



22

Presidents' Academy Builds Business Leaders

Brothers Behind the Cheers

6

Brothers working in the sports industry hit a home run



Managing Editor
Heather Troyer

Art Designer
Meredith Federle

Executive Director
Jeremy Levine

Associate Director of Communications
Steve Aust

Contributors
Fraternal Composite Services
Megan Krippner
Gayle Randall

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

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Delta Sigma Pi
330 South Campus Avenue
Oxford, OH 45056
(513) 523-1907
magazine@dsp.org

On the Cover: Anthony Gulino, *Redlands (CA)*, (top center) is director of operations for Los Anarchists Youth Roller Derby Team. His daughter Gabriella (aka Mount Crushmore) was a founding member of the team after falling in love with the high-intensity sport. Also, Presidents' Academy attendees gained a better understanding of building successful teams, proper dining etiquette, incentivizing and motivating teams, navigating difficult conversations and more.



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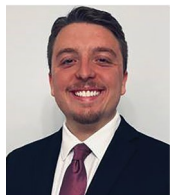
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PLEASE CHECK [DSP.ORG](https://www.dsp.org) FOR UP-TO-DATE INFORMATION AND MORE DETAILS.



STAFF UPDATES

Luke Schamer joined the Central Office team as Director of Education in November. In this role, he is responsible for developing, managing and helping present a holistic

educational effort through programs that promote our values and mission to collegiate and alumni members. Luke is also a published author of more than 20 works of fiction, nonfiction and poetry. Further, he is a produced screenwriter who's worked on three films. Learn more about Luke on page 28.



Lisa Christie joined the staff in February as Associate Director of Events. Her responsibilities include developing and managing the various events Delta Sigma Pi hosts. Lisa graduated from Johnson & Wales University with a bachelor of science

in hospitality management and an associate's degree in resort/leisure management. Her experience includes nationwide meeting and conference event planning, directing annual event programs and selecting hotel sites. Learn more about Lisa on page 28.

Cindy Warf and **Cathy Edwards** started as administrative coordinators in October. Their responsibilities include providing administrative support to the Central Office staff and filling in where extra hands are needed across the office.



Cindy has over 10 years of experience in data entry, administrative work, research, auditing and clerical duties. Most recently Cindy worked for Wernle Youth and Family Treatment Center as a quality assurance associate.

Cathy worked at Miami University for 36 years, with more than 30 years of service for the Department of Geology and its Institute for the Environment and Sustainability. Cathy managed departmental communications, maintained course schedules and supported other departmental needs.



CONGRATULATIONS, MARISSA!

Marissa Smith was promoted to the role of Associate Director of Operational Services at the Central Office in October. In addition to serving in an office manager-style role with oversight of the Central Office support staff and supporting IT infrastructure, she provides support to the Fraternity Board of Directors, is responsible for the management of Fraternity records, and handles regalia processing including inventory and logistics.



UPCOMING 2023 EVENTS

For more details, please visit [dsp.org/events](https://www.dsp.org/events).

April 25
Alumni Day

August 16-20
55th Grand Chapter
Congress-Houston

October 6-7
Chicago LEAD School

October 13-14
Atlanta LEAD School

October 21
Make A
Difference Day

November 3-4
Denver LEAD School

Building Better Brotherhood

"I am who I am because of who we all are."

– Ubuntu Proverb

My involvement with Delta Sigma Pi began while I was an undergraduate at Angelo State University. As a student-athlete, running track and cross-country, I thought Delta Sigma Pi would help me approach potential employers with more professionalism.

At the time, I had no idea how much Delta Sigma Pi would impact my life. It's been a few decades, and I still feel the same about its significance now that I serve as Chapter Advisor of my alma mater. Putting down my roots with Eta Theta has been a key factor in realizing the importance of the presence of brotherhood experiences among members.

The brotherhood I knew as a student years ago lives on within the chapter today. As Advisor, it has been exceptionally rewarding to witness the same authentic and trustworthy bond similarly felt through generations of brothers and the rich results produced by sharing it. As an alum, I am honored and humbled to continue developing connections with brothers who are now lifelong friends. In a true brotherhood, relationships are enriched, challenges are met head-on and memories are created. As such, it's a duty I undertake as Chapter Advisor to foster greater brotherhood.

At Angelo State, I've seen that road trips to LEAD events have made a meaningful impact on enhancing the brotherhood experience. It's been a priority to promote the benefits of student attendance at LEAD and gain financial support from both university officials and business school administrators.



Southern PVP Meghan Hill, Northeastern PVP Monica Monroe, GP Cory Stopka, Cayle Thurman-Randall, 2022 National COY Christian Loeb, ED Jeremy Levine and 2021 National COY Brennen Feder.

Gaining such support has been essential to our high participation rate at conferences and has resulted in greater student commitment to Delta Sigma Pi.

Building experiences that stimulate brotherhood happen on campus, too. A most valuable (and unexpected) resource at Angelo State has been our career development center, with which we've partnered in recent years. Interactions with their amazing staff, whether through chapter service or event participation, have enriched professionalism and involvement that's demonstrated in both their communications and actions.



I credit brothers' heightened professionalism to a greater understanding of each other, better communication skills and forming common ground during goal setting. I enjoy how the positive vibes I receive from the chapter are also conveyed by brothers, faculty and staff, reinforcing the chapter's strong professionalism and fraternal bonds.

Promoting longevity is fundamental to every chapter. One approach I take to support this involves sharing positive experiences with potential recruits in my classes. Each semester, I encourage the Senior Vice President and the executive team to hold events during

class times. Often, they create a chapter video or they share a summary of brothers' "top reasons why they joined Delta Sigma Pi".

The experience of producing a video and/or reflecting on what inspired them to join the Fraternity has created awareness of shared experiences and intensified connectedness. It is especially rewarding to watch brothers blossom with confidence gained from embracing recruiting roles and improving chapter involvement.

Discussing building brotherhood in our chapter would not be complete without highlighting the contributions of our District Director, Marquis Allen. Marquis has been involved with Eta Theta since he was an active brother and instrumental in the chapter's success.

Our chapter is beyond blessed with Marquis' dedication and support. Marquis has voluntarily filled in gaps where needed, especially while I was pursuing my doctoral degree over the last three years. We are extremely fortunate to have such a dedicated volunteer.

The cliché is true: there is no "I" in team. A successful chapter is the product of many generous and benevolent contributors. It's exciting to know that together, we all work continuously to foster consistent excellence in our chapter every week, every semester, every year. My hope is that we aim to create an even better Eta Theta Chapter in 2023!

Gayle L. Thurman-Randall
2022 National Chapter Advisor of the Year

BEHIND THE CHEERS

BY STEVE AUST

Since the days of the ancient Greek Olympics and Roman gladiators, people have been innately drawn to sports. We stand at rapt attention as we admire physical feats of speed, strength or endurance. The Super Bowl is annually the most-watched program on American TV, and it's been reported that as many as five billion of the world's eight billion inhabitants tuned in to watch last year's World Cup. Yep, we love athletes.

However, in today's highly competitive, hyper-connected world, legions of support are required to train and support sportspersons. Whether it entails poring over analytics that help players enhance their performance, cultivating sponsorships that provide financial support to collegiate athletic departments, or managing the digital assets that support disseminating sports-related content, numerous roles must be filled to support the business of sports. Here's a look at several Deltasigs and the diverse roles they play in connecting athletes to fans.

OHIO

MARK WALPOLE

**GENERAL MANAGER FOR
LEARFIELD AT PURDUE
SPORTS PROPERTIES**

Mark earned both his bachelor's and master's degree from Ohio University. After graduating in 1992, he took a job on the marketing team with the Indianapolis Indians, a AAA minor-league team that was then affiliated with the Cincinnati Reds. While in school, he interned with the Atlanta Braves and learned the many moving parts involved with marketing a pro-baseball team. Working with a minor league entity, however, requires a willingness to be versatile and try new things.

While he was in school, Mark dreamed of becoming the youngest general manager in Major League Baseball. In 1998, he moved up to the big leagues and took a position with the Cincinnati Reds. However, once he was exposed to the grind that working for an MLB team entails, Mark decided to reboot his career and decided to shift to college athletics.

He noticed one key philosophical difference between pro and collegiate sports: "In the pros, people tend to cheer for the name on the back of the jersey. It's more focused on the individual. At the college level, fans love the name on the front of the jersey – the school. I love professional sports, but the passion that college fans have for their school is compelling."



Mark with
Drew Brees

**"IT'S AS TRUE OFF THE FIELD AS ON THAT
YOU'RE ONLY AS GOOD AS YOUR TEAM."**

Mark returned to Indianapolis and took a job on the marketing team for Butler University. In this role, Mark became familiar with the types of local and regional businesses that support a college athletics program. In 2002, Mark went to work for Learfield Sports by taking a position with Indiana University Sports Properties, which required catering to a mix of local, regional and national businesses and organizations. He discovered that marketing a major college team requires a unique perspective.

"In college-athletics marketing, you have to think of yourself as both an employee of the CEO of your company, and the athletic director whose teams you represent," he said. "You're invested in both of their successes, and you want to be proactive and responsive to ideas that will grow the brand."

Mark's next step was joining the NFL's Indianapolis Colts. These were the Colts' glory days, with Payton Manning, Marvin Harrison and countless other superstars who led the team to consistent playoff appearances, two Super Bowl appearances and one championship.

"In addition to having a lot of on-field success, the Colts were a pleasure to work with," Mark said. "It was an exciting time and an exciting team."

After the eight-year stint with the Colts, he moved to south Florida and took a marketing role with the Miami Dolphins. For a Midwesterner, it was a fish-out-of-water moment.

"It's beautiful down there, but I could tell right away that I didn't fit in," Mark said.

He reached out to Learfield and landed a position with Wolfpack Sports Properties at North Carolina State. This brought him headfirst into the intensity of Tobacco Row rivalries, with North Carolina State, North Carolina, Duke and Wake Forest all in close proximity and competing to win fans and leverage sponsorships.

Finally, Mark's career took him full-circle and he returned to the Hoosier State and remains with Learfield at Purdue Sports

Properties. His staff includes four full-time employees. When he entered the sports marketing business, radio and TV were the extent of media outlets. Now, a school's brand must remain vital online and in social media, and there's a greater emphasis on leveraging sponsors within the stadium as the competition for a bigger share of the revenue pie becomes increasingly fierce.

"There's no offseason. We have to find ways to engage with fans 365 days a year," Mark said. "It's as true off the field as on that you're only as good as your team."

He credits Delta Sigma Pi with helping him understand the meaning of teamwork and the value of embracing brotherhood. He noted the lessons he learned about the importance of balancing listening to and respecting those in leadership role while demonstrating the ability to make contributions.



KENNESAW STATE (GA)

KAILAH SEABROOK

PRODUCT OWNER FOR
NBC SPORTS

Digital apps and websites require thorough management, and in Kailah's role as product owner for NBC Sports, she serves as a liaison between the company and the software engineers that develop its web platform to make sure the digital product accurately represents the company's strategic priorities.

Previously, Kailah worked for Penn Interactive, the parent company of Barstool Sports, an online sports-betting platform. As states began legalizing sports wagering, she and the Barstool team worked frenetically to keep pace with rapidly evolving regulations.

"It was my role to ensure each vertical of the business from engineering, compliance, marketing, operations, finance, etc. were ready for new state launches," she said. "For each state, we had to rebuild the app and abide by the specific state's wagering regulations."

Kailah noted a fairly equal measure of similarities and differences between her Penn Interactive and NBC Sports roles. Both positions require close

contact with software engineers to ensure accurate app construction. Also, using the Agile project management methodology was a common denominator in both positions — as is the volatile nature of the sports business.

"The sports business is very ad hoc; you have to be a little bit more comfortable with change," Kailah said. "Information arrives at inconsistent timelines, and, with some events such as the NBA Finals, you don't know how many games will be played and you have to be prepared. Deadlines are absolute."

One focal point of Kailah's product development team is the evolution of Sports Engine, an online platform that connects young athletes and their families to sports programs and coaching clinics in their communities.

In the future, Kailah would like to evolve into a product management position and have an increased role in the creative side of product development. Whatever role she undertakes, she's grateful to Delta Sigma Pi for assisting her career development.

"Joining the Fraternity was critical for me to more clearly focus on growing career opportunities," Kailah said. "It also helped me understand the importance of effective communication."

Brother Seabrook, who graduated from Kennesaw State in 2020, served in multiple leadership roles, including senior vice president, vice president-scholarship & awards and vice president-alumni relations. Her most energizing Deltasig experience was attending a LEAD Provincial Conference shortly before COVID-19 shut down such gatherings.

"I was able to see just how diverse the Fraternity is, and that, even with how different our talents and goals were, we had a connection because we were all brothers," Kailah said.

COLORADO-
COLORADO SPRINGS

DANIEL SARNA

COORDINATOR OF
TECHNOLOGY OPERATIONS,
PLAYER DEVELOPMENT AND
HIGH PERFORMANCE FOR
THE MILWAUKEE BREWERS

Daniel realized early that it wasn't in the cards for him to be an elite athlete, but he realized that, given his love of sports and competitive nature, he wanted to find his way into the business of athletics. While in college, he interned with the Colorado Springs Sky Sox minor league baseball team, where he gamely fulfilled such roles as ticket sales, marketing and managing the game-day experience (which included helping lay the tarp on the field when it rained). He also interned with USA Baseball, the game's amateur governing body based in North Carolina, where he assisted with various marketing and social media activities. Although he appreciated gaining this experience, he knew he wanted to use his analytics skills to help players' on-field performance.

He began his sports-analytics career with Sports



Info Solutions, a third-party company that sold its player analysis to ESPN, MLB and college programs. To land the role, he successfully leveraged his analytical experience and passion for the game of baseball. In his work, he analyzed such common baseball statistics as exit velocity (the speed a ball is hit off a bat), players' base running skills and a metric the company devised: defensive runs saved, which tracks how a player's performance in the field affects a game's outcome.

His talents with analytics earned Daniel a position with the MLB's Milwaukee Brewers as coordinator of technology operations, player development and high performance. He works at the team's year-round facility at Maryville, Ariz., where it also conducts spring training, overseeing the on-field/performance-related technology, advanced radar tracking systems across the minor league system, and other exploratory technologies for the team. Baseball is in a transitional phase, and the data Daniel tracks is likely to reflect the game's continuing evolution.

His Fraternity experience helped Daniel understand the value of relationships: "I pledged my first semester, and it was exciting to meet people with similar goals and have the opportunity to network for those already in the professional world. I wasn't interested in social fraternal organizations, but I viewed Delta Sigma Pi as a great growth opportunity."



MIAMI-OHIO

ALEX DAVENPORT

**COORDINATOR OF PARTNERSHIP
MARKETING FOR THE INTERNATIONAL
MOTOR SPORTS ASSOCIATION**

Alex grew up a gearhead. His dad worked on the pit crew of Corvette's racing team, and he never missed an Indianapolis 500 race growing up. So, it was fitting that he combined this passion and business acumen learned through Delta Sigma Pi

to carve out a career on the business side of auto racing. While an undergrad at Miami University, he reached out via LinkedIn to Acura's NSX racing team and told them about his interests and experience. He earned a position where he recruited drivers for Honda Performance Development and created marketing materials for prospective sponsors. The energizing experience clarifies his career path.

He currently serves as the coordinator of partnership marketing for the International Motor Sports Association, which is a NASCAR subsidiary that oversees endurance races across North America. In his role, he works with the organizations' partnering automotive original equipment manufacturers to enhance B2B engagement through multifaceted tactics. This could include VIP experiences and meet-and-greets with drivers and optimizing digital advertising and social media to effectively reach customers. Most sponsors are vendors specific to auto racing, but some sponsors support IMSA because the CEOs are hardcore auto-racing fans.

IMSA hosts 13 events a year; some are staged on racetracks while others navigate city streets. Its most famous event is the Rolex 24 Hours at Daytona, where the victor receives a watch from the namesake sponsor. Alex touts them as an adrenaline junkie's dream: cars reach speeds up to 210 mph on straightaways and can slow to 50 mph within 150 yards.

Alex emphasized that the stereotype of auto racing fans being good old boys is outdated. Demographic studies show IMSA fans tend to be affluent homeowners with substantial net worth. One key data point from IMSA's research emphasizes the importance of sponsorships: 72% of fans said they would be more likely to purchase a sponsor's product or service.

"It's fun figuring out creative ways for partners to leverage our races as a marketing tool," he said. "There are different budgets and goals, and different motivations. Every partner's marketing effort presents a unique challenge."

As a student, Alex said he was attracted to Delta Sigma Pi's high level of enthusiasm: "They had more excitement and energy than any other student organization. I was sold the first night."

He appreciated the Fraternity's professionalism and enjoyed being encouraged to "create my own personal brand. It's important to understand what energizes you, and the experiences pushed me to do the same thing in my career."

REDLANDS (CA)

ANTHONY GULINO

**DIRECTOR OF OPERATIONS FOR LOS
ANARCHISTS YOUTH ROLLER DERBY TEAM**

Being a freelance software engineer is Anthony's job, but running a youth roller derby team is his passion. First and foremost, Brother Gulino wants to make clear that the modern incarnation of roller derby is not "professional wrestling on roller skates", as some mischaracterize it.

"[Roller derby] has a reputation for violence and theatrics. While that may have been a focus of classic roller derby in the 1970s, the sport has evolved. Modern roller derby incorporates an elaborate set of rules that are designed to protect the safety of its participants. It's physical, but not violent."

Roller derby became a focal point for Anthony's family when he took his daughter Gabriella to a roller derby bout when she was 10 years old. She loved the intensity of the sport and the player's outlandish costumes. Anthony said, "When we were driving home, Gabriella turned to me and said, 'Dad, I have to do this.' I didn't know junior roller derby existed, but we found a team for her."

Adopting her derby persona, Mount Crushmore, she enthusiastically learned the sport, and in 2017, became a founding member of Los Anarchists Junior Derby, a Los Angeles-area junior roller derby league that has players from ages five to 18, leading the team to a World Championship victory in 2019. Even though she aged out of junior derby two years ago, Anthony continues to serve as Los Anarchists' director of operations. Although he's not compensated for his efforts, he effectively gives it the attention of a full-time job and handles such duties as scheduling, fundraising, budgeting, marketing and procuring sponsorships.

Gulino graduated from the University of Redlands with a Bachelor of Science in information technology in 1998 and Master of Science in interactive telecommunications in 2004. Prior to earning his master's degree, he got to know several Redlands Deltasig members while in a class



taught by Dr. Larry Sunn, who was then Advisor to what would later become Xi Pi Chapter. As his relationship grew with the chapter, he built its website and developed such close relationships with the brothers that they made him an honorary initiate. He remains an active member of the Inland Empire Alumni Chapter, currently serving as its vice president-chapter operations. He co-manages the group's annual Make A Difference Day outing, coordinating collegiate and alumni chapters in the Pacific Coast and South Pacific Regions to serve Santa Claus Inc. in San Bernardino, Calif. as they donate their time, talent, and treasure to the nonprofit. Next year will mark their 20th anniversary of involvement with this project.

"My experiences in Delta Sigma Pi have provided me many of the tools required to build and manage a successful junior roller derby program," Anthony said. "My Fraternity duties have provided experience in managing projects and people that translate directly to the operational responsibilities of our programs."



NORTH CAROLINA- GREENSBORO

CAROLINE GAGEN

MARKETING MANAGER FOR SAM HOUSTON STATE UNIVERSITY

Working in sports has been a longtime ambition for Caroline. In high school, she worked for her local minor league baseball

team. While in college, she interned for UNCC's athletic department.

"I'm competitive by nature, and sports is a great outlet for that," Caroline said.

After graduating, she took a job at Wake Forest as a fan experience and sales coordinator. She now works as a marketing manager for Sam Houston State University in Huntsville, Texas, where she oversees the school's brand identity and marketing for 17 varsity sports.

"I wear a lot of hats, and it keeps you on your toes," Caroline said. "I'm in charge of all aspects of game-day production, from making sure sponsorship promotions are in place to making sure the announcers and game day staff are prepared for various activities and promotions."

Football drives most of the athletic department's enthusiasm and revenue. Being a campus in Texas amplifies this, as football is as akin to religion in the Lone Star State. For the team's first game, the Bearkats (the school's mascot) travelled to Texas A&M's Kyle Field, a gridiron palace that seats more than 102,000 spectators.

"It was an incredible experience," Caroline said. "I've been in large stadiums before, but Kyle Field made it hit home just how big football is in Texas."

This fall will be pivotal for the school's sports team, as it makes the leap to the Football Bowl Subdivision, the highest classification of college football. Huntsville is a comparatively small city with about 50,000 residents, and the school has developed a close-knit relationship with its surrounding community. As

the school's national perception grows with its move up to FBS, Caroline and the school's sales partner, Van Wagner, look forward to the challenge of balancing sponsorships among national advertisers reflective of the school's higher profile and maintaining the loyalty and energy among the electricians, restaurants, furniture stores and other local businesses that have been the school's backbone of support.

Caroline recognizes the valuable role Delta Sigma Pi played in her professional development. Caroline served as her chapter's vice president-professional activities, where she strived to find ways to combine meetings with prospective employers and informational sessions such as interviewing practice and resume workshops. "I enjoyed that we all had the same mindset of being interested in business, but that every brother had their own individual passion and drive of how they wanted to use their knowledge and skills. And, Delta Sigma Pi provided a place where I got more comfortable trying new things and stepping outside my comfort zone."





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[AS A DELTASIG]
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MY CAREER."**

SAN DIEGO STATE (CA)

JESSICA VALO

**EVENT-EXPERIENCE MANAGER
FOR NASCAR'S SOUTHEAST REGION**

Jessica's sports business experience has taken her across the country. While a collegiate, she interned with the San Diego State University athletic department, and later took a role with Fox Sports San Diego (now Bally Sports San Diego) and the Honda Center in Anaheim, Calif. These roles provided a broad range of experience with the presentation of sporting events, and she found that she gravitated toward event management.

Next, Jessica moved to Lexington, Ky. to take a position at Rupp Arena

(notably, famed former University of Kentucky basketball coach Adolph Rupp was a Deltasig), which is most famously a college-basketball mecca that's home to the University of Kentucky Wildcats. Her role entailed managing non-Wildcat events, such as high school sporting events and concerts. The experience of attending to the many details of a successful game day experience prepared Jessica for her current role as the event-experience manager for NASCAR's Southeast region.

In the position, Jessica is entrusted with making sure three of stock-car racing's most iconic venues – Daytona International Speedway, Talladega Superspeedway and Homestead-Miami Speedway – are visitor- and sponsor-friendly on race day.

This year's Daytona 500 race, which occurred in February, marked the 65th running of the legendary event. So, Valo and her team sought to elevate fan excitement by coordinating additional fan photo-ops – typically a race has one or two pre-race event stages; the Daytona 500 features five – with racing legends and celebrities.

Jessica marveled at the passion of auto-racing fans. All of the raceways she supervises host more than 50,000 race day fans (Daytona accommodates over 100,000), and many of them arrive days early to camp and celebrate auto-racing fandom. NASCAR is unique in that it allows fans to walk down pit road up to an hour before the race, where drivers and crew chiefs are prepping for the impending race. Good luck getting access to a locker room prior to any other sporting event!

Jessica graduated in 2015 as a business administration-management major. She entered college eager to find students in the same "headspace" with the same goals. She said, "I appreciated the opportunity to get real-world experience of going through interviews, where I learned techniques that I still use today, and how to balance being professional and casual in my career. Another important lesson I learned as a Deltasig was how to read a room in a group setting and then communicate effectively."

NEVADA-RENO

CHRIS BOLINE

BUSINESS DEVELOPMENT MANAGER FOR LEARFIELD SPORTS' WOLF PACK SPORTS PROPERTIES

Chris, a Reno native, earned both his bachelor's and master's degrees from Nevada-Reno. As the sports editor at his high school and college publications, passionate fandom is in his blood. He majored in business management and minored in economics. After graduation, he worked for the Reno Bighorns, the town's NBA feeder-league basketball team, and currently works as a business development manager for Learfield Sports' Wolf Pack Sports Properties, which manages all promotional aspects of Nevada-Reno sports. Chris arranges sponsorships that financially support the school's athletic department.

"For fans, it's about more than wins and losses," Boline said. "This is the community's college team, and we want to leverage this passion to connect Wolf Pack alums and fans to our sponsors."

The sponsorships Chris arrange represent a wide range of businesses and enterprises. There are national accounts, such as Anheuser-Busch and PepsiCo, but there is an emphasis on local and regional businesses that want to raise brand awareness among the team's fans, such as a local pizza chain, healthcare system, bank and car dealership. When Boline's team takes on a new sponsor, branding becomes broad-spectrum attention.

"From digital and radio advertising to stadium signage and hospitality at sports events, every representation of a sponsor's

brand has to be spot-on," Boline said. "To be successful in this role, you have to have an understanding of the client's priorities and expectations to know you can deliver ROI to them. Above all, strong interpersonal skills are key, and you have to be comfortable being uncomfortable to really engage and understand clients."

The school's athletic department has raised its profile by joining the Mountain West Conference, and the revenue generated from sponsorships has enabled the school to build new softball fields, the Roman Sessions Center, a training facility for Nevada-Reno's basketball program, and a state-of-the-art natatorium for the school's swim team.

Boline said the most important lesson he learned from his time in Delta Sigma Pi was the ability to network and feel comfortable meeting people in professional environments.

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UNDERSTAND CLIENTS."**





Help Delta Sigma Pi achieve liftoff in Houston August 16–20 at the 55th Grand Chapter Congress!

After last year's successful event in Cleveland, we're excited to gather again in 2023! Grand Chapter Congress offers Deltasigs the opportunity to connect and network with hundreds of fellow Deltasigs, enjoy educational programs, help others through service, and much more!

Visit dsp.org for registration, hotel information, a schedule of events, registration policies and more.

Register today! Visit dsp.org/gcc for registration and pricing information. Per day registration is also available.

EVENT HIGHLIGHTS

The first two days of Grand Chapter Congress will provide numerous **educational sessions** offering opportunities to improve our brothers' personal, professional, leadership and chapter operations development. The session tracks include Delta Sigma Pi operations and history, financial growth, professional/career development, leadership and personal growth.



You'll quickly find there are sessions for everyone—collegiate members, alumni members and guests—attending Grand Chapter Congress.

On Wednesday evening, a **Diversity & Affinity Networking Reception** will allow attendees to network with Fraternity leaders and like-minded members. Also that night, attendees can have a good time, the size of Texas, at the **Grand President's**

Reception & Game Night filled with games, music and more!

Our 2023 National Honorary Initiate will be initiated on Thursday morning (brothers only). Non-brothers are invited to hear their remarks following the initiation Ritual. Following the initiation, the Grand Chapter will convene to enact legislation and hold elections for our Grand Officers. Elections will be held on Saturday.

Thursday's **Networking Lunch** will give members the opportunity to network with attendees and Deltasig partners, including those looking to hire Deltasigs.

After the luncheon, we will recognize Silver and Golden Helmet honorees, outstanding donors and other significant accomplishments at the **Alumni Awards & Recognition Program**. The recognition continues on Thursday with Provincial and Regional awards presented that afternoon, followed by National Awards presented during the **Awards & Recognition Lunch** on Friday.

Friday afternoon provides the chance to participate in an onsite community service activity that creates an opportunity for all attendees to help others.

The fun continues on Friday with a private party at **Stampede**, Houston's iconic country nightclub with a "Texas-sized" dance floor, karaoke, a mechanical bull, and a large helping of rustic Texas charm. Attendees will enjoy a Texas barbeque buffet, playing pool or corn hole, throwing darts or axes, singing karaoke, watching live armadillo races and/or learning and showing off your two-step.



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 2023 Lifetime Achievement Award to PGP Bill Kinsella. The festive evening will conclude with live entertainment as the brothers celebrate another successful Grand Chapter Congress. ▲

HOUSTON MARRIOTT MARQUIS HOTEL

Located in downtown Houston, settle into spacious rooms with pool, park or city views, also take a dip in the infinity pool and the world's largest Texas-shaped rooftop lazy river. Access Houston attractions, from the theater district to high-end shopping, via the METRORail lines. Head to NASA for a taste of why Houston is known as Space City. This hotel is the perfect base for exploring Houston and experiencing our 55th Grand Chapter Congress.

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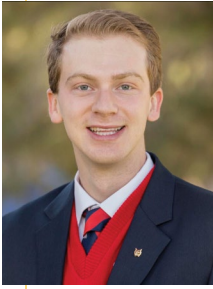
MEET THE COLLEGIATE ADVISORY COMMITTEE!

In January 2022, the Fraternity's Board of Directors approved the creation of the Collegiate Advisory Committee. The goal was to create a nationally recognized committee to provide an enhanced platform for feedback and learning. The National Collegian of Year serving their second year on the Board of Directors, currently Brennen Feder, serves as committee chair. The CAC currently comprises 29 members, with representation from each of the five provinces, including the two current National Collegians of the Year.

The Committee's duties are defined as such:

- **Facilitating communication and feedback for collegiate chapters**, and reporting and making recommendations to the Board as required to improve collegiate chapter operations and programs
- **Enabling communication and feedback** related to collegiate members' experiences and the Fraternity's strategic initiatives, and reporting and making recommendations to the Board as required to improve the overall collegiate experience
- **Collaborating with other national committees** to align programs, activities and recommendations with the needs of collegiate members and chapters
- **Supporting the Board by providing the collegiate perspective** and recommendations as needed on various topics
- **Serving as a resource as needed to Central Office staff, the Board, national committees and provincial and regional leadership teams** to convey the collegiate voice, assist in making decisions, develop programs and execute responsibilities

Here's an introduction to the current Collegiate Advisory Committee members, with a photo and brief bio where available. Who knows? A future Grand President or two may be among them!



Brennen Feder, Arizona, is the 2021 National COY and serves as the committee chair. He said, "I think the CAC is important because it enables a diverse set of collegiate

individuals to have their voices heard and amplified in major organizational decision-making processes. Since collegiate dues are the primary funding source of our organization, having input in Board meetings and discussions is essential."



Christian Loeb, the 2022 COY, will assume the chair role after the next Grand Chapter Congress. He helps Brennen aggregate feedback and determine common issues

and themes to convey to the Board. Christian said, "As COYs, we amplify the collegiate voice. That's difficult to do for a national fraternity with thousands of members with differing goals, opinions and passions. CAC helps create a one-on-one understanding and exposure to our interested, involved, and fabulously talented collegiate members. Each CAC member provides a valuable touchpoint for direct and immediate input for the organization. [The committee] helps us pivot quickly and save time and resources."

**MEGHAN SCHRAMM,
ALBANY (NY)**

Major: Digital Forensics

What inspired you to join Delta Sigma Pi? I was looking for an organization to help me grow professionally and socially. My sister, who was also a Delta Sigma Pi brother at my chapter, recommended I come out and I haven't looked back since.

What is your overarching career goal? I want to work for the FBI as a digital forensics examiner or specialist.



**ANNA SCHENECKER,
KANSAS**

Major: Business Analytics, minor in Human Resources

In what ways has brotherhood in Delta Sigma Pi benefited you? I would say Delta Sigma Pi and this concept of brotherhood has benefitted me because it has held me

accountable. Having a support system where I can be vulnerable and make mistakes sometimes helps me adhere to my commitment to the Fraternity. I have become a better professional, chapter officer, friend and brother because Delta Sigma Pi has held me to a higher standard. I am surrounded by high-achieving brothers, business professionals and role models. Given my competitive nature, this has also inspired me to give it my best shot. I have accomplished more than I thought was possible for myself within my chapter.

What is something your brothers would be surprised to learn about you? I was a teaching assistant for Introduction to Bowling this past semester. This is funny because my bowling average is 22, and I somehow beat out 50 other candidates for this position.





**ANDREW AMAZEEN,
ARIZONA STATE**

Major: Accounting,
Business Data Analytics,
and Computer
Information Systems

**What inspired you
to join Delta Sigma
Pi?** Professionalism.

During the summer leading into my freshman year, I heard about business fraternities. I had no interest in joining a social fraternity, but the idea of joining a fraternal organization that would help my career was attractive to me. I did my research and went through recruitment for Delta Sigma Pi the following spring, and I'm proud to say I never regretted that choice.

What is something brothers would be surprised to learn about you? I have a world ranking for paper-airplane throwing distance. During spring 2022, I competed in a local paper airplane contest sponsored by Red Bull. I won the qualifier hosted at ASU, and Red Bull later flew me to Denver to compete in a regional qualifier, all expenses paid. At the qualifier, using a single piece of paper, I made an airplane that I threw 150 ft., which ranked me at 10th in the world for distance. The design is a trade secret, but I am always happy to make one to show a brother the truth in this tale.

helped me develop passions I never knew I had, and the brothers have opened my eyes to so many things. I have grown in my leadership abilities, social skills, service, diversity and ethics, and professional development.

What is your overarching career goal? My dream is being an entrepreneur and opening a multi-service salon that provides hair, skin and nail care. I'm also interested in data analytics that support DEI efforts.

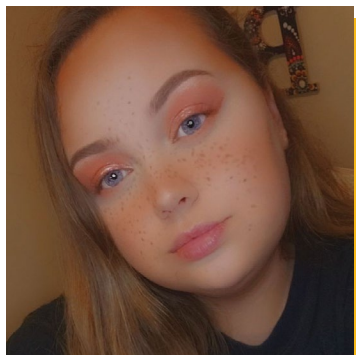
**LILY BUCKLEY,
SYRACUSE (NY)**

Major: Accounting,
Supply Chain
Management and
Business Analytics

**In what ways has
brotherhood in Delta
Sigma Pi benefited you?**

Delta Sigma Pi continues to be the best organization I joined in college. Delta Sigma Pi brothers are not just business students; they are passionate and involved throughout campus. Through Delta Sigma Pi, I have connected with amazing lifelong friends and role models. One of my greatest achievements through Delta Sigma Pi was creating our philanthropy event, Deltasig Dodgeball, and raising more than \$4,000 for the Make-A-Wish Foundation. This was the largest donation our chapter has made and it was one of the best memories I share with my brothers.

What is something your brothers would be surprised to learn about you? I've been doing gymnastics since I was three years old! I stopped after middle school, but picked it back up in college. I am now on the competitive Syracuse Club Gymnastics Team!



**BRI BIGGS,
LONGWOOD (VA)**

Major: Business
Administration

**In what ways has
brotherhood in Delta
Sigma Pi benefited
you?** Brotherhood
has made me a better
person. The Fraternity



**MYLES SANFORD,
INDIANA STATE**

Major: Marketing

In what ways has the brotherhood in Delta Sigma Pi benefited you? Connections, connections and more connections! The brotherhood is just one big family and I love that

you can go to anyone within the Fraternity and they automatically treat you that way. The networking opportunities and diversity this Fraternity has offered have been beneficial. Wherever I go, there is a brother there to welcome me.

What is your primary career goal? I want to be a prominent figure in the field of sports management and marketing, working with multiple NCAA schools and NBA teams, making an impact for each of them. I also want to be involved in marketing e-sports.

**STEPHANIE MOLINA,
TEXAS-SAN ANTONIO**

Major: Cybersecurity

What inspired you to join Delta Sigma Pi?

I really wanted to be a part of something that allowed me to be around people with similar goals that didn't focus solely on the social aspect of being involved in something on campus.

What is something brothers would be surprised to learn about you? I am Native American, which I believe helps me to be very spiritual. I make and sell ritual candles that focus on Earth magic.



**LAETITIA PARK,
RUTGERS-NEW
BRUNSWICK (NJ)**

Major: Business

How have you benefited from brotherhood in Delta Sigma Pi? Rho Tau has allowed me to build meaningful friendships and be part

of a community of students who push me to explore professional opportunities outside my comfort zone. I'm so excited to be serving on the executive committee to give back to the organization that has redefined my college experience.

What is your overarching career goal? Post-undergrad, I plan to attend law school to study corporate law in hopes of becoming a mergers and acquisitions attorney.



**KENZ GESCHKE,
WISCONSIN-
LACROSSE**

Major: Management and Finance

What inspired you to join Delta Sigma Pi?

I was interested in joining a group of like-minded individuals who share the

same goals and aspirations as I do.

What is something your brothers would be surprised to learn about you? Growing up, I raised and showed pigs at my county's fair.



**SUSAN UBOGU,
MASSACHUSETTS-
AMHERST**

Major: Computer Science and Operations and Information Management

Why did you join the Collegiate Advisory Committee? I wanted to give back on a

national level. Through my chapter, I have gotten so much out of this Fraternity, and I want to give back to it. It's important because we are the demographic for this organization, so it's essential we have a voice in the changes that will be made. One of the most important issues that we have addressed is trying to standardize diversity initiatives nationwide. I'm a brother of the Pi Rho Chapter and we are leaders in this sphere, so trying to make it a national requirement has been very rewarding for me.

In what ways has brotherhood in Delta Sigma Pi benefited you? Being an international student so far away from home can be a very daunting affair; I came to school knowing exactly what I wanted to do in my career and how to get there, but getting here and actually doing it was incredibly scary at first. Delta Sigma Pi gave me a home, it gave me people that I can call family and it has given me the desire to give back to my community, my school, and my fraternity.

**ALLIE REBUCK,
DELAWARE**

Major: Management Information Systems & Business Analytics

In what ways has brotherhood in Delta Sigma Pi benefited you? The brotherhood of Delta Sigma Pi has taught me a lot about

my values, career and leadership style. I have gained confidence as I lean on my brothers for advice and encouragement. It has inspired me to go after new opportunities outside of my comfort zone, which has snowballed into even more personal growth! I am beyond grateful for my brothers.

What is something your brothers would be surprised to learn about you? I am studying abroad in Australia this winter and plan to go skydiving for the first time ever! I am also a member of the Lerner Student Advisory Board (a 12-person board in our business school) where I am honored to represent our students and advocate for change.



**SYDNEY SAMPSON-
WEBB, WISCONSIN-
MILWAUKEE**

Major: Marketing

What inspired you to join Delta Sigma Pi? Brothers in Delta Sigma Pi are doers who make a difference in school, workplaces and the community. I was

inspired to join Delta Sigma Pi to make a difference and make an impact. I love networking and building



relationships, so I was excited and inspired by the robust community, professional connections, and lifelong friends. After all, “it’s not four years, it’s for life.”

What is your overarching career goal? I want to work in corporate digital marketing, specifically search engine optimization (SEO). Eventually, I would love to open my own bakery business in my hometown. Throughout my career, I want to develop to be a mentor and inspiration for young professionals, paying forward the help and guidance I've received from mentors in my life.



**HANNAH TOWERS,
ECKERD (FL)**

Major: Business Management and Environmental Studies

What inspired you to join Delta Sigma Pi? Business is not a very popular major at my small, liberal arts college. I really wanted to be involved, and the lack of students sharing my interests in business often created a hard disconnect.

After discovering Delta Sigma Pi, I joined during my first semester at college!

What is your overarching career goal? I want to combine my major interests of business management and environmental studies, such as being the manager of an environmental firm or something in coastal management. I love both of my majors and love how much they connect once you really study them.

ADDITIONAL MEMBERS

Adam Clarke, *Bentley (MA)*

Kristen Craven,
New Mexico State

Andrew Dunhom,
Massachusetts-Amherst

Sarah Eriksen,
Wayne State (MI)

John-Michael Garofano,
Bentley (MA)

Juanita Garzon, *South Florida*

Marian Gomez, *Loyola-New Orleans*

Nya Loman, *Howard (DC)*

Alex Lorenz, *Grand Valley State (MI)*

Kyle McMullin, *Boston*

Alexia Pietkiel, *Rochester Tech (NY)*

Tom Rauen, *Buffalo (NY)*

Scarlett Reicher, *Loyola-Chicago*

Olivia VanTol, *Valparaiso (IN)*



A small group brainstorms and works together to complete a challenge where they had to take a picture with everyone's foot crossing the finish line at the same time.

Presidents' Academy Connects Chapter Leaders and Builds Emerging Business Leaders



One of the core tenets of Delta Sigma Pi has always been its commitment to the professional and personal development of its brothers. Successfully meeting this need requires a willingness to evolve and proactively meet members' needs.

During our fifth Presidents' Academy held in St. Louis from January 13 to 15, nearly 200 chapter presidents came eager to learn, share their challenges and successes, and support their peers through our resources provided at the event. The weekend was filled with inspiring engagement and a strong commitment to education. There is no doubt the benefits and brotherhood shared over a busy,

productive weekend will benefit the attendees, their chapters, and all Deltasigs for years to come.

Beginnings

While serving as District Director, after having served as Provincial Vice President, Onuka Ibe, *Truman State*, was motivated to run for Grand President after noting a disconnect between the policies established by the Board and how they were being executed at the chapter level. The organization needed to find new ways to educate our leaders, starting with our top chapter leaders. Therefore, during his tenure, he advocated for the creation of a program that equipped chapter presidents with the knowledge and skillset to better lead the chapters through transition and change. His vision



(Top to bottom) Participants received a certificate of completion and an exclusive Presidents' Academy pin, donated by Herff Jones, for the hard work they put into the event. / Presidents' Academy started out with a mock Initiation Ceremony and a panel discussion including Katie Magoon, owner of People Solutions Center, Onuka Ibe, partner and head of people for La Piana Consulting, and Claire Roberts, retired vice president risk & compliance at Marqeta, Inc., moderated by ED Jeremy Levine. During the discussion, they talked about how their Deltasig experience led to professional and life successes.



"Not only have I strengthened my leadership skills, I have had the opportunity to network with brothers nationwide, including Grand President Cory Stopka.

Thank you to Delta Sigma Pi and my chapter, the Alpha Iota Chapter, for allowing me to attend this conference. I walked away with leadership skills and many new friendships that will last a lifetime. I can't wait to bring this knowledge back to my chapter!"

– Li An Dambrine, *Drake (IA)*

came to fruition with the inaugural Presidents' Academy in 2019.

Presidents' Academy's evolution coincided with the Fraternity's development of its current strategic priorities, and Brother Ibe leaned into his experience in nonprofit administration to help Delta Sigma Pi establish best practices for developing the Presidents' Academy curriculum. Brother Ibe also noted, instead of focusing solely on chapter operations, Delta Sigma Pi prioritized creating

a curriculum that emphasized professional development.

"I think the biggest gap was equipping presidents to deal with the gray areas. Some situations have a cut-and-dried solution, but others are more complex," he said. "Whether it's conflict resolution, fundraising or strategic planning, there are many challenges leaders face that might have solutions that aren't one-size-fits-all."

For the last two years, COVID-19 forced Presidents' Academy to go virtual, requiring

a more compact schedule to accommodate tight schedules for remote audiences. As the Academy gathered in person again, the Academy emphasized more in-person connection time to help brothers reconnect after limited interaction amid the pandemic. Another focal point was providing more in-depth information about strategic planning to alleviate some confusion from past gatherings. Onuka played a large part in redeveloping that part of the curriculum, facilitating it also.



"Presidents' Academy provides Deltasigs with tangible skills that serve as the foundation for our success in our business, civic and personal lives.

I am so thankful to Delta Sigma Pi for providing us with the necessary resources for our chapters to be successful. I can't wait to execute everything I have learned and apply it to Zeta Nu Chapter at Texas A&M University Kingsville."

– **Joshua Macareno, Texas A&M-Kingsville**, pictured (right) with part of his small group

Program

Training our top leaders meant providing them with specialized leadership training. Content focuses on assessing and developing strengths, coaching others, leading through ambiguity, and values-based leadership. The program is designed to develop these officers' leadership potential in a way that has immediate benefits to them personally, the

chapters they lead, and the Fraternity as a whole.

A cornerstone of the Presidents' Academy program is having attendees take the Birkman

Assessment, which helps users discover their working personality.

The Birkman Method®

is considered by many Fortune 500 companies as the most comprehensive and validated personality assessment tool on the market. Since it combines both behavioral and occupational data, it better reflects a person's fit within an organization. The testing instrument then outlines characteristics highlighted by users' assessments, and offers insights to help them be the best version of themselves and better understand how to interact productively with their peers.

The program includes pairing large- and small-group discussions of building successful teams; incentivizing, motivating and accountability; understanding organizational purpose, putting the strategy in strategic planning; navigating difficult conversations; and leading like a facilitator. The program also included an etiquette dinner.

Kristen Wilhelm, 2019 National Collegian of the Year, has served as a facilitator for all five Presidents' Academies. She believes the portion that addresses difficult conversations is key to members. The program



incorporates a role-playing game where attendees play both roles in hypothetical necessary, but awkward, discussions.

"Most 18 to 22 year olds have never had to sit down and have a challenging talk about how two people with a problem can work through their difficulties and get to a better place," Kristen said. "And, as we've become more reliant on Zoom calls or text messaging, communication skills have somewhat eroded, and it's important to encourage effective face-to-face conversations."

In addition to the programming, keynote speaker Frank Viverito, president of the St. Louis Sports Commission, inspired all with messages of sportsmanship, humility, leadership, giving back and making a difference – all qualities to further support the goal of Presidents' Academy.

Impact

Nick Sellas, *Central Florida*, attended the 2020 Presidents' Academy. He said the most significant benefit was meeting other presidents to share notes/experiences with each other. Nick added, "I returned to my chapter with a whole new perspective on how to address certain issues based on what other chapters were doing. The ability to learn best practices is heightened at a Presidents' Academy (compared to other events) because the whole body of attendance is involved at the highest level of their chapter. The basis of the event is focused on the executive position rather



1 \ Dylan Sales, Nebraska-Omaha, Mia Lewis, Old Dominion (VA), Madhu Kannan, Washington-Bothell, Ashley Green, Midwestern State (TX), and Breanna Mirakian, Longwood (VA). 2 \ PGP Onuka Ibe facilitated the large group with Plaid consultant Brianna Criscione. Plaid is an organizational management firm specializing in all aspects of personal and organizational development and change management. The firm provides programs and workshops to help organizations grow and succeed and Delta Sigma Pi collaborated with Plaid to develop the curriculum for Presidents' Academy. 3 \ Keynote speaker Frank Viverito, president of the St. Louis Sports Commission, encouraged attendees to "Dream big and have crazy goals".

than the general fraternal connection underlying other regional/national events."

Nick noted that working through the personality test provided a great social opportunity: "It was fun learning about personalized strengths and weaknesses and allowed us to return to our chapters with this knowledge. I remember distinctly speaking with my executive committee about the results of my assessment and what the implications might be on how best to communicate." These are skills he still utilizes while pursuing a law degree at Florida State University College of Law.

Support

Programs like the Presidents' Academy are at the heart of the mission of Delta Sigma Pi and made possible, in part, because of the financial support provided by donors. You can invest in strong leaders to lead strong chapters by supporting the Presidents' Academy



"Presidents' Academy offers an award-winning program to provide individuals with CEO-level training. I learned valuable knowledge that will allow me to become not only a facilitator, a leader, but also the best version of myself. I made connections with brothers across the nation that will last a lifetime. My small group has been the biggest benefactor to the growth I've seen in who I am as a professional. The way everyone carried themselves and the confidence you showed leaves me with no doubt in my mind that you all are destined for success. Thank you Delta Sigma Pi for allowing me the opportunity of a lifetime!"

- Braden Babcock, Minnesota-Duluth, pictured (far left) with his small group

Fund or by supporting a specific chapter through their Chapter Leadership Fund.

You have the opportunity to play a leading role in investing in the future of this program through Delta Sigma Pi's Presidents' Academy Fund. The Fund is a restricted fund set up to receive designated charitable gifts from those who wish to directly support the Academy. An annual grant is provided to Delta Sigma Pi to directly support the program, including chapter presidents' registration, travel and lodging and direct educational costs.

You can also directly support a chapter's attendance at Presidents' Academy through their Chapter Leadership Fund (CLF). These funds are chapter-specific accounts within the Delta Sigma Pi Leadership Foundation created to receive charitable gifts. Chapters can request grants to defray the direct costs of educational programs, including Presidents' Academy.

Your gift will help build better business leaders for years to come! ▲

"In addition to the invaluable education and skill development I received, I was able to network not only with Grand President Cory Stopka and the rest of the national Fraternity staff, but I was able to develop lasting friendships with presidents reaching from Hawaii to Rhode Island!

Thank you Delta Sigma Pi and Theta Sigma Chapter for allowing me to walk away from this conference as a well-equipped leader and with friendships that will last a lifetime!"

– Joshua Hobbs, *Central Florida*, pictured with GP Cory Stopka (left)



4 \ The first small group activity was introductions and get-to-know-you games. Pictured are Matt Thompson, Mercer (GA), Jacob Watson, Northwood (MI) and Caleb Thomas, St. John Fisher (NY), learning group member names by repeating each group member's name, adjective and motion.

5 \ Hannah Seo, Binghamton (NY), and Brittany Wilbanks, Troy (AL) 6 \ Presidents' Academy covers topics by first addressing them with the entire group together, then breaking the assembly into several small groups for more in-depth discussions. Middle w/ mic is Stephanie Parkins, Western Illinois. 7 \ After lunch on Saturday, GP Cory Stopka provided a State of the Fraternity report where he talked about the purpose, history and impact of Presidents' Academy, what the Fraternity is currently working on and goals for the future. Afterwards, VPF Jodi Schoh, 2021 COY Brennen Feder and ED Jeremy Levine sat on a panel moderated by Senior Consultant for Chapter Development Jasmin Flores answering questions from the audience.

Creating Effective Conditions for Success

A Journey For Improved Governance and Strategic Priorities Achievement

On the third and final day of legislation at the 2022 GCC, the proceedings took an unplanned turn. The Grand Chapter had worked through and debated 13 proposed amendments to Bylaws and Ritual, handled the necessary procedural items and heard reports from Fraternity and Leadership Foundation leaders. Some proposals had broad approval, others struggled to find support, but all debated with varying views shared. It was during debate of an ultimately failed attempt to reconsider a proposal that had failed the day before that the delegates voices came together in a singular message. While the desired approach was unclear, the intent of the proposal seemed to strike a chord with delegates, who agreed change was needed. That was when the Grand Chapter chose to enter a committee of the whole — a procedural tool to relax the stringent rules of normal proceedings and allow for a more open dialogue. The topic: the delegates’ desires related to representation, structure and governance.

While the discussion had not been planned, the message was clear. Grand President Cory Stopka explains, “The delegates spoke of a desire for a more

strategic Board of Directors. They spoke of a vision for the Fraternity where there was greater diversity of leadership and improved paths to leadership. Most importantly, the delegates made clear that while they were not supportive of the specific proposals for change to the Board structure that had been presented to them, they desired change.”

As the 54th Grand Chapter Congress came to a close, the Board of Directors knew they had work to do—even if they were not yet sure or in agreement on what that work would be.

Following numerous discussions, both as a full Board and in separate conversations with Board members and other stakeholders, the Fraternity engaged with governance educator and consultant Matt Fullbrook to facilitate a board training session aimed at helping to scope the necessary work and help the Board align on desired outcomes. That session took place immediately preceding the January Board of Director’s meeting, which was then used as an opportunity to put training into practice.

DEFINING GOOD GOVERNANCE

Through the months of discussions and the training exercises, it became clear the Board agreed with each other and the delegates on the desire to become more

STRATEGIC PRIORITIES UPDATE: Membership Growth

At the January Board of Directors meeting, the Board gave direction to continue development of a project for strategic expansion in the Pacific Northwest. Read the back cover for additional information and opportunities to help. We also welcome assistance with these existing startup groups’ growth and development:

- East Carolina University
- The College of William & Mary
- University of Wisconsin-Whitewater
- Clark Atlanta University
- Villanova University
- Stevens Institute of Technology
- University of Vermont

STRATEGIC PRIORITIES UPDATE: Member Education

In order to take the next step in educating our members, we must create conditions that foster growth and new ideas. The Central Office is excited to welcome two new members to the team: Luke Schamer and Lisa Christie.

Luke Schamer became Delta Sigma Pi's new Director of Education in November. Luke graduated from University of Dayton with a bachelor's degree in education, and then earned his master's degree in education with a major in learning and technology. He has worked for Montgomery County (Ohio) Juvenile Courts, IDEA Public Schools in Texas, and Walnut Hills High School in Cincinnati. His myriad responsibilities have included professional development, curriculum design and serving as a teacher mentor.

Lisa Christie has been hired as Associate Director of Events, and began working in the role in February. Lisa has nearly 25 years of experience in event and hospitality management, which includes meeting and conference planning. Ten of those years were spent planning and managing meetings for NADD Association.

Senior Director of Member Engagement Heather Troyer explains "We have a long history of strong events that mix both the educational and social sides of Deltasig. As we transition to this new and expanded education and events staff it is important that we maintain the outstanding quality we already have. However, the expanded staff is designed to simultaneously push us further. We want our events to reach a wider audience than ever before. We want our educational offerings both at in-person events and beyond to be a highly beneficial piece of membership. More than anything though, we want the programs of tomorrow to be the leading edge for how we engage, train and interact with Deltasigs from all phases of life."

Luke said, "I look forward to focusing on the following objectives during my first year in the role: 1. Creating and refining engaging and worthwhile content for our members; 2. Developing overarching objectives for learning in our organization that will serve as anchors in all educational programming we provide; and 3. Gathering feedback and input from a variety of members and stakeholders to help shape our educational offerings. My goal is to use this information to best serve Deltasigs and reflect our organization's most critical needs."

strategically focused. Determining how to achieve that goal was more challenging. What does it mean to review an organization's governance? What is good governance? How do we know if Deltasig has it?

Through the training exercise, and with Fullbrook's assistance, the Board adopted a definition of good governance: "Intentionally creating effective conditions for making decisions." Grand President Stopka explains, "As a Board, we had fallen into the trap of equating governance with structure. Certainly the Board structure and overall leadership structure are an important aspect, but by scoping such a narrow view of the reviews, we would miss out on other possibilities. By introducing the dialogue of conditions for making decisions, we acknowledge there are factors beyond structure, and even opportunity to make an impact quicker than Bylaw changes would allow."

TAKING ACTION

With a definition and vision in hand, the Board wasted no time in taking steps to improve the conditions that allow the Board to achieve strategically focused meetings. Through delegation within existing policies and adoption of policy amendments, the Board was intentional about removing operational debates from future Board agendas. The Board empowered the Central Office staff and local volunteer leadership to handle chapter issues that previously required Board members' involvement. National committees were empowered to take action as they see fit on processes such as awards and leadership training, and the Central Office staff was delegated responsibility for establishing metrics to measure the health of our chapters. These actions are a first step toward allowing future Board agendas that are more strategic, but the job isn't done.

MAKING PLANS FOR FUTURE ACTION

At the January meeting, the Board also agreed to future steps while looking toward the end of the biennium and another Grand Chapter Congress in summer 2023. First, the Provincial Vice Presidents agreed to organize feedback opportunities at their respective Provincial Council meetings around the question, “What are we trying to achieve as a Fraternity?” A late-spring Board meeting was also planned with the purpose of reviewing Deltasig’s strategic purpose or vision, and reviewing the “conditions” currently surrounding our decision-making process. Grand President Stopka explains that “As we head toward Grand Chapter Congress in Houston, we won’t be armed with legislative proposals as much as intentional questions to ask the delegates. Our goal is that the Board of Directors can enter the next biennium with additional delegate feedback in one hand, clearly identified conditions for review in the other, and an optimistic vision for where to head as a path in front of them.” ▲

STRATEGIC PRIORITIES UPDATE: Member Engagement

Alumni receptions are back! Started in 2020 and then paused because of COVID, alumni receptions are a joint initiative between the Fraternity and Leadership Foundation to re-engage alumni in a city. Each free event is unique, but they always have the same goals: having fun and meeting other Deltasigs. Interested in helping host a reception near you? Contact alumni@dsp.org for information on how to help.

STRATEGIC PRIORITIES UPDATE: Organizational Excellence

The Board of Directors has asked staff to lead the development of a new mechanism for monitoring the health of a chapter. This includes a review of the existing Chapter Management Program, but also establishes a new standard. Interested in helping or have thoughts to share? Contact CMP@dsp.org.



Top to bottom: Grand Rapids Alumni Reception;
Kansas City Alumni Reception



Deltasigs Learn and Connect at Fall LEAD Schools

Three fall LEAD Schools, taking place in Phoenix, St. Louis and Washington, D.C., attracted more than 1,000 registrants.

Each LEAD School began with a Friday night networking hour providing Deltasigs with robust conversation. Saturday offered additional networking opportunities, personal and professional development programming and more, including the following keynote speakers, sponsored by the Delta Sigma Pi Leadership Foundation:

- In Phoenix, Stephen Sorenson, *South Carolina*, spoke about *Thriving as a Modern Leader*. As a customer success leader at Microsoft, he has extensive experience leading customer success teams across enterprise and consumer segments while launching innovative and strategic customer success systems. During his talk, Stephen shared his firsthand perspective about leadership experiences he gained with the Fraternity, and how they influenced his career success. He highlighted challenges of our new hybrid virtual/in-person working world, and coached attendees on how to position themselves as leaders.
- In St. Louis, Austin Bristow, *Indiana*, a business-intelligence manager and entrepreneur, discussed *The Skills Cycle: How to Prove You're Ready for the Job or Promotion*. During his career, Bristow has earned eight promotions and persevered through four company re-organizations. He uses this professional experience to discuss for the next generation of young professionals how to navigate their careers. Austin's speech encourages individuals to use their time more effectively, manage their money more responsibly and develop relationships more intentionally.
- In Washington, D.C., Elliott Ferguson, *Savannah State*, delivered a talk on *The Future of Leadership*. Elliott is president and CEO of Destination DC (DDC), the official destination marketing organization for Washington, D.C. His 33-year career in the travel and hospitality industry enabled him to provide an in-depth perspective on how being an organizational leader has evolved and will continue to change. His



1 \ At the Washington, D.C. LEAD School, Kent (OH) Brothers Briandi Brazil and Kendra Scalf enjoyed a number of educational and networking opportunities. **2** \ Wisconsin-Milwaukee accepts the National Most Outstanding Collegiate Chapter Award in St. Louis from North Central PVP Nicole Orlando (back, left) and GP Cory Stopka (far right). All National awards were presented during the LEAD Schools. **3** \ Alpha Xi (Virginia) was presented their chapter charter at the D.C. LEAD School. The chapter was reactivated last April. From left: Rose Steingold, Isabel Crenshaw, Emily White, Jason Olinger, Tad Holtzclaw and GP Cory Stopka. **4** \ Lucy Matson accepts Arizona's Most Improved Chapter Award in Phoenix. Also pictured from left: 2021 COY Brennen Feder, Western PVP Erica Kolsrud, South Central PVP Henry McDaniel, VPF Jodi Schoh and GP Cory Stopka. **5** \ Texas Christian Brothers Alejandro Munoz, Christopher Ciccone, Natasha Katav, Xander Gullinese and Tyler Fink bond at the St. Louis LEAD School. **6** \ Alyssa Boucher, senior university relations manager at Rocket Central, engages with brothers during the D.C. LEAD School. Delta Sigma Pi partnered with Rocket Companies to offer financial offerings, careers and internship opportunities to members.



unique perspective emphasized incorporating lessons he has learned, challenges workplaces have faced due to COVID-19, and other recent, disruptive events that have forced organizations to adapt quickly.

Breakout sessions provided at each LEAD School covered topics such as managing tough conversations, recruiting best practices, how to thrive and not just survive in a global workforce, resume and interviewing best practices and pledge education best practices. As the LEAD events concluded, registrants were invited to a town hall conversation, a National Awards Celebration, team-building activities and prize raffles.

Thank you to attendees who supported Ronald McDonald House Charities through donations and filling out supportive cards for Ronald McDonald House guests. We also appreciate support from our partners,



Enterprise Holdings, Rocket Companies, Fraternal Composite Services, IES Abroad/IES Internships, Mecca Specialties and The Fund for American Studies for helping make our LEAD Schools successful.

Be sure to make plans to attend an upcoming event—check page 3 for dates and locations. Don't forget to take advantage of our regularly scheduled webinars or review past content at [Deltasig University](https://deltasiguniversity.com) at dsp.org/deltasiguniversity. ▲

7 \ Deltasigs attend LEAD Schools for many reasons: education, professional development, and insights into how to optimize their chapters, among others. However, possibly the greatest benefit of participating in events is connecting with our diverse, dynamic brotherhood. From left: Kylie Becker, Michael Carr, Mohith Vanukuri, Erin McGrath, Brady Turpen, Ella Wolters, Isabel Baron and Satvikreddy Kakularam, all Arizona. **8** \ Carla May Tousey, Grand Valley State (MI), was presented with the Cornerstone level of giving at the St. Louis LEAD School. From left: Tousey, LF Trustee Sandy Shoemaker and LF Chair Beth Keith. Donations to the Leadership Foundation help support educational programming provided at events. **9** \ Elliott Ferguson, Savannah State, who delivered the keynote at the Washington D.C. LEAD School, also presented a session called "Diversity, Equity and Inclusion in Action" to help members gain a better understanding of how to embrace and incorporate diversity, equity and inclusion initiatives into all aspects of business. **10** \ GP Cory Stopka addresses the crowd during a Board-led panel discussion at the St. Louis LEAD School. Looking on (left to right) are VPF Jodi Schoh, and North Central PVP Nicole Orlando. Similar town halls were conducted at all of the events.



Brother Walsh Helps Transform Local Government as Mayor

BY STEVE AUST

There's a time-worn adage that says government can't be run like a business. It may be true that some facets of entrepreneurialism aren't transferrable to public service, but there are many elements of running a profitable business that would prove beneficial to a government functioning smoothly. Denny Walsh, *Wisconsin-Madison*, was a thriving commercial real estate manager and broker for approximately 30 years before his election as mayor of Orono, Minn., a Minneapolis-area bedroom community with approximately 8,000 residents, in 2017, and he's created a successful formula for serving the town's residents.

After graduating from college with a bachelor's degree in consumer science and a minor in real estate, he worked for two years before getting his broker's license and founding FTK Properties and Walsh Partners. His companies have earned such distinctions as being named one of the Twin Cities' 25 largest commercial real estate firms, as well as one of the city's 50 fastest-growing businesses by the *Twin Cities Business Journal*.

Given his professional success and frustration with the local government's bureaucracy, Denny decided to try his hand at local politics. However, his triumph didn't occur overnight.

"My first campaign was for a spot on the Orono City Council, which was

unsuccessful," Denny said. "I learned a lot from that campaign, and was able to build relationships and win a Council seat the second time."

After two years on Council, Walsh decided to run in Orono's mayoral race. He prevailed in a hard-fought campaign, and was able to persuade like-minded individuals to run for City Council and transform how the city's government engaged the community.

"The Council that was previously in place didn't have representatives with a business background," Brother Walsh said. "They managed their funds poorly and weren't accountable to their constituents."

After he was sworn in, Denny's first priority was establishing a transparent local government. Orono's staff revamped the city's website and other public-facing communications to clearly explain the city government's operations, and offer clear explanations of its budget items.

"When you're in business, you have to be accountable to your customers," he said. "We adopted the attitude that Orono's residents are our clients, and it's our job to do our best to meet their needs. We reduced fees and simplified building and zoning codes so our residents could understand them."

Another key priority was instilling fiscal discipline for Orono's city government. Whereas prior administrations reactively paid for road repairs and other infrastructure through assessments to cover costs,



It was beneficial to be surrounded by brothers who had the same interest in learning how to embrace a mindset of innovation.

Denny and the Council set forth budgets that prioritized well-maintained streets and public safety and enacted fiduciary prudence across all local government departments.

Brother Walsh credits Delta Sigma Pi with helping him develop his entrepreneurial skills: "It was beneficial to be surrounded by brothers who had the same interest in learning how to embrace a mindset of innovation. The camaraderie of the brotherhood was very important to me."

Denny did have one word of advice to other aspiring politicians: navigate social media carefully and have a thick skin.

"Social media is a necessity, but it is a scourge of politics," he said. "People will distort the truth to promote their agenda. It's disappointing to me to see it in local politics, where we know each other and our kids go to the same schools, but it is what it is. You just have to be prepared for it." ▲



Florida State Brother's Family Bakery Thrives



Nadeige Sterlin, Florida State, was on the verge

of redirecting her career when COVID-19 altered the world in 2020. Although it presented challenges, as it did for virtually everyone, she used the temporary closures to help reinvigorate her family's business.

After graduating from college in 2006, Nadeige was hired by Frito-Lay, a PepsiCo subsidiary, and moved to the New York City area. After more than a decade with one of the largest U.S. companies, her career had evolved as she earned promotions into various roles. However, she felt a strong motivation to return to the Sunshine State.

In winter 2020, Nadeige made the decision to move back to Florida to take on a leadership role at La Paix, the Miramar-based bakery specializing in Haitian breads and pastries that her parents, Lucien Nozile and Yolande Desrosiers, had founded in 2005. Lucien had passed away in 2017, and the bakery was undergoing transition. Coincidentally, her last week at PepsiCo in March 2020 was the week that COVID-19 shutdowns began.

The business closures and economic fallout triggered by COVID provided understandable challenges for Nadeige's family business. However, she, Desrosiers and her sister Natasha Janvier took advantage of the slow-down to rebrand La Paix and modernize its equipment and offerings.

"One unique aspect about bakeries is the heavy investment they require in capital equipment," Nadeige said. "Mixers, ovens, refrigeration designed for large-scale production are big-ticket items. And, the price of eggs, flour and other essential goods are very vulnerable to inflation. It was important to modernize and automate our equipment and our processes to be more efficient and profitable."

Of course, without a quality product, profit is unsustainable. La Paix built a reputation through

its high-quality Caribbean-style breads, which are known for being dense and chewy, and an array of flavorful sweet and savory pastries. In addition to its storefront, La Paix also sells its products retail at numerous groceries and shops throughout Florida and south Georgia. Thanks to the store's streamlining, Nadeige said La Paix was on track to expand its retail footprint into more stores across the Southeast. Brother Sterlin said the company was working to expand its capabilities to ship nationwide and compete for government projects. La Paix, which currently has 12 employees, is also working on opening a second location sometime during 2023.

Community involvement has long been a La Paix priority. The bakery partnered with Miramar's local government to provide free pastries during a voter registration event and provided baked goods for another event that promoted U.S. Census participation.

"No matter how large or small a business, it's important to do what you can to give back," Nadeige said.

La Paix's numerous investments have paid off. Enduring 2020's tribulations, the bakery enjoyed 70% revenue growth in 2021 and achieved more than 63% growth in 2022. The bakery's success is enabling a move to a facility with double the square footage that will provide more production capacity and space for café seating.

"With a small business, you have to own your processes from end-to-end," Brother Sterlin said. "Working for a bigger company provided examples in efficiency and scalability that I was able to apply to La Paix's operations."

Nadeige also attributes lessons learned from her time as a collegiate Deltasig, where she served as president of Gamma Lambda Chapter, in helping prepare her for growth: "I was attracted to Delta Sigma Pi's emphasis on teamwork, growth and personal development. During my time in the chapter, we were able to double the chapter's size and revamp our fundraising efforts. It was a great learning experience that prepared me for the real world." ▲

INTERN. EXPLORE. SUCCEED. ΔΣΠ

IES Internships, a unit of not-for-profit study abroad provider IES Abroad and proud partner of Delta Sigma Pi, offers exciting programs in 12 cities around the world. Whether abroad or remote, our full-time, credit-optional internships during fall, spring, and summer allow you to gain the professional experience you need to become a global leader while having the adventure of a lifetime!

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➡ [DSP.org/IESInternships](https://dsp.org/IESInternships)

✉ internships@IESabroad.org



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



1 ** Chapters from the Pacific Coast and South Pacific Regions in Southern California volunteered at Santa Claus, Inc. in San Bernardino for Make A Difference Day. **INLAND EMPIRE has organized this annual event since 2003. Participation this year included 43 brothers, pledges, and guests from **CAL STATE-FULLERTON**, **CAL STATE-LONG BEACH**, **CALIFORNIA-IRVINE**, **CHAPMAN (CA)**, **ORANGE COUNTY (CA)** and **INLAND EMPIRE (CA)**. Activities included inventorying clothes, organizing books, assembling hygiene kits, decorating and filling candy bags and sorting toys. In addition to giving their time, Deltasigs donated \$500

for the purchase of enough fleece to create 150 blankets. Santa Claus, Inc. meets essential needs for over 100,000 children annually.

2 ** **HAWAII-MANOA members celebrated the chapter's 10th anniversary in Honolulu in September.

3 ** **CINCINNATI ALUMNI was joined by **XAVIER (OH)** brothers for a Welcome Wednesday event at a local bowling alley.

4 ** **TWIN CITIES (MN) purchased more than \$2,000 worth of toys during their annual Toys for Tots event. The chapter collects donations from members

throughout the year and then shops at a local Target after a social event in early December.

5 ** **DES MOINES-CENTRAL IOWA hosted their annual holiday party in December. The gathering, held at a private residence, included food, games, a grab-bag gift exchange and ugly sweaters! This year's event attracted a record turnout, including several brothers from out of state, VPF Jodi Schoh, Great Plains RVP Jody Hayek, and Golden Council members Kirstie Bennett and Jillian Gartner.



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6 \ CHRISTIAN BROTHERS (TN) and MEMPHIS ALUMNI co-hosted a pumpkin carving event in October.

7 \ CHICAGO ALUMNI celebrated Founders' Day in November at a local restaurant.

8 \ TEXAS-AUSTIN, ST. EDWARD'S (TX) and AUSTIN ALUMNI celebrated the beginning of the fall term at a miniature golf course in September. Approximately 50 brothers attended the event to reconnect with friends and network with fellow brothers.

9 \ CHAPMAN (CA) broke their recruitment record this fall, initiating 22 brothers at a regional initiation in San Diego.

10 \ LOUISVILLE ALUMNI hosted their annual Day at the Downs event at Churchill Downs in November. Brothers from Louisville, Nashville, St. Louis, Minneapolis, Tampa, West Palm Beach, and Ohio attended.

11 \ COLORADO-BOULDER celebrated Founders' Day during one of their chapter meetings by wearing Fraternity colors and enjoying cookies.



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12 \ CINCINNATI ALUMNI hosted its eighth annual Open House in November with nearly 70 attendees representing nine different chapters. While touring the office, brothers were able to see chapters' original documents, such as petitions and installation programs, Deltasig articles and membership forms.

13 \ DELAWARE collaborated with Professor Anu Sivaraman to create a four-part lecture series about race in business, addressing multiple issues surrounding

diversity, equity and inclusion in the business world. From left: Sivaraman and Siddhi Patel, the chapter's VP-DEI.

14 \ Brothers from ST. MARY'S (TX) attended the St. Louis LEAD School. From top left, clockwise: Alexa Ramirez, Michael Thompson, Noel Casino, Meagan Beach, Leo Rodriguez, Erika Cantu and Saray Ambriz.

15 \ OHIO STATE celebrated their chapter's 100th anniversary with an event in November. More than 100 collegians, alumni and guest attended the event which included dinner, presentations by alumni members and dancing. From left: Heather Carlisle, Robert Mathews, Paul Veit, Keith Burkes, William Boggess, Douglas Nims and then Chapter President Michael Rivera.

KUDOS

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

ACHIEVEMENTS

Troy Victor, Alabama, is general manager, talent acquisition of corporate, commercial & executive at Delta Air Lines in Atlanta.

Benjamin Tye, Arizona, is a financial professional at Equitable LLC in Scottsdale, Ariz.

Robert Brewster, Babson (MA), retired as director of partnership operations at Ernst & Young LLP. He lives in Berkeley Heights, N.J.

Scott Lutocka, Ball State (IN), is a grill pro/manager for Sullivan Hardware & Garden in Indianapolis.

Allen Jenkins, Bowling Green State (OH), is a global finance manager at Stanley Black & Decker in Los Angeles.

Jennifer Loggia, Buffalo (NY), is an occupational therapist at East Brunswick Public Schools in East Brunswick, N.J.

Kerry Hasa, California-Riverside, is the dean's office program manager and special projects at UC-Davis, Calif.

Rachel Farac, Cal State-Chico, was elected to Novato City Council in Novato, Calif.

Harold Splain, Cal State-Sacramento, has retired as a staff services analyst for the California Department of Health Care Services. He lives in Elk Grove, Calif.

Cheryl Colter, Central Missouri, is deputy director of accounting at Jackson County in Kansas City, Mo.

Linda Speer, Colorado State, is a medication nurse at Good Samaritan Water Valley Resort in Windsor, Colo.

Cassandra Gray, Denver, is a human resources business partner at Arete in Tucson, Ariz.

Kelsey Resa, Drake (IA), is media coordinator at Phase 3 Marketing & Communications in Atlanta.

Betsy Bowers, East Tennessee State, was named distinguished alumna in higher education at East Tennessee State University. She lives in Pensacola, Fla.

Alex Warrick, Evansville (IN), is a senior account executive for ON Advertising in Phoenix.

Jay Taylor, Ferris State (MI), was elected to the Board of Trustees for Brandon Township Public Library in Ortonville, Michigan.

Alexandra Abadia, Florida, is programs project manager at BetterManager in West Palm Beach, Fla.

Stephen Gravett, Florida Atlantic, is the operations partner at 5 Star Developers LLC in Palm Beach Gardens, Fla.

George Jagel, Florida Atlantic, retired as a portfolio manager at Merrill Lynch Bank of America. He lives in Milton, Fla.

Nadeige Sterlin, Florida State, is founder and co-leader at La Paix Baking in Miramar, Fla.

Kimberly Weigend, George Mason (VA), is the development director at Sledgehammer Games in San Francisco.

J. Barrett Carter, Georgia State, is a licensed real estate professional at Keller Williams in Atlanta.

Mya Kerby, Grand Valley State (MI), is territory brand representative at Stiizy in Grand Rapids, Mich.

Ryan Szpak, Grand Valley State (MI), is the director of operations at Great Lakes Home Care Services in Wyoming, Mich.

Czarina Lam, Hawaii-Hilo, is area director of revenue management at Springboard Hospitality in San Diego, Los Angeles, and San Francisco, Calif.

Ricky Garcia, Houston, has been appointed to the State Board of Dental Examiners. He lives in Pasadena, Texas.

Lonnie Hurst, Illinois, is a national account executive at United Wholesale Mortgage in Grosse Pointe Park, Mich.

James Gschwind, Illinois State, is a talent development manager at Enterprise Holdings in Lombard, Ill.

Jeffrey Borish, Jefferson-East Falls (PA), retired as senior programmer at Children's Hospital. He lives in Huntingdon Valley, Pa.

Hillary Sutton, Kansas, is the chief development officer for the Girl Scouts of Eastern Oklahoma in Tulsa, Ok.

Julie Barnes, Kennesaw State (GA), is an associate analyst at the Congressional Budget Office in Washington, D.C.

John Cavoli, Kent State (OH), is the sales compensation manager at Konica Minolta Business Solutions in Ramsey, N.J.

Justin Stevens, Kent State (OH), is a pricing manager for Sherwin-Williams in Berea, Ohio.

Nathan Christen, Lindenwood (MO), is a senior accountant at Hager Companies in St Louis.

Sarah Williams, Louisiana State, is the human resources director at Philtek Services in Marlow, Okla.

Jeffrey Foundas, Louisiana Tech, is an exercise planner at SOSi in Camp H.M. Smith, Hawaii. In July, he participated in the National Veterans Golden Age Games representing the Veterans Affairs

Pacific Islands (Hawaii) in Sioux Falls, South Dakota. He competed in shooting, track & field events, medaling in seven and placing in six.

Toccara Horsey, Louisiana Tech, is a procurement analyst at the National Nuclear Security Administration in Westcliffe, Colo.

Gary Pearson, Loyola-Chicago, retired as director of corporate meetings and events at Aon Corporation. He lives in Scottsdale, Ariz.

Dante Pantaleo, Massachusetts-Amherst, is a financial analyst-finance and capital markets at Boston Properties in Boston.

William Chen, Michigan, is an engagement manager at PwC in Chicago.

Kayla Flanagan-Rembert, Missouri-Columbia, is a real estate broker at Keller Williams in Plainfield, Ill.

Darrell Plummer, Nevada-Reno, was reappointed by Governor Steve Sisolak to the Nevada Real Estate Commission. He lives in Reno, Nev.

Perry Hyman, New Orleans, retired as food service manager at Evangeline Downs Race Track and Casino. He lives in Bossier City, La.

Imani Collins-Villatoro, North Carolina-Greensboro, is an assistant store manager at Windsor Fashions in Carlsbad, Calif.

Andrea Rivas, Northern Arizona, is director of catering and events for Delta Hotels by Marriott in Mesa, Ariz.

Emma Wagher, Northern Illinois, is a customer success account manager for Microsoft in Winter Garden, Fla.

Jason Massarelli, Ohio, is the director, business development at Cisco Systems, Inc. in Denver.

Sunita Bansal, Ohio State, is senior revenue growth manager at Abbott Nutrition in Columbus, Ohio.

Amy DeVoe, Ohio State, is a financial analyst for Brookfield Asset Management in Wayne, N.J.

Timothy Fernandez, Ohio State, retired as a self-employed sales management executive. He lives in Acworth, Ga.

Naji Batekh Gillet, Rutgers-Newark (NJ), is global procurement category manager-strategy at Lenovo in Newark, N.J.

Former Staffer Earns Higher Ed Technology Awards

Donna Amrhein, Atlanta, who worked at the Central Office from 1986 to 2002 and served as Director of Finance and Administration for four years, has earned an EDScoop 50 Award, which is given to honor achievement in higher education technology. Amrhein currently works as director of business services for Miami University's IT department and has responsibility for budget management, contract and vendor management, human resources, administrative support and university operations.

EDScoop is a media outlet that features news about technology and digital learning in higher education. Members of the higher education IT community nominated more than 200 leaders and projects for the awards. EdScoop narrowed the list to the top 80 nominees, and readers cast more than 200,000 votes to select this year's winners.

Donna, who is a Silver Helmet recipient, said, "It is an honor to be recognized by my peers for my work accomplishments. I am humbled by this recognition, but I also want to thank my team and all of my colleagues who have contributed to my success."

Congratulations to Donna on earning recognition for her contributions to Miami's delivery of IT services.



James Boland, South Carolina, is chief financial officer at COhatch in Columbus, Ohio.

Heyward Sexton, South Carolina, retired as deputy public affairs officer for XVIII Airborne Corps & the Fort Bragg Public Affairs Office. He lives in West Columbia, S.C.

Donald Davis, Southern Mississippi, is the owner of BreamBugs LLC in Chesterfield, Mo.

Bradley Cooper, St. Ambrose (IA), is a senior financial analyst at Lennar in Schaumburg, Ill.

Ryan Strand, St. Cloud State (MN), is senior real estate manager at City Center in Minneapolis, Minn.

Connor Schultz, Syracuse (NY), is now working for Synchrony.

Kimberly Castendyk, Tampa (FL), is a member relations coordinator at YMCA of the Suncoast in Palm Harbor, Fla.

Mekaila Ortiz, Texas A&M-Corpus Christi, is a marketing coordinator at D.R. Horton in Corpus Christi, Texas.

Jaclyn Romero, Texas-El Paso, is president at Girls Pint Out in San Antonio, Texas.

Sheri Hasan, Truman State (MO), is a strategic projects director at Principal Financial Group in Des Moines, Iowa.

Past Grand President Onuka Ibe, Truman State (MO), has been made a partner, head of people at La Piana Consulting in Washington, D.C.

Kevin Luber, Truman State (MO), is manager of finance at The Walt Disney Company in Lake Buena Vista, Fla.

Thomas Toel, Wayne State-Nebraska, is quality manager at Farmer's Coop Society in Sioux Center, Iowa.

Edgar Powell, Western Illinois, is finance manager at The Proctor & Gamble Company in Cincinnati.

Madison Dober, Western Michigan, received the Transportation Club of Detroit scholarship for 2022. She lives in Kalamazoo, Mich.

Edward Grimes, West Liberty (WV), is self-employed in marketing in Pittsburgh.

Heidi Weiss, Wisconsin-La Crosse, is a sponsorship sales manager at ISACA in Schaumburg, Ill.

Tyler Wenig, Wisconsin-Milwaukee, is in business development at Threekit, Inc. in Chicago.

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

Julia Aman, Kennesaw State (GA), and Taylor Barnes on April 16. They live in Washington, D.C.

Sarah Cofer, Louisiana State, and Deekota Williams on June 18. They live in Baton Rouge, La.

Teresa Davies and Samuel Hill, both Loyola-Chicago, on September 17. They live in Chicago.

Robert Kurtz, New York, and Phoebe Clark, on September 5. They live in Chico, Calif.

Imani Collins, North Carolina-Greensboro, and Carlos Villatoro on January 28, 2022. They live in Oceanside, Calif.

Central RVP Rebecca Wells, Purdue (IN), and Ryan Ruthrauff on September 3. They live in Carmel, Ind.

Mekaila Hopkins, Texas A&M-Corpus Christi, and Mitchell Ortiz on December 18, 2021. They live in Corpus Christi, Texas.

Thomas Toel, Wayne State (NE), and Emily Laackmann on July 16. They live in Sioux Center, Iowa.

Gains

Anabela Bettencourt, Cal State-Fresno, and John on May 12, 2021 – Koltyn. They live in Riverbank, Calif.

Amy Diers, Drake (IA), and Brad on March 30, 2021 – Savannah. They live in Adel, Iowa.

Stephanie Batson and **Lonnie Hurst, Illinois**, on June 27 – Landon. They live in Grosse Pointe Park, Mich.

Sunita Bansal, Ohio State, and Nevin on February 22, 2022 – Devraj Kumar. They live in Columbus, Ohio.

North Central RVP Daniella Gohman, and Trevor, both St. Cloud State (MN), on October 18 – Liam. They live in Sartell, Minn.

Hannah Henschen and **Christopher, Texas A&M-Kingsville**, on September 27 – Evelyn. They live in Dallas, Texas.

Mercer (GA) Graduate Authors Dissertation about Fraternal Organizations

Kimberly Davis, *Mercer (GA)*, authored her dissertation, “Not What It Used To Be: A Mixed-Methods Study on Hazing and Organizational Culture in Historically White Fraternities.” The paper earned her Dissertation of the Year accolades from the Association of Fraternity/Sorority Advisors (AFA). Not surprisingly, she was well-versed in the culture of fraternal organizations.

“I joined both Deltasig and Alpha Gamma Delta Sorority, so Greek life was a central part of my college experience,” she said.

After graduation, Kim worked in student housing and collegiate residential life, so it wasn’t much of a stretch for her to return to the fraternal world as a fraternal organization advisor for Centenary College, a small liberal arts school in Shreveport, Louisiana. When she entered LSU’s doctoral program, she understandably decided to focus on the culture of fraternal organizations for her dissertation subject. She invited 2,000 fraternal organization members to participate in the survey. Given the sensitive nature of some of Kim’s questions, the rate of completed responses was low – approximately 14%.

The population was limited to historically white social fraternities. Respondents were affluent: 66% reported a family income of greater than \$100,000. Also, both parents of the individual answering the survey had typically been to college, and parents and relatives, particularly fathers, had been involved in fraternal organizations. Those polled expressed greater satisfaction with fraternity life than with their overall collegiate experience. Kim asked 16 chapters if she could attend a meeting; only three said yes, which underscores some wariness.

The paper’s title reflects a double-edged sword of perceived positive and negative changes in fraternal organizations when compared to previous generations. On one hand, the occurrence of hazing had decreased considerably, but respondents also expressed feeling less of a fraternal bond with brothers.

“Members who had experienced hazing had lower feelings of teamwork, but reported feeling a stronger sense of belonging,” Brother Davis said.

Poll participants cited social functions, such as attending football games and parties, as the primary attributes they enjoyed in fraternity life.

One key difference between social organizations and professionally oriented organizations such as Delta Sigma Pi is that, given the lack of houses, professional and service organizations conducted meetings in public spaces on campus, which carries greater oversight than meeting in private houses. And, non-social organizations typically offer greater gender inclusivity and ethnic diversity.

The AFA awarded the Dissertation of the Year designation at its annual meeting. Kim said that she hopes all levels of fraternal organizations consider how culture contributes to members’ fraternal experiences and seek ways to develop a safer, healthier culture for their members.



LOSSES

Cal State-Sacramento

Dayne Crawford (June 22)

Christian Brothers (TN)

Kel Nesbitt (November 14)

DePaul (IL)

Edwin Halick (October 27)

Florida State

Timothy Beckham (October 31)

George Taylor (September 24)

Georgia Tech

Alan Flury (May 19)

Marquette (WI)

Leo Brzezinski (September 25)

Missouri-Columbia

Ronald Wright (October 11)

Nebraska-Lincoln

Nic Windeshausen (October 25)

North Carolina-Chapel Hill

John Corbett (September 28)

Oklahoma

Adam Carroll (July 21)

Oklahoma City

Edwin Thele (July 29)

Penn State-State College

Robert Mothersbaugh (December 3)

Rider (NJ)

Kenneth Hendricks (May 28, 2021)

Julian Ross (November 27)

Texas-Austin

Richard Asel (September 24)

Tulane (LA)

Omer Kuebel (October 29)

Virginia

H. Lee Addison (October 10)

Washburn (KS)

Dewey Tarwater (November 8)

Wayne State-Michigan

Robert Lavens (September 7)

Wayne State-Nebraska

Roy Daniel (September 25)

Remembering A Lifetime's Worth of Achievement

Nic Windeshausen, *Nebraska-Lincoln*, who gave tirelessly to many causes, including Delta Sigma Pi, during his lifetime, passed away at his California home in October at age 99. Brother Windeshausen was recognized for his accomplishments with the Fraternity's Lifetime Achievement Award in 2011.

After serving in the U.S. Navy as a Navy medic until 1946, he took advantage of the G.I. Bill and enrolled at the University of Nebraska, joining Delta Sigma Pi in 1952. He earned a bachelor's degree in accounting in 1954, a master's degree in finance in 1955 and a Ph.D. in marketing and management in 1962. During his studies for an advanced degree, Brother Windeshausen taught business classes at Nebraska.

As a brother, Nic was a longtime advocate for the Fraternity becoming race- and gender-inclusive. In 1962, Brother Windeshausen took a position at Sacramento State University, where he would serve as a graduate and undergraduate studies coordinator before becoming associate dean. Brother Windeshausen helped charter Deltasig's Epsilon Phi Chapter at Sacramento State in 1963. Nic retired from the University in 1992.



ALUMNI AWARDS



Katie Paulsen and GP Cory Stopka



Stephen Sorenson and GP Cory Stopka

HELMETS - Silver

1 \ KATIE PAULSEN, Wisconsin-La Crosse, is an active member of the Phoenix-Thunderbird Alumni Chapter, currently serving as VPCO, having previously served as President. She has also been a member of the Chicago and Milwaukee Alumni Chapters. She has served as Great Lakes Regional Vice President, District Director for Northern Arizona, Provincial Alumni Development Chair and on the National Alumni Development Committee. Katie is a supporter of the Delta Sigma Pi Leadership Foundation and has attended nearly 20 National events. Professionally, Brother Paulsen



George Tienken, LF COO Shanda Gray, Judy Tienken and LF Trustee Joelle Berlat

is a senior business analyst with CommonSpirit Health, a nonprofit Catholic health system that operates in 21 states.

2 \ STEPHEN SORENSON, South Carolina, delivered his powerful keynote presentation, *Being a Modern Leader*, to highlight how the Fraternity experience helped prepare him for his career at Microsoft at the 2022 Presidents' Academy and at the 2022 Phoenix LEAD School. Stephen and his wife, Stephanie, *South Carolina*, are supporters of the Delta Sigma Pi Leadership Foundation. Professionally, Stephen is senior director for customer success - Americas FastTrack for Microsoft.

DONOR RECOGNITION

3 \ GEORGE TIENKEN (son of Founder Henry Albert Tienken) and wife Judy were presented with the Cornerstone level of giving in November.



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 September 1, 2022 and January 10, 2023. (Tier II CDLs are marked with a *.)

Paige Anderson, <i>McNeese State (LA)</i>	Mike Losneck*, <i>Kent State (OH)</i>
Makayla Barker*, <i>Longwood (VA)</i>	Loran Lynch, <i>Marshall (WV)</i>
Tim Beasley, <i>Cal State-Fullerton</i>	Reagan Mady*, <i>Iowa</i>
Darian Bennett, <i>Kent State (OH)</i>	Katie Mans*, <i>Kansas</i>
Bob Bergman, <i>Lewis (IL)</i>	Jenna Markowitz, <i>Bellarmine (KY)</i>
Gabriela Berrios*, <i>Stony Brook (NY)</i>	Michelle Marrs*, <i>Central Missouri</i>
Jeff Blanchard*, <i>Kennesaw State (GA)</i>	Sarah McCann*, <i>Radford (VA)</i>
Lisa Brown, <i>Cal Poly-San Luis Obispo</i>	Kris McDaniel*, <i>Central Missouri</i>
Kyra Cahill*, <i>Penn State-Erie</i>	Amanda Meeker*, <i>Truman State (MO)</i>
Kenzie Carlson*, <i>Tennessee</i>	Miguel Merilleno, <i>San Jose State</i>
Paul Carpinella*, <i>Bentley (MA)</i>	Amy Montalbano, <i>Michigan State</i>
Haley Carroll, <i>Massachusetts-Amherst</i>	Mackenzie Morgenweck*, <i>Roger Williams (RI)</i>
Kathryn Casella, <i>Colorado State</i>	Ken Nebrig, <i>Truman State (MO)</i>
Jacquelyn Cisneros, <i>Valparaiso (IN)</i>	Ron Neto-Taylor*, <i>Florida Atlantic</i>
Raymond Cousins, <i>Marshall (WV)</i>	Edgard Neto-Taylor*, <i>Florida Southern</i>
Krystle De Los Santos, <i>Hawaii-Hilo</i>	Tara Neuling, <i>Bellarmine (KY)</i>
Liz Doody*, <i>Saint Peter's (NJ)</i>	Rounak Nischal, <i>Rutgers-New Brunswick (NJ)</i>
Karla Edwards*, <i>Akron (OH)</i>	Don Oest*, <i>Colorado-Boulder</i>
Heather Ferguson*, <i>Tampa (FL)</i>	Ryan Olee, <i>Bowling Green State (OH)</i>
Eve Gallo*, <i>Georgia College and State</i>	Tristan Plahmer*, <i>Wisconsin-Milwaukee</i>
Cristina Gao Chen*, <i>Chapman (CA)</i>	Kelly Rabin, <i>Drake (IA)</i>
Melissa Garcia*, <i>South Florida-St. Petersburg</i>	Molly Rae*, <i>Winona State (MN)</i>
Jim George*, <i>Akron (OH)</i>	Erica Rahr, <i>Colorado-Boulder</i>
Sammy Geroulis, <i>Cincinnati</i>	Jose Ramirez, <i>New Mexico State</i>
Lainey Gover, <i>Baylor (TX)</i>	Meghan Reddy, <i>Indiana</i>
Alli Greenwood*, <i>Capital (OH)</i>	Emma Reynolds, <i>Western Kentucky</i>
Connor Gregory*, <i>North Florida</i>	David Riedel*, <i>Texas-San Antonio</i>
Alyssa Griesbaum, <i>Wisconsin-Milwaukee</i>	Sydney Sampson-Webb*, <i>Wisconsin-Milwaukee</i>
Carley Hammond, <i>Wisconsin-Milwaukee</i>	Roseny Sanon*, <i>Florida State</i>
Michael Harmon*, <i>Western Illinois</i>	Anna Schenecker*, <i>Kansas</i>
Carley Haro*, <i>Cal State-Fullerton</i>	Sumintra Siengsutthiwong, <i>CUNY-Baruch</i>
Eric Hoogstra, <i>Grand Valley State (MI)</i>	Sidney Smith, <i>Georgia State</i>
Matt Hudson, <i>Saint Louis</i>	Don Sparrow*, <i>North Carolina-Chapel Hill</i>
George Husted, <i>Missouri State</i>	Prestina Talley, <i>Lynchburg (VA)</i>
Mark Iannuzzi, <i>Florida Southern</i>	Carla Tousley*, <i>Grand Valley State (MI)</i>
Denada Ibrushi*, <i>St. Mary's (TX)</i>	Brandelle Unkrich*, <i>Iowa</i>
Isaias Jacobi, <i>Wisconsin-Milwaukee</i>	Devin Varela*, <i>Saint Peter's (NJ)</i>
Alex Johnstone, <i>San Diego State</i>	Erica Verderico, <i>Kent State (OH)</i>
Gaylen Kalipi, <i>Hawaii-Hilo</i>	Mark Vidal, <i>Cal State-East Bay</i>
April Kibalo, <i>New Jersey</i>	Anna Vitale*, <i>Arizona State</i>
Sarah King, <i>Mercer (GA)</i>	Kristyn Wasikowski*, <i>Rochester Tech (NY)</i>
Travers Landreth*, <i>North Florida</i>	Hunter Weber*, <i>Colorado State</i>
Alex Larsen, <i>Georgia</i>	Maxwell Wiltman*, <i>Wisconsin-Milwaukee</i>
Jamison Lewis, <i>Marshall (WV)</i>	

MINUTES IN SECONDS FROM OCTOBER 3, 2022 BOARD MEETING

- After reviewing survey results on prioritization of recommendations from the DEI Task Force, provided direction to staff, the Organizational Development Committee and the Nominations Committee on next action items. After setting an action plan and acknowledging Board accountability for ongoing DEI focus, the Board closed the DEI Task Force and thanked Andrew Bare and the rest of the Task Force members for their impactful work.
- Reviewed an updated Board, staff and National Committee reporting process for the January Board meeting.
- Board reviewed proposals to provide Grand Officer candidates with chapter contact information and to provide Grand Officer candidates with delegate list. The Nominations Committee expressed concerns about privacy of members, concerns about being able to monitor contacts and not setting a tone that campaigning is a requirement, proposing instead to include a contact link to chapter presidents through each chapter profile page on the website. The Board failed to approve any of the proposals, providing feedback to the Nominations Committee desiring candidates to be able to message chapters via email in managed format that protects officer privacy. Board would like committee to review regulations related to campaigning on social media. To allow additional time to determine next steps, the Board approved to delay the first candidate announcement date for 2023 to February 6.
- Board reviewed a series of recommended action items proposed by the Legislative and Election Task Force and provided direction to staff and the Task Force to execute on those action items.
- Board discussed and decided they are generally not in favor of announcing the election vote counts to the general body, but would like the Legislative and Election Task Force to review teller process and training. Training of tellers is highest priority.

- Similar to previous Ritual changes, Board agreed to have chapters pay approximately 80% of printing costs, while the Fraternity covers 20% of printing costs and 100% of distribution and shipping for new Ritual Books. Staff will continue with plans for a “temporary” book to be distributed by January 2023 and a “permanent” book to be produced following 2023 GCC.
- Board approved adding \$10,000 to the Special Projects Budget to hire a governance consultant for January Board meeting. Direction is for a half-day exercise to clarify “what we’ve heard, what we think, and how we can move forward.”
- Reviewed COVID precautions for upcoming LEAD events focusing on messaging and individual responsibility.
- Granted the Executive Director permission to sign a 2027 Grand Chapter Congress contract in New Orleans as long as it fits within a given set of pricing parameters.
- Unanimously approved overturning an individual expulsion being reviewed on appeal.

MINUTES IN SECONDS FROM JANUARY 28-29, 2023 BOARD MEETING

- Following an educational development session with governance consultant Matt Fullbrook, the Board adopted a working definition of good governance as “intentionally creating effective conditions for making good decisions in our organization.” Based on these and prior conversations, the Board took numerous steps to improve the “conditions” by delegating authority and planning additional steps in these ways:
 - GP Cory Stopka delegated authority of approving assistance and discipline actions to the Executive Director, with the instruction to consult with RVPs while keeping PVPs informed.
 - Approved delegating the management, authority and development responsibility of CMP to staff, while providing direction for staff to begin work on developing new systems for tracking the health of a chapter.
 - Closed open CMP-related recommendations as being handled by the delegation to staff, but provided staff direction to remove the 20 member requirement in next year’s CMP metrics.
- Approved delegating the management, development and execution of the awards program to the National Scholastic Development and Awards Committee, while retaining only a few specific program requirements in policy.
- Prior to approving this change, the Board voted to remove the requirement that Chapter Advisor of the Year nominees must be members. This change aligns with recent practice.
 - Approved delegating the management, development and execution of the CDL program to the National Professional Development Committee, while a broad definition of learning outcomes remains within policy.
 - Removed the PVP “as head of the Provincial Discipline/Standards Committee”, appointing an independent provincial chair to manage individual discipline processes. Policy was also updated to remove the restriction to only select RVPs and/or Golden Council members to the Provincial Standards Committee.
- Board discussed the future of chapter support in the context of regional boundaries, regional leadership and staff support of chapters.
- Reviewed the results of survey to identify educational priorities. Staff will present the start of a broader educational plan at the March meeting.
- Instructed staff to proceed with the Northwest Expansion project allowing it to be budgeted in the 2023-24 budget.
- The following policy updates were made related to chapter finances:
 - Endorsed a Leadership Foundation recommendation to allow chapters to use CLF funds to register for National events.
 - Eliminated the required Congress Reserve Fund contributions beginning fall 2023. Chapters will continue to receive previously paid funds as planned following the 2023 Grand Chapter Congress. Chapters will continue to have the opportunity to pay into a reserve fund for use to attend future GCCs, but it will no longer be required.
 - Eliminated the option for chapters to request exception to the policy

preventing investment of chapter funds. The National Finance Committee has had numerous requests from chapters since this policy was put in place, but none have met the established standards.

- The Board reviewed the status of the current fiscal year budget and discussed a draft of the 2023-24 fiscal year budget intended for vote at the March meeting. As part of that review, they gave the following directions and decisions:
 - Added \$40,000 to the 2022-23 Special Projects Budget for new office furniture for the Central Office to accommodate the growing staff and evolution of work environment.
 - Approved policy to make the LEAD hotel reimbursement for all Board members consistent with policy for PVPs and RVPs. This policy change will go into effect July 1.
 - Approved Leadership Foundation grant request funding prioritization for 2023-24.
- PGP Tricia Smith reviewed updates to the Candidates Beacon, which includes candidates being organized by Province and Region, headshots of candidates and reorganization of information provided. Smith also reviewed new process for candidates being able to email chapter officers directly, which will be permitted after March 15.
- Approved a 90-day suspension for Sigma Tau (Duke (NC)) to match University action while the institution reviewed allegations of trespassing, destruction of property and hazing. The Board also approved an additional 90-day suspension through 5/31/23.
- Appointed Billy Markowitz as National Community Service Chair.
- Approved Distinguished Service Certificate for Maria Ramos for her time and effort spent helping staff during the 2022 Grand Chapter Congress and for her continued assistance managing the banquet seating process.
- Selected 2023 Lifetime and Career Achievement Award Recipients.
- Announced the 2023 National Collegian of the Year, to be presented at the 2023 LEAD Provincial Conference.



The LEAD Experience—for all

It is a sunny Friday afternoon and a handful of Deltasigs each load a duffel bag and a backpack into the back of a car. They settle into their respective seats with a water bottle, their favorite road trip snacks and maybe even a favorite pillow or blanket. One ensures they all packed the necessities—a suit, dress shoes (and socks), a padfolio holding copies of their resume, deodorant and a toothbrush. Check, check, check. They are done with classes for the week and headed to a new city. They are excited for a weekend full of making memories, meeting new friends and learning something new at this weekend's LEAD event!

So many Deltasigs have a similar memory. Maybe traveling to a LEAD, perhaps to a regional event or an event at another chapter. For as many ways as the memories are similar, they differ. Every LEAD experience is a little different. Some travel on their own, some with a few of their fellow brothers from their campus and others attend with dozens. Some hop in a car and head across town, some road trip across multiple states with their best buds and few catch a cheap flight to get there.

Once they arrive, the learning is just beginning. Some will attend sessions focused on learning how to better operate their Deltasig chapter while others will attend sessions focused on enhancing their professional or personal development. For some, this is the first time they traveled without their families. This is the first time they attend a banquet meal (which fork do I use?). They meet collegiate members from other chapters and learn best practices. They connect with alumni brothers from across

the country who may be in similar job fields. They are introduced to Deltasig partners who are looking to hire members for jobs and internships. The value of the experience is immeasurable.

Unfortunately, not every Deltasig has the opportunity to attend a LEAD event during their collegiate career. Many do not have the resources to pay for the expenses to attend, including registration, hotel and travel expenses.

Thankfully, through the many generous donors to our Leadership Foundation, more chapters have funds to help send brothers to LEAD events than ever before. Last November, almost 700 donors gave more than \$108,000 to Chapter Leadership Funds, Endowment Funds and the Annual Fund during our Founders' Day Challenge. Nearly 140 chapters (more than 60%) received donations to their Chapter Leadership Funds. Chapters can request grants from these funds to defray the direct cost of LEAD Provincial Conferences, LEAD Schools, Grand Chapter Congress and Presidents' Academy. Through these funds, more brothers can access valuable experiences received at these events.

But it doesn't stop there! Donations to Endowment Funds and the Annual Fund also support these educational programs through grants to the Fraternity that help keep registration costs low and ensure we are providing the best programming possible at these events. Thank you to our many donors who help to create the meaningful experiences that make Deltasig the foremost professional business fraternity. You too can support these programs with a gift today at dsp.org/donate.

OVER \$108,000 RAISED



Thank you!

Missed the Founders' Day Challenge? Be sure to mark your calendar for the 4/25 Alumni Day Drive this April 23-25. During the 4/25 Alumni Day Drive, Deltasigs around the globe will support the Annual Fund, which provides scholarships and grants for our leadership programs, as well as supporting all programs and initiatives of the Leadership Foundation. A great opportunity for our alumni members to support the future of Delta Sigma Pi!



DELTA SIGMA PI

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

CHANGE SERVICE REQUESTED

DELTA SIGMA PI IS EXPANDING IN THE PACIFIC NORTHWEST

We want to establish five or more startup groups in the states of Idaho, Oregon and Washington, and WE NEED YOUR HELP!

We need brothers to help with various support activities:

- ▲ Campus visits
- ▲ Deltasig training
- ▲ Fundraising
- ▲ Developing community service and professional programs

We also need:

- ▲ Contact information for Deltasig alumni in these states
- ▲ Introduction to business school administrators or faculty
- ▲ Introduction to business students

Interested in helping or have referrals? Contact deltasigmapi@dsp.org. Help us grow the Fraternity and recruit more Deltasigs for life!

As with all startup groups, Delta Sigma Pi targets institutions with a business school enrollment of 400 or more. Remember, it only takes two students to develop a startup group, so any leads you can provide on potential brothers or advisors are important.

