

2024

Western Province Annual Report



DELTA SIGMA PI®



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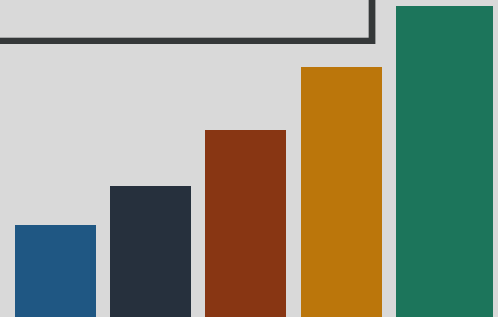
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Introduction

Last year, we tried a new format for the Provincial Report and are excited to continue to use it this year, with additional benchmarks.

It is a new biennium and we are excited about where this province and fraternity is heading! We are identifying our weak spots and your leadership team is working hard with staff to combine resources to help members and chapters succeed.

In this document, you will read about data on pledge retention, dues, engagement, events, and leadership team demographics. We hope your chapter goes through this and engages with your DDs/ADDs/RVPs/Committee Chairs and PVP about what trends you are seeing and where you want us to improve, what to continue, what hurdles or barriers your chapter or you may be facing, or things you want to see changed. Our intention is to use this as a tool to have conversations around.

A few highlights from the past year in the province:

- Collectively, this province has over \$31,000 in Chapter Leadership Funds
- Leads the way in training completion rate for the new Standards program
- 8 brothers were awarded scholarships from the Leadership Foundation

Thank you to everyone from our alumni leaders who volunteer countless hours to serve the fraternity, our collegiate brothers for embodying the purpose of the fraternity, and our alumni chapters who demonstrate what "It's not just four years, it's for life" truly means.

We look forward to engaging with your chapters ahead of Provincial Council!

Fraternally,

Western Province
Leadership Team



Strategic Priorities



Goals for strategic priorities are as follows:

Member development: Increase the annual number of overall learners through live events and webinars by at least 5% each year and 50% over the term of the priorities.

Leadership Development: Provide training for chapter officers and volunteer leaders, with 95% participation

Chapter Expansion: Install or reactivate at least 30 collegiate chapters over the term of the priorities.

Membership: Increase combined fall and spring dues paying collegiate members by 10% over the term of the priorities.

Alumni Engagement: Generate trackable engagement of 30,000 alumni over the term of the priorities with an increase of 10% every year as they interact with the organization via channels including but not limited to volunteers, donors, event participants, supporters of chapter or regional activities, or otherwise engaging in national initiatives.

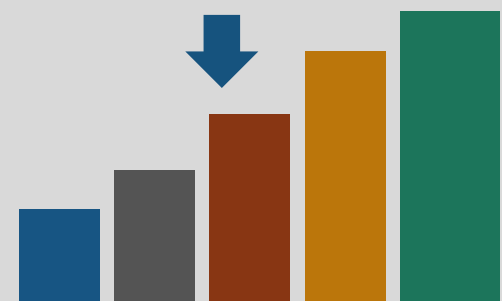
Member Retention: Engage 50% of new alumni within three years after their graduation, while retaining annually 45% of the prior year's overall engaged alumni.

Financial: Decrease financial dependence on revenue from members by annually increasing non-dues/fees revenue by 5%. On the Provincial level, this is measured by Chapter Leadership Fund dollars granted to chapters and money raised by chapters through fundraising.

Fraternal Organization: 75% of collegiate and alumni chapters achieve established minimum health indicator.



Look at the bottom of each page to see which Priority that section is supporting

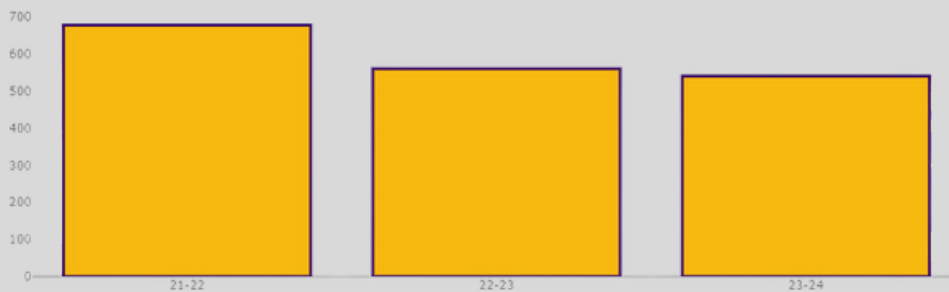


Member Education

Equip members to excel as ethical leaders on campus and in the community.

Educating members to stand out as ethical leaders on campus and beyond is about educating all members (pledges, collegiate, alumni, faculty, and volunteers), providing easily available access when needed. Education should include training for all aspects of the fraternal lifecycle, including the skills needed for academic, career, and life success.

GOAL: Member Development: Increase the annual number of overall learners through live events and webinars by at least 5% each year and 50% over the term of the priorities.



Year	Annual Learners	Yearly Growth	Overall Growth
21-22	677	--	--
22-23	560	-17.28%	-17.28%
23-24	540	-3.57%	-20.24%

GOAL: Leadership Development: Provide training for chapter officers and volunteer leaders, with 95% participation

PROVINCIAL STATUS:

**34% of 465 officers
have completed their designated pieces of training**

We have seen a steady decline in leaders attending events and completing officer training year-over-year. Western Province saw a growth decline of 20% from last year in relation to events, which is 1.5% better than the National tracking of 21.5% decline.

Contributing factors could be barriers to access and entry to events and learning. Whether that be the frequency of events online, costs of traveling to in-person learnings, or dates of in-person events conflicting with other obligations.

Concerning officer training, more can be done to examine the content of current pieces of training being offered and the ROI and helpfulness of them. We are seeing success with volunteer leader training as well as Standards Trainings and will examine that later in this report.

Member Growth

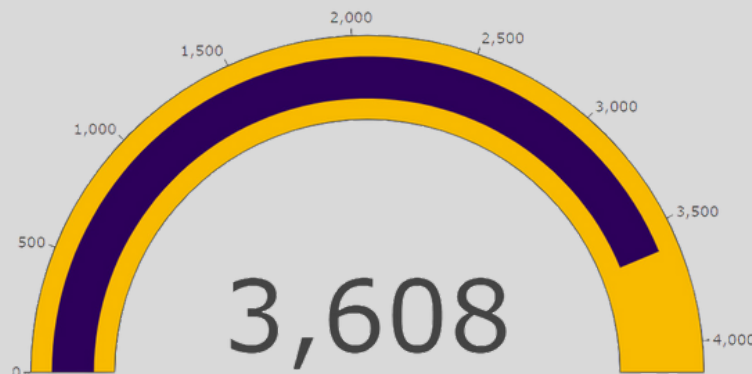
Attract and retain diverse students, alumni, and community leaders.

Increasing diverse membership in local chapters ensures unique perspectives and enhances the member experience. Opening chapters at new campuses and returning to campuses that have previously closed, enhances brand recognition and opens doors within additional communities and business communities.

GOAL: Chapter Expansion: Install or reactivate at least 30 collegiate chapters over the term of the priorities.

	▲ Chapters Installed Since 7/1/21	◆ Current Startup Groups	◆ Targets for Future Expansion
1	No New Chapters Yet	Cal State University-Stanislaus	Boise State University
2		Seattle University	California State University-Stanislaus
3			Central Washington University
4			Eastern Washington University
5			Idaho State University
6			Montana State University
7			Oregon State University
8			University of Montana
9			University of Oregon
10			University of Utah
11			Utah State University
12			Western Washington University

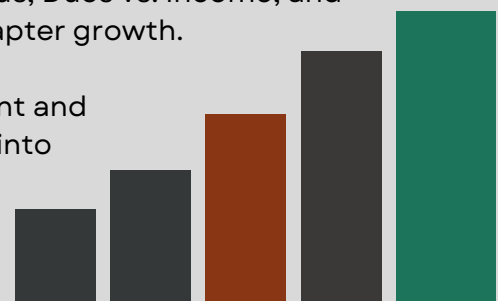
GOAL: Membership: Increase combined fall and spring dues paying collegiate members by 10% over the term of the priorities.



Goal: 4,124 total dues members (fall and spring combined) by 25-26

The next few pages will look at contributing factors to the membership goal. Data of Pledge Retention, Ideal Chapter Size, Hearings/VW/Inactive Status, Dues vs. Income, and Qualified Programs were examined to create a base point for chapter growth.

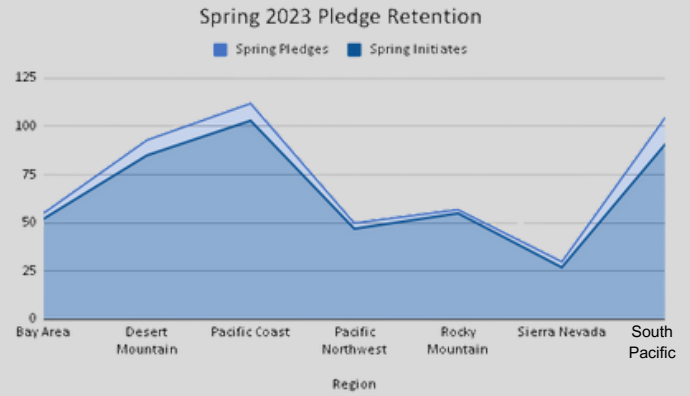
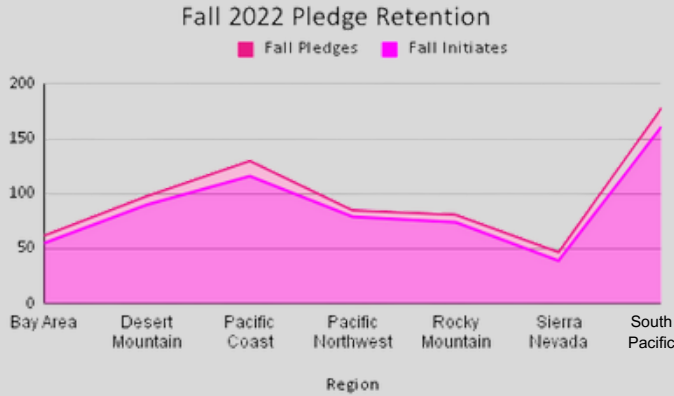
Those data points create a bridge to the Membership Engagement and Organization Excellence Strategic Priorities and how they factor into an overall picture of the fraternal experience.



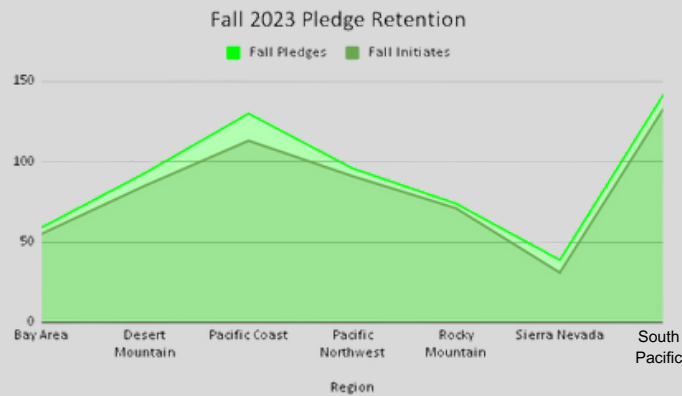
Pledge Retention and Chapter Size



The pledge retention rate within the Western Province continues to stay above 90% year-over-year. In the 2023 fiscal/academic year, the province initiated 91% of those who pledged the fraternity that year, a 1% decrease from FY 2022. The Rocky Mountain and Pacific Northwest Regions had the highest percentage with 94% retention, with the South Pacific and Sierra Nevada Regions the lowest with 89% and 86%, respectively.



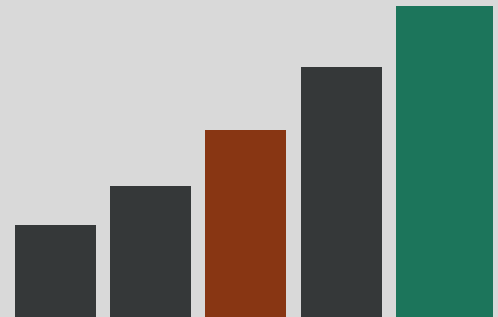
The province seems to be off to a strong start for the 2024 fiscal/academic year. The fall term saw an overall 91.47% pledge retention rate, with the Rocky Mountain Region leading at 96%. Improvements are being tracked for the South Pacific Region at 94% for the fall term and a decline with the Pacific Coast and Sierra Nevada Regions the lowest with 87% and 79.5% respectively.



When it comes to chapter size, we are seeing a trend of extremes. Chapters are either getting smaller or larger than ideal. Currently, 6 chapters are higher than their ideal member size, while 15 chapters are below the ideal size. This leaves 24 chapters in the ideal member range (+/- 20 from ideal size). Ideal size is based on enrollment numbers.



*Desert Mountain Regional
Initiation Spring 2023 at
University of Arizona.
Over 300 brother attended
to welcome 80 new brothers
in April 2023*



Hearings/Inactive Status/ Voluntary Withdrawal



With the new standards policy in effect, the Western Province has started tracking the number of chapters that are currently following the correct procedures for holding hearings.

75% of Western Chapters had a Chancellor complete their training and had a fully trained committee by the end of the semester. Of the chapters that held a hearing, 61% were fully trained by the date of the hearing. We will strive to improve this number for the Spring of 2024.

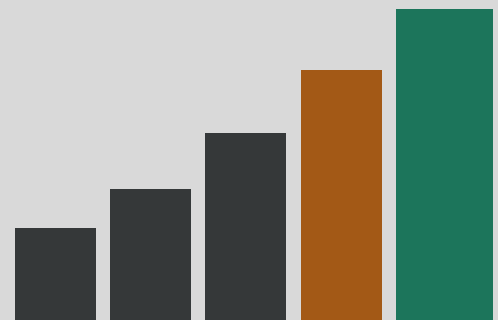
	Within Policy by 12/4	Within policy for hearing	Administrative Meetings	Hearings	Appeals	Expulsions	Suspensions	Fines	Probations	Reprimands	Not Guilty/No Penalty
Fall 2023	75.56%	61.54%	40	3	0	32	0	0	2	0	6

FY 2023 saw an increase in Voluntary Withdrawal requests submitted. However, fewer were approved in FY 23 versus FY 22.

Voluntary Withdrawal	Requests Submitted	Approved	EC Approved	Denied	EC Denied	Initial Submission
Spring 2023	15	0	0	14	1	0
Fall 2023	17	3	0	12	2	0
Spring 2022	8	3	6	3	2	0
Fall 2022	13	3	0	10	0	0

FY 2023 saw a decrease in the number of inactive status requests submitted. The approval rate remains steady at close to 50%. The decrease could be a result of improved recruiting practices

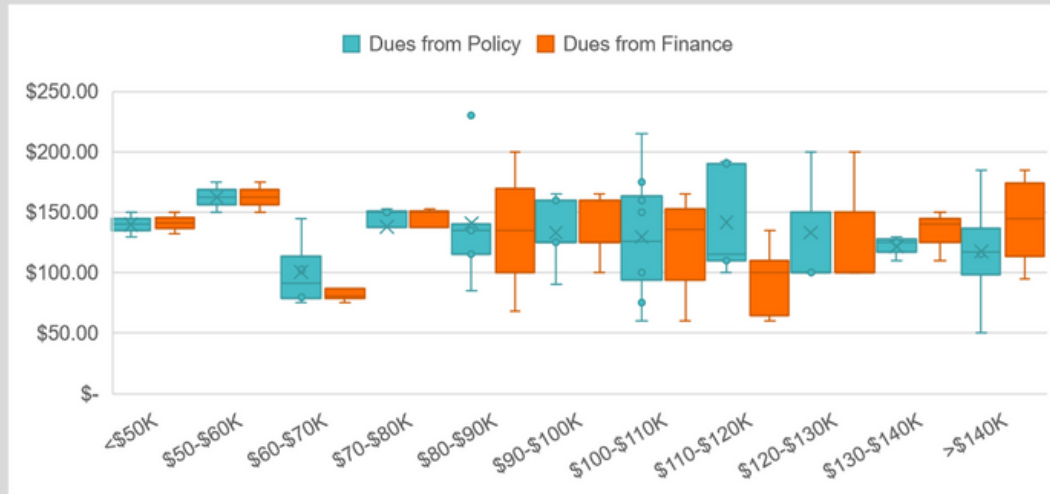
Inactive Status	Requests Submitted	Approved	EC Approved	Denied	EC Denied	Initial Submission
Spring 2023	26	11	0	11	2	2
Fall 2023	27	10	0	14	3	0
Spring 2022	46	25	43	18	3	0
Fall 2022	24	10	15	5	6	3



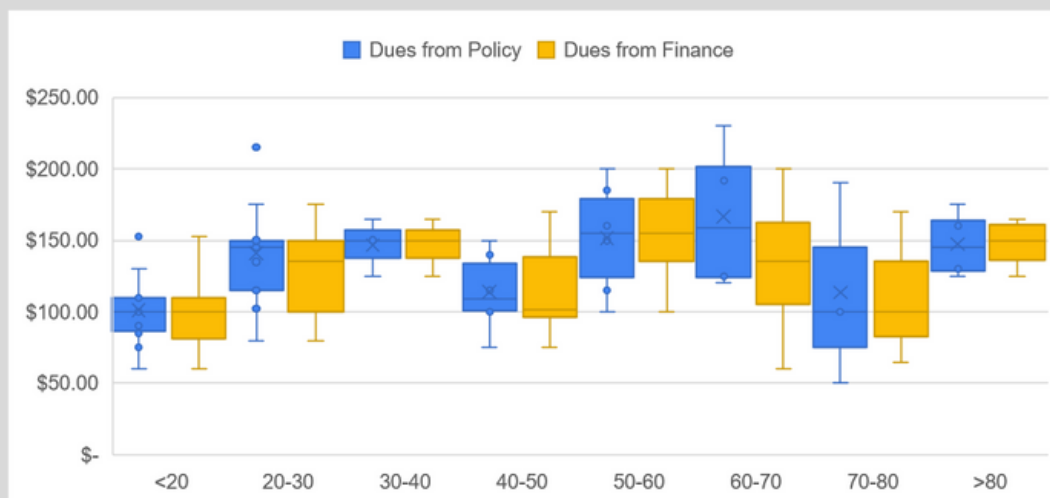
Chapter Dues vs. Avg Family Income



One of the barriers to participation in Delta Sigma Pi can be tied to finances and the cost of participating. Eleven chapters reported spring term dues on their budgets that matched their chapter policies. 17% of chapters reported a higher due amount for spring than stated in their policies and 22% reported dues lower than their policy.

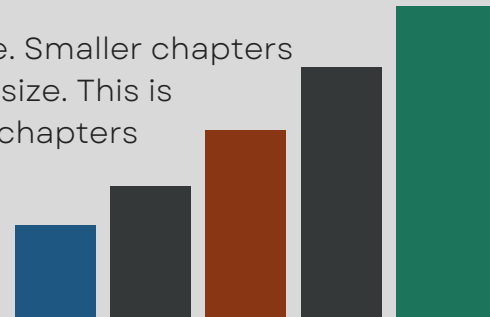


Looking at those reported dues in comparison to the Median Student Family Income* of the universities within the province, we see that dues are not proportionate to income, but rather are near equal across incomes.



The same looks to hold true as well based on chapter size. Smaller chapters are near equal to chapters that may be three times their size. This is just the base dues, and does not include any extra costs chapters may charge for events during the term.

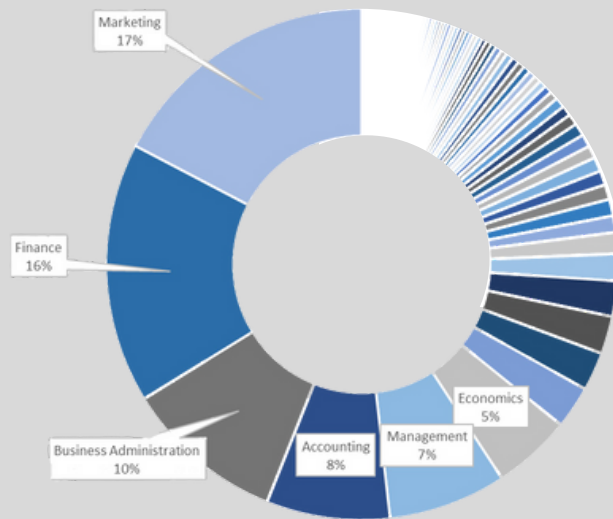
*Based on a study released by opportunity in sights.org through a Harvard study in 2017



Western Province Qualified Programs



There are 106 different qualified programs represented in the Western Province. 63% of our current collegiate members are reported to be either Accounting, Finance, Marketing, Management, Business Administration, or Economics major which has lowered from last year's 72.7%. 67 of our qualified programs report five or fewer in the program, which shows an improvement from last year's 33.

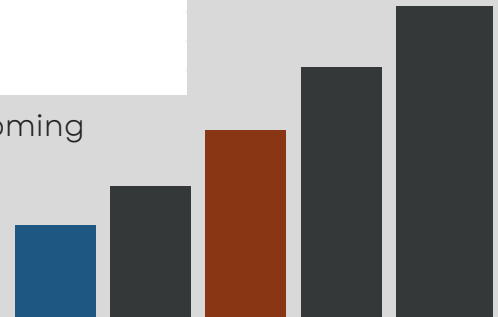


During the 2023 Fiscal/Academic Year, 72 qualified program requests were submitted. 43 were approved and 29 were not approved. Of those 72, 15 requests came from the Western Province.

So far the 2024 Fiscal/Academy Year has had 46 submitted so far. Of those 16 have been approved and 29 have not been approved.

FY 23	Omicron Sigma	Business Economics	FY 23	Iota Upsilon	Business Analytics
FY 23	Rho Upsilon	Finance	FY 23	Rho Upsilon	Sport Admin
FY 23	Nu Phi	Software Engineering			
FY 23	Epsilon Upsilon	Natural Resource Economics			
FY 23	Lambda Psi	Management			
FY 23	Lambda Psi	Marketing			
FY 23	Iota Pi	General Business Admin			
FY 23	Upsilon Chi	Accounting			
FY 23	Omicron Psi	Economic Sciences			
FY 23	Omicron Psi	Agricultural & Food Business			
FY 23	Omicron Psi	Wine & Beverage Mgmt			
FY 23	Omicron Psi	Senior Living Mgmt			
FY 23	Omicron Psi	Management			
FY 23	Omicron Psi	AMDT - Merchandising			
FY 23	Lambda Phi	Graduate MBA Business			

And we hope to see the number continue to grow in the coming year (SVP can submit programs via HUB, the qualified program must meet the 50% qualification ratio as outlined on the form)!



Member Engagement

Provide members with meaningful involvement opportunities at every stage in life.

Lifelong member engagement encompasses the ongoing interaction and emotional commitment between our members and Delta Sigma Pi. This involves developing a deeper understanding of how and why members are and want to participate, and better aligning activities with varied interests and experiences - especially offering opportunities that don't require overwhelming time, financial, or travel commitments.

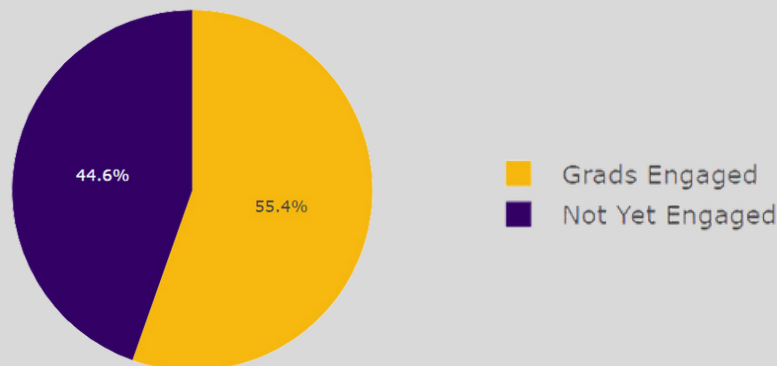
GOAL: Alumni Engagement: Generate trackable engagement of 30,000 alumni over the term of the priorities with an increase of 10% every year as they interact with the organization via channels including but not limited to volunteers, donors, event participants, supporters of chapter or regional activities, or otherwise engaging in national initiatives.

7051 alumni engaged since 7/1/21 from the Western Province

Year	Total Alumni Engaged	Annual % Growth	Alumni Engaged For First Time
21-22	3,856	--	3,856
22-23	4,023	4.330%	2,207
23-24	2,874	-28.5%	988

GOAL: Member Retention: Engage 50% of new alumni within three years after their graduation, while retaining annually 45% of the prior year's overall engaged alumni.

1,604 of 2,896 recent grads have engaged as alumni



There is a decline in activity from a large number of alumni chapters within the Western Province over the last few years. The hope is it is temporary and an uptick in events and engagement will happen in the near future.

The Western Province Alumni Development Chair will be holding monthly office hours to help collegiate and alumni chapter talks and develop a network to help support engagement.

Western Province Chapter's Events Data



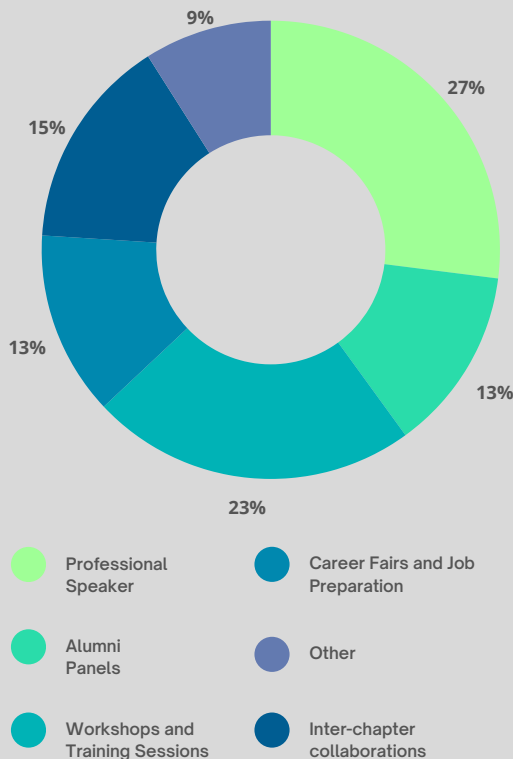
A major theme we see within the Western Province is events that generate ROI and Real-World transferable skills. So what do we do well? Consistent programming for essential basic professional skills; resume writing and mock interviews, learning about Diversity, Equity, and Inclusion and how it applies in companies as well as our chapters, service events that give back, and alumni engagement during recruitment.

Where can we improve? At the end of each section is a recommendation for an area of improvement that we hope chapters will consider for the upcoming year.

Each event data is based on forms submitted through the HUB during the Spring 23 Team and Fall 2024 Term.

Professional

In the Western Province, the total number of events organized by its chapters amounted to 359. On average, each chapter conducted approximately 8.3 events. The distribution between in-chapter and off-site events revealed that chapters, on average, held 52% of their events within their chapters and 48% off-site. A notable aspect is the high level of alumni engagement, with 36 out of 43 chapters actively involving alumni in their events, showcasing a positive trend across the region. Approximately 70% of chapters included alumni in their activities. Inter-chapter collaboration was observed in around 15% of chapters, indicating a willingness to collaborate with other chapters or universities.



The distribution of event types demonstrated a diverse set of activities, with professional speaking events comprising 27%, alumni panels 13%, workshops and training sessions 23%, career fairs and job preparation 13%, and inter-chapter collaborations 15%. Furthermore, approximately 13% of chapters engaged in collaborations with other universities. The events covered a broad range of topics, including professional development, career paths, resume building, DEI collaboration, and more. Noteworthy formats such as mock interviews, alumni panels, workshops, and collaborations underscore a commitment to holistic professional development across the Western Province chapters.

Chapters are encouraged to find new opportunities related to Professional Development Events. We also encourage both collegian and alumni brothers to sign up to be part of the Western Province Professional Development Committee, by contacting Brady Turpen at western.professionaldevelopment@dsp.org.

Community Service

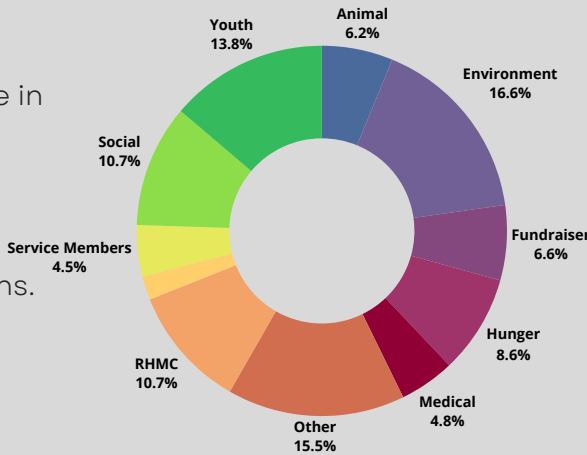
The three areas where chapters made the largest impact in 2023 include in the environment, youth programs, and other social issues including homelessness, women's rights, and socioeconomic hardships. About 41% of all community service in the Western Province are in these areas of focus. Types of events included in the areas of high impact include making feminine hygiene kits, food-drives and packaging, and beach clean-ups. In the previous year, the high impacted areas benefited medical, environmental, and homeless organizations. We are seeing a large increase in the benefitting the youth.

We see a high number of chapters doing community service events with other organizations on their campuses and with other Delta Sigma Pi chapters in their region.

The Tau Chi Chapter at University of California-Merced partnered with professional service fraternity, Alpha Phi Omega, to clean Lake Yosemite Park.

Chapters are encouraged to find new opportunities related to the Fraternity's Community Service National Initiative. We also encourage both collegian and alumni brothers to sign up to be part of the Western Province Community Service Committee, by contacting Katie Liu at western.communityservice@dsp.org.

We are seeing a decrease in service events with Ronald McDonald House Charities (RMHC). Last year about 20.7% of community service events were with RMHC, while this year we saw a decrease to 10.7%. Most chapters are participating in the RMHC focused community service events at National Events.



Tau Chi chapter at Lake Yosemite Spring 2023



Iota Upsilon chapter Fall 2023



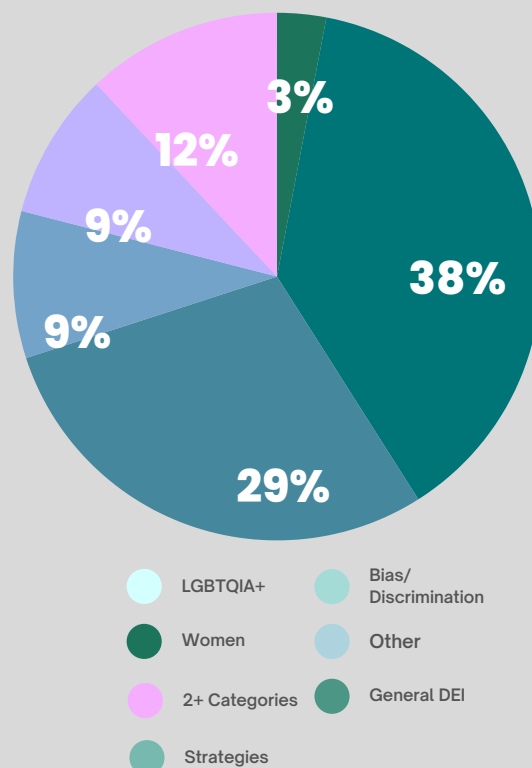
Gamma Phi chapter Spring 2023

Diversity, Equity, and Inclusion

In the realm of diversity, equity, and inclusion initiatives, 34 chapters successfully implemented at least one initiative. Among them, 29 chapters organized diversity training events, facilitating discussions with experts on fundamental diversity, equity, and inclusion-related aspects like microaggressions, macroaggressions, unconscious bias, and stereotypes. Additionally, four chapters hosted panel events, where members interacted with professionals and scholars, exploring how to champion DEI in the workplace and navigate spaces lacking proper diversity, equity, and inclusion practices. One chapter stood out for sending its members to a Diversity Leadership Conference, offering a diverse range of seminars and workshops on diversity, equity, and inclusion topics.

During discussions with chapter leaders overseeing diversity, equity, and inclusion operations, concerns surfaced about the challenges of excelling in their relatively new and nuanced roles. Many expressed frustrations with maintaining momentum due to membership and leadership turnover. Furthermore, there's a desire among members to better understand how both national and chapter-level diversity, equity, and inclusion initiatives complement each other.

Feedback on the diversity, equity, and inclusion requirement, as seen on Delta Sigma Pi's Hub platform, reflects mixed sentiments among chapter leaders. While acknowledging the value of prioritizing diversity, equity, and inclusion, some feel the requirement tends to checklist diversity, equity, and inclusion efforts rather than holistically embedding them in the fraternity. Chapter leaders seek more resources from national leadership to advance diversity, equity, and inclusion initiatives and contemplate the formalization of a DEI-specific position at the chapter level. Additionally, they are interested in appointing Diversity, Equity, and Inclusion Chairs for each province to foster collaboration and resource sharing. Questions also arise about how diversity, equity, and inclusion is integrated into regional and national events like LEAD and Grand Chapter Congress.



Organization Excellence



Strengthen infrastructure to support priorities.

While the other three pillars are important building blocks of the growth and success of Delta Sigma Pi, ensuring organizational excellence is vital to keeping our organization thriving.

GOAL: Financial: Decrease financial dependence on revenue from members by annually increasing non-dues/fees revenue by 5%. On the Provincial level, this is measured by Chapter Leadership Fund dollars granted to chapters and money raised by chapters through fundraising

PROVINCIAL STATUS:

\$55,973.55 Granted From Chapter Leadership Funds Since 7/1/21

\$113,164.80 Raised from Chapter Fundraising Activities Since 7/1/21

GOAL: Fraternal Organization: 75% of collegiate and alumni chapters achieve established minimum health indicator.

Expectation	% Of Collegiate & Alumni Chapters Meeting Expectation
Chapter Is In Good Standing	97%
Collegiate Chapters Meeting Accredited Level of CMP Last Year	49%
In Good Financial Standing	88%
Minimum Membership Size	81%

We are excited about the direction the Western Province is headed and are confident we will see improvements year-over-year.

We do want to take a deeper look at what makes a chapter “healthy” and how our members can get the most out of Delta Sigma Pi.

If you think there is a data point we overlooked, please let us know so we can continue to work towards improving the province and fraternity as a whole.

