



Delta Sigma Pi

America's Foremost Professional Business Fraternity for Men and Women

Report of the Western Provincial Vice President

Crystal Justice

January 2021

SUMMARY

2020 has given everyone quite a challenge and proven that you can change and evolve to continue to live life, work, socialize and for us, operate chapters and maintain a thriving organization. I am so proud of all our chapters that continue to operate, find ways to meet, come up with creative events that are engaging and new and most of all, the brothers who are there for each other during this time. The pandemic has been a struggle for everyone, many of us have loved ones that who had COVID-19, may have been affected themselves, or who have lost jobs, had to change how we live and work during the pandemic, etc. Throughout these times, I continue to see brothers who are there for each other, are reaching out to each other to make sure everyone is okay, and who are continuing to run chapters, regions, etc to allow brothers to meet, gather and learn from one another. The pandemic has shown us the resilience of our organization, and the human spirit, and for that I am proud to be a brother of Delta Sigma Pi.

During this term, we have seen chapters host more inter-chapter and campus wide events than ever! In addition, chapters have gotten accustomed to the Zoom platform and are figuring out ways to use breakout rooms and other tools within Zoom to keep events and meetings engaging and impactful. I am happy to see that chapters are partnering with chapters and alumni from all over the country to co-host and/or present events. Lastly, our chapters have been successful at utilizing our partners this semester also! Some of these wonderful events included:

- *A LinkedIn Learning seminar that the Theta Chi (CSU – San Jose) chapter hosted for their entire campus*
- *The Zeta Tau (Cal State – East Bay) chapter hosted an inter-chapter event with Brother Kevin Wright speaking on Time Management and Health Habits*
- *Lambda Phi (CSU – Long Beach) co-hosted a campus wide speaker on financial planning*
- *Iota Phi (CSU – Fresno) had an inter-chapter professional event with Alpha Tau (Mercer)*
- *Alpha Nu (University of Denver) hosted a career fair with the College of Business and helped put on a virtual etiquette webinar*
- *Upsilon Psi (University of Washington – Bothell) co-hosted an event with FIVE business clubs on campus about how to market yourself during COVID*
- *Brother Justine Ramsey from our partner GEICO presented to several chapters throughout the semester*
- *Gamma Iota (University of New Mexico) hosted a special event to welcome their new dean on campus, co-hosting with the Anderson School of Management*
- *And the ENTIRE Desert Mountain Region held a regional event where Geoff Conttrill who has held marketing positions at Coke, Converse and Starbucks spoke to them about his experience and career with over 200 brothers attending!!!*



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These events are spectacular and show the ways our chapters are adapting to thrive during the pandemic.

We also saw a large variety of community service activities this term:

- *The Iota Phi chapter (CSU – Fresno) held a community service bingo game where brothers could pick events to participate in and then win prizes.*
- *Several of our chapters hosted events to help fight Coronavirus and thank our first responders:*
 - *Lambda Psi (University of Hawaii – Hilo) helped construct self care kits for care home residents*
 - *Nu Phi (University of Northern Colorado) put together bags of COVID related items for homeless shelters*
 - *Epsilon Upsilon (New Mexico State University) donated food to local first responders*
 - *Iota Pi (CSU – San Diego) and Lambda Pi (University of San Diego) both created a thank you video for local hospitals*
 - *Pi Sigma (UC – Irvine) partnered with two other business organizations on campus and offered free marketing services to businesses impacted by COVID*
 - *Sigma Phi (Chapman), Theta Chi (CSU – San Jose), Upsilon Chi (California Lutheran University), Tau Chi (UC – Merced), Iota Pi (CSU – San Diego), Lambda Sigma (CSU – Fullerton) and Gamma Xi (Santa Clara University) all made cards or wrote thank you letters to local hospitals*
- *Several chapters got together on Zoom to make cards, blankets, write thank you letters, and more. The Lambda Sigma (CSU – Fullerton) chapter even made dog toys out of old shirts while on Zoom together!*

Overall, this term was definitely a time of change and learning to adapt. I am extremely proud of ALL the brothers in the Western Province and all over the country who are continuing to adapt and learning how to thrive during the pandemic. It's not easy not being able to be together, see each other, and conduct our normal activities; but the brothers in our chapters, our District Directors, Regional Vice Presidents and volunteer's in any format have proven that this can be done! While we have a vaccine on the horizon, and hopefully that means we will be able to see each other in person again soon, I am beyond proud of the resiliency of everyone I have worked with during the Pandemic!

Fraternally,

A handwritten signature in black ink, appearing to read "Crystal Justice".

*Crystal Justice
Western Provincial Vice President*



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PROVINCIAL PRIORITIES

This term our primary focus has been the health and well being of all our members. The leadership team in the Western Province has continued to work with chapters in order to operate in a safe and effective manner, while recognizing all local, school, city and other jurisdictional guidelines surrounding Coronavirus. Most of our chapters are in a strictly virtual setting and have become adapt to having meetings and events over Zoom. While we are all in a Zoom fatigue situation, safety and health are of utmost importance. During this time of virtual events, leadership has been able to attend more events via Zoom than we typically are able to due to travel and time constraints. This has led to collaborations that would never have been possible before – for example, Hawaii was able to participate in a joint initiation for the first time ever!

The Western Provincial leadership team has also been holding monthly conference calls. Two of these calls were dedicating to creating goals and priorities for the province that align with our national Strategic Priorities. You can see these goals reflected below. We are committed to ensuring that the province is creating a higher standard within our organization.

Prior to the pandemic, we continued to address several risk management items. However, I am happy to report that several chapters will be removed from probation and onto guidance in the near future:

- *Gamma Iota – University of New Mexico (guidance): The chapter is on CMP related guidance.*
- *Epsilon Phi – CSU, Sacramento (probation): The chapter had a successful virtual recruiting season in the fall and continues to be a smaller chapter. They will be removed from University probation at the end of the calendar year. The fraternity will be moving them to guidance as well.*
- *Theta Chi – CSU, San Jose (probation): The chapter is on probation for risk management violations including hazing allegations and not following the approved pledge program. Suspension is pending to match university cease and desist order pending an investigation into violations of COVID health protocol.*
- *Lambda Chi – UC-Riverside (charter revoked): The Board of Directors approved the revocation of the chapters charter at the August Board of Directors meeting due to risk management violations.*
- *Lambda Phi – CSU Long Beach (probation): The chapter is on probation for risk management violations including hazing allegations and not following the approved pledge program. The chapter will be moved to guidance*
- *Mu Rho – Colorado State University (probation): The chapter is on probation for risk management violations for not following the fraternity and university policies on alcohol.*



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- *Upsilon Psi – University of Washington – Bothell (guidance): The chapter is on CMP related guidance.*
- *Xi Omicron – University of California – Los Angeles (warning letter): The chapter received a warning letter for failure to recruit or hold any pledging activities.*



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PROVINCIAL GOALS & PROGRESS

Member Education

- **Goal #1 –**
 - 100% of Chapters participate in a LEAD event.
 - Status: In Progress
 - Fall Virtual LEAD – 96% of chapters participated. Two chapters were unable to participate due to scheduling conflicts.
- **Goal #2 –**
 - Have 90% of District Directors participate in one of the many trainings offered by Delta Sigma Pi (LEAD event trainings, VOLT, National Volunteer Leadership Training, Certified Deltasig Leaders, Volunteer Leadership Trainings and Online Training Modules)
 - Status: In Progress

Region	DDs with Training	Total # of DDs	% with Training
Bay Area	5	6	83%
Desert Mountain	2	5	40%
Pacific Coast	10	10	100%
Pacific Northwest	3	3	100%
Rocky Mountain	4	6	67%
Sierra Nevada	6	8	67%
South Pacific	14	14	100%
Provincial TOTAL	38	53	85%

- **Goal #3 –**
 - Have all 75% of chapter have a pledge attend virtual LEAD trainings
 - Status: In Progress
Unfortunately, we are currently unable to verify attendance at events by pledges due to the virtual format and ability to track who attends each session. We are continuing to encourage participation amongst all chapters.

Membership Growth

- **Goal #1 –**
 - Continue growth within the province by finding a colony by the end of the biennium.
 - Status: In Progress.
We have seen a continued interest in expansion throughout the province at universities such as Boise State University, University of Nevada – Las Vegas, CSU – Stanislaus, Azusa Pacific University, CSU – Bakersfield during this academic year. We are excited about these possibilities and are continuing the goal of furthering our organization once campuses are allowing student organizations to have activities again.



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- **Goal #2 –**
 - *Reinforce our national strategic priorities of 90% of chapters having 30 members or more by focusing on recruitment practices, pledging process and chapter operations.*
 - *Status: In Progress*
We have 82% of our chapters currently attaining chapter membership of 30 members or more at the end of the Spring term. Unfortunately, there were a handful of chapters that have seen a smaller than normal pledge class for the fall term due to COVID and campus restrictions. Chapters are continuing to share best practices on recruiting/pledging in a virtual environment with one another within each region.

- **Goal #3 –**
 - *Work with chapters to have their websites and social media channels updated in order to help recruit and advertise effectively*
 - *Status: In Progress*
Currently 40% of chapters in the Western Province have approved website updates in the Hub through CMP.

Organizational Excellence

- **Goal #1 –**
 - *Educate collegiate chapters on what Chapter Leadership Funds are, how to communicate them to alumni and advertise CLFs.*
 - *Status: In Progress*
This goal runs through the biennium for raising funds for Grand Chapter Congress. We have only five chapters who have not received any funds in their Chapter Leadership Funds and will be focusing on help those chapters (along with others with low donations) to assist in getting funds to aid them in attending Grand Chapter Congress.

- **Goal #2 –**
 - *Work with each chapter to have every eligible chapter achieve accredited level in CMP.*
 - *Status: In progress.*
This goal runs through the end of the year. Thus far, several chapters are struggling meeting financial obligations due to difficulties in obtaining monies from schools/universities. We also have three chapters that did not have a pledge class and are now ineligible for accredited level of CMP.



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BEST PRACTICES

Since the beginning of COVID, the leadership team has been having monthly Zoom meetings to share ideas, concerns, go over priorities and just catch up with each other. This has proven helpful to keep a connection with one another, while we are unable to meet in person for LEADs, retreats and other events.

Utilizing our committee structure has also been a great help throughout this year. See below for highlights from all committee's:

- *Community Service Committee* – Chairperson Cristina Gao Chen
Cristina is working with the Regional Vice President's to ensure that we are working towards the goal of "One Million Pop Tabs" to the Ronald McDonald house. They are working on putting together a tracker for chapters to use and an implementation plan on how to communicate this.
- *Scholastic Development & Awards Committee* – Chairperson Patrick Bonfrisco
Patrick has been communicating the deadlines for reviewing and finalizing awards with our Regional Vice Presidents and Regional Awards Committee's. Here are the goals for his committee:
 - *Collegian of the Year* –
 - *Goal: Have a chapter Collegian of the Year chosen for EVERY chapter. Ensure each region has a Regional Collegian of the Year chosen.*
 - *Status: In Progress*
Every chapter has submitted a Collegian of the Year nominee! While the winners have not yet been announced, every region also has a Regional Collegian of the Year winner!
 - *Awards* –
 - *Increase chapter submittals year over year.*
 - *Status: In Progress*
- *Alumni Development Committee* – chairperson Isha Shah
The province has the following goals for the Alumni Development Committee:
 - *Reach out to collegiate chapters VP – Alumni Relations:*
 - *Give advice on how to engage alumni to come to events and which events are appropriate to invite alumni brothers to attend.*
 - *Encourage alumni chapters to send emails to graduating seniors from local chapters on the transition to alumni life and how alumni chapters operate.*
 - *Continue to promote and help coordinate volunteer leadership training events within the province.*



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Report of the Bay Area Regional Vice President

Melanie Parazo

January 2021

SUMMARY

The Bay Area Region is transitioning to a new RVP who was elected in late 2020. For the first few months, focus was placed on chapters that faced immediate issues. With the help of our Provincial Vice President and District Directors, we worked to guide them through their issues and helped them get ready for the Spring 2021 term.

As of this report, I am proud to say that all chapters have District Directors who are Certified Deltasig Leaders. They will be instrumental in moving the Bay Area Region towards fulfilling our member education goals and achieving operational excellence, especially within CMP. Unfortunately, not all chapters will reach 'Tier 1 – Accredited Chapter' status this year. The goal for the remainder of the 2020 – 2021 year will be to ensure that all chapters have the support, knowledge, and trainings for a successful 2021-2022 year.

In terms of experiences, knowledge, and backgrounds, Deltasig alumni have much to give. Because of this, growing and stabilizing the San Francisco Bay Area Alumni Chapter will also be a priority.

Additionally, emphasis will be placed on establishing open, non-judgmental, and genuine lines of communication with the chapters so as to encourage individuals to speak up proactively about risk management and diversity, equity & inclusion issues.

Although there is a steep learning curve, I believe that once I have established a baseline understanding of the region and the concerns expressed by all members - volunteers, alumni, and collegians – trustworthy and lasting relationships will emerge. With this, the region will be able to continue to advance the goals and ideals of the national fraternity. Despite the challenges that we faced this year, I sincerely look forward to serving in this role and what the future will bring.

Fraternally,

A handwritten signature in purple ink, appearing to read "Melanie Parazo".

Melanie Parazo

Bay Area Regional Vice President



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REGIONAL PRIORITIES

Risk Management & Diversity, Equity, & Inclusion

- *GOAL: Develop positive relationships between collegiate members and the national/regional leadership team in order to establish open, safe, and trustworthy lines of communication so that individual members feel encouraged and supported to bring up risk management and DEI issues proactively*
- *Status: In Progress*

Alumni Chapter

- *GOAL: Strengthen the San Francisco Bay Area Alumni Chapter*
 - *Grow membership numbers*
 - *Encourage collegiate VPARs to collaborate with the alumni VPCR on events for engaging and establishing rapport between alumni and collegians*
- *Status: In Progress*

Chapter Management Program

- *GOAL: All chapters to reach 'Tier 1 – Accredited Chapter' status*
- *Status: Failed - Transitioning to a fully remote environment was a challenge for Delta Omicron (SFSU). Instead of having a fall pledge class, the chapter chose to focus on working through the operational deficiencies and team building rather than bringing in new brothers to a chapter operating at less than 100%*

District Directors

- *GOAL: All chapters to have a District Director*
 - *All District Directors to have completed CDL training*
- *Status: Complete*

PROJECTS

My current projects include:

- *Researching and establishing baseline information from previous years on each chapter utilizing Hub and Central Office reports*
- *Gathering survey data from collegians and alumni on concerns and goals for the future*
- *Establishing best communication practices with current chapters and other Deltasig volunteers*
- *Create new operational processes to keep District Directors and chapters on track with CMP*



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Tentative Projects:

- *Creating an operational guideline/training for moving back to in-person settings, post COVID*

REGIONAL GOALS & PROGRESS

Member Education

- *GOAL #1: All chapters to participate in the 2021 Presidents' Academy*
- *Status: Complete*
- *GOAL #2: Have elected chapter officers complete Officer Modules no later than two weeks after the start of their terms*
- *Status: In Progress*

#	Chapter	PRES	SVP	VPPE	VPF	VPCO	CHLR	VPPA	VPCS	VPSA	VPAR
80	Gamma Xi (Santa Clara (CA))										
101	Delta Omicron (San Francisco State)										
142	Zeta Tau (Cal State-East Bay)										
178	Theta Chi (San Jose State)										
197	Kappa Mu (Cal Poly-San Luis Obispo)										
270	Pi Chi (California-Santa Cruz)										

- *GOAL #3: Each chapter to send at least 10% of the chapter's roster to 2021 Virtual LEAD*
- *Status: In Progress*

Membership Growth

Alumni

- *GOAL: Grow membership of the San Francisco Bay Area Alumni Chapter to at least 30 members by the start of the 2021-2022 year*
- *Status: In Progress*

Collegians

- *Along with recruitment, we need to prevent chapters from shutting down by establishing a proactive approach to risk management issues and operational inefficiencies*
 - *GOAL: Spring 2021*
 - *15% growth for chapters anticipating 30 or more members by June 2021*
 - *25% growth for chapters that have less than 30 members by June 2021*



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#	Chapter	School	Current Chapter Size	Anticipated Graduation	15% growth (*= 25%)	Anticipated June 2021 Size
80	Gamma Xi	Santa Clara University	77	25	12	64
101	Delta Omicron	San Francisco State University	30	13	8*	25
142	Zeta Tau	Cal State University-East Bay	29	15	8*	22
178	Theta Chi	San Jose State University	47	24	7	30
197	Kappa Mu	Cal Poly State University-San Luis Obispo	68	27	10	51
270	Pi Chi	University of California-Santa Cruz	47	14	7	40

- GOAL: Fall 2021
 - Have all chapters reach a roster size of 30 by December 2021
- *Passive Goal: Expansion – new colony or reactivate an inactive chapter*

Member Engagement

- *GOAL: Create more collaboration opportunities between the collegiate chapters and the San Francisco Bay Area Alumni Chapter to encourage alumni participation*
- *Status: In Progress*

Organizational Excellence

- *GOAL: For all chapters to remain in good standing with the national fraternity*
- *Status: In Progress*
 - *Theta Chi (SJSU) is currently completing their probation for risk management violations which includes hazing allegations and not following the approved pledge program. University probation is set to end on 5/31/2021 while fraternity probation is set to end on 6/1/2021.*
- *GOAL: All chapters to reach CMP 'Tier 1 – Accredited Status' for the 2021-2022 year*
- *Status: Not Started*

BAY AREA REGION DISTRICT DIRECTOR TEAM

#	Chapter	School	District Director
80	Gamma Xi	Santa Clara University	Lynn Vu
101	Delta Omicron	San Francisco State University	Roko Smiljanic
142	Zeta Tau	Cal State University-East Bay	Chuck Brown
178	Theta Chi	San Jose State University	Nyonohseyonyon Wreh
197	Kappa Mu	Cal Poly State University-San Luis Obispo	Lisa Brown
270	Pi Chi	University of California-Santa Cruz	Steven Barillas



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Report of the Desert Mountain Regional Vice President

David Pratt
January 2021

SUMMARY

I am proud to share that the Desert Mountain Region remains strong. All of the chapters have found effective ways to move to a virtual environment and keep good spirits through these tough times.

The region made its brothers the top priority this year. Given the pandemic, many of our regional goals are based around how we get through this weird time in history rather than the normal event-based, financial, and CMP-related goals.

The overarching goal this year is, and will remain, quite simple – to play the very best hand that we can with the cards that we are dealt. We decided as a Region that this is a year for focusing on the basics. These basics are not to eliminate the drive and potential to accomplish great things, but rather a way to curb expectations and have a realistic outlook on the year.

I'd like to take a few sentences to showcase a few great things that took place. A Regional COVID Taskforce, led by then Gamma Psi President Brennen Feder, had regular calls composed of the Chapter Presidents to share ideas and strategies as a team. The most noticeable result from these calls was hosting a Regional Speaker where over 225 people attended. From a "glass is half full" perspective, I don't know if the Region could have done an event this large (and this fast) if it wasn't for its virtual nature. It just goes to show that even in tough times, great things can still be accomplished with a good plan!

I would also like to take a minute to recognize the award winners in the Region. For the previous fraternal year, the Gamma Psi Chapter at the University of Arizona won all seven regional awards, three provincial awards, and two national awards! I would also like to congratulate their District Director, Mike Mallonee, for winning Regional DD of the Year, as well as their Chapter Advisor, Aimee McFarland, for winning Regional Chapter Advisor of the Year!

And finally, as we enter the Spring with positivity and optimism, we as a region will build on what we started and continue to work together to bring a sense of normalcy back to our fraternal world.

Fraternally,

A handwritten signature in black ink, appearing to read "David Pratt".

David Pratt
Desert Mountain Regional Vice President



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OUR DESERT MOUNTAIN DISTRICT DIRECTOR TEAM

As I have said time and time again, I am very thankful for the District Directors that give their time and effort to our fraternity and our chapters. They have been crucial to the Region this year and I cannot thank enough for all that they do. The 2020-2021 Desert Mountain District Director team is:

- Gamma Psi - Mike Mallonee
- Gamma Phi – Grissel Rodriguez
- Epsilon Upsilon – Grissel Rodriguez
- Gamma Omega - Connor O’Gorman
- Zeta Omega – Davis Levy
- Gamma Iota – Beth Black

Thank you, District Directors, for all that you do for our Region and for our fraternity!

REGIONAL PRIORITIES

1. Exhibit transparent and thoughtful communication through all channels of leadership.
2. Show patience and empathy for our brothers that struggle to meet “normal” requirements.
3. Stay in good standing with universities and following all local ordinances regarding the pandemic.
4. Continue to do the best we can with recruiting and pledge retention.
5. Develop strong budgets by cutting unnecessary expenses and saving as much as possible.
6. Strive for Accredited Level in CMP across the region (this made the list due to all six chapters wanting to achieve higher than Accredited Level).



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PROJECTS

I've been working on compiling important documentation and information, and organizing it on a chapter level via a Google Drive. The result is a good start at having an organized and cohesive collection of electronic documentation to help future RVP's and DD's in our Region. I believe this will help leaders understand the past and present, and make decisions regarding the future.

Another project I started was the transition of our Regional Initiation from the Spring semester to the Fall Semester. This was accomplished and was set to take place this Fall, but was obviously cancelled due to the virus. I am confident that once we are able to hold initiations in person again that the Fall semester will hold a Regional Initiation.

REGIONAL GOALS & PROGRESS

Member Education

- Goal – Assist chapters in understanding and facilitating the new pledge program.
 - Status – There were a lot of changes at once regarding the new pledge program. After many conversations with District Directors, Presidents, and VPPE's I am confident that the region is doing well with the transition. I will continue to focus on helping chapters implement changes in the proper way, as well as gathering their feedback for how to improve the program in the future.

Membership Growth

- Goal – Recruit as best as possible and make sure that every chapter has some type of a pledge class.
 - Status – See below for Fall statistics. The Region initiated 69 new brothers in total.

Chapter	School	Fall Pledges	Fall Initiates
Gamma Iota	University of New Mexico	8	8
Gamma Phi	University of Texas-El Paso	6	3
Gamma Psi	University of Arizona	33	33
Gamma Omega	Arizona State University	14	14
Epsilon Upsilon	New Mexico State University	3	1
Zeta Omega	Northern Arizona University	11	10



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Member Engagement

- Goal – Plan a regional virtual event to bring brothers from all six chapters together.
 - Status – **With all credit given to the chapter leaders**, the Region hosted a massive professional event that had over 229 attendees. The event featured Geoff Cottrill as the speaker, who has had top marketing positions at Coca-Cola, P&G, Converse, and Starbucks. He covered topics ranging from general career advice, advice for collegiate members who are majoring in marketing, and general advice moving forward through college.

Organizational Excellence

- Goal - All chapters reach Accredited level in CMP.
 - Status – in progress – with some chapters aiming for Excellence!
- Goal – All chapters remain in good standing with the fraternity.
 - Status – Gamma Iota remains on Guidance in hopes of improving previous CMP performance.



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Report of the Pacific Coast Regional Vice-President

Jen Lee

January 2021

SUMMARY

Since the onset of the COVID-19 pandemic in March of 2020, none of the universities in the Pacific Coast Region have returned in-person to campus in a meaningful way thus forcing our chapters to continue to operate remotely and adapting to the changing world.

In addition to transitioning all standard chapter operations to continue in full, all chapters worked to not only learn a new pledge program but also to make the necessary adaptations to conduct the program virtually.

In the wake of protests across the nation to champion racial equality, our chapters put forward statements to stand in solidarity with Black Lives Matter, fundraised to donate to organizations with missions to promote values such as racial diversity, inclusion, equality, and equity, created plans to educate themselves, and set into motion action plans to implement those values.

Above all else, I want to commend our chapters, chapter leadership teams, and the region's leadership team for their efforts in pivoting from a sudden but presumed temporary virtual situation to finding ways to maintain normal operations in a semi-permanent remote situation.

Fraternally,

A handwritten signature in cursive script that reads "Jen Lee".

Jen Lee

Pacific Coast Regional Vice-President



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REGIONAL PRIORITIES

Despite the changing environment, the region's goals have remained consistent despite perhaps in a different, socially distanced, form than in previous years.

The Pacific Coast Region's priorities stem from the following overarching goals set at the beginning of the 2017-2019 biennial Regional Vice President term, as follows, all of which tie back to the National Strategic Priorities.

- 1. Foster relationships between the chapters and build back regional cohesion*
- 2. Provide chapters with the necessary support needed for each of the chapters to succeed in the way that they want to succeed and reach the goals they want to achieve.*
- 3. Invest in the regional leadership team to develop a cohesive team that works together, rather than in silos*
- 4. Plan for potential/future transitions or growth in the leadership team by building a "pipeline" of leaders for the region & promoting new leadership opportunities within the region and beyond.*
- 5. Encourage the region to represent itself proudly at the Provincial and National levels of our Fraternity*
- 6. Promote operational excellence across the region*

REGIONAL GOALS PROGRESS

With regards to the priorities listed above and the goals associated, our progress has slowed though we continue to press onwards as noted below:

- 1. Foster relationships between the chapters and build back regional cohesion*
 - a. Though the region was not able to make plans to host a regional initiation this year due to virtual limitations early on in term, we hope to plan and host our annual Pacific Coast Cup – a virtual version of our sporting day event.*
- 2. Provide chapters with the necessary support needed for each of the chapters to succeed in the way that they want to succeed and reach the goals they want to achieve.*
 - a. Support from the regional leadership team, myself and the District Directors, with challenges around hosting remote community service events, remote fundraising options, and execute a successful remote/virtual recruitment.*
- 3. Invest in the regional leadership team to develop a cohesive team that works together, rather than in silos*
 - a. Continued to encourage the team to communicate as a team using Slack and hosted*
- 4. Plan for potential/future transitions or growth in the leadership team by building a "pipeline" of leaders for the region & promoting new leadership opportunities within the region and beyond.*
 - a. Chloe Sension was appointed as Pacific Coast's new Regional Awards Chair in August 2020*



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- b. Paul Dawson was appointed as Omicron Sigma's District Director in August 2020
- c. Whitney Mardis was appointed as Iota Pi's District Director in January 2020
- 5. Encourage the region to represent itself proudly at the Provincial and National levels of our Fraternity
 - a. Encouraged all chapters to attend the Spring Denver LEAD Conference in February as well as the fall virtual LEAD School.
- 6. Promote operational excellence across the region
 - a. Support from the regional leadership team, myself and the District Directors, to pivot to ongoing remote operations, including implementation of a new pledge program.

DISCIPLINE AND ASSISTANCE ACTIONS AND ISSUES

In 2020, there have been two instances of formal chapter discipline – noted below.

CHAPTER	ACTION	ISSUES
Lambda Chi	Closure, August 2020	With the information that came to light regarding violation of the Chapter's suspension as well as multiple risk management violations dating back many years coupled an unwillingness on the chapter leadership's part to work with National Leadership and Central Office staff members ultimately led to the Board's decision to close the chapter.
Omicron Sigma	Guidance, continued	The chapter has made significant progress toward improving itself and meeting the terms of the guidance. However due to the impact of the pandemic the duration of the guidance was extended for the chapter to complete the remaining outstanding items.

BEST PRACTICES

Continuing to engage with the chapters regularly, and frequently, has continues to be a best practice for the leadership team in our region. Specifically with regards to implementing the new pledge program, it has proven to be effective to meet with Vice Presidents of Pledge Education prior to the start of the program to review, in full, the instructions and scripts of the new program. Lastly, ensuring that the leadership team attends the same national events that we are asking our members to attend to lead by example – though admittedly this has been less effective with virtual events.

INDIVIDUAL	LEADERSHIP TEAM ROLE
Tim Beasley	District Director – Xi Pi
Patrick Bonfrisco	District Director – Orange County Alumni Chapter
Cristina Gao Chen	District Director – Rho Phi
Paul Dawson	District Director – Omicron Sigma
Carley Haro	District Director – Sigma Phi, Lambda Sigma
Lisa Le	District Director – Pi Sigma
Jen Lee	Regional Vice President
Whitney Mardis	District Director – Iota Pi



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Alexa (Whitelaw) Schmidt

Assistant District Director – Xi Pi

Chloe Sension

Chair – Regional Awards Committee

Joe Tacto

District Director – Lambda Pi



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Report of the Pacific Northwest Regional Vice President

Sam Clark
January 2021

SUMMARY

2020 has been a year of changes and challenges. As the region with some of the first cases and major impacts of the COVID-19 pandemic our chapters have dealt with hardship and loss as well as ambiguity and challenges of shifting to a virtual environment from their campuses. Our chapters have also expressed their empathy and solidarity in the wake of the Black Lives Matter movement, and continue to pledge their commitments to furthering their diversity, equity, and inclusion efforts in their communities. I am proud of our collegians for their resilience through the unprecedented circumstances of 2020.

Our students continue to find creative ways to meet and operate through the changes to their schedules and lifestyles. This year our chapters have continued to hold many different types of events, including bootcamps for resume writing and virtual interviewing skills. They have heard from professionals in a variety of fields including marketing, management, and entrepreneurship. They have held joint community service events with other professional fraternities benefiting local charities. Additionally, all chapters were able to hold successful recruitment, pledging, and initiations resulting in 41 new initiates in the 2020 spring semester and 44 new initiates in the 2020 fall semester.

This year has not only shown me the resilience of our chapters but also their compassion for one another and their support as brothers. While our year was not without hardships and challenges these collegians have shown they are ready to take on any adversity that comes their way and I am confident that our region will continue to work together and further a higher standard.

Fraternally,

A handwritten signature in purple ink, appearing to read "Sam Clark".

Sam Clark
Pacific Northwest Regional Vice President



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REGIONAL PRIORITIES

In 2020 the Pacific Northwest Region has made several adjustments to address the changing concerns brought forward by the COVID-19 pandemic. Our priorities stem from the overarching goals set by the provincial leadership team in Spring 2020.

- 1. All district directors complete the certified deltasig leadership (CDL) training.*
- 2. All collegiate chapters have at least 2 representatives at each national event.*
- 3. All chapters achieve accredited level in the chapter management program (CMP).*
- 4. All chapters complete an overview of their Bylaws and Policies with their RVP or DD to ensure accuracy.*
- 5. All chapters complete full transitions in conjunction with officer elections.*

As we continue to move forward with these priorities, flexibility and communication remains paramount to the success of our chapters and leadership team across the region.

PROJECTS

Expansion of the Pacific Northwest Region remains a critical focus area for the success of the region we have continued to assess several areas we believe to have an opportunity for us to colonize.

REGIONAL GOALS & PROGRESS

Member Education

- *All district directors complete the certified deltasig leadership (CDL) training.*
 - *Progress: At the end of the 2020 fall term all assigned Pacific Northwest District Directors have completed their CDL training.*

Membership Growth

- *Expansion of the Pacific Northwest Region*
 - *Progress: The COVID-19 pandemic has significantly slowed the progress we have been able to make in this area however we have several schools we still believe to be viable options in the region and continue to work on contacts for potential colonization. Main focus schools for us continue to be in Moscow ID, and Oregon.*



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Member Engagement

- All collegiate chapters have at least 2 representatives at each national event.
 - Progress:

Chapter Name	2020 LEAD Provincial Conference Attendance	2020 LEAD School Attendance
<i>Omicron Psi (WSU)</i>	2	2
<i>Sigma Upsilon (UW Seattle)</i>	1	1
<i>Upsilon Psi (UW Bothell)</i>	15	2
<i>Alumni</i>	2	2

Organizational Excellence

- All chapters achieve accredited level in the chapter management program (CMP).
 - Progress:

Chapter Name	CMP Status 2019-2020 School Year
<i>Omicron Psi (WSU)</i>	<i>Not Accredited</i>
<i>Sigma Upsilon (UW Seattle)</i>	<i>Not Accredited</i>
<i>Upsilon Psi (UW Bothell)</i>	<i>Accredited</i>

- All chapters complete an overview of their Bylaws and Policies with their RVP or DD to ensure accuracy.
 - Progress:

Chapter Name	Bylaws Status per CMP	Policies Status per CMP
<i>Omicron Psi (WSU)</i>	<i>Received & Approved by Central Office Staff. No Review held with RVP or DD</i>	<i>Received & Approved by Central Office Staff. No Review held with RVP or DD</i>
<i>Sigma Upsilon (UW Seattle)</i>	<i>Received & Approved by Central Office Staff. No Review held with RVP or DD</i>	<i>Received & Approved by Central Office Staff. No Review held with RVP or DD</i>
<i>Upsilon Psi (UW Bothell)</i>	<i>Received, Bylaws still under revision. No Review held with RVP or DD</i>	<i>Received, Policies Reviewed and approved by Central Office Staff. No Review held with RVP or DD</i>



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- All chapters complete full transitions in conjunction with officer elections.
 - Progress:

Chapter Name	Transition Status 2019-2020 School Year
Omicron Psi (WSU)	Minimal to no transitions held due to COVID shutdown. Plans in work for a virtual transition with PVP and PVP for 2021.
Sigma Upsilon (UW Seattle)	Minimal Transition held due to COVID-19 Pandemic
Upsilon Psi (UW Bothell)	Minimal Transition held due to COVID-19 Pandemic

- Assistance Actions & Issues
 - Upsilon Psi was placed on guidance at the beginning of the 2019-2020 school year, since then they have become a top performing chapter and were removed from guidance. Their DD has continued to support them in improving their operations.
 - Omicron Psi remains on guidance for operational concerns starting in the 2019-2020 school year that have continued. Many of these concerns stem from lack of effective transitions. The COVID-19 pandemic caused additional transition difficulties which continues to hinder significant progress toward operational excellence. The chapter has begun to pay back their overdue balance to central office and is collecting dues regularly. Additional support actions are under consideration to help get them back on track.

BEST PRACTICES

I recommend learning the preferred communication channels of each DD and president so that everyone knows how they will be communicated with should the need arise.

Pacific Northwest Leadership Team	
Chapter	District Director Name
Omicron Psi (WSU)	Ben Migliuri
Sigma Upsilon (UW Seattle)	Makeda Beck
Upsilon Psi (UW Bothell)	Kelly Rabin



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Report of the Rocky Mountain Regional Vice-President

Nick Rizzi

January 2021

SUMMARY

Wow. What an absolute year 2020 was for our chapters and for our Leadership. Effective April 2020 the RMR's goals changed to survive, setup, and take care of ourselves. I am proud of the chapters in our region as they creatively adapted to new and expanding COVID regulations while still maintaining their chapters and growth in a new virtual environment.

Outside of the unexpected hazards this year gave us, I am thrilled by all the unique and creative ways our region continued to operate. Digital check-ins and homework help became a weekly norm, events were adaptative and flexible, and we still experienced growth in recruitment numbers.

I look forward to this coming semester as we continue to focus on leadership development and transitions, both in the chapter level and on the District Director Team level. We've "officially" implemented Assistant DD's and will continue to develop new talent to ensure a high functioning leadership team and success plan. Here's to the success of another year and overcoming whatever 2021 decides to throw our way...

Fraternally,

A handwritten signature in black ink that reads "Nick Rizzi".

Nick Rizzi

Rocky Mountain Regional Vice-President



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REGIONAL PRIORITIES

2020 aggressively informed me that all the regional priorities set last year were to take the backburner. This year had its own agenda.

That being said, we are still focusing on what I believe to be the two biggest issues facing our regional: Leadership Funnels and Transitions. The new goals are adjusted below.

Member Engagement - Leadership Funnel

- *WE HAVE A FULL DD TEAM IN PLACE! (yay).*
 - *Ensure this continues by "official" implementation of the Assistant DD program. We have unofficially done this for years, but this year, former RVP, Kristyn Koller has volunteered to spend the year training Assistant DD Allison Coe McMickle in the Alpha Nu chapter.*
 - *Goal of rolling this out and having someone in place at the Assistant position at all chapters within 3 years.*
- *Cross training and collaboration between the team and introductions to new chapters. Using this to promote leadership positions to graduating Deltasigs.*

Member Education - Transitions and CMP

- *We have worked hard to improving the transition process for our chapters, but some still continue to struggle. Essentially starting over, when positions turn over.*
 - *Train DD's on proper transition meetings to run the chapters themselves*
 - *Make sure this is consistent for every leadership switch. Every time.*
 - *Have an DD's Tier 2 renewed and certified by GCC*
 - *Facilitate this in a standard virtual environment that can only be expanded on and bettered when we are back in person.*

PROJECTS

Priority Project Number One is the Assistant DD program for the rest of 2021.

Project Number Two, Codenamed, "UTakeover" is to utilize recently graduated and not as recently graduated Brothers that have moved to the Salt Lake City area to at least form an alumni chapter in Utah. But there is further interest in at least one of these brothers being the DD for an SLC chapter if we can make it happen!



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BEST PRACTICES

Scheduling "mini-transitions" with chapter Presidents has been widely helpful. Occurring after their typical transition meeting, I met with the Old and New Chapter Presidents to help ensure a tone was set and their meeting correctly took place. This really helped me get a feel where the chapter was at!

<i>Rocky Mountain Leadership Team</i>	
<i>Chapter</i>	<i>District Director Name</i>
<i>Mu Chi</i>	<i>Laura Straub</i>
<i>Mu Rho</i>	<i>Evan Feullenbach</i>
<i>Alpha Nu</i>	<i>Kristyn Koller</i> <i>ASST: Allison Coe McMickle</i>
<i>Alpha Rho</i>	<i>Jennifer Aichele</i>
<i>Nu Phi</i>	<i>Drew Esquivel</i>



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Report of the Sierra Nevada Regional Vice President

Cody Heimerdinger

January 2021

SUMMARY

The Sierra Nevada region had a great start to the 2020-2021 fiscal year even though there many pivots (both on the alumni chapter and collegiate chapter front) that needed to be made to adapt to our “new normal” of virtual operations. I am very proud of each chapter in my region who were able to successfully make this pivot with a positive attitude. The Lambda Mu chapter even had a very catchy moto at the close of every online meeting that being, “Stay Positive, Test Negative”. The Tau Chi chapter coordinated virtual recruitment events that were interactive and engaging as if every brother in the chapter were in the physical room. The Delta Pi chapter hosted a mix of both in-person and virtual events to continue to embrace the brotherhood of the chapter while making everyone feel a part of an inclusive community. The Iota Phi chapter did a wonderful job of engaging the local alumni within the area to participate in alumni forums. The Epsilon Theta chapter pivoted well in engaging their membership by organizing professional speakers to visit their chapter virtually weekly. The Epsilon Phi chapter was able to pivot by learning all aspects of chapter operations at such a fast pace, overcoming their probation while staying motivated to continue to build their chapter back up to the highest standard of excellence. I am pleased to announce that the Epsilon Phi chapter is in good standing in the eyes of California State University, Sacramento. The regional leadership team will continue to monitor the chapter’s progress through frequent check ins to ensure that chapter stays on the right track. As Regional Vice President, my “virtual travels” throughout the region during the Fall 2020 semester has taken me to each one of my chapters via various online meetings. I attended and observed chapter/pledge meetings and connected with various collegiate and alumni brothers at specific zoom events, such as virtual recruitment events and virtual alumni panels/gatherings.

Within the first couple of weeks, I rallied my regional leadership team together to help guide the chapters through what a virtual initiation looks based on the newly adapted ritual approved by the Board of Directors during the summer months. Within the first couple of weeks during the semester, the Sierra Nevada Region hosted a regional initiation for those who were initiated the previous semester but were not able to experience the actual ceremony. The initiation ceremony was very well attended with over 50 brothers in attendance and attended by the following chapters: Delta Pi, Epsilon Phi, Epsilon Theta, and Iota Phi. By the time initiation came around for the upcoming pledge class, I felt that these chapters were much better equipped and much more comfortable for setting their own virtual initiation to make everybody feel welcome in the Fraternity. The region even saw one chapter (Delta Pi) able to secure the proper university sign offs for coordinating a safe, social distanced initiation on campus.

I look forward to the coming semester and working with the current leadership team via frequent check ins and ensure both collegiate and alumni chapters are set up for a successful finish of the year.

Fraternally,

Cody Heimerdinger

Cody Heimerdinger
Regional Vice President
Sierra Nevada Region
Delta Sigma Pi



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REGIONAL PRIORITIES

Regional Awards – To encourage high quality award applications to be submitted. The Sierra Nevada region has a diverse awards committee. Thank you to all that serve on this committee. The awards committee consists of the following brothers:

<i>Awards Committee:</i>	
<i>Sal Duque</i>	<i>Committee Chair (Fresno CenCal)</i>
<i>Riley Franco</i>	<i>Committee Member (Chico)</i>
<i>Kay Zaw</i>	<i>Committee Member (Fresno CenCal)</i>
<i>Vito Honey</i>	<i>Committee Member (Pier9 Long Beach)</i>
<i>Danielle Rinck</i>	<i>Committee Member (Novato)</i>
<i>Jason Sumi</i>	<i>Committee Member (Sacramento)</i>

District Director Check Ins – Schedules calls with each District Director in the region to review the health and well-being of each chapter in the region. During these calls will focus on how to continue to be successful in a virtual setting, the newly implemented pledge education programs, and recruitment.

Expansion Efforts – There may still be interest within the region to establish a chapter at the University of Nevada, Las Vegas (UNLV). I recently connected with the Las Vegas Alumni Chapter via social media. Will work on getting them officially franchised for the next biennium. There are several alumni within the area that want would like to see a Delta Sigma Pi chapter on the UNLV campus.

Alumni Chapter Engagement – Bi-weekly check-ins with each alumni chapter to encourage participation in the alumni chapter recognition program.

Organization Excellence – Encourage all chapters to submit Accredited, Chapter of Recognition, and Chapter of Excellence items regardless of their current status. Identifying those areas of CMP that are most likely to be missed and develop a strategy with the current chapter leadership District Director team.

Chapter Leadership Funds – Engage in a regional marketing team to promote Chapter Leadership Funds to both collegiate and alumni chapters, with a Regional Goal in mind for have each collegiate chapter to have \$500 donated to their account at the end of the year.

Certified Deltasig Leader and other Volunteer Leadership Training Opportunities – To encourage all alumni volunteers (District Directors, potential District Directors, Committee Members, Alumni Chapter Members) to pursue these trainings to keep up-to-date on all things



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Deltasig and better assist chapters with education, growth, engagement, and organizational excellence. Will also promote the newly launched Deltasig University to not only District Directors, but to Alumni Chapter Officers as well to help integrate new Deltasig alumni volunteer leaders into the leadership team.

<i>Sierra Nevada Leadership Team</i>	
<i>District Director Name</i>	<i>Chapter</i>
<i>Kristin Minetti</i>	<i>Epsilon Theta</i>
<i>Lauren Short</i>	<i>Epsilon Phi</i>
<i>Tushika Jain</i>	<i>Delta Pi</i>
<i>Marzieh Nightingale</i> <i>ASST: Rosy Garcia</i>	<i>Lambda Mu</i>
<i>Marby Reyes</i>	<i>Tau Chi</i>
<i>Katie Su Contreras</i>	<i>Iota Phi</i>



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Report of the South Pacific Regional Vice President

Erica Kolsrud

January 2021

SUMMARY

The South Pacific Region has proven its resilience over the past twelve months - their actions are no surprise but instead a reflection of their character.

When universities moved to remote operations in mid-March, the chapters all continued to operate and embraced new events and opportunities in a virtual setting. Two chapters had just begun their pledge programs when moved to a virtual environment and were able to successfully complete their programs. The leadership team and chapter executive committees took a proactive approach to fall operations by submitting Strategic Plans that had both virtual and in person event opportunities. This planning allowed chapters to adapt quickly to changes as universities announced through the summer of continued virtual operations for fall 2020.

In September, the region was able to hold a six-chapter virtual initiation for 64 brothers who had their spring initiation ceremonies cancelled due to the pandemic. This event was the first time that one of the Hawaii chapters was able to participant in a large joint initiation! Over 130 brothers attended that event. We have only seen the number of inter-chapter events grow since then and expect more collaborations in the Spring. The region has also come together to do a community service event through the Charity Miles app. Brothers and their families are encouraged to log miles on the app by walking, running or biking. Each mile logged helps earn money for a new charity every month.

During the month of October, fraternity awards were presented and the region saw two provincial collegiate chapter winners and the Los Angeles Alumni chapter recognized with three national awards. Additionally, South Pacific District Director, Louise Santos, was named National District Director of the Year.

Looking ahead, the region will be holding our fourth annual regional conference later in 2021 with a focus on providing leadership, officer and chapter training with an emphasis on tools for a return to in-person operations.

Congratulations to the Rho Sigma chapter, who had their 10th anniversary in December and an early congratulations to the Tau Omega and Upsilon Chi chapters who will have their 5th anniversary in April.

With our first full term of virtual operations under our belts, we have a better idea of areas to focus and improve upon and build upon our best practices for the spring and future.

Fraternally,

A handwritten signature in cursive script that reads "Erica Kolsrud".

Erica Kolsrud
South Pacific Regional Vice President



REGIONAL PRIORITIES

Each chapter executive committee does in-depth reports at the end of academic years and provide rankings in areas of operations. Executive committees also provide mid-year reports to allow for adaptations and changes. From here, the regional leadership consolidates them into larger themes and brainstorms ways to help support chapters for the upcoming year. The leadership team will also use priorities from prior years to continue to build upon them.

Currently our priorities are:

1. Virtual Operations – Help chapters operate in a virtual setting.

The entire region moved to virtual operations in March 2020. At this time, the region continues to remain virtual for the 2020-2021 year. Chapters have done well in utilizing a virtual setting to collaborate with chapters nationwide.

2. Virtual Setting Fatigue – How can we help chapters, executive committees and leadership avoid virtual fatigue.

The regional leadership team meets monthly to discuss the next 30 days and also recap what worked from the prior 30 days. We are seeing chapters setting up more mental health activities and doing check-ins on members. The leadership team will also be focusing on the idea of “less is more” for the spring in relations to the number of events.

3. CMP – How can we support them in achieving their chapter CMP goal

Ten chapters in the region have a goal of reaching Chapter of Excellence this year. VPCOs were sent a mid-year check list in December to help their chapters stay on track. Region Leadership is educated on CMP items and provided reminders of high missed items. There is also a regional CMP tracker to encourage officers to submit forms in a timely fashion.

4. Finances – Help chapters with financial records and budgeting

Chapters are having trouble with the year-end financial review, budgeting and finding alternatives to Venmo for collection of money. The pandemic added an additional layer of difficulty as some chapter's accounts are controlled by the university and were not accessible after March 2020 until fall. The virtual setting also has added difficulty in collecting dues and fees as well as fundraising event obstacles. Leadership is currently exploring ways to help the chapters with financials.

5. Pledge Program – Educating and following the new pledge program

The new pledge program was enacted for fall 2020 with minor adjustments to allow for virtual pledge programs. Regional leadership went over the pledge program prior to the start of the academic year and given resources to be knowledgeable about the program. Executive committees were encouraged to do the pledge modules prior to recruitment and VPPE's were given online videos to help learn to facilitate the program.



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6. Risk Management – Education of the Risk Management policy and creating an environment of self-reporting.

There continues to be Risk Management concerns with chapters. More can be done to educate members on the policy.

Xi Omicron (UCLA) was given a warning letter for failure to recruit and conduct a fall 2020 pledge program.

Lambda Phi (CSULB) completed their probation in December 2020 for severe hazing and risk management violations. They are currently on guidance until December 2021.

PROJECTS

Low participation/attendance continues to affect chapters and has become prevalent in the virtual setting. Chapters are being asked to make org charts to help find a role for every member in hopes of keeping brothers engaged. Chapters were asked to amend attendance policies for the virtual environment.

To help virtual fatigue, I launched S.P.A.C.E - South Pacific Accountability, Collaboration, & Excellence, a monthly office hour type zoom where collegiate and alumni chapter officers and chairs can come and work on items. Brothers work on CMP forms, recruitment materials, bylaws & policies, newsletter, and many other items!

The leadership team will be focusing on how to help chapters return to in-person operations, for hopefully fall 2021. Ideas and planning to support chapters in currently being worked on with active discussions on the leadership team and input from chapters.

REGIONAL GOALS & PROGRESS *

*In relation to the fraternity Strategic Priorities

Member Education

- 90% Chapter Officers participating in leadership training:
All eleven collegiate chapters attended some type of leadership workshop this fall (Fall LEAD, or webinar). All eleven collegiate chapters have someone registered for 2021 Presidents' Academy. Four alumni chapters had officers registered for either Fall LEAD or National Volunteer Leadership Retreat. Over 75% of Alumni Chapters have officers with CDL training.
- 90% District Directors participating in leadership training:
All District Directors in the region are CDL Tier 1 certified; seven are CDL Tier 2 certified. All 13 District Directors were registered for Fall LEAD, while 8 attended the National Volunteer Leadership Retreat over the summer. The regional leadership team also has monthly meetings to go over fraternity items.



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Membership Growth

- Expansion:

The South Pacific Region has grown at a steady rate, adding five collegiate and two alumni chapters since 2011. The region reduced by three chapters in the last six years, one chapter due to boundary lines, one chapter due to university policies and an alumni chapter that has not re-franchised in two years.

Current colony possibilities: Cal State Channel Islands, Azusa Pacific University, Cal State Dominguez Hills, and Cal State Los Angeles.

Alumni Chapter expansion possibilities: Santa Barbara area and Honolulu-Oahu (refranchise).

- Collegiate chapters have 30 active members:

90% of the region has collegiate chapters with over 30 brothers on their roster. Four chapters tend to hover around 30 brothers. One chapter is currently below 30 brothers.

Six chapters are currently below their ideal size, based on enrollment numbers. However, two of those chapters were recently on probation which resulted in a lost pledge class and are beginning to rebuild their numbers. Another chapter is in its third year of existence and continues to grow.

Member Engagement

- Collegiate:

The pandemic has brought to light chapter operation issues and strengths. Both of which directly correlation with brother participation. While there was a higher uptick in chapter trials in fall 2020, chapters are able to use this time to define more what they want out of their collegiate experience.

The region chapters continue to improve upon recruitment and clearly communicating during recruitment what is expected as a pledge AND as a brother. The pandemic also allowed chapters to put on bigger "eye-catching" events outside of their formal recruitment and work with other chapters to co-host events.

- Alumni:

The South Pacific Region continues to have success in finding ways to engage alumni. There are five alumni chapters in the region that offer a wide variety of events year-round for brothers to attended. For leadership opportunities, the region has used Alumni Chapter District Directors as Assistant District Directors at collegiate chapters to help them train for a year under seasoned DD's and create a pipeline of future leaders. The awards committee continues to invite the previous year's Regional COY to serve on the committee for the COY award selection to great success.



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Organizational Excellence

- **CMP/Alumni Chapter Recognition Program:**

The chapters continue to challenge themselves to have high CMP performance. Currently ten chapters are on track for Chapter of Excellence for the 2021 year. Before CMP was suspended for 2020, ten chapters were on track for CMP Tier 2 or higher.

Over the past biennium, the alumni chapters within the region have worked on providing more consistent programming, resulting in them achieving various levels in the Alumni Chapter Recognition Program. For the 2020 year, three chapters reached a level.

- **Executive Committees/Chapter Organization:**

Officer transitions remains a focus in the region for continued improvement. Chapters officers have been encouraged to view their officer training videos and attend the various webinars offered in as well as the programming through Deltasig University. The regional leadership team will be discussing hosting a regional conference for officer specific sessions to help prepare chapters for a return to in-person operations in late spring 2021. Additionally, chapters are being asked to evaluate their current officer, chair and committee structure to ensure job roles are clearly defined and all members are contributing to the success of the chapter.

BEST PRACTICES

In prior years, I have shared that communication, accountability and flexibility are key for success. And those proved to be essential for these past months during the pandemic. Chapters held themselves accountable while remaining flexible with continued programming when they moved to virtual operations in spring of 2020 and continue to be virtual for the 2020-2021 year. The leadership team was communicative and flexible to changes every month and provided solid support to the chapters during these months. I am truly lucky to be able to work and lead this region of leadership and chapters.

I would certainly be remiss if I did not give credit to my incredible District Director team and regional committees and chairs. Thank you for all you do and know I appreciate your time, support and knowledge.

CHAPTER	DISTRICT DIRECTOR	Awards Committee
Delta Sigma (LMU)	Alex De Souza	Matt Temple – Chair
Eta Chi (Cal Poly Pomona)	Louise Santos	Adrian Avalos
Iota Upsilon (CSUN)	Jami Ball	Melinda Cooper-Polakoff
Lambda Phi (CSULB)	Rick Boner	William Kinsella
Lambda Psi (Hilo)	Stephanie Ota	Deborah Lee
Xi Omicron (UCLA)	Alexa Whitelaw	Deniece Santos
Rho Sigma (UCSB)	Molly Greathouse	Mike Woolson
Rho Upsilon (Pepperdine)	Hunter Cahill	William Tran (COY award only)
Rho Chi (Manoa)	Jazzle Paraiso	Marketing Chair: Katelyn Mauricio
Tau Omega (La Verne)	Erica Verderico	
Upsilon Chi (Cal Lutheran)	Patrick Bonfrisco	
Los Angeles Alumni Chapter	Sam Brenner	
North Hollywood Alumni Chapter	Andrea Mujica	