

THE Deltasig

MARCH 2024

- A New Wave of Visionary Leaders
- Developing Our Existing Chapters

Unveiling our Bold Vision for the Future

Our commitment to inclusive leadership throughout Deltasig and beyond



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On the Cover: As Delta Sigma Pi
reveals our new vision statement,
this issue of *The Deltasig* show-
cases our visionary members and
displays Delta Sigma Pi's plans for
the future.



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PLEASE CHECK [DSP.ORG](https://dsp.org) FOR UP-TO-DATE INFORMATION AND MORE DETAILS.

STAFF UPDATES



Adriana Garcia joined the Central Office as a Growth Consultant in December 2023. She is responsible for executing the Fraternity's expansion programs, ensuring long-term growth and stability for our membership and chapter counts. She graduated with a bachelor's of science in entrepreneurship with a minor in speech from the University of Tampa in 2022. After graduating, she worked as an AmeriCorps VISTA member at Horizons National. Garcia is a member of Sigma Kappa Sorority, Order of Omega: Leadership Honor Society and DECA, an international marketing organization.



Fred Mills is our new Director of Information Services. He is responsible for web/app development/maintenance and technology project management. Fred has worked in a variety of fields connected to information technology for over a decade. His most recent roles include working as chief information technology architect for JM Radix, LLC, and as an information technology security product manager for NiSource.

GOODBYE, BRITTANY!



Brittany Kyger left the Central Office after over seven years on staff. She started in 2016 and was promoted in 2021 to Executive Assistant-Foundation. Her primary responsibilities included operating support to the Leadership Foundation, including donor support, scholarship/grant program implementation and support of giving programs. With Brittany's departure, **Teresa Hatfield**, previously Registration and Administrative Coordinator, will be transitioning over to the Leadership Foundation staff. Thank you, Brittany, for your hard work and dedication!



Scan here to purchase exclusive Deltasig gear from the Deltasig Marketplace!



With an Eye on the Future, Taking Steps in the Present

If you've been loyally reading *The Deltasig* over the past few years, you have likely noticed an uptick in topics related to the future of Delta Sigma Pi: setting and tracking progress toward long term goals with our Strategic Priorities, investing in new initiatives and programs designed to support future Deltasigs, or discussing the threats and opportunities created by a changing landscape on college campuses and beyond. This issue is no different, and in fact, is intended to encapsulate a vision for the future and the steps being taken in the present that will help us get there.

Over the past year, a joint task force between the Fraternity and Leadership Foundation has looked at an update to the vision statement for both organizations. Through their work and combined with and driven by feedback from countless Deltasigs of varied experience and background, the task force proposed a joint vision statement that

could be shared by both organizations. This vision statement was adopted by both Boards this fall and unveiled this January at Presidents' Academy to an audience of current chapter presidents and future Fraternity leaders.

A vision statement describes an aspirational goal for an ideal future. For us, Deltasig strives to **be a lifelong community of inclusive leaders committed to creating a world in which everyone can prosper in business and beyond.** But a sentence on a page does not achieve great goals. Read more about the vision for Delta Sigma Pi on page 5. Action achieves greatness and the road ahead is long and varied.

The Future of Education

At its core, Delta Sigma Pi is a leadership development organization focused on development of future business leaders. To achieve this, we must ensure we are offering top of the line educational programs and make those programs accessible to

our members to maximize participation and attendance. The learning outcomes need to be focused to have a long-term impact on the professional growth of participants, whether students, young alumni or seasoned professionals. Learn more about our vision for education on page 28.

Support of Vision, Support of Programs

Part of what makes the new vision statement special is that it is a joint venture between the Fraternity and Leadership Foundation. While two organizations with separate missions, the organizations share a joint goal for the future and plans for collaboration efforts as one Delta Sigma Pi. Each Chapter Leadership Fund provides funding to support chapters' attendance at great programs like LEAD (page 26), Grand Chapter Congress and Presidents' Academy (page 30) where attendees this January heard from professional leaders like Marie Artim of Enterprise Hold-

ings and Maxine Clark, Founder of Build-a-Bear Workshop (page 7). As we look forward, grants from the Leadership Foundation and specifically the Claire and Mark Roberts Training for Volunteer Leaders Fund will help pave the way for a new style of volunteer leader development and training. Lastly, thanks to foresight and vision from a number of donors, efforts continue to endow the Leadership Foundation operations so that more dollars from every gift can directly support the bigger vision. Learn more about some of these Deltasigs and how you can help on page 22.

Be Part of our Future

Delta Sigma Pi's vision is ambitious and will take much effort and support. It will be only with the support of volunteers, donors and professional partners alike that we can develop and offer the programs and opportunities this vision demands. If you are reading this, you have something you can contribute. Whether through your ideas, your time, your talent or your treasure, we're excited to collaborate on this unified goal. We encourage you to email ideas@dsp.org to start the conversation.

The Future is Bright and the Opportunity is Now

As we build for the future, the efforts and the people today provide encouragement. We are supporting our chapters in new and innovative ways to help foster growth of membership and improve operations on campus. Learn more about these initiatives on page 34. Most of all, however, we are excited for the future business leaders we have amongst our membership today. A few inspiring rising stars are highlighted in this issue as well, starting on page 10.

It is an easy time to be proud to be a Deltasig. With an eye toward the future, we hope you will enjoy reading about the successes of today and the paths toward tomorrow.



Paul Carpinella
Delta Sigma Pi
Grand President



Beth Keith
Delta Sigma Pi Leadership
Foundation Chair



DELTA SIGMA PI'S VISION

To be a lifelong community of inclusive leaders committed to creating a world in which everyone can prosper in business and beyond.

WHY A VISION STATEMENT?

PGP Cory Stopka, LF Chair Beth Keith and ED Jeremy Levine met in early 2023 and noticed a need for a joint common vision for both organizations. The hope is the collaboration of the Fraternity and Leadership Foundation will create synergy and help each entity shape its strategies and programs to bring about such a future. As such, a Vision Statement Task Force was created with representatives from current leadership, the Golden Council, the Leadership Foundation and the Collegiate Advisory Committee.

CREATING A VISION

A clear vision describes the inspirational, long-term impact an organization wants to have. It answers the question: How will the world change for the better because of our contribution? This is different than a mission statement, which describes an organization's purpose—what that contribution will be that ultimately will help bring about the vision. All strategies, programs, and operations should be aligned with the mission and help advance the vision.

To recommend a vision, the Task Force gathered input from both collegiate and alumni Deltasigs. The Task Force reviewed feedback from LEAD Provincial Conferences and Council meetings, the Collegiate Advisory

Committee, a survey of all members, Central Office staff input, discussions with both Boards, feedback sessions at Grand Chapter Congress, and review of leading practices for nonprofit vision statements. The feedback from these various audiences was used to inspire the new vision.

OUR VISION

Our commitment to inclusivity takes center stage in the new vision statement. Delta Sigma Pi recognizes the strength of its community lies in its diversity. By fostering an inclusive environment, Delta Sigma Pi aims to cultivate a rich tapestry of perspectives, ideas, and experiences. It envisions a space where individuals from all backgrounds, regardless of race, gender, or socioeconomic status, feel empowered to contribute and thrive.

The concept of a "lifelong community" underscores the enduring bond that Delta Sigma Pi seeks to create among its members. The feedback received from members made clear that a significant part of the Deltasig experience is to not only benefit them and their fellow members, but also the communities in which they interact. Beyond the college years, Delta Sigma Pi aspires to be a constant source of support, mentorship, and camaraderie. The lifelong community vision emphasizes sustained connections that transcend geographical and generational boundaries.

MISSION STATEMENTS

While both the Fraternity and Foundation now share a vision of where they aim to go, each retains its own mission, which defines how it works to bring about the vision. This ensures the work of each entity will remain distinct but become increasingly complementary.

INTERNATIONAL FRATERNITY OF DELTA SIGMA PI

Delta Sigma Pi is a professional fraternity organized to foster the study of business in universities; to encourage scholarship, social activity and the association of students for their mutual advancement by research and practice; to promote closer affiliation between the commercial world and students of commerce, and to further a higher standard of commercial ethics and culture and the civic and commercial welfare of the community.

DELTA SIGMA PI LEADERSHIP FOUNDATION

The Delta Sigma Pi Leadership Foundation exists to generate and provide financial support for Delta Sigma Pi Fraternity's educational and charitable programs, which assist members to achieve individual and professional excellence within the business community.

At the heart of Delta Sigma Pi's new vision is the aspiration to create a world where everyone can prosper. Beyond individual success, Delta Sigma Pi sees a responsibility to contribute to the collective well-being of society. Delta Sigma Pi believes that the principles of prosperity should be accessible to all, irrespective of background or circumstance.

While Delta Sigma Pi focuses on the world and people of business, Delta Sigma Pi's vision extends beyond the confines of the business world. We recognize true prosperity encompasses various facets of life, including personal fulfillment, well-being, and a sense of belonging. The new vision statement underscores Delta Sigma Pi's commitment to nurturing holistic development, ensuring that its members thrive not only in their professional endeavors but also in their personal lives.

Special thanks to our Vision Statement Task Force members: Chair Kimberly Loudon, Northern Colorado; PGP Onuka Ibe, Truman State (MO); Stephen Dominy, Mercer (GA); Tosin Odesanya, Georgia Southern; Claire Roberts, San Francisco State; Myles Sanford, Indiana State; Anna Schenecker, Kansas; Sandy Shoemaker, Missouri State; John Walton, Florida Atlantic; and CO Staff Heather Troyer, Washington-St. Louis.





GP Paul Carpinella and Maxine Clark

Meet our Newest Honorary Initiate

**Founder & Former CEO of
Build-A-Bear Workshop,
Maxine Clark**

Delta Sigma Pi was proud to have pioneer, innovator, and retail industry trendsetter, Maxine Clark as our 2023 National Honorary Initiate. Maxine was initiated at and shared words of wisdom to the attendees of the 2024 Presidents' Academy in St. Louis. Her career includes not only building one of the country's top experiential retail brands, but a penchant for giving back to youth in the St. Louis area. During her career, her ability to spot emerging retail and merchandising trends and her insight into the desires of the American consumer have generated growth for retail leaders, including department, discount and specialty stores.

Following her initiation as a member of Delta Sigma Pi, Clark and Grand President Paul Carpinella sat down for a fireside chat covering her retail career and charitable work. Of her early growth in the industry, which started with the Hecht Company during law school, she said: “About two or three weeks after I started there as an executive trainee, [my boss] had a heart attack and had to take time off from work. They asked me if I could fill in for him, and I asked what that meant. They said, well, you’ll have to go to Italy, and probably to Hong Kong, London, Paris, and New York. I didn’t even have a passport... I thought that would be pretty cool, and I had no idea what I

“If we think of everyone as a person who can contribute equally if given the opportunity, then we can change this whole world.”

was up for, zero, but like everything else I just sort of jumped in.” She was soon after promoted to the corporate office in 1976.

“I realized I was actually perfect for this job, because I was the customer. I knew what the customer wanted. I knew what was missing.”

In 1992, Clark became the president of Payless Shoe Source, leaving the company in 1996 before starting Build-A-Bear Workshop®, a teddy bear-themed retail-entertainment experience, a year later. In 2004, she took the company public on the New York Stock Exchange and 18 years later Build-A-Bear celebrated its 25th anniversary. Today there are nearly 500 stores around the world and more than



Maxine Clark poses with the Deltasigs who served on the Ritual Team for the National Honorary Initiation. From left: Jackie Wilson, Truman State (MO); Karla Grijalva-Lopez, Longwood (VA); Isa Baron, Arizona; Emma Carlton, Western Kentucky; Clark; Kyle Trayer, Duquesne (PA); GP Paul Carpinella; Elise Wolf, Midwestern State (TX); and PGP Cory Stopka.

225 million stuffed animals have been sold.

In June 2013, Maxine stepped down from her Chief Executive Bear role to apply her entrepreneurial skills to her passion for improving K-12 public education and to invest in and mentor women and minority entrepreneurs. Maxine credits her teachers as her foundation for success—classroom teachers and mentors alike. To honor them she gives back. Her next “act” is making public education much more consumer friendly by creating better access for families and students to systems and supports that enrich each child’s learning experience. Launched in 2015, her first product, Blueprint4.com, is a free and easy-to-use mobile app designed to help all families navigate the best summer activities, pre-college programs and career options for their family. On what drives her passion for education accessibility, Clark said, “If we think of everyone as a person who can contribute equally if given the opportunity, then we can change this whole world.”

Her latest venture is the Delmar DivINe™—the transformation of a neighborhood eyesore into a multi-use real estate development that opened in fall 2021. Maxine is also a managing partner of Prosper Women’s Capital (a St. Louis based fund created to invest in women-owned businesses), a member of the Board of Advisors of Lewis & Clark Ventures (a St. Louis-based private equity firm), and is a trusted advisor and mentor to



Beary Impressive: A list of Clark’s recognitions

2001 Recognized as Retail Innovator of the Year by The National Retail Federation

2004 Named one of the Hottest Retailers of 2004 by the International Council of Shopping Centers and National Finalist for Entrepreneur of the Year in Retail by Ernst & Young

2006 Inducted into the Junior Achievement National Business Hall of Fame

2008 Named one of the 25 Most Influential People in Retailing by Chain Store Age

2017 Inducted into the Missouri Public Affairs Hall of Fame

2018 Build-A-Bear Workshop named to the FORTUNE Best Companies to Work For® list for the 10th year in a row.

2019 Given the Missourian Award for outstanding public service to Missouri



Involved & Giving Back: Clark’s current and past roles

Build-A-Bear Workshop Board of Directors

Barnes Jewish Hospital & Goldfarb School of Nursing Board of Directors/ Executive Committee

PBS, National Board of Directors

Operation Food Search, Board of Directors

Delmar DivINe, Board of Directors

ReadyNation CEO Task Force on Early Childhood, Chair

Footlocker, Inc. Board of Directors (Recent Past Member)

Washington University in St. Louis, Board of Trustees (Emeritus Member)

Local Nine PBS Board of Directors (Emeritus Member)

Parents As Teachers, Board of Directors (Past Member)

Teach for America, National Board of Trustees (Past Member)



(Top to bottom) Words of wisdom: “No matter where I go, when I talk to students, they want the secret to success. The secret is get experience. Make mistakes. Pick yourself up, dust yourself off, and keep learning from them. Then give back, whether it’s to another young person who’s working alongside you or your next-door neighbor who’s starting a lemonade stand,” Clark advised. \ Megan Lamastra, Kansas, shows off her custom Delta Sigma Pi Build-A-Bear, also given to a few lucky brothers who shared their feedback on the Presidents’ Academy survey.

several women and minority-owned businesses.

Maxine is a graduate of the University of Georgia and holds Honorary Doctor of Law degrees from Washington University in St. Louis and Saint Louis University and a Doctor of Humane Letters in Education from the University of Missouri St. Louis and an honorary associate degree from St. Louis Community College. In 2006, she published her first book “The Bear Necessities of Business: Building a Company with Heart.” ▲

A New Wave of Visionary Business Leaders

As another year unfolds, we welcome a new wave of visionary business leaders. Read how these Deltasigs are **paving their way to success in business and beyond** while embodying our new vision.

“A true family-like atmosphere comes from being a part of Delta Sigma Pi... They—out of our friendship, out of our brotherhood, out of whatever commitment they had toward me—helped accomplish and start this brand. I owe all of that to them.”

(From left) Quavo, Lindsay Barnette, Kennesaw State (GA), and Shaquille O'Neal. \ Lindsay modeling Kultured Misfits clothing items.

A woman with dark hair is wearing a red and white windbreaker jacket. The word 'KULTURED' is printed in white on the red chest panel. She is looking slightly to the side with a neutral expression. The background is dark and out of focus.

A Brand *Based* on Brotherhood: Kultured and Creative

Kultured Misfits, a unisex streetwear brand based in Atlanta, was created over eight years ago to be more than a clothing line—it was created to be an anthem for those who never fit in. We sat down with Founder and creative director of Kultured Misfits, **Lindsay Barnette, Kennesaw State (GA)**, and got the story on the brand and how all roads lead back to Delta Sigma Pi.

BY ABBEY SCHNEIDER

Q | Let's start from the beginning, what interested you in business?

A | Background-wise I come from a family of entrepreneurs. Entrepreneurship and starting a business have always been in my bloodline. I grew up working in my family's vending machine business and my mom had a corporate job, so I was no stranger to doing corporate work and following a dream or pursuit.

Q | What inspired you to start a clothing line?

A | I always wondered about making clothes, but it wasn't until a friend already had a clothing line that I realized you don't have to be a famous, known person to build a brand. Anyone with an idea can start a business as long as you work hard and continue working toward your vision.

It was always in the back of

my mind to do a clothing brand. Mainly because I've always been seeking my own self-expression...I've been obsessed with branding and the idea of starting a brand since high school. I wanted to understand why people love the brands of the world. I wanted to tap into storytelling, and a clothing brand allowed me to do that.

With the entrepreneurial spirit flowing in her veins and a clothing line on her mind, Lindsay started her collegiate journey at Georgia Southern University where she met a unique group of people who would inspire the name of the brand.

Q | Why the name Kultured Misfits?

A | I was surrounded by a group of people who met as an informal club every week. This group consisted of people from all different backgrounds of race, creed, religious beliefs and socioeconomic backgrounds. It was the freest space I've ever been a part of because everyone could share their ideas and openly disagree. We would literally tell each other, 'You are wrong,' but still get drinks together afterwards. People who didn't look like me or act like me got together and set aside our

differences to hear each other out. We discussed topics like music, poetry and ideas for changing the world. It was a completely open space.

After leaving Georgia Southern to seek more opportunities at Kennesaw State, I couldn't stop thinking about the experiences I had in that club. After graduating, while looking for a job, I decided to dive into my brand.

I needed a creative outlet at that time, so I didn't go crazy. One of those days I woke up and said, 'If none of these jobs are saying yes then I'm going to start this brand until they do'...I went through over a hundred different names but none of them had meaning. I thought about the feeling I had with the group of friends from Georgia Southern. We were a weird group of people, we were the 'misfits' of campus...It was a very eclectic group, but I walked away from it feeling 'cultured.'"

After working in various social media roles in the entertainment industry, Lindsay's brand soon took off and she was featured on Shaquille O'Neal's show, The Game Plan, which showcased Atlanta-based small businesses.

Q | What is it like to have a superstar athlete and celebrity like Shaq support your brand?

A | Ironically, I had worked at TNT [Turner Network Television] for seven years and had just recently left for another job. [The Game Plan] was one of the last projects I worked on, but no one knew about Kultured Misfits at that time. I never thought in a million years that I could be featured on that show...I was in the same realm as Shaq for years but had never met him or worked with him.

Almost a year after the show had wrapped filming and aired, Shaq appeared on his podcast, The Big Podcast with Shaq, wearing Kultured Misfits clothing. This led to my appearance on the podcast, where we spoke about the brand and experience on The Game Plan.

It's been a whirlwind. He's everything you think



Kennesaw State (GA) brothers show off their style with Kultured Misfits! From left: content creator/model Deshawn Crawford, founder and creative director Lindsay Barnette, Najla Demons (former Kultured Misfits team member) and director of operations Sammy Delille.

he is—the nicest guy in the world, loves to crack jokes and is super generous. It's been crazy and a cool experience and our relationship continues to grow as we talk about more projects to work on together.

Shaq is not the only impressive individual involved with Kultured Misfits. The company has worked with cosmetic brand LYS Beauty, sports culture website Bleacher Report, festival ONE Musicfest, musician Quavo and the NBA's San Antonio Spurs.

Q | How does Delta Sigma Pi tie into the business?

A | To this day my director of operations Sammy Delille, director of cinematography Caleb Seales and content creator/model Deshawn Crawford are all brothers from Kennesaw State. At the beginning, seven out of the ten models I was using were brothers from the chapter. They were the reason I was able to get started and to this day still are... A true family-like atmosphere comes from being a part of Delta Sigma Pi. They helped me get it launched... My first two purchases were from brothers... I couldn't see it any other way, they're family to me now. At the end of the day, they—out of our friendship, out of our brotherhood, out of whatever commitment they had toward me—helped accomplish and start this brand. I owe all of that to them.

To see more of Lindsay and Kultured Misfits, visit kulturedmisfits.com.

With our new vision statement, we enter a new era of the Delta Sigma Pi of inclusive business leaders like Lindsay who focus on the individuality of the world and create brands like Kultured Misfits that embrace our differences. Lindsay's goal is to create a global community where fashion is a canvas for self-expression and empowers individuals to celebrate their unique identities. Kultured Misfits is more than a clothing brand, but a movement that fosters inclusivity, creativity and positive social impact. ▲



Building a Business Starts with Building Relationships

Connor Paton and Mac Hoeweler, both *Miami-Ohio*, first met on the soccer field as children, but they never thought one day they would be young visionary leaders, co-founding their own business.

BY ABBEY SCHNEIDER

Connor and Mac like to say, “You can’t ensure a perfect vacation, but you can ensure a perfect start,” and that is where noshable, their new startup, comes in.

noshable is dedicated to improving travelers’ experience on vacation, especially for the rapidly growing percentage using short-term rentals. Here’s how it works: noshable partners with the property management companies or professional concierge services to have your kitchen stocked with groceries from major retail stores before you even arrive.

noshable started as a capstone project at Farmer School of Business.

Connor was tasked with creating a business related to food security and decided to focus on food accessibility. His group specifically wanted to laser in on people who want access to nutritional food, but face hurdles trying to obtain the products. “I worked in the property management side of business for a tech startup in the past, and that’s where we came up with the idea of food accessibility when you’re on vacation. When you’re in a new area, you don’t necessarily know where the grocery store is, let alone the store layout,” said Connor.

noshable finished fourth in Miami’s John W. Altman Institute

for Entrepreneurship’s \$100,000 RedHawk Venture Pitch Competition in December 2022 and earned a spot in the eighth startup cohort in the Altman Institute’s RedHawk Launch Accelerator this past spring.

After the project was completed, Connor was approached by Main Street Ventures (a company focused on supporting entrepreneurs in the Greater Cincinnati area) to apply for “Launch It: Cincy,” a pitch competition for undergraduate students in the region. After reaching out to his group members, none were interested in continuing the idea, so he turned to his long-time friend Mac, who is still a student at Miami.

(Connor graduated in June 2023). The pair was chosen to pitch their idea and was selected as one of three businesses to enter the program. Connor worked at the Launch It: Cincy program last summer, which included classes from industry experts and a \$10,000 non-diluted grant as money toward the business.

Mac was unable to fully participate in the program due to an internship with Procter & Gamble, but spent his nights collaborating with Connor to turn noshable into a true business. Although they learned a lot from Launch It: Cincy, Brother Paton said the real lesson was “very similar to Delta Sigma Pi because business is about relationships more than anything else.”

“Of all the things we got out of [the program]: money, classes, putting us in touch with great people, being known by the city was the biggest success. We were able to get ingrained in the startup space in Cincinnati and meet people who are interested in backing us. The program paved the way for us to meet mentors and other awesome people,” said Connor.

Delta Sigma Pi’s new vision starts with being a part of a lifelong community. Connor and Mac have held that ideal as childhood friends, and now as co-founders they see how it translates to business. The relationships they’ve made with investors and other professionals led to the decision to turn noshable from a project idea to a full-time company.

The turning point for both Deltasigs was when investors started providing finances for noshable.



“We’ve grown up in an environment that encourages starting something of our own and seeing where it leads... By being in Delta Sigma Pi, you get a huge support network... All the hurdles are worth what we learned.”

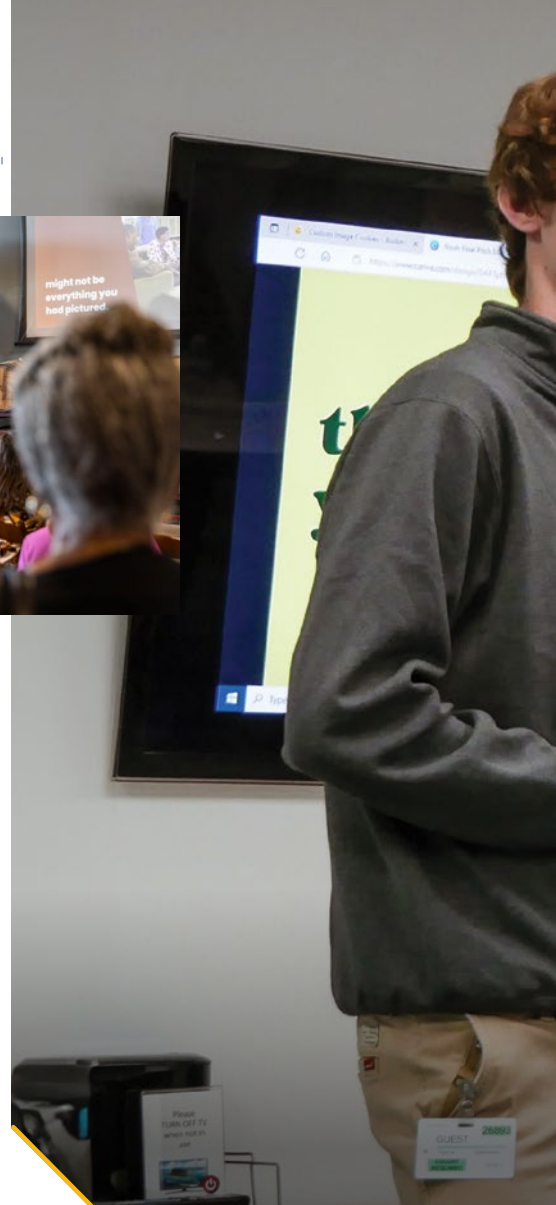
Connor and Mac felt a responsibility to see noshable through. Although starting a business is daunting, both co-founders come from families of entrepreneurs and see their age as an advantage.

“We’ve had a lot of role models who’ve shown us the ropes and we’ve grown up in an environment that encourages starting something of our own and seeing where it leads... We have a little naivety of being young. I don’t feel super nervous when I’m talking to people super high up in a company. If they’re going to say

no to us, they’re going to say no to us. We’re 22-year-old kids, at least we tried,” said Mac.

Their advice for students or new graduates interested in building a business: take a risk and try something while utilizing your Deltasig network. “This is the one time in our life we have no responsibilities, not a lot tying us down to one place. The world’s at our fingertips and people are willing to help young, dedicated professionals... By being in Delta Sigma Pi, you get a huge support network and at Alpha Upsilon Chapter, a big part of what we do is push ourselves to succeed.” said Mac.

When asked about their biggest





(From left) Connor Paton presents noshable to wrap up the Launch It: Cincy summer program. \ Mac Hoeweler (left) and Connor Paton, both Miami-Ohio, pitch noshable for the Launch It: Cincy program.

hurdles, Mac spoke about learning the ins and outs of business while creating a startup. “We have a lot of skills that we would have never gotten if we had never done [noshable]. All the hurdles are worth what we learned.”

“Being young can be a hurdle at times but we both think it’s more of a tool than anything else...A lot of times we learn things the hard way—the money and time-consuming way—but sometimes you must trip over the hurdles, so you know not to next time,” said Connor.

Connor and Mac’s vision for noshable is to allow guests and travelers to focus more on what

matters most: spending time with family and other important aspects of trips. Based on their research and surveys, they found the first thing most people do on vacation is running an errand—noshable eliminates that problem. “We want everyone to be able to get affordable grocery deliverability...The goal is to be a full stack service ingrained in the short-term rental booking process,” said Connor.

Brother Paton works full-time at noshable since graduating last June with a bachelor’s degree in finance and social and startup entrepreneurship. Mac, who is majoring in economics, will join him at

noshable after his graduation. They have also hired other staff to be a part of their team, including Miami (OH) alumni Evan Fix, to be their co-founder and chief technology officer.

Connor Paton and Mac Hoeweler started their journey as childhood friends. They had an idea and vision and turned it into a company. The pair is one of many examples of members who are paving the way for other Deltasigs to prosper in the business world, because building relationships and leveraging your connections is the core of a business—and our Fraternity. ▲

BY ABBEY SCHNEIDER

In the pursuit of building an inclusive world where all can prosper, members like **Sophia Huber, St. Thomas (MN)**, play a pivotal role in fulfilling this vision within Delta Sigma Pi. While embracing the Fraternity's multifaceted nature, Sophia recognized a need for greater diversity within her chapter and took proactive steps to bridge the gap between students of color and the Fraternity.



Empowering Diversity and Professional Growth

One Brother's Impact Beyond Delta Sigma Pi

Driven by her go-getter attitude, Sophia identified a need for a new business club at St. Thomas. This realization led to the creation of "Black Students in Business," providing a middle ground for students seeking

organized professional opportunities before committing to Delta Sigma Pi. The club aims to offer a platform for black students to share their perspectives and access networking and professional development opportunities.

“A lot of students were saying there isn’t an opportunity or knowledge [of Delta Sigma Pi]. It can be intimidating to join when you don’t know much about it. I thought Black Students in Business would be the perfect way to bring in speakers for networking and create professional development opportunities for students.”

Sophia’s journey wasn’t without its challenges, as she grappled with feelings of inadequacy

and questioned her ability to spearhead a new organization.

Despite these doubts, she persevered, driven by the belief in the need for such a community on her campus.

“I love to be a leader, but I was already doing so much at the time... I felt there was a need. And me, as a student,

I wanted this too...If it fails, it fails and if it works, it will be awesome.”

Since its inception in the fall of 2023, Black Students in Business has conducted workshops, networking panels, and other services to empower students in their professional journeys. Sophia envi-



“If it’s on your heart and on your mind, it’s put there for a reason. Create a plan and find people who will support you in that process.”

sions a strong community that pushes and challenges each other academically and professionally, fostering new opportunities for people of color.

In addition to Black Students in Business, Sophia Huber is currently vice president-marketing for Nu Tau Chapter and a full-time strategic business and communications student.

Beyond her contributions to Delta Sigma Pi, Sophia is also a successful entrepreneur who founded Sophia Huber Photography LLC over four

years ago. Her passion for photography and storytelling has evolved into a full-time business, capturing moments for families, weddings and senior portraits.

Despite being a second-year student, Sophia’s talents also extend to cheering for the NFL as a professional cheerleader. A dancer since age three, she was on her high school’s dance team and knew she wanted to continue as a collegiate. Sophia has now been a cheerleader for almost two years. Her role as an NFL ambassador involves entertaining fans but also engaging with communities and representing her team.

Sophia’s diverse experiences have equipped her with valuable insights. Her advice to fellow Deltasigs aspiring to start clubs or small businesses emphasizes the importance of pursuing heartfelt passions, seeking mentorship, creating a solid plan, and surrounding oneself with a supportive network. “If it’s on your heart and on your mind, it’s put there for a reason. Create a plan and find people who will support you in that process,” Sophia offers.

Sophia Huber embodies the spirit of leadership and professional growth while fostering and celebrating diversity on her campus. Her journey reflects the Fraternity’s commitment to creating an inclusive environment while showcasing the impact members can make. ▲



Driven Legacy

Sarah Bazell Wins in the Racing and Marketing Worlds



In the 1980s, a legacy of speed and determination was born on a racetrack. Meet **Sarah Bazell, Bowling Green State (OH)**, the heiress to a family entrenched in the world of racing. Her grandfather, Mike Bazell, started the family tradition as a semi-professional race car driver who traveled to national events across the country, paving the way for her father, Brian Bazell, to fuel the passion with Bazell Oil Co. The company, Bazell Oil Co., still sells race fuel and gasoline in seven Midwest states today.

BY ABBEY SCHNEIDER

Naturally, Sarah grew up around racing and traveled to national events with her father. When junior

drag racing became an option for the Bazell children, Sarah's younger brother, Blaine, was thrilled. While Sarah initially hesitated, Blaine's enthusiasm became her entry into the world of speed.

Junior drag racing is a motor sport designed for young racing enthusiasts. As young as age five, drivers compete in scaled-down versions of dragsters, showcasing their driving skills and speed on a shortened drag strip. Junior drag racing events often serve as a stepping stone for those aspiring to pursue a future in professional drag racing.



(From left) Sarah and her family have racing in their blood! \ Sarah Bazell, Bowling Green State (OH), won the Midwest Junior Super Series in 2018 at the age of 13.

“It’s not all about who gets to the finish line first, there are more details and components than that.”

details and components than that, but once I got a handle on racing, I started winning races.” This mindset allowed her to reach new levels of success.

Sarah’s journey was marked by triumphs, with one standout moment being her

World Championship victory in 2018, where she defied expectations and left her competitors in the dust. “My favorite moment was winning the World Championship in 2018. I was new to the class and only 13 and no one believed I would succeed, but I went out and kicked all their butts.”

In 2022, Sarah and her brother were invited to Mississippi for an inaugural event where only 250 of the best junior drag racers compete. They both made it to the top four racers, losing out in the semifinals.

During the fall racing season, if it’s warm outside and not raining, the Bazell family is out on the track sharing their commitment to the thrill of racing. When she’s not in her dragster, Sarah studies as a business marketing major with a concentration in advertising. Through her internships, she’s found a way to combine her schoolwork and passion for speed. “I want to be involved in the racing industry and work in marketing for a racing team, like I do

for my own family now. I currently manage social media and market brands like Rocket Track Glue and other brands connected to racing. That’s what I see for my life.”

Despite opportunities to race professionally, Sarah chose her education and business career first. She hopes to be able to race after graduation. Her goal is clear—to be a driving force in the racing industry and stay involved with companies that “keep her near the speed.”

Beyond racing, Sarah is a determined leader, honing her skills through Delta Sigma Pi. The Fraternity has become her launchpad for professional growth, providing workshops and connections that have propelled her into the dynamic world of performance racing marketing. Because of the Fraternity, she was prepared with resumes and business cards at a racing industry convention, which led to her current marketing role.

“All the Deltasig workshops have helped me grow and make connections with other brothers... It’s a mature group and it’s awesome to surround yourself with people who understand business and want you to be better.”

With the roaring engine of a dragster in her ears, Sarah Bazell stands at the intersection of legacy and innovation, ready to leave her mark on the industry and Fraternity she calls home. ▲

At first Sarah was fearful of the track and overwhelmed by the velocity of a dragster, and it even took her more than one try to get her license. But once her brother started

racing, she knew she had to join the family business. “I wanted to get into it, siblings are like monkey see, monkey do – I wanted to do it. And once I started, I got hooked.”

She started racing at 10 years old—going as fast as 75 mph—and although it was a struggle to get used to the speed, when she embraced the strategic nuances of racing, Sarah realized it’s not just about reaching the finish line first—it’s about mastering every detail and component of the race.

The Place all Deltasigs Call Home

330 South Campus Avenue,
Oxford, Ohio 45056

VISIT THE CENTRAL OFFICE!

See the history of your Fraternity and sign the guest book.
Can't make the trip to Oxford?
View the virtual tour online at
dsp.org/central-office-virtual-tour.

This time 100 years ago, the Central Office was established at 222 West Adams Street, Chicago, IL.

The original Central Office of Delta Sigma Pi was established in 1924 with Brother H. G. "Gig" Wright, then serving as Grand Secretary-Treasurer until 1955. Publications and forms were standardized, jewelry designed, and other services of a national nature performed.

However, as the post-World War II boom years led to even greater growth for Delta Sigma Pi, the Central Office outgrew its Chicago location and Fraternity leadership made plans to move to a larger location near other fraternity headquarters.

The idea of a permanent Central Office (Chicago office was leased) was in existence for many years, but little was done until 1949 when then Grand President Allen L. Fowler persuaded the Grand Council to create a Central Office Building Reserve Fund for the construction of such a building.

Brother Wright's successor, Jim Thomson, was then directed to find a new and suitable location for the headquarters. It was agreed the Central Office should remain approximately the geographic center of the Fraternity and focus on places with universities who have active chapters to best service our membership. Several college towns were considered including Ann Arbor, Mich.; Bloomington, Ind.; Champaign and Evanston, Ill.; and Columbus, Ohio. The city of Oxford, Ohio was chosen based on area labor rates in the early 1950s, accessibility to suppliers, and conveniences to collegiate and alumni chapters. Several other fraternity headquarters were stationed in Oxford, which gave the city a strong pull ahead of the others.

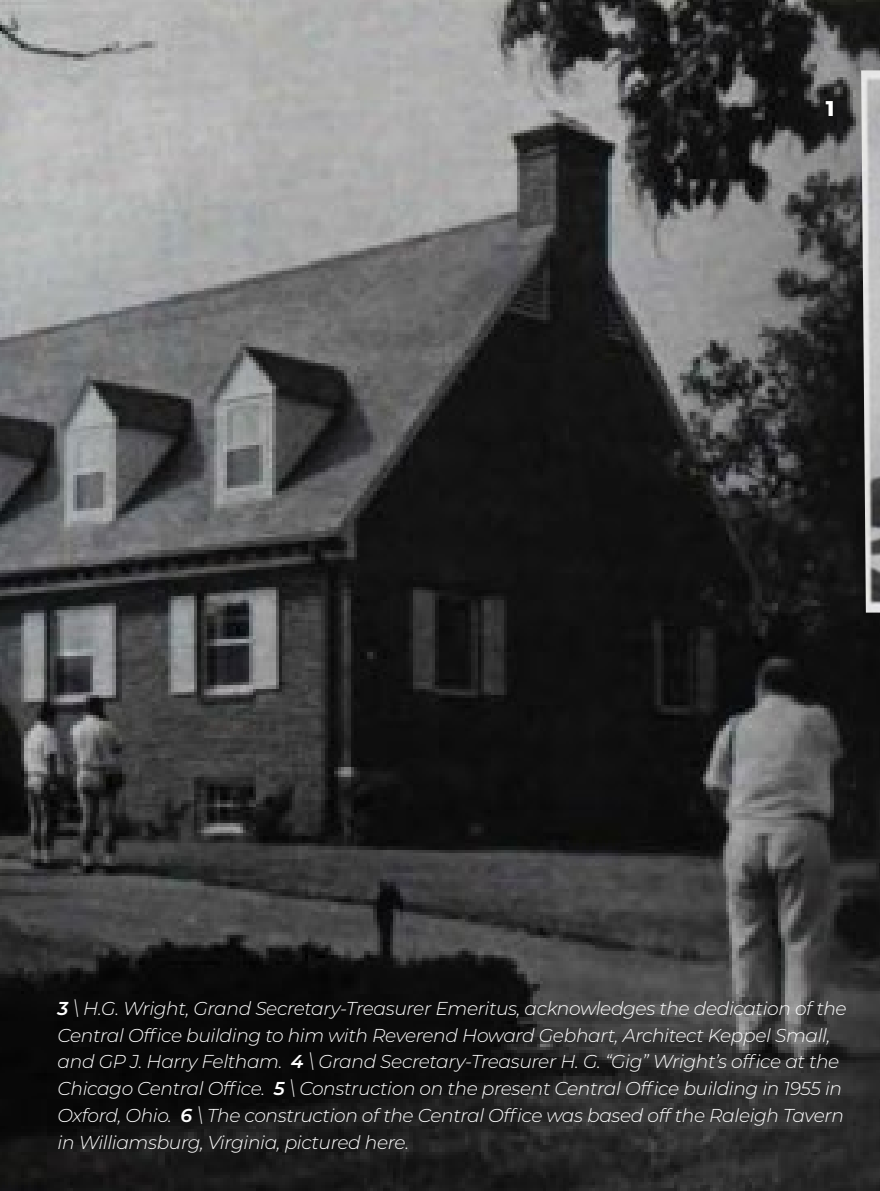
Construction on the present Central Office building started in early 1955 and the building was occupied for the first time that fall—the original cornerstone was placed on August 24, 1956. The building is designed after the Raleigh Tavern in Williamsburg, Virginia, where members of the first fraternity, Phi Beta Kappa, held organizational meetings. In addition, the general design and details of both the exterior and interior of the structure are in the Williamsburg tradition, which fits with neighboring college institution, Miami University's Georgian style of red brick architecture.

Check back in the July and November issues to learn more about the 1969 Central Office expansion and 2009 renovation—both also hitting milestone years!



1 | During the 22nd Grand Chapter Congress held in Cincinnati-Oxford in 1959, the Central Office was toured by attendees. 2 | The mail and duplication room of the Central Office in the late 1950s. Pictured are Central Office staffers Jane Lehman and Peg Whitelaw.





3 \ H.G. Wright, Grand Secretary-Treasurer Emeritus, acknowledges the dedication of the Central Office building to him with Reverend Howard Gebhart, Architect Keppel Small, and GP J. Harry Feltham. **4** \ Grand Secretary-Treasurer H. G. "Gig" Wright's office at the Chicago Central Office. **5** \ Construction on the present Central Office building in 1955 in Oxford, Ohio. **6** \ The construction of the Central Office was based off the Raleigh Tavern in Williamsburg, Virginia, pictured here.



According to a report given by Executive Director Jim Thomson at the 21st Grand Chapter Congress in 1957, the move to the Central Office was not an easy feat: **"When we were supposed to move in...the building was at the stage where it resembled a roofless barn with only the walls standing."** The staff had to work in the building while it was being completed—February of the following year!

Embark on a Legacy of Impact with the **BASE Fund!**

In 2021, the visionaries of Delta Sigma Pi set the stage for something extraordinary – The Building A Significant Endowment, or BASE Fund. This groundbreaking initiative, ignited by 19 Deltasig “Founders” who committed \$25,000 each, has already gained incredible momentum.

As we transition into the next phase of fundraising, your opportunity to shape the future of Delta Sigma Pi awaits. This is more than a fundraising effort; it’s a movement to fortify the foundation of our beloved Fraternity. This Fund provides perpetual help to meet the core operating and fundraising expenses of the Leadership Foundation, enabling the other gifts to be more fully used toward their intended educational and scholastic purposes. An end goal is to greatly reduce, or eliminate, reliance on endowment fund management fees.

Mark, *San Francisco*, and Claire Roberts, *San Francisco State*, the inspirational force behind the BASE Fund, envision it as the bedrock of the Delta Sigma Pi Leadership Foundation. They emphasize its pivotal role in sustaining the business side of our organization, enabling us to amplify our impact through increased scholarships and grants.

Now, here’s how you can make a lasting impact: Give now or pledge your support over an up-to five-year window. Whether you’re a Deltasig or a friend of the Fraternity, your contribution matters. You can also include the BASE Fund in your estate gifts, offering a unique opportunity to leave an enduring mark on Delta Sigma Pi.

Join us in building a legacy that transcends generations. Your support ensures that the BASE Fund thrives and continues to uplift our Fraternity.

Connect with EVP Jeanine Triplett (foundation@dsp.org) for more information. Together, let’s build a resilient and everlasting BASE that empowers our brothers and ensures the enduring success of Delta Sigma Pi. Join the movement and be a catalyst for positive change!

Thank you to these brothers who each already pledged at least \$25,000 to the BASE Fund. Learn from these BASE Founders why they chose to support it.



JEFF ZYCH, DEPAUL (IL),
pictured with wife Jenn Zych, Lewis (IL)

What is your vision for the Fraternity? More than a vision for the Fraternity—I have expectations of the organization. Delta Sigma Pi brothers joined this organization because they saw value in the organization. The minute the organization fails to deliver that promise of value to a member, the member disengages. Therefore, I expect Delta Sigma Pi to never fall behind in delivering. I want leadership to provide the best and valuable opportunities our membership will appreciate. My personal goal is to make sure a lack of money NEVER causes Delta Sigma Pi to fail.

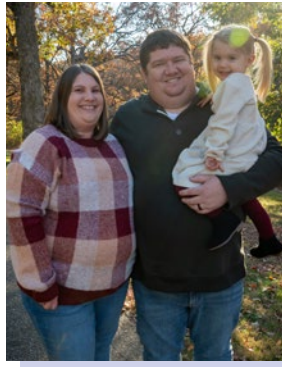
Brother Zych also made a \$50,000 gift to establish the Jeffrey E. Zych Presidents’ Academy Fund. See page 30 to learn more about the 2024 Presidents’ Academy.



**SHAWN GREGORY,
TAMPA (FL)**

What is your vision for the Fraternity? My vision is to see increased giving to the Leadership Foundation so the Fraternity can increase educational opportunities for collegiate members. This is accomplished through 1) engaging new Deltasig collegiate graduates to

give back to the Fraternity, 2) ensuring we thank and recognize our loyal donors to the Leadership Foundation and 3) working to find alumni who have drifted away from the Fraternity and encouraging them to share time, talent and treasure with Delta Sigma Pi.



**ADAM KATCH, IOWA
STATE, pictured with
his family**

Why give? I gave to the BASE Fund because I believe in the core value of the Fund: to help pay for the Leadership Foundation to run itself, ensuring that other donations go directly to what matters: supporting educational initiatives and

providing opportunities for collegiate brothers to continue to advance the Fraternity.



KELLY RABIN, DRAKE (IA)

What is your vision for the Fraternity? I love the new vision statement! It completely sums up what I want to see in Delta Sigma Pi. In addition to all the great offerings we have for collegiate members, to me, the word “lifelong” means we will continue to find ways to engage

and support our alumni beyond opportunities to give their time or treasure. I give to create stability around funding Leadership Foundation operations, allowing more resources to go toward making a positive impact on the lives of collegiate and alumni brothers.



**MIKE VITALE,
RIDER (NJ)**

Why give? As a former Trustee of the Delta Sigma Pi Leadership Foundation, I have seen the effects of endowment fund management fees and heard from our membership about those fees. I am inspired by the Roberts’ vision to have the BASE Fund even-

tually eliminate endowment fund management fees. Further, if we can build this single fund large enough so that it can cover both endowment fund fees as well as perpetually meet the operating expenses of the Leadership Foundation, it will make the entire Leadership Foundation more effective.

Join the BASE Society and fund the ongoing growth and support of Leadership Foundation operations. Recognition levels include:

BRIDGE FUNDER
Donate or pledge at least \$10,000 to the BASE Fund to get started. Aspire and pledge to be a BASE Builder.

BASE BUILDER
Achieve upon receipt of at least \$25,000 to the BASE Fund.

FUN FACTS ABOUT PALM SPRINGS

- 1 The Palm Springs Aerial Tramway is the world's largest aerial tramway. See right to learn more!
- 2 It's the Date (the fruit) Capital of the United States. Eighty percent of all date production in the U.S. comes from Coachella Valley, located in Palm Springs.
- 3 You've heard of the Hollywood Walk of Fame, but what about the Walk of Stars? Palm Springs has "Golden Palm Stars," honoring various people who have lived in the greater Palm Springs area.
- 4 The city of Coachella was supposed to be named Conchilla, which means "little shell" in Spanish. The name was misspelled in the 1900s and stuck.
- 5 Palm Springs became famous due to the "two-hour rule." This was an old Hollywood rule that celebrities should never be more than two hours away from film studios.

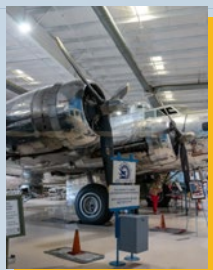


Deltasigs are headed to beautiful, sunny Palm Springs!



Join us for the 56th Grand Chapter Congress in Palm Springs!
You'll be surrounded by ever-reaching mountain ranges, picturesque palm trees and endless blue skies while connecting with brothers from around the country. Check out the exciting opportunities the city and the surrounding area has to offer during GCC!

JW MARRIOTT DESERT SPRINGS RESORT & SPA
74-855 Country Club Drive \ Palm Desert, CA 92260
(760) 341-2211



DIVE INTO HISTORY

Palm Springs Air Museum

Members itching to learn some history can visit the Palm Springs Air Museum, home to one of the world's largest collections of flyable WWII aircrafts as well as Korean and Vietnam aircrafts. Visitors can interact with the planes firsthand and speak to volunteers about the history of the machines.

EXPLORE THE WORLD'S WONDERS

The Living Desert Zoo | Gardens

A top attraction for more than 50 years, The Living Desert Zoo and Gardens offers attendees a glimpse into a desert ecosystem. Visit the four-acre Rhino Savanna to see different African species including black rhinos, water-buck and a variety of birds. Members more interested in the botanical side of nature can check out the Gardens to learn more about native plants in the area!

EXPERIENCE CULTURE

Palm Springs Art Museum

Choose from three locations: two museums in downtown Palm Springs or an outdoor sculpture garden in Palm Desert. The main campus includes three floors of awe-inspiring artwork in a variety of different forms. Members can visit the second museum, Palm Springs Architecture and Design Center – Edwards Harris Pavilion, to focus on intricate disciplines of design. The Faye Sarkowsky Sculpture Garden features four acres of sculptures on rolling terrain with walkways for guests.

FLY HIGH

Palm Springs Aerial Tramway

Located in the Chino Canyon on the north edge of Palm Springs, the Palm Springs Aerial Tramway ascends two-and-one half miles through exquisite, pristine wilderness including the Santa Rosa and San Jacinto Mountains National Monument. The world's largest rotating tram car is only a ten-minute ride to Mountain Station, where guests can enjoy restaurants, observation decks, museum and miles of hiking trails.

STROLL THE STABLES

Smoke Tree Stables

Family-owned and operated, Smoke Tree Stables has hundreds of miles of trails for attendees to visit. Guided horseback rides include dazzling views from local canyon streams and native palm groves. Get away from the hustle and bustle and enjoy these scenic horseback trails.

ESCAPE TO NATURE

Tahquitz Canyon and Indian Canyons

Those interested in a workout during their free time should explore these canyons. Take beautiful photos at the 60-foot waterfall, native wildlife and visitor center at the Tahquitz Canyons. Or travel to the Indian Canyons and choose the Palm, Andreas or Murray Canyon for a lush oasis.



Deltasigs Enjoy Brotherhood, Networking and More at 2023 LEAD Schools

Chicago, Atlanta and Denver LEAD Schools provided fun-fueled, fast-paced social and professional activities for more than 800 registrants.

Each LEAD School kicked off Friday night with Deltasigs connecting through roundtable networking, games and music! On Saturday brothers started the day with keynote speaker Jack Stahlmann's session called *Vantage Point*. In his discussion, Jack incorporated his own life lessons to challenge attendees to see the world through the eyes of others. By taking that perspective shift, attendees gained a new



1 \ GEORGIA brothers met GP Paul Carpinella and Southern PVP Meghan Hill at the Atlanta LEAD School. From left: David Tran, Carpinella, Hill, Andrew Haynes and Tybet New. **2** \ Many great discussions and brainstorming occurred during breakout sessions at the Atlanta LEAD School. **3** \ SAN DIEGO STATE brothers pose at the Denver LEAD. From left: Chris Mason, Maggie Tang and Kallista Driggs. **4** \ Keynote Jack Stahlmann informed members at all LEAD Schools (pictured in Denver) on how to deal with career changes and set yourself up for success in any role. **5** \ Natalie Miller of Enterprise Holdings (now Enterprise Mobility) presents on expanding and developing personal brand at the Chicago event. **6** \ The community service table at the Chicago LEAD was filled with cards made by brothers to support those in need. Pictured: North Central Community Service Chair Molly Rae.



appreciation for decision making within an organization.

During each LEAD School, attendees enjoyed breakout sessions focused on professional, personal and leadership development. Speakers presented on topics like goal setting, how to be a leader, recruiting best practices

and time management.

In addition to the sessions, attendees completed their networking bingo by meeting other brothers. Others participated in local service activities, including making cards for Ronald McDonald House Charities. Everyone also had the chance to learn more

about the Leadership Foundation's programs, meet with Deltasig partners and purchase Deltasig gear from chapters and partners. There was something for everyone!

Thank you to all our partners, including Enterprise Holdings (now Enterprise Mobility), Fraternal

Composite Services, IES Abroad/ IES Internships, Mecca Specialties and Something Greek, for helping make our LEAD Schools successful!

Make plans for an upcoming event or take advantage of past and future webinars and other online learning. For more

details on events, please visit dsp.org/events.

Future of LEAD Events

Leadership development is a core purpose of Delta Sigma Pi, and this development is achieved in several ways. On campus, students develop their skills by attending professional events, serving their communities, being part of a chapter and serving on a committee or as a chapter officer.

Beyond campus, it is often through educational events that members gain lead-

ership skills attending educational programs and by networking with other members. While the educational events of today are terrific, we are even more excited about what we can offer in the future. Our vision for events is twofold: to strengthen the educational programming being offered and to increase accessibility to the educational opportunities.

Strengthen Education to Proper Audiences

The first step to strengthening our education is to update and create content and programs to match current needs and relevant trends. Staff and the National Professional Development Committee are working



to create a master list of important leadership skills. This list will drive our curriculum for the future.

Beyond the content, we are working to make education more effective by increasing collaborative opportunities within our programming. These opportunities include more activity-based or practical, experiential education, such as small group learning and case studies.

Additionally, we are working to develop more audience-targeted educational programming for collegiate members, alumni members, and volunteers. Through more audience-specific curriculum, we will provide the material each audience is looking for while also increasing the value of education delivered to each audience.

Make Events More Accessible to Members

If members struggle to access our learning opportunities,

the value of education is severely diminished. Therefore, we will be increasing the number of fall LEAD events while working to decrease the overall cost to attend. We will also further develop asynchronous learning opportunities, allowing members to access education on their time.

Each fall, more regional and local events will allow members to spend less time and money attending events. They will spend less time traveling and spend less time on site, which saves travel costs and the need for lodging overnight. The overall costs of these events should also be lower, meaning lower registration rates. Our goal is to add additional fall events each year until we have a high quality educational offering locally available to nearly all of our chapters.

Furthermore, we are developing more and better online educational programs—particularly asynchronous ones—that deliver significant value to members for personal and professional development and

operational excellence within the Fraternity. These asynchronous programs will serve to engage members at their convenience in a format that is highly digestible.

The Future is Bright

Looking forward, members should expect educational opportunities to become more relevant and accessible, while content will be delivered via more interactive and engaging formats. While there will be significant emphasis placed on online learning, the most impactful educational experiences will, as always, happen in person.

Our goal is to refine, revise, and create better educational programming. In doing this, your voice is valuable: let us know which types of programs and formats you would like to see in the future. Moreover, you can play a critical role in executing this vision by volunteering to lead sessions at LEAD Schools, GCC, and beyond. If you would like to share your ideas, or if you are interested in volunteering, contact ideas@dsp.org. ▲



7 \ VP-Finance Jerry Hotwagner presents Marc Franson, Drake (IA), with the Benefactor lifetime cumulative giving level (\$25,000-\$49,000) in Chicago.

8 \ SOUTH FLORIDA-TAMPA Deltasigs wrap up the Atlanta LEAD School with a group picture with 2023 COY Sydney Sampson-Webb. **9** \ At the Chicago LEAD School, members visit the Leadership Foundation table to learn more about the Foundation and how it supports our members. **10** \ COLORADO STATE brothers Alexa Low and Addie Freedle pose with the Western Province Delta Sigma Pi banner in Denver. **11** \ Atlanta attendees' network and bond during the LEAD School. From left: Trinity Martin, Georgia College and State; Laila Hanson, Georgia State; Ledell Springer, Kennesaw State (GA); Briana Lambert, Georgia College and State; Ashley Meyer, Georgia College and State; Mark Daly, Georgia College and State.



Sharpening Tools for Chapters & Beyond

2024 Delta Sigma Pi Presidents' Academy –
January 12-14, St. Louis

The sixth annual Presidents' Academy was held in January, with nearly 200 brothers from chapters from Massachusetts to Hawaii traveling to St. Louis for the event. They braved the challenging winter weather to learn leadership lessons to take back to their chapters, internships and future careers.

Presidents' Academy is a 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. Each year, chapter presidents and other officers are led through a curriculum by volunteer facilitators and staff, providing tangible

skills that serve as the foundation for success in their business, civic and personal lives.

Highlighting the weekend was a National Honorary Initiation featuring Maxine Clark, founder and former CEO of Build-A-Bear Workshop, a State of the Fraternity address with Grand President Paul Carpinella, and the unveiling of Delta Sigma Pi's new vision statement. Presidents' Academy wrapped up with a keynote address, career advice, and a Q&A session with Enterprise Mobility's VP of global talent acquisition Marie Artim. (See following pages for full details.)

On Sunday, attendees were asked to fill out a survey rating their experience at Presidents' Academy. Here is a sampling of the feedback they shared:

- ✧ Nearly **98% of attendees recommend future presidents attend** the event.
- ✧ More than **96% strongly agree or agree that they look forward to utilizing their peer coach and other connections** made at Presidents' Academy to further their leadership development.
- ✧ Chapter Presidents enjoyed time spent with each other in close-knit settings. The three **top rated activities of the weekend were small group activities, the etiquette dinner, and mealtime roundtable discussions.**

✧ More responses:

- *"It's a great experience and very useful! The information you learn will help you with both leading your chapter and in the business world."*
- *"It's a great opportunity to learn more about yourself as a leader and transfer it to your chapter for better growth. It is also a great networking opportunity to meet different chapter presidents who understand the challenges that having this role takes, and how they deal with different situations. The small group sessions are also extremely helpful and our facilitator was great at helping us learn more about ourselves and leadership styles."*
- *"It's a great learning experience, not only through group sessions but also connections you make with other presidents. You don't just learn about how to be a leader, but you get to connect with other presidents and learn how other chapters run."*
- *"I would recommend President's Academy to an incoming president because it truly helps build those leadership skills a president should have and exercise. Being surrounded*



by like-minded people (facilitators included) and sharing experiences really opens a new world of ideas and opportunities for someone. This was a great experience for me and overall will be taking a plethora of these exercises back to my chapter."

- *"I learned quite a lot from President's Academy! I picked up so many key leadership skills from the workshops, particularly the small group. I will be taking a lot back to my chapter, particularly regarding navigating difficult conversations and incentivizing vs. motivating."*

(Top to bottom) Past VP-Finance and small group facilitator Jodi Schoh, Winona State (MN), is joined by her group of collegiates. \ Small groups give student leaders an opportunity to share and apply teachings from large groups, ranging from topics like managing difficult conversations to more effective chapter meetings. \ The Sheraton Westport Chalet Hotel was bustling with collegiate officers sharing leadership ideas, learning how to navigate conversations, and learning their work styles with the Birkman Method. \ Marie Artim, VP for global talent acquisition for Enterprise Mobility, wrapped up Presidents' Academy with a keynote address covering what inspires her as a leader to how to get noticed in the modern job market.

Presidents' Academy Curriculum

The focus of Presidents' Academy centers around leadership development, applied everywhere from chapter operations to collegiate members' internships and jobs. The program has a balance of large groups, facilitator-led small groups, and networking during meal times to help digest the breadth of topics.

At the conclusion of Presidents' Academy, attendees wrote personal action plans to apply to their chapters to solve issues and move them forward. These are shared with peer coaches, who will have regular check-ins to support one another in their goals.

Agenda:

- **Honorary Initiation** of Maxine Clark, Founder & former CEO of Build-A-Bear Workshop
- **Birkman Basics:** This program is designed to give 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



1



2

- 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.
- **State of the Fraternity** by GP Paul Carpinella
- **Navigating Difficult Conversations:** Provide insights to help attendees navigate through challenging conflict moments 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:** Learn how to approach leadership more from the mindset of a facilitator and less as a top-down, formal leader.
- **Inspirational Leadership Keynote and Q&A** with Enterprise Mobility's vice president of global talent acquisition Marie Artim.



The Birkman Method®

From birkman.com

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.

Delta Sigma Pi Leadership Foundation Supports Presidents' Academy

Giving back to Delta Sigma Pi is one of the finest traditions of the Fraternity. You have the opportunity to play a leading role in investing in the future of the Fraternity's best and brightest by directly supporting Presidents' Academy and by directly supporting a chapter president's participation in the program.

To directly support chapter leaders' attendance at Presidents' Academy, the Delta Sigma Pi Leadership Foundation created two funds:

The Presidents' Academy Fund is a restricted fund within the Delta Sigma Pi Leadership Foundation created to receive designated charitable gifts from those who wish to directly support Presidents' Academy.



Chapter Leadership Funds are chapter-specific accounts created to receive designated charitable gifts from those who wish to assure



collegians from a

specific chapter always have access to Delta Sigma Pi's full array of educational and leadership development programs, such as Presidents' Academy, LEAD Provincial Conferences, LEAD Schools and Grand Chapter Congress.

All gifts to the Presidents' Academy Fund and Chapter Leadership Funds are tax-deductible (as allowable by law) for the donor and will be included in the donor's annual and lifetime giving records. dsp.org/donate ▲



1 \ A favorite activity during Presidents' Academy is the ability for chapter presidents to take a leadership role during the "Leading Like a Facilitator" activity. This small group, led by small group facilitator and PGP Cory Stopka, listens as Avery Lash, Minnesota, leads their small group in a lively discussion. 2 \ PGP Onuka Ibe, Truman State, and Brieanna Criscione, from Plaid, served as large group facilitators during the weekend. Plaid is a professional services firm specializing in all aspects of personal and organizational development and change management. They provide programs and workshops to help organizations grow and succeed. 3 \ Attendees enjoyed time spent with each other in close-knit settings. From left: Tiffany Nguyen, Cal State-Long Beach, Mikena Palumbo, San Diego State, Kayla McNulty, Siena (NY) and Seika Dingel, Buffalo (NY). 4 \ Attendees had the opportunity to meet Fraternity leadership, including GP Paul Carpinella. Pictured are Carpinella and Lesly Medina, Texas-El Paso.

Our Vision for Developing Existing Chapters

Delta Sigma Pi has created a dynamic chapter development strategy aimed at supporting existing chapters with growth potential. This comprehensive vision focuses on strengthening the Chapter Services Team, reassessing chapter membership numbers, and providing valuable assistance in recruitment planning and execution.

Bolstering the Chapter Services Team

The cornerstone of our chapter development strategy lies in fortifying the Chapter Services Team. With a stronger team in place, staff can more actively support chapters in the ways they need most. This involves expanding the team to provide specialized recruitment support to existing chapters poised for growth. The increased staff will enable a more personalized and proactive approach, fostering a collaborative environment that empowers chapters to reach their full potential.

Chapter Membership Analysis

A crucial element of Delta Sigma Pi's vision is a meticulous review of chapter membership numbers in relation to the size of their respective business school enrollments. The Fraternity acknowledges that raw numbers alone may not accurately reflect a chapter's impact. Currently comprising nearly three percent of host business school populations, Delta Sigma Pi recognizes the need to delve deeper.

Remarkably, some seemingly smaller chapters contribute above-average percentages to their business school populations, urging Delta Sigma Pi to focus not just on numerical growth, but on maximizing the influence and impact of each chapter within its academic community. There are many things we can learn from these chapters to utilize on other campuses, but also we can further help those chapters excel.

Success is More Than Just Member Counts

Our expanded Chapter Services Team is focused on more than just membership numbers. With a vision of quantifiable support success metrics, the Team is



pairing standardized chapter support programs with intentional chapter health metrics. By focusing support on key areas of chapter operational need, effectiveness of support tactics can be measured and approaches adjusted to better bolster the Deltasig experience on campuses nationwide.

Assistance in Recruitment Planning

To facilitate membership growth, Delta Sigma Pi aims to provide chapters with robust support in developing recruitment plans. This involves a multifaceted approach, incorporating resource utilization, virtual training, “on the ground” execution and training from the Chapter Services Team and meticulous planning.

One of the first steps is to review current resources available, ensuring accuracy in presenting national Fraternity information and updating to ensure relevancy in our world today. Resources will also provide templates for communication to ensure consistency and professionalism when inviting and following up with potential members. This meticulous planning extends to peak recruitment times, where chapters receive guidance and assistance in executing well-structured recruitment plans.



ST. THOMAS (MN) ★



★ OHIO STATE



★ INDIANA-
PURDUE AT
INDIANAPOLIS



★ BAYLOR

On-the-Ground Support for Growth Potential

Chapters identified with greatest potential for growth may receive hands-on support at the beginning of each term as an added benefit to recruitment training. This “on-the-ground” assistance involves a range of activities designed to maximize the chapter’s visibility and engagement within the business school community.

Central Office staff will be an extension of the chapter by creating a vibrant presence and attracting potential members. Tabling opportunities and classroom talks, where permitted, become platforms for Delta Sigma Pi representatives to present the Fraternity’s value proposition and encourage student participation.

Established recruitment events are further enriched by the presence of additional bodies and presenters. This enhances the overall experience, but also enables the chapter to engage with a broader audience. Additionally, one-on-one or small group meetings with potential members allow for personalized interactions, addressing individual concerns and showcasing the Fraternity’s commitment to fostering meaningful connections.

Delta Sigma Pi’s vision for chapter development encompasses a holistic strategy that combines enhanced team support, careful analysis, and targeted assistance in recruitment planning and operational assistance. The Fraternity seeks to maximize the impact of each chapter within its academic community. Through a multifaceted approach, Delta Sigma Pi is poised to not only expand its reach but also deepen its roots, ensuring sustained growth and influence in the ever-evolving landscape of business education. ▲

In addition to resources available, virtual training becomes a key component, equipping chapter members with the skills to engage with potential pledges effectively. Training in communication strategies, selling the chapter’s benefits, and the development of recruitment plans tailored to each chapter’s unique strengths and campus culture.

Part of that training focuses on teaching chapters how to utilize various channels, such as resources lists from faculty, LinkedIn, Instagram, and other social media platforms, to reach potential members in qualified programs. This outreach aims to introduce Delta Sigma Pi, connect prospective members with local chapters, and provide details about upcoming opportunities.

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



**1 ** Brothers meet up in Egypt! From left: Derry Webb, *Houston*; Jeff Berlat, *Houston*; James "Duckie" Webb, *Houston*; Laurie Gail Senko, *Arizona State*; Bradford Brown; Joelle Berlat, *Houston*; Bill Stebelski, *Cal State-Sacramento*; and Karen Stebelski, *Truman State (MO)*.

2 ** **AKRON (OH) held an alumni tailgate in November at a football game against Kent State (OH), a win for the Zips!

3 ** **WAYNE STATE-NEBRASKA listened to Director of Nebraska Department of Banking and Finance Kelly Lammers speak about his career and industry in November. SVP Emily Woockman reached out to Lammers via LinkedIn asking him to present, having previously met him at a finance conference. Lammers in turn presented Woockman a challenge coin to recognize her for trying to improve and promote Nebraskan financial services.

4 ** **AUBURN (AL) supported the non-profit Our House Auburn in December by helping the organization decorate for the holidays. Back from left: Parker Duncan, John Kotite, Grason Turnbull. Front from left: Payton Berry, Ashley Best, Merritt Chambers and Jenny Watts.

5 ** **MARSHALL (WV) hosted an Innovation Challenge in September. With the support of the Lewis College of Business, eight student entrepreneurs pitched businesses to judges for prizes.



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6 \ INDIANA STATE hosted the Indiana Business Professionals of America Fall Leadership Conference in September. Deltasigs offered college advice to high school students and shared the opportunities they received through the Scott College of Business. From left: Harrison McClintock, Kelly Daugherty, Myles Sandford and Reilly Morgan.

7 \ DAYTON (OH) celebrated their 60th anniversary by organizing an Alumni Gala in November. The event featured

a presentation on the chapter's history, networking, raffle baskets and a silent auction. From left: Kyle Antonaros and Alyssa Ruiz.

**8 ** In October for Make A Difference Day, 45 brothers, potential new members and guests from California-Irvine, Chapman (CA), Pepperdine (CA), Orange County (CA) and Inland Empire (CA) participated in the service activities for Santa Claus, Inc.

9 \ GEORGIA partnered with the University of Georgia's Shop with a Bulldog organization to help local children in the community in October. Through this event, members packed 228 bags for the Athens-Clarke County elementary school system, consisting of almost 700 school supplies.

10 \ DENVER ALUMNI celebrated the holidays by holding their annual party at Breckenridge Brewery in December.



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11 \ CUNY-BARUCH helped local communities cultivate community gardens in December. Brothers replaced soil and wood chips at Carmen's Garden to prepare for the spring season.

12 \ CINCINNATI ALUMNI hosted 35 brothers and guests from six chapters at the Central Office Open House in November.

13 \ MISSOURI-COLUMBIA volunteered at the Bear Creek Half Marathon in October. From left: Ryan Vrugt, Nolan Schroff, Andrew Holman and Ruben Reyes.



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14 \ RHODE ISLAND hosted Don Troppoli, Webster Bank, for a presentation on career mapping in November. Students learned about commercial banking, consumer banking, risks in the industry, and more. From left: Don Troppoli and Ava Stanley, Rhode Island.



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15 \ Every fall semester, **BENTLEY (MA)** organizes an intramural soccer team for brothers, potential new members and friends. The games have become a chapter tradition and a great bonding experience for players. This season, the team made it all the way to the semifinal match!

16 \ Lauren Finnegan, *Lewis (IL)*, and Matt Whalen married in December with a number of brothers in attendance to support them. Picture includes North Central PVP Nicole Orlando (second from right) and Gateway RVP Joe Shaver (third from left).

17 \ **GRAND VALLEY STATE (MI)** hosted a diversity, equity and inclusion event in October where TaRita Johnson, senior vice president of talent & diversity at The Right Place Inc., presented to brothers. Attendees had productive discussions and gained great knowledge.

18 \ Many Deltasigs attended the wedding of Brikken, *St. Cloud State (MN)*, and Clairsa Wagner-Jenson in September. Back from left: Edison Jensen, *St. Cloud State (MN)*; Katie Halpin, *St. Cloud State (MN)*; Mike Vitale, *Rider (NJ)*; Meagan Hagerty, *Wisconsin-La Crosse*; Merlyn Jensen,

St. Cloud State (MN); Saffron Jensen, *St. Cloud State (MN)*; and Olivia Malice, *Georgia College and State*. Front from left: Clarisa and Brikken.

19 \ **CHICAGO** participated in the Epilepsy Foundation of Greater Chicago's 5K Fall Fest Walk in October. The brothers bonded together while raising donations to support ongoing research and treatments.

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



Learn how to be all in!

Mike Michalowicz's, *Virginia Tech*, newest book *ALL IN: How Great Leaders Build Unstoppable Teams* teaches businesses how to invest in their employees and be the best leader to improve the potential of an organization.

Mike knew he wanted to write a book that could help leaders understand their teams better and took inspiration from his own experiences. "I stumbled into entrepreneurship without grasping the significance of a strong team... I immersed myself in understanding the potential of each team member and crafted a formula that nurtured their talents."

Today, Mike leads two new multimillion-dollar ventures, while testing the latest business research for his books. He is a former small business columnist for *The Wall Street Journal* and business makeover specialist on MSNBC. He is also the author of *All In*, *Profit First*, *The Pumpkin Plan*, *Clockwork*, *Fix This Next*, *Get Different*, *My Money Bunnies*, *Surge*, and *The Toilet Paper Entrepreneur*. He is also a main stage keynote speaker on innovative entrepreneurial topics.

Mike's wish for readers and Deltasigs interested in learning how to run an effective team is to "invest in your employees, for they hold the potential to be exceptional contributors. You don't need to be a perfect leader; all that matters is your commitment to continuous improvement. Embrace this journey, and together, we'll unlock the full potential of your team."

To learn more about Mike and his work go to mikemichalowicz.com.

ACHIEVEMENTS

Luke Smith, Albany (NY), is West Region sales manager at Wells Fargo. He lives in Scottsdale, Ariz.

Alan Sussman, Albany (NY), is a real estate advisor at Southeastern Premier Properties LLC. in Charlotte, N.C.

Lexie De La Cruz, Albion (MI), is an analyst at Ally Financial in Detroit.

Ryan Eckroat, Arizona, is general manager at Troon Golf. He lives in Leawood, Kan.

Rick McPherson, Arizona State, is assistant teaching professor of management and organization at University of Washington in Seattle.

Arik Doss, Auburn (AL), is a transit operator at Broward County Government in Pompano Beach, Fla.

Tammy Robbins, Ball State (IN), is executive vice president and chief business development officer at Cambridge Investment Research in Fairfield, Iowa.

Chez Slayton, Baylor (TX), is an auditor at Texas General Land Office in Austin, Texas.

Alison Roy, Boston U., is managing director at Deloitte Consulting. She lives in Austin, Texas. She earned her master's of business of administration from the University of Pennsylvania.

Mayes Honored with Southern Methodist University's Presidential Innovation Award

This past fall, Jennifer Mayes, *Oklahoma*, received the Presidential Innovation Award from Southern Methodist University during their staff ceremony and convocation.

To Jennifer, this reflects her over two years of work at Southern Methodist (TX) as an Instructional Systems Administrator. Mayes was recognized for this award due to three major initiatives she implemented: a new centralized syllabus platform that integrates their learning management system, revamped faculty technology workshops that increased enrollment and creation of an onboarding course that guided new instructors through the semester.

When asked about her position, Jennifer said, "My work means a great deal to me. I get to enhance the teaching and learning process for faculty and students." This award is a small step in her goal of ensuring "technology is not a barrier to their [faculty and students] experience, but instead something that can positively transform their experience."

Mayes currently serves as South Central Provincial Standards Committee Chair. Heavily involved in the Fraternity, she has served in many different leadership roles including National Alumni Development Committee Chair, Tornado Alley Regional Vice President, District Director, as well as a member of various other committees.



Tony Fyrqvist, Cal State-Chico, is finance manager at San Juan Islands Conservation District. He lives in Hansville, Wash.

Zhe Xu, Central Florida, is an associate at Ernst & Young in Atlanta.

Chad Eddy, Clemson (SC), is professional entrepreneurial operating system implementer at Entrepreneurial Operating System Worldwide in Columbus, Ohio.

Shelley Harris, Colorado-Boulder, is president of restaurant category at Focus Brands in Atlanta.

Dominic Lazo, Colorado-Boulder, is accountant II at Performance Food Group in Englewood, Colo.

Ken Mitsuhashi, Colorado-Boulder, is software client leader for cloud & analytics at IBM in Denver.

Stan Castin, Florida State, is commercial credit analyst at Synovus in Birmingham, Ala.

Marjai Roberts, Georgia, is founder and CEO of NuNotions in Atlanta.

Rebecca Steeves, Georgia State, is senior partner at Goodwin Recruiting in Atlanta.

Andrew Conachey, Houston, received his Certified Public Accountant license from CPA Ireland. He lives in Rotterdam, Netherlands.

David Livingston, Indiana State, retired as managing partner from DJL Research. He lives in Honolulu.

Paige Quinn, Indiana State, is a talent acquisition consultant at AAA – The Auto Group. She lives in Indianapolis.

Noah Brandon, Louisiana-Lafayette, is CEO of Unitech Training Academy in Lafayette, La.

Nikki Jacobs, Louisiana Tech, is a career and technical education teacher at Sanger Independent School District in Sanger, Texas.

Camille Dufrene, McNeese State (LA), was recognized with the Outstanding Graduate Award from McNeese State University. She lives in Lake Charles, La.

Gary Gwynn II, Miami (OH), is a colonel for the U.S. Army. He lives in Lewisburg, W.Va.

Ali Furtwangler, Michigan State, is director of information technology at Now I Lay Me Down to Sleep in Littleton, Colo.

Karen Beatty-Martinez, Midwestern State (TX), is a mortgage loan officer at Innovative Mortgage in Wichita Falls, Texas.

Caroline Gagen, North Carolina-Greensboro, is assistant director of marketing at Atlantic Coast Conference in Charlotte, N.C.

Tara DelGado, Pennsylvania, retired as partner from Mandel Katz & Brosnan LLP. She lives in Cape Canaveral, Fla.

David Derewitz, Pennsylvania, is associate director at Macquarie Group in Philadelphia.

Shlomo Dubrowin, Roger Williams (RI), is senior technical account manager at Amazon Web Services in Israel.

Suzette Krause, San Diego State, is sales manager at Univar Solution. She lives in Denver.

Alex Ambroz, Shepherd (WV), is investment oversight manager at abrdn Investments Ireland Limited in Dublin, Ireland.

Jason Denman, South Dakota, is sports and operations coordinator at Flag Family Media in Fargo, N.D.

Noreen Scott Lamb, South Florida-Tampa, is pricing strategist at PSCU in St. Petersburg, Fla.

Levi Scheid, Tampa (FL), is a business analyst at JPMorgan Chase & Co in Tampa, Fla.

Lori Ransom, Texas A&M-College Station, is a real estate broker at Five Over Four Realty in Raleigh, N.C.

Tom Wensel, Texas Tech, retired as owner and photographer from Henington School Services. He lives in Greenville, Texas.

Deandra Nichols, Washington-St. Louis, is senior user experience research manager at YouTube in New York.

Gavin Friedrich, Wayne State-Nebraska, is director of finance at the WELL (Women's Empowering Life Line) in Norfolk, Neb.

Jordan (Fey) James, Western Kentucky, is digital marketing assistant at Atria Management Company in Louisville, Ky.

Rick Verthein, Wisconsin-Milwaukee, was named Freeman Citizen of the Year by Waukesha County. He lives in Waukesha, Wis.

Nathan Dryer, Xavier (OH), is a product manager at Lyft in Los Angeles.



From left: Southern Mississippi College of Business Dean Bret Becton, JT Tisdale, Southern Mississippi; Devin Rodriguez, Southern Mississippi; PGP Bill Tatum, Abby Attaway, Southern Mississippi; Tim Magee, Troy (AL); Virginia Tatum, and Business Advisory Council President Kevin Smathers, Southern Mississippi.

Congrats PGP Bill Tatum!

Past Grand President Bill Tatum was awarded and recognized as the first Life Member of the Business Advisory Council by the College Business & Economic Development at The University of Southern Mississippi. Bill achieved this distinction by serving actively as a member of the Southern Miss Business Advisory Council for over 20 years. Bill's role-model service and regular engagement with the College of Business at his alma mater are exemplary of the esteemed Life Member classification.

Brother Tatum served as Delta Sigma Pi's Grand President from 1975-1979 and has devoted countless hours to serving the Fraternity and Leadership Foundation in various leadership and educational roles. The William W. "Bill" Tatum Jr. Leadership Fund was established in 2021 to honor Bill and awards a financial grant to a chapter who identified strength, creativity and innovation in their recruitment efforts. The Fund continues the Tatum legacy of helping collegiate students to identify, attract, train, motivate, and retain outstanding people.

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

Lauren Finnegan, Lewis (IL), and Matt Whalen on December 8. They live in Naperville, Ill.

Laura O'Connell, Northern Illinois, and Chris LeWand on September 30. They live in Volo, Ill.

Katie McGrath, Oklahoma State, and Ren Liu on November 27. They live in Phoenix.

Khaila Rybak, South Dakota, and Joshua Haas on September 16. They live in Box Elder, S.D.

Brikken Jensen, St. Cloud State (MN), and Clarisa Wagner on September 23. They live in Minneapolis.

\ LOSSES \

Babson (MA)
Douglas McCaskey (September 28)

Florida Atlantic
Marc Horowitz (May 30)

Louisiana State
Raymond Beatty (November 21)

Loyola-Chicago
Mike Casserly (October 6)

Michigan State
Dale Sommers (November 4)

New Mexico State
Kristen Craven (January 23)

Northwestern-Evanston (IL)
Jeffrey DuRocher (December 1)

Oklahoma
Robert White (September 23)

San Francisco
Patrick Mullin (October 14)

Tennessee
Benjamin Morton (January 15)

Texas-Arlington
Roy Newman (September 8)

Texas-Austin
Kenneth Sutton, Jr. (December 6)

Virginia Tech
Sheryl Coury (November 2)

Wisconsin-Whitewater
Timothy Carnes (October 31)

\ ALUMNI AWARDS \

HELMETS – Silver

1 \ ONUKA IBE, Truman State (MO), became the first Black and first African American Grand President, serving until 2017, followed by Board service as a Past Grand President until 2021. Onuka led the design of the award-winning Presidents' Academy and has attended over 120 national events and webinars, including 15 Grand Chapter Congresses, presenting education and leadership sessions

at many of them. He is a strong supporter of the Delta Sigma Pi Leadership Foundation, serving as a Trustee from 2013-2021 and achieving the Benefactor Lifetime Giving Level. He and his wife, Michelle, launched the Fraternity's first scholarship fund for Black Deltasigs. Onuka has also served as Northeastern Provincial Vice President, Ritual Task Force Chair, the 2003 GCC Chancellor, a member of the National DEI Task Force, on several national and regional committees, and as District Director for Truman



Wayne Prichard, Erin Stark and PGP Onuka Ibe were recognized as Silver Helmet recipients at Iota Nu's 45th anniversary in November.

State (MO), Howard (DC), Johns Hopkins (MD) and James Madison (VA). Professionally, Onuka is partner at La Piana Consulting, providing strategy, leadership, and merger support to nonprofits and foundations.

2 \ WAYNE PRICHARD, Truman State (MO), has served as a District Director for Rockhurst (MO), Missouri State, and Washington-St. Louis, earning the Gateway Regional District Director of the Year in 2009. Wayne has served on the National Scholastic Development and Awards and Marketing & Communications committees. Brother Prichard has attended more than 20 national events. He has also presented sessions at numerous LEAD events and Grand Chapter Congresses. Most recently, Wayne serves as a facilitator at Presidents' Academy. Wayne is a supporter of the Leadership Foundation and is recognized at the Cornerstone level of giving. Professionally, he has been a leader in the food and beverage industry for over 20 years and recently retired after selling his restaurant in St. Louis. Wayne is now the owner of the WDCE group of companies focusing on travel, hospitality, transportation and online content creation. Wayne currently resides in Kirkwood, MO with his wife of nearly twenty years (whom he met during his culminating year at Truman State) and their two children, Cade and Evie.

3 \ ERIN STARK, Truman State (MO), has served as District Director for Washington-St. Louis and Truman State (MO). During her time as a District Director, she was recognized as the South Central Provincial District Director of the Year. She also served as President and District Director for Kansas City Alumni Chapter. Erin has been a member of the Professional Development Committee and Leadership Foundation Scholarship Selection Team. Brother Stark has attended approximately 20 national events including nine Grand Chapter Congresses. She is a supporter of the Leadership Foundation and recognized at the Architect level of giving. Professionally, Erin works as a benefits manager at Magellan Health.

4 \ KEVIN ADAMSON, Lynchburg (VA), was one of the founding brothers of his chapter and has remained active in the Fraternity. He has served as District Director at Georgia State and for Atlanta Alumni Chapter. Brother Adamson has attended 14 different national



events, including 10 Grand Chapter Congresses, presenting at some of them. Kevin is a strong supporter of the Leadership Foundation. Professionally, he is a managing partner at Kevin A. Adamson P.C. Kevin was presented his Silver Helmet at an event in Atlanta in October.

5 \ MEGHAN HILL, Kennesaw State (GA), currently serves as Southern Provincial Vice President, and previously served as Southeastern Regional Vice President and District Director of Kennesaw State (GA). She was also a member of the Southern Provincial Discipline Committee and Southeastern Regional Awards Committee. Meghan has attended more than 50 national events, including seven Grand Chapter Congresses. She is also a strong supporter of the Leadership Foundation. Professionally, Hill is senior manager, guest experience at Tropical Smoothie Café. Meghan was presented her Silver Helmet at an event in Atlanta in October.



Become a CDL today!

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/beacd1.



Congratulations to the CDLs who earned Tier I or Tier II certification between September 7, 2023 and January 10, 2024. (Tier II CDLs are marked with a *.)

Chris Anderson*, *Winona State (MN)*
 Jessica Anderson*, *Evansville (IN)*
 Alanna Ardoin, *McNeese State (LA)*
 Sky Arnold, *Siena (NY)*
 Braden Bartels, *Georgia Tech*
 Gail Baumer*, *Buffalo (NY)*
 Makeda Beck*, *La Verne (CA)*
 Beth Black*, *New Mexico*
 Anthony Bodeis, *Saginaw Valley State (MI)*
 Marvin Boone*, *Howard (DC)*
 Brittney Booz, *Georgia*
 Josh Boutin*, *Babson (MA)*
 Courtney Bradley, *McNeese State (LA)*
 Amy Briggs*, *Minnesota State*
 Paul Brodie*, *Texas-Arlington*
 Carrie Burns*, *Mercer (GA)*
 Antonio Chabrier, *Albany (NY)*
 Tony Coe*, *Cal Poly-Pomona*
 Michael Crawley*, *Howard (DC)*
 Jim Deaton, *Oklahoma*
 Karon Drewniak*, *Georgia*
 Camille Dufrene, *McNeese State (LA)*
 Katie Erskine, *Missouri State*
 Lauren Finnegan*, *Lewis (IL)*
 Jen Fischer*, *West Florida*
 Angela Fontenot*, *Louisiana State*
 Rob Fosdick*, *Rochester Tech (NY)*
 Caitlin Frontino, *Rider (NJ)*
 Gayle Gerhardt*, *Cincinnati*
 Julia Giglio, *Maryland-College Park*
 Amanda Girtton*, *South Florida-Tampa*
 Danielle Gohman*, *St. Cloud State (MN)*
 Molly Greathouse, *California-Irvine*
 Colin Gudenau, *Albion (MI)*
 Thomas Haliburton*, *Western Kentucky*
 Zac Hanson*, *St. Cloud State (MN)*
 Abby Hewitt*, *Roger Williams (RI)*
 Nolan Hickey*, *Iowa State*

Weslie Higdon*, *Clemson (SC)*
 Meghan Hill*, *Kennesaw State (GA)*
 Adam Horsch, *Denver*
 Greg Howell*, *Pacific (CA)*
 Hank Howey*, *Oklahoma*
 Mar Hoyos*, *Pacific (CA)*
 Bethany Hubsel, *Albion (MI)*
 Tyler Junk*, *Wisconsin-Milwaukee*
 Adam Katch*, *Iowa State*
 Beth Keith*, *Bowling Green State (OH)*
 Emily Kendall, *Mercer (GA)*
 Charlie Kenney*, *North Texas*
 Emily Kepley, *Central Missouri*
 Cody Kessler*, *Western Kentucky*
 Andrew Kibalo, *New Jersey*
 Trina Kirk*, *North Florida*
 Erika Klosterman, *Western Kentucky*
 Brian Krippner*, *Truman State (MO)*
 James Kuhn*, *Marshall (WV)*
 Adam Leonard*, *Florida Atlantic*
 Bart Leonidas*, *Florida Atlantic*
 Laura LeWand*, *Northern Illinois*
 Juan Lopez*, *Wisconsin-Milwaukee*
 Kayleigh Lot*, *Buffalo (NY)*
 Francis Loughran*, *Siena (NY)*
 Sam Louque, *McNeese State (LA)*
 Ginnie Lowers*, *Akron (OH)*
 Michael Machuga, *Northern Arizona*
 Lucy Matson*, *Arizona*
 Jennifer Mayes*, *Oklahoma*
 Eva Meyer, *North Carolina-Chapel Hill*
 Brian Middleton, *Louisiana State*
 Graysen Mortimer*, *Bryant (RI)*
 Tyrone Newsome*, *Lewis (IL)*
 Nicole Nichols-Bates, *Georgia Southern*
 Leon Niles*, *Rochester Tech (NY)*
 Nicole Orlando*, *Winona State (MN)*
 Jazzle Paraiso*, *Hawaii-Hilo*

Nick Rizzi*, *Denver*
 Josh Robinson*, *Midwestern State (TX)*
 Megan Romansky, *Siena (NY)*
 Angie Schelp*, *Central Missouri*
 Reilly Smidt*, *Iowa State*
 Jeff Starr*, *Penn State-Erie*
 Laura Stockbridge*, *Oklahoma*
 Joe Sullivan*, *Tampa (FL)*
 Heather Troyer*, *Washington-St. Louis*
 Mia Umerski*, *St. Benedict/St. John's (MN)*
 Adam Valles*, *West Florida*
 Mike Vitale*, *Rider (NJ)*
 Morgan Walsh*, *Florida Southern*
 Matt Ward*, *Twin Cities*
 Shawn Weidner*, *North Florida*
 Grace Wenger, *Massachusetts-Amherst*
 Kris Wilhelm*, *Lindenwood (MO)*
 Jay Winton, *Lindenwood (MO)*
 Kevin Wulfhorst, *Penn State-State College*

MINUTES IN SECONDS FROM SEPTEMBER 22, 2023 BOARD MEETING

- Prior to the meeting, appointed **Jenna Markowitz** as National Organizational Development Committee Chair and **Jessica Glavas** as National Community Service Committee Chair both via mail vote. At the meeting, appointed **Andrew Bare** as National Alumni Development Committee Chair.
- The Vision Statement proposed by the Vision Statement Task Force was approved by the Fraternity Board. The recommendation must be voted on and approved by the Leadership Foundation before being officially adopted. The proposed vision statement for both organizations is: To be a lifelong community of inclusive leaders committed to creating a world in which everyone can prosper in business and beyond.
- The Board discussed, but ultimately did not move, a proposal by the Membership Qualifications Task Force to allow business minors, as well as other changes to the qualifications process. The Board directed staff to:
 - Evaluate qualified major equation and determine impact of any change.
 - Better educate around existing qualified programs.
 - Ensure current qualified lists are accurate.
- Board re-adopted the previously defined definition of “good governance”, which is “intentionally cultivating effective conditions for making good decisions in our organization”. The Board also confirmed previous prioritization of the conditions for good governance.
- Board directed staff to prepare for a mail vote of the Grand Chapter, anticipated for early fall 2024 to handle any proposed Bylaw amendments. This is in response to the Resolution approved by the Grand Chapter and is instead of calling a special meeting of the Grand Chapter.
- GP Paul Carpinella announced the creation of five Task Forces looking at and identifying areas of improvement around:
 - Effectiveness of Provincial Leadership Teams (RVP/PVP/ Provincial Chairs)
 - Effectiveness of Chapter Support Structures (DD, ADD, Chapter Advisor and other support roles)
 - Types of Experience Necessary on the Board of Directors
 - Congress Delegate Experience around delegate education, campaigning and interactions with candidates
 - Review of the National Honorary Initiate Program (process and goals)
- Directed the National Professional Development and Nominations Committees to collaborate on educational programs for current volunteer leaders and potential candidates.
- Delegated authority to the Executive Director, with the approval of the Finance Committee to select financial institutions in which the Fraternity's funds are deposited.
- After failing a recommendation to remove the magazine recipient list from policy, asked staff to review and propose a more detailed approach.
- Reviewed environmental trends and threats facing the organization and how they are being addressed by efforts and current metrics of the Strategic Priorities. Discussed additional action needed to achieve current metrics and next steps for progress reporting.
- Increased the alumni chapter franchising fees and charter renewal fees to \$27.50 each, which is within the 10% allowed by Bylaws Article XI. The alumni chapter insurance fees are set separately.
- Removed language from the individual discipline policy originally intended to be guidance to the reader. It also clarifies that members may submit allegations that allude to sexual harassment/misconduct/assault directly to the Provincial Standards Committee Chair.
- Scholarship Key program was referred to Awards Committee with direction to make the award more meaningful for collegiate members and host institutions.
- Created in policy a special badge to only be awarded through the Collegian of the Year program, and instructed staff and the Awards Committee to make that badge a non-jeweled sterling silver badge. This will go into effect for next year's regional COYs, replacing the pearl and ruby badge. (Will be awarded spring 2025.)
- Discussed current policies and bylaws related to committee membership, taking no immediate action for change.
- Provided initial goals to each National Committee.



DELTA SIGMA PI

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CHANGE SERVICE REQUESTED

Save
the Date for
**Alumni Day -
April 25!**



DELTA SIGMA PI – A *LIFELONG* BROTHERHOOD

Join us in celebrating Alumni Day! Whether calling or texting a brother far away, meeting up 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.

Be sure to also make plans to participate in our 4/25 Alumni Day Drive. We will be asking all alumni to support our Annual Fund and hope you will consider a gift. Our Annual Fund provides the Fraternity with flexible funding that allows us to financially support a variety of outstanding educational programming for future business leaders.

For more information on how you can support the drive, visit dsp.org/dsp425.