomes Back Alpha Psi at the University of Chicago

School: University of Chicago

Chapter Number: 46

Reactivation Date: November 16, 2019

Installing team and national officers: GP Tricia Smith, North Central PVP Cory Stopka, VP-Finance Jodi Schoh, 2018 COY Travis Brodbeck, Great Lakes RVP Nicole Orlando, DDs Jillian Holtzer, Thomas LeNoir, Jeff Winther, Mikey Mayers and Lauren Finnegan and Senior Director of Membership Growth & Expansion Dale Clark.

History of the University: University of Chicago is a private institution founded in 1890 by The American Baptist Education Society and oil magnate John D. Rockefeller. The first classes in the new university began October 1, 1892 on land in Hyde Park that was donated by retailer Marshall Field. The University now offers 52 majors to over 9,000 undergraduate students. Economics is the largest undergraduate major with just over 20 percent of total enrollment.

Concentrations: general economics, business economics and data science.

Alpha Psi Chapter was originally chartered April 27, 1928 and initiated 201 brothers before closing in 1947. The colony began in fall 2017 after several friends who had heard of Delta Sigma Pi from high school acquaintances realized the organization wasn't on campus. Five students originally started the colony, which petitioned with 41 students.

The Chicago Colony had a strong start, hosting resume and Excel workshops, networking with and touring companies such as Johnson & Johnson and Cigna, and organizing an "accounting networking day." They also planned a variety of community service, participating in a Thanksgiving meal prep for the Greater Chicago Food Depository and baking/delivering cookies to campus police and security employees.

According to Great Lakes RVP Nicole Orlando, "The colony has overcome challenges to recruiting students on the Chicago campus. Historically, professional business fraternities have not been prominent on campus and instead most students participate in non-fraternal organizations that focus on specific fields of business. The colony clearly communicated the benefits of Delta Sigma Pi membership and differentiated the Fraternity from other organizations."

Welcome back, Alpha Psi! ▲



THE MORE THINGS CHANGE; THE MORE THEY STAY THE SAME

**A look through time at Deltasig's
evolution and ongoing change**

BY HEATHER TROYER, WASHINGTON-ST. LOUIS

**"Change is the law of life. And those who look only to
the past or present are certain to miss the future."
- John F. Kennedy**

The history of Delta Sigma Pi continues to be written—and we hope it will continue for many years, decades and centuries to come. As we look to the future, it is interesting to look at other influential changes since our Founding and see how those actions have shaped our current brotherhood. Although many changes have been made throughout our long history, our mission and values ensure Delta Sigma Pi continues to be essentially the same organization our Founders created over 100 years ago.

CONTINUED ON NEXT PAGE →



Various Pledge Manuals, Ritual Books and other memorabilia can be found in the Buzz and Stonie Sutton Archives Room in the Central Office.

PLEDGE CHANGES

The new Pledge Education Program launching later this year enhances the education of pledges, provides more opportunities for members to get to know and assess the pledge class, and gives additional structure and guidance to support the vice president-pledge education in creating a purposeful experience in pledge meetings. And although the experience of pledges today is different, it fundamentally remains the same as through much of our history.

The pledges this fall will continue to wear the same pledge pin that was approved by the Board of



These Pledge Manuals (7th Edition through 18th Edition) range between the years 1946 and 1973.

Directors in May 1921 (almost 100 years ago). The pledges will take part in a Pledging Ceremony and take a pledge exam, similar to those adopted in 1924. The standard Pledging Ceremony and exam ensured the pledging experience was similar for all members. (National leadership felt that was important with only 20-some chapters—now we have 220-something!) Per Gig Wright’s Congress Report, pledges should be examined on “important matters [such] as the date of founding of the Fraternity, its Founders... and similar vital questions.” Although, the examination has changed over the years, many of these questions remain.

Over the last three years, the Board of Directors has continued to review and adjust the pledge program. This newest pledge education program was created after a more thorough review of our Purpose, the purpose of the Pledge Education Program and changes in society and on our campuses. And although there may be an online educational element Gig might gasp at, we think it brings the program back to its core of integrating

pledges into the chapter and teaching them the things most important to our brotherhood.

HAZING (AND OTHER RISK MANAGEMENT) CHANGES

The Board of Directors recently approved updates to our Risk Management Policy. Although the purpose and ideas of the policy are not changing, the information is provided in a simplified form. The main ideas of protecting the organization and treating “all people and their property with care and respect” remain the same.

Managing the Fraternity’s risk and protecting the longevity of our organization is no new concept to Delta Sigma Pi. At the 1922 Grand Chapter Congress, Founder Makay, “presented several objections to the chapters use of roughhouse tactics in our Initiation.” This was one of the first mentions of hazing in our history—even then one of our Founders saw the value in protecting the organization he helped create!

At the 1951 Congress, one of the main discussions was hazing. “Be it resolved that the Grand Council of Delta Sigma Pi wishes to endorse and promulgate the current and modern trend to substitute a constructive Work Week Program for the old-fashioned and juvenile Hell Week or Mock Initiation. It is felt that this program is in keeping with the professional aims and character of our Fraternity; that a program of this nature will result in materially better members; and that the public relations value to chapters and to the Fraternity as a whole is of such great importance that we cannot afford to delay its adoption.” While some chapters no doubt continued in their ways, the Fraternity was on public record of enforcing the change to remove hazing.

The issue of hazing and risk management continued to be discussed throughout the 1980s and 90s as the public’s view and tolerance of hazing and alcohol-related activities was dramatically changing. A policy was first passed in 1991, prohibiting the use of kegs and related activities. The first full risk management policy was then adopted in 1993 and this was enforced by directing the cost of liability insurance to chapters in the mid-1990s.

The year of our Centennial, was the last time the Fraternity did a thorough review of this 14-year-old policy and the revised policy went into effect a year later. These updates included defining what an organizational member is, renaming it the Risk Management

THE HISTORY OF DELTA SIGMA PI



1907 Delta Sigma Pi Founded

1908 Name, Badge and Colors Decided

In early 1908 the membership gave approval to the three words that best expressed the meaning of the Fraternity and a friend of Founder Moysello translated those words into Greek. From those words the name of Delta Sigma Pi was chosen. Official approval of this name, along with Fraternity bylaws, were voted on and approved April 2, 1908. The design of the badge was approved soon thereafter. At the third official meeting of Delta Sigma Pi held on April 29, the official colors of the Fraternity were approved as purple and gold, winning over the colors of violet and gold. Some years later, the colors were modified to “old gold and royal purple.”

1914 Delta Sigma Pi Grows

As our second chapter was founded (Beta at Northwestern-Chicago), Delta Sigma Pi became a national organization. Our first organizational meeting was held in January in New York and what is considered our first GCC (with three chapters—Alpha, Beta and the “graduate chapter”) was later in July, where Walter N. Dean, *New York*, was elected the first national president.

1915 The Purpose was Adopted

1921 Red Rose Approved, Standard Ritual and Regalia were Adopted and Pledge Pin Approved



1922 Hazing Mentioned and Ritual Expanded

One of the first mentions of hazing in our history was brought up by Founder Makay during GCC. The Ritual Committee was also instructed to prepare a pledging ceremony and a pledge exam and they were instructed to add the meaning of the words Delta, Sigma and Pi to our Ritual.

1924 Central Office Established, Pledging Ceremony and Pledge Exam Adopted

At the 1924 GCC, the Central Office was established in Chicago as, “the need to handle the great volume of detail now involved in the administration of the affairs of the Fraternity was more and more apparent every month.” H. G. “Gig” Wright was elected as Secretary-Treasurer, serving until 1955. Also during the meeting, “that part of the Ritual that has to do with the securing of a contribution from the neophyte was left optional.”

1949 Selective Membership Moved and Social Activity Added

In 1949, the Grand Chapter approved adding “and social activity” to the Purpose. The words were added because many schools were beginning to refer to Delta Sigma Pi as an honorary or recognition fraternity. This was the first, and so far only, change to the original wording of the Purpose.

1951 Hell Week Eliminated

and Conduct Policy to reflect the addition of the Individual Code of Conduct, adding clarity on policies when alcohol is present at events, clarifying the statement on hazing and adding all forms of harassment.

A couple years later, after facing issues and concerns at National events, the Board approved an event behavior form which all attendees of National events are required to sign. This event behavior form reinforced the Individual Code of Conduct that was added just years earlier.

Even with new policies though, it is important for our members to understand why these policies are in place. In a recent article, Lori Hart, Director of Education Initiatives for Holmes Murphy Fraternal Practice, connects Maslow’s hierarchy of needs to fraternal organizations. After a person has physiological needs like air, water, food, shelter and sleep, they need safety. They need to feel secure. “Until we have faith and trust we’ll be safe, we don’t move to love/belonging...So, here’s the simple truth. Until we keep new and current members SAFE, they’ll never experience our product of real brotherhood and sisterhood.”

“While our initiations have been very impressive in the past, this regalia will add to the impressiveness.”

Just a year later, at the 1922 Grand Chapter Congress, the Ritual Committee was instructed to add the meaning of the words Delta, Sigma and Pi to our Ritual. The pledging ceremony created by the Ritual Committee was also adopted and added.

Over the next century, the Ritual has changed, but the most important things, those that describe our principles, remain the same as they did when they were first printed. The Initiation evolved to consist of three parts. Part I involved each pledge being examined singly or in pairs while blindfolded and on their knees. Part III was a staged business meeting immediately upon the conclusion of the Initiation in which members were encouraged to insult one another (sometimes leading to physical altercations and permanently damaged relationships). Additionally at different points in our history, our Ritual deemed various groups ineligible for membership, limiting membership at times to Caucasian, Christian men. Today, these elements of our past Ritual violate many state laws, campus policies, socially accepted standards, and our Risk Management Policy.

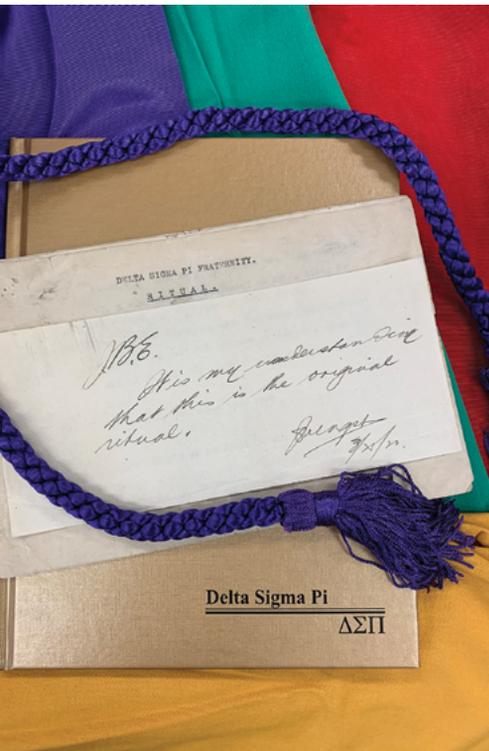
In the 1980s, we added an Installation of Officers, a Memorial Service and a Graveside Ceremony. In the 1990s, we added a Graduating Senior Ceremony, an Induction of New Members Ceremony for Alumni Chapters and an Honorary Initiation Ceremony. We also replaced a prayer with a moment of silence. In 2017, the Grand Chapter approved changes to the Honorary Initiation Ritual to make it more similar to the collegiate initiation by inserting the preamble to the bylaws and added a series of principles the initiate must agree to.

In 1993, 1999 and again in 2017, the Grand Chapter voted—but failed—to remove gender specifics from parts of our Ritual. This was finally passed at our most recent Grand Chapter Congress—almost a quarter century after first being voted on and 42 years after becoming a co-educational organization. The new Ritual was revised to not only be more inclusive to gender identities, but also to better accommodate those with physical limitations.

Our Ritual shares our principles as an organization and contains some of our longest traditions. Although different, reading through some of the first Ritual Books feels very familiar to the Ritual Book of today. Despite the many changes over our history to the Ritual, nearly 300,000 Deltasigs have experienced

RITUAL CHANGES

Our first standardized Ritual was adopted in 1921, fourteen years after our founding. Founder Makay moved during a Board of Directors meeting the version submitted by the Ritual Committee be accepted and copies of the Ritual be distributed to the chapters. At the same meeting, Makay moved to allow the Ritual Committee to adopt a standard regalia. Both motions were approved. As stated by Gig Wright,



While researching the archives for this article, we’ve “re-discovered” what we believe to be the original Ritual from Alpha Chapter. It was sent to Secretary-Treasurer J. Buford Edgar from an Alpha brother. It is pictured with the newest version (2019) of our Ritual book.

an identical explanation of our guiding principles and expectations of conduct. Recent changes to replace the two-part collegiate Initiation Ritual with a revised single-ceremony initiation that eliminates the oral examination of pledges have left intact the things most sacred such as our oath, our obligations of membership, and the meanings of our Greek letters, our badge and our coat of arms.



In 1982, the Central Office became computerized and joined the ranks of progress.

ONLINE CHANGES

Part of growth and advancement is staying connected to the changing world and adjusting to trends that support our mission and values. Delta Sigma Pi is constantly evaluating our current needs and looking for tools and platforms to help us better manage those processes and make them better for everyone involved.

Nearly 40 years ago, the Central Office became computerized with IBM System 34. In 1995, the first homepage was released with one email address. A full website was launched in 1997. It featured “a complete list and email links of national officers and staff members, information about the Leadership Foundation, contact information for Fraternity-endorsed suppliers and sponsors, links to more than 75 chapter websites, current Fraternity calendar and announcements and details of our 41st Grand Chapter Congress in New Orleans.”

Since then, we also launched new websites in 2006, 2010 and 2015. The 2010 version was complemented by a Delta Sigma Pi blog, which shared articles about chapter operations, professional development, Deltasig terminology, alumni resources and more. In 2015, the new website also came with a new web address, dsp.org, and Delta Sigma Pi branded websites became available to all collegiate chapters and colonies. The website continues



1973 Co-Educational Membership Discussed
The constitutional amendment to open Delta Sigma Pi membership to women was overwhelmingly defeated (4 to 1) by the delegates at the 29th GCC.

1975 Co-Educational Membership Debate Continues
At the 30th Congress, the Grand Chapter again failed to pass a bylaw change to open membership to women. The delegates approved granting “emergency powers” to the Board of Directors to address issues involving legal challenges and the like utilizing those powers. Grand President Bill Tatum convened a conference call on November 7, 1975 and the Board voted unanimously to open membership to women (temporarily until the next GCC voted to endorse or deny the decision).

1977 Co-Educational Membership Accepted
At the 31st Congress in Toronto, the action to allow women into membership was ratified and co-educational membership was final.

1982 The Central Office Becomes Computerized

1989 Blindfolds Eliminated From Initiation
The Board, under the leadership of Grand President Bill Kinsella, voted in 1989 to eliminate blindfolds from Initiation in response to an increasing number of state hazing definitions including references to blindfolds. This decision was confirmed by the 1991 Congress delegates.

1991 Policy Prohibiting Use of Kegs and Related Activities Approved

1993 First Risk Management Policy Adopted

1995 First Online Presence

1997 First Website was Launched

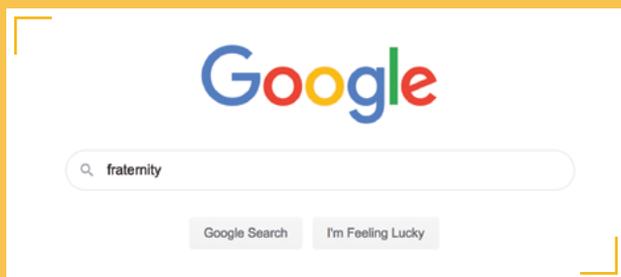
2001 “New Governance” Adopted and CEI Moved Online
The new governance structure reduced the Board of Directors from about 30 to 11. Regional Directors, who previously sat on the Board, became Regional Vice Presidents.

2005 Individual Discipline Process Moves Online

2006 Deltasig inCircle Becomes Available

2008 Risk Management Policy Revised

THE MEANING OF FRATERNITY IN 2020



An internet search of “fraternity” results in news stories ranging from a student suing a fraternity over an alleged beating, to investigations of assault, to a fraternity being suspended after violations involving alcohol and physical abuse—and these are stories from just the previous 24 hours.

According to insidehazing.com and surveys conducted by Dr. Susan Lipkins, five percent of all college students admit to being hazed. This number is higher for those involved in clubs, teams, and organizations. And according to stophazing.org—more than half of those college students experience hazing! In addition, 10% have been screamed at by other members.

In response, and as a result of chapters being suspended and banned from university campuses, the North American Interfraternity Conference (NIC) and the National Panhellenic Conference (NPC) have set priorities and sponsored programs regarding anti-hazing, health and safety, and assault. They are working to implement Medical Good Samaritan policies, bans on hard alcohol and partnerships between fraternal organizations and parents who have lost sons to hazing. Universities, parents and society are demanding it.

The NIC recently created new Alcohol and Drug Guidelines, approximately 30 years after its first set. But it is more than passing guidelines to see a change take place. “It’s about understanding how we philosophically and developmentally approach students. It’s about providing really good resources to help students. It’s about education and training, which costs significant time and money. And, finally, it’s about a fair and equitable enforcement strategy. All of this takes work, time, and resources,” said Lori Hart, Director of Education Initiatives for Holmes Murphy Fraternal Practice.

Well aware of what’s taking place across America’s campuses, Delta Sigma Pi’s Board of Directors continually reviews our policies and practices to ensure the Fraternity remains strong—and *simply remains!*—for the next century. Society and the college environment are ever-evolving and it is our obligation to ensure Delta Sigma Pi evolves along with them.

to evolve and expand. In 2017, past issues of *The DELTA-SIG* magazine were archived, followed shortly thereafter by chapter petitions. If you haven’t checked out these historical documents, you should!

In 2001, the Chapter Efficiency Index (which became the Chapter Management Program in 2009) moved from paper forms to a completely web-based program. Although the program, which started as a contest in 1931, has changed over the years, many of the components have remained unchanged. Even in the 1930s chapters were required to hold initiation, pay dues, and hold professional events. Many of the other options for points back then can still be found within the tiers of CMP today.

Over the last 15 years, other forms and processes also moved online. In 2005, individual discipline online submission process became available to chapter officers. Before then, trial results needed to be mailed to the Central Office and paper letters were mailed out. In 2011, the election nominations form moved online making the process easier and more consistent for all candidates. The year 2012 brought us the Hub, a web-based tool that allows officers at all levels to manage chapter data more effectively. It makes everyday chapter processes simpler and makes data more accessible to chapter officers and volunteer leaders. The Hub continues to be used today.

Educational programming launched online with Deltasig E-Learning in 2009, providing online interactive webinars and prerecorded presentations about chapter management and leadership, professional development, personal development and more. The program received the Professional Fraternity Association’s “Outstanding Professional Program” in 2011. This virtual programming was a great complement to the already existing LEAD programming and encouraged us to use similar learning opportunities in other arenas. So in addition to some of the pledge education material being provided online starting in 2020, the Board also recently approved expansion to our virtual learning with the creation of online training modules for col-legiate chapter officers and volunteer leaders. Be on the lookout for these in the coming year!

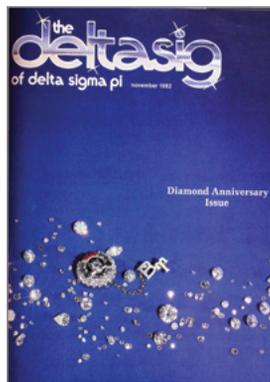
These online changes haven’t been all about business though. In 2006, Deltasig inCircle became available. This was a Deltasig-only online community with extensive career/resume resources and network-

ing opportunities by allowing members to set up special interest groups and connect with fellow brothers. (This was essentially a Deltasig-only LinkedIn.) InCircle ended in 2009 and was replaced with a Facebook application, created to allow brothers to find other brothers, join groups, post on discussion boards, learn about upcoming Delta Sigma Pi events, and much more. During that time Delta Sigma Pi created the “Official LinkedIn Delta Sigma Pi Group”, now with almost 12,000 members, and joined Twitter. Instagram was added in 2014.

THE MORE THINGS STAY THE SAME

The Diamond Anniversary edition (1982) of this magazine sums it up quite perfectly. Even 38 years later, these words ring true:

Now, 75 years since the founding of Delta Sigma Pi, the further expansion of professional, community service, and leadership development programs of the Fraternity is on the horizon. The quest for further expansion of Delta Sigma Pi is as strong today as it was in 1914 when Delta Sigma Pi became a national organization. It is a dynamic and growing Fraternity, steeped in tradition, but not tradition bound. Many challenges face Delta Sigma Pi, but the spirit of transforming challenges into opportunities is as strong as it was when four men, motivated by common goals and the desire to pursue these goals together, founded a Fraternity for students of business and with it a dream, and that dream today continues to inspire and motivate men and women of business to pursue common goals and the fraternal experience of the International Fraternity of Delta Sigma Pi together. ▲



2009 **CMP Replaces CEI, Facebook App Replaces inCircle, Deltasig E-Learning Launched**

2010 **Central Office Renovation Complete, New Website Launches and Diversity Statement Added**

2012 **Hub Launched**

2015 **New Website Launches as dsp.org**

2016 **Strategic Initiatives Announced**

To assist with the objectives of Strategic Priorities, the Board also approved task groups to review the pledge education program, the pledge process and Ritual.

2017 **Magazines Archived and Honorary Initiation Updated**

The 2017 Grand Chapter approved adding the Purpose and added a series of principles the initiate must agree to (similar to the collegiate initiation) to the Honorary Initiation Ritual. Three other proposals to change Ritual failed.

2018 **Manual For Pledge Education Becomes *The Crown and Delta***

The 2018 edition, in addition to the new name, was also improved with full-color and having it perfect bound versus saddle-stitched (stapled).



2019 **Presidents' Academy Launched, Central Office Staff Roles Change and Ritual Changes**

A new Central Office structure was implemented to address Strategic Priorities and move the Fraternity forward, taking advantage of existing and new resources. Director roles became more aligned with the Strategic Priorities education, growth and engagement) and additional staff were added to focus on assisting chapters.

At the 52nd GCC, the Initiation Ceremony was revised to be more inclusive to ability and gender identities. The Initiation Ceremony was also revised to remove unnecessary language that suggests additional expectations are required before being initiated. References to the pledges being led in with their hands on each other's shoulders were also removed from the Initiation Ceremony.

As in 1975 and in 1989, the Board utilized the powers granted by our Ritual and Bylaws to act in the best interests of the Fraternity, eliminating oral questioning in the Initiation Ceremony and adopting a single part Initiation Ceremony.

2020 **New Pledge Education Program Launched**

This fall a new pledge education program will launch, enhancing the learning experience for pledges and betterment of the Fraternity. The new pledge education program focuses on integration of pledges into the chapter, and better facilitation of in-person pledge meetings that focus on learning our values and principles. Pledges will learn about Delta Sigma Pi history and structure through an online learning system which includes online quizzes and comprehensive exam, and complements the in-person pledge meetings.

BY ROB PASQUINUCCI

Making it Count

Sandy Shoemaker Combines Interpersonal Skills and Business Savvy to Build a Career

Four interesting and successful brothers choose paths that spark change in both the lives of Deltasigs and those in need around the globe.

In their business it's... personal

There are times when something that seems like no big deal can lead to an opportunity that lasts a lifetime. That was the case with Sandy Shoemaker, *Missouri State*, who had a scheduling conflict and wasn't able to attend a (Deltasig rival) business fraternity event with a college friend. Instead, she saw an invite to a Delta Sigma Pi event another evening and decided to attend.

"I was hooked," Shoemaker says. "Everyone took me in from the beginning and that was that."

So, a schedule conflict led to a lifetime of friendships and support from Deltasig, and the Fraternity is better for it – Shoemaker has given back through many leadership roles, including serving as a Foundation Trustee and through significant financial contributions to Delta Sigma Pi.

Business from the beginning

Shoemaker's interest in business started before college. "It's a tribute to my mom," Shoemaker says. "She made all of us take an accounting class in high school, and I found accounting came naturally to me. It's a language I understood."

She also understood the importance of networking, and said she started collecting business cards as a kid (and still collects them today). "I'm an outgoing person, which is not typical for accountants," Sandy says, adding her involvement in Delta Sigma Pi has helped her build business relationships.

"When I look back, Deltasig let me

learn how to network in a comfortable environment. I learned how to build a network and keep it going. My closest friends to this day are my brothers. For example, I'm heading to Houston to see a group of brothers for a Christmas party."

The combination of accounting and interpersonal skills has helped Shoemaker succeed and is something she cultivates in people who work with her.

"Have an interaction; have a conversation. That can be the best way to find out if there's something not proper in the company's books," Shoemaker says. "When you're looking for something wrong in the company's books, sometimes you can't pull it out of the numbers, but you can see it in their faces."

A people-focused career

Shoemaker continued her focus on building personal relationships when she started her career, avoiding big accounting firms and joining a regional company in Waco, Texas.

"I wanted to get close to my people and get close to my clients," Shoemaker says. "This has stuck with me throughout my career."

A few years later, Shoemaker had the chance to work for accounting firm EKS&H's Denver office. In addition to a being a great professional opportunity, the Denver landscape captivated her.

"It was two weeks before Halloween and there was snow on the mountains—it was absolutely gorgeous," she says, adding she took the job before she boarded her flight home.



“I feel like when I started out, I did a lot of things wrong... Being successful in business means taking the time to do things that matter. People will respect you more if you do that.”

The enterprising brother helped expand the firm, starting with 70 people and growing to 700 before a recent merger with Plante Moran. She attributes the growth to strong partners who cared about the firm’s people, which was something clients could see.

“We have a team of great accountants, but I think the common denominator is that we have people who want to connect and learn the story behind the numbers,” Shoemaker says. “There needs to be a human touch to the process.”

Balancing more than books

Shoemaker also believes that keeping her life in balance has been essential to her success. She credits partners who encouraged her to take time off with showing her how to build a healthy culture.

“Even after 30 years in business, you still need to be able to step away and take a break,” Shoemaker says. “It’s important to keep yourself in balance.”

She continues to enjoy Colorado living when it’s time to recharge, enjoying a glass of wine with friends on her deck overlooking the region’s famous red rocks. “Being with friends is really the best thing ever for me,” Shoemaker said.

Having good mentors has also helped Shoemaker throughout her career. Among them is Delta Sigma Pi Lifetime Achievement recipient and PGP Norm Kromberg. “We’ve been friends since 1991. He’s always there to give support and also challenge me to dig deeper.”

SANDY'S CAREER AT PLANTE MORAN

Plante Moran is an accounting and business advisory firm whose motto is “We care.” The company takes pride in caring about their clients, their employees and the communities in which they work and live. Per Sandy, “As the practice leader service-based businesses for the firm’s Rocky Mountain region, my greatest enjoyment comes from the time I spend with my clients, listening and learning about their businesses and working with them to strategize. I’m a servant leader, and I’m pleased to be able to bring my 29 years of expertise to my clients.”

Shoemaker has also mentored others throughout her career, particularly supporting women in their business careers, and was recognized as an Outstanding Women in Business nominee by the Denver Business Journal and a Woman to Watch – Leader of Note by the Colorado Society of CPAs.

“I feel like when I started out, I did a lot of things wrong. I put in too many hours, missing out on stuff that I regret now,” Shoemaker says. “Being successful in business means taking the time to do things that matter. People will respect you more if you do that.”

She also advocates for adding more women to board positions. “If there’s a board with one woman on it, you’re checking a box. With two women, the men on the board think the women will talk to each other. But with three or more women, you’re getting a true mix of opinions and ideas,” Shoemaker says.

Cutting edge accounting

When asked what’s going to change in her industry in the coming years, Shoemaker says technology is revolutionizing the industry. “Our world is going to get turned upside down in next five years,” Shoemaker says. If you look at any business, you’re seeing the goods and services that business offers being delivered through technology.

“We are turning to technology-based auditing processes. We can do stronger, better and more thorough work with better data analytics for our clients.” Technology presents new opportunities for fraud, but better ways to catch anomalies within datasets, Shoemaker says.



“Deltasig let me learn how to network in a comfortable environment. I learned how to build a network and keep it going.”

Giving back

Shoemaker has supported Delta Sigma Pi throughout her career. “It’s just something very important to me. Getting involved with Delta Sigma Pi changed my life and I felt I had to give back. I have a chance to pass on what I learned, and use my professional skillsets to help the organization grow and be sustainable,” the Leadership Foundation Trustee Emeritus says.

She also supports Economic Literacy Colorado. This group help give teachers the resources to know how to teach financial topics in the classroom. “This helps our kids get the skills they need

Sandy (fifth from right) attends the 2017 Grand Chapter Congress in New Orleans with the network of Deltasigs she has connected with over the years. Shoemaker has attended 16 Congresses spanning 30 years.

to be contributing members of society,” Shoemaker says. “Things like balancing a checkbook or buying a house, everyday decisions not covered in school.”

Brother Shoemaker was also recently appointed by Colorado Governor Jared Polis to the Colorado Employee Ownership Commission. Her four-year term will focus on developing and advancing employee-owned businesses.

A great example of an engaged alum, the busy brother plans to build on her success while staying in touch with the lifelong friends she made in Delta Sigma Pi, a journey that started with a chance visit to an event decades ago.

“This organization has given so much to me – it’s made a difference both personally and professionally throughout my life.” ▲

BY MEGAN ALLEN,
COMMUNICATIONS SPECIALIST

Lee is congratulated by Delta Air Lines CEO Ed Bastian for earning a spot in the Delta Chairman's Club at the red carpet gala last November.

Going the Extra Mile to Serve

Wenya Lee, New Mexico State, has been working for Delta Air Lines as a flight attendant since 2015 - a career she admits wasn't at first on her radar... but has been one of the greatest choices of her life.

"To move, to breathe, to fly, to float, to gain all while you give, to roam; the roads of lands remote: to travel is to live."

- Hans Christian Anderson

To fly, to float...

The story goes like this: After graduating, Lee, a 28-year-old New Mexico native, began applying for jobs in the airline business after becoming interested in the industry through a family member's career. After a Deltasig brother came back from a trip and insisted Wenya would be a fantastic flight attendant, she still wasn't fully committed. After posting in a Deltasig Facebook group inquiring about open positions and receiving a response from a brother whose company was hiring flight attendants, she decided to take a chance! Lee recalled the power of networking and brotherhood and how grateful she is for Tullivan Begay, *New Mexico*, who

not only encouraged her to apply for the job, but gave her tips, recommended her and ultimately assisted her in getting the position! The position offered to Lee was based in Minneapolis, so she now calls Minnesota home, after deciding to “fully embrace the adventures and all this career has to offer.”

Fast forward a few years and Lee is not only thriving in her career, but was nominated by her peers and chosen out of 80,000 employees as one of 100 to be welcomed into the Delta Chairman’s Club. Now in its 23rd year, the Chairman’s Club is the most prestigious peer-to-peer employee recognition program, honoring women and men across the company’s worldwide operation who embody reliability, innovation, thoughtfulness and servant leadership and who demonstrate the highest standards of service to customers, coworkers and the communities Delta serves. After an employee is nominated (typically nominations hover around 5,000), they go through a rigorous interview process, where the company also calls upon additional peers, managers and customers in assisting with the selection process.

As a member of the Club, Lee had the honor of attending a red carpet gala in November at the Delta Flight Museum in Atlanta, fit with a police escort and dinner with Delta CEO Ed Bastian. Looking back on the event, Wenya recalls “The red carpet was an experience I’ll never forget. I asked my brother to be my date, and latched onto him because I had this fear of falling on the carpet! My sister, mom and ‘build buddies’ were in the crowds cheering me on. To be ‘extra,’ my sister ordered a dozen confetti cannons and when I stepped out onto the carpet, I knew exactly where my support system was.”

Additionally, Wenya had the honor of traveling with fellow Chairman’s



“[Travel] embodies who I am. It’s the people and the connections. Nothing brings people closer together than giving back... it’s the connections you gain through travel that you will never forget.”

Club members to France and delivering a brand new aircraft back to Delta. Another cool perk? If you’re flying with Delta this year, you may just find yourself in an aircraft that is fit with Wenya’s signature in the cabin, an honor bestowed upon each Chairman Club inductee for the year they were chosen. Having interviewed Wenya briefly, and hearing about the countless service initiatives she has participated in, it is absolutely no wonder why she was given this prestigious honor.

To gain all while you give...

For Lee, the spirit of service began to take shape during her time as a member at New Mexico State, serving as vice president-community service for the chapter. But that isn’t the only thing she is grateful to the Fraternity for. She remarks, “Some of my best friends to this day are Deltasigs.” While the Fraternity not only gave her friendships to last a lifetime, she also credits the organization with giving her valuable life skills she carries with her always, such as proper interview skills and networking



(Left) Wenya joined Delta volunteers from four countries for its 16th global build for Habitat for Humanity in Brazil.



experience. “Meeting someone and saying hello is one thing,” she says, “but knowing how to ask meaningful questions and making that impact is another.” In fact, she remembers attending a LEAD School in Denver and upon arriving back home sending personal emails to the leaders and fellow collegiate brothers she met while there.

For many, service and volunteer opportunities are juggled with their career, typically separate entities. But for Lee, the two are hand-in-hand. Working for a company like Delta Air Lines, service is paramount. Donating one percent of profits annually to communities (which in previous years has amounted to \$37 million), Delta has a long history of serving communities worldwide, an opportunity Wenya has taken very seriously.

Each year, the company partners with Habitat for Humanity and builds six homes globally. During her time at Delta, Wenya has participated in two of them. Last year, she helped construct a home in China. “I was born in China, so it was special that I could go back to where I grew up. To see these homes falling apart and

knowing I’m making a difference, changed my life. It’s humbling.” In 2019, she assisted in building six homes in Brazil and immensely enjoyed learning more about the families and building lifelong relationships with them. “I keep in touch with them. One of the homeowners I built for has five boys, and the impact will be eternal for them,” she says.

To travel is to live...

With a jam-packed schedule and truly never being in the same place for more than a couple of days, Lee has always made the Fraternity a priority in her life. When asked how she manages it, the lesson to be learned is this: do what you can with the time you have. No two fraternal experiences, or avenues of involvement, look the same. For Wenya, it means proactively seeking out brothers living in the cities in which she travels, even if it means catching up during a layover, making it a priority to stay connected. “Sometimes it can be as simple as calling up a brother you haven’t spoken to in awhile and catching up.”

When asked what travel means to her, Wenya answers, “It embodies who I am. It’s the people and the connections. Nothing brings people closer together than giving back. Materialistic items come and go, beauty comes and goes, but it’s the connections you gain through travel that you will never forget. If someone pays for your coffee... it’s a simple act of goodness that makes the world a bit smaller.” ▲

BY MEGAN ALLEN,
COMMUNICATIONS SPECIALIST

MONICA'S TIPS FOR ENTREPRENEURIAL SUCCESS

Be Organized

"I swear by lists and deadlines. I work well under pressure – shocker! I try to set up daily, weekly and monthly checklists for myself, Fraternity service, the business and other things."

Connect with a Mentor

"Get a mentor! Get a mentor! Get a mentor! Having someone you are accountable to that will check in on you is so vital in the overwhelming startup phase. I have different mentors for different areas of my business. Each area is important, and I can tell you I wouldn't have gotten through some difficult times without them!"

Take Time for Yourself

"I have learned that taking extra time for myself is extremely necessary and have implemented weekly/biweekly routines to help foster that."

Learn from Mistakes

"I've learned I'm not always going to please everyone, and that is okay! Working with chapters and working with clients, I've learned that my style and how I conduct myself is not always going to please everyone. I take that so hard sometimes! In those instances, you step back, re-evaluate and keep moving forward."

Don't Be Afraid to Delegate

"Delegating is the hardest to start doing. I love every aspect of my job and it's hard for me to let go of that control and let someone else help. However, when I do, I have time for so many other things! I am constantly looking for ways to grow in this area."



In the Business of Happiness

Capital Regional Vice President Monica Monroe is the founder and owner of Monica Elizabeth Events, a full-service event coordination and planning company, focusing on weddings. Her company is based in the Maryland, Washington D.C. and Virginia areas – roughly the same area Monica oversees as a Deltasig leader.

Monroe, *Shepherd (WV)*, knew from age 16 she wanted to eventually work in the industry during an event planning class in high school. "I immediately started to look at fostering my passion with a degree or certification. At sixteen, I was on the phone with institutes getting information about classes I could attend." She carried her passion through college, taking classes concentrating in hospitality, recreation, business and entrepreneurship. After graduation, while working for a local catering company, Monroe met her mentor and then boss Matthew Phelan who encouraged her to launch her business.

With a passion for helping others and swearing by the Theodore Roosevelt quote "Nobody cares how much you know until they know how much you care," Monica credits the Fraternity with life lessons she has carried with her throughout her business. "The most important lesson I've learned is to have patience with yourself and with other people. I remind myself to give grace to others and always be kind. I remind myself I am doing the best I can and that is enough!"

A creator of all things joyous, Monroe finds motivation in the happy moments. "One of the most rewarding things about what I do is I get to be a part of creating and executing some of the biggest life celebrations my clients have." A leader in not only the Fraternity, but in the business world, she is a pro at handling stress. "I am typically interacting with clients during the height of the most stressful times in their lives. Rather than get offended or act in an unprofessional way, I deal with the situation and move past it. Life is too short to let a stressed client ruin my love for what I do!" ▲

Brother Joins Re-Member to Make a Difference

BY ALEXANDRA BARTKOSKE, MIAMI-OHIO

David Strobbe, Nebraska-Lincoln, spent his summer volunteering at Pine Ridge Indian Reservation. In the Q&A below, he shares his experiences volunteering as a young child at Pine Ridge in South Dakota, and later working there as an employee of Re-Member, a nonprofit working to improve the quality of reservation life through relationships, shared resources and volunteer services. The long-term focus and goal of Re-Member is to improve the living conditions on Pine Ridge reservation while growing understanding and advocacy for the Lakota people's culture, beliefs and current struggles.

What is an interesting part of the history of the reservation? Pine Ridge is home to what was once some of the largest and most powerful tribes in the country: the Oglala Lakota (often called the Oglala Sioux). The reservation is in the southwestern corner of South Dakota. The southern part of the Badlands National Park is partially located on the Reservation and is about an hour south of Mount Rushmore and the famous Blackhills. Pine Ridge is the site of the massacre of Wounded Knee. This is one of the most important events in American history and many people consider it the "closing of the Western frontier." The mass grave is powerful, historically relevant, and a sad and eerie reminder of the past events on Pine Ridge.

Strobbe (left) assists volunteers in cutting wood for housing improvements on the reservation.

Can you describe more about what you do with Re-Member? I am a Program Supervisor. Re-Member is set up where 50 or 60 volunteers cycle in and out for one week throughout the entire season, from March to October (Re-Member's staff and local employees retain a year-round presence). I lead the volunteers through daily activities, including meal prep and clean-ups, transporting volunteers to work and sight-seeing locations around the reservation, answering questions about the organization, building relationships with volunteers, and ensuring safety and competency on construction and project sites.

What has been your favorite project so far?

Re-Member has numerous different projects we do on a weekly basis. The jobs I personally find the most satisfying and enjoying are skirting. The majority of families on Pine Ridge live in smaller trailer homes, often with ten or more people inside. Wind chill temperatures in the winter can easily reach -20 or -30 degrees; because there is a gap between the ground and the bottom of the trailer these winds can get under the trailer and right under the floor, drastically cooling the house. Skirting essentially makes a frame between the bottom of the home and the ground to block winds, snow and rain.

What advice would you give a brother who is interested in doing a similar opportunity, working on a reservation?

Just do it! There are few opportunities you will find, especially within the United States, to do something that is so rewarding, educational and culturally immersive. Many Native Peoples have been totally neglected and forgotten by today's society. Work like this is a great chance to show that there are people who care and want to learn from and serve our native neighbors. As long as you go in with an open mind, an empathetic heart and wanting to serve rather than give, I guarantee you will end up learning more than you could ever hope to. ▲





Brotherhood of the Traveling Consultants

BY **MEGAN ALLEN**,
COMMUNICATIONS SPECIALIST

For the first time in over 20 years, Delta Sigma Pi welcomes three consultants to the Central Office line-up of staffers.

A passion for the Fraternity, wanderlust, independence and professionalism. Where you find a Delta Sigma Pi Educational and Leadership Consultant (ELC), you will find these characteristics. And truth be told, at any given Deltasig gathering, you're likely only a stone's throw away from someone who has served in this position at some point in time, typically with another Deltasig to share

experiences with. Rarely, however, will you find a consultant who served with two others. That is, unless you talk with: Catrina Murray, *Florida State*; Kathy Skrobot Decker, *Western Michigan*; Judith Briggs, *South Dakota* (all 1995); Jasmin Flores, *Nevada-Reno*; Haley Spellman, *Rhode Island*; and Chelsey Fix, *Lynchburg (VA)*, (all 2019).

The Fraternity welcomed Catrina, Kathy and Judith in 1995, under the supervision of Dale Clark, who remains at the Central Office as Senior Director of Membership Growth & Expansion. According to Judith: "Catrina, Kathy and I became life-long friends, especially because of our shared travel and chapter experiences. Along with a lot of other Central Office staff, we came from different parts of the country, so our coworkers were also our social circle.



(Left) From left: Jasmin Flores, Haley Spellman and Chelsey Fix. (Above) From left: Catrina Murray, Kathy Skrobot Decker and Judith Briggs.

To this day, we still look back on the inside jokes we had together back then.” Fast forward, and the same closeness can be found between Jasmin, Haley and Chelsey, who are managed by Associate Director of Chapter Services Tyler Havens, who joined staff in 2019.

That closeness isn’t all Brother Briggs gained from her time in Delta-sig. She has been married for 22 years to Jeff, *Miami-Ohio*, with whom she shares two wonderful daughters. The two met in Oxford and remain nearby, living in Cincinnati, where Judith works as director of accounting services at Sisters of Charity.

Catrina, who now works as a training coordinator at Alight Solutions in Charlotte, NC, remembers the position fondly, “The whole experience was the best in my career. You get to work in a supportive environment.” This concept isn’t lost on today’s consultants, with Haley feeling similarly, “As my first job out of college, I’ve learned quite a bit, one of the biggest things being time man-

agement/work-life balance. Being on the road and out of office for most of the semester, it’s important to be disciplined and plan your day carefully.”

And being on the road comes with its fair share of “travel woes,” which look a bit different, depending on whose lens you’re looking through. Surprisingly in the realm of travel, the cost has actually decreased in recent years. Adjusted for inflation, the average U.S. round-trip ticket in the 90s would cost around \$500 today, with the current round-trip average now costing around \$350. Of

course, you have to *then* pay for luggage, seats, etc... Laptops also experienced a similar trend, with three Toshiba laptops ringing in at \$2,400 a piece back then, compared to today’s Surface Pros, which come in just under \$1,000. At least the current consultants get a cell phone along with their tablets. According to Catrina, one of the biggest difficulties was navigating the country without a cell phone.

The addition of cell phones isn’t the only change over the past 20 years. The Fraternity has undergone changes that have allowed Delta Sigma Pi to continue to further a higher standard. Even the Central Office itself looks different than many consultants remember. In 2009, the building underwent a significant renovation, adding wheelchair accessibility, additional restrooms, an elevator and more office space. Remember the old LARGE initiation



The Central Office in 1957 (top) and 2020.

trunks? Imagine carting dozens of them down stairs! The elevator was a very welcomed addition – as are the new, much smaller trunks!

Although technology, the Central Office and even Oxford, Ohio (where most consultants live during their time as an ELC) have changed, if you put

all past ELCs in the same room, it would be as if nothing has changed at all. You won’t find a lack of stories, shared experiences, or “Oh, I’ve been there!” You also won’t find lack of advice from past/current consultants to those interested in the program, with Fix saying, “Don’t be afraid to have fun! There are so many chances to take a moment and have fun.” For that, the program remains a sacred bond among those who have ever had the privilege of traveling to countless college campuses in any given month and enjoying the “journey” as part of their personal and professional growth path. ▲



Growing Personally, Professionally And Fraternally: 2019 LEAD Schools



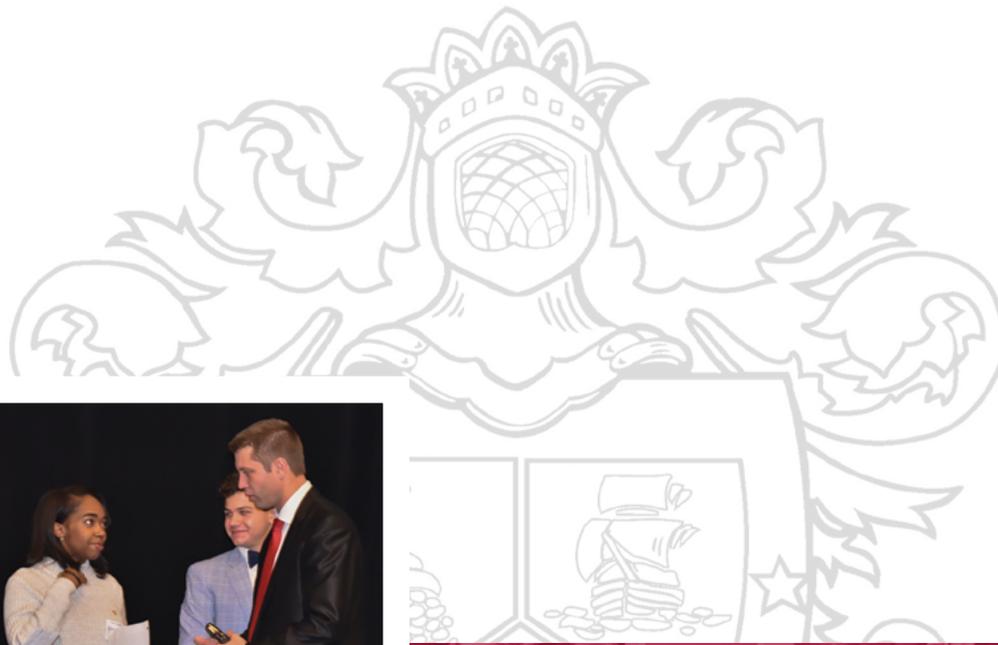
↑ “Our brothers had an amazing time at the Kansas City LEAD School this weekend! LEAD is a great opportunity to develop professionally, gather ideas to bring back to our chapter, and bond with brothers from across the nation! We can’t wait for the LEAD Provincial Conference in Iowa City this spring! #DSPLEAD

- Alpha Epsilon,
Minnesota



With excitement and an eagerness for growth, more than 1,200 brothers ventured to Syracuse, Detroit, Portland, Kansas City and Lexington for the 2019 LEAD Schools. While these cities lay scattered across the country, offering their own unique allure, one common theme prevailed: **improvement**.

Each year, the Fraternity makes strides to improve each and every member’s experience and to ensure a #DSPHigherStandard continues to be a paramount goal. LEAD Schools allow brothers the opportunity to join in the spirit of improvement



and development on an individual level by networking with peers from all corners of the country, learn professional and personal skills to take with them upon graduation, build confidence in navigating a new city and get their foot in the door with Deltasig partners. A special thank you is also extended to our following partners who dedicated time in meeting with and educating and working with brothers: Collegiate Standard, Enterprise Holdings, Fraternal Composite Service, The Fund For American Studies, GEICO Careers and IES Abroad.

1 \ Attendees at the Detroit LEAD School participated in a networking activity that encouraged members to meet new people. Nathan Piwowarski, Saginaw Valley State (MI), won a Deltasig leather padfolio, presented by North Central PVP Cory Stopka. **2** \ Brothers raised the bar this year with numerous service opportunities aimed to benefit Deltasig's national service initiative, Ronald McDonald House Charities. Events included wish list donations (picture from Kansas City LEAD), pop tab collections, change competitions and more. **3** \ MISSOURI-ST. LOUIS brothers (from left: Amanda Larson, Sami Abraham and Rosa Macias) sell merchandise at the Kansas City LEAD School to raise money for their chapter. **4** \ Brothers from Chi Omega at Old Dominion (VA) (from left: Jahan Cannon, Reagan Dolliver, Tara Laughlin and Joshua Ramsey) attended the Lexington LEAD School and enjoyed sessions covering a variety of topics. **5** \ Professional speaker Brad Killmeyer presented the welcoming keynote, Formulate Your Future, at the LEAD School in Lexington. **6** \ CLEMSON (SC) brothers traveled to Lexington for a weekend of networking and professional development. DD Weslie Higdon pictured left of lectern in front.



7



8



9



10

Be sure to check out the 2020-21 schedule on page 3 – we hope to see you at an upcoming LEAD event near you! ▲

7 \ Pacific Northwest RVP Sam Clark (front, fourth from right) poses with her region, including District Directors Ben Migliuri (front row, third from left) and Kelly Rabin (far right) at the LEAD School in Portland, OR. **8** \ TEDx speaker and sales analyst Austin Bristow, Charlotte (NC), presented *Adulting: What It Takes to Take the Next Step* at the Portland LEAD School, discussing time management, managing personal finances, focusing on priorities and leveraging LinkedIn. LEAD offers the unique opportunity for chapters and individuals in various cities and states to gather and build lifelong relationships. **9** \ Northeastern PVP Dan Collins (far left) and Empire RVP Charles Weening (3rd from left) present Beta Omicron, Rutgers-Newark, with their official charter at the Syracuse LEAD School commemorating their reactivation. **10** \ 2018 COY Travis Brodbeck (right) networks with Syracuse LEAD School attendees and discusses the importance of the Delta Sigma Pi Leadership Foundation and opportunities for scholarships/grants – as well as opportunities to give. The Foundation's Chapter Leadership Funds (CLF) assist brothers in attending events such as LEAD and Presidents' Academy.



Presidents' Academy Builds Momentum in its Second Year

One year after the inaugural Presidents' Academy, this award-winning program equips another generation of Deltasig chapter presidents.

The Fraternity made history last year by hosting its inaugural Presidents' Academy. Through this new event, the Fraternity more prominently establishes itself as a leadership development organization that prepares business students for the evolving world.

Presidents' Academy is an award-winning national training event designed to develop chapter presidents' leadership potential in a way that has immediate benefits to them personally, to the chapters they lead and to the Fraternity as a whole. The academy provides young leaders with skills to serve as a foundation for success in business, civic and personal lives. (See sidebar on next page for agenda.)



Above: Small groups were formed using the Birkman personality assessment findings, where attendees had the opportunity to interact and learn from different personalities and leadership styles. Pictured here, a small group brainstorms and works together to complete a challenge where they had to take a picture with everyone's foot crossing the finish line at the same time.

AGENDA

- **National Honorary Initiation** of Daniel Mandoli, former vice president and general manager, home delivery pharmacy and member services, Express Scripts.
- **Birkman Basics:** Giving each attendee an authentic look at themselves, how they relate to others who may be different and how they adapt to organizations.
- **Building Successful Teams:** Exploring the assembling process based on providing a diversity of behaviors.
- **Successful Organizations - A Guiding Star:** Exploring how knowledge of and adherence to a guiding star will assist attendees in both leading the chapter and their career.
- **Incentivizing, Motivating & Accountability:** Recognizing the differences between people and tailoring incentives to properly motivate. Plus, exploring methods to build a culture of accountability within the chapter and how this relates to professional environments.
- **Navigating Difficult Conversations:** Providing insights to help attendees navigate through challenging conflicts in their associations.
- **Strategic Goal Setting and Planning:** Discussing the goal setting process and how it can be used to not only provide direction and focus to the chapter, but also aid in accountability and motivation in all aspects of the attendee's life.
- **Etiquette Dining Program**
- **Leading Like a Facilitator:** Learning how to approach leadership more from the mindset of a facilitator and less as a top-down, formal leader.
- **Inspirational Leadership** by President & CEO of Destination D.C., Elliott Ferguson, *Savannah State (GA)*, our 2018 Career Achievement honoree.
- **GP Tricia Smith "State of the Fraternity":** address and update on Strategic Priorities, Fraternity direction, etc.

Chapter presidents understand and seek out opportunities to be better trained as leaders – often operating in the gray space not covered by manuals or standard training, yet being held accountable to their college or university, communities, fellow chapter members and the Fraternity for setting the direction and tone for chapters. Presidents are asked to make decisions when all “good” options are exhausted or none seem to be without risk. Presidents’ Academy invests in these individuals and improves the operations of their chapters, while inspiring them to become stronger leaders throughout their careers. ▲





1 \ Participants received a certificate of completion and an exclusive Presidents' Academy pin for their hard work. 2 \ Transformational healthcare executive Daniel Mandoli is our 2020 National Honorary Initiate. Brother Mandoli addressed participants during Presidents' Academy in a compelling keynote which encouraged sticking to principles, starting with the end in mind, finding coaches who will give honest feedback and outlining what being a true leader means (from left: LF Chair and PGP Randy Hultz, GP Tricia Smith, Mandoli and PGP Onuka Ibe.) 3 \ During Presidents' Academy, attendees have the opportunity to network with and form bonds with Deltasig leaders from across the country. 4 \ 2018 Career Achievement honoree Elliott Ferguson received his Silver Helmet for 25 years of service. 5 \ Doug Opicka and Kate Richey from Plaid, facilitated much of the curriculum.



The Professional Fraternity Association (PFA) honored Presidents' Academy with its 2019 Outstanding Professional Program Award. The honor was presented at PFA's annual convention in Alexandria, VA with area Deltasig leaders attending. From left: Plaid Partner Doug Opicka, COO Jeremy Levine, National Community Service Chair Jessica Boucher, LF Trustee Stacy Jordan, PGP Onuka Ibe and ED Bill Schilling.



The Birkman Method®

The curriculum, presented by Plaid, includes use of The Birkman Method®. This unique method of assessment was developed by Roger W. Birkman, Ph.D. whose experience as an U.S. Air Force pilot led him to study how human characteristics influence perceptions, behaviors and motivations.

The Birkman Method® is considered by many Fortune 500 companies as the most comprehensive and validated personality assessment tool on the market. Since it combines both behavioral and occupational data, it better reflects a person's fit within an organization. It also measures individual's needs to help each person be the best version of themselves and further examines personality and perceptions in a social context to promote greater self-management and encourage mutual respect among colleagues.

From birkman.com



"I had the extreme honor of attending Presidents' Academy in St. Louis with over 220 presidents or VPs from every chapter across the country. We were each elected to lead our chapter, but how do we do that? The Presidents' Academy taught us that, and we each walked away having learned so much about ourselves and how to effectively lead, as well as gaining meaningful connections with brothers. Thank you, Delta Sigma Pi, for these amazing experiences!

- Michael Harmon, *Western Illinois*



Recruiting Benefits Through Partnership

BY **KIM ALLEN**, ALLIANTGROUP
DIRECTOR OF TALENT

The mission of alliantgroup is to educate businesses on tax incentives and credits available to them. Since 2017, Delta Sigma Pi has partnered with alliantgroup to offer Deltasigs (from entry-level to those with MBA backgrounds) opportunities with their fast growing consultancy. This partnership gives us direct access to students with backgrounds in the industries we serve and the C-suite clients we interact with. Some of our company's top executives are brothers of Deltasig.

When sifting through resumes, we've found that identifying candidates with the right skill set for the job is usually the easy part. However, there is a major difference between the ability to simply do what is required of the position and having the internal drive and passion to go above and beyond the requirements of the role. As any

executive will tell you, it is ultimately the latter kind of professional that will drive and invest in the future of an organization—and it is imperative to find as many of these career-driven types as possible.

Finding these types of people is made easier by our partnership with Delta Sigma Pi. We've found brothers to be very engaging, well-versed with business acumen and prepared. Since beginning our partnership, we have had the opportunity to attend multiple Grand Chapter Congresses and LEAD events. All have been great experiences, allowing us to promote our employment opportunities. We have also enjoyed conducting educational sessions, which allow us to pass on our knowledge to students on how to best be prepared to enter their job search with confidence. These students have maximized their collegiate careers by holding leadership positions in a

variety of extracurricular activities, while at the same time staying focused on academics. Deltasigs show they can prioritize and balance their heavy workload and schedules, while still making time for community service—values alliantgroup emphasizes in our company culture.

When recruiting, we look for two types of talent: “ready now” and “ready later.” “Ready now” are those who have existing careers but are looking for a change and “ready later” are those who are recent graduates either from undergrad, law or graduate school. We are looking for a specific type of individual who has demonstrated alignment in their past experiences, whether collegiate or otherwise, with our core values. To find these candidates, we attend many Deltasig events throughout the year, including LEAD events, chapter professional events, chapter meetings and career fairs on campuses with chapters.

As all things business, recruiting is constantly evolving. alliantgroup maintains its advantage by being committed to making “raving fans” out of our candidates by ensuring they have an exceptional experience from our initial engagement to interview to offer. We actively seek feedback from our candidates to ensure we are meeting this goal with each and every interaction along the way, including those with our recruiters, candidate experience associates and hiring managers.

Our interview process allows candidates the opportunity to get a 360° view of our firm including interviewing with professionals with a variety of backgrounds and leaders at all levels of the organization and individualized job shadows that allow interaction with potential team members and a first-hand, day-in-the-life look at the work we do.

Our CEO, Dhaval Jadav, conducts a roundtable discussion with all final candidates, which has received phenomenal candidate feedback. These enhancements to our interview process set us apart from other companies. We believe in complete transparency and understand the decision to join our firm is a two-way street. We believe in giving a realistic job and cultural preview to ensure we are good fits for each other.

Upon hiring, alliantgroup takes the approach of ensuring new employees have an awesome experience from “yes” to “desk.” The moment a new hire accepts the offer, we engage them with personalized welcome notes

from their team and new leader. We also send alliantgroup swag to them and invite them to team events. alliantgroup believes in getting new employees established in their new community as quickly as possible, building that natural engagement and connectivity with the company.

Additionally, every new hire is purposefully assigned a mentor to help shepherd them through the new hire experience. We use key factors such as similar educational backgrounds and complimentary learning/teaching styles to ensure a good match. We also dedicate two full days of onboarding to ensure our new hires understand our company history, core values, and mission and how they fit into all of it. It’s very interactive with different methods of information retention and practical application. Leaders of different departments come in to get to know the new hires and share their journey at alliantgroup.

We make employees feel valued and part of the organization by listening to their ideas and empowering them to make their own decisions—and

learn from their own mistakes.

It is all these factors that makes alliantgroup a great place to work. We have been named a Great Place to Work by the *Houston Business Journal*; a Top Workplace by the *Houston Chronicle*; a Top Work Culture by *Entrepreneurial Magazine* and The Healthiest Employer by the *Houston Business Journal*. It’s a great place to work because our culture is like none other. We heavily invest in our employees throughout the employment lifecycle, not just upon hire.

Our approach to work is collaborative and team-based. Our culture is built around trust, safety and belief. We hire those who want to make an impact, are not shy about disagreeing and do not hesitate to speak up and be heard. We become closely connected to one another, committed to the success of each other and genuinely care about one another. We believe in helping our professionals live their best lives now. ▲

To see job opportunities, please visit dsp.org/alliantgroup.

“Finding these types of [career-driven] people is made easier by our partnership with Delta Sigma Pi. We’ve found brothers to be very engaging, well-versed with business acumen and prepared.”

Share news of your chapter's activities and events with brothers! Email news and photos to magazine@dsp.org.



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5

1 \ HOUSTON brothers supported their baseball program and bonded by attending a game. From left: Ben Berendson, Suha Kirani, Alli Avant, Zohir Jivani, Adam Panjwani.

2 \ ALBANY, BINGHAMTON, SIENA and ALBANY UPSTATE NEW YORK ALUMNI joined forces and participated in their local St. Jude Walk/Run to benefit St. Jude Children's Research Hospitals.

3 \ CAL POLY-SAN LUIS OBISPO volunteered with Transitions Mental Health Association, where they assisted at the organization's Growing Grounds nursery.

4 \ CAL POLY-POMONA, LOYOLA-MARYMOUNT (CA) and CAL STATE-FULLERTON participated in an on-site event at Enterprise Holdings' Southern California Headquarters.

5 \ NORTH FLORIDA decorated Christmas trees over the holidays at the Gabriel House of Care in Jacksonville, a hospitality house located near the Mayo Clinic.



6 \ LOYOLA MARYMOUNT (CA) and LOS ANGELES ALUMNI co-hosted an event on campus in September, with more than 30 brothers in attendance. Both chapters enjoyed great conversations and networking and look forward to their next inter-chapter event.

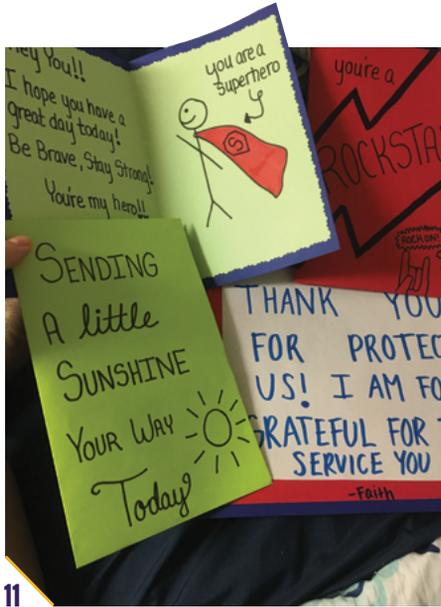
7 \ CALIFORNIA-RIVERSIDE, REDLANDS, CALIFORNIA-IRVINE, CHAPMAN, CONCORDIA, CAL POLY-POMONA, ORANGE COUNTY, LONG BEACH-PIER 9 and INLAND EMPIRE volunteered for Make A Difference Day

at Santa Claus, Inc. in San Bernardino, inventorying clothes and shoes, and performing ground maintenance.

8 \ CALIFORNIA-MERCED volunteered for the Merced County Chamber of Commerce's 71st Annual Installation Dinner and Award Ceremony, a great opportunity to assist the community and network with the community's key leaders.

9 \ SAGINAW VALLEY STATE (MI) hosted its second annual Golf Outing this past fall, raising nearly \$3,000 to support chapter members' educational opportunities. From left: Evan Schneider, Mersadies Jones, Eric Mark, Gabriella Locke, Sierra Szagesh, Lyndsey Schirle, Alicia Flores, Andrew Allen and Katie Fistler.

10 \ ST. CLOUD STATE (MN) celebrated the marriage of two brothers, Samuel Gerlach and Emily Stever. Over 30 brothers joined them for this momentous day in Hastings, MN.



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11 \ LEWIS (IL) volunteered with the Inter-Greek Council, collaborating with Send a Smile Today, Cards for Hospitalized Kids and Operation Gratitude, making over 100 cards.

12 \ BOWLING GREEN STATE (OH) celebrated a successful initiation with a group photo this past fall.

13 \ ARIZONA STATE hosted an Alumni Tailgate for the university's football game against Oregon State.

14 \ EAST CENTRAL REGION attended a Cincinnati Reds baseball outing, taking a tour of the facility from Jacob Swartz, a fellow Deltasig now working for the organization. From left: Mary Miracle, *Cincinnati (OH)*; East Central RVP James Kuhn, Mindy and Claire Kuhn; Jacob Swartz, *Dayton (OH)*; Andrew Bare, *Indiana-Purdue at Indianapolis*; Gayle Gerhardt, *Cincinnati (OH)* and Jim Gerhardt, *DePaul (IL)*.

15 \ SOUTHERN MISSISSIPPI alumni met with the Dean, College of Business and Economic Development at the University during its Business Advisory Council Meeting. From left: Kevin Smathers, PGP Bill Tatum, Dr. Bret Becton (Dean) and Hugh Parker.



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16 \ KANSAS CITY ALUMNI enjoyed time together at a recent holiday party. Those in attendance included South Central PVP Mark Wernette (far back) and Midwestern RVP Angie Schelp (far right).

17 \ LOUISVILLE ALUMNI and guests met up at Churchill Downs for a day of bonding and networking.

18 \ DEPAUL (IL) alumni gathered for a reunion, with brothers in attendance being initiated between the mid-70s and early 90s.

19 \ TWIN CITIES continued its tradition (going 20 years strong!) of collecting toys for the Toys for Tots program. The chapter donated nearly \$1,500 in toys, gift cards and monetary donations, being featured on their local news station for their outstanding generosity.



20 \ ANGELO STATE (TX) celebrated Founders' Day with fellow alumni, wearing matching T-shirts and enjoying cupcakes.

21 \ SOUTH PACIFIC REGION held its Regional Conference at Loyola-Marymount (CA)'s campus, with over 85 brothers in attendance spanning 11 chapters. Sessions presented were over on officer positions, leadership and team building, and the event ended with officer roundtables. Leadership

in attendance included Western PVP Crystal Justice, South Pacific RVP Erica Kolsrud, and DDs Jami Ball, Rick Boner, Alex DeSouza, Whitney Massey, Alex Whitelaw, Carley Haro, Lynnette Servaes, National Scholastic Development and Awards Chair Tim Beasley and Los Angeles Alumni Chapter President Sathon Phowborom.

22 \ OKLAHOMA welcomed alumni and leadership (including South Central PVP Mark Wernette and Tornado Alley RVP

Jennifer Mayes) to campus for its 90th anniversary celebration.

23 \ RHODE ISLAND co-sponsored a Speed Networking Night on campus, inviting professionals and business school students to connect and build meaningful relationships.



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24 \ CAL POLY-POMONA celebrated its 50th anniversary with Initiation, tours of the College of Business Administration, and a networking reception. Following the reception, brothers and guests gathered at a nearby conference center for a formal dinner and program.

25 \ FARMINGTON SOUTH METRO (MN) and ST. THOMAS (MN) participated in a speed networking event on campus.

26 \ WESTERN KENTUCKY brother Allyson Taylor was crowned her school's 2019 Homecoming Queen. From left: 2018 Homecoming Queen Makayle Botts, Allyson Taylor and President Dr. Timothy Caboni.

|| KUDOS ||

New job? Start a new business? Get promoted or recognized for an achievement?
Share your news with us! Email magazine@dsp.org.

ACHIEVEMENTS

Ryan Harding, Arizona, is a real estate manager at QuikTrip Corp in Thornton, Colo.

Amanda Peterson, Arizona, is a product manager at Adidas in Shanghai, China.

Zachary Albregts, Arizona State, is a sourcing analyst at Tessengerlo Kerley in Tempe, Az.

Natalie Bowman, Arizona State, is director, creative advertising at Paramount Pictures in Los Angeles.

Matthew Lichon, Arizona State, is an account executive at VQ OrthoCare in Irvine, Calif.

Scott Lutocka, Ball State (IN), is an account executive at Comfort Systems USA-Indiana in Indianapolis.

Virginia Collins, Bentley (MA), is associate director, regulatory affairs at Apellis Pharmaceuticals, Inc. in Waltham, Mass.

Joseph Ferguson, Buffalo (NY), is personnel associate/benefits administrator at the University of Buffalo in Amherst, N.Y.

Sean Nakano-West, California Lutheran, is associate technical account manager at Yardi Systems in Santa Barbara, Calif.

Karla Zaragoza, Cal State-Sacramento, is community engagement manager at Stanford Sierra Youth and Families in Sacramento, Calif.

Ronald Perkins, Central Florida, retired as a pharmacy technician at Publix. He lives in Midland, Ga.

Michael Beason, Christian Brothers (TN), is city attorney for the city of Altus in Okla.

Ariel Worrell, Christian Brothers (TN), is senior pricing advisor at FedEx in Memphis.

Ian Bolser, Colorado State, is an electronic warfare officer for the US Army/Department of Defense in Fort Irwin, Calif.

Stephanie DeBruin, Connecticut, is senior account manager at PINCHme in New York.

Timothy Murphy, Connecticut, is an emergency physician at Middlesex Health in Middletown, Conn.

Annette Mercer, Dayton (OH), is a realtor at Howard Hanna in Pittsburgh.

Courtney Meagher, Duquesne (PA), is a contract professional at Bechtel Plant Machinery, Inc. in Pittsburgh.

Jenice McDonald, Ferris State (MI), is a claims adjuster at State Farm in Atlanta.

Gordon Fair, Jr., Florida, is a financial advisor at Merrill Lynch Wealth Management in Hilton Head, S.C.

Stephanie Lin, George Mason (VA), is a real estate professional for Pearson Smith Realty in Centreville, Va.

Jeffrey Busbee, Georgia, is a technical sales consultant for sports and entertainment at Insight in Marietta, Ga.

Tameke Goggins, Georgia, is assistant chief, UI tax administration at Georgia Department of Labor in Atlanta.

Tina Mai, Georgia, is a buyer at Veritiv in Lawrenceville, Ga.

Kelly Perez, Georgia, is director of product marketing at S.P. Richards Co. in Atlanta.

Cathleen Johnson, Georgia Southern, is a paraprofessional for the Glynn County Board of Education in Brunswick, Ga.

Cherise Thomas, Georgia Southern, is director of human resources at Jim 'N Nick's BBQ in Birmingham, Ala.

Rachel Wakefield, Georgia Southern, is manager and HR business partner at Belk in Charlotte, N.C.

Yolanda Molina, Holy Cross (LA), is an accounts payable specialist at LCMC Health in Westwego, La.

Javeria Kazi, Houston, is director, research administration at Rensselaer Polytechnic Institute in Loudonville, N.Y.

Jamal Gorham, Illinois, is a strategic business analyst at Medspeed in Elmhurst, Ill.

James Ridenour, Illinois State, is a category specialist for Archer Daniels Midland in Decatur, Ill.

Sara Broadwater, Indiana, is communications director for the Lt. Governor of the State of Indiana in Zionsville.

Tyre Kenney, Louisiana Tech, is HR site leader at Honeywell in Atlanta.

Amanda Stinson, Louisiana Tech, is the owner of Southern Belles Bowtique in Baton Rouge, La.

Larry Kersten, Loyola-Chicago, is a realtor at Weichert in Longwood, Fla.

Robert Hutchison, Marquette (WI), retired as president and managing member of Hutchison & Associates. He lives in West Bend, Wis.

Dee Weiss, Maryland-College Park, is owner of Coplon Controllers in North Potomac, Md.

John Carrigan, Massachusetts-Boston, is an auditor at Defense Contract Audit Agency in Lowell, Mass.

Katie McGeary, Massachusetts-Boston, is a contract administrator, research administration services at Massachusetts Institute of Technology in Saugus, Mass.

Manuel Fontenot III, McNeese State (LA), is senior trust accountant at Woodland Advisors LLC in Houston.

Richard Andrews, Minnesota, is a pastor/priest at Saints Peter & Paul Greek Orthodox Church in Glenview, Ill.

Jessica Gumbert, Minnesota State, is an executive assistant and event coordinator at Topgolf in Dallas.

Gregory Powers, Missouri-Columbia, is a finance manager for Energizer Holdings in St. Louis.

Alexander Sung, Missouri-Kansas City, is a real estate agent at eXp Realty in Valley Stream, N.Y.

Austin Welch, Missouri State, is an event sales coordinator at Andy B's Entertainment in Springfield, Mo.

Megan Eisenberger, Nebraska-Lincoln, is an accountant at FreeWave Technologies Inc. in Boulder, Colo.

Chelsey Garner, Nebraska-Lincoln, is a salesforce systems analyst at Arizona State University – WP Carey School of Business in Tempe, Ariz.

Crystalle Cotton, Nebraska-Omaha, is an apprentice candidate in CyberUp Apprenticeship Program in St. Louis.

Anthony Patton, New Mexico, is an associate in private lending at Goldman Sachs in Dallas.

LeeAnn Vanderscheuren, New Mexico, is town clerk for Grand Lake Township in Twig, Minn.

Stephen Gonzales, New Mexico State, is senior acquisitions program manager for the U.S. Air Force in Los Angeles.



Accounting Student and... Cotton Candy Confectionery?

Alex Joos, *Kansas*, is in his second year studying accounting and finance, spending much of his free time dedicated to the Iota Chapter as its vice president—scholarship and awards. Over the summer, however, he spends his time as head of confectionery at Chocolate Storybook, a candy store in Des Moines, IA, creating cotton candy combinations that have caught the eye of Mariah Carey, the New York Mets and Universal Studios.



Outstanding Professionalism - On Campus and in the Rink

Deltasig and former USA roller skater Shannon Keys, *Missouri-St. Louis*, recently received recognition from her school for her—and her fellow chapter members’—outstanding commitment to

professional development. According to *UMSL Daily*, the university’s online blog, “Keys and her officers strive to help members develop professional skills. They organize events like career readiness workshops where students can get free business cards, professional headshots and networking tips.”

Brother Keys has channeled past experiences representing Team USA in Nanjing, China at the inaugural World Roller Games (as part of an artistic quartet) into her studies in supply chain management, telling *USML Daily*, “I’ve always had a mind that was organized. I like to see things organized in a certain way.” Keys recently completed an internship with Hub Group, a third-party logistics company that matches large companies like JC Penney and Pfizer with smaller trucking companies.

Frederick Feuerhake, New York, is energy portfolio manager at Sprague Resources in Stratford, Conn.

Daniel Helmchen, Northern Illinois, is director, customer accounts at Xifin in San Diego.

Bernard Sonenschein, Northern Illinois, retired as an estimator at Caliber Collision. He lives in Fountain Hills, Ariz.

Jason Massarelli, Ohio, is a client services executive at Cisco Systems, Inc. in Centennial, Colo.

Jessi Spencer, Ohio Dominican, is director of policy, budget, and constituent relations at the Ohio Department of Higher Education in Columbus, Ohio.

Devin Appleton, Redlands (CA), is a sales associate at The Greenbrier Companies in Lake Oswego, Ore.

Harold Davenport, Rutgers-Newark (NJ), is manager, TV35, public access television in the Township of Cranford, N.J.

Amy Birnbaum, Saint Louis, is an attorney at MedPro Advantage, LLC in Peoria, Ill.

Luke Gordon, Saint Louis, is a consultant at Protiviti Consulting in St. Louis.

Christopher Rosalejos, San Jose State, is a program analyst, project management team for Wolfsped – CREE in Morgan Hill, Calif.

Shetia Lamar, Savannah State (GA), is an assistant professor at Savannah State University in Savannah, Ga.

Rebecca Mintz, South Carolina, is director, field marketing at Imagine Communications in Denver.

Lynn Benedetto, Southern Methodist (TX), is vice president of sales at Glazer Insurance in Dallas.

Ellen Handa, Southern Methodist (TX), is associate sales rep at Medtronic in Morristown, N.J.

Lisa Zilinski, South Florida-Polytechnic, is knowledge center director at Degreed in Wexford, Pa.

Rachel Ekanger, Tennessee, is associate director of sales at Topgolf in Nashville, Tenn.

Giovanna Moncores, Texas A&M-College Station, is an account management marketing intern at The Walt Disney Company in Orlando, Fla.

Christina Haderer, Texas A&M-Corpus Christi, is a consultant at NexTec Group in Fort Collins, Colo.

Christina Gullickson, Texas-El Paso, is a math teacher at Deer Park Independent School District in Deer Park, Texas.

Jeffery Piantek, Western Illinois, is a security engineer at Wintrust in Crestwood, Ill.

Brian Strobridge, Western Michigan, is vice president supply chain at Parker Hannifin Corporation in Cleveland.

Joseph Yerger, West Florida, is senior chaplain at Florida Department of Corrections in Punta Gorda, Fla.

Guy Schimenz, Wisconsin-La Crosse, is president at Engineered Industrial Systems in Plymouth, Minn.

Lee Falk, Wisconsin-Madison, is an agent at Nodak Insurance Company.

Bobola Odebiyi, Wisconsin-Milwaukee, is a tax associate at PwC LLP in Milwaukee.

MILESTONES

*Did you recently tie the knot?
Welcome a new bundle of joy?
Do you know a brother who has
passed away? If so, please tell us.
Email your mergers, gains or
losses to magazine@dsp.org.*

Mergers

Faustine Yiu, California-Davis, and Devin Snider on August 16. They live in Pinole, Calif.

Jessica Moody, Central Florida, and Jacob Colvin on November 9. They live in Windsor Mill, Md.

Christopher Durand, Coastal Carolina, and Nicole Bishop on June 30. They live in Easley, S.C.

Daniel DelPiano, Connecticut, and Emily Lozinak on October 19. They live in Orange, Conn.

Jeffrey Coast and Chelsea Bell, both Kent State (OH), on June 15. They live in Akron, Ohio.

Andrew Kinzel, Loyola-Chicago, and Teo Njegovan on April 20. They live in Rocky River, Ohio.



Deltasigs Pave the Way for Nebraska Business

Brothers (from left) Cynthia Milligan, Kathy Farrell and Donde Plowman, all faculty initiates of Alpha Delta Chapter at Nebraska-Lincoln, have brought tremendous success to the University's College of Business.

Brother Milligan, who retired as the first female Business Dean in 2009, brought a strong foundation to the program with the goal of furthering technology education in future business execs, by helping create an honors program, international business programs and a preparatory class for all freshman in business.

Upon Brother Milligan's retirement in 2009, Donde Plowman (a professor in strategic communication with research in organizations and leadership) filled the position. Brother Plowman led the way on numerous initiatives, including the Honors Academy, Career Center and the Clifton Strengths Institute. She also played a major role in a summer program assisting high school juniors. After then serving as executive vice chancellor and chief academic officer at Nebraska, she is now chancellor of Tennessee-Knoxville.

Most recently, Kathy Farrell has stepped into the role of Dean, hitting the ground running kicking off an inclusive strategic plan involving faculty, staff, students and alumni. According to Plowman, "Kathy is the right leader to take the college to the next level. As a trained accountant who is financially sophisticated, she is excellent at executing because she thinks through the details. Her analytical strengths give others confidence in her choices."

<p>Bradley Sadowski, Loyola-Chicago, and Julia Ecclestone on June 15. They live in Chicago.</p> <p>Sam Gerlach and Emily Stever, both St. Cloud State (MN), on October 19. They live in Minnetonka, Minn.</p> <p>Kristin Quigley, St. Joseph's (PA), and Josh Wydrzynski on August 17. They live in Oley, Pa.</p> <p>David Steffens and Tana Neels, both Truman State (MO), on October 5. They live in St. Louis.</p> <p>Marliss Zwaschka, Truman State (MO), and Aaron DeRousse on October 5. They live in Chesterfield, Mo.</p> <p>Michelle Jones and William Long, both Virginia Tech, on September 21. They live in Littleton, Colo.</p>	<p>Gains</p> <p>Janene Markuske, Central Florida, and Ted on September 14 – Rhett. They live in St. Petersburg, Fla.</p> <p>Laura LaRose, Connecticut, and Jeremy on September 15 – Charlotte Madeleine. They live in Los Angeles.</p> <p>Kristyn and Matthew Koller, both Colorado State, on November 6 – Jackson Regal. They live in Parker, Colo.</p> <p>Melissa and Jimmy Ridenour, Illinois State, on January 13 – Emery. They live in Mt. Zion, Ill.</p> <p>Hillary Burkett, Indiana-Purdue at Indianapolis, and Jeff Harnasch on August 16 – Wesley Gene. They live in Wickenburg, Ariz.</p>	<p>Blythe and Zachary Chadim, Nevada-Reno, on August 31 – Lennox. They live in Fresno, Calif.</p> <p>Jacqueline Soetmelk, Rockhurst (MO), and Aaron on September 7 – Evelyn Rose. They live in Parkville, Mo.</p> <p>Brenda Cruz Natera and Christopher Rosalejos, San Jose State, on September 16 – Kitana. They live in Hollister, Calif.</p> <p>Shetia Lamar, Savannah State (CA), and Trebor on October 26 – Elijah James. They live in Savannah, Ga.</p>
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|| LOSSES ||

<p>Akron (OH) David Brennan (October 14, 2018)</p> <p>Arizona State William Klever (October 14)</p> <p>Boston College Thomas Norton (December 11)</p> <p>Buffalo (NY) Ira Roush (November 11)</p> <p>Cal State-Sacramento Jerry Gray (May 30)</p> <p>Denver Robert Lucero (October 17)</p>	<p>Detroit (night) Robert Gannon (April 3)</p> <p>Florida Atlantic Ahmetcan Caglayan (December 5)</p> <p>Indiana State Kenneth Crocker (October 31, 2018)</p> <p>Kent State (OH) Robert Gould (June 4)</p> <p>Kentucky William Fouse (October 17)</p> <p>Marquette (WI) David Straz, Jr. (November 18)</p>	<p>Memphis Wesley Rhodes (December 5)</p> <p>Miami-Ohio Jerry Lambert (August 20)</p> <p>Mississippi Donald Jones (June 10)</p> <p>Mississippi State Scott King (September 26)</p> <p>Nebraska-Lincoln Richard Angell (December 21)</p> <p>Santa Clara (CA) Andrew Honzel (June 18)</p>	<p>South Carolina Frederick Brune (August 29) Alva Fennell (December 19)</p> <p>Southern California Jennifer Van Sickle (October 22)</p> <p>Southern Mississippi Hayward Anderson (December 25)</p> <p>Texas-Austin Robert Pigg, Jr. (September 28) Rex Spivey (September 23)</p> <p>Virginia Henry Breyer III (July 24)</p> <p>Western State (CO) Donald Stuart (May 26)</p>
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ALUMNI AWARDS



David Montesano, Raymond Liebhart, both Akron (OH), and Bryan Bacik, Bowling Green State (OH), were presented Silver Helmets during the Cleveland-Akron's holiday party in December.

Bryan Bacik, Bowling Green State (OH), served as Cleveland-Akron Alumni Chapter President for 13 years, just recently stepping out of that position for a more supporting role. During his leadership, he organized a number of social and service events including fundraisers that raised thousands of dollars for worthy charitable organizations.

Raymond Liebhart, Akron (OH), has been an integral part of Cleveland-Akron due to his steadfast attendance and support of the chapter, serving as secretary and vice president over the years. He stays connected to his home chapter by attending the chapter's initiations and annual golf outing, assisting them in times and needs, and inviting collegians to attend tailgating for his beloved Akron Zips football team.

David Montesano, Akron (OH), has been involved in Cleveland-Akron since his graduation. During this time, he has served as vice president and has chaired the chapter's community service committee. As chair, he spearheaded major charity events (reverse raffles and night at the races) that have spanned over 10 years—the last one raising more than \$7,000. In addition to attending events of Beta Pi (Kent State (OH)) and Theta Kappa (Akron (OH)), he has also attended national events, including four Grand Chapter Congresses.



GAYLE L. THURMAN RANDALL, Angelo State (TX), received her Silver Helmet during the Kansas City LEAD School in

November. Randall was initiated in 1988 and has been a faculty member at Angelo State since 2006, serving as Eta Theta's Chapter Advisor since 2014. She is a senior instructor for the Department of Management and Marketing in the Norris-Vincent College of Business. With Randall's guidance, the chapter won National Most Improved Collegiate Chapter in 2018 and Most Outstanding Collegiate Chapter in 2019. Brother Randall has been recognized for her efforts leading the chapter by being recognized as the Southwestern Regional Chapter Advisor of the Year in 2015, 2016, 2017 and 2019. From left: South Central PVP Mark Wernette, Randall and GP Tricia Smith.

chapter in 2003 and again from 2006-2009, and then served as the chapter's third female president. She served as North Central Provincial Alumni Development Committee Chair from 2007-2009, and 2010-2011. During 2009-2011 she also served as a member of the National Alumni Development Committee, taking over as Chair from 2011-2015, which earned her a spot on the Golden Council. Kara has attended nearly 20 national events including five Grand Chapter Congresses. She and her husband Darren, DePaul (IL), are generous donors to the Leadership Foundation, having reached the Cornerstone Cumulative giving level.



GAYLE GERHARDT, Cincinnati, was presented the Anthony Z. Fernandez Distinguished

Alumni Service Award by the Cincinnati Alumni Chapter by chapter president Mathew Whited at the chapter's 5th Annual Founders' Day Central Office Open House on November 2. Gayle has been an outstanding volunteer giving her time, talents, and treasure to the Fraternity for more than 40 years. She has attended nearly 20 national events, including seven Grand Chapter Congresses, and attends countless number of board meetings and monthly gatherings for Cincinnati Alumni Chapter.



KARA HOOVER-LENOX, Ball State (IN), was presented her Silver Helmet Award by past chapter president Mike

Vitale during a Founders' Day event hosted by Chicago Alumni Chapter. Kara has been extremely involved with Delta Sigma Pi and the Chicago Alumni Chapter for many years. She served as secretary of the alumni

Brotherhood Network

Get involved by joining a local alumni chapter or starting one near you! Contact information is listed here for cities where alumni chapters are currently franchised as of December 9, 2019. If a city is listed without contact information, there are alumni members in those cities trying to start an alumni chapter or organizing groups to gather and network. For contact information on these organizing groups, or to start a group in an area not already listed, please email alumni@dsp.org, call (513) 523-1907, or check online at dsp.org.

KEY \ Chapters: City and contact information listed
 \ Organizing Groups: City only listed

Alabama

Birmingham-Magic City
 Patrick Murphy
 205-585-5677
pmurphy250@gmail.com

Livingston

Arizona

Phoenix-Thunderbird
 David Pratt
 480-258-7059
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Tucson

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Fort Wayne

Indianapolis

South Bend/Elkhart

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Frederick

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Wisconsin

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World

Beirut, Lebanon
 France
 Hong Kong
 India
 London
 Philippines
 Saudi Arabia
 Shanghai
 Singapore
 Taiwan



Certified Deltasig Leaders

The Certified Deltasig Leader program is an online volunteer training program for Deltasigs. Certification recognizes alumni members for their demonstrated leadership training and experience. To learn more, go to dsp.org/beacdl.

Congratulations to the CDLs who earned Tier I or Tier II certification between September 1 and December 6, 2019. (Tier II CDLs are marked with a *)

Jessica Anderson*, *Evansville (IN)*
 Jami Ball*, *Western State Colorado*
 Steven Barillas*, *California-Merced*
 Angie Brietweiser*, *Colorado-Colorado Springs*
 Amy Briggs*, *Minnesota State*
 Travis Brodbeck*, *Siena (NY)*
 Erik Budlong*, *Bryant (RI)*
 Dani Cloutier, *Winona State (MN)*
 Dan Collins*, *Massachusetts-Boston*
 Melinda Cooper-Polakoff*, *Cal State-Northridge*
 J. Dean Craig, *Texas-Arlington*
 Linda Dorn*, *Winona State (MN)*
 Mark Dorn, *Minnesota State*
 Ellie Godwin*, *Nebraska-Omaha*
 Danielle Gohman*, *St. Cloud State (MN)*
 Shanda Gray*, *Missouri State*
 Jesse Green, *Eastern Illinois*
 David Gulbrantson*, *Iowa State*
 Jillian Holtzer*, *Valparaiso (IN)*
 Greg Howell*, *Pacific (CA)*
 Jen Huynh*, *Babson (MA)*
 Stacy Jordan*, *Georgia Southern*
 Erika Klosterman*, *Western Kentucky*
 Phil Kreznor*, *Drake (IA)*
 Deb Lang*, *Bentley (MA)*
 Jessica Le, *DePaul (IL)*
 Cole Leary, *Winona State (MN)*
 Kristoph Lederer, *Marshall (WV)*
 Adam Leonard*, *Florida Atlantic*
 Jeremy Levine*, *Albion (MI)*
 Kevin Lim, *Bryant (RI)*

Thalia Lopez, *Angelo State (TX)*
 Beth Losik*, *Baker (KS)*
 Kim Loudon*, *Northern Colorado*
 Sarah Lowe*, *South Florida-St. Petersburg*
 Whitney Massey*, *Radford (VA)*
 Jennifer Mayes*, *Oklahoma*
 Allison McMickle, *Texas Tech*
 Sammy Motz*, *Minnesota State*
 Tyrone Newsome*, *Lewis (IL)*
 Leon Niles*, *Rochester Tech (NY)*
 Karin Olivo, *Radford (VA)*
 Nicole Orlando*, *Winona State (MN)*
 Marco Padilla, *Angelo State (TX)*
 Megan Paul*, *Lindenwood (MO)*
 Bill Peradotti, *Illinois State*
 Gary Perez*, *Bryant (RI)*
 Sathon Phowborom*, *Loyola Marymount (CA)*
 Jamie Pope, *McNeese State (LA)*
 David Riedel, *Texas-San Antonio*
 Kathy Rogers, *Missouri-St. Louis*
 Kevin Salacup, *Cal State-East Bay*
 Louise Santos*, *Loyola Marymount (CA)*
 Angie Schelp*, *Central Missouri*
 Allan Schuster*, *Texas-Arlington*
 Joe Shaver*, *Truman State (MO)*
 Haley Spellman, *Rhode Island*
 Cory Stopka*, *St. Cloud State (MN)*
 Dan Tracy*, *Truman State (MO)*
 Mike Vitale*, *Rider (NJ)*
 Leanna Vu, *California-Merced*
 Alyssa Wilson, *Northeastern (MA)*

JANUARY 2020 FRATERNITY BOARD MINUTES IN SECONDS

Interim Mail Votes not previously reported:

- Approved **Reggie Aggarwall** and **Daniel Mandoli** as candidates for National Honorary Initiate. **Daniel Mandoli** was initiated during the 2020 Presidents' Academy.
- Moved the 2021 Grand Chapter Congress location to the Cleveland Hilton from Renaissance Cleveland to address unmet contractual quality and space issues.
- Approved changes to the policy language included in Ritual, which was updated in the 2019 printing of the Ritual book.
- Approved a new communications plan to encourage recent graduates to stay connected with updated contact information, career progress, alumni involvement interests and providing feedback about Fraternity experiences.

At Meeting:

- Removed the letters of recommendation requirements from the Collegian of the Year application, effective for the 2021 COY applications.
- Approved changes to the Risk Management policy to remove procedural guidelines and make the policy more concise. The updated policy will go into effect August 1.
- Selected retired Marriott executive and author **Edwin Fuller**, *Wake Forest (NC)*, as the recipient of the 2020 Career Achievement Award.
- Reviewed progress and reporting structures for the Strategic Priorities.
- Adjusted Grand Chapter voting eligibility to permanently allow any chapter that has paid all debt prior to the first meeting of Congress to vote.
- Wrote off debt in the amount of \$3,191.75 for Delta Rho (Ferris State (MI)).
- Changed the CMP financial requirements, effective for the 2020-21 CMP year: In order to receive recognition for Accredited Chapter, chapters must pay the National Fraternity for dues, membership fee and other debts owed at least 90 days after the expense. To receive Chapter of Recognition debt must be paid within 60 days and to receive Chapter of Excellence, within 45 days.
- Added a CMP requirement under Accredited Chapter of 20 dues paying members each term to align with the National Policy requirement, effective for the 2021-22 CMP year.
- Failed to add a CMP requirement of 30 members under Chapter of Excellence.
- Amended the Leadership Foundation donation CMP requirement (optional item in Chapter of Excellence-Tier 3) to allow, in rare situations, the Foundation to identify additional endowed funds that mirror Chapter Leadership Funds in scope and purpose that chapter fundraising efforts can support and qualify for credit.
- Updated references to specific staff titles in the National Policies to say "Executive Director or their designee".
- Updated the magazine distribution policy to reflect current practice and expand to business deans.
- Edited National Committee responsibilities in policy to reflect realities of expectations.
- Failed a recommendation to provide the Birkman Assessment (used at Presidents' Academy) to all District Directors.
- Selected the Cleveland-Akron Alumni Chapter to assist with the duties of the 2021 GCC Host Committee with additional alumni interested in assisting. Approved the appointment of **Ginnie Lowers**, *Akron (OH)*, as Host Chair.

an educational journal

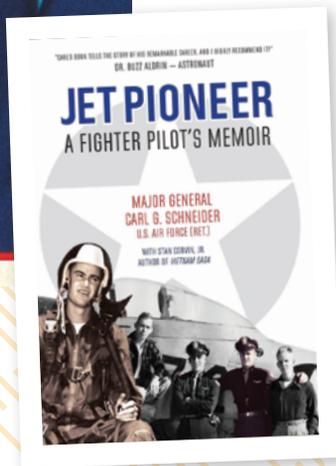
march 1978

The **deltasig**

**man
of the
year**

BY TYLER WASH, LEADERSHIP
FOUNDATION EXECUTIVE VICE PRESIDENT

The Jet Pioneer



A story about a Deltasig who achieves career success is not uncommon. What is uncommon, and truly remarkable, is the story of Major General Carl G. Schneider, U.S. Air Force (Ret.). The life and career of the 1977 Deltasig of the Year is now captured in *Jet Pioneer: A Fighter Pilot's Memoir*.

Jet Pioneer is a memoir of the life of Schneider, which covers his career from enlisting as a private to his retirement as a Major General thirty-two years later. The book is filled with personal stories that recount riveting combat missions, gut-wrenching moments and important leadership lessons. It is a fascinating look into the unprecedented career of a jet fighter pilot who flew one hundred combat missions in Korea and served in Vietnam.

Schneider, *Texas-Austin*, includes many exciting and impactful experiences throughout the book. Among them are the details of his time in the Beta Kappa Chapter. He bookends the pages on the Fraternity with his election as pledge class president and being recognized as the 1977 Deltasig of the Year.

During his military career, Brother Schneider remained active in the Fraternity as a member of the Oklahoma City Alumni Chapter and as the President of the Phoenix Alumni Chapter. He has attended many local, regional and national events over the past several decades and remains close to a number of Deltasigs, including his biological brother, Clyde, who is a Deltasig from Texas Tech.

Schneider continues to engage with the Fraternity.

Veterans Fund

Delta Sigma Pi Leadership Foundation

In his 1977 acceptance speech as Deltasig of the Year, Schneider told the brothers assembled in Tulsa, Oklahoma: "I am sure there are others more deserving, but there are no others who believe in Delta Sigma Pi more than I do. As a life member, I pledge my continued lifelong support."

He has recently found a new passion surrounding the newly created Veterans Fund, set up by the Delta Sigma Pi Leadership Foundation, and was an early contributor. (See sidebar for more details.)

In his 1977 acceptance speech as Deltasig of the Year, Schneider told the brothers assembled in Tulsa, Oklahoma: "I am sure there are others more deserving, but there are no others who believe in Delta Sigma Pi more than I do. As a life member, I pledge my continued lifelong support."

As Delta Sigma Pi continues to further a higher standard, the story of Major General Schneider is a testament to the quality of professionals that link career success to their lifelong Fraternity experience.

Schneider's books are available at Amazon.com as well as major book sellers such as Barnes and Noble. For further information, his website is jetpioneer.com. His full Deltasig of the Year acceptance speech is recorded in the March 1978 issue of THE DELTASIG, viewable in the magazine archives at dsp.org/thedeltasig.

Life's Lessons I've Learned by Carl Schneider



1. A positive "can do" attitude is essential for success.
2. Innovation and hard work are necessary.
3. A vision for your organization is required.
4. Common sense in all things is a necessity.
5. Asking many questions and listening carefully to the replies is important.
6. Frequent unit visits are critical.
7. Calculated risk-takers and success stories should be celebrated.
8. Key people should be chosen carefully and then allowed to make decisions in their unit.

"Develop your God-given talents, balance your goals, work smart, work hard and enjoy life; it has an expiration date!"

The purpose of the Veterans Fund is to provide annual academic scholarships to Deltasigs who serve or have served in the United States Armed Forces. **Our goal is to raise \$50,000** to continue to provide this opportunity for our Brothers.

To donate to the Veterans Fund, visit dsp.org/donate.

"The Veterans Fund will be a real boost to our Fraternity, as it benefits our deserving veterans and their families."

– Major General Carl G. Schneider, U.S. Air Force (Ret.)

"There is a different kind of brotherhood that some of us have experienced. Serving in the military is a bond that, similar to our fraternal bonds, cannot be explained. A Veterans Fund will make it possible for the Fraternity and Foundation to recognize individuals for their stellar dedication to service."

– Amy Briggs, SSG, US Army (Ret.)



DELTA SIGMA PI

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CHANGE SERVICE REQUESTED



MAKE LASTING MEMORIES

ON ALUMNI DAY \ APRIL 25

“Sooner or later we all discover that the important moments in life are not the advertised ones, not the birthdays, the graduations, the weddings, not the great goals achieved. The real milestones are less prepossessing. They come in the door of memory unannounced, stray dogs that amble in, sniff around a bit and simply never leave. Our lives are measured by these.”

- Susan B. Anthony

Alumni Day is April 25, and we encourage you to celebrate with alumni near and far! Whether it be calling or texting a brother far away, grabbing coffee with a brother near you or hosting an event, we would love to hear about it! Please send news and photos to magazine@dsp.org. (Are you a Maryland-College Park alum in this photo? Tell us about it!)