

THE **Deltasig**

Re-Discovering our *Purpose*

15

Celebrate 110 years of
Delta Sigma Pi's Purpose!

➔ Brothers in
Hospitality

➔ Our new
National
Service
Initiative



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On the Cover: This year marks 110 years of Deltasig's Purpose! Read more on page 15.



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



PARTNER UPDATES



Delta Sigma Pi has partnered with SuitShop to offer affordable, size- and gender-inclusive suiting to members. Made for everybody and every occasion, SuitShop offers the first and only coordinating collection for men, women, nonbinary individuals, and kids. Complete with quality to love, sizing made simple, and caring customer service, SuitShop delivers the ultimate suiting experience to get you looking and feeling your best.

COMING SOON:

FALL LEAD EVENT DATES

We're currently finalizing program dates for members! Go to dsp.org/events for all up-to-date info!



UPCOMING EVENTS

For more details, please visit dsp.org/events.

2025

August 6-10

2025 Grand Chapter Congress – Palm Springs (CA)

November 7

Founders' Day

2026

January 16-18

Presidents' Academy – St. Louis

January 30-

February 1

North Central LEAD Provincial Conference & Council Meeting – Cincinnati

February 20-22

Northeastern LEAD Provincial Conference & Council Meeting – Providence (RI)

February 27-29

South Central LEAD Provincial Conference & Council Meeting – San Antonio

March 6-8

Western LEAD Provincial Conference & Council Meeting – Long Beach (CA)

March 13-15

Southern LEAD Provincial Conference & Council Meeting – Virginia Beach (VA)

April 25

Alumni Day

The Deltasig Experience

Since I've started at Delta Sigma Pi as Director of Development for the Leadership Foundation, many of you have shown me why a Deltasig experience truly matters. It matters in education, personal growth, business success, service to others, career achievement, and lifelong friendships. I'm grateful for the time you've taken to share your stories and I'm anxious to hear more as I continue my outreach.

My career journey in both the public and private sector has kept me close to the world of philanthropy and fundraising campaigns. More than ever, I appreciate the power of generosity. I've seen how philanthropy can occupy such an important space in our organizations. It inspires, empowers, creates opportunity, and cultivates excellence. Every gift, be it an annual gift or a planned gift, enriches all aspects of the Deltasig experience that you cherish. I've been hearing how your decision to "give back" is often a reflection of your personal experiences and circumstances. For example, how you first interacted with your college campus, how it opened your eyes to a national network of support, how you enjoyed and embraced leadership opportunities presented to you, how you were driven to volunteer and mentor, or how you continue to enjoy lasting relationships.

The more conversations I have, the more I learn about the significant impact our community has on the personal and professional success

of our members. Every story is unique but the common threads of brotherhood, mutual understanding, and support for each other are very evident. Visit page 20 to read examples of why members continue to give generously in support of the Fraternity's mission.

Many of you have spoken passionately about the career and educational benefits you gain as a member. You've emphasized the value of having convenient access to specialized expertise, skill development, and a network of top performing professionals. As a community, we're incredibly proud of the breadth of accomplishments from our Deltasigs. For example, in this issue we highlight our brothers in the hospitality industry on page 5.

In our conversations, you've shared a common sentiment that you not only joined a professional business fraternity, but you also gained an extended family. Relationships will always be the core of our fraternal community and the businesses where our Deltasigs thrive. On page 18, we highlight just a few examples of how members enjoy these relationships by participating in clubs and interest groups.

In October of 2024, I attended my first national event, the Kalamazoo LEAD School. I've enjoyed hearing many of you recount personal experiences from your first national event. The memorable people, educational programming, collaborations, networking and more. I encourage all of



you to experience an upcoming event with other Deltasigs, whether collegiate or alumni. View page 26 for a recap on the 2024 LEAD Schools and Summits. We're also very excited for the 2025 Grand Chapter Congress in Palm Springs. See page 24 for an early look at the schedule for the biggest Fraternity event of the year!

Whether you're attending a Deltasig national event, starting a club with brothers, or engaging in some form of volunteer leadership, there are many ways to continue enjoying and experiencing our Delta Sigma Pi community. Every act of volunteerism and philanthropy is truly making a difference in our mission to support individual and professional excellence for our members, and for that we thank you all!

Fraternally,

A handwritten signature in dark ink, appearing to read "Joe Kantor". The signature is fluid and cursive, with a large initial "J" and "K".

Joe Kantor
Director of Development,
Leadership Foundation



BROTHERS TELL ALL

The Warm Welcome of the Hospitality Industry

BY ABBEY SCHNEIDER

When it comes to the hospitality space, the phrase a “warm welcome,” is often echoed in meetings and interactions when speaking about customer experience. A “warm welcome” often stands for the first impression a client or guest feels when working with a company or interacting with a product. User experience is one of, if not, the most important part of hospitality. The ever-expanding industry is a part of our lives in many ways, like through travel, food, tourism, events and much more. All these categories share one common goal: the most important result is to provide expectational service to guests. As always, Deltasigs fill many unique roles across professional fields, and the hospitality industry is no different. Each profile on the following pages shows the accomplishments and hard work of the brothers who provide a warm welcome to all aspects of their career journey. Read on to learn about the commitment and expertise of these remarkable professionals.

[SAVANNAH STATE (GA)]

ELLIOTT FERGUSON

PRESIDENT AND CEO – DESTINATION DC, WASHINGTON

What is Destination DC? Destination DC (DDC) is the official destination marketing organization for Washington, D.C. We are responsible for driving economic development in the city by increasing all types of travel. My day-to-day varies a lot and includes representing our organization at tradeshow and through speaking opportunities, meeting with customers and reiterating the importance of our industry with local elected officials. I oversee the marketing and sales efforts for our organization of 100+ full-time staff members, along with interns and apprentices.

What are the most rewarding aspects of working in the industry?

The people I get to interact with every day, from customers and stakeholders to our team, are the most rewarding aspects of this industry. I am very proud of the amazing team I have assembled at Destination DC. They all focus on our mission every day with integrity, mutual respect and admiration for each other. The hardest part of my job is managing people but I'm lucky to have a world class team that truly has my back even through all the professional and personal obstacles.



What inspired you to pursue a career in the hospitality industry?

Like many people, I originally associated working in the hospitality industry with being paid a low wage—which is an association I try to change through my work with interns, apprentices and Destination DC's nonprofit called the American Experience Foundation (AEF). AEF focuses on introducing D.C. high school students to the variety of career paths in our industry.

What is the biggest hurdle you've faced? When I was younger in my career, I faced challenges due to race and age and others dictating my success. Now, I trust my gut and

am open about the challenges that people of color face in our industry, which is still not diverse enough at the highest levels. I've learned to take more professional risks and have confidence in my abilities.

Can you share any memorable moments from your time in the industry? I feel so proud any time I receive a message from a former intern, apprentice or associate that references the positive impact DDC had on their career and how we positioned them for success. Our industry is about connections with people, and I make that a priority. I make a point of going through the office daily and check-in with each

associate, talking shop or talking about whatever they want.

Another moment I am proud of is a video we made following the death of George Floyd and the overwhelming response nationwide. Specifically, seven of my colleagues from different destination marketing organizations across the country came together to encourage an open dialogue about race and racism in the tourism industry. Our video specifically positioned leaders and employees to be more purposeful regarding diversity, equity and inclusion and the importance of sharing your feelings in the work environment. That is contrary to what we were taught early in our careers. I am particularly proud of how some of us were able to leverage our respective chairmanships at U.S. Travel Association, Destinations International and Meeting Professionals International to amplify the message. ▲



[NORTHERN ARIZONA]

NICOLE NEVIN

**EVENT MANAGER – CASINO DEL SOL
RESORT & SPA, TUCSON, ARIZ.**

What does your day-to-day look like?

I coordinate arrangements for group meetings either in person or through subordinates ensuring a seamless and flawless execution. I balance between delivering hospitality and service to promote profits. In addition to that, I consult with representatives of each client group or organization to plan details such as the number of people expected, diagrams to ensure the client's vision is accurate and work with them on their food service schedule. I work with multiple departments each day including facilities, banquets, culinary, hotel reservations and others to ensure the event is perfect.

What are the most rewarding aspects of working in the hospitality industry?

I love seeing the reactions on the client's face when they arrive to see a room set-up for them or to see the event take off without an error and know that everything I worked hard on came to life and is happening flawlessly. I have had a few clients walk into a room and begin to cry after seeing all the work come together—and that is why I do what I do.

What's the most important quality to have in the hospitality industry?

I believe the best quality to have is patience. Patience is needed when working on the client's end if they are new to planning events and it is also needed when working with other departments. I think another great quality is flexibility. Our industry is

ever-changing and being able to be flexible and work with new trends is extremely important.

Do you have any success stories? I had a client who changed her theme last minute and decided to have one big birthday party for a large group. She gave the team a budget and shared some photos of what she wanted, and the rest was supposed to be a surprise. We transformed a standard ballroom section into one big circus-themed birthday party with balloons, stilt walkers, cotton candy/lemonade vendors, henna artists—you name it. When she walked in with her husband, she was speechless, and she started tearing up. She was blown away and we blew her expectations out of the water. Seeing her expression and how emotional she got was worth all the hard work and I can't wait to do it all over again.

What advice do you have for members who want to work in your industry?

Start from the bottom and work your way up. If you are interested in the event side, get a part-time job as a banquet server or a setup team so you can experience all sides of the event industry. I also suggest getting involved in a local chapter of NACE (National Association for Catering and Events) or MPI (Meeting Professionals International) and volunteer. There is no better way to learn than to be hands-on with local professionals to teach you all the tricks in the industry. ▲



[NORTHERN ILLINOIS]

REBECCA CLARK

**DIRECTOR OF
SALES – AIMBRIDGE
HOSPITALITY,
SCHAUMBURG, ILL.**

What does your day-to-day look like? Typically, I arrive in the morning and speak with the business travelers before they leave for work, looking for new accounts to be targeted. After the morning rush, I will run the financials for the month to see where we are in comparison to our budget and run a meeting with the team to update them. The rest of the day I focus on account management, responding to leads, and prospecting for new business in the area. Every day can look different than the one before and I love that.

What inspired you to pursue a career in the hospitality industry?

I really liked the idea of being around a team each day. I truly enjoy selling to people who are excited about buying and being the one to help them.

What are the most rewarding aspects of your role? My favorite part about working in hospitality is making people's dream events or meetings come to life. It's rewarding to hear how they envision their meeting or event to go and then exceed their expectations when they arrive at the hotel. I love working

with my team. The housekeepers at my hotel are so full of life and happiness; not a day goes by that I do not get to dance, smile or share a laugh with them.

What's the most important quality to have in the hospitality industry?

Flexibility for sure. There are a lot of last-minute changes and obstacles that get thrown at you and you have to figure out how to navigate without causing any hiccups.

What is the biggest hurdle you've faced in your career? The pandemic took one of the largest tolls on the hospitality industry. We had to let go of a lot of great talent due to the lack of business we were able to book. We had to find new, creative ways to get people together. We took new photos of socially distanced meetings and added new technology to be able to handle hybrid meetings.

What advice do you have for members interested in hospitality? Find a mentor in the industry and reach out to them. There are so many different roles and hotels that job responsibilities can vary quite a bit. Hospitality is a very fun industry to work in but the cliché "work hard, play hard" applies. Working in customer service is not for the weak, but the reward is worth it!

How has Delta Sigma Pi helped you? I have been in the hospitality industry since I graduated from college and the professionalism and interviewing skills I gained in Delta Sigma Pi really made me stand out from other college students. ▲

HUNTER WEBER

**RESPONSIBLE
SOURCING SPECIALIST
– UNITED AIRLINES,
CHICAGO**

What inspired you to pursue a career in the hospitality industry?

Airlines are an interesting industry, especially global airlines because you help customers from all over the world. All my life I've had a passion for travel and airlines, because my mom worked in the same industry while I was growing up. She worked for Continental before they merged with United, and she loved her job and the company. Through her work I saw how interesting the hospitality industry was and the different experiences you gain.

What does your day-to-day look like in your role?

I focus on fostering relationships with diverse suppliers, coordinating supplier engagement events and ensuring successful events support the process of getting businesses into United's network. My day-to-day involves collaborating with internal teams, planning conferences or events, reviewing supplier proposals and finding opportunities to include underrepresented businesses in our supply chain.

What are the most rewarding aspects of working in the industry?

The most rewarding aspect of my work is seeing the impact we create for suppliers and the broader community. By helping suppliers and watching them showcase their products, we provide diverse businesses with opportunities to thrive within United's supply chain. This work not only levels the playing field for these businesses but also drives economic growth within diverse communities. Witnessing the tangible impact on these communities and knowing

our efforts contribute to their success is incredibly fulfilling.

What's the most important quality to have in your line of work? Adaptability is key. The hospitality industry constantly changes, and you need to respond quickly to new challenges while maintaining a positive attitude. It's also important to have empathy and strong communication skills to connect with customers, suppliers and colleagues effectively. I'd like also to emphasize the importance of building relationships and staying open to learning new skills. In my field, collaboration and flexibility are vital, and the connections I've made through organizations like Delta Sigma Pi and United Airlines have been invaluable to my career growth.

What is the biggest hurdle you've faced? One of the biggest challenges was transitioning from college to the corporate world. Adapting to the professional environment required

refining my time management, communication, and organizational skills. I worked through this by seeking mentorship, asking for feedback, and continuously improving my approach to tasks.

What advice do you have for collegiate members who want to work in your industry? The hospitality and travel industry are incredibly versatile, with many transferable skills. My advice is to focus on developing project management, communication and teamwork skills. Internships, volunteering, and networking will also help you better understand the industry and make valuable connections.

How has Delta Sigma Pi helped you?

During my time as a student, I had the chance to plan my chapter's 30th anniversary and it is a very similar process to what I do for my events at work. Deltasig taught me how to communicate with external contacts, plan strategically and operationally and create a committee of members who want the same outcomes of the event. The skills you learn as a member help you early in your career and helps you be more successful in your work. ▲





[MICHIGAN STATE]

HEATHER MCCOMAS

**DIRECTOR OF CATERING &
CONVENTION SERVICES – OMNI
HOTELS & RESORTS, ATLANTA**

What inspired you to pursue a career in the hospitality industry? Truth be told the movie “The Wedding Planner” got me interested in the industry! I loved the chaos and managing all the details. With this industry you have to manage various personalities, logistics and timelines.

Can you provide an overview of your role? My days are rarely the same. I manage a team of three managers and a coordinator, so I try to support them and help with issues that arise. I also sell and service corporate events as well as manage turnovers from sales, so I keep up with client needs and timelines.

Plus, the various demands of the role including forecasting, budgeting and prospecting.

What are the most rewarding aspects of working in the industry? The people in this industry have a passion for serving; we are a family. We spend most of our time at work because hotels never close. The opportunity to meet with our clients affords me the privilege of learning about different industries and to constantly meet new people. I also enjoy visiting our other hotels when I have time!

What is the biggest hurdle you’ve faced in your career? Early in my career when I worked at the front desk, it was challenging because we would get blamed for the weather. This made me stronger because I learned to deal with those challenging guests, which helped me become more resilient and pass those learnings onto my team as they encounter the same difficult situations.

What advice do you have for members of Delta Sigma Pi who want to work in the industry? This industry is demanding and not always easy. You will be pushed to your limits by both the job and the guests but once you’re in it, you won’t want to leave. This industry builds a family and will help you grow if you put in the effort. I am happy to answer any questions or mentor anyone who is interested in this field. Omni also offers internship opportunities for those interested!

How has Delta Sigma Pi helped you in your role? I had the opportunity to be the vice president of professional activities, which gave me the opportunity to coordinate professional speakers for the meetings. This Deltasig role helped me connect with professionals and polish my sales skills for the role I’m in now. ▲

[KENT STATE (OH)]

DANIEL BLAIR, CMP

**VICE PRESIDENT,
CONFERENCES &
EVENTS – THE BANCORP,
WILMINGTON, DEL.**

What inspired you to pursue a career in the hospitality industry? I wanted a career where I didn’t have to sit at a desk all day and I wanted the opportunity to travel. I also knew I could capitalize on my people skills and ability to solve complex problems. Throughout my career, I’ve had the opportunity to work across various industries and organizations, each providing unique experiences and perspectives that have shaped my professional growth.

What does your day-to-day look like? In my current role, I am responsible for elevating the conference and event experience while optimizing day-to-day operations, which I do with the support of my talented team. Together, we oversee the event planning and execution, from initial concept to post-event analysis. I lead and manage a team that handles tradeshow management, conference planning and the execution of events

to ensure every detail aligns with the company's strategic goals. In addition, I manage our promotional and premium items to ensure brand consistency and make sure materials drive engagement and reinforce our corporate identity. By leading a team of dedicated professionals, I can focus on driving meaningful, memorable experiences for people through events that foster connection and contribute to the company's success.

What are the most rewarding aspects of your role? The most rewarding aspects of my job include seeing the direct impact of my work, such as fostering connections and driving business growth through successful events. I find fulfillment in collaborating with internal stakeholders and building strong relationships with clients and vendors. The problem-solving and creativity required to overcome challenges and create innovative experiences are also highly rewarding. Additionally, I enjoy the opportunity for personal and professional growth through each event and challenge. I've worked in various industries during my career. Each role has helped me develop a diverse skill set in client relations, operations, compliance and strategy, giving me a well-rounded perspective that I apply to new challenges.

What's the most important quality to have in the industry? I believe the most important qualities of a meeting planner are patience and the ability to think creatively to solve problems. Patience is essential for managing the complexities of planning and executing events, and creativity helps find innovative solutions to challenges that arise.

These qualities help ensure smooth operations and memorable experiences for all involved.

What is the biggest hurdle you've faced? The biggest hurdle in my career was the pandemic. The uncertainty surrounding it left me questioning whether my passion for event planning would survive. Navigating through the disruption and adapting to the new landscape was a challenging experience, but it also strengthened my resilience and deepened my commitment to the industry.

What advice do you have for members? "Know your audience" is my mantra in life and in industry. Understanding the unique needs, preferences and expectations of attendees is essential for creating impactful events. It's particularly important when generating ideas, as tailoring concepts to resonate with specific groups ensures greater engagement and success. Whether it's designing a memorable experience, selecting relevant content or choosing the right format, being in tune to your audience allows you to deliver events that truly connect. By considering the demographics, interests and goals of the participants, I can propose ideas that not only meet their expectations but exceed them, ensuring a meaningful and memorable experience for all involved.

How has Delta Sigma Pi helped you? Delta Sigma Pi played a pivotal role in my decision to switch my major during my

sophomore year. Through my involvement, I had the opportunity to work on various programs and events, while also gaining valuable leadership experience as president of Beta Pi Chapter. The Fraternity has been an incredible influence on my personal and professional growth, and I strongly believe in the value of leaning into your college experience beyond academics. Involvement in organizations like Deltasig opens doors to external opportunities that can surprise you and even change the course of your life. The experiences I've gained as a member have helped me gain a clearer sense of my career direction and ultimately led me to a path I hadn't originally envisioned. ▲



[CENTRAL FLORIDA]

CHRIS SWEET

GUEST EXPERIENCE MANAGER – WALT DISNEY WORLD, LAKE BUENA VISTA, FLA.

What inspired you to pursue a career in the hospitality industry? I have been working in the hospitality industry for over 40 years. In 1997, I decided to join Walt Disney World as an hourly cast member. With my experience, my leaders promoted me to trainer, and I started to look for opportunities across the company. In 1998, I joined the DisneyQuest Orlando Opening Team.

This was a changing point in my career, and I knew then I wanted to stay in the hospitality industry. DisneyQuest was a new concept and was expanding to 20 regional sites domestically as well as internationally within five years. I was selected to be part of the first regional site in Chicago and this was my first salaried leadership role at Disney. I had never lived outside of Florida at this point—and never experienced snow! We were away from Walt Disney World in Orlando, so I had to bring Disney to Chicago for our new cast members because many of them had never been to a Disney Park. In a short period of time, I had to learn about a new city and adapt to their way of living.

After we opened, my goal was to continue to open other locations and travel. Our next site was supposed to be Philadelphia (another city that I had not been to). Unfortunately, Disney made some decisions to stop the growth

model. With that decision, I was able to return to Walt Disney World in Orlando. Since then, I have worked at two theme parks (Magic Kingdom and Disney's Hollywood Studios), two resorts (Disney's All-Star Resorts and Disney's Art of Animation) and my current location at Disney Springs with the bus transportation team.

What does your day-to-day look like? The guest experience manager is the name for the frontline manager across all properties at Walt Disney World. Bus operations are close to a 24/7 operation, we have about 200 drivers assigned to my location daily. During my day, I monitor the arrival and departure times of our routes. If there is a need, we adjust with additional buses to handle the increase in demand. In addition, I respond to any bus maintenance, guest issues

or any roadway incidents that may impact our operation. I assist cast members with their schedules, pay and development opportunities.

What advice do you have for members who want to work in your industry? Everyone interested in the industry should know the expectations of the work. Remember the hospitality industry does not have set hours since we operate at all hours. Expect and be prepared to work holidays and weekends at the beginning of your career.

How has Delta Sigma Pi helped you in your role? You need to be able to talk to anyone. Through Delta Sigma Pi recruiting, service and professional events, I learned how to interact with people with different experiences, which has transferred well into my career. ▲



JEFF BERLAT



TRAVEL CONCIERGE – PURPLE LEMMING TRAVEL, HOUSTON

What inspired you to pursue a career in the hospitality industry?

My wife, Joelle, and I, *both Houston*, have been traveling internationally since we went to England and Scotland on our honeymoon. We have been to Europe over 30 times, my wife has been to all the continents, and I just need to visit Australia. In 2019, I decided to look into becoming a travel agent since we were putting together most of the group trips for other Deltasigs. I love the logistics of travel planning!

What are the most rewarding aspects? It's rewarding to provide a service that makes my clients' lives easier while traveling. If something goes wrong, they can call me, and I can get most

issues solved for them. It's great when a client gets to experience a trip they love. It's great to meet other people who are passionate about travel.

What's the most important quality to have in the industry?

Depending on your role, patience is always a good quality. I have a logistics-based mentality that helps me work and I love to map out how to get clients from each place during their trip.

What is the biggest hurdle you've faced? It may seem vastly different to go from the corporate

world to the travel world (I worked in the finance and banking industry previously), but they have the same basic conferences with education tracks and suppliers to teach you about their products.

It's never too late to pivot into a job or career change and I was fortunate to have experience in personal travel to jump into the travel industry.

What advice do you have for members? The best way to sell travel is to have your own travel experience. My advice would be to get out there and gain knowledge of what you are trying to sell by experiencing it yourself. It starts out slowly, but it can be a great career and there are many ways to be involved in the travel industry besides being a travel agent.

How has Delta Sigma Pi helped you in your role? Ninety-five percent of my clients are Deltasigs that I've traveled with, and the others are new clients I gained from networking. Since I have been around the Fraternity for 30 years, I do have an extensive network of brothers of all ages. Delta Sigma Pi does a great job of helping members network across the country and the world. The more people you meet, the more potential you have of gaining lifelong clients for your career. ▲



[CAL POLY-POMONA]

DEVON LILLEY

**CATERING SALES MANAGER – ATRIUM
HOSPITALITY, SACRAMENTO HOLIDAY INN
DOWNTOWN ARENA, SACRAMENTO, CALIF.**

What inspired you to pursue a career in the industry? I wanted to be in event planning for most of my life! I meticulously planned and produced many birthday parties in my youth, and I am so grateful I had family willing to entertain my elaborate visions. When I heard planning events was a career path possibility, I was hooked. I loved that hospitality combines creativity, collaboration and organization to make people happy. I chose to attend Cal State Poly University-Pomona because of its prestigious hospitality program. I had the chance to meet so many interesting people in food and beverage, events, hotels and tourism. I served as an ambassador for our hospitality school and spoke to high school students and community colleges to educate people on the hospitality industry.

What does your day-to-day look like in your role? I take care of groups who are meeting or staying at our hotel. If an organization is hosting a conference at our property, I track group room reservations, make sure the meeting space is set up correctly, and help arrange audiovisual equipment and food for the guests. And most importantly—I make sure all information is accurate and communicated to the different hotel departments to ensure each event is successful.

What are the most rewarding aspects of working in the hospitality industry? The people! Not just the guests and clients either, but the colleagues and managers as well. I have had the chance to meet and learn from people from all walks of life. I also love that hospitality is everywhere. No matter where you are in the world, there will be food, drinks, celebrations and places to stay. I'm happy in California right now, but I could work anywhere in the world, and that's something I really enjoy. Service is a language we all speak.

What's the most important quality to have? Time management. Hospitality is infamous for long and odd hours, especially in hotels that are open 24/7. It's important to manage your time at work and take care of anything that pops up. It's also important to manage your time outside of work—hospitality has a high turnover rate and part of that is from burnout. Make sure you take time off and set work/life balance boundaries.

Can you share any memorable moments from your time in the industry? When I was still a collegiate, I participated in the Smith Travel Research Market Analysis competition. It was a formal research presentation where we analyzed large amounts of hotel data and industry trends for a specific market. We presented our research at the Hotel Experience Trade Show in New York City. It was very out of my comfort zone, but we work-

ed hard as a team and took home second place.

What advice do you have for members who want to work in hospitality? You are not “above” anything. Hospitality is an all-hands-on deck business, no matter what your title is. I've seen general managers clean hotel rooms, directors of sales plate up dinners, and executive chefs take out the trash. My favorite professor used to tell us to take the phrase “that's not my job” out of your vocabulary. This also means that working in entry level dishwashing, serving, or front desk jobs will offer you valuable experience even if that's not ultimately where you want to be. Even if you don't make a career out of it—I highly recommend everyone work in hospitality at some point in their life. You gain an appreciation and empathy for anyone providing you service once you've done it yourself. And you can meet lifelong friends and mentors. ▲



RE-DISCOVERING OUR *PURPOSE*

BY HEATHER TROYER,
WASHINGTON-ST. LOUIS

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

This year marks the 110th anniversary of the writing of our Purpose—a pretty large milestone for those 66 words, which have only changed twice in our entire history. But where did those words come from? I was on a mission to find out.

I felt like an investigative reporter or Sherlock Holmes. I had to dive deep into the archives—and lucky for me, our Central Office is full of many archival gems.

As managing editor of *The Deltasig* magazine, usually my first go-to when doing research is the magazine. It holds so much history. Unfortunately, the 2007 Centennial history written by Deltasig Historian Jim Prescott, *Loyola-Chicago*, lacked much detail regarding our Purpose: “Perhaps of greater significance

at this 1915 meeting was the Executive Committee’s approval of a statement of purpose for Delta Sigma Pi. This wording remained unchanged until the 1947 Grand Chapter Congress in Minneapolis, where the words ‘social activity’ were added to our Purpose to more accurately represent the nature of the Fraternity.”

There had to be more information somewhere.

Per the recorded minutes, the Executive Committee (part of the Board) informally met in New York on January 29, 1915. The purpose of the meeting was to hear a report from then GP Phillip Warner about numerous expansion possibilities after traveling through the “Western

States”. It was decided at that meeting to pursue the installation of a chapter at Boston University and to establish initial contact with many other business schools across the country. This meeting was held just one year after our Organization Meeting, and six months after our first Grand Chapter Congress. (More on that later.)

After the discussion of expansion, the committee agreed “in our Constitution, or as a preamble thereto, we should state an object as always understood in order to place ourselves on record as being a ‘Professional Fraternity’.” The committee members approved and it was requested “each member of the Fraternity be provided with a copy

Such report covered the following colleges visited:

Pittsburg	Not desirable at present
Duquesne	Good, should be followed
Ohio State	Not Desirable at present
Cincinnati	Not desirable at present
De Paw	Should be followed by Beta
Marquette	Not desirable at present
Wisconsin	Good, we should show purpose
Minnesota	No school of commerce
Iowa	Good (Stevenson-Warner)
Nebraska	No organization at present
Denver	Not desirable at present
Colorado College	Good
U of Boston	Good
U of Colorado	Not yet
Missouri	A possibility
St. Louis	Good
Michigan	We must show purpose
Chicago Univ.	Fair chance

Expansion report following college visits in the “Western States” from the January 29, 1915 minutes.

Original copy of our Purpose.

of this slip to be placed opposite the first page in his copy of the Fraternity Constitution”.

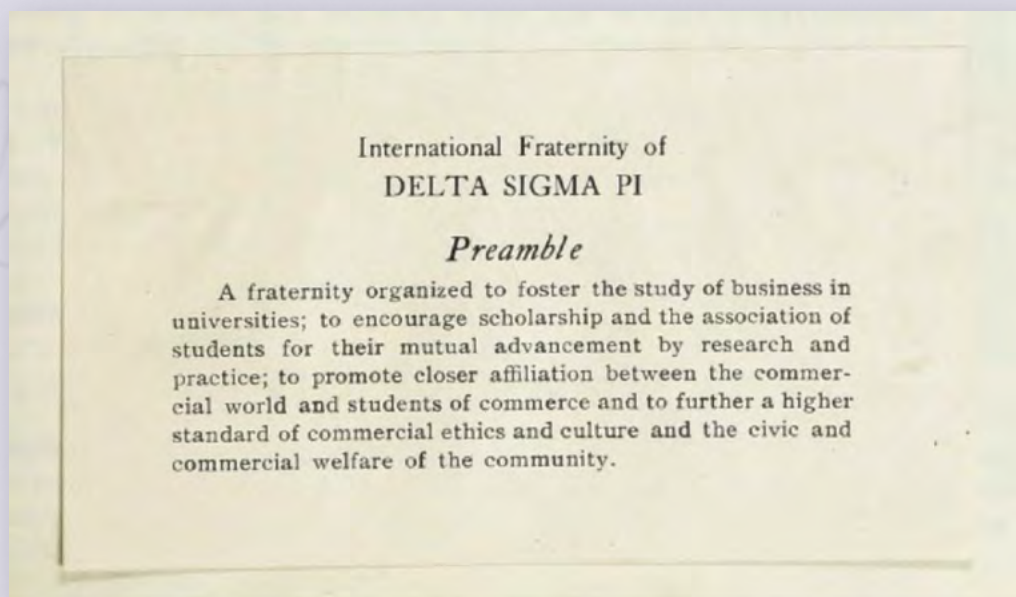
Ok, so now we have a Purpose. But where did it come from? Why do we have it? I wanted to see what else I could find. I was not giving up.

The Delta Sigma Pi Proceedings of Grand Chapter Volume I, where the January 1915 minutes were found, did not include any additional clues. The first minutes reported in the volume were taken from the meeting taking place immediately after the Organization Meeting where the adoption of the new Constitution was approved and created the Fraternity on a National basis. This means that many of the actions during the following meetings were related to elections and setting up the National Fraternity:

- **January 22, 1914:** Elected our first set of National Officers (Walter Dean as President and Henry Cox as Secretary-Treasurer).

- **February 1, 1914:** Formed a Graduate (now called Alumni) Chapter, appointed John Guernsey as Editor-in-Chief of *The Deltasig* (then spelled Delta Sig), approved the expense of publishing *The Deltasig* be borne by the National Fraternity and stated that a copy of each issue be sent to each member in good standing.

- **July 31, 1914:** Elected new National Officers (Phillip Warner as President and Henry Cox again as Secretary-Treasurer); approved giving each member a distinctive number based on when initiated; and instructed the Secretary to inform Head Masters of each chapter that Initiation Ritual should be memorized, that chapter meetings should be conducted in the form of a Delta and that each chapter meeting should begin with renewing the oath as it appears in Ritual.



- **October 24, 1914:** Approved (from what appears to be a mail vote of the Executive Committee) to instruct the Secretary to procure printed copies of the Constitution and distribute it to each member in good standing and provide to new members at Initiation.

As you can see above, there was nothing related to the Purpose in the 1914 minutes. What if I went further back? Maybe there would be something in the original Alpha Minutes?

I gently pulled this precious artifact from its glass case to see if it had any mysteries to uncover. The minutes, which must be handled with the utmost care, is full of Alpha's original decisions. As I gently flip through the pages, some of which have already separated from the book's binding, you see our history come to life. Each yellowed page is filled with decisions in a slanted cursive that live on in Delta Sigma Pi—the name of the Fraternity, our Fraternity colors and more. There was talk of Constitution and Bylaws, but nothing of our Purpose.

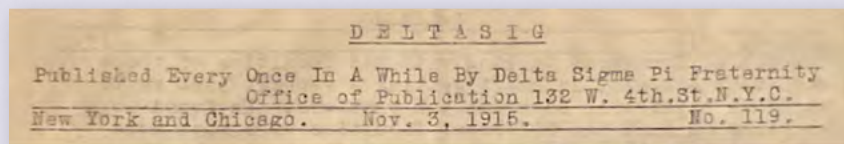
Tucked away in the vault, on a top shelf, in an old scrapbook, are copies of the *DELTASIG*: Published Every Once In A While By Delta Sigma Pi Fraternity. In the years following our Founding, it was mostly a newsletter to the Alpha and Beta brothers, providing updates on the chapters and the members—the editors could be a little quippy, but there is still some valuable information in these pages.



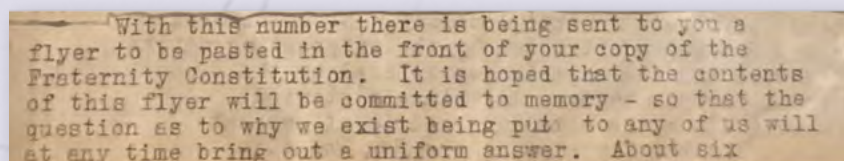
CHANGES TO OUR PURPOSE

The original wording of the "Preamble," or statement of purpose of Delta Sigma Pi, has only changed twice during our history. The first time was at the 1949 Grand Chapter Congress, when the words "and social activity" were added. The reason for this (since no one in the brotherhood needed the clarification!) is that many schools were beginning to refer to Delta Sigma Pi as an honorary or recognition fraternity, not a true fraternity which we were and remain today.

Around the same time, "professional" was also added to describe our Fraternity—to clarify although we are social in nature, the organization is a professional fraternity.



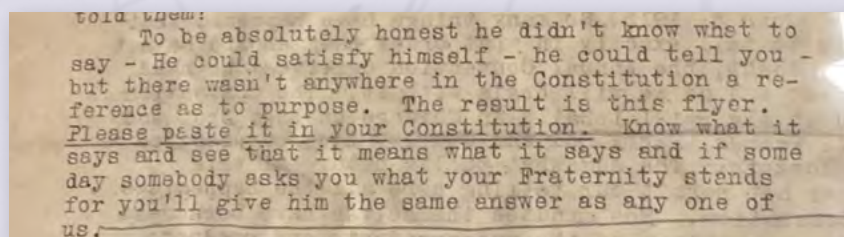
And thanks to Editor Frank McGoldrick, we have our answer.



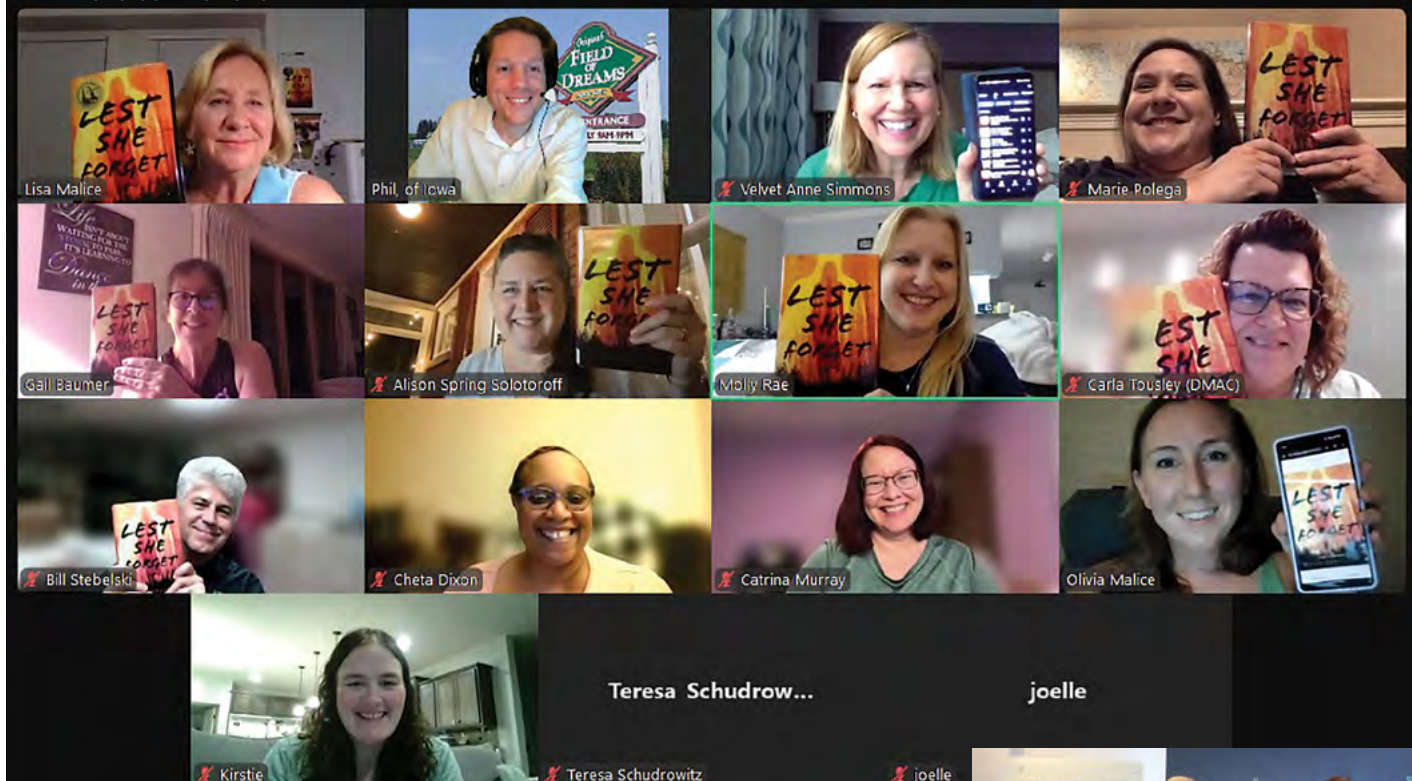
It goes on to talk about Warner's travel through the Western States for the purpose of opening new chapters. (We already knew this.) But then there's more:

"He found so he tells us that the different faculties were much more interested in the subject than he at first thought they would be. It seems that a few years previous another fraternity had established itself here and there through these Western Schools and their reason, for existing and wishing to establish, varied...They asked our man in black and white was our idea—why did we wish to place a chapter in their school. And what do you think he told them? What would you have told them? To be absolutely honest he didn't know what to say—he could satisfy himself—he could tell you—but there wasn't anywhere in the Constitution a reference as to purpose." The result? **Our Purpose.**

I think it is sort of symbolic that we don't know who actually wrote the words of our Purpose. We can assume it was Warner along with other members of the Executive Committee at the time. I think, however, it is more meaningful to know they are the same words of all members, all Deltasigs, so "if some day somebody asks you what your Fraternity stands for you'll give [them] the same answer as any one of us." ▲



In the pages of the November 3, 1915 issue of the DELTASIG: Published Every Once In A While lies the reason for Our Purpose.



The Purple & Gold and Deltasig Book Clubs



Creating Lifelong Connections

At its core, the Fraternity represents the values of professional development, diversity and ethics, service and philanthropy, leadership and social activities. This is the starting point that all newly initiated members learn and Deltasig sets up opportunities for people to practice these values. After graduation, brothers often take it upon themselves to create memories within their own communities. These opportunities are some of the most important developments to come out of the Deltasig brotherhood because they are formed

organically and held together by the common ground of Delta Sigma Pi.

This is shown in many ways throughout the Fraternity. Specifically, informal clubs like the Purple & Gold Club and the Deltasig Book Club show other ways brothers can connect outside of National programs and events.

Purple & Gold Club - St. Louis*

In 1999, six brothers of the St. Louis Alumni Chapter decided to form an investment club, known as the Purple & Gold Club. The members jumped



(Top to bottom) The Deltasig Book Club met with author Lisa Malice and discussed her 2023 psychological thriller novel, "Lest She Forget." \ Current and former members of the Purple & Gold Club meet to celebrate its 25th anniversary. Back from left: Lambda Stephens, Missouri-St. Louis; Cynthia Homan Behr, Washington-St. Louis; Joe Howard, Missouri State; Marc Robinson, Truman State (MO); Bill Stebelski, Cal State-Sacramento; Chris Roeseler, Missouri-Columbia; Kelly Crancer Green, Missouri State; Megan Paul, Lindenwood (MO); and Vicky Ruth Mitchell, Washington-St. Louis. Front from left: Jeannette Buie, Central Missouri; Sara Schneider, Truman State (MO); Emilio Acid, Missouri-St. Louis; and Don Fitzgerald, Missouri-Columbia.

headfirst into the club with \$1,500 and a lot of enthusiasm. Together, the members hoped to gain investment

knowledge along the way. In the 25 years since the club was formed, the members made some good investment decisions and some that didn't work out as well, but most importantly they've been together through it all. Purple & Gold member, Don Fitzgerald, Missouri-Columbia, said "We've spent a lot of time in brotherhood and have taught each other about different industries and what to look for in a good investment. Each month we eat dinner, typically at the home of a member where we discuss potential investments and general Fraternity matters while reviewing the current status of our account."

Currently, the Purple & Gold Club has 12 members and has amassed a portfolio worth over \$220,000, but to Don, the club's greatest accomplishment "is the knowledge gained from the process along the way and the strong friendships that are even stronger than they were before."

Deltasigs local to St. Louis area and interested in joining the Purple & Gold Club should know that each member contributes a monthly amount of \$25 to the club and membership in St. Louis Alumni Chapter is required.

Deltasig Book Club - Virtual*

More recently, in 2020, Molly Rae, Winona State (MN), decided that brothers needed a way to connect virtually, and a book club would give her and other members the opportunity to read more and bring Deltasigs together on a social level. This led to the creation of the Deltasig Book Club.

In the first year of the club, they only met three times. The second year they were able to host an in-person meeting at the 2022 Grand Chapter Congress in Cleveland. Each year, the club has been able to read more books and have more meetings as they grow!

Recently, the club had a very exciting meeting—they were able to review



The Deltasig Book Club met at the 2022 Grand Chapter Congress in Cleveland to discuss "The Psychology of Money" by Morgan Housel. From left: Conchita Dixon, Penn State-Erie; Catrina Murray, Florida State; Marie Polega, Oklahoma; Molly Rae, Winona State (MN); Gail Baumer, Buffalo (NY); and Bill Stebelski, Cal State-Sacramento.

their chosen book with the author! Last year a brother recommended they read "Lest She Forget," a psychological thriller by Lisa Malice, who happens to be the mother of 2017 National COY Olivia Russo, Georgia College and State. Molly was able to connect with Olivia and get Lisa on a call with the Deltasig Book Club. "It was a new experience that we all really enjoyed and was one of our most attended meetings. It was awesome to learn about the process it takes to write a book and where her ideas came from. She also loved hearing what everyone thought of the book," said Molly.

If you're interested in getting involved in this virtual book club, you can find the club on Facebook and search for Delta Sigma Pi - Book Club to find the group.

Engagement opportunities show how incredible Delta Sigma Pi is at fostering deep connections, whether formally through alumni chapters and events or informally through clubs like these. The sense of family created through shared experiences truly elevates the Fraternity experience. ▲

**The Purple & Gold Club and Deltasig Book Club are not formally recognized by Delta Sigma Pi and are not associated with the National Fraternity.*

JOIN US FOR ALUMNI DAY - APRIL 25

April 25 is Delta Sigma Pi's National Alumni Day. This day is meant to be a time to reflect and connect with your fellow brothers, whether it's through email, text, call or video chat, wearing letters of purple and gold, hosting events or creating clubs like the Purple & Gold and Deltasig Book Club. These types of connections are vital to the Fraternity and show how powerful membership bonds are.

Alumni engagement is key in keeping that spirit alive, providing not just a network of professional connections, but also ongoing support and mentorship, which is why it's important to take time on or around Alumni Day and support our brotherhood.

Plan now to celebrate
your membership in
Delta Sigma Pi!

Connect with a local alumni or collegiate chapter by viewing the Chapter Locator for more information about chapters local to your area. Consider giving to the Leadership Foundation at dsp.org/donate. And most importantly... build connections! As shown by the Deltasig clubs, connections and networking are the core of Delta Sigma Pi. Make sure to keep your contact information current, attend events and take every opportunity to meet other Deltasigs. Celebrate Alumni Day on April 25 and learn more at dsp.org/dsp425.

Help Secure the Future of the Fraternity!

There are many different pathways for alumni to invest in the future of Delta Sigma Pi. Creating endowments with the Delta Sigma Pi Leadership Foundation is a great way to make a lasting impact for members. These funds provide a sustainable source of support for passions that brothers, like YOU, care deeply about.

By establishing an endowment fund, you leave behind a legacy that reflects your values and beliefs. Whether its annual educational grants to support Deltasig programs, chapter grants or scholarships, your endowment will continue to grow and make a difference long into the future. Your contribution will stand as a symbol of your commitment to make the Fraternity a better place and help inspire others to follow in your footsteps.

In an ever-changing world, endowment funds provide stability and security for Deltasigs. Your enduring commitment will help weather the uncertainties of tomorrow, ensuring essential programs and services remain available for future generations. Contact foundation@dsp.org today to learn more about creating your own endowment fund and leaving a legacy that truly matters.

Hear from these brothers on why they decided to establish endowment funds:



**JEFF, DEPAUL (IL),
PICTURED WITH
WIFE JENN ZYCH,
LEWIS (IL) AND
FAMILY**

Why did you decide to establish the Jeffrey E. Zych Presidents' Academy Fund? Presidents' Academy was one of the leadership development offerings that I wanted to

support financially and professionally because I believe in what it does for our members. Therefore, I went all in on that first step, funding what we could with that first donation. Hopefully, brothers who have benefited from the Academy will pay it forward with ANY donation they can to support the Fund. *Learn more about the most recent Presidents' Academy on page 29.*

What is your goal for the Fund? I want the Fund, the program, and those who benefit from it to be shining examples of what philanthropy, brotherhood, and Delta Sigma Pi are all about. Not many other organizations are as dedicated to their membership as we are. Delta Sigma Pi helps us; we need to give back. We are brothers who have been blessed with success from what Delta Sigma Pi has given us and, therefore, NEED to pay it forward by giving for the benefit of future generations.



**MARC COHEN,
JEFFERSON-
EAST FALLS (PA)**

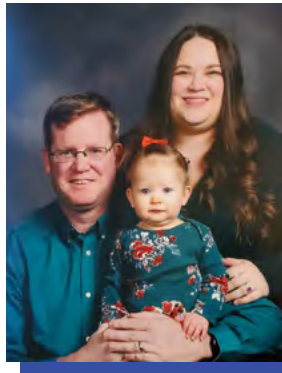
Why did you decide to establish the Cohen Leadership Fund? After attending my first Grand Chapter Congress in Wenthworth, New Hampshire, I met brothers from all over the country. This lifelong experience made a profound

impression on me. In later years, when my wife Anne, *Georgia College and State*, attended her first Grand Chapter Congress in Toronto, Canada, she had the same experience as me. Today, some of the brothers that we met are still our friends.

The Delta Sigma Pi Cohen Leadership Fund was started in 2013 after Anne's death. The goal and hope of the Cohen Leadership Fund is to provide travel expenses to both Iota Mu and Eta Xi Chapters so members can attend a Grand Chapter Congress or other national event, which can be a big travel expense. Our greatest hope is that other brothers attending these meetings will foster the same brotherhood that both Anne and I have had through our lives with other brothers.

young alumni and put us on track for a lifetime of involvement in Deltasig. We want to give current and future leaders the opportunity to have the same great experiences we have had. Also, by strengthening the skills of current and future volunteer leaders, the Fraternity will continue to grow and evolve, further benefitting future generations of brothers and leaders.

What is your vision for the Fraternity? We hope that by providing resources to support volunteer leadership development, Delta Sigma Pi will continue to grow and thrive for another 117+ years and provide the same opportunities for future brothers to develop their professional skills and make lifelong friendships the way we have.



**MARK, MIDWESTERN
STATE (TX), AND
NICOLE, MISSOURI
STATE, WERNETTE
(AND DAUGHTER LILY)**

Why did you decide to create the Hudson and Wernette Educational Grant Fund? We believe one of the best ways to give back to Delta Sigma Pi is to support the Leadership Foundation. Endowment

funds help provide sustained support for Delta Sigma Pi and our programs. We have long supported national events like LEAD. At the time, there was not an endowment fund that specifically supported LEAD and educational events, so when we discussed creating a fund with our friends Matt, *Saint Louis*, and Emily, *Lindenwood (MO)*, Hudson, that seemed like the best cause to support.

What is your goal for the Fund? The larger the Fund, the more support we can provide for our national events like LEAD in order to enhance the quality of the events while keeping them affordable for our collegiate members. Our goal is to continue raising money, especially encouraging people to sign up for recurring donations to the Fund, which counts toward DFLD (Deltasig For Life Donor) recognition. If someone wants to provide sustained support for national events like LEAD where collegiate members are present, we encourage them to donate to the Hudson and Wernette Educational Grant Fund. ▲



**MARK, SAN FRANCISCO, AND CLAIRE,
SAN FRANCISCO STATE, ROBERTS**

Why did you decide to establish the Claire and Mark Roberts Training For Volunteer Leaders Fund? Our leadership experiences in Deltasig were an important part of our professional development when we were



Help us support literacy in your community!

- **Reading Program:** Establish or support after-school reading clubs or summer reading camps.
- **Book Donation Drive:** Collect new and gently used books to distribute to underserved communities.
- **Tutoring Service:** Create a volunteer network to offer one-on-one or group tutoring sessions.
- **Family Literacy Workshop:** Educate parents on how to support their children's reading at home.
- **Reading Event:** Host story time sessions or book fairs to promote the joy of reading.
- **Financial Literacy Workshop:** Conduct sessions to teach essential financial skills, such as budgeting, saving, and investing.
- **Health Literacy Workshop:** Provide education on understanding health information, accessing healthcare services, and making informed health decisions.

Share your literacy-focused ideas and events with [@deltasigmapi](https://twitter.com/deltasigmapi) on social media or email magazine@dsp.org.

Introducing Literacy, Deltasig's New National Service Initiative

A pillar of Delta Sigma Pi's values is service and philanthropy. By supporting philanthropically, members learn to cultivate an attitude of service within their communities, supporting the cultural and civic organizations that impact the lives of individuals and families.

The National Community Service Committee evaluated Delta Sigma Pi's national service initiative and decided to add future philanthropic focus toward literacy. Specifically, the committee chose literacy because its expansive scope allows members to evaluate their local needs and utilize their collective strengths and resources in an impactful way. National Community Service Chair Jessica Glavas said, "Literacy is a fundamental skill that brings numerous benefits to individuals and society as a whole—this helps everyone prosper. Overall, literacy is a key driver of personal and societal development. It promotes independence, equality, and progress."

Brothers can help volunteer at local schools with reading programs, libraries

with tutoring and reading support, long-term care facilities with reading programs and other service locations in their area. Literacy is not limited to reading and writing, and chapters can create, and host events centered around educating or participating in financial, technological, social, emotional, cultural, health and civic causes as well. During some of the 2024 LEAD Schools, book drives were held to support the new cause.

For Deltasig's other national initiative, Make a Difference Day on October 26, the Central Office supported literacy by collecting donations for Reach Out and Read, a national organization that promotes reading and early literacy within the healthcare system. The organization relies on donations and grants to buy books for young children, given at their doctor's check-up appointments.

Whether you're supporting our national literacy initiative or helping a local community or campus organization, Deltasigs have the power to make a difference! To learn more about literacy, visit dsp.org/literacy. ▲

Desire for Change: Historic 2024 Grand Chapter Mail Vote

For the first time electronically, Delta Sigma Pi conducted a Grand Chapter Mail Vote in fall 2024.

“I am proud of the Fraternity for successfully conducting this historic mail vote, which ensured chapters could express their perspectives between meetings of the Grand Chapter. While the proposals did not secure the required two-thirds majority for adoption, they marked an important first step in addressing the clear message from the delegates of the 2022 and 2023 Grand Chapter Congresses: there is a strong desire for a more strategic leadership structure to guide Delta Sigma Pi forward,” said GP Paul Carpinella about the 2024 Grand Chapter Mail Vote.

The mail vote was a result of the 2023 Grand Chapter (in Houston) passing a resolution for the Board of Directors and Grand President to bring legislation for delegates to vote on prior to fall 2024 that support a Board of Directors (responsible for strategic advancement) separate from a management team (responsible for day-to-day activities).

At the conclusion of the voting period, 187 of 224 eligible collegiate and alumni

chapters had voted on the three proposals. For a proposal to pass, two-thirds of eligible votes needed to be in support of adopting the amendment. All three of the proposals failed to meet this threshold.

After the vote, GP Paul Carpinella committed to the desires of the Grand Chapter. “We will collaborate with all stakeholders—including the Board of Directors, the Organizational Development Committee, our chapters, and the brotherhood—to refine our approach and apply the lessons learned. I look forward to exploring how future legislation and discussions at the Board, provincial council, and Grand Chapter levels might incorporate this feedback and advance our mission. This includes the 2025 Grand Chapter Congress in Palm Springs this coming August.”

“Thank you to the staff for their outstanding execution of the mail vote, and to the chapters and volunteer leaders for their thoughtful engagement in debate, conversation, and voting.” ▲



Members at the 2023 Grand Chapter Congress in Houston.

PROPOSED AMENDMENT 1:

EXPANSION OF FINANCE COMMITTEE

Goal: Restructures the Finance Committee to require collegiate and alumni representation from all provinces. Increased committee membership allows for more diversity of membership which supports the Fraternity's DEI initiatives.

Results: 186 eligible chapter votes, 108 voted for and 78 voted against

PROPOSED AMENDMENT 2:

INCREASING THE SIZE OF THE BOARD

Goal: Aids in the transitioning of Delta Sigma Pi's Board of Directors from an operating Board to a Governing/Strategic Board. To encourage a board structure that promotes individuals with the ideal core competencies and have an ideal board environment, brothers would be elected to the Board as a board member, not necessarily by default of their operational title.

Results: 187 eligible chapter votes, 117 voted for and 70 voted against

PROPOSED AMENDMENT 3:

CREATION OF GRAND PRESIDENT ELECT OFFICER ROLE

Goal: This proposal creates a Grand President Elect role on the Board of Directors. This proposal would change the current Grand President/Past Grand President structure from 2-4 years as Grand President and then 2-4 years as Past Grand President, for a total of 4-8 years on the Board of Directors.

Results: 186 eligible chapter votes, 93 voted for and 93 voted against



Get Ready to Soak up Some Sun in Palm Springs!

The 56th Grand Chapter Congress is August 6-10, 2025 in Palm Springs. Grand Chapter Congress offers Deltasigs the opportunity to connect and network with hundreds of fellow brothers, enjoy educational programs, help others through service, and much more!

Register today! Visit dsp.org/gcc for pricing, hotel information, a schedule of events, and more. Per day registration is also available.

EVENT HIGHLIGHTS AND SCHEDULE CHANGES

Get ready to make memories during GCC! We have adapted the Congress schedule in response to feedback from past attendees and to accommodate updated policy to move elections earlier during GCC. To make each day valuable for every type of audience, every day will include recognition of chapters and/or members, quality leadership development sessions, Fraternity business and some organized fun.

This year will be extra special as we worked to facilitate a cost-effective experience for attendees. To assist attendees with the resort nature and remote location of our host hotel, we have added lunch on Wednesday and breakfast on Saturday—a total of five meals included in the registration rate along with snacks at activities which will be

offered each evening. Get ready to have fun!

Throughout Grand Chapter Congress, attendees are provided numerous **educational sessions** offering opportunities to improve our brothers' personal, professional, leadership and chapter operations skills. The session tracks include leadership and personal growth, professional/career development, financial growth and Delta Sigma Pi operations and history. You'll quickly find there are sessions for everyone—collegiate members, alumni members and guests.

On **Wednesday**, we start Congress with a **Welcome and State of Delta Sigma Pi** followed by Provincial and Regional Awards Presentations. After





JW MARRIOTT DESERT SPRINGS RESORT & SPA / 74-855 COUNTRY CLUB DRIVE / PALM DESERT, CA 92260

Experience the beauty of the desert at JW Marriott Desert Springs Resort & Spa. This hotel is the perfect base for exploring Palm Springs and experiencing our 56th Grand Chapter Congress. This luxury hotel features superb service, redesigned venues and family-friendly amenities. Appreciate beautiful views, enjoy entertaining spaces and indulge at one of their popular restaurants.

educational sessions and lunch, we will move straight into our opening business meeting and caucuses for Grand President, Vice President-Finance, Provincial Vice Presidents and Regional Vice Presidents. There is then an opportunity to network with candidates and current Fraternity leaders during the evening networking event. The first evening will then end with the **Grand President's Reception & Game Night** filled with games, music and more!



On **Thursday**, we start the day with elections during the business meeting. Education and recognition continue with the National Awards presented during the **Awards & Recognition Lunch**. Thursday afternoon also allows attendees to participate in

an onsite community service activity that creates an opportunity for all attendees to help others before another evening of fun.

Our 2025 **National Honorary Initiate** will be initiated on **Friday** morning (brothers only). Non-brothers are



invited to hear their remarks following the initiation Ritual. Following lunch, the Grand Chapter will convene to enact legislation.

Grand Chapter Congress culminates on **Saturday** starting with recognition of Silver and Golden Helmet honorees, outstanding donors and other significant accomplishments at the **Alumni Awards & Recognition**

Breakfast. After the final business meeting, there will be a special presentation to start off an entire year celebrating 50 Years of Women in Delta Sigma Pi.

Grand Chapter Congress will conclude on Saturday with a favorite of brothers and guests—**Saturday's Awards & Recognition Dinner & Banquet**.

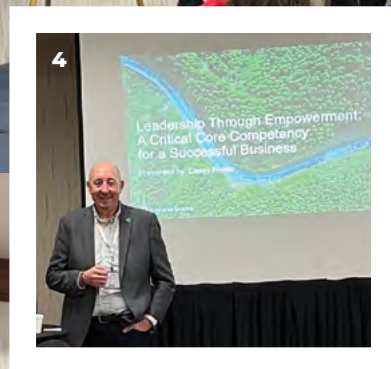
The final event will feature recognition for outstanding contributions and achievement to the organization, including the presentation of the 2025 Lifetime Achievement Award. The festive evening will conclude with live entertainment as the brothers celebrate another successful Grand Chapter Congress. ▲



Brothers Reach Higher Potential at LEAD Schools and at new LEAD Summits!

1 \ WISCONSIN-MILWAUKEE collect their awards at the Kalamazoo LEAD School with Assistant District Director Molly Rae (far right). **2** \ Attendees work together in Philadelphia to further their collaboration and team-building skills. Brothers can utilize what they've learned at LEAD events in their personal and professional lives. **3** \ Southern PVP Meghan Hill and GP Paul Carpinella introduce one of our newest chapters, Omega Pi, during their charter presentation in Atlanta. **4** \ Casey Porter from Deltasig partner, Enterprise Mobility, taught Deltasigs how to lead through empowerment and lead a team to success during his session in San Francisco. **5** \ MICHIGAN STATE brothers pose with the Leadership Foundation sign at Kalamazoo. The Foundation helps provide support for Delta Sigma Pi future business leaders by helping fund educational programs and academic scholarships. From left: Sebastian De Cordova, Gabriel Benavides and Sam Zachary. **6** \ Brothers meet and network at the Atlanta LEAD School. From left: Daniya Smith, Clark Atlanta (GA); Jack Hoebelheinrich, Virginia Tech; Taylor Sibley, Clark Atlanta (GA); Deja Crenshaw, Clark Atlanta (GA); and Advik Pasuparthi, Virginia Tech.





The 2024 LEAD season offered new and extensive opportunities for professional and personal growth for Deltasigs.

This year marked a new milestone for Delta Sigma Pi with the introduction of LEAD Summits! LEAD Summits are designed to be one-day events with less travel requirements making it more

affordable for attendees. In Tucson and Des Moines, more than 70 registrants enjoyed exciting, brand-new curriculum through interactive leadership labs, expert panel discussions and mini sessions. Stay tuned for more locations of LEAD Summits in 2025!

In Atlanta, Norman (OK), Kalamazoo (MI), San Francisco and

Philadelphia over 600 registrants attended LEAD Schools and enjoyed fun-fueled, fast-paced social and professional activities.

Each LEAD School kicked off Friday night with Deltasigs networking, participating in activities and more. To start the day on Saturday, staff and volunteer leaders led an engaging ice breaker activity

in Atlanta. Attendees learned from Michael Mayo through his keynote session, *Strategies for Success in the Workplace*, in Norman (OK). In Kalamazoo (MI), keynote speaker Valerie Mrak taught members how to work together effectively through her session, *Bridging the Communication Divide: Five Keys to Create Collaborative Leadership*. Keynote Heather Rogers presented *Five Keys to Leading with an Entrepreneurial Mindset* to brothers at the San Francisco LEAD School. To kickoff the day in Philadelphia, members learned about *The Secret 'I' in Team* through keynote John Verrico's session.

During each LEAD School, attendees enjoyed breakout sessions focused on professional, personal

and leadership development. Speakers presented on topics like goal setting, how to be a leader, recruiting best practices and time management.

In addition to the sessions, attendees networked and collaborated with other brothers. Others participated in local service activities, including making cards for Cardz for Kidz and donating books to support local organizations. Everyone also had the chance to learn more about the Leadership Foundation's programs, meet with Deltasig partners and purchase Deltasig gear from chapters and partners.

Thank you to all our partners, including Enterprise Mobility, IES

Abroad/IES Internships, The Fund for American Studies and Something Greek, for helping make our LEAD events successful!

Make plans for an upcoming event or take advantage of other online learning opportunities. For more details on events, please visit dsp.org/events. ▲

**7 ** HOWARD (DC) students and alumni smile for the camera at the Philadelphia LEAD. From left: Capital RVP Marvin Boone, Kirsten Plunkett, Taryn Young, Tyrell Johnson, Jadyne Hughes, Tiffany Toppar, Gavin Kelley, and Amari Stewart.

**8 ** At the Norman LEAD, members donated books to support Delta Sigma Pi's newest service initiative, literacy. Read more about literacy on page 22. From left: Megan Widner, Midwestern State (TX); Katie Joye Liu, Oklahoma State; Angie Schelp, Central Missouri; and Tornado Alley RVP Wonne Moore.



LEAD Summits, like in Des Moines, are designed to be smaller, less expensive events for local chapters, like IOWA STATE pictured here, to come together to learn and network in one day.



Longtime former Marriott executive Ed Fuller, Wake Forest (NC), provided a complimentary copy of his book, "You Can't Lead With Your Feet on the Desk" to Presidents' Academy attendees. Read more about Fuller on page 38.

Strengthening our Chapters: Leaders Sharpen Skills at Presidents' Academy

2025 Delta Sigma Pi Presidents' Academy – January 10-12, St. Louis



For the seventh consecutive year, officers from collegiate chapters around the country came to St. Louis for high-level leadership training applicable to both their chapter and their professional path.

Thanks in part to the generosity of donors supporting the Leadership Foundation, these dedicated officers arrived with their travel and accommodations seamlessly arranged, allowing them to focus entirely on growth and connection.

Presidents' Academy isn't just another leadership conference—it's a transformational experience. Designed to equip chapter presidents with the skills to lead effectively, the program delivers immediate value to chapters and the Fraternity as a whole, in addition to the personal benefits of attendees. Throughout the weekend, volunteer facilitators and staff guided participants through a dynamic curriculum filled with tangible lessons in leadership, communication, and organizational success.

TESTIMONIALS

"This past weekend, I had the opportunity to attend Delta Sigma Pi's Presidents' Academy in St. Louis, Missouri and learn about different ways to improve Capital University's Psi Omega Chapter! So many new friends and connections

were made; I could not have asked for a better weekend!

I cannot wait to put some ideas into execution and watch our chapter grow and flourish—I wish for nothing but the best to all of the other chapters as well!"

— DAVID BUI, CAPITAL (OH)



Balaguer with
Shaya Reiesieh,
San Diego State

"This was an incredibly enriching experience learning about our own personality styles at work and how to improve upon our leadership skills. I had the pleasure of attending workshops hosted by professionals such as PGP Onuka Ibe, GP Paul Carpinella, and my small group facilitator Joseph Shaver.

Amidst the workshops and small groups, my favorite part of the weekend was being able to connect and talk with other Deltasigs from across the country. I'm glad to have met with such like-minded individuals and am looking forward to finishing out my term as president for the Lambda Phi Chapter with all of the knowledge that has been shared with me this weekend!"

— AVA BALAGUER, CAL STATE-LONG BEACH



From left: Mikhail
Whyte, Eckerd (FL),
GP Paul Carpinella,
and Lopez pose for
a photo after their
speeches on key
takeaways from
the event.

"A highlight of the weekend was having the distinct honor of delivering a speech and addressing the entire room of chapter presidents, leaders, and past and current Grand Presidents. In my speech, I focused on two core pillars: membership growth and building the future leaders of tomorrow. I shared my insights on the importance of fostering a strong and inclusive membership base and emphasized the responsibility we have as leaders to mentor and inspire the next generation. I am deeply grateful for the opportunity to speak and for

the incredible support from everyone in attendance. A special shoutout to Mikhail Whyte for delivering an amazing speech as well! I want to thank the National Fraternity for providing both Mikhail and me with the opportunity to share our thoughts and experiences with such an outstanding audience."

— JUAN LOPEZ, WISCONSIN-MILWAUKEE

In large group sessions throughout the weekend, attendees were treated to a keynote address from Andrew Kirk, senior director of investor relations and corporate modeling for Ameren Corporation, a panel featuring volunteer leaders, and a conversation on the Fraternity's lodestars featuring Grand President Paul Carpinella and Past Grand President (and large group facilitator) Onuka Ibe. (See below for full agenda details.)

Presidents' Academy Curriculum

The focus of Presidents' Academy centers around leadership development, applied everywhere from chapter operations to collegiate members' internships and jobs. Like training to managers in a corporation, development of our "chapter CEOs" directly impacts the Deltasig experience for all of our collegiate members. The program has a balance of large groups, facilitator-led small groups, and networking during meal times to help digest the breadth of topics.

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

AGENDA

- ❖ Your Personality at Work:
Birkman Basics
- ❖ Building Successful Teams
- ❖ Purpose/Principles
- ❖ Putting the Strategy in
Strategic Planning
- ❖ Time Management &
Prioritization
- ❖ Enhancing Team Mo-
rale & Engagement
- ❖ Navigating Crucial
Conversations
- ❖ Leading Meetings
that Matter
- ❖ Building a Legacy:
Bringing it Back to
Your Chapter



Andrew Kirk



SURVEY RESULTS

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

- ✦ **97% recommend Presidents' Academy** to future chapter presidents.
- ✦ **97% either agreed or strongly agreed they will apply the new techniques** and approaches to incentivizing their peer leaders.
- ✦ **96% either agreed or strongly agreed they feel more equipped to have crucial conversations with others** from what they learned at the event.
- ✦ **94% either agreed or strongly agreed that "Leading Meetings That Matter" provided them with new skills** that will make them an effective leader.
- ✦ **93% either agreed or strongly agreed they will apply the concepts of the strategic planning exercise** when they return back to their chapters.

More responses:

- *"I have a great sense of what I want my presidency to look like after this event. Before the event I knew what I wanted to do but didn't know how to execute. Now I feel confident that I know how to execute things."*
- *"I think it is crucial for presidents to attend Presidents' Academy because you get to learn a lot more from a higher and more in-depth level from lessons as well as other chapter presidents."*
- *"[Presidents' Academy] has been such a rewarding experience. It had the perfect mix of getting to know other chapter brothers and helping me develop as a leader."*
- *"[Attendees] get to hear and build connections with other chapter leaders and understand different dynamics, strategies and leadership styles which can help them build more successful teams and serve with a purpose. In addition, the aspects of honesty and real connections where you can get an unfiltered response is also crucial to the experience. The Academy offers great opportunity for personal and chapter growth!"*



“ Presidents’ Academy has had a positive impact on my growth, and I’m excited to share how it’s shaped me into the leader I am today.

This conference is perfectly placed in January—it’s a great chance to reflect on the past year and set a strong foundation for what’s ahead. When my chapter president asked me to attend this conference in her place last year, I honestly didn’t know what to expect. At the time, I was serving as vice president, deeply involved in my chapter but still searching for guidance and tools to lead effectively.

Growing up on a farm outside a town of just 600 people, I was shy and hesitant to share my opinions. Even into college, I often held back in group settings, afraid of saying the wrong thing. But attending Presidents’ Academy challenged me to step out of my comfort zone and gave me the confidence to grow as a leader.

“I didn’t change overnight. But over time, I noticed small shifts in my attitude and leadership style that made a big difference. These lessons have helped me grow as a professional, a friend, and most importantly as a brother.”

Reflecting on my time here last year, I walked away with three key lessons: *understanding group dynamics, the importance of strategic planning, and the power of connections.*

Understanding your group’s personalities helps you tailor your leadership approach to meet individual needs and align everyone with your chapter’s goals. This builds stronger communication and collaboration, making your team more effective.

Strategic planning ensures that everyone is on the same page and helps your chapter use its time and resources wisely. A clear plan keeps priorities in focus and the team’s morale high.

Finally, the connections I made here were the most impactful. Two standout people I met were [Educational & Leadership Consultant] Aidan Cannon and Ashley. Aidan has been my go-to for chapter advice this year—I’ve probably messaged him more times than I can count. And Ashley...reminded me that the challenges my chapter faces aren’t unique. Sharing ideas and experiences with leaders from chapters of all sizes has been incredibly reassuring and inspiring to know that you are not in this alone. Every brother here wants the best for you and you want the best for them and their chapter.

When I left the conference last year, I didn’t change overnight. But over time, I noticed small shifts in my attitude and leadership style that made a big difference. These lessons have helped me grow as a professional, a friend, and most importantly as a brother.

– EMILY WOOCKMAN, WAYNE STATE (NE)

Delta Sigma Pi Leadership Foundation Supports Presidents' Academy

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

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



The Presidents' Academy Fund is a restricted fund within the Delta Sigma Pi Leadership Foundation created to receive

designated charitable gifts from those who wish to directly support Presidents' Academy.

The **Jeffrey E. Zych Presidents' Academy Fund** established by dedicated alumnus Jeff Zych, *DePaul (IL)*, also supports the Academy through an annual grant. "When I was looking to make a difference and heard about Presidents' Academy, I went big," commented Zych regarding his donation to the Leadership Foundation. "I want to set the bar high and pull some people into doing the same thing."

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



Xi Small Group learns the role of different personality types (Birkman colors) in group decision-making by completing a puzzle activity.

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



All gifts to these Funds are tax-deductible (as allowable by law) for the donor and will be included in the donor's annual and lifetime giving records. ▲

[DSP.ORG/DONATE](https://dsp.org/donate)



Leadership Professional Story

Fraternity's Iodestars



Presidents' Academy attendees

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



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1 \ BENTLEY (MA) held their fall 2024 Executive Committee photoshoot in October. Front from left: Stacia Zoghbi, Sam Swanson and Emily Jundi. Middle from left: Jasneil Singh Gill, Aidan Rodgers, Aldo Hernandez-Godinez, Leah Theriault and Selena Farahat. Back from left: Sahil Patel, Aarya Shah and Sid Fudhanawala.

2 \ DAYTON (OH) participated in a Trunk or Treat service event by hand-ing out candy to children in their local community in October.

3 \ CAL STATE-LONG BEACH, CALIFORNIA-IRVINE, CAL STATE-FULLERTON and LOYOLA MARY-MOUNT (CA) brothers had a blast at an inter-chapter bonfire in November.

4 \ WASHINGTON-BOTHELL members held an outstanding resume-building workshop in January. Attendees learned how to craft standout resumes tailored for today's competitive job market.

5 \ TEXAS-ARLINGTON attended Professor Meghan Wright's dynamic class on the Essentials of Motivation in September. Participants explored how to align individual efforts with organizational goals through motivation and connection. From left: Christopher Galván, Denaja Jones, Maricarmen Hernández, Wright and Samantha Lopez.



6



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6 \ TWIN CITIES (MN) ALUMNI completed their annual Toys for Tots drive in December, which provided over \$1,200 worth of toys to local kids. From left: Sam Bergh, Theresa Schudrowitz, *St. Ambrose (IA)*; Amy Briggs, *Minnesota State*; Joe Bosak, *St. Cloud State (MN)*; Megan Paul, *Lindenwood (MO)*; Saffron Jensen, *St. Cloud State (MN)*; Suzie Polton, *Minnesota State*; Mike Vitale, *Rider (NJ)*; and Corey Polton, *Cal State-Fullerton*.

7 \ CINCINNATI ALUMNI hosted an open house at the Central Office with more than 30 attendees including brothers from **MARSHALL (WV)**, **CINCINNATI**, **XAVIER (OH)** and **MIAMI-OHIO** for Founders' Day in November.

8 \ ILLINOIS partnered with the Gies College of Business for the annual campus walk for suicide prevention in October. From left: Arjun Sivasankaran, Saniya Wasti, Neil Kolmer and Connor Smyth.



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9 \ OHIO STATE traveled to San Francisco to tour the Chase Center with the Golden State Warriors, visited Tesla's Fremont Factory, and learned about life at Google from Deltasig alumni in September.

10 \ TRINITY-SAN ANTONIO students teamed up with Trinity University's Alpha Kappa Psi Chapter to write and send letters to Mission Children's Hospital for Make a Difference Day in October.



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11 \ MICHIGAN STATE members prepare for Michigan State University's Business Case Competition in December. Teams were tasked with developing a business solution for a company struggling with leadership and productivity. From left: Udai Singh, Colin El-Behairy, Kyle Parker and Sebastian De Cordova.

12 \ NEBRASKA-LINCOLN brothers networked with Northwestern Mutual

– Nebraska at their Nebraska basketball tailgate in January.

13 \ MARQUETTE (WI) volunteered at the Milwaukee Rescue Mission by sorting clothes, cleaning and pitching in anywhere else help was needed in November.

14 \ ILLINOIS STATE visited the Federal Reserve Bank of St. Louis in December. During the trip, the students gained an in-depth understanding of the

Federal Reserve System, its role in the economy, and the career opportunities available within the institution. From left: Cian Collins, Veronica Zieba, and Nick Harfst.

15 \ MIDWESTERN STATE (TX) hosted a "Pie a Professor" event in November to fundraise money for the chapter. From left: Dr. Niyati Kataria, *Midwestern State (TX)*, and Midwestern State University President Dr. Stacia Haynie.



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16 \ NEW JERSEY held an action-packed brotherhood event at the Gravity Vault in November.

17 \ Deltasigs celebrated the wedding of Olivia Malice, *Georgia College and State*, and Chad Russo in April. From left: Frank Malice, *Georgia Tech*; Katrina Reeves, *Georgia Tech*; Malice; Russo; Anne Marsh, *Georgia Tech*; and Brikken Wagner-Jensen, *St. Cloud State (MN)*.

18 \ ROGER WILLIAMS (RI) initiated 23 new members in October, including Dylan Casey, its 1,000th member.

19 \ TEXAS-EL PASO hosted an alumni panel and gained many valuable insights from their professional and personal journeys. From left: Andrea Guzman, Karen Aguilar, Lesly Medina and Evan Romo.

20 \ MISSOURI-COLUMBIA brother, Jacob Dofing, helped plan and execute the nation's largest annual blood drive in December, breaking the previous record with 4,959 units collected, potentially saving 14,877 lives. From left: Truman the Tiger, Dofing and Red Cross phlebotomist leader Saria.

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

Ed Fuller Honored with ALIS Lifetime Achievement Award

Ed Fuller, *Wake Forest (NC)*, was honored with the Lifetime Achievement award during the 24th annual Americas Lodging Investment Summit (ALIS) in January. This award is given to individuals who have made significant actions, accomplishments and contributions to the hospitality industry.

Fuller has an extensive career in the hospitality industry spanning over five decades, for which he was recognized with the Deltasig Career Achievement Award in 2020. He served with Marriott for 40 years, holding several key marketing, sales, and operational positions, including chief commercial officer. He also served as Marriott International's president & managing director of international lodging, overseeing global operations, international expansion, crisis management, and strategic development. After retiring from Marriott in 2012, Brother Fuller taught at several universities, engaging in philanthropic efforts, and serving on various boards.

Ed graduated from Boston University and Harvard Business School. He also served as Captain in the U.S. Army and earned the



Bronze Star and Army Commendation Medal for his service. He has published four books, including "You Can't Lead with Your Feet on the Desk" (which he has donated to Delta Sigma Pi Presidents' Academy attendees—see page 29) and the "Red Hotel" fictional thriller series. Currently, Ed is president of Laguna Strategic Advisors LLC.

ACHIEVEMENTS

Noel Miller, *Albion (MI)*, is senior project manager at CoreLogic in Verona, Wis.

Ryan Holmstedt, *Arizona State*, is director, global sales - touring division at Cirque du Soleil Entertainment Group. Ryan lives in Astoria, Oreg.

Diane Lundgren, *Bowling Green State (OH)*, is senior vice president marketing at CrossCountry Mortgage. Diane lives in Cleveland.

Angela Schmucker, *Bowling Green State (OH)*, is principal at Schmucker Advising Group in Rochester, Mich.

Stephanie Haffner, *California-Berkeley*, is assistant director, career coach at Yale University in New Haven, Conn.

Monica Aguiar, *Central Florida*, is an HR business partner at ShipMonk in Pembroke Pines, Fla.

Michelle Mitchell, *Central Missouri*, is president/owner at Evergreen Strategic Marketing in Wentzville, Mo.

Mark Laible, *Cincinnati*, is product owner - cost transparency at Highmark Blue Cross Blue Shield in Buffalo, N.Y.

Jordan Nairne, *Clemson (SC)*, is clients success manager at Collegiate Licensing Company in Atlanta.

Ashlie German Recognized with Board of Governors Citizen Scholar Award

Ashlie German, *Missouri State*, was named one of the 2024–25 Board of Governors Citizen Scholar recipients during an induction ceremony in December. Missouri State's Board of Governors awarded six deserving students with this award. The award honors students who exemplify academic success and the university's public affairs mission. Additionally, the Citizen Scholars were recognized at the State Capitol in Jefferson City, Missouri in February.

"This recognition represents the culmination of four years of dedication and hard work during my time at Missouri State University. The school's mission consists of three pillars: ethical leadership, cultural competence, and community engagement. These pillars guide us to be engaged and active members on campus and in our community. I have strived to embrace these principles, so it means a lot to be recognized by the university and the Board of Governors," said Ashlie.

She has previously served as diversity, equity, and inclusion chair, vice president-scholarship and awards, and president for Kappa Omicron Chapter. Through her Deltasig leadership roles, she gained knowledge on "the power of networking and creating connections with others. Networking is something that I struggled with before I joined Delta Sigma Pi, but now I can have a natural and meaningful conversation with anyone I meet."

In addition to Delta Sigma Pi, Brother German is on the Women's Swim and Dive team, in the Honors College, and tutors within university's Bear CLAW (Center for Learning and Writing). After graduation in May, Ashlie will be working on the lead rotation program at CRST The Transportation Solution, Inc. "Missouri State University and Delta Sigma Pi has given me a strong foundation to succeed not only in my professional career, but also my personal life...I am excited for everything the future has in store," said Ashlie.



Andrew Esquivel, Colorado State, was named one of Northern Colorado's 2024 40 Under Forty from BizWest. Andrew is vice president at FirstBank and lives in Windsor, Colo.

Tiffany Meyer, Colorado-Colorado Springs, is an accounts payable assistant at the Pittsburgh Pirates in Pittsburgh.

Jack Ciak, Connecticut, is vice president of finance at EAST Initiative in Little Rock, Ark.

Julianna D'Angelo, Connecticut, is a sales team lead at Indeed. Julianna lives in Trumbull, Conn.

Amy Diers, Drake (IA), is product owner at Wellmark Blue Cross Blue Shield in Des Moines, Iowa.

David Stewart, Eastern Illinois, retired as associate vice president/ chief human resources officer at University of Illinois System. James lives in Champaign, Ill.

Kirsten Sutter, Evansville (IN), is senior proposal writer, national accounts at Health Care Service Corporation. Kirsten lives in Palatine, Ill.

Mariam Battle, Ferris State (MI), is senior vice president operations at

Unite Digital, LLC. in Wixom, Mich.

Randolph Segal, Florida Atlantic, is a real estate broker at Segal Realty Associates and a space reporter at WSTU/WPSL Radio in Wellington, Fla.

Collin Gawthrop, Georgia, is sales development representative at Twilio Segment in San Francisco, Calif.

Tina Mai, Georgia, is packaging system leader/packaging engineer II at Owens & Minor. Tina lives in Doraville, Ga.



Brother Clark Named to AT&T Rising Future Makers Class of 2024

Isaiah Clark, Savannah State (GA), has been selected as one of 25 members of the AT&T Rising Future Makers Class of 2024. The initiative recognizes and supports students from His-

torically Black Colleges and Universities (HBCUs) who are making an impact in their communities and on their campus. Less than two percent of applicants are selected for this program.

Each awarded member receives access to unique professional development and networking opportunities, as well as a \$5,000 cash prize and a tablet with one year of AT&T service.

When asked about this recognition, Isaiah said “This symbolizes validation of my hard work and dedication to personal growth, leadership, and community impact. It reminds me that my efforts to uplift and inspire others are being noticed, which is truly humbling and motivating... This was a moment of gratitude not just for this recognition, but for the support of everyone who has helped me along the way.”

Clark is a business administration major with dual concentration in global logistics/international business and accounting. Through the Fraternity, Isaiah has learned “about professionalism, teamwork, and community service” and is excited to utilize those transformative skills in his career. Outside of Delta Sigma Pi, Brother Clark is also involved in other organizations on his campus including Student Government Association, NAACP, Achievers of Today and Tomorrow Inc, The Juice Live, Collegiate DECA, College Entrepreneurs Networking Towards Success, Tiger Ambassadors, and Aesthetically Black modeling.

After graduation, Isaiah plans to get his masters in both public administration and business administration. He hopes to apply his skills to create meaningful impacts in his career and continue building on his leadership journey while mentoring others.

Katherine Crouse, Georgia College and State, is a human resources consultant at Travelers in Hartford, Conn.

Matt Higgins, Grand Valley State (MI), is a senior sales executive at SafeSend in Ann Arbor, Mich.

Boi Lan Conrad, Houston, is a pre-award research administrator at The University of Texas at Austin in Austin, Tex.

Richard Wheeler, Indiana, retired as a certified public accountant at Wheeler & Associates, P. C. Richard lives in Indianapolis.

Richard Driscoll, Indiana-Indianapolis, is senior, private tax at EY in Cincinnati.

Cambrie McBride, Iowa, is a sales representative at Central Iowa Distributing in Fort Dodge, Iowa.

Richard Posner, Maryland-College Park, retired as a loan officer at Weichert Financial Services. Richard lives in North Potomac, Md.

Gary Corderman, Miami-Ohio, is managing director at Farther in Los Angeles.

Lamar Jackson, Mississippi, is a channel sales and business development specialist at Wex Inc. in Hattiesburg, Miss.

Jon Webber, Missouri-Columbia, is a financial advisor at Renaissance Financial in St. Louis.

James Frenette, North Florida, is master finisher at South Central Regional Medical Center in Laurel, Miss.

Katie Liu, Oklahoma State, is a healthcare consultant at Medsys Group. Katie lives in Chandler, Ariz.

Andrew Brodsky, Pennsylvania, published the novel "Ping: The Secrets of Successful Virtual Communication". Andrew lives in Austin, Tex.

Kyle Baker, Purdue (IN), is director, project management at Light & Wonder in Cary, Ill.

Penny Terwelp, Quincy (IL), is special investigator II at Kansas Human Rights Commission in Topeka, Kan.

Kendra Cannoy, San Francisco, is a self-employed joint pain evaporator in Auburn, Calif.

Andrew Burton, Southern Illinois-Edwardsville, is senior technical business analyst at Murphy Company in St. Louis, Mo.

Samuel Shatto, St. Edward's (TX), is founder and owner at Quantum AdWorks in Houston.

Joanne Mamaradlo, Texas-San Antonio, is senior manager of government reporting at Harris Health. Joanne lives in Cypress, Tex.

Taylor Morrison, Trinity-San Antonio, is field account representative at Grainger in Deer Park, Tex.

Michael Mitchell, Truman State (MO), is director, product management at FDH Electronics. Michael lives in Littleton, Colo.

Thomas Walk, Virginia Tech, earned a Family Financial Mediator Certification by the North Carolina

Viener Selected as Student of the Year by Navy Federal Credit Union



Adam Viener, *South Carolina*, was named Student of the Year through the Navy Federal Credit Union ROTC (Reserve Officers' Training Corps) All-American Scholarship Program. Student of the Year recipients are chosen by a panel of judges composed of Navy Federal employees and veterans from all branches of the service. The scholarship program honors the best and brightest ROTC seniors across the nation and highlights rising senior ROTC students who best embody the pillars of the program: leadership, military, excellence, scholarship and service. Students of the Year receive a \$6,500 scholarship and a \$5,000 donation to the USC Booster Club or Student Fund. Viener was honored with this recognition during the 2024 Military Bowl for college football in December.

"The recognition was an awesome experience, but I wouldn't have been able to be in that position without my family, friends, ROTC wingmen, mentors, and my Deltasig brothers. I am so lucky to have an amazing support system," said Adam.

Through Delta Sigma Pi and ROTC, Adam has gained strong professional abilities, but more importantly, amazing, driven friends and classmates who always support him through all challenges. Viener is studying finance, supply chain management and aerospace studies. He served as the operations group commander for University of South Carolina's Air Force ROTC Detachment 775 in spring 2024. During this time, he oversaw the training and development of 80 cadets within the wing. After graduation he will continue focusing on developing as a leader and mentor while serving his first assignment in the Air Force.

Dispute Resolution Commission. Thomas lives in Greensboro, N.C.

Madeline Tuley, Washington-Bothell, is a sales consultant at Southern Glaziers Wine and Spirits in Bellevue, Wash.

Candy Lynn Mason, Washington-St. Louis, is chief executive officer - North America at IVIRMA Global. Candy lives in Raleigh, N.C.

Sophie Stoviak, West Virginia, is a customer service associate

at TE Connectivity Corporation in Middletown, Pa.

Parmilla Edwards, Winston-Salem State (NC), retired as parent coordinator at Greene County Schools. Parmilla lives in Kinston, N.C.

Meagan Hagerty, Wisconsin-La Crosse, received the Certified CliftonStrengths Coach certification from Gallup, Inc. Meagan lives in Burnsville, Minn.

Bob Morris, Xavier (OH), is technical manager at Cyient - Boeing in Everett, Wash.

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

Mariam Naghshineh, Ferris State (MI), and Chad Battle on December 8, 2023. They live in Wixom, Mich.

Olivia Malice, Georgia College and State, and Chad Russo on March 30, 2024. They live in New Port Richey, Fla.

Andrew Bare, Indiana-Indianapolis, and Timothy Walsh on October 6. They live in Kennebunk, Maine.

Mary Moon, North Florida, and PGP Norman Kromberg on November 22. They live in Omaha, Neb.

Michael Kipp, and **Alexis Taylor, both Purdue (IN)**, on September 21. They live in Milwaukee, Wis.

Christopher Rosalejos, San Jose State, and Brenda Natera on September 14. They live in Hollister, Calif.

Andrew Burton, Southern Illinois-Edwardsville, and Stephanie Conreaux on November 9. They live in Edwardsville, Ill.

Taylor Rountree, Trinity-San Antonio, and Andrew Morrison on July 27. They live in Houston.

Gains

Adam, Iowa State, and **Sasha Katch, Twin Cities Alumni**, on November 26—Addison Laine. They live in Waukee, Iowa.

Gulf South RVP **Laura Olivencia, Louisiana State**, and Jay on January 29—Beckham Andrew. They live in Gonzales, La.

// LOSSES //

Boston U.
Edward Boudreau (October 20)

Cal State-Fresno
Joe Marquez (September 23)

Cal State-Sacramento
Richard Dymalski (June 11)

Connecticut
Donna Wolf (June 24)

Creighton (NE)
Karl Dishman (December 4)

Georgia Southern
Patrick Blanchard (November 4)

Georgia State
Francis Mwangi (May 24)

Indiana
Stephen Shoemaker (September 18)

Louisiana State
Kevin Boudreaux (July 17)

Memphis
Edward "Ned" Nelson (August 30)

Miami-Florida
Frank Soler (March 17, 2024)

Minnesota
Gary Nelson (September 25)
Ronald Everson (November 21)

Missouri-St. Louis
Matthew Niedringhaus (December 30)

Northern Arizona
Michael Thornham (September 28)

Rider (NJ)
Charles Schivley (September 16)

Shepherd (WV)
William Gantt (December 30)

Southeastern Louisiana
Belford Carver (November 18)

Temple (PA)
Dennis Hummel (January 2)

Texas-Austin
Robert Milstead (December 6)
Albert Seymour (September 8)

Texas-El Paso
Javier Adauto (September 9)

Virginia Commonwealth
Joseph McDonough (December 30)

Western Kentucky
Terry Young (October 11)



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Sample Monthly Rates

BEST FEMALE RATES				
Age	\$100,000	\$250,000	\$500,000	\$1,000,000
18-35	\$7	\$9	\$13	\$19
40	\$8	\$11	\$17	\$26
45	\$10	\$16	\$26	\$44
50	\$13	\$21	\$37	\$65
55	\$17	\$31	\$54	\$99
60	\$24	\$41	\$73	\$137
65	\$34	\$66	\$122	\$224

BEST MALE RATES				
Age	\$100,000	\$250,000	\$500,000	\$1,000,000
18-35	\$7	\$10	\$14	\$22
40	\$9	\$12	\$18	\$30
45	\$11	\$18	\$28	\$47
50	\$15	\$25	\$43	\$77
55	\$20	\$40	\$73	\$134
60	\$29	\$59	\$109	\$221
65	\$53	\$102	\$191	\$386

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\\ ALUMNI AWARDS \\\



Western PVP Erica Kolsrud and Joe Goldblatt, Texas Christian, at the 2024 Tucson LEAD Summit.



Dr. Richard Fountain, West Florida, receives his Golden Helmet during a private event at the University of West Florida in December.

HELMETS – Gold

1 \ JOE GOLDBLATT, Texas Christian, is a Golden Council member, having served as Intermountain Regional Director in the 1990s. He is an active member of the Phoenix-Thunderbird Alumni Chapter, having previously served as their District Director. Brother Goldblatt has attended more than 20 events, including seven Grand Chapter Congresses. He is also a supporter of the Leadership Foundation, recognized at the Architect Giving Level. His daughter, Jeri, is also a member of Gamma Psi Chapter at Arizona. Professionally, Joe is retired from government work.

2 \ DR. RICHARD FOUNTAIN, West Florida, is chapter advisor for Eta Upsilon Chapter, recognized as Regional Chapter Advisor of the Year in 2020 and 2022. Richard is known for helping students recruit new members and he often takes a personal interest in the growth of individual brothers, providing them with networks and opportunities to develop and excel academically. Professionally, Brother Fountain is the accounting and finance department chair at the University of West Florida.

HELMETS – Silver

3 \ ARTURO PEREZ, Texas-El Paso, is a member of the Space City Houston Alumni Chapter. Arturo cares deeply for the development of brothers and has spent volunteer hours organizing initiatives to uplift those in need and to foster connections among members. He has attended multiple events, including the 2023 Grand Chapter Congress. Professionally, he works as faculty lecturer of information technology in the college of science and engineering at University of Houston.

4 \ MARY MOON, North Florida, has served the Fraternity through multiple different volunteer roles throughout her Deltasig journey including Atlantic Coast Regional Vice President, District Director for North Florida and Nebraska-Omaha and on the Leadership Foundation's Scholarship Selection Team. She currently serves as Vice President-Community Service for Lincoln/Greater Nebraska Alumni Chapter, having previously held multiple chapter officers' roles for Jacksonville Alumni Chapter, including President. Mary has attended more than 50 events, including 12 Grand Chapter Congresses. Mary is a supporter of the Leadership Foundation, recognized at the Cornerstone level of giving. Professionally, she works as a business office manager for VIA Consulting Services, Inc.

5 \ CHAD MONTE, Akron (OH), is an active member of the Cleveland-Akron Alumni Chapter, having previously served on chapter committees and as an alumni chapter officer, including President. He continues to support chapter members by mentoring and providing guidance with career questions. He has also attended national Fraternity events, including a LEAD event and Grand Chapter Congress. Professionally, he works as an SAP time and attendance business systems specialist at Collins Aerospace.

6 \ JIM GEORGE, Akron (OH), is an active member of the Cleveland-Akron Alumni Chapter, currently serving as Vice President-Chapter Operations. Brother George has attended multiple Grand Chapter Congresses and is a supporter of the Leadership Foundation, recognized at the Architect level of giving. Professionally, he works as director, national accounts at American Tire Distributors.

DONOR RECOGNITION



7 \ CRYSTAL JUSTICE, Pacific (CA), previously served as Western Provincial Vice President, Sierra Nevada Regional Vice President and District Director for Cal State-Chico, San Francisco State, Pacific (CA), Cal State-Sacramento and Nevada-Reno. She has served in multiple different alumni chapter roles and national committees and task forces. Crystal has attended more than 80 events, including eight Grand Chapter Congresses. A supporter of the Leadership Foundation, she is recognized at the Entrepreneur level of giving. Professionally, she is development program manager at 7-Eleven.



8 \ ANGI COSTON JONES, Penn State-Erie, currently serves as Eastern Regional Vice President. She is also President and Vice President-Collegiate Relations for Philadelphia Alumni Chapter. Angi previously served as District Director for Temple (PA) and Drexel (PA) being recognized with the Regional District Director Award in 2020. She has also spent countless hours volunteering for the Fraternity as a committee member and on national task forces. Angi has attended more than 50 events, including six Grand Chapter Congresses. A supporter of the Leadership Foundation, she is recognized at the Cornerstone level of giving. Professionally, she is a procurement specialist working for Federal Judiciary.



From left: Arturo Perez, Texas-El Paso, and Mary Moon, North Florida, received their helmets in December.



From left: Ray Liebhart and Chad Monte, both Akron (OH), at a holiday party in January.



From left: Ray Liebhart with Jim George, both Akron (OH), as he receives his award in June.

Become a CDL today!

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

Congratulations to the CDLs who earned Tier I or Tier II certification between August 30, 2024 and January 15, 2025. (Tier II CDLs are marked with a *.)

Sebastian Affronti, *Buffalo (NY)*
 Tom Bankston, *Angelo State (TX)*
 Tim Beasley*, *Cal State-Fullerton*
 Karen Beatty-Martinez*, *Midwestern State (TX)*
 Gabriela Berrios*, *Stony Brook (NY)*
 Bri Biggs*, *Longwood (VA)*
 Jeff Blanchard, *Kennesaw State (GA)*
 Lisa Brown*, *Cal Poly-San Luis Obispo*
 Jeanette Buie*, *Central Missouri*
 Kyra Cahill, *Penn State-Erie*
 Paul Carpinella*, *Bentley (MA)*
 Raymond Causey, *Redlands (CA)*
 Casey Charles, *Bowling Green State (OH)*
 Andrew Chin, *Drexel (PA)*
 Julian Damiani*, *Roger Williams (RI)*
 Wendy Delehaunty*, *Eastern Illinois*
 Caitlin Dougan*, *Colorado-Colorado Springs*
 Aaron Durand, *Wisconsin-La Crosse*
 Karla Edwards*, *Akron (OH)*
 Priscilla Gallegos Campos, *Texas-El Paso*
 Melissa Garcia*, *South Florida-St. Petersburg*
 Jim Gerhardt*, *DePaul (IL)*
 Connor Greenberg, *Auburn (AL)*
 Ashley Greenwood, *Capital (OH)*
 Carley Haro*, *Cal State-Fullerton*
 Bryan Henson, *Southern Illinois-Edwardsville*
 Erika Higgins, *Florida State*
 Max Hill, *New Jersey*
 Kara Hoover, *Ball State (IN)*
 Jerry Hotwagner*, *Oklahoma State*
 Emily Hudson*, *Lindenwood (MO)*

Claire Jackson, *Loyola-Chicago*
 Joel John, *Marquette (WI)*
 Denaja Jones*, *Texas-Arlington*
 Jack Karakashian, *Maryland-College Park*
 Sarah King*, *Mercer (GA)*
 Von Kraus, *Iowa*
 Travers Landreth*, *North Florida*
 Erin Lee, *Western Kentucky*
 Jamison Lewis, *Marshall (WV)*
 Mike Losneck*, *Kent State (OH)*
 Reagan Mady, *Iowa*
 Michelle Marrs*, *Central Missouri*
 Ryan Marsh, *Florida Southern*
 Katie Mastromarchi, *Siena (NY)*
 Kris McDaniel*, *Central Missouri*
 Amanda Meeker*, *Truman State (MO)*
 Noel Miller*, *Albion (MI)*
 CJ Moore, *Eastern Illinois*
 David Moore*, *Iowa State*
 Andrea Mujica*, *La Verne (CA)*
 Aleya Mygrant, *Indiana-Indianapolis*
 Joan Nason*, *Bowling Green State (OH)*
 Edgard Neto-Taylor*, *Florida Southern*
 Ron Neto-Taylor*, *Florida Atlantic*
 Cole Novara*, *Santa Clara (CA)*
 Ryan Olee, *Bowling Green State (OH)*
 Dami Osinowo, *Indiana-Indianapolis*
 Bob Patterson*, *Penn State-Erie*
 Bill Peradotti, *Illinois State*
 Natalie Perry, *St. Cloud State (MN)*
 Molly Rae*, *Winona State (MN)*
 Dom Rand*, *West Florida*
 Emma Reynolds, *Western Kentucky*
 Claire Roberts*, *San Francisco State*
 Andrew Rueve, *Saint Louis*



Alyssa Ruiz*, *Dayton (OH)*
 Sydney Sampson-Webb*, *Wisconsin-Milwaukee*
 Myles Sanford, *Indiana State*
 Teresa Schudrowitz*, *St. Ambrose (IA)*
 Dalton Slusher, *Miami-Ohio*
 Sidney Smith, *Georgia State*
 Prestina Talley, *Lynchburg (VA)*
 Austin Thigpen, *Jacksonville State (AL)*
 Carla Tousley*, *Grand Valley State (MI)*
 Brandelle Unkrich, *Iowa*
 Hiten Vasnani, *Indiana-Indianapolis*
 Erica Verderico*, *Kent State (OH)*
 Hunter Weber*, *Colorado State*
 El Williams, *Indiana-Indianapolis*

MINUTES IN SECONDS FROM SEPTEMBER 22, 2024 BOARD MEETING

- Updated policy to eliminate the distribution of physical campaign materials when running for elected Fraternity office, including but not limited to shirts/clothing, giveaways/swag and printed flyers/brochures/folders. Also adjusted policy to prohibit the purchase of social media ads promoting a candidate (all other social media usage remains permitted).
- Updated policy regarding Grand Chapter Congress election voting process, including:
 - Announce election vote counts as recommended in Robert's Rules of Order
 - Require candidates to serve as their own observers (when candidate is present), reducing the potential for post-election conflict or question of ballots
 - Remove ceremonial processes from policy therefore allowing the Nominations Committee and the Rules and Resolutions Committee to determine the best process in adapting to other changes and making it possible for all candidates to be present for the announcement, showing support for the winner, and gratitude to the loser
- Require the Board of Directors to declare whether they support or not support legislation presented at Grand Chapter. Board stance will additionally be included in advance in the legislation packet. Board will also state the opinion and context of their decision prior to discussion of each legislative item.
- Updated the process, chartering/petition requirements, and financial structure for startup groups moving toward installation, removing duplicative information/policies and suggestive language, and clarifying responsibilities of volunteers, students, and staff.
- Sent to 2025 GCC legislation that would allow the Board of Directors to approve the chartering of a chapter prior to investing resources into a startup group. Proposed bylaw changes will be considered by the Grand Chapter.
- Reviewed NHI Task Force Report and the National Committee Structure Whitepaper and provided direction.
- Updated the types of Board Meetings listed in policy to eliminate "conference call" and reduce the notification time for special meetings.

MINUTES IN SECONDS FROM NOVEMBER 17, 2024 BOARD MEETING

- Approved petition to charter Omega Omicron at the University of Illinois Chicago.
- Reviewed mail vote process and results. See page 23 for more information.
- Board supports and recognizes non-voting advisory membership of the finance committee as desired by the chair, while restricting voting privileges to the official membership outlined in bylaws.
- Board directed the Organizational Development Committee to draft recommendations related to the following:

- Amend bylaws to not allow a District Director, Alumni Chapter Officer, or Receiver to be a Grand Officer.
 - Amend the bylaw to remove the language noting the Vice President-Finance as the CFO.
 - Amend the bylaw to grant the Immediate Past Grand President the ability to vote in all scenarios of the Board, not just in the event of a tie.
 - Amend the bylaws to remove the Executive Director as a board member and designated as an invited guest of the board.
 - Review all Board position vacancy procedures.
- Board directed the Organizational Development Committee to develop a bylaw recommendation that defines Board Committees.
 - Board directed the Organizational Development Committee to develop a bylaw recommendation that develops three Board Committees, including: Executive Committee, Governance and Finance.

MINUTES IN SECONDS FROM JANUARY 25-26, 2025 BOARD MEETING

- Selected 2025 National Collegian of the Year, Lifetime Achievement Award recipient and Career Achievement Award recipient to be announced at a later date.
- Board approved bylaw recommendations, which will be presented to the Grand Chapter:
 - Clarifies Vice President-Finance officer description
 - Extends full rights of a Director to the Immediate Past Grand President, giving them the ability to vote
 - Changes the Executive Director from a Board member without a vote to an invited guest of the Board
- Board directed the Organizational Development Committee to propose:
 - An updated Board Committee bylaw recommendation at the March meeting which includes a separate Audit Committee.
 - Recommendations limiting a Board member from serving concurrently in certain chapter roles.
 - A recommendation to develop a Jurisprudence Committee.
- Board heard updates on growth strategy, event and education roadmap and DEI initiatives.
- Approved proposal to invoice chapters twice annually for insurance and setting the insurance costs based on a cost projection instead of actual costs. This allows chapters to budget easier and will begin fall 2025. Spring 2025 insurance invoices are not impacted by this decision.
- Approved Leadership Foundation grant request funding prioritization for 2024-25. To be voted on by Leadership Foundation Board in March.
- Board reviewed 2025-26 Budget considerations with plans to vote on the Budget at the March meeting.



DELTA SIGMA PI

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CHANGE SERVICE REQUESTED

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



DELTA SIGMA PI – A **TIMELESS** BOND

Join us in celebrating Alumni Day! Whether it's connecting with a brother far away, hosting events with brothers like Michigan State's anniversary event with alumni or meeting up with Deltasigs with similar interests (learn more on page 18), we would love to hear about it! Please send news and photos to magazine@dsp.org.

Make plans to participate in our 4/25 Alumni Day Drive. We will be asking all alumni to support the Deltasig Fund and hope you will consider a gift. Our Deltasig Fund provides the Fraternity with flexible funding that allows us to financially support a variety of outstanding educational programming for future business leaders. Learn more at dsp.org/dsp425.

