

THE Deltasiq

- A Recap of Fraternity Events in 2020
- ELCs at their Finest



Brothers *in business*

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Three brothers guided by the spirit of entrepreneurialism and serving others

Editor
Bill Schilling

Senior Director of Member Engagement
Heather Troyer

Communications Specialist
Megan Allen

Art Director
Shelle Design

Contributors
Shannon Marie Berry
Stacy Heyderhoff
Beth Losik
Ginnie Lowers
Nick Rizzi
Louise Santos
Tyler Wash
Jeff Zych

Memberships
AACSB International -The Association to Advance Collegiate Schools of Business Fraternity Communications Association (FCA)
Professional Fraternity Association (PFA)
Professional Fraternity Executives Association (PFEA)

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Send address changes, articles, letters and photographs to:
Communications Specialist
Delta Sigma Pi
330 South Campus Avenue
Oxford, OH 45056
(513) 523-1907
FAX (513) 523-7292
magazine@dsp.org

On the Cover: Dominique Surabian, *San Diego State*, lost her summer internship due to the pandemic, but gained a business that has given her a wealth of experience, and put smiles on the faces of those in her community.



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Deltasig News

PLEASE CHECK DSP.ORG FOR UP-TO-DATE INFORMATION AND MORE DETAILS.

DELTA SIGMA PI WELCOMES NEW PARTNERS

ExamFX

The Fraternity's partnership with ExamFX provides Deltasigs with insurance and securities licensing training opportunities – having helped millions kick-start and grow their careers over the past 24 years. As the industry leader, their courses and packages are designed to be the most accurate, easy-to-use, and comprehensive so you can pass your licensing exam. Discounted prices are offered to Deltasigs. Learn more at dsp.org/examfx.



Wize

Delta Sigma Pi's partnership with Wize provides Deltasigs online support for their academics. Wize is an online learning platform that employs Master's and PhD level tutors, who make video lessons, practice equation sets, and PDF note packages. They also have an "ask a question" feature to get individual questions answered. Wize offers brothers 20 percent off with the promo code [deltasigmapi](https://dsp.org/wize). Learn more at dsp.org/wize.



(Check out The Power of Partnerships starting on page 28 to learn more about the benefits of partnering with Delta Sigma Pi.)

DELTA SIGMA PI HOSTS ITS FIRST VIRTUAL PRESIDENTS' ACADEMY

Due to circumstances surrounding COVID-19, the 2021 Presidents' Academy was virtual, taking place January 15-17.

The event featured a handful of insightful keynotes, small group sessions, town hall style Q&A's, and more.

We are thrilled this award-winning programming carried forward, and look forward to sharing a full update with our readers in the July 2021 issue.



IMPORTANT 2021 GRAND CHAPTER CONGRESS UPDATE



The 2021 GCC will be held virtually. An additional special (in-person) meeting of the Grand Chapter has been called for July 13-17, 2022 at the Hilton Cleveland. The Board of Directors made the decision during the Board of Directors Meeting on January 30, 2021.

We are grateful circumstances allow us to postpone the in-person event instead of cancelling it, which provides countless benefits—of which the most important being the safety of our members. So although we will miss seeing everyone in-person this August—the Fraternity, along with our 2021 GCC Host Committee, are excited for the opportunity to do something special in 2022 as we all gather together again.

DETAILS

2021 - Virtual: Dates TBD, but possibly August 11-15. Elections and legislation will be handled virtually.

2022 - Cleveland: July 13-17, 2022

Join us for an additional (in-person) special meeting of the Grand Chapter at the Hilton Cleveland.

2023 - Houston: August 16-20, 2023

2025 - Palm Springs, Calif.: August 6-10, 2025

Visit [DSP.ORG/GCC](https://dsp.org/GCC) to get the most up-to-date information.



Shaping the Leaders of Tomorrow

One of my favorite aspects of Delta Sigma Pi is that our membership is much greater than our college years—we are part of a greater Fraternity and have the opportunity to remain actively engaged beyond graduation. With this in mind, I didn't hesitate to continue my fraternal service as a District Director for Cal State-Northridge shortly after I graduated from Loyola Marymount (CA) in 2012. After considering a break from being a DD, the opportunity of serving for the Cal Poly-Pomona Colony presented itself and it was the very thing I needed to re-ignite my passion for this role.

This time around, it was personal as I embarked on this new chapter in my Deltasig journey with my younger sister, Deniece, who was helping to re-activate Eta Chi Chapter. Although I've had many fraternal highlights, initiating my sister into Delta Sigma Pi definitely tops the list...on her initiation day following Ritual, I told her, "Now, you finally know ALL of my secrets!"

While my sister graduated from Cal Poly-Pomona shortly after the reactivation, I've stayed on as the chapter's DD and it's been very exciting for me to see what this group of brothers continues to achieve in its short lifetime back on campus. From achieving CMP Chapter of Excellence in their first year back to successfully executing a large scale celebration of the 50th Anniversary to most recently being honored with the 2020 Western Provincial Award for Outstanding Alumni Relations—they continue to make me a proud DD as they continually strive to hold themselves to a higher standard, always working towards improving themselves as a chapter through their dedication and hard work.

So, why do I volunteer as a DD? First and foremost, I volunteer because this is my opportunity to pay it forward and give to the next generation of brothers in the same way alumni leaders did for me. Personally, I have been blessed with many great mentors over the years who have guided me to become the person, the professional, and the leader I am today. And in that same spirit, I serve because I hope to be that sort of mentor for another person.

I read a post online recently where a manager explained why they invested so much time training their entry level staff. It was because one day that staff could be someone's boss and the manager wanted to make sure they became a good boss! This truly resonated with me. I invest so much of my time in this volunteer, unpaid role, because one day, these

District Director of the Year Louise Santos is pictured with her newly initiated sister Deniece and Fraternity leadership during Cal Poly-Pomona's installation banquet. From left: District Director Patrick Bonfrisco, South Pacific RVP Erica Kolsrud, Louise, Deniece, Western PVP Crystal Justice and GP Tricia Smith.

collegiate brothers will be the next generation of Deltasig leaders and I want to do my part in helping them become the best version of themselves on their path to success!

As DD, it's not our job to explicitly tell the chapters what or how they should be doing things—we give them the tools, resources, and guidance to make sure they are following bylaws, policies, and best practices. We serve as sounding boards to brainstorm ideas, to provide support when they need it, and to sometimes just take a step back to observe and then later help them learn and do better in the future. I measure my success as a District Director by the successes of the chapter and its members.

When a chapter asks for assistance, I try my best to remain as neutral as possible and help guide them in discussions to explore their options and understand the outcomes and consequences of each. Over the years, I've learned the importance of taking a moment to process and to approach things with an open-mind and without passing immediate judgment. For example, the chapter might come to me with an idea where my first reaction would be to immediately tell them "Absolutely not, this is a terrible idea!" but through my own experience and learning from other alumni leaders' styles, I've learned how to better approach these situations. I pause and instead start with "Well this might not be the best way to do this, let's talk more about what you want to achieve with this and let's brainstorm together to find a better approach."

One of my strengths as a leader is my ability to connect with others and to build a relationship of trust and respect. This is about getting to know brothers as people and understanding their goals, both personally and professionally. While I may be a DD to these

collegiate members, I am also their brother. The collegiate brothers trust that I have their best interest at heart and I trust them to make informed and thoughtful decisions.

To collegiate brothers reading this: trust that I, other DD, and other alumni leadership truly have your back and we only want what is best for members and our chapters. Even if you are hesitant or don't necessarily agree, be open to our guidance and engage in a healthy and productive discussion with us—we can offer insight you might not have considered. We will listen with an open-mind and offer whatever resources we can to help you succeed! If the chapter is struggling, don't hide it from us -- we don't know how to help you if we don't know there is a problem! Believe it or not, we would rather be proactive and work with you to fix or avoid a problem rather than be reactive with disciplinary consequences after the fact. We have the same goal—your chapter's success—and we can get there through collaboration.

While my time as a DD hasn't always been easy, it has always been worthwhile and rewarding. When I have a challenging day in this role, I lean into the support I have from my fellow DD and other alumni and I remind myself of what I love most about this role: the opportunity to work directly with collegians and hopefully make a lasting impact in their lives.



Louise Santos
2020 National District Director of the Year

Crucial Deltasig Learning Pushes Forward Amid Virtual Environment

With the safety of our members at the forefront, and a continued desire for the annual National Volunteer Leadership Retreat and LEAD Schools - two exciting alternatives were debuted this past fall.

National Volunteer Leadership Retreat

The 2020 NVLR was re-imagined into a virtual, three-part series that took place on July 11, August 15 and September 12, with 130 Deltasigs in virtual attendance.

The program, led by Tim Augustine, *Kent State (OH)*, and Adam Carroll, *Phoenix-Thunderbird*, was custom-designed to meet the needs of volunteer leaders today (including COVID and virtual environment).

Each of the three sessions began with an introduction from GP Tricia Smith, who provided a state of the Fraternity and discussed expectations during these changing times. Topics presented include:

- *Managing the Next Normal*
- *Impact of a Volunteer Leader and Your Core Values*
- *Creating a Strategic Plan for the Chapter in a Virtual Environment*
- *Expectations, Roles and Responsibilities of a Volunteer*
- *The 10% Improvement Plan*
- *Chapter Operations and Brother Engagement*
- *Characteristics of our Best Volunteers*
- *What Differentiates Delta Sigma Pi? Business Relationships and Partners*
- *The New/Next Normal – After the Crisis*

Throughout each session, attendees were broken into small groups to discuss challenges learned from the start of the school year and sharing best practices for overcoming those challenges. The main group came back together to discuss best ways to facilitate communication in a virtual environment and keep Deltasigs engaged in ways that are unique to our current circumstances.

Leaders also learned the importance of positivity and motivation, with the example that it takes four positive comments to overcome every negative one. Participants also shared their greatest mentors, reflected on what those people offer as volunteer leaders, and their legacy/impact on collegiate members.

2020 Virtual LEAD Recapped

Delta Sigma Pi closed the book on its first ever virtual LEAD, with more than 1,100 registrants!

Due to circumstances surrounding COVID-19, the Fraternity made the decision to cancel previously scheduled in-person fall LEAD Schools in Indianapolis, Tulsa, Orlando, Boston and Salt Lake City.

The event began October 3 with a kick-off by GP Tricia Smith and a welcome by the rest of the Board of Directors, followed by an interactive keynote from Adam Carroll, *Phoenix-Thunderbird*, about Picking Up Positive Pennies. The wrap up event was held on October 17 with a presentation by GP Onuka Ibe, keynote Lead through Change presented by Tim Augustine, *Kent State (OH)*, and an announcement of national chapter and individual award winners. Networking breaks were offered both days for those wanting to get to know Deltasigs from all around. A special thank you to the Delta Sigma Pi Leadership Foundation for sponsoring the keynote presentations. In addition, the Foundation hosted multiple social and networking virtual gatherings, which allowed members to share their passions.

In the weeks between the keynote presentations, attendees were able to pick and choose from nearly 50 breakout sessions covering topics like:

- *Virtual Meetings that Work*
- *Digital Risk Management*
- *Mastering Professional Events in a Pandemic*
- *Discipline from a Distance*
- *Digging Deeper for Diverse Leaders*



The breakouts also included Chapter Officer Roundtables, where attendees had the opportunity to share ideas, difficulties and solutions with one another.

During the event, each province also hosted alumni forums where both alumni and collegiate members were encouraged to collaborate on member engagement and help direct some upcoming programs.

The LEAD also launched Delta Sigma Pi's educational app—DSP Link—featuring the new Deltasig Learn and Lead Community. This community gave access to schedules and session descriptions for those registered for the 2020 LEAD School, but anyone can utilize the online learning and resources, idea sharing and connections to other brothers at any time by going to dsp.org/leadapp.

While the Fraternity was unable to conduct service events in person, chapters were encouraged to support the Ronald McDonald House located in the original 2020 LEAD School cities by purchasing wish list items for the respective houses. We also announced our million pop tabs initiative, encouraging chapters and individuals to help collect a million pop tabs before the 2021 Grand Chapter Congress. ▲

Brother Adam Carroll kicked off our 2020 Virtual LEAD School with his keynote, Picking Up Positive Pennies, sponsored by the Delta Sigma Pi Leadership Foundation.



INTRODUCING DELTASIG UNIVERSITY!



In an effort to combine our online learning opportunities in one easy, convenient place, we are excited to have recently introduced Deltasig University! Members can access Deltasig 101 (including new officer training modules), leadership/personal/professional development, Certified Deltasig Leader (CDL) Program and the Learn & Lead Community all from one place. Within these web pages members will find presentations, learning modules and recorded webinars, accessible at dsp.org/deltasiguniversity.

THOUGHTS FROM LEAD WEEKEND

"This was my first event I have ever attended for Delta Sigma Pi. I enjoyed the sessions I attended because I heard other ideas and facts about the Fraternity, working environment, and trying to work in regard to COVID-19. I'm extremely grateful for the opportunities Deltasig has provided. The price was just right because it wasn't as much as in-person, but enough to where I feel like I got my money's worth and more."

"It was a great assortment of sessions for collegians and alumni, and the 45-minute session length was just right to avoid Zoom fatigue. At a normal LEAD, I could attend at most four sessions assuming no conflicts. I loved that I could attend any and all of the sessions live or watch the recorded sessions if I had scheduling conflicts. I prefer the live sessions for the interactive discussions because it motivates me to log in at a certain time, but the availability of the recordings is a handy alternative. The presenters and moderators did a very good job keeping things moving and dealing with the inevitable technical challenge. DSP Link was good for keeping all the information in one place. I like that I can access it in both the app and website."

"I think it was a great way to do LEAD this year. I have had a hard time getting off work in the past to attend the last few LEAD events so this year I was able to and I am so grateful for that."



Workplace 2020

A Look Back at Predictions from
2015 Grand Chapter Congress

BY JEFF ZYCH, DEPAUL (IL), EXECUTIVE
AND PARTNER - IBM CORPORATION

In 2015, during the 50th Grand Chapter Congress keynote address in Chicago, I presented predictions for “Workplace 2020 – and Beyond”. I included facts about where the work-world was going and what brothers needed to do at that time to succeed in the workplace of tomorrow. Suffice to say, some people agreed with me, some were surprised at what I was predicting, and others thought I was completely crazy.

As of this publication, the year 2020

is officially OVER!! Five full years have passed since I made my predictions about what Workplace 2020 would look like and I believe most people will agree that the world (in general) has absolutely changed. I also believe in holding myself and other “expert speakers” accountable for what we say publicly as “experts” so it is only fitting I do a post-script on the “Workplace 2020 – and Beyond” keynote, assessing how right or wrong I was now that we have lived through the year I specifically spoke about.

The biggest overall prediction I made about Workplace 2020 was that by now, society would evolve into what I called “Five Main Labor Classifications centered around Cognitive Computing”. These five classifications were:

I. THE IMPLEMENTER

“I will work with Cognitive insights to deliver work products”.

II. THE AGGREGATOR

“I will include insights which may come from Cognitive Processes to make business decisions”.

III. THE TEACHER

“I will make Cognitive Systems smarter by teaching them versus teaching humans”.

IV. THE SKILLED LABOR WORKER

“I am in trades like electrician or plumber which don’t use Cognitive processes very much”.

V. THE TRAILBLAZER

“I am working on the next great technical innovation to change the world” (ex. Elon Musk, technical researchers, etc.).

While this prediction was bold, it was slightly off. What has happened is the start of the evolution of the workplace into these five categories, but we are not

there yet. For example, IBM Corporation is deep into the development of Intelligent Workflows or workflows that harmonize emerging technologies in the back, middle, and front end of the office, utilizing curated data, artificial intelligence and cognition to reimagine business processes. However, we have not yet progressed to this level of evolution. Trust me when I say IT IS COMING!!! **MY overall 2021 prediction GRADE = C+.**

2015 Detail Prediction #1

“In 2020, you will need to bring your employer a **value proposition or reason** for them to invest in you rather than just sharing a desire to be their employee. Prepare yourself to write your value prop and present it in the interview.”

Prediction #1 2021 GRADE = A -.

With Intelligent Workflows, Robotic Process Automation and Cognitive Processing of tasks coming into the operating DNA of companies, professionals at ANY LEVEL now need to be highly aware of HOW they add value to their employer with their contributions. They also need to anticipate where else they can add value tomorrow and shift to that area. This level of awareness comes from self-assessments, manager performance evaluations and a mindset shift that needs to happen quickly because the moment you can’t articulate your “future value” to your employer, you will be gone.

2015 Detail Prediction #2

“If you are going to survive 2020 and beyond, you need to have the courage to reinvent yourself quickly even if it means doing something you fear and failing.” **Prediction #2 2021 GRADE = A+**

If the Great Pandemic of 2020 has taught us anything, it is that your job or

even your workplace can change or disappear in an instant. Therefore, we must always be ready and willing to take a short-term step back and reinvent ourselves even if we fail at first. It is called living in the Growth Mindset (see inset photo) and to survive beyond 2020, it is a place all of us need to shift to. If you choose to continue living in the past (a.k.a. with a Fixed Mindset) you will not thrive in the new, post-COVID-19 workplace.

2015 Detail Prediction #3

“At some point in your professional journey between now and 2020, you will need to embrace tragedy and learn from it. Your career path, like mine, will be filled with high points and low points and you will be ready to quit. Have your cry, punch your pillow and go be a leader by reshaping your own story.” **Prediction #3 2021 GRADE = A.**

This year has been filled with tragedy for many people. But from tragedy comes great victory. People, processes and technologies needed to pivot on a dime to survive this

year and in general—we have done that. Whether you are still in school and looking to enter the workforce, or you are one of the 11,000,000 people who were once employed, but now find yourself on the outside looking in, DO NOT GIVE UP or fear the future. SHAPE YOUR FUTURE! You will make no progress reinventing yourself if you do not commit to doing so immediately, so START NOW. No excuses!!

This was my message in 2015 to get people ready for Workplace 2020 and beyond, and I am screaming it louder and clearer now that we have reached 2021. ▲



Road Map to the Future

A look back over our 2016-21 Strategic Priorities

BY **HEATHER TROYER**, SENIOR
DIRECTOR OF MEMBER ENGAGEMENT

A road map helps us find our destination. It lets us see our path and stops along the way. It has a compass to point us in the right direction. But even with a road map we may hit some bumps in the road or run into an unexpected detour.

Over the last five years, our Strategic Priorities have been the Fraternity's road map showing us the path to our destination—the future of Delta Sigma Pi. Our Purpose is our compass, pointing us toward our principles and values. The individual priorities are the stops along the way. Our road map has provided us our basic path since 2016 and we are now taking a moment to reflect on that journey – and path.

In 2016, then GP Onuka Ibe announced our current set of priorities stating, “Our position of strength and stability allows us the luxury of considering how Delta Sigma Pi can best carry out its purpose in a rapidly changing world.”

And “rapidly changing” has new meaning since last March when a pandemic affected so much. Fortunately though,

even with unexpected bumps (and hills, cracks and roadblocks!) in the road, we still have a lot to celebrate from the last five years.

PROGRAMS/EVENTS

A number of new roadside attractions have popped up during our journey. (I am talking about Fraternity and Foundation programs—not giant balls of twine.)

Our inaugural Presidents' Academy was held in January 2019. Not only did it develop our collegiate chapter presidents' leadership potential, but it helped our chapters and the Fraternity as a whole. In its first year, it was recognized as the 2019 Outstanding Professional Program by the Professional Fraternity Association. This year's event was a little bit different (due to its virtual nature), but the value of the program will continue to be top-notch. (More will be in the next issue!)

LEAD programming has also developed over the last five years with 20 new sessions debuted and a number of new keynote speakers and volunteer presenters. Traditional paper packets and agenda were also replaced with an event app (DSP Link) to allow for new opportunities for resource sharing and surveying attendees.

Additional Volunteer Leader Trainings (more than 30) were also conducted around the country covering goal setting and officer training, identifying and encouraging future leaders, a review of important chapter operations and an overview of available tools and resources.

Online learning was also a top priority—even pre-pandemic. New collegiate chapter officer training modules were launched last year. The Certified Deltasig Leader program was also updated with new learning modules. (If you are an alumni member, we highly recommend checking out the program and becoming certified—dsp.org/beacdl.) An additional module covering diversity, equity and

inclusion is also in the works. The number of CDLs has increased to more than 325—with nearly 60% of DDs and more than 90% of Grand Officers being certified.

We have also launched a new Deltasig University (see page 7), which includes access to our Learn & Lead Community (part of the DSP Link app) giving members access to these online learning tools while also connecting with others.

Continuing the focus on education and inclusion, a new Pledge Education Program was created and launched in 2019, after several years of collecting collegiate and alumni input and development. Facilitated pledge meetings along with new online learning modules provides a standardized learning and allow chapters to focus on integrating these soon-to-be members with current members while attending already planned chapter events.

The Chapter Management Program has also been adjusted to reflect our priorities. (Read more about the history of CMP on page 17.) COVID-19 has delayed some of these changes, but we will see a number of them for the 2020-2021 CMP year, including additions of requirements related to membership, diversity, equity and inclusion and debt.

We are also working on adding more (engaged) alumni members throughout our trip—envision a purple and gold tour bus full of Deltasigs! In spring 2020, we successfully held alumni events in Jacksonville, Denver and Dallas to engage alumni in the area that do not attend our traditional events like LEAD. We hope to continue these events in the future (virtually and in-person). The Leadership Foundation also created Chapter Leadership Funds so alumni, parents and friends can assist specific chapters with their professional endeavors by helping pay for expenses related to educational events such as LEAD. To learn how you can help, visit dsp.org/clf.





“When the Board of Directors established Delta Sigma Pi’s Strategic Priorities five years ago, we had no idea there would be a pandemic that would drastically change how we needed to operate and think. The Strategic Priorities set the foundation for Delta Sigma Pi to successfully navigate challenges ahead of us. And as we look into the new biennium, we are already looking at how our Strategic Priorities can be advanced throughout the upcoming five years and identifying how the core values of Delta Sigma Pi serve as the foundation of our priorities.” - TRICIA SMITH

COMMUNICATIONS

Nowadays, most people use apps, websites and other GPS devices to get them where they need to be. Delta Sigma Pi’s website, dsp.org, has also seen some updates to get us where we need to be. Last year, we launched a re-designed navigation system where information about starting chapters and member resources are seen at the forefront. With a new attention to resources, staff is working with collegiate and alumni members to review individual chapter officer resources. These volunteers offer suggestions for simplifying the resources while also providing feedback about what best to include in each. Another addition to the website is a new volunteer interest form which helps promote volunteer opportunities to those wanting to be more engaged.

Beyond the website, we have also expanded our communication efforts—especially with volunteer leaders and faculty, including Chapter Advisors. We are including Chapter Advisors and business deans on program updates, inviting them to our educational efforts and including them on “good” news like chapter award and Collegian of the Year announcements. We are also focusing attention on communications with recent graduates to assist them on their personal Deltasig journeys in an effort to show them how “Deltasig is for life”. Deltasigs may even notice a couple new emails in their inboxes—helping them celebrate important occasions in their lives.

STRUCTURE

One stop during our journey was the Central Office (and if you haven’t been, you should make plans to stop by for a visit—when safe to do so). An evaluation of the staff structure was reviewed and better aligned to meet Fraternal goals and priorities. Associate Executive Director Shanda Gray’s role was directed to focus on education and events and Tyler Wash was hired as Executive Vice President in February 2018 to help manage the growing needs of the Leadership Foundation. Part of that growth are additional funds for members looking to support specific members or program. In addition to the CLFs mentioned above, funds have been created to support Presidents’ Academy, LEAD, DEI Education and Veterans. Learn more at dsp.org/foundation.

Dale Clark’s role (now Senior Director of Membership Growth and Expansion) changed to allow him to spend more time on expansion efforts and to help struggling chapters with recruitment and internal growth. As a result, we have installed/reactivated 15 chapters over the last five years under Dale’s direction—including two during the pandemic.

Tyler Havens was hired as Associate Director of Chapter Services and additional Educational & Leadership Consultants were hired to focus attention on general chapter support. Even during the

pandemic when the team was no longer able to travel to campuses, they were able to spend time with 80% of collegiate chapters in the fall, with 43 chapters receiving full consulting visits virtually. My role (now Senior Director of Member Engagement) expanded to include more membership engagement efforts.

Along the way, some of the roads (bylaws and policies) were adjusted to allow for easier and more productive trips. Procedures for voluntary withdrawal, inactive status and pledge voting were adjusted to simplify the processes. Policies around expansion and colonization were also evaluated to help us continue to grow our organization with quality chapters and eliminate unnecessary barriers.

The Next Journey

The last five years have been full of adventure, but the journey is not over yet. The Board of Directors (at the time of this writing) is actively reviewing the current Strategic Priorities and working on developing the next set moving forward—a new, updated road map, still pointing North and still furthering “a higher standard”.

I recently saw an image from James Norbury that sums up our fraternal journey. “Which is more important, asked Big Panda, ‘the journey or the destination?’ ‘The company,’ said Tiny Dragon.” Thank you, brothers, for joining us on this journey! ▲



ELCs at their Finest:

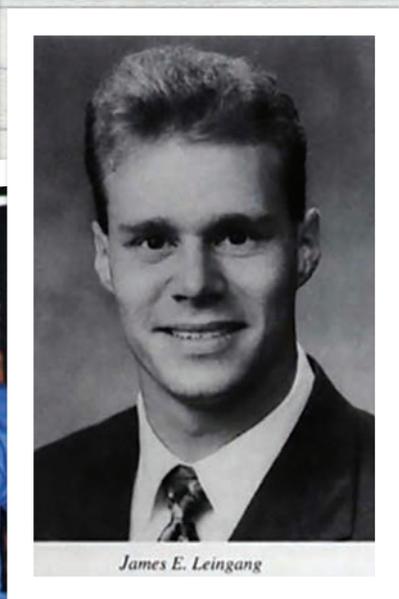
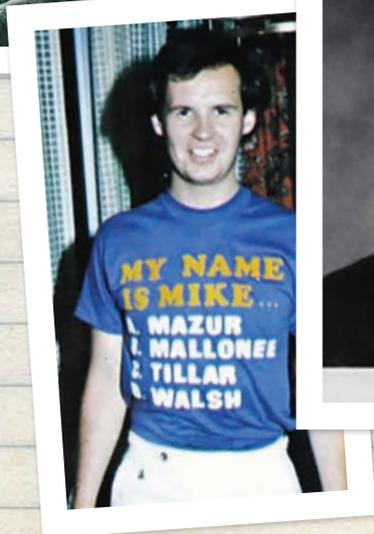
The Value of Being a Deltasig Consultant

BY STACY HEYDERHOFF,
CINCINNATI ALUMNI

What do a senior analyst, registered nurse, global lead solutions engineer, former CEO/executive director, senior account manager, firm administrator and business development manager have in common? Besides all being brothers, they all served Delta Sigma Pi as an educational and leadership consultant (ELC).

Historically, ELCs spent the majority of their time visiting and offering guidance and training to our collegiate chapters. While the visiting has become mostly virtual this year, the sharing of information and advice remains central to the role. Other duties include corresponding to collegiate and alumni members, regalia inventory/repair, conducting reviews of the Pledge Education Program/chapter bylaws/policies, giving office tours, helping manage conferences, maintaining and updating informational resources and handouts and assisting other Central Office staff members.

Since the start of the program, there have been nearly 50 ELCs (with several variations of the title over time). Let's catch up with some of them now!



Karin (Grant) Brown

Karin Brown, *Central Florida*, lives in Charlottesville, Va. with husband Tim, their two kids, and two cats. She credits her time as a consultant for helping her conquer a big fear. “I’ve typically been introverted and shy my whole life. When I became a consultant, I had to learn how to overcome my fear of speaking in front of others, or at the very least manage it enough to be an effective speaker”, says Brown. One of her favorite consultant roles was helping set up events. “There was one event where I was the first staff member to arrive at the hotel and had to meet with hotel event staff to get everything set up. It felt great to be so trusted.”

She currently works as a registered nurse on the mother-baby floor of UVA Medical Center, caring for families post-delivery. Skills that helped her succeed as a consultant – time management, planning ahead, adapting to new and unexpected situations and leading others—are just as crucial in her current role. “I had to learn how to function fairly independently as a consultant and know when to reach out for help when needed,” says Brown. “As a charge nurse at night time, there usually isn’t a manager there so we use our knowledge and experience to make the best decisions.” Karin loves providing emotional support for and coaching new parents, even in some sticky (and stinky!) situations. “It’s always funny when parents get peed, pooped or spit up on for the first time. I like to joke that they’ve been initiated as parents.”



Rochelle (Carnegie) Caldwell

Rochelle Caldwell, *North Florida*, lives in Jacksonville, Fla. with husband Landon, *North Florida*, and “hyper-active yorkie” Marco. Her favorite memories of her time as a consultant are “fun runs down airport terminals to catch connecting flights,” says Caldwell. “One of my favorite moments was during a trip to Kalamazoo, visiting the Greenleaf Trust Trading Room at Western Michigan and feeling like I was living a life in Wall Street!” She also loved the opportunity to network and meet lots of great people. “I was blessed to meet wonderful brothers like Susan Lackey and Nick Steinkrauss before they passed. They taught me the secrets of staying young and the true meaning of dedication and selflessness,” says Caldwell.

Skills honed as a consultant are utilized daily in her current role as senior analyst at Ally Bank – specifically problem-solving and administrative skills. “Being a consultant taught me that you must make the most out of your experience, no matter how long or short! Also that networking is key,” says Caldwell. “People can get you to the door, but it is up to you to get through the door and stay in the room or move to a bigger one.” Rochelle loves the variety of her current job. “Some days I’m leading meetings or training employees, other days I’m analyzing items to understand situations. I even had the opportunity to travel to Manila, Philippines for three weeks and experienced my first unexpected volcano eruption!”



Rochelle with (then) Gulf South RVP Susan Lackey at the 2015 Grand Chapter Congress in Chicago.



2002-03 || ELC

2003-10 || DIRECTOR OF INFO SERVICES

Michael Banks

Michael Banks, Georgia Southern, lives in Fayetteville, Ga. with wife Zakia and daughter ZaTéa. He currently serves on



Delta Sigma Pi's Privacy Policy task group. Banks's favorite memory from his time on staff took place during Grand Chapter Congress in Washington, D.C. "That was a very challenging Congress because I'd recently ruptured my Achilles' tendon and was in a hard cast with crutches. During the leadership outing to Mt. Vernon, there was a decent walk up to the home of George Washington. I'd been trying to talk different brothers into pushing my wheelchair and PGP Norm Kromberg took on the task! Brotherhood at its finest!" His favorite part of the job was meeting brothers.

After his time ended as an ELC in 2003, Brother Banks continued his work at the Central Office as the Director of Information Services. "I spent nearly seven years as the Director of Information Services," says Michael. "During that time, I oversaw a complete overhaul of the website, supported the build of the first server room, lead the launch of many of Deltasig's first entries into social media with the establishment of the official YouTube page, Facebook page, and LinkedIn group. I also spearheaded the launch of the first social media network (Deltasig in-Circle) as well as supported the transition and development from CEI to CMP (see "Chapter Efficiency" article in this issue for more on that). I was also responsible for transitioning the staff from the primary use of computer towers to more mobile laptop usage."

Michael currently works as a global lead solutions engineer with mGage, where a large portion of his day is spent being a subject matter expert and assisting enterprise clients with their mobile messaging needs. His favorite part of the job is "the opportunity to be creative and be able to take a pain point of a client and present a mobile solution." His years as a consultant have proved quite valuable in his current role. "I lead a lot of product demonstrations and do a good bit of public speaking. Being a consultant was perfect practice. Time management was another valuable skill I gained. As a consultant, you host meetings throughout the day. Proper planning to navigate those, or even navigate having meetings in different cities (chapters), forced me to be more organized and be able to properly prioritize tasks," says Banks.

1992-94

Jim Leingang

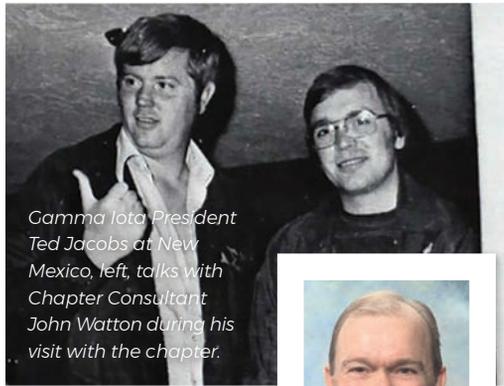
Jim Leingang, Truman State (MO), lives in Chesterfield, Mo. with wife Andrea, sons Noah and Owen, and dog Baylee. He's a member of the St. Louis Alumni Chapter. Leingang has many fond memories of time spent with staff members Dean Ferguson and Dale Clark and fellow consultants Kathy Skrobot and Carla May Tousley, including the 1993 Grand Chapter Congress in Anaheim and a training trip to Louisiana. He remembers the challenges of navigating life on the road pre cellphones and Internet! "While on the road in Arizona, I got an interesting message at my hotel from one of our predecessors, Lynnette Servaes. She told me the hotel I was supposed to stay in California was no longer open, due to the great Northridge earthquake! Dean and Dale didn't prepare me for that one!" He also learned a lot from the role. "Although we have many similarities in Delta Sigma Pi, every chapter is different, and what works well for one chapter, may not be the best fit or great solution for another."

Jim is a senior account manager with Strategic Staffing Solutions (S3). He has to frequently communicate with all kinds of people, cultures, and backgrounds — a skill he learned as a consultant. It also made him better prepared to listen, learn, and share solutions. Leingang finds his job very rewarding. "We've been blessed to put 60+ people to work since the start of the pandemic."



James E. Leingang





Gamma Iota President Ted Jacobs at New Mexico, left, talks with Chapter Consultant John Watton during his visit with the chapter.



John Watton

John Watton, Florida Atlantic, lives in Roswell, Ga. with wife Bobbi, West Florida, a dog and cat. He is a member of the Atlanta Alumni Chapter where he recently served as vice president-finance. John was recently recognized by Deltasig's National Board with a Distinguished Alumni Service Award for his many volunteer efforts, primarily in helping with tracking alumni.

A funny memory from John's time as a consultant: "I was out with a chapter a little too late during a visit and asked the hotel for a 6:00 AM wake-up call to make it to the airport on time. The hotel forgot to call me and I woke up with only 45 minutes to make my flight. I got dressed, ran to the hotel shuttle and made it to the airplane as they were closing the door. I got to my seat and the next thing I remember the plane shook because it was landing at the next stop." Watton's favorite parts of the job were the travel and returning to a chapter after his ideas were implemented and seeing they were happy with the results.

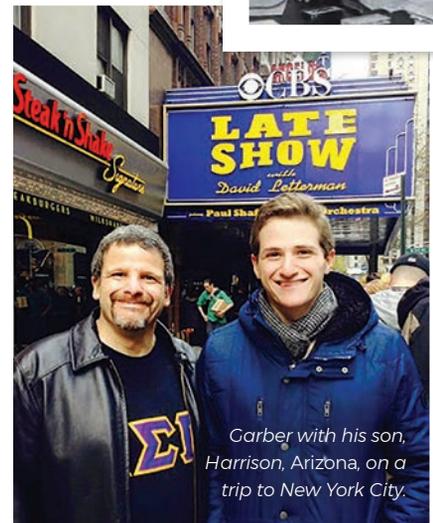
John is currently retired, having most recently served as the firm administrator for accounting firm Saltmarsh Cleaveland & Gund, PA in Pensacola, Fla. He credits the organizational skills acquired during his years as a consultant for helping him succeed at the firm. "Since I was involved with Grand Chapter Congress and Regional Conferences, while at the accounting firm I was responsible for organizing the firms retreats. I had several shareholders tell me how organized the retreats were and how they came off without a hitch."

Rich Garber

Rich Garber, Indiana, lives in Broadview Heights, Ohio, with wife Becca. His son, Harrison, is an initiate of Gamma Psi Chapter at Arizona. He looks back at his time on staff with fond memories. "As an ELC, you never know when some small idea you throw out might be the one nugget of information utilized to create lasting positive change. That is very gratifying." He also learned valuable life lessons. "Almost every chapter will say they have problems with recruiting, fundraising, participation, etc. While every chapter will have these issues to some extent, the chapters that succeed are those open to outside input and willing to challenge their existing norms in pursuit of improvement." And those whose members are clear on their roles! "At a chapter that will remain unnamed, I started the Executive Committee meeting by asking those present to go around the table giving me their names and position. As one individual introduced themselves as the chapter's senior vice president, I heard a voice from the other end of the room exclaim, 'You're the SVP? I thought I was the SVP!' At that moment, I realized it would be a long meeting."

Rich is now retired, but says his years as a consultant prepared him for his most recent job as a business development manager with Avery Dennison. "As an ELC, I was required, on a daily basis, to go into a situation where I knew no one, quickly establish rapport, understand the existing issues, determine which ones were most critical, and then speak for 30-60 minutes offering my recommendations, with the intent of leaving the chapter with a recipe for positive change. Throughout my professional career, I was required to do much of the same."

(Fun fact: In 2015, due to a vacancy on staff, Garber was given the opportunity to temporarily return to the ELC role! "It was gratifying to see firsthand the impact of Deltasig's educational programs over the past 30 years. Our chapters are now much better prepared to compete against other business organizations on their campus and better equipped to be of service to their communities and provide benefits to our members," says Garber.)



Garber with his son, Harrison, Arizona, on a trip to New York City.

1978-80 || ELC

1980-90 || ASSISTANT EXECUTIVE DIRECTOR

Mike Walsh

Chapter Consultant Mike Walsh suffered some kind of identity crisis during the convention.



Mike Walsh, *Miami-Ohio*, lives in Suwanee, Ga. with wife Carolyn, *South Florida*, and younger son, Kevin – their eldest son, Patrick lives in Little Rock. He has served as a DD and on several Deltasig committees, including the Pandemic Long-Term Planning Task Force. Walsh has several fond memories of his years as a consultant, including being offered a

gin and tonic by the dean of the San Francisco business school while attempting to contact chapter officers; a tour of waterfalls, caves and a volcano while visiting the colony that would become the Hawaii-Hilo chapter; and showing up to a Babson chapter business meeting in a suit while the chapters members conducted their

meeting from the foosball table. The role taught him the importance of planning, preparation and understanding that you must always be flexible in your planning when something, inevitably, changes. Walsh’s favorite part of the job was meeting people from all across the country, some of who are lifelong friends. “Certainly, being afforded the opportunity to travel to many different states and cities was attractive. I’ve visited 47 states and all the larger cities in the U.S., as well as many small or remotely located towns and cities such as Portales, NM; Wayne, Neb; Clinton, MS; Kingsville, Texas; and Troy, Ala, all of which I would have otherwise never visited.”

Currently “semi-retired”, Walsh provides volunteer consulting to several associations. Over the past 25 years, he’s

served as the CEO/executive director to several non-profit associations. Walsh’s years as a consultant provided him with a good understanding of the various types of non-profit associations and foundations, their structures and the relationships among staff, leadership, individuals and chapters. “Strategic goals of increased membership, education, communication and networking, leadership development and advocacy are, to some degree, part of every association and Delta Sigma Pi is no different.”

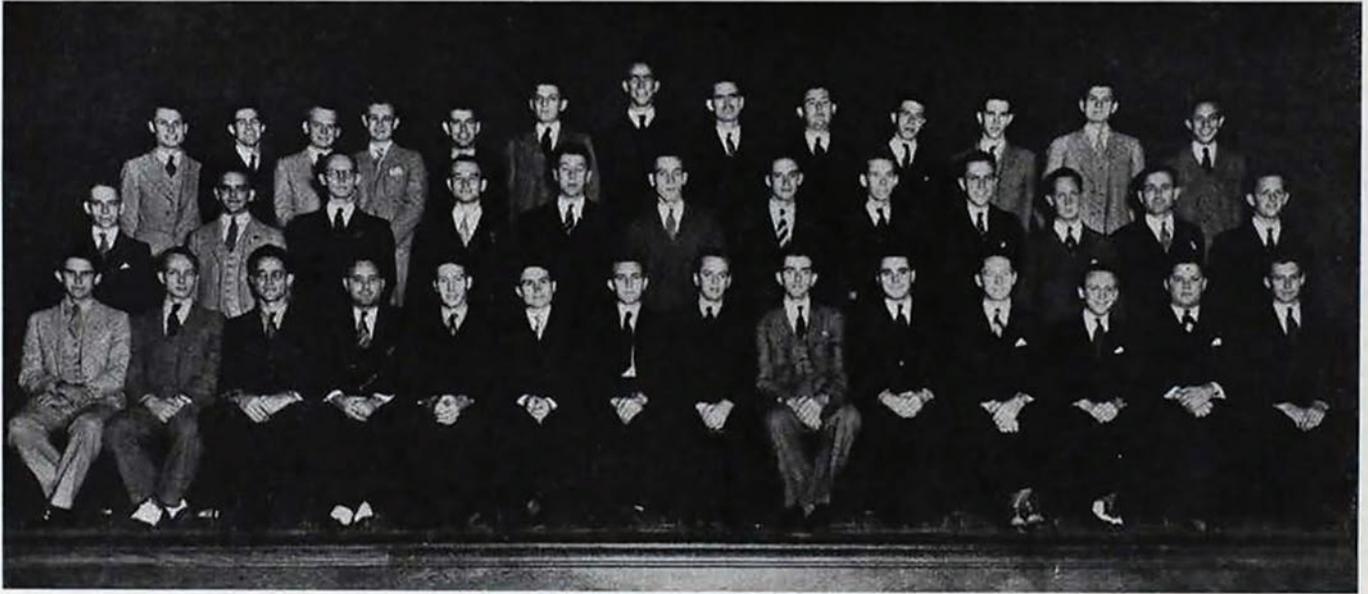
After completing his role as chapter consultant in 1980, Walsh became Assistant Executive Director. Brother Walsh was responsible for communications including the former Manual for Pledge Education (now *The Crown & Delta*), creating new recruitment material, serving as the managing editor of *The Deltasig*, assisting with chapter expansion efforts, and more. While he was on staff, he was directly involved with the installation of 13 of 40 Fraternity chapters installed and attended six Grand Chapter Congresses and over 25 regional/leadership conferences—often presenting training and orientation programs there. Walsh also represented the Fraternity on the Board of Directors (with ED Bill Schilling) of what is now called the Fraternity Communications Association (FCA).

According to Walsh, “My time on staff provided me with a much greater understanding of the scope of the Fraternity’s programs and operations. This understanding and experience provided me with a strong foundation later in my non-profit association management career as executive director/CEO of four different professional and trade associations.” ▲

Delta Sigma Pi is always looking for qualified alumni to serve as ELCs! If you’re looking for a fun way to give back to the Fraternity, travel the United States, and gain great professional experience, this program is for you! For more details, or to apply, contact Associate Director of Chapter Services Tyler Havens (havens@dsp.org or 513-523-1907 x221).



EDITOR’S NOTE: A special thanks to Stacy Heyderhoff for writing this article. Stacy worked on *The Deltasig* staff for seven years and has unique knowledge about the ELC role because she is married to former ELC (2003-2004), Shawn Heyderhoff, Iowa State. They live in Batavia, Ohio with their three children Charlotte, Caroline and Austin. Shawn’s current role is corporate finance special projects/modernization at Kroger, and he serves on *Deltasig*’s Finance Committee.



Beta Eta Chapter—University of Florida
Winner of the 1932 Chapter Efficiency Contest



90 Years of Managing Chapter Efficiency

BY **HEATHER TROYER**, SENIOR
DIRECTOR OF MEMBER ENGAGEMENT

The program that many Deltasigs fondly refer to as CEI or CMP is celebrating a milestone anniversary this year—90 years. This program that actually began as a contest for chapters has evolved and changed over the years to better meet the needs of our chapters, volunteer leaders and the Fraternity as a whole.

On August 29, 1931, Brother H. G. Wright proposed the Chapter Efficiency Contest to the Grand Council. It was created as a way for the National Fraternity to evaluate collegiate chapters by having chapters report activities,

while ensuring quality recordkeeping and correspondence with the National Fraternity. After a long discussion, this contest was “adopted and put into immediate effect”.

The original Chapter Efficiency Contest (CEC) stimulated friendly competition between the chapters (57 at the time) by providing a “means by which one chapter may compare its effectiveness and efficiency with another chapter”. The contest was divided into four 25,000 point divisions (Scholarship, Finances, Membership, and Chapter Initiative and Administration), outlining all the major activities of the chapter and established a value for each for a grand total of 100,000 points.

This Chapter Efficiency Contest proved so successful the first year that it was put in place permanently. From the start, changes were made to the rules and regulations governing the contest, “planned with the object in mind of improving the contest as much as possible.” For example, early on a professional activities category was added and the point division changed from 25,000 to 20,000 points each.

Over 30 years later, in March 1965, GP Joe Hefner directed a study of the Chapter Efficiency Contest. M. John Marko presented this report at the August 1965 Grand Council meeting stating “The title Chapter Efficiency Contest no longer seems appropriate.

Chapter Efficiency Contest Rules and Regulations

The period of the 1931-1932 Chapter Efficiency Contest for all chapters of Delta Sigma Pi will date from August 1, 1931, to June 30, 1932, both dates inclusive. In establishing the conditions for this Chapter Efficiency Contest, every effort has been made to make them as equitable as possible for all chapters. Every chapter of Delta Sigma Pi should endeavor to obtain a satisfactory number of points; a low rating indicates inefficient internal chapter conditions.

A: Scholarship

- A-1. Scholarship—Chapter.** To every chapter making a scholastic average equal to or above the all-men average, 3000 points per semester, or 2000 points per quarter. Maximum, 6000 points per college year.
- A-2. Scholarship—Chapter.** Points will be awarded to each chapter ranking first, second, third, or being in the top quarter, scholastically, of all professional and general fraternities on their campus. For ranking first, 2250 points per semester; 1500 points per quarter. For ranking second, 1500 points per semester; 1000 points per quarter. For ranking third 750 points per semester; 500 points per quarter. For being in top quarter, 450 points per semester; 300 points per quarter.
- A-3. Scholarship—Delta Sigma Pi Scholarship Key.** For a member of the chapter winning the Delta Sigma Pi Scholarship Key offered that year, 1500 points.
- A-4. Election to Honorary Fraternities.** To every chapter for each undergraduate member of their chapter elected to Φ B K, B P Z, λ M A, or to any other honorary fraternity society, in the absence of these three, 1000 points. Points will be awarded for the year of election only; not subsequent years.
- A-5. Individual Scholarship.** To every chapter for each member of their chapter making a scholastic record equal to the all-men average of your university, 150 points per member per semester, or 100 points per member per quarter.

B: Membership

- B-1. Initiating Quota of Members.** To every chapter for initiating their quota of members for the fiscal year as agreed upon with The Central Office, 7500 points.
- B-2. Initiations.** To every chapter for each initiation held during the year (maximum, 2), 1000 points.
- B-3. Badge Order.** To every chapter placing and paying for badge order in advance, each initiation (maximum, 2), 1000 points.
- B-4. Ritual Memorization.** For having ritual satisfactorily memorized, each initiation (maximum, 2), 1000 points.
- B-5. Early Pledging.** To every chapter pledging 80 per cent of their annual quota for the year within sixty days after pledging is permitted, 1000 points.
- B-6. Initiates.** To every chapter for each undergraduate member initiated during the college year, 500 points.
- B-7. Size of Chapter.** To every chapter maintaining a minimum active undergraduate membership of no less than 15 members at all times, 1000 points for the year.

C: Finances

- C-1. Undergraduate Chapter Dues.** To every chapter for the prompt payment of undergraduate dues of \$4 per member per semester, the following points will be awarded according to the months in which the remittance is forwarded to The Central Office: For payment of first semester dues in October, 5000 points; November, 3000 points; December, 1000 points; January, 500 points; For payment of second semester dues in February, 3000 points; March, 3000 points; April, 1000 points; May, 500 points.
- C-2. Initiation Fees.** To every chapter for the prompt payment in full of initiation fees of their entire class of initiates within five days after initiation, 2500 points.
- C-3. Accounts Receivable.** To every chapter having no accounts receivable or notes receivable at the close of the college year, 5000 points.
- C-4. Accounts Payable.** To every chapter having no accounts payable or notes payable at the close of the college year, 2500 points.

- C-5. Certificates of Demit.** To every chapter for each certificate of demit properly filed during the year and approved by The Central Office, 250 points.
- C-6. Chapter Financial Report.** To every chapter for the filing of the chapter financial statement (Form B) for the first semester by February 28, 1000 points.
- C-7. Chapter Financial Report.** To every chapter for the filing of the chapter financial statement (Form B) for the second semester by June 30, 1000 points.
- C-8. Annual Audit.** To every chapter having an annual audit of the standard accounting system of their chapter made and a copy of the audit filed with The Central Office by June 30, 2500 points.

D: Chapter Initiative and Administration

- D-1. Chapter Budget.** For filing a properly completed chapter budget for the year with The Central Office before November 30, 1000 points.
- D-2. Professional Program.** To every chapter submitting an outline of the proposed professional program of their chapter for the year before December 20, 1000 points. Extra points: Best program submitted, 2000 points; second best program, 1500 points; third best program, 1000 points.
- D-3. Chapter By-Laws.** To every chapter keeping a copy of the current chapter by-laws of their chapter on file with The Central Office, 1000 points. All amendments must be submitted promptly for the necessary approval.
- D-4. Attendance at Business Meetings.** To every chapter for each regular business meeting held with a minimum attendance of 75 per cent of their undergraduate members, 250 points. (Maximum points, 4000)
- D-5. Founders' Day.** To every chapter appropriately celebrating Founders' Day, November 7, 1000 points.
- D-6. Chapter Anniversary.** To every chapter appropriately celebrating its anniversary of installation, 500 points.
- D-7. Pledge Training Course.** To the five chapters submitting a typewritten outline of their pledge training course, which in the opinion of The Central Office is one of the five best in use by the chapters, 1000 points each.
- D-8. Chapter Quarters.** To every chapter maintaining owned or leased chapter quarters, 1000 points per year; 500 points per semester.
- D-9. Professional Meetings.** To every chapter for each professional meeting held under the auspices of the chapter, 500 points. (Maximum, 4000 points.)
- D-10. Alumni Mailing List.** To every chapter for keeping the mailing list of their alumni in The Central Office up to date, 1500 points.
- D-11. Chapter News Letter.** To every chapter for the publication of a chapter news letter, and mailing it to all their alumni, such letter to appear at least twice yearly, 1000 points. Extra points: Best letter published, 3000 points; second best letter, 1500 points; third best letter, 1000 points. Such factors as frequency and regularity of issue, attractiveness of publication, editorial content, etc., will be considered in awarding these extra points.
- D-12. The *Deltaisig*.** To every chapter for the forwarding of their chapter letter on time for publication in *The Deltaisig*, 1500 points per issue. To every chapter for furnishing a halftone of their chapter group for publication, 1000 points. To every chapter for furnishing a photograph of their Head Master for publication, 500 points. To every chapter for each photograph sent in to The Central Office, accepted, and published in *The Deltaisig*, 100 points. To every chapter for furnishing special writeups for *The Deltaisig* on any subject matter of special articles, accepted and published by the editor, 250 points and up.
- D-13. Special Awards.** To every chapter for the conduct of professional activity of unusual or timely merit, programs of business research, industrial tours, social activity, etc., on recommendation of the chapter adviser, 250 to 3000 points will be awarded.

The records of this Chapter Efficiency Contest will be maintained in The Central Office of Delta Sigma Pi in Chicago. The responsibility of reporting to The Central Office the points they are entitled to rests entirely with each chapter. This contest will close June 30, 1932, and all costing reports, records, and papers must be mailed to The Central Office by that date.

H. G. WRIGHT
Grand Secretary-Treasurer

title of the category “chapter initiative and administration” to two separate categories: “chapter management” and “general activities”.

After another 30 years, a Chapter Efficiency Review Committee was created in the 1990s. The Task Force, chaired by Alison Solotoroff, *Drake (IA)*, focused on better adapting CEI to the widespread availability of computers and the developing internet. It also sought to reorganize the existing program that recognized chapter efforts in performing activities that were either core or supplemental to chapter operations. The program comprised of six divisions and the total number of adjusted points a chapter could earn was still 100,000. Chapters achieving 100,000 points during an academic year were recognized as Honor Roll chapters.

This CEI “edition”, however, remained complex and required considerable effort from chapters and Central Office staff because chapters had different academic schedules, submitted requests for points using different formats, and chose different combinations of criteria. Overall, the program was an exceptional guide for chapter operations, but minimized productivity by Central Office staff, National leaders, and chapters themselves. Therefore, a new task force was created which recommended yet another CEI to the National Board of Directors in February 2001.

The new CEI became more of a standards program where chapters would be required to submit all items—a requirement-based program instead of merit-based. The task force felt that many of the items collected before were difficult to obtain, collected but not used, already recorded by the Central Office, or superfluous to a core standards program. This new version of CEI was fully web-based as the World Wide Web was now constantly accessible to students and alumni. The expectation

While the spirit of competition between chapters should be minimized, it would be most advantageous that a stronger emphasis be directed toward a need to intensify efforts in the area of measuring, evaluating and controlling results... Shifting this activity’s point of concentration from a contest to an evaluation procedure should stimulate greater interest and stronger initiative to perform. Also, the term ‘contest’ tends to introduce the idea that a chapter has a

choice of participating or not participating. The suggested title change would emphasize ‘must’ instead of ‘may’ participate.” At that meeting, the name of the Chapter Efficiency Contest was changed to the Chapter Efficiency Index (CEI). Although this does not seem like such a major change, it changed the way brothers viewed Chapter Efficiency. Additional changes over the next few years included the addition of service activities and revising the

First published rules of the Chapter Efficiency Contest from the April 1932 Official Bulletin

of all collegiate chapters with this CEI version was 100 points (for the first time it was not 100,000). Reaching 100 points demonstrated the chapter met all fundamental business requirements for successful operations and conducted and reported a sufficient number of member development programs. Chapters that did obtain 100 points (and excelled beyond base expectations) could apply for the Honor Roll award—the recognition was no longer automatically given to chapters reaching that level.

After numerous improvements to the revamped “100 point” CEI program had been recommended, a complete review of the program was deemed appropriate. In August 2006, a new CEI Task Force was created by GP Mitch Simmons to review and make recommendations on the effectiveness of the CEI program in maintaining minimum standards at chapters. The 2008 task force, chaired by current National Organizational Development Chair Lisa Brown, surveyed chapters to help gauge collegiate members’ thoughts about the current CEI and evaluated point systems and managing tools used by other fraternities and sororities for ideas for our revised program. This extensive research and collaboration resulted in the “Chapter Management Program”.

On July 1, 2009, the Chapter Management Program (CMP) replaced the Chapter Efficiency Index (CEI). The program is divided into three achievement levels—the first, Accredited Chapter, is very similar to our most recent version of CEI. Instead of points though, the program is based on completion of items—the chapter’s “value” is therefore the percentage of items completed so chapters can be compared historically. The chapter’s management report is also color-coded (for Accredited Chapter level only) to help show the “health” of the chapter and highlight areas for improvement to chapters, national leaders, and Central Office staff.

For the first time since World War II, the program was suspended in 2020 due to COVID-19. In March 2020, the Board of Directors suspended tiered recognition levels for the 2019–2020 Chapter Management Program year due to campus restrictions limiting chapters ability to complete required activities and to allow members to focus on remote studies and to minimize stress. Additional adjustments were made for the 2020–2021 year, lowering requirements in many cases to offer flexibility to chapters.

It’s hard to say what’s next for one of our oldest programs, but I am sure it will help members, chapters, national leaders, faculty and Central Office staff better evaluate our chapters—and it will have an acronym. ▲

CEI TIMELINE

CHAPTER EFFICIENCY CONTEST (1931-1965)

- Stimulated friendly competition by allowing chapters to compare their “effectiveness and efficiency” against others.
- Outlined major activities of the chapter and established a value for each.
- Four 25,000 point divisions (Scholarship, Finances, Membership, and Chapter Initiative and Administration) for a grand total of 100,000 points. A Professional Activities category was later added and the point division changed from 25,000 to 20,000 points each.

CHAPTER EFFICIENCY INDEX (1965-1996)

- Shifted to an evaluation program (also implying it is not an optional program).
- Still a 100,000 point program.
- Additional changes included the addition of service activities and revising the title of the category “chapter initiative and administration” to two separate categories: “chapter management” and “general activities”.

CHAPTER EFFICIENCY INDEX - VERSION 2 (1996-2002)

- Adapted to the widespread availability of computers and the developing internet.
- Six divisions (strategic plan and officer transition, strategic planning operations, financial management, chapter records, initiation planning and reporting, and chapter recognition and general activities).
- Chapters achieving 100,000 points during an academic year were recognized as Honor Roll chapters.

Chapter Efficiency Index - Version 3 (2002-2009)

- Became requirement-based program instead of merit-based where chapters would be required to submit all items. The expectation of every chapter was 100 points, demonstrating the chapter met all fundamental business requirements for successful operations and conducted a sufficient number of member development programs.
- Fully web-based, with 11 sections representing basic operational requirements for collegiate chapters during each fiscal year (recruitment, membership, finances, professional and service programs, and leadership development).

CHAPTER MANAGEMENT PROGRAM (2009-NOW)

- Three achievement levels. The first, Accredited Chapter, requires all chapters to complete 100% of this level with at least 95% of its submissions approved. If all requirements for the first level are completed, the chapter may try to achieve the second level, Chapter of Recognition, and then the third, Chapter of Excellence. Additional optional requirements in levels two and three are similar to those in the previous honor roll award application and older versions of CEI.
- No longer based on points, but instead on completion of items.
- Chapters reaching a level (accredited, recognition, or excellence) are automatically recognized for their accomplishments.



“A Brother is a Brother for Life”

BY SHANNON MARIE BERRY,
EAST TENNESSEE STATE

I have been a Deltasig for almost 25 years. As a pledge, I heard statements like, “A brother is a brother for life” and “You get out of it what you put into it.” Frankly, I thought Delta Sigma Pi was something that happened on the campus at East Tennessee State University, until just after initiation, when I went to my first national event in Charlotte, North Carolina. I cannot recall all the people I met at that event, but my view of Delta Sigma Pi became much larger than myself and the Delta Xi Chapter.

Throughout the years, my participation has waxed and waned based on my life situation. I stepped away from any official roles, responsibilities, or alumni chapter memberships when I went to seminary in Delaware, Ohio in 2008 until just

recently after the fall 2020 Virtual LEAD School. My role as a clergy person makes weekend events an interesting juggle, but after being incognito for a while, I have been ready to return to the fold. As I return, I find I am greeted with open arms. A brother is definitely a brother for life, if you choose to put into it what you want to get out of it.

RMH-Our Other Home

As much as I like to reminisce about this organization I love, I want to share with you the experience of my family as we have been recipients of the care and love provided by Ronald McDonald House Charities (RMHC) organization. However, our familiarity with RMHC started long before we ever had a need.

Through my membership in Junior League and our Sunday School class, my husband, Jason, also *East Tennessee State*, and I had numerous opportunities to provide meals to the families of our local RMH in Johnson City, Tennessee. During these times, we never did more

than just make a part of the meal and deliver it to RMH. Yes, we were aware of the reasons the families were there. But for us, *they* were the ones in need and *we* provided for the need. And that remained true until 2015.

Jason and I are the parents of two spectacular children, Jay and Shelley. Both of them spent most of their early years in and around Delta Sigma Pi. Shelley went to her first LEAD Provincial Conference in Birmingham, Alabama in 2006, weeks before her diagnosis with a seizure disorder. During the time of Shelley’s first health crisis, we were fortunate to live close enough to adequate healthcare. Travel was never an issue. At the age of three, she was no longer in need of continual care from neurology.

As Shelley turned 10, we took her for a routine eye exam and learned she had pediatric intracranial idiopathic hypertension (IIH). Unfortunately, we lived in an area where this occurrence in children is very rare and the closest specialty clinic to treat her was hours

away in Columbus, Ohio. For any parent who has dealt with a circumstance where their child becomes a “Colorful Zebra” (a term Shelley coined) in an area where doctors care for horses and cows, you understand the need to find the best care in the best location for your child.

Our traveling from East Tennessee to Columbus, Ohio and Nationwide Children’s Hospital’s IIH clinic was going to cost money we did not have. At that point in time, we became the ones in need and they provided that need. They were Ronald McDonald House of Columbus.

Every trip took place following worship on a Sunday morning. We would load up our van for the three-day or week-long trip, travel 350 miles, and arrive at almost 9:00 p.m., only to get up for appointments early the next day. On our first visit, we arrived to the most hospitable situation one could experience after a long day. They talked to Shelley directly, invited her to find a toy, and gave her a bag with a blanket, coloring book, and other fun items. RMH-Columbus suggests a \$25/night donation as a family could afford, but it would never be required.

During our stay, fresh fruit and a treat would be available in the kitchen/dining room. Dinner was always provided at night and on weekends, and breakfast and lunch would often be available as well. The goal would be to have all meals donated to help keep costs down and nourishment available for families.

RMH-Columbus would schedule fun moments for families and patients, if they were not admitted. One example is “Fun with Fran” (you can find her page on Facebook). Fran would volunteer her time and materials to help the children and families make banners. We would pray Shelley would feel good enough for time with Fran.

As we would depart, RMHC would provide Shelley with a treat. One of our favorite offerings were boxes of leftover Girl Scout cookies that were donated to RMH. Shelley was happy to choose a box. As we would leave, we knew we would be back again, and RMH would be there to greet us. And they did, those checking us in would comment on Shelley’s hair cut or outfit and catch up. They were part of our extended family in our other home.* ▲

**Our travels to RMHC subsided in 2018. Shelley has finally landed in “Shelley normal,” and we are very happy with that.*

DELTASIG AND RONALD MCDONALD HOUSE CHARITIES ... and how you can help us collect a million pop tabs!



Delta Sigma Pi recognizes Ronald McDonald House Charities (RMHC) as its national service initiative, to support the mission of service to families affected by major illness.

With locations around the world – **including 337 Ronald McDonald Houses, 202 Family Rooms and 52 Care Mobiles** – chapters can find a way to positively impact the organization likely within their community, or a nearby one. Chapters have positively impacted RMHC by: cooking meals for families staying at the houses, coordinating yard work and maintenance for the grounds, collecting and donating pop tabs, donating food and toys and raising money to donate.

Recently, we announced a new #DSPServes #RMHC initiative – Collect-A-Million Pop Tabs! Between now and the 2021 Grand Chapter Congress, we need your help collecting a million pop tabs (equal to 1,000 lbs.) and donating them to your local Ronald McDonald House. Report your donations by emailing communityservice@dsp.org. Donations will be tracked by province and the province that collects the most will be celebrated!

Being an active member of Delta Sigma Pi means choosing to think of others before ourselves. Caring for others is often where we find our best personal development. So, how else can you care for RMHC?

- 1. Collect Pop Tabs:** Your donation of pop tabs helps to financially offset the cost of care of families and upkeep of facilities.
- 2. Make a Meal:** Making and taking a meal to your local RMH is very helpful for families staying in The House. The last thing families need to think about at the end of a long day of appointments and procedures is, “What are we going to have for dinner?” Until it is safe to serve meals to families in person, many RMHs are accepting donations for food or delivery from restaurants. (Check with your local House.)
- 3. Offer to Volunteer:** Check with your local RMH for further details.
- 4. Donate:** Money is always helpful for any RMH. It is used to keep up facilities and offset the cost of care for families.

Learn more at dsp.org/rmhc.



Brother Dan Mandoli, National Honorary Initiate empowering courage, growth, and service

BY BETH LOSIK, BAKER (KS)

Daniel Mandoli was initiated as a national honorary brother of Delta Sigma Pi in January 2020 in St. Louis during the second Presidents' Academy. Brother Mandoli received his undergraduate degree from the University of Michigan with majors in accounting and organizational psychology. Dan will tell you he worked three jobs through college to pay for his own education. He did graduate studies in computer science at Syracuse University. His schooling shaped the direction of his interests and his career.

Now Brother Mandoli is a transformational health care executive specializing in pharmacy services with over 24 years of experience and a "reputation for building strong teams, transforming organizations, and delivering exceptional business results." He has spent the last five years transforming a pharmacy operations team from silo-centered

goals to enterprise and patient-focused, delivering ratings in member experience and home delivery pharmacy.

Cordant

In October 2020 Brother Mandoli became the new pharmacy services president for Cordant Health Solutions®. Cordant is a leader in providing innovative tools for monitoring patients in behavioral health programs.

"The opioid epidemic has been devastating to families, communities and those who have loved ones with this disease," said Mandoli. "Cordant has a unique and differentiated model that combines lab, pharmacy and analytics to deliver actionable data to clinicians. While other organizations focus on one portion of this model, we bring all three together to support those who need it most and help addiction treatment patients reclaim their lives."

He's living in St. Louis and working virtually like many of us. He started at Cordant with four pharmacies and has grown it to eight in the first year with a goal of 14 by next summer. "We are excited to have Dan join Cordant," said Sue Sommer, Cordant's CEO and president. "Cordant is committed to customer satisfaction and supporting patients affected by substance use disorder. Dan's expertise in agile business integration will further our goals of bringing evidence-based solutions to more communities."

Express Scripts

Previously Brother Mandoli worked for Express Scripts for 24 years. He navigated a rapidly growing company and was involved in the growth of mail-order pharmacy concentrating on customer experience. He also led Express Scripts' home delivery

Dan Mandoli was initiated as our 2020 National Honorary Initiate during the 2020 Presidents' Academy. From left: LF Chair and PGP Randy Hultz, GP Tricia Smith, Mandoli and PGP Onuka Ibe.

operations and customer service, ranked No. 1 for home delivery pharmacy and member services.

He started by running analytics within the sales organization and eventually worked his way up to GM/COO of the largest specialty pharmacy and home delivery pharmacy in the country, where he focused on customer retention, employee engagement, and improved quality and accuracy.

For five years he hosted 20-25 interns each year. He purposefully targeted business, industrial engineering, and analytic students. While they each had their own separate mentors, they were on Dan's team. The students were put on team projects already in progress that directly impacted Dan's initiatives and goals to provide better customer options for mail order prescriptions. Since it was practical experience on real projects, Dan boasts his success rate for his interns with a 98% offer rate from Express Scripts.

Community Service

Brother Mandoli has supported educational programs throughout his career. He has been an active supporter of the Logos School, Arch Grants and the United Way. Brother Mandoli has worked with College Bound-St. Louis for over 10 years and has been on their Board of Directors for four years. Mandoli believes education is the key to any transformation, "The statistics are overwhelming... there is a significant difference."

College Bound is an organization that is empowering students from disadvantaged backgrounds to achieve bachelor's degrees and successful



careers. Their multi-year commitments begin when the students are in high school and continue through college and graduation, helping with job applications, interviewing and more. It's the hands-on direct impact that appeals to Mandoli.

Getting Involved with DSP – Presidents' Academy

In addition to his professional career, Delta Sigma Pi noticed Mandoli's work with high school and college students. He has spoken at the University of Michigan and Washington University in St. Louis and looks forward to future opportunities to speak at more schools and reaching out to our Delta Sigma Pi chapters (once the pandemic dissipates).

At the 2020 Presidents' Academy, Dan was able to speak directly to our collegiate brothers. He encouraged them in his keynote to find mentors, to continue asking questions, to keep learning, and to volunteer for the hardest projects. "Your career is often formed based on how you fix problems. There is a lot of pressure from the business world, but you learn as you go. It takes a lot of courage but stepping up in a crisis will get you recognized."

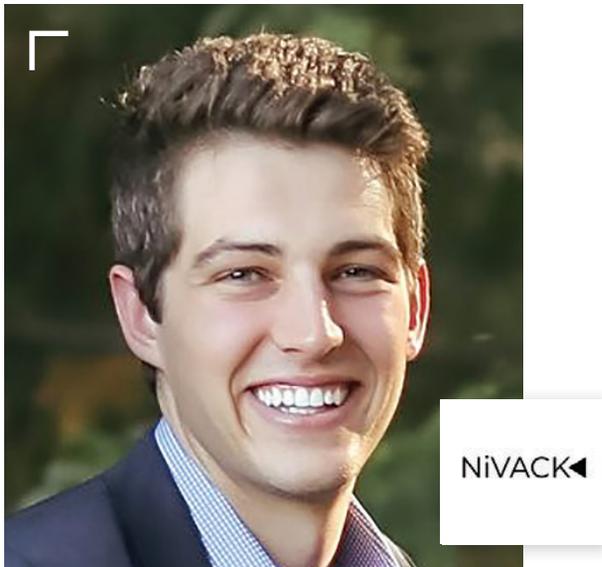
He encouraged them to stick to their principles, start with the end in mind, find coaches who will give honest feedback and outline what being a true leader means. Mandoli feels strongly about fostering others growth,

providing good role models, and sharing experiences and applicable resources. He encourages everyone to "ask an insatiable number of questions" and to "keep asking why." Rewarding past behaviors often creates resistance to change. "But you have to keep moving forward because that's how change happens."

While Dan Mandoli worked hard to pay for all his own schooling and to make the most of his education, he has also found it important to return what he learned to other students needing additional support to better succeed. He places importance on growth, change, courage, and service to others.

While proud of his work and accomplishments, Brother Mandoli is more proud of his family. He has been married for over 25 years and has two kids. The oldest recently graduated from college and is currently involved with Teach for America, teaching eighth grade math in inner-city Dallas. His youngest is preparing to graduate high school, runs cross-country, and is excited for her first year of college. Service runs in the family, but he'll give all the credit to his wife.

Brother Mandoli is optimistic to volunteer more with Delta Sigma Pi. "It's important to continually develop your networking community." We also look forward to building our relationship with this dynamic business leader. ▲



Gunn Co-founds Procurement Consulting Group

Charles Gunn, *San Diego*, is co-founder of The NiVACK Group, a highly experienced executive advisory firm that specializes in maximizing the value of companies' procurement functions.

With a Bachelor of Accountancy from the University of San Diego, and a CPA, Gunn began The NiVACK Group in 2019 with his father Nick (former Chief Procurement Officer at Hewlett Packard & Hewlett Packard Enterprise).

Brother Gunn is officially the co-founder, though his responsibilities vary from IT and marketing, hiring/onboarding, legal licensing and registrations, and of course financial duties. Since its founding, The NiVACK Group has worked with clients across the U.S. whose revenues range from \$10M all the way up to \$10B.

Charles recently took part in a Q&A for the magazine – discussing Deltasig, his professional career and advice for upcoming graduates.

Q: What did you learn from your time as a collegiate brother in Lambda Pi Chapter that you've taken into your professional career?

A: I'm extremely grateful for my time in Delta Sigma Pi! I joined the chapter at the end of my junior year. At this point, thanks to

aggressive recruitment within the public accounting industry, I already had a job lined up, so I was more excited about the opportunity to help younger brothers start their careers right. This period also came after somewhat of a rough chapter in my life, so I was excited for the opportunity to make new friends! The most valuable lesson I learned is that you have to build a strong professional network if you want to succeed.

Q: How did your previous experience prepare you for co-founding a company?

A: Following graduation, I began my career in public accounting at PricewaterhouseCoopers (PwC), where I worked in the Assurance practice in San Diego. They say working at a Big Four firm for a couple of years is equivalent to getting an MBA and a few extra years of work experience. I would be inclined to agree with that! Before I left PwC, I was able to earn my CPA designation, providing instant credibility. Being a young founder, I expected to be negatively assessed by prospective clients due to my perceived lack of experience. Thankfully, having a CPA attached to my name has proven really valuable.

Q: How did The NiVACK Group begin?

A: I started The NiVACK Group with my father in 2019. At the time, we were both ready for a new challenge. He was running procurement at a Fortune 10 company and had been receiving calls nearly every week about positions at other companies. We both recognized we didn't want to relive our corporate experiences; we wanted something new. So when the next company reached out to my dad about a job opportunity, he offered his consulting services free of charge.

The pro bono work was a market test for our services and we came to the conclusion that we could make it work. At this point, I was extremely excited. Ever since I can remember, I've had an unbelievable appetite for entrepreneurship. Initially the company was just my dad and I, but since inception, we've added team members and served clients across a variety of industries including technology, food, consumer products, healthcare, government, utilities and banking.

Q: What services are offered by the company?

A: We're a procurement-focused executive advisory firm so we really specialize in all things procurement. One way to think about procurement is this: a company buys goods and services, then it transforms those things in some way before selling different goods and services. Procurement is the group within a company that's responsible for buying all of those inputs. We help companies buy things better by analyzing and managing

spend, strengthening supplier relationships, establishing or improving supplier diversity programs and more.

Q: What career advice have you been given that has stuck with you?

A: Someone once told me that a company does not have feelings and it does not care for you. This sounds harsh, but it's the truth. To many corporations, employees are considered resources, and they are managed in a way that maximizes their contribution with disregard for the feelings of the individual employee. Some companies, including ours, go to great lengths to ensure employees feel valued, but it's a tough thing to do.

This advice reminds me to focus on making the best of my life every single day and not get carried away with the pressures and stresses of running a business. For readers, I hope this advice reminds you not to invest too much of yourself into a company that doesn't value you the same way. Or, at the very least, I hope it helps you realize that there's more to life than work.

Q: What motto do you live by?

A: I really like the idea that you get to make a lot of choices in life. You can choose to be happy; you can choose to be kind; you can choose to be optimistic. The key thing for me is that you shouldn't just sit around and wait for the external factors to influence you; you should choose things for yourself. ▲

Deltasig Creates Easy, Go-to Sweater for Work and Life

A love of adventure, friendship, and the desire for durable and comfortable clothing are behind the creation of new sweater brand, Oliver Charles.

INTERVIEW BY **NICK RIZZI**, ROCKY MOUNTAIN RVP

WRITTEN BY **MEGAN ALLEN**, COMMUNICATIONS SPECIALIST

The Interview

When we heard Jack Paley, *North Carolina-Chapel Hill*, had co-founded a company that creates “an easy, go-to sweater for work and life,” we knew we had to learn more about his company, Oliver Charles, and its products!

To our excitement, Rocky Mountain RVP Nick Rizzi connected with Paley through a video call, where the two discussed the brand's beginnings, the product itself and of course, Deltasig. (*Watch the interview at [youtube.com/dspco](https://www.youtube.com/dspco).*)

The Product

During the exciting and informative interview (where Paley sported a soft, comfortable-looking sweater), Jack begins with an introduction of the product itself – the Oliver Charles sweater. “We tried to find two things we were excited about both in the material and the production space to create these sweaters,” says Jack.

The material? The soft, durable underbelly fibers of high elevation yak (khullu). Known for being odor-resistant, breathable, insulating (yak naturally weather temperatures below -40 degrees Fahrenheit), soft, durable and biodegradable – seemingly everything one would want in a sweater – the sweaters are available in fits for both men and women.

And the production? Jack and his friend and company co-founder Slater McLean are utilizing a modern and efficient technology, 3-D knitting, meaning the sweater is manufactured without seams, making it more durable and flattering than standard “cut and sew” products. Before launching the product, both Paley and McLean took countless hours of lessons from an instructor on hand-weaving to be confident and knowledgeable about the decisions they made regarding the production of their sweaters.



Starting Oliver Charles

While the company, founded in early 2020, might be brand new, the friendship behind it spans nearly 20 years. Brother Paley and co-founder McLean go back to eight years old, sharing the love of outdoor adventuring that has stood the test of time. The two, living in the San Francisco Bay Area, enjoy hiking and camping, particularly in Big Sur. Putting their clothing to the test on every adventure, the two realized it should be versatile, comfortable, and ready to withstand all of life’s adventures – from a boardroom to backpacking. After the idea sparked to create a “one for all” sweater (and a ton of Googling, Paley admits), Oliver Charles was born.

“One takeaway bigger than any is that for me, it has been finding someone you love to work with, who brings a different skillset to the table, and is just as passionate about what you’re working on, who is in a similar stage of life, and feels similarly to you about going after an idea and building it.”

As this article is written in the final days of 2020, the company is nearing completion of its Indiegogo campaign – a place where early adopters and innovators can find lively, imaginative products before they become mainstream. The company began with a pre-order of the sweaters, and as of December 1, 2020 had raised over \$50,000, with an estimated shipping date of February, 2021.

life since his initiation into Alpha Lambda at North Carolina-Chapel Hill in 2014. “I’m originally from Colorado. UNC doesn’t have a ton of out-of-state students, so when I went there, I didn’t have an immediate community, and I felt kind of lost and wanting to be a part of something. Delta Sigma Pi was the opportunity to do that.” For Paley, the Fraternity was a great opportunity to meet people from all walks of life who were interested in business, which he boils down to “we’re interested in new things and how things work in an economic perspective. I was interested in those topics, so it was a match made in heaven. I’m still in touch with a ton of my brothers. The community aspect of it has been, and still is, amazing for me.”

When asked by Rizzi what advice he would give to a fellow Deltasig following their dreams, Brother Paley said, “One takeaway bigger than any is that for me, it has been finding someone you love to work with, who brings a different skillset to the table, and is just as passionate about what you’re working on, who is in a similar stage of life, and feels similarly to you about going after an idea and building it.”

It can’t help but be pointed out – the Fraternity is a great place to find those people! And we hope you have. ▲

The Feeling

Ever hear of “encloded cognition?” It’s described well at oliver-charles.com, “Whether it’s tied to nostalgia, aspiration, or introspection, the clothes we wear have a profound impact on our wellbeing.”

According to the company, the relationship with your clothes is personal, and what you wear can impact how you feel. In the interview, Paley and Rizzi discussed how the shift to work from home life has brought forth the heightened need for both comfort and professional style.

Brother Paley’s Deltasig Experience

For Jack, Delta Sigma Pi has remained a part of his



Home is Where the Flamingos Are

San Diego State Brother takes a difficult turn of events, and transforms them into a profitable business, delivering smiles and hope.

WRITTEN BY **MEGAN ALLEN**,
COMMUNICATIONS SPECIALIST



Dominique Surabian, *San Diego State*, was preparing for her internship in wealth management with Wells Fargo when COVID-19 began wreaking havoc. What started as excitement to build upon her experience with Merrill Lynch the prior year, turned to uncertainty after the internship was unable to be completed virtually, due to the privacy concerns in wealth management.

With classes at San Diego State going virtual, her lacrosse season over and moving back home to Simi Valley (40 miles from downtown Los Angeles), Dominique was faced with not only trying to make up for valuable internship experience she would be missing, but paying for her apartment in San Diego three hours away.

“I didn’t want this time to be something that went to waste,” says Dominique. “I knew I was going to miss out on key business educational experience, and at the same time I wanted to bring back joy.”

Enter flocking.

“Flocking in the traditional sense is placing a large quantity of plastic lawn flamingos on somebody’s lawn before they’re awake,” says Surabian. A tradition passed down each year at her high school, students turned the prank into a fundraiser, with the ability to buy “flocking insurance.” Surabian, with the help of her family, re-branded the tradition not only as a celebration, but a profitable business venture as well – starting Let’s Get Flocking.

First beginning with pink flamingos, Let’s Get Flocking offered an affordable opportunity for people to cheer up a friend or family member with a creative lawn display. However, it became apparent how much the community loved the service, and in a matter of six months, \$500 worth of

inventory grew to \$10,000, with custom sign-making, floral and baked good options as well.

Offering lawn flockings seven days a week, averaging three to five houses per day, it’s safe to say business is booming. It takes Dominique and her family approximately four hours each day to complete the flockings.

Recently, Let’s Get Flocking has been exploring franchising arrangements, with interest stemming all the way to Texas and even Rhode Island. “Initially it was something to pay rent and bring happiness,” she says. “What it ended up being is an idea that has become so widely accepted, and people are wanting to open branches. The response of the community has allowed its potential to grow into something big.”

Not only does Dominique take classes full-time virtually, work part-time, maintain her spot on the lacrosse team, and lead the Iota Pi Chapter as president, she manages everything at Let’s Get Flocking from custom sign-making, social media, all management of the company’s finances, coding and analytics, supply chain management, business relationships management, marketing and graphic design. There is no avenue of business it seems she hasn’t touched. And what began as an uncertain time for her continued professional experience outside of the classroom, turned into an incredible learning opportunity. “There are jobs that you can love, that don’t feel like work,” says Dominique.

This dynamic brother has some great advice for fellow collegians with a lot on their plates. “You have to find the ability to pivot. It’s about realizing when change is coming, and proactively trying to better your experience. It’s so important to keep going and make something out of nothing.” For more information, visit letsgetflocking.com. ▲

POWER OF PARTNERSHIPS

BY **CHUCK BROWN**, SAN DIEGO

When combining two great things, the combination can result in a partnership stronger than the originals. Woody and Buzz, peanut butter and chocolate, Scooby and Shaggy and popcorn and butter are all examples of a long list of partnerships that work together to create a superior result. As evident, there is power in partnerships and their resulting benefits.

This power also exists between Delta Sigma Pi and its many corporate partners. For decades, the national Fraternity and our chapters have established partnerships with local, national and international corporations and organizations so students can gain experience before venturing out into the proverbial “real world.” And just like any strong relationship, the benefits of this collaboration are not one-sided.

Intellectual Capital

For participating companies, partnering with Delta Sigma Pi provides access to a wealth of intellectual capital. Students bring fresh perspectives to the corporations they work with, and this outsider’s view helps uncover solutions to sticky business problems. Working closely with students allows companies to find and recruit new talent from a pool of educated and experienced professionals.

Delta Sigma Pi offers corporate partners the opportunity to interact with business students looking for internships or post-graduation employment. However, what makes the Fraternity stand out to potential partners is its 285,000 members with approximately 6,000 new members each year being added to chapters spread across 40 states.

Corporate partnerships provide companies with access to a pool of top talent that can be targeted according to specific interests and preferences.

In 2019, brothers from Cal Poly-Pomona, Loyola-Marymount (CA) and Cal State-Fullerton visited the Enterprise Holdings Southern California Headquarters. This half-day workshop allowed brothers to learn about job and internship opportunities, network and discuss professional topics.

“We’ve been partnering with Delta Sigma Pi for over 15 years and are continually impressed with the quality of the students they send to our programs,” said Mary Stankus, director of recruitment for The Fund for American Studies.



In addition, Delta Sigma Pi has thousands of members serving as leaders in professional, governmental, and civic roles around the world. This offers corporate partners access to influential leaders with resources and connections that can promote products and services, as well as provide opportunities to connect with and hire driven, high-achieving business students and alumni.

Earning a Halo

While the business objective of a partnership is to reach a specific target audience, corporations obtain the added benefit of earning a “halo” for supporting a good cause. The favorability sponsorship delivers can give a business a competitive edge.

“Our corporate partnership with Delta Sigma Pi has given us the opportunity to give back to our community and our local schools that we hire directly from in Southern California. We were so impressed with the students that came to the open house and we look forward to continuing our relationship with them!” said Kim Martin, talent acquisition manager at Enterprise Holdings.



Benefits of Partnership

Companies that partner with Delta Sigma Pi also have the benefit of being allowed to interact with students they may not normally encounter. In working with these targeted students, a company receives additional benefits beyond the basic productivity from assigned work.

Examples include:

- An opportunity to get to know and work with students outside the classroom
- The reward of watching a group of students grow and develop individual skills and talents
- The opportunity to informally share knowledge on relevant topics and impart real world business lessons
- The feeling of satisfaction and accomplishment through making a special contribution to a group of students
- The opportunity to help guide students into their development as civically engaged adults

Attraction of Delta Sigma Pi

The attraction of corporate partners to Delta Sigma Pi is that its members have outstanding potential as future leaders who abide by the highest of moral standards and ethical values. In addition to being civic minded and leaders in their respective communities, Delta Sigma Pi members have a variety of soft skills of high business value — taking initiative, planning and executing projects, being team players and communicating effectively.

“We've found brothers to be very engaging, well-versed with business acumen and prepared. We have also enjoyed conducting educational sessions, which allow us to pass on our knowledge to students on how to best be prepared to enter their job search with confidence. These students have maximized their collegiate careers by holding leadership positions in a variety of extracurricular activities, while at the same time staying focused on academics. Deltasigs show they can prioritize and balance their heavy workload and schedules, while still making time for community service — values alliantgroup emphasizes in our company culture,” said Kim Allen, director of talent for alliantgroup.



Top to bottom: Diane Arthur with Delta Sigma Pi partner IES Abroad engaged with Minneapolis LEAD School attendees and answered questions about their programs abroad that help Deltasigs create a network and gain hands-on experience in their field of study. GEICO has been a longtime partner of Delta Sigma Pi. At the 2017 Grand Chapter Congress in New Orleans, the GEICO Gecko joined Lauren Boyda and Abigail Peters, both Kent State (OH), at the Grand President's Dance.



Partnerships for the Win

While it could be argued that combining two great things doesn't always result in something better (some might argue the partnership of pineapple and pizza), it is obvious that corporate partnerships are a win-win and work-work. Both for the Fraternity and the company, success depends on the two working together to ensure each other's achievements. That is why Delta Sigma Pi approaches each partnership as a joint venture, working with each partner to create a customized program to meet the needs of the individual company. What works for one partner is not always going to work for the next.

Fraternity Executive Director Bill Schilling, summarized this idea when he said, “Delta Sigma Pi recognizes the importance of having deep, meaningful and mutually beneficial relationships with our corporate partners. Our members want to learn and obtain business experience, an opportunity our corporate partners can provide.” At the same time, partnering with Delta Sigma Pi provides companies an opportunity to showcase their employer brand to potential talent and highlight their industry expertise. “It really is a win-win,” added Schilling. ▲

To learn more about how your company can partner with Delta Sigma Pi, visit dsp.org/becomeapartner.

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



1 \ OKLAHOMA brothers and pledges socialized at Wheeler Park in Oklahoma City in October.

2 \ RENO SIERRA NEVADA hosted its first ever Founders' Day Marathon Weekend! During the weekend, there was a screening of the Virtual Central Office Open House by **CINCINNATI ALUMNI** and a DJ Trivia Hour hosted by Arnel Balcita, *Penn State-Erie*. The event involved the virtual singing of "The Rose of Deltasig," followed by several speeches of what it means to be a Deltasig.

3 \ BALL STATE brothers paired with New York Life and Together We Rise to help package superhero boxes for children in foster care. Brothers colored pillowcases and boxes and then filled the boxes with different items and toys including a cape, mask, power cuffs, and bracelet so the child can look like heroes. The boxes help children in foster feel S.U.P.E.R. (Self-Assured, Uplifted, Proud, Empowered, & Resilient)!

4 \ TWIN CITIES (MN) hosted a combined in-person/virtual event to celebrate Founders' Day. Brothers who felt comfortable gathered at Rock Bottom Brewery for a socially-distanced dinner, before using the restaurant's AV system to connect with brothers from across the country virtually!



5 \ WESTERN MICHIGAN brothers helped with the launch of Peach Bubbly, a new product of the business college's wine brand, Bronconess. All of the marketing, sales, brand strategy, and distribution for the company is done by students, with profit going directly to a scholarship fund for other business students. The chapter members involved include (clockwise from top left): Quinlan Lewis, Trent Aukerman, Devon Kelly and Ross Lewalski.

6 ** Western chapters hosted a Virtual Bingo Night, with the following alumni chapters in attendance: **LOS ANGELES, ORANGE COUNTY, PHOENIX, DENVER, SAN FRANCISCO, SEATTLE and **SACRAMENTO**. The chapters sold the virtual bingo cards, raising \$1,400 for Toys for Tots.

7 \ TWIN CITIES (MN), DES MOINES/ CENTRAL IOWA, CHICAGO, LINCOLN/ GREATER NEBRASKA and **SAN FRANCISCO** members spent five days together in Napa Valley, taking precautions to stay safe while supporting the local economy that has been impacted by the pandemic and significant wildfires. The group visited several wineries and enjoyed brotherhood that spans many years of membership!



HUNTERS FOR THE HUNGRY



8

8 \ TEXAS A&M-CORPUS CHRISTI

alumni Robert McCormick volunteered with Hunters for the Hungry, preparing deer meat to be packaged for the San Antonio Food Bank to benefit families in the area for the holiday season.

9 \ WISCONSIN-MADISON

received a \$25,000 donation from the parents of late Deltasig Charlie Burton, who passed away in December of 2019 following an eight-year battle with Ewing's Sarcoma. Despite dealing with ongoing cancer treatments throughout his time in college, Charlie was an honor roll student and highly involved in the chapter. According to his parents, Mike and Carrie, "This past year we have been trying our best to find meaning in Charlie's death in a number of ways, including by financially supporting organizations such as Delta Sigma Pi that he enjoyed being involved with. Our support of Delta Sigma Pi helps keep his memory alive."



9

NOT PICTURED

FLORIDA SOUTHERN volunteered at their local Ronald McDonald House Charities, donating money for meal deliveries to the house. The chapter emphasized the importance of being able to support the Fraternity's national service initiative, while also making a difference in their community.

GEORGE WASHINGTON held "Games for Humanity" – a fundraising event that lasted two hours and consisted of fun games, raffles, and ended in a live auction. The chapter raised \$1,275 for Community of Hope DC, Capital Area Food Bank, and Camp Kessem.



Supporting a More Diverse, Equitable and Inclusive Brotherhood

BY TYLER WASH, LF EXECUTIVE VICE PRESIDENT

As is happening at successful companies and organizations everywhere, Delta Sigma Pi is looking at organizational operations and practices through refocused eyes. Recent world events have highlighted the need to accelerate action with respect to Diversity, Equity and Inclusion (DEI).

In an effort to be a full partner with the Fraternity in this effort, the Foundation launched the Diversity, Equity and Inclusion Education Fund. The purpose of this Fund is to support educational efforts, programs and initiatives directly related to DEI. Unlike a traditional endowment fund, the DEI Education Fund is set up as an immediate use fund similar to Chapter Leadership Funds and the Presidents' Academy Fund. Therefore, as soon as donations are made to the Fund, grants can be made to the Fraternity.

The Foundation made its first DEI Education Grant to the Fraternity to financially support the Fraternity's leadership role with the Professional Fraternity Association's (PFA) collaborative DEI efforts. Focused on implicit bias training and using a professionally developed, fraternity-centric video and the Harvard Implicit Association Test, this collaborative effort allows all professional and honor fraternities to combine resources to work with professional DEI experts and DEI-focused consultants. The initial phase of this ongoing

DIVERSITY, EQUITY & INCLUSION EDUCATION FUND

program is just the first step in creating a professional DEI educational experience for Deltasigs – collegians, alumni, volunteers, staff and board leadership.

The Fraternity continues to focus on how to best engage experts to prioritize efforts and how to best engage members in this work, while assessing opportunities for improvement and designing the path forward. Accelerated efforts will ensure that Delta Sigma Pi continues to make short- and long-term advances.

As business leaders, Deltasigs are also thought leaders and philanthropic leaders. The Diversity, Equity and Inclusion Fund will continue to provide ongoing DEI education funding to the Fraternity that will build business leaders who understand and practice intercultural awareness thereby strengthening Delta Sigma Pi and the business world.

Donations can be made to the Diversity, Equity and Inclusion Fund at dsp.org/donate. Updated information about Delta Sigma Pi's ongoing DEI efforts can be found at dsp.org/diversity. ▲

|| KUDOS ||

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

ACHIEVEMENTS

Barry Brick, Albany (NY), is the owner of Brick CFO Solutions in Jupiter, Fla.

Joe Holt, Angelo State (TX), is a lighting specialist at EAG-LED Global Lighting in Sugar Land, Texas.

Carolyn Alig, Arizona, is the owner/recruiter at Collaboration Recruitment in Carmel, Ind.

Lea Marquez Peterson, Arizona, was elected statewide (Arizona) to the Arizona Corporation Commission after having been appointed by the Governor in 2019. She is the first Latina to serve in a statewide public role in the state's history.

Dustin Paschal, Auburn (AL), is senior assurance associate at Tidwell Group in Johns Creek, Ga.

Alison Tobin, Binghamton (NY), is a project accountant at White Construction Group in Denver.

Tionna Van Gundy, Bowling Green State (OH), is the founder and CEO of Fueled Events & Wedicity in Chicago.

Rebecca Wilson, Bowling Green State (OH), is in marketing business development at Eaton Family Credit Union in Euclid, Ohio.

Stephen Ropfogel, Cal Poly-Pomona, has been elected to serve as president of the board of directors for the Specialty Advertising Association of California (SAAC). Brother Ropfogel is a promotional product professional at HALO Branded Solutions in Glendale, Calif.

Adrian Leung, Cal State-Chico, retired as a fire fighter for the City of Chico Fire Department. He lives in Stanwood, Wash.

James Morgan, Cal State-Chico, retired as professor of business Law, department chair, associate dean from the College of Business at California State University Chico. He lives in Chico, Calif.

Robert Perez, Cal State-Sacramento, is the ambassador for Texas at the United States Army Reserve in San Antonio, Texas.

Byron Harrell, Central Florida, is a general manager at Massey Services in Orange Park, Fla.

Hannah Baker, Central Missouri, is a store manager at Sherwin Williams in Mission, Kan.

Dennis Harden, Central Missouri, is a bureau chief, career and technical education at the Iowa Department of Education in Des Moines, Iowa.

Kimberly Lovings, Colorado-Boulder, is the finance & administrative director at Learning Tree Farm in Dayton, Ohio.

Daniel Creese, Drake (IA), is a continuous improvement senior consultant for Allstate in Boston.

Lena Ransler, Denver, is avdata analyst at Fast Enterprises in Englewood, Colo.

Rachel Rademacher, Eckerd (FL), is a marketing strategist at Hook & Blade in Tampa, Fla.

Ronald Joppie, Ferris State (MI), retired as store manager at Talsma Furniture. He lives in Grand Rapids, Mich.

Cheyne Jubin, Florida Atlantic, is a recruiter at Barton Associates in West Palm Beach, Fla.

Byron Donalds, Florida State, was elected to represent Florida's 19th congressional district in the US House of Representatives. He lives in Naples, Fla.

Robert Idzi, Georgetown (DC), retired as president of Daybreak Venture. He lives in Dallas.

Harry Abrams, Illinois, is the president of ATA Sales in Dallas.

Jasmine Braggs, Illinois, is a senior human resources assistant at Amazon in Hebron, Ky.

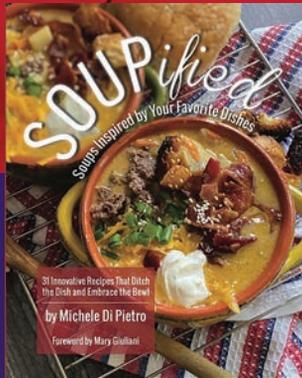
Anson Yeganegi, Illinois State, is a senior global strategic account manager of Qualcomm at TDK InvenSense in San Marcos, Calif.

Edwin Gerot, Iowa, retired as director of logistics at FATS. He lives in Kennesaw, Ga.

Wayne Whitney, Kansas, retired as a financial advisor at Ameriprise Financial Services, Inc. He lives in Lawrence, Kan.

Alim Stickney, La Salle (PA), is a senior billing specialist at Lessard Design, Inc. in Vienna, Va.

Agata Piatek, Lewis (IL), is a procurement financial analyst at KraftHeinz in Chicago.



Raymond Beatty, Louisiana State, retired as chief financial officer at The LDS Group. He lives in Prairieville, La.

Alisiah Muhammad, Louisiana Tech, is a teacher at Arlington Independent School District in Arlington, Texas.

Louis LaGiglia, Loyola-Chicago, retired as VP/CFO at Mid-Continent Minerals Corp. He lives in Silt, Colo.

Stephen Turpin, Loyola-New Orleans, is the owner of Stephen J. Turpin and Associates, LLC in Cumming, Ga.

Joe Albert, Miami-Florida, is the CEO at Eli H. Albert Agency Inc. in Scranton, Pa.

Eddie Stephens, Miami-Florida, has been appointed director of legal education at Center for Child Counseling in West Palm Beach, Fla.

James Dennis, Mississippi State, retired as director of provider contract co. at Blue Cross & Blue Shield. He lives in Brandon, Miss.

Curtis Blackman, New Mexico, retired as vice president of finance and administrator at CCM, Inc. He lives in Albuquerque, N.M.

Ruben Johnston, Nevada-Las Vegas, retired as CDCET at Union Pacific Railroad. He lives in Honolulu.

Christopher Sundberg, North Texas, is an MBA candidate at the University of Texas in Austin.

Dawn Valasek, North Texas, is a registered nurse case manager at Encompass Health in Dallas.

Randy Fiser, Northern Arizona, is the executive director/CEO of AGU in Washington D.C.

Ashley Hoogerwerf, Northern Illinois, is a realtor at Keller Williams Pacific Estates in Long Beach, Calif.

You've Been SOUPified!

Deltasig transforms comfort food favorites into a whimsical collection of soup recipes

Michele Di Pietro, *Georgetown (DC)*, recently released her first cookbook – *SOUPified* – a whimsical and fun collection of soup recipes.

Brother Di Pietro is an entrepreneur, chef, culinary consultant, food writer, blogger and creator of *Mangia With Michele*, the expression of her lifelong passion for Italian ingredients, foods, recipes, culture and traditions.

SOUPified was inspired by recipe favorites, like: eggplant parm, chicken marsala, lasagna, shrimp scampi, philly cheesesteak and more! These classic dishes have been transformed into spoonable, bowl form, while still holding true to their core spirit. She describes the recipes as “comfort food at its finest – hearty compilations of flavor, color and texture, many of which are meals in and of themselves.”

Michele began her career as a certified public accountant at a top New York City firm, but eventually found her true calling as she worked and traveled in Europe, experiencing some of the world’s finest cuisines. She left the financial world for the professional kitchen and discovered her knowledge of numbers and CPA skills came in handy for recipe development and culinary project management. She attended The Restaurant School at Walnut Hill, and is now an award-winning food professional, and the founder of *It’s All About The Food*, where she consults on culinary strategy and menu development for an eclectic lineup of food businesses.

SOUPified is available for purchase on Amazon, and you can follow Michele at @mangiawithmichele or sign up for her mailing list at mangiawithmichele.com.



2018 Career Achievement Recipient a Top 25 Influencer on Meetings Industry

Elliott Ferguson, *Savannah State (GA)*, Deltasig’s 2018 Career Achievement Award recipient, is making headlines again, being recognized by Northstar Meetings Group in its Meetings Industry Top 25 Influencers listing.

The 2020 Top 25 were selected for leading by example, focusing on the bigger picture within the industry, taking swift action and plotting a course for recovery amid COVID-19, and bettering the meetings industry as a whole.

Brother Ferguson, the President and CEO of Destination DC, was praised for becoming a leading voice calling for open discussions on racism in the meetings industry. According to the publication, Ferguson is working with Black leaders to hold organizations accountable for diversity, including setting measurable goals with Black-owned businesses and recruiting from historically Black colleges.

As Chair of the U.S. Travel Association, he has held panel discussions and videos such as Destination DC’s recent “5 Questions About Race” video – helping colleagues become more comfortable about having uncomfortable conversations.

Elliott recently shared a video with Deltasigs regarding diversity, equity and inclusion along with information about the hospitality industry during the COVID pandemic and the importance of staying involved and building relationships. Watch the video at dsp.org/diversity. He was also the keynote speaker for our 2021 Spring Virtual LEAD, presenting on the topic Leading through Challenging Times.

Read More about Ferguson! If you would like to read more about Elliott, we encourage you to check out our feature on him as our 2018 Career Achievement Award honoree in the July 2019 Deltasig! Not only can you read his incredible accomplishments – this well-traveled Deltasig shares some of his favorite destinations – besides DC, of course! You can access all past issues at dsp.org/thedeltasig.



Dean Rosko, Northern Illinois, is a financial advisor at Equitable Advisors in Clearwater, Fla.

James Rapp, Ohio State, retired as managing director at Dumasa Global. He lives in Medina, Ohio.

Anuva Banik, Oklahoma, is an ESL compliance aide at Ft. Bend School District in Richmond, Texas.

Mark Woytowich, Penn State-State College, is the vice president for international at New Pig Corporation in Tipton, Pa.

Brian Shaffer, Purdue (IN), is a tax accountant at Crowe in Indianapolis.

Ralph Kreitzman, Rider (NJ), is the executive director of Nassau County Village Officials Association in Great Neck, N.Y.

Richard Young, Rider (NJ), co-edited Intermodal Maritime Security: Supply Chain Risk Mitigation with Gary Gordon. He lives in Lancaster, Pa.

Rachael Ostertag, Southern Illinois-Edwardsville, is talent acquisition specialist-wireless at Dish Network in Littleton, Colo.

LaSasha Taylor, Southern Illinois-Edwardsville, is a financial advisor at Lakeshore Financial Group in South Holland, Ill.

John Longino, St. Joseph's (PA), is the chief financial officer at Great Outdoor Cottages, LLC in Conshohocken, Pa.

William Walker, Tennessee, retired as controller/materials manager at Viskase Corp. He lives in Knoxville, Tenn.

David Norwood, Texas-Austin, retired as a Texas longhorn breeder at R3 Hilltop Ranch. He lives in Waco, Texas.

Charles Merrill, Texas A&M-Commerce, is an emeritus professor of psychology at Sonoma State University in Rohnert Park, Calif.

Ben Yackell, Texas-San Antonio, is a financial advisor at Edward Jones in La Porte, Texas.

Polly Miller, Virginia Commonwealth, is a senior underwriter at EMC Insurance in Richmond, Va.

John Royall, Virginia Commonwealth, is the chairman/CEO of St. Mary's Tall Ship Alliance, Inc. in Saint Marys, Ga.

Thomas Wilkerson, Virginia Tech, retired as assistant direct manager-maintenance at Delaware Transit Corp. He lives in Dover, Del.

Cecil Little, Wake Forest (NC), retired as the president at Triad Holding Co. He lives in Jamestown, N.C.

Nada Aboraya, West Virginia, is an associate at KPMG in Pittsburgh.

Christine Baranowski, Western Michigan, is the chief human resources officer at SBM Management in Lake Oswego, Ore.

Donald Yale, Western State (CO), retired as controller at Ready Mixed Concrete Company. He lives in Lakewood, Colo.

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

Dustin Paschal, Auburn (AL), and Taylor Powell on October 24. They live in Alpharetta, Ga.

Jonathan Lee, Bentley (MA), and Elizabeth Lockett, **Massachusetts-Amherst**, on August 28. They live in Watertown, Mass.

Rebecca Schmucker, Bowling Green State (OH), and Tyler Wilson on October 10. They live in Lakewood, Ohio.

Hannah Baker, Central Missouri, and Christopher Daniels on September 19. They live in Kansas City, Mo.

Tia Arnold, Colorado-Boulder, and Peter Hynes on September 21. They live in Denver.

Rocky Mountain RVP Nicolas Rizzi, Denver, and Victoria De La Torre on October 10. They live in Parker, Colo.

Walter Roberts, Indiana State, and Patricia on December 30, 2019. They live in DeBary, Fla.

Kate Rodhe, Kent State (OH), and Benjamin Weaver on October 17. They live in Kent, Ohio.

Gulf South RVP Megan LeBouef, McNeese State (LA), and Raul Samano on November 21. They live in Westlake, La.



Hagins Recognized for Consumer Protection

In December 2020, Calvin Hagins, *South Florida-Tampa*, received the Bureau of Consumer Financial Protection's Highest Honor – the Leadership Excellence Director's Mission Achievement Award. Sixteen leaders and 179 team members across 29 teams were nominated, submitted and reviewed by a joint committee of representatives.

Brother Hagins is the deputy assistant director for originations-mortgage, automobile, student and credit card lending at the Consumer Financial Protection Bureau, a position he has held since 2012. He came to the Bureau with over 30 years of experience in federal supervision related to risk management practices and processes, compliance management systems, fair lending and general consumer protection issues.

Leadership Excellence recipients supervised one or more team members and provided colleagues with an environment where everyone can do their best work, develop and grow their own talents, and feel a sense of belonging; inspired and motivated people and teams; communicated with transparency, clarity and purpose; led with integrity; embraced a diversity of perspectives and modeled inclusivity; and emphasized coaching and development.

Nicolas Caretta, Minnesota, and Raquel Halfen on September 5. They live in Saint Paul, Minn.

Alejandro Duque and Julia Dean, both **Ohio State**, on September 5. They live in Brecksville, Ohio.

Central Gulf RVP Holly Vernon, Troy (AL), and Erik Tucker on November 13. They live in Prattville, Ala.

Gains

Lacie and Sean Thornton, Albion (MI), on August 21 - Eamon. They live in Buchanan, Mich.

Jenna, Bellarmine (KY) and Billy Markowitz, Ohio Dominican, on September 3 - Cameron. They live in Louisville, Ky.

Lisa and Jeff Winther, Grand Valley State (MI), on October 7 - Aria. They live in Holland, Mich.

Ellie Godwin, Nebraska-Omaha, and Jake on October 30 - Rory. They live in Omaha, Neb.

Larissa and Christopher Mehlfelder, New Jersey, on July 8 - Zachary. They live in Chester, N.J.

National Community Service Chair Jessica Boucher, New Mexico State, and Brandon on September 10 - Connor. They live in Alexandria, Va.

Sasha Katch, Twin Cities (MN), and Adam, Iowa State, on September 26 - Bridget. They live in Lakeville, Minn.

Jillian Holtzer, Valparaiso (IN), and Robert Rieske, on October 22 - Colin. They live in Highland, Ind.

Thomas Haliburton, Western Kentucky, and James on October 26 - Henry. They live in Haslet, Texas.

|| AWARDS ||



LF Trustee Emeritus Jeff Berlat (left) and Gulf Western RVP Gilbert Landras (right) presented **KEITH KELLEY, Houston,** with his Golden Helmet Award in October. Brother Kelley is a founding member of Eta Psi Chapter and continues to be active with the Space City Houston Alumni Chapter. Beyond Delta Sigma Pi, Kelley also supports the University of Houston and the Houston Livestock Show & Rodeo. Professionally, Kelley is the South Central Account Executive at SharkPro.



Los Angeles Alumni and Rho Upsilon recognized **WHITNEY MASSEY, Radford (VA),** with the 10 Year Alumni Service Award. Over the past ten years, Whitney has served in various roles spanning three regions in two different provinces and earned the title of National District Director of the Year in 2016. Pictured: Whitney's biological brother, Ronnie Massey, Radford (VA), presents her with the certificate.

|| LOSSES ||

Buffalo (NY)

Keith Stolzenburg (September 4)

Cal State-Long Beach

Nathaniel Carlson (October 13)

Cal State-Sacramento

Eugene Crowder (April 9)

Cincinnati

Albert Werner (November 29)

Drake (IA)

Lewis Workman (March 22, 2020)

Florida Atlantic

Jeannette Hobby (October 11)

Florida Southern

James Easterling (October 15)

Florida State

Robert Hicks (October 22)

Michael Mallardi (August 17)

Illinois

Jack Simpson (December 7)

Louisiana State

Nathan Knox (July 4)

Miami-Ohio

Dennis Shamp (February 14)

Missouri-Columbia

Stuart Katz (November 23)

Nebraska-Lincoln

John Fifer (October 1)

Quentin Lorenz (November 14)

Nebraska-Omaha

Herbert Sklenar (July 23)

North Carolina-Chapel Hill

Robert Spencer (April 1, 2019)

Oklahoma State

Sterling Carberry (March 28)

Rider (NJ)

Geoffrey Collis (October 2)

Rutgers-Newark (NJ)

Walter Zuraski (July 7)

Southern Methodist (TX)

Timothy Gover (December 3)

Robert Sunderland (August 21)

Southern Mississippi

William Bounds (October 15)

Texas A&M-College Station

Victoria Walker (August 30)

West Alabama

Glen Bridges (August 14)

Wisconsin-Madison

Thomas Kreklow (October 31)

Watson Woodruff (July 30)

Remembering Tim Gover

On December 3, 2020, the Fraternity lost one of its special brothers. Timothy D. Gover, *Southern Methodist*, passed away at the age of 82.

Fraternally, Brother Gover’s involvement earned him both his Silver and Golden Helmets, and the 2015 Lifetime Achievement Award. Tim was a Golden Council member, a Leadership Foundation lifelong donor (earning the Benefactor level of cumulative giving), and served on a handful of Fraternity and Foundation task forces and committees. His involvement benefitted countless collegians, as he served as a District Director and Chapter Advisor for years – earning the Chapter Advisor of the Year Award in 1982 for his support of Epsilon Omega Chapter, which he helped charter at Eastern Illinois in 1963.

Brother Gover’s professional life was equally as inspiring, working as a finance professor at Eastern Illinois for 32 years and as a director of First Federal Savings and Loan in Mattoon, Ill. for 35 years. Gover joined the Charleston Rotary Club in 1981 and served as President, and Governor of Rotary District 6490. In 2009, he was elected to the Mattoon City Council, and later named Mayor, being re-elected in 2013 and 2017 without opposition.

Tim was part of a family legacy within Delta Sigma Pi – his son, Ed, *Illinois-Urbana*, brother Rob, *Eastern Illinois*, and cousin Tim, *Eastern Illinois*. His late wife, Marilyn, and daughter-in-law Bonnie, were Pink Poodles having attended Grand Chapter Congress with him. Tim’s granddaughter Lainey, *Baylor*, was also initiated in 2013, making her the third generation of the Gover family to be affiliated with Delta Sigma Pi.

Brother Gover’s wisdom, experience, humor and example will be sorely missed.





DELTA SIGMA PI

330 South Campus Avenue
Oxford, OH 45056
(513) 523-1907
www.dsp.org

CHANGE SERVICE REQUESTED

THE DELTASIG TURNS 110 YEARS OLD!

Before New Mexico was a state, before Martin Luther King Jr. was born, before Cleveland won its first World Series... there was *The Deltasig*!

In 1911 a chapter newsletter began to be published “every other week” and was simply titled *DELTASIG*. This newsletter got a name change in 1912 to *THE DELTYSIG* and was beginning to be published in a more professional style. Later the name would be changed to *The Deltasig*, which is the name we know today for our national magazine. To think of how many stories, changes and milestones we’ve celebrated within these pages!

We are proud to house most past issues of the magazine on our website, with a built-in search function, at dsp.org/thedeltasig.

