

Deltasig

MARCH 2022



Leaving a Hall of Fame Legacy

5 | Mark and Claire Roberts hit another home run for Team Deltasig.

- ➔ Join us in Cleveland
- ➔ 2021 Lifetime Achievement
- ➔ Deltasig's Diversity Journey

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On the Cover: Lifetime Achievement
recipients Mark and Claire Roberts
have already given a lifetime of
support to Deltasig and continue
their legacy to earn them Hall of
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PLEASE CHECK [DSP.ORG](http://dsp.org) FOR UP-TO-DATE INFORMATION AND MORE DETAILS.

STAFF UPDATES



Farewell, Cheryl

Cheryl Campbell, *Cincinnati Alumni*, retired as Finance and Administration Specialist after almost 23 years at the Central Office. During her time, her responsibilities included overseeing accounts payable and accounts

receivable for the Fraternity and Leadership Foundation, as well as processing donations and supporting chapters on billing issues. Thank you, Cheryl, for your many years of smiles!



Meet Mary Givens: Finance and Administration Coordinator

Delta Sigma Pi is excited to welcome Mary Givens to the Central Office, serving in the role vacated by Cheryl's departure.

Mary has worked in the medical field for over 20 years, spending the last four years working as a case manager assistant for a case management group in Richmond, Indiana. Mary lives in Eaton, Ohio with her husband and together they have two children and five grandchildren. In her spare time, Mary enjoys reading and traveling, with a dream to someday travel to Switzerland.



Meet Vanessa Roark: Administrative Assistant

Vanessa has joined the staff to provide administrative support and filling in where extra hands are needed across the office. Vanessa has over 20 years of broad office experience, primarily

in the financial industry. Vanessa lives in Oxford, Ohio with her husband and their five children. In her spare time, Vanessa enjoys spending time with her family, including going on mini getaways whenever they get the chance, and being involved in their church.

DELTA SIGMA PI WELCOMES NEW PARTNERS

C.C. Creations has partnered with Delta Sigma Pi to offer nametags to members. As one of the largest custom screen print and embroidery decorators in the country, C.C. Creations offers a one-stop shop for customers through product solutions for apparel, promotional products, trophies, awards, nametags, and signage.



UPCOMING 2022 EVENTS

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

April 25
National Alumni Day

October 21-22
St. Louis
LEAD School

July 13-17
Grand Chapter
Congress
(Cleveland)

November 4-5
Washington DC
LEAD School

October 7-8
Phoenix/Tempe
LEAD School

November 7
Founders' Day

THE FOUNDERS' DAY CHALLENGE: A CAMPAIGN TO SUPPORT CHAPTER LEADERSHIP FUNDS

Chapter Leadership Funds (CLFs) are chapter-specific accounts within the Delta Sigma Pi Leadership Foundation created to receive charitable gifts restricted to each Delta Sigma Pi chapter. Collegiate chapters can request grants to defray the direct costs related to attending national Fraternity events or to help cover the cost associated with hosting educational or leadership development speakers.

THANK YOU!

Thanks to your generous support, our collegiate chapter members will have the financial resources needed to ensure their participation in all Delta Sigma Pi leadership events during the upcoming year.

The “Why” Behind our First Founders’ Day Challenge Campaign

As with any organization the size of Delta Sigma Pi, fundraising is an important activity both on the chapter and national level. With fundraising campaigns of any size, it is very important to understand the “why” behind the campaign as people will support those organizations and causes they are most passionate about.

On November 7 and 8, 2021, we hosted our first Founders’ Day Challenge virtual fundraising campaign. The purpose of the campaign was to raise money for Chapter

Leadership Funds (CLFs) and the Annual Fund. The campaign raised \$107,856 exceeding our initial goal of \$50,000 going into the campaign. The moral of the story is that amazing things do happen when our national Deltasig network comes together for a common goal! What was so apparent during this



campaign is the passion shown for our Fraternity, our values and our brotherhood. It was also a show of partnership between the Fraternity and the Leadership Foundation.

The campaign generated a tremendous amount of support from many Deltasig alumni and volunteer leaders. In addition, prior to the start of the campaign, over 40 individuals agreed to serve as fundraising Ambassadors. Nearly 400 individuals and teams set up donation pages and 66 teams were organized. As we reviewed the many pages, so many brothers shared their “why” with us:

“We are participating in this challenge because we want to support as many brothers as possible in attending LEAD events and also to honor our Founders.” –Iota Nu at *Truman State (MO)*

“We are doing this as a chapter to help everyone further their careers. We want to be able to give everyone equal opportunities.” –Alexis Carder, *Nebraska-Omaha*

“Delta Sigma Pi has been a large part of my life since 2004 and I want to continue to give back to the organization that has given me so much.” –Monica Ramey, *Ohio Dominican*

The Founders’ Day Challenge also speaks to the responsibility we have as brothers to pay it forward to an organization that has given so much to each of us. What is your Deltasig “why” for the reason you support the Fraternity and/or Leadership Foundation each year? Whatever the reason, we thank you for your continued support and for being the example and the “why” our Founders’ intended when we were founded in 1907.

Fraternally,

Cory P. Stopka
Grand President
Delta Sigma Pi Fraternity

Randy Hultz
President
Delta Sigma Pi Leadership Foundation

Leaving a Hall of Fame Legacy

CLAIRE AND MARK ROBERTS

BY LEADERSHIP FOUNDATION
EXECUTIVE VICE PRESIDENT
BILL SCHILLING



Baseball great Willie Mays, in summarizing his career, once said “Maybe I was born to play baseball.”

Like their Hall of Fame hero, maybe Claire and Mark Roberts were born to a dedicated Deltasig destiny. Long ago each notching a DSP MVP season, these perennial Fraternity All-Stars keep stepping up to make Delta Sigma Pi a winner. There is no quit in these baseball loving brothers!

While their beloved hometown San Francisco Giants didn’t capture the crown this last season, the Roberts continue to build for the future—while remaining strongly competitive. With a significant gift to the Leadership Foundation, the Roberts have helped ensure Delta Sigma Pi will remain competitive—and continue to meaningfully impact young lives. The Claire and Mark Roberts Training for Volunteer Leaders Fund will annually provide financial support to alumni volunteers. As Claire envisions, “Our goal with the new Fund is to enable the Fraternity to prioritize alumni training, showing an on-going commitment to it. This investment in tools and resources should increase alumni engagement through training that will help volunteers professionally and ensure they are successful and enjoy their leadership contributions.”

This recent legacy gift is nothing new for Mark and Claire. They have strongly supported the Leadership Foundation for decades, reaching the Centurion donor level (\$100,000) in 2019. This new gift elevates them to the Foundation’s Sustainer level, with substantially more support planned. Most notably, the dedicated Deltasigs have generously included the Fraternity in their estate plans.

*Clairé's
Volunteer Stats*

Fraternity

- VP-Organizational Development
- Western Provincial Vice President
- National Organizational Development Committee Chair and Member
- National Professional Development Committee Chair and Member
- National 2020 Pandemic Task Force Chair- Ritual
- National Risk Management Task Force Chair
- National Alumni Operations Task Force Member
- Western Regional Director
- District Director: Rho (California-Berkeley), Delta Omicron (San Francisco State) and Zeta Tau (Cal State-East Bay)
- Alumni Chapter Officer and Member: EAST BAY (CA) and Alcatraz

Foundation

- Leadership Foundation Vice Chair
- Leadership Foundation Trustee
- Foundation Gifts And Solicitations Committee Chair and Member
- Foundation Nominations Committee Chair and Member
- Foundation Major Gifts Committee Chair and Member
- Foundation GCC Planning Team
- Foundation Fraternity Events Committee
- Foundation Board Development & Nominations
- Foundation Chapter Champion: Delta Omicron (San Francisco State)



“Our goal with the new Fund is to... increase alumni engagement through training that will help volunteers professionally and ensure they are successful and enjoy their leadership contributions.”

As Mark explains, “Planned giving doesn’t necessarily mean making a significant donation after your passing. It means thinking about ways you can give now from assets rather than just cash flow. Donations of appreciated stock, which can provide significant tax benefits to the donor, are a great way to make a major gift – AND you get to see the good your gift is doing!”

Always looking to encourage young brothers, the Roberts realize not everyone is able to contribute financially at their current high level. Yet, as Claire likes to say, “It took us 40-plus years to get here! We started small. The Fraternity has always been important to us, so it has always been

a part of our giving—even when \$25 a month was a stretch.”

It’s not just young brothers they seek to encourage toward Foundation support. Claire and Mark created still another new endowment fund, hoping to load the bases with other successful alumni, resulting in a grand slam for DSP!

“This ‘Legacy Fund’ is intended to be the foundation of the Foundation, so to speak,” says Mark. “Distributions will be used to pay for the business side of running the Leadership Foundation, so we can continue to raise and distribute more dollars for scholarships and grants. Ideally, we’d like to see the elimination of management fees for

endowment funds—allowing them to go 100% toward intended purposes.”

The new concept has been received enthusiastically with several brothers already offering their support as Fund Founders—which entails a \$25,000 commitment over five years or less. This inspiring group so far includes the Roberts, Joelle and Jeff Berlat, both *Houston*, Sandy Shoemaker, *Missouri State*, Russ Iddings, *Kent State (OH)*, Shawn Gregory, *Tampa (FL)*, Jennifer Aichele, *Cal State-Sacramento*, and EVP Bill Schilling. For more details on becoming a Founder please contact EVP Bill Schilling at bill@dsp.org or Mark Roberts at cmroberts.aol.com. Our goal is to add many more Fund Founders before GCC this summer.

Over decades of Deltasig involvement and volunteer leadership, countless brothers have come to know Claire and Mark. That influence extends beyond the Western Province, with a combined 40 GCCs between them. This (admittedly biased!) writer, first came to know Mark when he was chairman of the Leadership Foundation Board of Directors during my interview for Executive Director back in 1995—so he was one of the first brothers I ever met! That interview and the ensuing decades turned out reasonably well and we have been friends and Deltasig co-supporters ever since.

Mark’s fraternal service began well before then. Initiated at San Francisco in 1977, the eager youngster headed east to Oxford, Ohio, joining staff as a Chapter Consultant in 1980. In his own words: “My four years as a member of the Central Office staff were among the most meaningful and enjoyable of my career. Oxford was a BIG change from the San Francisco Bay Area but I loved traveling across the country, working with more than 100 chapters and meeting many brothers who have been great friends for more than 40 years. Now Claire and I want to focus on providing the Fraternity with financial resources to help it continue to grow, prosper and make an impact on the lives of even more brothers.”

Claire, initiated in 1979 at San Francisco State, never worked professionally for the Fraternity, but her record of service is Willie Mays worthy. (See sidebar.) In no way content to rest on prior laurels, she continues to keep setting an example, currently serving as the National Professional Development Chair for Delta Sigma Pi. Her non-Fraternity career has focused on risk management and compliance in the ever-changing banking and financial services sector. For nearly seven years prior to her recent retirement, Claire was VP risk & compliance for Marqeta, Inc., a fintech start-up that grew quickly and had its IPO last summer.

With ‘service motors’ that won’t quit, both brothers are full Service...with a capital S! Rotary International has also been the beneficiary of their leadership time and talents—Mark was chosen to lead a Northern California District of Rotary International as Governor in 2020-21. Claire will follow in that prestigious role in 2023-24. While Rotary’s current motto is “Service Above Self,” it was previously “He Profits Most Who Serves Best.” That may explain why Claire and Mark are among the hundreds (or thousands) of Deltasigs who have found kindred spirits and great satisfaction working with fellow Rotarians, with many serving as club presidents, district governors or even on the RI Board of Directors.

So there you have it—these retired youngsters are clearly hitting for the full cycle. The recent major giving certainly qualifies as a home run for Team DSP. Their early giving base hits, on-going Deltasig For Life Donor support, stock gifts and adding the Foundation to their estate plans complete the sweep. No matter how you say it, or the criteria you use, Claire and Mark Roberts are Deltasig Hall of Famers who have earned—through hard and devoted work—every bit of our thanks and admiration.

Say HEY! Thank you!!! ▲

Mark's Volunteer Stats

Fraternity

- VP for Alumni Benefits and Services
- National Alumni Development Task Force Chair
- Central Office Staff: Director of Chapter Services
- Central Office Staff: Chapter Consultant
- National Alumni Development Committee Member
- National 2007 Centennial Steering Committee Member
- District Director: Gamma Omicron (San Francisco) and Alcatraz

Foundation

- Leadership Foundation Chair and Trustee
- Foundation Marketing and Communications Committee Member
- Foundation Gifts And Solicitations Committee Member
- Foundation Donor Outreach & Engagement Committee Member
- Foundation Advancement Committee Member





Delta Sigma Pi Welcomes Omega Sigma at the University of Minnesota-Duluth

School: University of Minnesota – Duluth, MN

Chapter Number: 306

Installation Date: December 4, 2021

Installing team and national officers (titles at time of installation): GP Cory Stopka, North Central PVP Nicole Orlando, 2020 National COY Cody Vasquez, North Central RVP Danielle Gohman, Capital RVP Noel Miller, DDs Dave Shea, Amy Briggs, and Meagan Hagerty, Golden Council members Corey Polton, Mark Dorn, Brikken Jensen, and Kirstie Bennett, VP-Finance Jodi Schoh, Trustee Emeritus Mike Vitale, Foundation Committee member Linda Dorn, students from St. Benedict/St. John's and Interim Executive Director Jeremy Levine.

History of the University: University of Minnesota-Duluth is a public university founded in 1895 as the State Normal School at Duluth. In 1921, the Normal School became the Duluth State Teacher's College, and in 1947, the Teacher's College was named the Duluth Branch of the University of Minnesota. The Board of Regents unanimously voted to change the campus name to University of Minnesota-Duluth in 1999. The University offers 16 bachelor's degrees in 87 undergraduate majors, 77 minors, graduate programs in 25 different fields, and seven certificates.

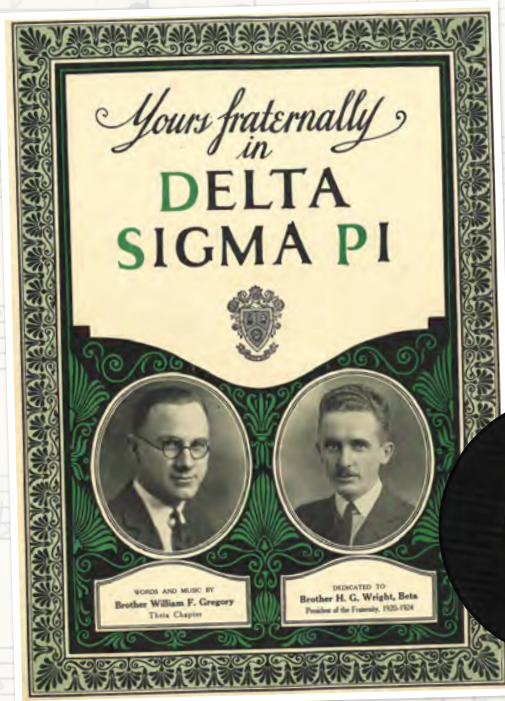
Concentrations: Eligible majors which students may recruit include accounting, business administration, communication sciences and disorders, consumer insights and analytics, entrepreneurship, financial markets finance, health care management, human resources management, management information systems, marketing analytics, and international business.

The Minnesota-Duluth Colony developed from conversations by student Morgan Blade who met Mark, *Minnesota State*, and Linda, *Winona State (MN)*, Dorn while he was working an internship in the summer of 2018. With an interest to learn more, Blade kept in touch with the Dorns during 2018-19 and communication began with Dale Clark at Central Office as well. The Colony worked tirelessly to recruit strong brothers and build a consistent and strong foundation.

While hosting outdoor events, the colony members became friends and built strong relationships outside of the Zoom/virtual nature. The group showed their professionalism and work ethic having hosted a welcome BBQ event during Welcome Week at the University-- adapting to the accommodations of food permits, event detail shifting, and overcoming poor weather conditions. Not being able to attend as many in-person events this past year did not diminish the level of brotherhood the Colony has found. The group even found creative ways to fundraise in a tiring year, including "DSP Bags" tournaments which raised over \$750 in the first two years.

According to Colony District Director, Amy Briggs, "This is a motivated and ambitious group of individuals, and who represent all the ideals and characteristics that our distinguished Fraternity has."

Welcome, Omega Sigma! ▲



BY HEATHER TROYER,
WASHINGTON-ST. LOUIS

“Yours Fraternally in Delta Sigma Pi” Celebrates 100 Years

*It comes from above and it rests like a dove
In the heart of every brothers in this hall;
You'll realize, it is no small size,
Since dear old Deltasig shone in our nation's eyes,
It has builded universities, and welded men with
high degrees,
And that's the aim of our fraternity.
Delta Sigma Pi! Delta Sigma Pi! Delta Sigma Pi!
What a meaning has this name,
For it signifies every man would die
To uphold its rights and fame;
And we all help one another,
We call each one a brother,
It's the spirit! Yours fraternally; In Delta Sigma Pi!*

During the Saturday banquet of the sixth Congress of Chapters held at the Beta House in Chicago on September 15-17, 1922, "Yours Fraternally in Delta Sigma Pi" was presented by William F. Gregory, *Detroit-Mercy*. The song, which was written and composed by Brother Gregory, was referred to the Board of Directors for adoption for the official Fraternity song "if they so deem it advisable", which it must have been—at least for a short while.

The November 1925 issue of *The Deltasig* lists copies of the "Official Fraternity Song" for 50 cents each, listed on the inside back cover as *Yours Fraternally in Delta Sigma Pi*. The first edition of the song was copyrighted two

years earlier in 1923 and a second edition with a copyright "claimed on new words" including a second verse was copyrighted in 1928.

In November 1925, *The Deltasig* solicited Fraternity songs from across the nation for the purpose of creating an official song book. According to the ad written by chairman of the Fraternity Songs Committee Harold J. Potter, "Our Secretary says that the singing chapter is the successful chapter. We have promised H. G. that 1926 will have a real Deltasig song book." This may be why *Yours Fraternally* was eventually dedicated to Gig Wright.

The same issue included a short article soliciting songs about Delta Sigma Pi, in which can be found the offer of "suitable compensation" being made for any song accepted by the Committee on Songs. This, at least in part, explains why a payment was made for the *Rose of Deltasig* in 1926. In the February 1926 edition of *The Deltasig*, the Committee on Songs reported a partial list of songs they had so far received: Deltasig Campus Day, *Rose of Deltasig*, The Deltasig Gig, Back Again, My Deltasig Gal, and Delta Sigma Pi. *Yours Fraternally* continued to be listed as the official Fraternity song both in this edition and in the May 1926 edition.

By the end of 1926, it was noted that "the Fraternity has purchased the copyright and publishing rights of the song entitled *Rose of Deltasig*, the words and music of which were written by Brother Paul H. Coughlin of Mu Chapter and this song is now one of our official songs." A contest had been held in which *Rose of Deltasig* was selected as the official song. To this day, you can still purchase sheet music containing both *Rose of Deltasig* and *Yours Fraternally* from the Central Office. ▲



The Special Meeting of the Grand Chapter is Bound to Rock!

Join us in Cleveland, July 13–17 for a very special Grand Chapter Congress—there is much to celebrate! Visit dsp.org/gcc to help you plan your trip, including registration, hotel information, schedule of events and more. There is also a list of things to do and see around Cleveland. Register today!



EDUCATIONAL SESSIONS

You won't want to miss two keynote addresses and a special COY panel where you will have the opportunity to hear from National Collegians of the Years from over the years. A number of exciting and new sessions are also offered on Wednesday (and more on Thursday and Friday). 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.

Friday, join us for Career Development Roundtables where you will have the opportunity to meet and network with other Deltasigs in your current or desired field. Attendees

will be able to ask and answer career-based questions, share experiences and more.

GRAND PRESIDENT'S RECEPTION AND TAILGATE PARTY

A Congress favorite is the Grand President's event on Wednesday evening. It's a great way to let loose and enjoy an evening of good music, games and bonding with brothers.



ALUMNI RECOGNITION LUNCH

Join us Thursday, July 14 in recognizing Silver and Golden Helmet honorees, outstanding donors and other significant accomplishments at the Alumni Recognition Lunch.

FRIDAY OUTING – ROCK & ROLL HALL OF FAME

Get ready to spend the evening rockin' and rollin'! The Rock & Roll Hall of Fame features impressive collections of memorabilia – from John Lennon's guitar to hip-hop pioneer Jam Master Jay's gold chains. Read more on the next page.

SATURDAY'S BANQUET

Brothers and guests look forward to Saturday's formal banquet, where Joelle Berlat will be honored with the 2021 Lifetime Achievement Award (read more about Joelle on page 12) and we will celebrate Executive Director Emeritus Bill Schilling's upcoming retirement.





HILTON CLEVELAND DOWNTOWN HOTEL

Our host hotel is in the heart of Cleveland's vibrant downtown area. Popular attractions, dining, and entertainment are just minutes away. With contemporary guest rooms, convenient on-site amenities, and 50,000 sq. ft. of event space, this hotel is the perfect base for exploring Cleveland and experiencing our 54th Grand Chapter Congress.

Hilton Cleveland Downtown
100 Lakeside Avenue East
Cleveland, Ohio, 44114
(216) 413-5000

Mention Delta Sigma Pi or code DSP22 to take advantage of our discounted group rates. Room rates of \$167/night + tax for single, double, triple or quad (includes complimentary internet in guest room).

HELP US COLLECT A MILLION POP TABS

Leading up to the 2022 Grand Chapter Congress in Cleveland, Delta Sigma Pi is striving to donate a million pop tabs to Ronald McDonald House Charities. Delta Sigma Pi donations will be tracked by Province and the Province that collects the most pop tabs will be acknowledged at GCC.

1 lb. = 1,000 tabs
1,000 lbs. = 1,000,000 tabs

RMHC collects pop tabs from containers (including soda pop, soup, pet food and more) and then recycles them. The money they receive helps support the families that stay at their houses by providing meals and items for families.



Chapters have been collecting pop tabs and donating them to their local Ronald McDonald Houses. Individuals can also help the cause and report their donations to communityservice@dsp.org.

Did you know the pop tab was invented in Ohio? Ermal "Ernie" Fraze, founder of the Dayton Reliable Tool & Manufacturing Company (now DRT Manufacturing Company) invented the pop tab in Dayton, Ohio. After forgetting a 'church key' can opener during a picnic in 1959, Fraze had to use his car bumper to open his drinks. Fraze thought there had to be a better way to open cans and developed a pull-top style pull tab. Fraze applied

for and was granted a patent in 1967, but ended up modifying his original invention and patented the first push-in and fold-back tab in 1977.

LET'S ROCK & ROLL

Friday night, Deltasigs will attend a private event at the Rock Hall, including a dessert reception and entertainment by a live band.

While there, be sure to check out the exhibits celebrating the history of rock and roll. In addition to the Hall of Fame inductees, there are also special displays highlighting many music greats including (just to name a few) Elvis, the Beatles, the Rolling Stones and Jimi Hendrix. The Hall has one of the most impressive collections of memorabilia ever assembled—from John Lennon's guitar to hip-hop pioneer Jam Master Jay's gold chains. While there, be sure to also check out The Garage where you can pick up real instruments, learn to play, jam with friends and more.





**“Lead,
Follow or
get out of
the way”**

Houston’s Joelle Berlat to Receive Delta Sigma Pi’s 2021 Lifetime Achievement Award

BY GREG RUSH

“People should care about Delta Sigma Pi because we’re building business leaders while we’re building ourselves both as business leaders and as people,” explains Joelle Berlat, Houston. Some say it’s become difficult to express emotion through a computer screen, but Joelle’s passion and dedication is almost palpable as she describes, in her own words, what makes Deltasig special. “The fact that we have fun doing it is just a bonus!”

Joelle Berlat was raised in Texarkana, Texas, a small twin city

with a main drag directly on the border between Texas and Arkansas.

“Texarkana was a town of approximately 50,000 best known for being one of the cities that George Strait had an ‘ex’ in. I actually went to school in a suburb of Texarkana and graduated with 40 people in my class. It was a fairly stereotypical Texas country town – evenings were spent either driving around looking for your friends or sitting out at the lake with a bonfire.”

As she looked forward to her collegiate studies, she realized she would rather go to school in a large

city rather than a college town like so many of her childhood friends. From there, she set her sights on the University of Houston and happily never looked back.

During her time at Houston, she had to take a variety of mandatory classes as she worked toward her accounting degree. In those classes, she was recruited to join the Fraternity by Michelle Kologinczak, *Houston*, who saw potential in her. She hadn’t spent much time considering a fraternity or sorority experience, but the idea of Delta Sigma Pi seemed intriguing.

“Looking back, I probably just didn’t think a fraternity or sorority experience was for me. I lived in the honors dorm and most of my friends before joining Deltasig were the others in my dorm. Deltasig felt like something I belonged in because the people were super friendly and we shared so many common interests.”

One of those common interests is the desire to lead and leadership is fundamental to growth. Delta Sigma Pi has continued to grow and prosper by having leaders who allow young leaders to take a step forward. Berlat served as the president of her collegiate chapter, which prepared her for serving on the Board of Directors.

“The more interesting examples of leadership in my mind are the times we lead by example,” muses Berlat. She has worked in “Big Four” accounting throughout all of her professional career. When she graduated, she worked for Arthur Andersen LLP, a financial holdings company based in Chicago which was formerly one of the “Big Five” accounting firms. Arthur Andersen was one of many companies who closed following the Enron scandal in the early 2000s.

“I was a senior manager which meant I wasn’t running the show, but I was very connected to many of our younger professionals. As you might imagine, it was a really stressful time, and we all had to navigate the process of changing jobs and trying to serve our clients through the madness. Leading at that moment was staying focused and helping the team work together and not lose sight of what was important in all of the press and the chaos. On the Fraternity front, I feel that Jeff [her husband] and I lead by example with the Leadership

Foundation, not only because we are able to donate, but because we have both donated our time as a Trustee,” says Joelle.

“I’m an example of how volunteer opportunities can take different forms,” says Berlat, referring to the early beginnings of her volunteer history with Deltasig. “A lot of people think your only option to be involved is being an RVP or a DD, but I found other ways to continue to be helpful.” Although she never served in a role working directly with collegiate chapters, she’s served as a willing and consistent participant of several different committees. Eventually her innate desire to serve and give

powerful moment after being elected to the Board where she really got to see the depth this organization had to offer and the impact she was able to make as a volunteer in its purest form.

“One of my favorite memories as a Deltasig was when I was elected to the Board,” Joelle recalls fondly. “If you’ve ever been to a Grand Chapter Congress, we have a tradition we like to do after the national officers are elected. The winners are escorted into the ballroom by the previous people who held that role, and the experience walking back into that ballroom in front of all those people is such a powerful moment and overwhelming experience.”

Another fundamental part of

“When I was younger, I kept waiting for a formal invitation to either mentor or be mentored... I underappreciated the nature of informal mentorship. If there was a piece of advice, I’d give to my younger self, or younger Deltasigs in general, it is to make sure you’re paying attention to the people who try to impart wisdom onto you.”

back to the Fraternity would lead her to serving on the Fraternity Board of Directors after PGP Kathy Jahnke encouraged her to run for VPF, a role she held from 2003 to 2007.

While looking back on her experience as a volunteer, the time she served on the Board had the most impact on her individually. As a volunteer, you often spend most of your time focusing on day-to-day activities. But she remembers a

leadership is passing on what you have learned to those who may follow after you. In fact, it’s one of many things that motivates a brother to give back to the Fraternity after their collegiate years. While some people have more time to donate, others choose financial resources as their best opportunity for impact and some have valuable wisdom and experiences to share. But it all begins with reflection and realizing how the Fraternity



Joelle with husband, Jeff.

impacted you for the better and the desire to see those changes reflected in others.

“Part of serving is developing others, and that means letting them be leaders. Also, there are seasons of life when we aren’t able to devote the bandwidth needed to lead, but we can help execute, and we should. Over the past ten years I’ve really been focused on work and took a break from leadership roles in the Fraternity and other organizations. During that time, I’ve served as members of various provincial committees, volunteered to work tables for the Foundation and as manpower for various other organizations. I’ve been a great doer, and doers are important. Now as a Trustee of the Leadership Foundation, I’m ready to step back up,” says Berlat.

Although Joelle is proud of her time as a Deltasig, there are some opportunities that she wishes she had taken greater advantage. The idea of mentorship has become so

formal that she often overlooked the indirect ways that others tried to motivate her to succeed.

“When I was younger, I kept waiting for a formal invitation to either mentor or be mentored,” begins Berlat.

She had several mentors of her own throughout her personal and professional life, but the ones she holds close are PGPs Kathy Jahnke, Norm Kromberg and Mitch Simmons – not only as mentors, but as some of her closest friends and confidants as well. “Both as a mentor and as a mentee, I underappreciated the nature of informal mentorship. I pursued a lot of information and I collected a lot of information that should have been passed along to others informally.

If there was a piece of advice, I’d give to my younger self, or younger Deltasigs in general, it is to make sure you’re paying attention to the people who try to impart wisdom onto you.”

A lifetime commitment to servant leadership is one that has its highs, its lows and its plateaus. The crescendo, or the swan song of servant leadership is knowing when to step aside and allow the next generation of leaders to leave their own legacy of impact. This is the moment when you truly know

that your job has been done, and been done well.

“Sometimes as a leader, you need to know when it’s time to get out of the way. To me, this means that if you aren’t involved in something in any way, then it often is best to stay out of it. This doesn’t mean that I don’t express an opinion – but do it the right way to the right people. Otherwise you are just impeding the process, and you’ll never know how it would have went without your involvement.”

Joelle currently serves as a Trustee for the Delta Sigma Pi Leadership Foundation and she resides happily in Houston with her husband and Deltasig brother Jeff Berlat, who was initiated at the University of Houston while getting his business degree. Although this was after Joelle had already graduated, they met at various Deltasig functions they both attended. What originally began as a friendship blossomed into a happy marriage.

“I hope that I’m remembered in the history of Delta Sigma Pi as someone who knew when to lead, knew when to follow, and knew when to get out of the way,” says Joelle as she reflects on her impact in an organization that has impacted her in ways she can only to hope to one day find the words to describe. ▲

Furthering a Higher Standard

OUR VALUES

Professional Development /
Our members enjoy a lifetime of high-quality training, frequent events with business and cultural leaders, opportunities to mentor and be mentored by leaders in their fields, and supportive friendships that strengthen both professional and personal success and fulfillment.

Diversity and Ethics / We believe that individuals and organizations benefit from a wide range of perspectives, and we cultivate a culture of respect that broadens our viewpoints and makes us stronger and more effective leaders in our fields.

Service and Philanthropy / Members learn to cultivate an attitude of service to our communities, supporting the cultural and civic organizations that impact the lives of individuals and families wherever we live with our time, talents, and treasure.

Leadership / With numerous opportunities to build leadership skills through training, conferences, and holding local or national offices, members are groomed to be leaders and continue to grow their leadership skills throughout their careers.

Social / Delta Sigma Pi is a great way to build lifelong friendships and develop an extensive network of other business professionals. Members can count on their brothers to support them both personally and professionally.

OUR PURPOSE /

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

OUR VISION /

Delta Sigma Pi is the foremost business fraternity providing a lifetime of opportunity for our members.

1

CORNERSTONES TO SUCCESS

Diversity, Equity and Inclusion
A welcoming, inclusive place of prosperity for all members.

Leadership Foundation
Generates and provides financial support for educational and charitable programs.

Governance
Structures and processes important for success of the organization.

Purpose of Delta Sigma Pi
To foster and support a lifelong commitment to excellence.

2

OUR 2021-2026 STRATEGIC PRIORITIES

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

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

Member Engagement
Provide members with meaningful involvement opportunities at every stage of life.

Organizational Excellence
Strengthen infrastructure to support priorities.

Our 2021–2026 Strategic Priorities

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) and providing easily available access when needed. Education should include training for all aspects of the fraternal lifecycle, including skills needed for academic, career and life success.

OUR GOALS

- **Develop our members** by
 - Increasing the annual number of overall learners by at least 5% each year; and
 - Increasing the total number of overall learners 50% over the term of the priorities.
- **Develop our leaders** by providing training for chapter officers and volunteer leaders, with 95% participation.

HOW WE GET THERE

- Develop educational programs for non-fraternity professional and career development that supports all membership. Programs may include things like career fairs and mock interviews.
- Enhance and broaden the overall professional development programs by integrating and developing training models.
- Enhance volunteer leader training programs and broaden target markets (beyond the currently existing Certified Deltasig Leader Program).
- Further develop a learning curriculum for chapter officers, volunteer leaders, etc., which provides targeted and intentional training throughout the year.

MEMBERSHIP 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.

OUR GOALS

- **Expand the number of chapters** by installing or reactivating at least 30 collegiate chapters over the term of the priorities.
- **Increase our membership** by increasing combined fall and spring dues paying collegiate members by 10% over the term of the priorities.

HOW WE GET THERE

- Review expansion requirements and updating as necessary.
- Review structure of staffing and volunteers supporting expansion efforts and new chapters.
- Develop and promote geographical or school type targeting model for expansion.
- Implement a program to improve tracking and engagement of members who transfer schools.
- Review current chapter structure for alignment with strategic priorities.
- Review promoting/incentivizing individual chapter growth.
- Enhance and broaden recruiting support at a national level, including recruitment training for chapter members/officers.
- Create framework for National Individual Discipline Policy rollout.

MEMBER ENGAGEMENT

Provide members with meaningful involvement opportunities at every stage of 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 participate, and better aligning activities with varied interests and experiences—especially offering opportunities that don't require overwhelming time, financial, or travel commitments.

OUR GOALS

- **Increase engagement of alumni members** as volunteers, donors, event participants, supporters of chapter or regional activities, or otherwise engaging in national initiatives by
 - Tracking engagement of 30,000 alumni over the term of the priorities with an increase of 10% every year.
 - Engaging 50% of new alumni within three years after their graduation
 - Annually retaining engagement of 45% of the prior year's overall engaged alumni.

HOW WE GET THERE

- Create a plan for expanding the current volunteer pipeline.
- Create a chapter anniversary/reunion support program.
- Create a program for resource groups (career, industry, interests) for alumni with shared experiences.
- Enhance and broaden alumni engagement events.
- Review/update individual awards program.
- Enhance and broaden our current review process for membership engagement.
- Review the “new alumni orientation program” for improvement and expansion.
- Evaluate alumni chapter operations, including alumni dues structure, for enhancements.

ORGANIZATIONAL EXCELLENCE

Strengthen infrastructure to support priorities.

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

OUR GOALS

- **Decrease financial dependence** on membership dues and chapter fees by annually generating an additional 5% of total non-member fee revenue.
- **Improve stability of our chapters** by having 75% of collegiate and alumni chapters achieve established minimum health indicator.

HOW WE GET THERE

- Evaluate current dues structure for optimum maximization from outside revenue streams.
- Increase revenue from merchandise/licensing.
- Increase sponsorship/partnership goals and identify new ways to increase revenue by utilizing those programs and creating synergy between local and national level partners.
- Evaluate and enhance the current CMP program to ensure it is matching the minimum expectation for a healthy collegiate chapter.
- Create implementation plan for new Subject Matter Experts volunteer role.
- Develop an enhanced chapter awards program, finding new ways to showcase successful chapters.
- Review purpose and goals of the national service initiative.

Meet Your National Committee Chairs



JENNIFER MAYES, OKLAHOMA
Alumni Development Committee

Hometown: DeSoto, TX (Dallas area)
Field of Study: Bachelor's in business administration & management and master's in human resources

Profession: Instructional systems administrator at Southern Methodist University

Tell Us About A Mentor: Avery Moore, *Oklahoma*. Not only is he a brother, but he's actually one of my best friends. He dragged me to an Oklahoma City-Tornado Alley Alumni Chapter meeting and I haven't turned away since. If it wasn't for his guidance, leadership and support, I don't know if I'd be where I am today.

Most Valuable Life Lesson You've Learned: You can't pour from an empty cup. I tend to overcommit myself, but if I don't make time for myself, I won't be any help to the people around me.

Why Volunteer? I enjoy giving back to an organization that has given so much to me. I want our members to look at our leadership, see people that look like them, and show that they can continue to be involved and make a difference as well.

This or That? ~~Coffee or Tea~~ / ~~Podcast or Music~~ / ~~Books or TV~~ / ~~Fiction or Non-Fiction~~ / **Purple or Gold**



CLAIRE ROBERTS, SAN FRANCISCO STATE
Professional Development Committee

Hometown: South San Francisco, CA
Field of Study: Bachelor's in business
Profession: Spent 30 years in payments risk management for Bank of America, Wells

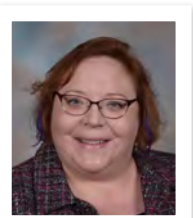
Fargo, Blackhawk Network and Marqueta, Inc. Happily retired since September 2021.

Most Valuable Life Lesson: I always believe in leaving the world better. Whether professionally or fraternally, you begin a web of success by helping the people around you. It's also inspiring others to see the best in themselves so they can move themselves forward personally, professionally and fraternally.

Why Volunteer? I went to a commuter school where it was hard to feel a sense of family and the Fraternity added so much value to my college experience. I know what the Fraternity did for me, and I want to see others have the same fantastic experiences I've had and even better ones.

This or That? ~~Coffee or Tea~~ / ~~Podcast or Music~~ / ~~Books or TV~~ / ~~Fiction or Non-Fiction~~ / **Purple or Gold**

HEATHER LEWIS, INDIANA STATE
Community Service Committee



Hometown: Hardinsburg, IN (Louisville area)
Field of Study: Bachelor's in marketing
Profession: Office manager at Audubon Hospital and St. Matthews Hospital in Louisville, KY

Favorite Deltasig Memory: I was supposed to receive my silver helmet at the 2013 Grand Chapter Congress in Seattle, but my grandmother passed away so I was unable to attend. Erin Lee and Jenna Simpson-Markowitz gave a testimonial to me, which was recorded and sent to me. It meant so much to me.

Most Valuable Life Lesson: Always be yourself. People may not like you for who you are, but it's better to be hated for you are than loved for who you are not.

This or That? ~~Coffee or Tea~~ / ~~Podcast or Music~~ / ~~Books or TV~~ / ~~Fiction or Non-Fiction~~ / **Purple or Gold**



CRYSTAL JUSTICE, PACIFIC (CA)
Organizational Development Committee

Hometown: McKinleyville, CA (Northern California)
Field of Study: Bachelor's in business administration

Profession: Pre-construction and engineering manager at 7-Eleven

Favorite Deltasig Memory: Taking a cruise in celebration of two brothers getting married. It was my first cruise and it was nice to be with about 30 brothers from all over the country.

Tell Us About A Mentor: Chuck, San Diego, and Lisa Brown, Cal Poly-San Luis Obispo, took me under their wing and encouraged me to be a DD. They gave me a purpose as an alumni brother and helped me keep Delta Sigma Pi at the forefront of my life. Not only is it a mutual mentorship, but it's also a personal friendship.

Why Volunteer? First, I enjoy volunteering and giving back, and it gives me something to do as, for lack of a better word, a hobby. The more important second reason is because I was a first generation college student and Delta Sigma Pi was a huge part of why I was able to be successful in college. I give back to make sure others are able to have that experience.

This or That? Coffee or Tea / Podcast or Music / Books or TV / Fiction or Non-Fiction / Purple or Gold



KAYLEIGH LOT, BUFFALO (NY)
Scholastic Development and Awards Committee

Hometown: Rochester, NY
Field of Study: Bachelor's in business administration and master's degree in

workforce management

Profession: Business and integration architecture manager at Accenture, a consulting firm

Favorite Deltasig Memory: Seeing Epsilon Lambda at Rochester Tech get reactivated. I started working with that group when they only had three interested people. Over two years, I worked with them and saw them develop into a successful colony, and eventually a reputable chapter.

Tell Us About A Mentor: Sparky Graves, Penn State-Erie, gives all he has to this organization. When I graduated, he helped me make the transition between collegiate and alumni life. He's very much a pay-it-forward kind of person and I'm thankful for having someone in my life during such a pivotal and transitional point as a brother.

Most Valuable Life Lesson: "You will get out of everything what you are willing to put into it." It's not to say that everything is on your shoulders at all times, but for anything you consider yourself a part of, if you aren't willing to put in the effort you shouldn't be surprised if you realize you are having an experience you don't find a value in.

This or That? Coffee or Tea / Podcast or Music / Books or TV / Fiction or Non-Fiction / Purple or Gold



STEPHEN DOMINY, MERCER (CA)
National Standards Committee

Hometown: Macon, GA
Field of Study: Bachelor's degree in business administration with focuses in marketing/sports management and a master's degree in higher education/student affairs

Profession: Associate director of fraternity/sorority life at Texas Christian University

Favorite Deltasig Memory: The 2007 Atlanta LEAD School solidified for me that there was more to being in a business fraternity than just complimenting my major and adding something to my resume. Here, I started building some of the strong relationships I keep to this day and I credit this to helping me see the bigger picture of how much depth this organization truly has.

Most Valuable Life Lesson: When you invest in others, others will invest in you. If you take the time to pour into someone and make sure they're succeeding, that same time and attention will return to you.

Why Volunteer? I volunteer because I can tell my voice is being heard as I strive to give back to an experience that helped shape who I am today. I also want younger Deltasigs to have an experience that's powerful and uplifting but also helps them develop.

This or That? Coffee or Tea / Podcast or Music / Books or TV / Fiction or Non-Fiction / Purple or Gold

Listing does not include National Committee Chairs who hold positions based on their Board roles. Also does not include Task Force Chairs.



Celebrating Brothers Who Fought for Diversity

“Creating and managing a diverse workforce is a process, not a destination.” – R. Roosevelt Thomas, Jr.

Although Delta Sigma Pi may have a rich history of diversity, it has been a long journey. We must celebrate those brothers who challenged the status quo and fought for a number of our members—even for one of our Founders, who stepped away for some time. For each moment of progress outlined below, it was not just one individual brother that led the charge. It was chapters, groups of members and Boards that made difficult decisions and stood up to plead their case in front of their peers. These brothers joined together to fight for members’ rights and their fight for our diversity makes us stronger.

Delta Sigma Pi’s story of diversity starts from the very beginning. The Founders had decided to form a club, open to all students, because some of them had been turned away from other groups on campus.

“Of the Caucasian race; of Christian faith”

Less than 20 years after its Founding, prior to the 1926 GCC, the qualifications of membership changed and the words “of the Caucasian race; of Christian faith” were added to Deltasig’s Constitution. It is unclear when this happened, but December 1920 minutes from an informal meeting stated that “All mention of students to be considered for membership is hereafter to be kept out of chapter news sheets, as this information is to be considered as being of strictly secret nature.” One can assume this secrecy was due to the exclusivity of the requirements. Founder Harold Jacobs, who was Jewish, became estranged from the Fraternity around this time due to this change in the membership requirements. He returned to active membership many years later.

It was not until the 1949 GCC in Baltimore that the selective membership decision was brought up again. Alpha Rho Chapter at Colorado and Mu Chapter at Georgetown had



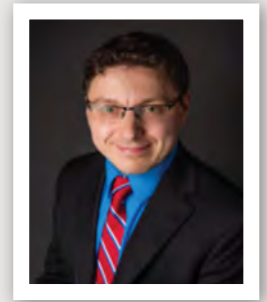
proposed an amendment to remove the words “of the Caucasian race; of Christian faith” from the Constitution. At the time, some schools threatened to throw chapters off campus, or refused to allow new chapters to be installed, if we didn’t remove the “selective membership” requirements. The requirements had been in place for over 20 years and as stated by Deltasig Historian Jim Prescott, “at the time a large segment of the U.S. population did not consider these race or creed restrictions to be wrong or improper in other areas of society. Today, it is hard for us to understand how such rules could have been approved here, in America. But in those years in which these rules were in force, there was sufficient support that kept them from being removed.”

According to the Congress minutes, “Then followed several hours of discussion participated in by many delegates and members of the Fraternity. GP Allen Fowler encouraged a free and frank discussion of this very important problem and various delegates explained the views of their chapters, particularly those delegates where their chapters

[DELTASIGS BRINGING DIVERSITY TO THEIR WORKFORCE]

Brother Yurchak Recognized in Equal Opportunity Publication

Alex Yurchak, *Cincinnati*, was recently recognized in *Equal Opportunity Publications’ Careers and the Disabled*, a quarterly magazine that recognizes the successes of men and women who are differently abled. Yurchak was born with cerebral palsy, which is the most common motor disability in early childhood development.



“People would see me and not necessarily know how to approach me. I’ve been seen by children and overheard them ask each other why I walk the way I do, so I learned very quickly to introduce myself and get in front of it first. If people thought less of me, I viewed it as more of their loss.”

Yurchak is an alumnus of the University of Cincinnati where he received his bachelor’s degree in business administration (accounting and finance) and he joined Alpha Theta Chapter.

“I loved the opportunity I got with Deltasig because it offered everything you could imagine under one umbrella. Whether your interests were in networking with alumni, making a difference with community service, or just striving towards the accomplishment of a goal through chapter operations, there were multiple areas you could immerse yourself within.”

After graduation, he worked in the business controls department for Citibank, where he worked for four years. Then in 2016, he transitioned over to Fifth Third Bank, where he worked in business control for three years before transitioning over to the compliance department. Alongside of his compliance work, Yurchak also spends his time and dedication working with Fifth Third Bank’s Individuals with Disabilities business resource group. The focal point of this group is receiving and interpreting feedback on potential diversity and inclusion initiatives and providing the insight to the necessary stakeholders with the ability to make continued change.

As he reflects on how far he’s been able to bring himself in life, he thinks back to how his membership in Deltasig prepared him for the future.

“All the professional events the chapter would host helped me get some much needed clarity. I wasn’t sure exactly which route I wanted to take professionally, but whether it was an accounting firm, a pharmaceutical company or a financial institution, Deltasig introduced valuable professional diversity into my life and helped me narrow down my options to what made the most sense for me.”

A piece of advice Yurchak would give to his younger Deltasig brothers is reach out, make friends and continue to be visible. “Don’t be afraid to get to know brothers from other regions with different professions. Most likely there’s a brother in Deltasig who either has done what you want to do, or knows somebody who’s doing it now.”

Congratulations for all you have done, Alex. Continue to live up to the Deltasig Higher Standard.

were having pressure brought on them locally by the administration to remove this clause.” An informal poll was taken and 10 chapters stated they might be forced to close if the Constitution didn’t change.

It was then suggested the membership requirements be moved from the Constitution to our Ritual because our Ritual is secret. This “compromise” allowed chapters to continue as is, but with less chance of chapters being forced to close by their institution. This motion to move the requirements to Ritual was adopted by a vote of 54 in the affirmative to 11 in the negative.

Two years later, at the 1951 GCC, the discussion continued with increased pressure from schools for Greek letter organizations to remove selective membership requirements. Since the previous Congress, the Grand Council continued to have discussions about the issue, but finally unanimously adopted a resolution to remove the selective membership requirements. In his report to the Grand Chapter, GP Walter Sehm stated the following:

As you recall, at Baltimore there was considerable discussion on the advisability of changing our selective membership requirements, and pursuant to the instructions of the delegates there, your Grand Council and the Ritual Committee made several changes and substituted for the words you removed from the Constitution identical requirements in the Ritualistic Ceremony. I expressed grave doubt then as to whether that was an appropriate procedure, but it seems to have accomplished the desired results, at least in some places and to have satisfied some people. It has been the policy of

your officers, however, not to weasel on the requirements and if the matter is in issue to state frankly what they are.

The agitation and pressure upon all fraternities for the removal of restrictive requirements is still very much in evidence, and will probably continue to be in evidence with greater or less pressure from time to time. There are a number of campuses which would like to have a chapter of Delta Sigma Pi, and on which we would like to be represented, but cannot because of those requirements.

Other fraternities have met these requests in various ways. Some have steadfastly refused to discuss the question; some have voted and defeated the proposal to change; and others have removed all requirements....

Your Grand Council has discussed the matter on numerous occasions completely and thoroughly, and now recommends that the selective membership requirements of Delta Sigma Pi be removed.

His words didn’t have enough leverage though because after hours of discussion on the resolution, a roll call vote was taken with a result of 40 votes in favor and 42 votes opposed of the motion to remove "of the Caucasian race; of Christian faith" from the Ritual and the pledging ceremony.

And so another “compromise” was proposed—to remove "of Christian faith" from the Ritual and the pledging ceremony. This motion was adopted with 41 votes in favor, 39 votes opposed and 2 not voting.

Another two years went by and at the 19th GCC in Denver, a proposal to add a ¾ vote requirement for Ritual

changes was passed 70 to 20. A motion was made to remove the words, “of the Caucasian race” from the Ritual of Delta Sigma Pi, but the motion was called out of order for procedural reasons and the topic was laid to rest.

At the 1955 Grand Chapter Congress, Robert Busse discussed in his GP Report the legal issues of selective members, but also the economic ones. The selective membership requirement was allowing competing groups to open new chapters where Delta Sigma Pi couldn’t (or wouldn’t), while at the same time causing Delta Sigma Pi to lose chapters. If this trend continued, the Fraternity would cease to exist. Within his report, he stated, “If we are to be leaders, we must lead.”

Busse urged the Grand Chapter to consider a proposal by Gamma Omicron Chapter at San Francisco, which allowed chapters to determine their own qualifications for new members. There must have been a strong divide amongst many members, including leaders, because after GP Busse’s Report, Executive Committee member John L. McKewen “reminded the Grand Chapter Congress that certain parts of the Grand President’s report were the personal opinions of Robert G. Busse and not particularly those of the Executive Committee”.

During the business session, a motion to remove the selective membership requirements from Ritual, which was known as the Mu Chapter Amendment, was defeated by a vote of 44 against, 41 in favor and three abstaining.

This amendment to remove the race requirement was sent out as a mail vote on November 1, 1956. After seven years of trying, the change finally passed with a 90% vote in the affirmative and was effective January

As the nation's first co-ed business fraternity and one of the most diverse Greek organizations, Delta Sigma Pi believes that individuals and organizations benefit from a wide range of perspectives, and we cultivate a culture of respect that broadens our viewpoints and makes us stronger and more effective leaders in our fields.

3, 1957. It was noted that *local chapters could have more restrictive requirements* than required in our national laws.

It may have been a Supreme Court decision that finally caused this change to happen after years of trying, but if it wasn't for Alpha Rho and Mu Chapters' proposal in 1949 and GP Bob Busse's encouragement in 1955, it is hard to say what the final outcome would have been. Similarly, new laws would later spark the change to allow women to join the Fraternity. (And interestingly enough, the same Bob Busse would become part of the first father-daughter Deltasig pair when his daughter, Laurie Busse Rosenblatt, was initiated during the installation of Iota Mu at Georgia College & State.)

Coeducational Membership

Title IX of the Federal Higher Education Act passed in 1972 denying federal funding support to institutions that allowed organizations with restricted membership to operate on campuses. The next year at the 29th Grand Chapter Congress, an amendment to open Delta Sigma Pi membership to women was overwhelmingly defeated by a vote of 21 in favor, 79 opposed, and two abstentions. And so the battle continued.

At the 30th Congress in 1975, Gamma Iota Chapter at New Mexico, which had been closed in the prior spring for alleged sex discrimination in admission practice, presented a resolution to the Grand Chapter directing the Board to take immediate action. This motion failed.

During that Congress though, the Board of Directors met and reaffirmed a decision to send out a mail vote in the fall to the question of eliminating the word "male" in our Constitution, Bylaws and Ritual. After the announcement by GP Harold Cannon, a discussion was held where a straw vote indicated that there would not be a sufficient majority to suspend the Constitution in order to consider the question of sex discrimination on the floor of the convention. However, there were enough votes to pass a resolution requesting the Board utilize Emergency Powers to temporarily suspend the Constitution and Bylaws for the chapters threatened by closure until the mail vote was ascertained.

On November 7, 1975, the Board of Directors unanimously voted to open membership of Delta Sigma Pi to women. In the January 1976 *Deltasig* magazine, GP Bill Tatum wrote, "Few are willing to brave the disapproval of their brothers. Moral courage is a rarer commodity than bravery in battle, yet it is the one essential, vital, quality for those who seek change in the fraternal system that yields most painfully to change. I trust each of you will work a little harder to give the Fraternity a little more of your time and effort. And



[DELTASIGS BRINGING DIVERSITY TO THEIR WORKFORCE]



Brother Hits the Target by Opening Minds

Adekunle Samuel, *Wisconsin-La Crosse*, grew up in Eagan, Minnesota, a suburb of the Twin Cities area. When it was time to matriculate to college, he decided a change of scenery was best for his growth and development. He would go on to the University of Wisconsin-La Crosse, getting his bachelors' degree in marketing, and joining the Eta Rho Chapter.

Samuel has spent the last 12 years working at Target Corporation, holding five roles across five divisions. Currently, he serves as a Lead

Culture Consultant within human resources where he oversees the enterprises' culture vision and values, informing various teams and leaders of solutions to help address identified areas of opportunity.

Samuel's giving heart is what sparked his interest in Deltasig. With a passion for community service and the impact the chapter was known for, it served as an excellent opportunity for him to give back to his community.

"Community service has been a huge part of my life and something I've always been passionate about. As I learned more about what my collegiate chapter did and the values of the Fraternity as a whole, it made my decision to join very easy," says Samuel.

Looking back on his time as a collegian, Samuel's experience in the chapter was overall positive. His concerns of being the only African American member of his chapter, which could have been an isolating experience, were immediately put to rest. "I was fortunate to have joined a chapter that allowed me to be me. I was able to build close relationships with several brothers as well as our chapter advisor and I'm grateful to have maintained several of those relationships until this day," says Samuel.

His experience in Deltasig had a significant impact on his growth and development into the business professional that he is today. Having run for several positions within his chapter, some positions he would win and others he would not, Deltasig gave him the confidence to be assertive, receptive to feedback and a willingness to create his own experiences.

"The skillsets I gained led to me walking into a Target store, asking for the manager and then giving my elevator pitch. This led to my first job opportunity. I strongly believe the Fraternity was a huge contributor to the confidence I built during college."

While many brothers' favorite Deltasig memory is associated with a national event or an experience they were able to have as a collegiate member, Samuel's favorite Deltasig memory is meeting his life partner. Samuel met his wife Laura, *Drake (IA)*, during a Deltasig sponsored philanthropy event.

"After graduating, we had joined our respective alumni chapters (Twin Cities (MN) and Des Moines-Central Iowa). It wasn't in my long-term plans to marry a brother. We played together in a Deltasig sponsored basketball tournament and the rest was history. Quickly, a friendship was created and then a life-long relationship."

When reflecting on his journey and all of the wisdom he's been able to gather, his piece of advice to younger Deltasigs is two parts. First, go forward in life as your authentic self; knowing who you are is non-negotiable. Secondly, open your mind to thoughts and perspectives different from your own. Taking these actions will take you far in all aspects of life.

certainly during the 200th Anniversary of our country, and the 68th Anniversary of our Fraternity, we will be remembered as the generation that had cast upon it the greatest burden of responsibility to date and dealt with it effectively."

As an emergency powers decision, it was only temporary until the next Grand Chapter Congress. So at the 1977 Congress in Toronto, the action was ratified, co-educational membership was final and the laws and Ritual of Delta Sigma Pi no longer restricted membership. (Interestingly, female delegates were seated for the 1977 Congress because of the previous emergency powers.) The more than 100,000 initiated members who identify as female thank the Gamma Iota Chapter, the Boards led by GPs Cannon and Tatum and many others who fought for open membership.

But as the quote at the beginning of this article states, managing diversity is a process. The Fraternity still had (and has) a lot of work to do!

Diversity Discussions Continue

More than 30 years later, a Diversity and Sensitivity Group, chaired by PGP Mike Mallonee, was approved in September 2009. The Group reviewed ways to better convey our message of diversity and made recommendations to the Board based on their review.

At the time, the Group realized that Fraternity leaders and chapters needed to understand "that diversity is not only right, but is important to the Fraternity" and that "diversity is important to our fraternal well-being". As part of their work, the Board adopted a Diversity and Welcoming Statement, which was added to the website and *The Crown*



& *Delta* (pledge manual). This statement was written in its entirety by Mike’s husband, Ben Collum, *Phoenix-Thunderbird*.

However, words have little meaning without actions. They suggested more diversity training to be offered at National events. They encouraged continuing diversity discussions as a part of visitations from Central Office staff members and national leaders, emphasizing our position on diversity and why it is important. The Diversity and Sensitivity Group also requested new recruiting posters to be prepared to more effectively show the many diverse groups that comprise our Fraternity’s membership.

These actions moved Delta Sigma Pi toward diversity and kept it in the minds of members (especially new members since it was in *The Crown & Delta*). At the time, the Group did not suggest adding diversity topics to chapter professional programming,

In 1966, Founder Harold Valentine Jacobs wrote, “After fifty-nine years of effort, the ideals of the Founders for a fraternity made of members regardless of race, creed or color has come to pass. As one of the originators of this Fraternity, and the ideals expressed and implied in the original Constitution and Bylaws, I can feel that I have accomplished something in this small world.”

surveying chapters regarding how diversity is handled/included in recruiting and communication efforts or increasing focus on Historically Black Colleges (HBCs) with regard to future chapters. Since then, however, with more recent actions, some of these topics have been reemphasized and/or already been implemented.

Building Equity and Fostering Inclusion

Most recently, in July 2020, the Board of Directors re-committed to expanding the organization’s diversity efforts to ensure every member feels part of the organization. One of the first steps was to create a DEI Task Force, currently chaired by Andrew Bare, which would continue conversations and to provide recommendations to the Board.

The Fraternity has also committed to diversity training for staff and development of training for volunteers and chapters—adding additional DEI



DEI, or diversity, equity, and inclusion, is defined by dictionary.com as “a conceptual framework that promotes the fair treatment and full participation of all people, especially in the workplace, including populations who have historically been underrepresented or subject to discrimination because of their background, identity, disability, etc.” DEI is about treating people as they need (and want) to be treated. We all can look to the dictionary to find the textbook definition of DEI; now it is time to define what this means to us.

In the past our members have risen for change, even when there was opposition. Now, we hope members will rise again as we advance not just diversity, but as we create a sense of inclusion and equity for our members. To learn more or find out how you can help, contact deltasigmapi@dsp.org.

sessions to our educational offerings. The Leadership Foundation created a DEI Education Fund to provide funding for this DEI education and training.

Delta Sigma Pi also partnered with the Professional Fraternity Association (led by the business fraternities) on a multi-year effort that includes extensive analysis and training at staff, leader and chapter levels. A new Diversity, Equity and Inclusion Training created as part of this effort was launched in October 2021. This diversity training and assessment was added to our Chapter Management Program (CMP) as part of an optional Chapter Diversity Assessment, although the training is available (self-guided) to all brothers at dsp.org/deitraining.

The Fraternity also recently updated the online recruit profile to ask for pronoun (he/him, she/her, they/them, prefer not to answer) instead of gender. This change shows Delta Sigma Pi is more inclusive to students considering joining the organization and serves as a first step towards improvement, as the DEI Task Force prepares additional future recommendations.

In summer of 2021, when the Board approved the Strategic Priorities for 2021–2026 (see page 15), a conscious decision was made to look at diversity, equity and inclusion in a new way. Instead of setting specific diversity goals or viewing diversity as a task of its

own, the Board recognized the need to include DEI discussions in every goal, every priority, every facet of our brotherhood. DEI was for the first time recognized not as a pillar, but as an underlying foundational organization need. This shift is an acknowledgement that without diversity, equity and inclusion, we fail to achieve our mission and original aims to ensure all members feel included and valued.

We as brothers need to remember diversity is a process and we all need to work hard to ensure every one of us feels like a valued member. In a letter written to his son in 1966 after attending the installation of Zeta Phi Chapter at Florida Atlantic University, Founder Harold Valentine Jacobs wrote, “After fifty-nine years of effort, the ideals of the Founders for a fraternity made of members regardless of race, creed or color has come to pass. As one of the originators of this Fraternity, and the ideals expressed and implied in the original Constitution and Bylaws, I can feel that I have accomplished something in this small world.”▲



✦ Deltasigs “Rize” to the Occasion



Sofia Viscuso and Matthew Friedman, both *Tulane*, wanted to help students and small businesses during the pandemic.

In the midst of COVID-19, it's no secret that a lot of people felt lost. There were many students who had lost internships and many small businesses were struggling to stay afloat. Sofia and Matthew wanted to help by connecting students with small businesses for short-term paid projects, looking for different ways to engage students and bring diversity and equity into business. Traditionally, unpaid internships tend to favor more privileged individuals, so creating paid opportunities built a foundation for a more diverse clientele base.

Their mission is to create a more diverse and equitable employment among college-aged students that better prepare them for post-graduation life as well as helps small businesses. Sofia and Matthew launched Rize during summer 2020, and since then they've worked with approximately 700 students from

25 different universities through 60 short term paid projects, helping students to get more access to the necessary skills to succeed in small business environments.

Sofia and Matthew credit their membership in Delta Sigma Pi as a launching point for many of their personal and professional growth, as well as a place they surrounded themselves with many self-starting, like-minded individuals. They encourage Deltasigs to build relationships with other brothers and be open to new ideas and opportunities. “The more effort you put into your experience as a Deltasig, the sooner you’ll see the benefits.”

**The more effort
you put into
your experience
as a Deltasig,
the sooner
you'll see the
benefits.**

Sofia and Matthew are excited to further promote the many benefits of student talent. Students are valuable, they have unique skillsets and they can help companies grow. They also hope to implement Rize into career centers around the country to help propel the next generation of business leaders into the future. ▲

The COVID pandemic could not stop these brothers from following their passion and creating organizations aimed at helping others.

BY GREG RUSH



✦ Dress for Success with Ready Dress Go

Ready Dress Go is an e-retail platform that helps young aspiring female professionals who want to feel confident in the workplace by increasing the comfort and accessibility of stylish professional attire. Zoe Antell and Jessica Kaplan, both *Vanderbilt*, discovered there is a significant gap in the retail market of business attire for college-aged women that is appropriate for networking, interviewing, and working while also being stylish and highlighting the uniqueness of each individual.

Along with their shop, Zoe and Jessica offer a newsletter and forum they call “Join the Boardroom” which keeps clients engaged and promotes their professional growth even after individuals purchase their merchandise.

“The Owen School of Management doesn't have an undergraduate program, so we had no idea what it was like being a business professional. After joining Delta Sigma Pi, we started going to networking and professional development events where we had to dress professionally. We had no idea what that meant or where to begin,” said Antell.

Seniors Antell and Kaplan joined Omicron Chapter at *Vanderbilt* as freshman, describing the chapter as strongly community-oriented and a strong breeding ground for positive, forward-thinking ideas. Their first semester was their initial foray into the study of entrepreneurship, a less traditional career path for young people interested

in business. In the early stages of ready dress go, they were able to collaborate with other Deltasigs and with constructive feedback, began laying the framework for what would become their business model.

“I remember one of our first business meetings as pledges. We spoke with a brother who had started a business and asked him what he thought of our plan. Then when we moved into customer discovery, half of the women we spoke to were in Delta Sigma Pi as well. So a lot of our potential customer base were women going through the same experiences we were,” said Kaplan.

Antell and Kaplan's advice to younger Deltasigs interested in entrepreneurship is if there is a pain point, a struggle or a gap in a market to not be afraid to explore it. They believe there's no greater regret than missing a potentially great opportunity.

“Starting a business is scary. There are big steps, big risks and big time commitments that you have to take. But seeing an opportunity and taking advantage of it is an incredible thing. You're in Delta Sigma Pi and you have so many resources in front of you, don't be afraid to take that step,” said Antell.

Along with the online retail platform, and the “Join the Boardroom” campaign, ready dress go also has a philanthropic side called the Blazer Fund. The Blazer Fund partners with a nonprofit organization called Girls Inc. to work with young underprivileged women to help them gain affordable access to business professional attire.

“We care a lot about supporting women as they go in their first jobs and as they develop themselves professionally. We also understand it's not possible for everyone to be able to afford the clothing we sell currently. To support all women, we have to go the extra mile to increase accessibility. Women who support our mission can choose to donate and sponsor an outfit on our site. We then use those funds to produce and donate brand new clothing to young women as they try to find themselves and their career paths,” says Antell.

In the next five years, Antell and Kaplan have plans to add more products to their inventory. Currently, they offer a full outfit including a blazer, pants and a top, but they would like to include options such as dresses, skirts and additional styles of tops so women can get their full professional wardrobe in one place. They also want to see their “Join the Boardroom” campaign growing in scale and impact.

“In the future, we want to see ready dress go conferences where women can participate in our brand, see what it means in person and use the events as a networking platform,” said Kaplan.

Learn more about ready dress go and their powerful journey at shopreadydressgo.com. ▲

✧ Weiss Lives Her Life While Cuddling Babies



Parenthood, and motherhood especially, brings a new type of awareness to all who have the fortune of experiencing it.

That statement rings true with Essie Weiss, North Carolina-Chapel Hill, founder of Cuddle USA, a nonprofit organization. Cuddle USA finds volunteers to hold babies while they are staying in the hospital. This cuddling helps their development and gets them home with their families sooner. Fraternally, she currently serves as the VP-Collegiate Relations for Richmond (VA) Alumni Chapter in Central Virginia.

“Being accepted into Deltasig as a collegian and my interaction with my brothers helped me develop my busi-

ness self-image. It also helped me see myself as a leader and a businesswoman on a larger scale. And as an alumni, getting back in touch with Deltasig has helped me build better connections, find new supporters and find new potential mentees to pour into.”

Weiss urges younger Deltasigs to contemplate the big picture when they start to envision the next step in their life’s journey.

“It’s important to really think about the life that you want, not the career, not the house, but the life. If you can find someone who’s living that life, seek them out as a mentor. Dream big and go for it. And lean on your Deltasig brothers to help you connect the dots. And if anyone doesn’t believe in you, it’s not because they want to see you fail, they don’t understand your new path and that’s completely okay.”

Before venturing into the non-profit sector, Weiss was an avid entrepreneur and investor in her community. At 20 years old, she bought a Curves (a women’s gym) franchise. By the time she was 24, she owned six Curves gyms between North Carolina and Virginia and by 27, she sold all of the gyms and moved into the corporate world as a marketing and project management professional at Capital One.

As Weiss entered her 30s, she was able to retire, earning passive income as she looked forward to traveling, spending time with her husband and their soon-to-be arriving bundle of

joy. When Weiss’ daughter was born, she had to be in the NICU and PICU, which is when Weiss discovered that holding their baby was important for her health and development. Upon doing some research, she discovered that many babies who have to stay in the NICU and PICU don’t have any physical interaction and it greatly hinders their growth and development. She also discovered that with a background check and a prior health screening, she could volunteer to be a cuddler for these babies, helping them get out of the NICU faster, becoming physically, mentally and emotionally healthier all the way through to adulthood.

Once she realized how uncommon this knowledge was, she decided she wanted to raise awareness and build a community based on improving lives. In 2020, she started Cuddle USA at Chippenham Hospital in Richmond, Virginia and hopes to eventually make the program statewide and then national.

Unfortunately, due to the COVID-19 pandemic, her progress has been halted due to stricter hospital restrictions but she still currently has supporters in roughly 20 states who have expressed interest in helping her further her cause.

For more information on Cuddle USA, or if you would be interested in connecting with Essie to network and learn more about early retirement, you can reach her at essieweiss@gmail.com.



Presidents' Academy - Bigger, Better and *Still Virtual!*



The fourth annual Presidents' Academy continued to provide leadership development to our chapters' presidents, preparing them for the evolving world.

The event, which was held virtually January 14-16, expanded on its award-winning curriculum. Presidents' Academy is designed to develop chapter presidents' leadership potential in a way that has immediate benefits to them personally, to the chapters they lead and to the Fraternity as a whole. The academy provides leaders with skills to serve as a foundation for success in business, civic and personal lives. This year was even bigger with a number of volunteer leaders (Regional Vice Presidents, District Directors, Assistant District Directors and Chapter Advisors) participating in the programming. Many topics throughout the weekend were introduced during large group presentations, in which volunteer leaders were invited, and then discussed and/or practiced in smaller group settings.

Attendees had the privilege of hearing an inspirational keynote from Microsoft Customer Success Leader Stephen Sorenson, *South Carolina*. During his powerful presentation about Being a Modern Leader, Brother Sorenson encouraged members to build a diverse portfolio of people and experiences, operate with a growth mindset and make an impact by leveraging and sharing. During a Q&A following his presentation, he admitted that he wished he had focused more on the experiences he gained as chapter president and encouraged those in attendance to use their time as college students to grow.

Agenda

Presidents' Academy is an investment in our current collegiate chapter presidents, whose leadership has lasting effects. The Academy seeks out opportunities to better train presidents as leaders beyond manuals or other standard training opportunities. The agenda for this year included:

- *Birkman Basics*: Giving each attendee an authentic look at themselves, how they relate to others who may be different and how they adapt to organizations.
- *Building Successful Teams*: Exploring the assembling process based on providing a diversity of behaviors.
- *Understanding Organizational Purpose and Principles*: Exploring how knowledge of and adherence to a guiding star will assist attendees in both leading the chapter and their career.
- *Incentivizing, Motivating & Accountability*: Recognizing the differences between people and tailoring incentives to properly motivate. Plus, exploring methods to build a culture of accountability within the chapter and how this relates to professional environments.
- *Navigating Difficult Conversations*: Providing insights to help attendees navigate through challenging conflicts in their associations.
- *Strategic Goal Setting and Planning*: Discussing the goal setting process and how it can be used to not only provide direction and focus to the chapter, but also aid in accountability and motivation in all aspects of the attendee's life.
- *Leading Like a Facilitator*: Learning how to approach leadership more from the mindset of a facilitator and less as a top-down, formal leader.

“This weekend is accessible to all Presidents of Delta Sigma Pi collegiate chapters, and I couldn’t be more honored to represent my chapter. These new additional skills have given me the ability to comprehend and enhance my talents, guide others, lead through ambiguity, and practice value-based leadership.”



The Birkman Method

The curriculum includes use of The Birkman Method®.

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. It also measures individual’s needs to help each person be the best version of themselves and further examines personality and perceptions in a social context to promote greater self-management and encourage mutual respect among colleagues.

Support Presidents’ Academy!

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. Donate today at dsp.org/donate.



Some chapters hosted LEAD School watch parties where registrants gathered to attend the virtual event as a group. Cal State-Fresno brothers (from left) Yulisa Gomez, Thi Kim Thao Vo, Celeste Torres, Sultan Al Raisi and Bryan Tubban loved the opportunity to learn, lead and bond during the event.

The event began with a welcome by GP Cory Stopka and introductions by the Fraternity Board of Directors and Regional Vice Presidents. Introductions were followed by highlights of the Delta Sigma Pi Leadership Foundation and then the keynote by Amaris Vicari, Finding Greater Mental Health through Mindfulness.

Amaris Vicari Esq., is the founder and CEO of The Beneficial Element, a mindfulness and emotional intelligence consulting company, where she has been practicing mindfulness for over 25 years. She uses Jon Kabat Zinn’s definition to explain mindfulness: “An awareness that arises through paying attention, on purpose, in present moment, non-judgmentally”. She works with organizations to support wellness and transformation through her unique mindfulness and emotional intelligence programs. The keynote, sponsored by the Delta Sigma Pi Leadership Foundation, showed the basics of mindfulness and had attendees participate in a relaxation activity. The presentation was well received with follow-up questions that provided more clarity for our attendees.

Following Vicari’s presentation, Interim Executive Director Jeremy Levine and National Organizational

Development Committee Chair Crystal Justice highlighted our Strategic Priorities and GP Cory Stopka and PGP Tricia Smith introduced the National Award Winners (see page 32). PGP Tricia Smith then went on to showcase what’s next for Delta Sigma Pi in closing remarks.

A networking hour was offered following the LEAD event for those wanting to get to know Deltasigs from all around with robust and lively participation.

Be sure to **check out future events (see page 3)** and make plans to attend! And don’t forget to take advantage of our **regularly scheduled webinars on operational, personal, professional and leadership development topics** and review even more at dsp.org/deltasiguniversity.

**More than
1,000 registered
for the 2021
Virtual LEAD
School on
October 16!**



CONGRATULATIONS TO THE 2020-21 DELTA SIGMA PI AWARD WINNERS!

NATIONAL INDIVIDUAL AWARDS

CHAPTER ADVISOR OF THE YEAR

Niyati Kataria, serving *Midwestern State (TX)*

DISTRICT DIRECTOR OF THE YEAR

Richard Boner, serving *Cal State-Long Beach*

NATIONAL COLLEGIATE

CHAPTER AWARDS

R. Nelson Mitchell Outstanding Collegiate Chapter
Arizona

Most Improved Collegiate Chapter
California-Santa Barbara

Outstanding Professional Activities
Howard (DC)

Outstanding Service Activities
Clemson (SC)

Outstanding Financial Operations
Howard (DC)

Outstanding Alumni Relations
Florida Southern

Outstanding Scholastic Development
CUNY-Baruch

NATIONAL ALUMNI CHAPTER AWARDS

Outstanding Alumni Chapter
Los Angeles

Most Improved

Long Beach-Pier 9

Outstanding Professional Activities
Reno Sierra Nevada

Outstanding Service Activities
Long Beach-Pier 9

Outstanding Collegiate Relations
Kansas City

PROVINCIAL/REGIONAL INDIVIDUAL WINNERS

**Provincial recognition with province noted in parenthesis and bold*

CHAPTER ADVISOR OF THE YEAR

Chapter listed is the chapter served as Advisor.

Atlantic Coast – Shetia Lamar, *Savannah State (GA)*

Capital – Sophia Marshall, *George Mason (VA)*

***Desert Mountain (Western) – Aimee McFarland, Arizona**

East Central – Keirsten Moore, *Capital (OH)*

Eastern – Christopher Finnin, *Drexel (PA)*

Empire – Laura Riker, *Adelphi (NY)*

Gateway – Debra Cartwright, *Truman State (MO)*

Great Lakes – Robert Bergman, *Lewis (IL)*

Great Plains – Laurie Miller, *Nebraska-Lincoln*

Gulf Western – Mary Dunn, *St. Edward's (TX)*

Huron – Timothy Palmer, *Western Michigan (MI)*

***Mid-South (Southern) – J. Kirk Atkinson, Western Kentucky**

***New England (Northeastern) – Faith Lamprey, Providence (RI)**

Niagara – MaryAnn Pointek Monforte, *Syracuse (NY)*

***North Central (North Central) – Meagan Hagerty, Minnesota**

Rocky Mountain – Don Oest, *Colorado-Boulder*

Sierra Nevada – Thomas Burnham, *Nevada-Reno*

South Atlantic – W. Michael Sinclair, *South Florida-St. Petersburg*

South Pacific – Paul Witman, *California Lutheran*

Southeastern – Stephanie Howard, *Mercer (GA)*

Steel Valley – Karl Menk, *Duquesne (PA)*

***Tornado Alley (South Central) – Niyati Kataria, Midwestern State (TX)**

DISTRICT DIRECTOR OF THE YEAR

Chapter listed is the chapter served as District Director.

Atlantic Coast – Christopher Sweet, *Central Florida*

Capital – Justin Shin, *George Washington (DC)*

Central – Braden Sim, *Indiana-Purdue*

Desert Mountain – Michael Mallonee, *Arizona*

***East Central (Northeastern) – Mary Miracle, Miami (OH)**

Eastern – Amanda Miller, *New Jersey*

Empire – Gabriela Berrios, *Adelphi (NY)*

***Great Lakes (North Central) – Chrissy Husk Nicholson, Valparaiso (IN)**

Great Plains – Karen Helmberger, *Nebraska-Lincoln*

Gulf Western – David Riedel, *St. Edward's (TX)*

Huron – Vito Honey, *Northwood (MI)*

***Midwestern (South Central) – Katie McGrath Whalen, Central Missouri**

New England – Deborah Lang, *Babson (MA)*

Niagara – Travis Brodbeck, *Binghamton (NY)*

North Central – Danielle Cloutier, *Winona (MN)*

Pacific Coast – Cristina Gao Chen, *California-Irvine*

Pacific Northwest – Makeda Beck, *Washington-Seattle*

Rocky Mountain – Andrew Esquivel, *Northern Colorado*

Sierra Nevada – Lauren Short, *Cal State-Sacramento*

***South Atlantic (Southern) – Sarah Lowe, Tampa (FL)**

***South Pacific (Western) – Richard Boner, Cal State-Long Beach**

Southwestern – Sara Casey, *Baylor (TX)*

Steel Valley – Patrick Bonfrisco, *Duquesne (PA)*

Tornado Alley – Laura Thompson Stockbridge, *Oklahoma State*

PROVINCIAL ALUMNI CHAPTER WINNERS

OUTSTANDING ALUMNI CHAPTER

Northeastern – Cincinnati

South Central – Kansas City

Southern – Atlanta

Western – Los Angeles

MOST IMPROVED ALUMNI CHAPTER

South Central – Kansas City

Southern – Memphis

Western – Long Beach-Pier 9

OUTSTANDING PROFESSIONAL ACTIVITIES

Northeastern – Cincinnati

South Central – Kansas City

Southern – Atlanta

Western – Reno Sierra Nevada

OUTSTANDING SERVICE ACTIVITIES

North Central – Twin Cities (MN)

Northeastern – Cincinnati

South Central – Kansas City

Southern – Atlanta

Western – Long Beach-Pier 9

OUTSTANDING COLLEGIATE RELATIONS

North Central – Twin Cities (MN)

Northeastern – Albany Upstate New York

South Central – Kansas City

Southern – Atlanta

Western – Reno Sierra Nevada

PROVINCIAL/REGIONAL COLLEGIATE

CHAPTER WINNERS

**Provincial recognition with province noted in parenthesis and bold*

R. NELSON MITCHELL OUTSTANDING COLLEGIATE CHAPTER

Atlantic Coast – Savannah State (GA)

***Capital (Northeastern)** – Howard (DC)
 ***Desert Mountain (Western)** – Arizona
 East Central – Cincinnati
 ***Gateway (South Central)** – Truman State (MO)
 Great Lakes – Wisconsin-Milwaukee
 Great Plains – South Dakota
 Gulf Western – St. Edward's (TX)
 ***Huron (North Central)** – Western Michigan
 ***Mid-South (Southern)** – Western Kentucky
 Midwestern – Kansas
 New England – Massachusetts-Boston
 Niagara – Syracuse (NY)
 North Central – St. Thomas (MN)
 Pacific Coast – Cal State-Fullerton
 Sierra Nevada – Cal State-Fresno
 South Atlantic – South Florida-Tampa
 South Pacific – California-Santa Barbara
 Southwestern – North Texas
 Steel Valley – Duquesne (PA)
 Tornado Alley – Midwestern State (TX)

MOST IMPROVED COLLEGIATE CHAPTER

Atlantic Coast – Savannah State (GA)
 Bay Area – California-Santa Cruz
 ***Capital (Northeastern)** – Howard (DC)
 Central – Indiana
 Desert Mountain – Arizona
 East Central – Marshall (WV)
 Eastern – New Jersey
 Empire – Adelphi (NY)
 Gateway – Saint Louis
 Great Lakes – DePaul (IL)
 Great Plains – South Dakota
 Gulf South – Tulane (LA)
 Gulf Western – St. Edward's (TX)
 ***Mid-South (Southern)** – Western Kentucky
 ***Midwestern (South Central)** – Kansas
 New England – Massachusetts-Boston
 Niagara – Syracuse (NY)
 ***North Central (North Central)** – St. Thomas (MN)
 South Atlantic – South Florida-Tampa
 ***South Pacific (Western)** – California-Santa Barbara
 Southwestern – Texas Christian
 Steel Valley – Duquesne (PA)
 Tornado Alley – Texas Tech

OUTSTANDING PROFESSIONAL ACTIVITIES

Atlantic Coast – Savannah State (GA)
 Bay Area – Cal Poly-San Luis Obispo
 ***Capital (Northeastern)** – Howard (DC)
 Central – Purdue (IN)
 Central Gulf – Alabama
 ***Desert Mountain (Western)** – Arizona
 East Central – Cincinnati

Eastern – New Jersey
 Empire – CUNY-Baruch
 Gateway – Saint Louis
 Great Lakes – Western Illinois
 ***Great Plains (North Central)** – Drake (IA)
 Gulf South – Louisiana State
 ***Gulf Western (South Central)** – Texas-San Antonio
 Huron – Western Michigan
 ***Mid-South (Southern)** – Western Kentucky
 Midwestern – Kansas
 New England – Northeastern (MA)
 Niagara – Syracuse (NY)
 North Central – Wisconsin-La Crosse
 Pacific Coast – California-Irvine
 Pacific Northwest – Washington-Bothell
 Rocky Mountain – Denver
 Sierra Nevada – California-Merced
 South Atlantic – South Florida-Tampa
 South Pacific – Hawaii-Manoa
 Southeastern – Mercer (GA)
 Southwestern – North Texas
 Steel Valley – Kent State (OH)
 Tornado Alley – Midwestern State (TX)

OUTSTANDING SERVICE ACTIVITIES

Atlantic Coast – Savannah State (GA)
 Bay Area – Cal Poly-San Luis Obispo
 Capital – George Washington (DC)
 Central – Illinois-Urbana
 Central Gulf – Alabama
 ***Desert Mountain (Western)** – Arizona State
 ***East Central (Northeastern)** – Miami (OH)
 Eastern – St. Joseph's (PA)
 Empire – CUNY-Baruch
 ***Gateway (South Central)** – Truman State (MO)
 ***Great Lakes (North Central)** – Lewis (IL)
 Great Plains – Drake (IA)
 Gulf South – Louisiana State
 Gulf Western – Texas-San Antonio
 Mid-South – Vanderbilt (TN)
 Midwestern – Missouri-Kansas City
 New England – Massachusetts-Amherst
 Niagara – Albany (NY)
 North Central – Wisconsin-La Crosse
 Pacific Coast – Cal State-Fullerton
 Rocky Mountain – Denver
 Sierra Nevada – California-Merced
 South Atlantic – Florida Atlantic
 South Pacific – Cal Poly-Pomona
 ***Southeastern (Southern)** – Clemson (SC)
 Southwestern – Texas Christian
 Steel Valley – Duquesne (PA)
 Tornado Alley – Oklahoma

OUTSTANDING FINANCIAL OPERATIONS

***Capital (Northeastern)** – Howard (DC)
 Desert Mountain – Arizona

***Great Lakes (North Central)** – Wisconsin-Milwaukee
 Great Plains – South Dakota
 New England – Massachusetts-Boston
 Niagara – Rochester Tech (NY)
 ***Pacific Coast (Western)** – Cal State-Fullerton
 South Pacific – Hawaii-Manoa
 Steel Valley – Duquesne (PA)

OUTSTANDING ALUMNI RELATIONS

Bay Area – Cal Poly-San Luis Obispo
 Capital – Howard (DC)
 Central – Indiana-Purdue
 ***Desert Mountain (Western)** – Arizona
 East Central – Miami (OH)
 ***Gateway (South Central)** – Truman State (MO)
 Great Lakes – Wisconsin-Milwaukee
 Great Plains – South Dakota
 Gulf Western – Texas-San Antonio
 ***Huron (North Central)** – Western Michigan
 Mid-Atlantic – Longwood (VA)
 Mid-South – Western Kentucky
 Midwestern – Kansas
 ***New England (Northeastern)** – Massachusetts-Boston
 Niagara – Binghamton (NY)
 North Central – St. Thomas (MN)
 Pacific Coast – California-Irvine
 Rocky Mountain – Denver
 Sierra Nevada – California-Merced
 ***South Atlantic (Southern)** – Florida Southern
 South Pacific – Cal Poly-Pomona
 Southeastern – Mercer (GA)
 Tornado Alley – Midwestern State (TX)

OUTSTANDING SCHOLASTIC DEVELOPMENT

Atlantic Coast – Savannah State (GA)
 Bay Area – Cal Poly-San Luis Obispo
 ***Desert Mountain (Western)** – Arizona State
 East Central – Cincinnati
 ***Empire (Northeastern)** – CUNY-Baruch
 Gateway – Truman State (MO)
 Great Lakes – Wisconsin-Milwaukee
 Great Plains – Drake (IA)
 Gulf Western – Texas-San Antonio
 Mid-South – Western Kentucky
 ***Midwestern (South Central)** – Kansas
 New England – Bentley (MA)
 ***North Central (North Central)** – St. Thomas (MN)
 Pacific Coast – California-Irvine
 Rocky Mountain – Denver
 Sierra Nevada – California-Merced
 ***South Atlantic (Southern)** – Florida Southern
 South Pacific – Hawaii-Manoa
 Southeastern – Mercer (GA)
 Southwestern – North Texas
 Tornado Alley – Midwestern State (TX)



Chapter Management Program Recognition

The Chapter Management Program allows chapter members, national leaders and staff to evaluate chapter operations and activities. Chapters are required to submit items to the National Fraternity to achieve each level and are expected to reach the Accredited Chapter level, which includes the minimum standards for every collegiate chapter. If all requirements for Accredited Chapter are completed, the chapter should strive to achieve the second level, Chapter of Recognition, and then the third level, Chapter of Excellence.

Congratulations to the 57 chapters that reached Chapter of Excellence, 73 chapters reaching Chapter of Recognition and 118 that earned the Accredited Chapter in 2020-2021!

EXCELLENCE

A Chapter of Excellence is a chapter that is operationally sound with a well-rounded program focusing on larger scale events and National Fraternity promotion. These are the top performers in Delta Sigma Pi.

Angelo State (TX)	Florida Atlantic	Maryland-College Park	St. Cloud State (MN)
Arizona	Florida Southern	Massachusetts-Amherst	St. Edward's (TX)
Arizona State	Georgia State	Massachusetts-Boston	Stony Brook (NY)
Binghamton (NY)	Hawaii-Hilo	Miami-Ohio	Tampa (FL)
Cal Poly-Pomona	Hawaii-Manoa	Missouri State	Texas-Austin
California Lutheran	Howard (DC)	North Texas	Texas-El Paso
California-Irvine	Indiana	Northern Arizona	Texas-San Antonio
California-Merced	Indiana State	Oklahoma	Truman State (MO)
California-Santa Barbara	Indiana-Purdue at	Pepperdine (CA)	Valparaiso (IN)
Chapman (CA)	Indianapolis	Rider (NJ)	Western Kentucky
Cincinnati	Iowa	Rochester Tech (NY)	Western Michigan
Clemson (SC)	Kansas	Roger Williams (RI)	Wisconsin-Madison
DePaul (IL)	Lewis (IL)	San Diego State	Wisconsin-Milwaukee
Drake (IA)	Loyola Marymount (CA)	Savannah State (GA)	
Duquesne (PA)	Marshall (WV)	South Dakota	

RECOGNITION

A Chapter of Excellence is a chapter that is operationally sound with a well-rounded program focusing on larger scale events and National Fraternity promotion. These are the top performers in Delta Sigma Pi.

Baylor (TX)	Cal State-East Bay	Connecticut	Midwestern State (TX)
Bellarmine (KY)	Cal State-Long Beach	Delaware	New Mexico
Boston U.	California-Santa Cruz	George Washington (DC)	Purdue (IN)
Buffalo (NY)	Colorado State	Georgia Tech	St. Thomas (MN)

ACCREDITED

An Accredited Chapter is a chapter that is operationally sound and functions within all the guidelines of the National Fraternity. All chapters listed under Recognition and Excellence also achieved this level.

Ball State (IN)	New Jersey
Bentley (MA)	New Mexico State
Bowling Green State (OH)	North Florida
Cal Poly-San Luis Obispo	Northeastern (MA)
Cal State-Fresno	Penn State-Erie
Cal State-Fullerton	Penn State-State College
California-San Diego	Pittsburgh
Capital (OH)	Rhode Island
Concordia (CA)	Saint Louis
Florida	Santa Clara (CA)
Illinois State	Siena (NY)
Iowa State	South Florida-St. Petersburg
Jefferson-East Falls (PA)	South Florida-Tampa
Kennesaw State (GA)	Syracuse (NY)
Kent State (OH)	Texas Christian
Longwood (VA)	Texas Tech
Louisiana State	Vanderbilt (TN)
Loyola-Chicago	Virginia Tech
Marquette (WI)	Washington-Seattle
Mercer (GA)	Wayne State-Nebraska
Miami-Florida	Wisconsin-La Crosse
Minnesota	Xavier (OH)
Missouri-St. Louis	

ALUMNI CHAPTER RECOGNITION PROGRAM

The Alumni Chapter Recognition Program encourages alumni chapters to promote leadership, enrich programming, enhance communication with their membership and receive recognition for their efforts. Congratulations to the following alumni chapters reaching recognition for 2020-2021!

GOLD

Albany Upstate New York
Atlanta
Cincinnati
Cleveland-Akron
Kansas City
Long Beach-Pier 9
Los Angeles

SILVER

Austin
Chicago
Orange County (CA)
Reno Sierra Nevada

BRONZE

Des Moines-Central Iowa
Fort Worth
Cowntown
Memphis

CHAPTER PERFORMANCE AWARDS

The Chapter Performance Awards allow the Fraternity to recognize chapters within each Province for their success without having them apply. These awards are based on statistical information that can be pulled from official Fraternity records.

HIGHEST PERCENT OF CHAPTER MEMBERS ATTENDING LEAD SCHOOLS & LEAD PROVINCIAL CONFERENCE

North Central - Wayne State-Nebraska (87%)
Northeastern - Frostburg State (MD) (58%)
South Central - Louisiana Tech (100%)
Southern - Florida State (58%)
Western - Concordia (CA) (65%)

HIGHEST INCREASE IN MEMBERSHIP

North Central - Iowa (34%)
Northeastern - Howard (DC) (50%)
South Central - Houston (38%)
Southern - Alabama (62%)
Western - Chapman (CA) (40%)

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



1 \ SPACE CITY HOUSTON joined together to celebrate Founders' Day—with special guests, Founder Henry Albert Tienken's grandson and son, Roger and George (far left).

2 \ CAL STATE-SACRAMENTO brothers had the chance to meet and volunteer with California Governor Gavin Newsom while sorting and organizing food at St. Matthew's River City Food Bank in November. From left: Isis Sainz, Angel Huang, Newsom, Brian Villatoro and Brianna Nguyen.

3 \ DEPAUL (IL) chapter officers met with Leadership Foundation Chapter Champion Jim Gerhardt in August to discuss the Chapter Leadership Fund program. From left clockwise: Gerhardt, Bethany Kujawinski, Julia DeFalco, Meygan Echols, Jenni Jengwa, Viviana Frias, Roland Pitts, Brandon Kaseler, Mitchell Reicks, Gavin McGill and Rokas Stadalninkas.

4 \ CINCINNATI ALUMNI hosted its seventh annual Open House in November with nearly 40 attendees representing 15 different chapters. Current and former staffers, Golden Council members, Silver Helmet recipients and more provided tours of the office. Collegiate chapters were provided special attention, showing members their chapters' original documents such as petitions, installation programs, *Deltasig* articles and membership forms.



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5 \ RUTGERS-NEWARK welcomed 13 new members last fall.

6 \ BIRMINGHAM MAGIC CITY celebrated the holidays at Bright Star Restaurant in Bessemer, Ala., which is owned by Nick Koikos, *Alabama*. During the event, the chapter collected a record number of toys for their annual holiday toy drive! From left: Central Gulf RVP Kyle Bischoff; Michelle Cain, *Troy (AL)*; Austin Thigpen, Dylan Flowers, Peyton Flowers, Danielle Mason, *all Jacksonville State (AL)*; DaCotah Collier, *West Florida*; Lee

James, *West Alabama*; Allan Downs and Amy Downs, both *George Mason (VA)*.

7 \ CORNELL (NY) brothers gather in front of Cornell's Law School at the beginning of the fall term. The chapter utilized the time to update members' professional headshots and take photos for their website and other marketing/recruitment materials.

8 \ ILLINOIS collaborated with the University's Counseling Center, Active Minds and the Gies College of Business

to hold a walk for Suicide Prevention Week in October. The event brought more than 250 students to walk 1.5 miles while brothers held signs at different points with impactful messages and statistics about the importance of bringing awareness to suicide prevention. Pictured is Gracie Habermeier and Grace Heiberger along with positive affirmations written by walk participants.

9 \ PITTSBURGH safely hosted their first in-person initiation since 2019 in October, initiating 29 new members.



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10 \ COLORADO STATE celebrated their 30th anniversary with an event in December and nearly 90 Deltasigs showed up for the occasion. Throughout the night, the chapter celebrated their 1000th brother and recognized Chapter Advisor Vickie Bajtelsmith with her Silver Helmet Award. The chapter also unveiled a new copy of their chapter charter, with five founding members in attendance: Christopher Hill, Linda Speer, Jessica Bloch-Brown, Cory (Henderson) Kraft and faculty member John Weiss.

11 \ ROCHESTER TECH (NY) presented a new scholarship, spearheaded by VPSA Nathan Parker (pictured), to two Deltasigs this fall. Members completed an online application, which was reviewed by the chapter president, VPF and chapter advisor. This year's scholarships were funded by the Saunders College of Business Development Fund.

12 \ ST. PETE-CLEARWATER hosted its second Annual Founders' Day Picnic at Picnic Island Park in Tampa with

the help of **SOUTH FLORIDA-TAMPA** and **FLORIDA SOUTHERN**. More than 75 brothers, pledges and guests ate food and played cornhole, volleyball, and kickball.

13 \ ST. CLOUD STATE (MN) brothers, family and friends volunteered at the Tri-County Humane Society where they cleaned and helped socialize some of the animals. One brother even adopted a cat after having a bonding moment during the event!



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14 \ PROVIDENCE (RI) members received their official charter in December, approximately one year after being installed as Omega Upsilon Chapter. New England RVP Jen Huynh, DD Peter LaCava and faculty member Christine Earley, *Connecticut*, were all in attendance to present the charter.

15 \ NEW JERSEY brothers went to the Watershed Institute in September to help clean up damage to the land from Hurricane Ida. The chapter was able to remove a lot of debris and garbage from the area.

16 \ ATLANTA kicked off the fiscal year with their annual lunch and barbeque in August with brothers, family, and friends. Kimberly, *Clemson (SC)*, and Barrett, *Georgia State*, Carter catered their homemade barbeque and banana pudding. Southern PVP Meghan Hill and Southeastern RVP CJ Cook attended, sharing news of upcoming events.

17 \ MIDWESTERN STATE (TX) hosted a challenge as part of the Founders' Day Challenge in November. For every \$100 donated, a pie was thrown into the face of Business Dean Jeff Stambaugh,

National Chapter Advisor of the Year Dr. Niyati Kataria, Tornado Alley RVP and Epsilon Zeta Founding Member Mark Wernette, or Chapter President Anil Khanal. Pictured is DD Karen Beatty-Martinez throwing a pie at Wernette during the chapter's Founders' Day Celebration dinner.

18 \ CHICAGO ALUMNI members gathered together to celebrate Founders' Day at Buca di Beppo in November.



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19 \ CINCINNATI ALUMNI hosted their Welcome Wednesday event at Keystone Bar and Grill in November. The alumni chapter was joined by collegiate members from Alpha Theta at CINCINNATI.

20 \ ST. BENEDICT/ST. JOHN'S (MN) members were presented their official charter in November. The Omega Phi Chapter was installed virtually in September 2020 during the pandemic.

21 \ DENVER ALUMNI had a great time hiking through Roxborough State Park in October. From left: Katrina Brunner; Ryan Brunner, Connor Mong, both *Northern Colorado*; Allison Coe McMickle, TJ McMickle, both *Texas Tech*; and Caitlin Dougan, *Colorado-Colorado Springs*.

22 \ INDIANA STATE hosted a barn dance with the Alpha Kappa Psi chapter in November. The theme of the dance was "Under the Stars".

23 \ OKLAHOMA CITY TORNADO ALLEY members met up for food and fun with Leadership Foundation EVP Bill Schilling in September. From left: Avery Moore, *Oklahoma*; Jerry Hotwagner, *Oklahoma State*; Tornado Alley RVP Mark Wernette; Yvonne Moore, *Cameron (OK)*; Nicole Wernette, *Missouri State*; Schilling; and Jim Deaton, *Oklahoma*.

II KUDOS II

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

ACHIEVEMENTS

Frank Shrope, Arizona State, is founder and CEO of LiquorPH Distributors Corp. in Makati, Philippines.

Beth Losik, Baker (KS), is senior project manager-advertising operations at T-Mobile in Overland Park, Kan.

Laura Buckley, Ball State (IN), is owner of Retirement and Beyond Financial in Noblesville, Ind.

Steve Buckley, Ball State (IN), is in customer service at Lennar in Noblesville, Ind.

Adrian Acevedo, Baylor (TX), is an administrator at HedgeServ in Dallas, Texas.

Michelle Schwarz, Cal State-Fresno, is technical procurement specialist at Pacific Gas and Electric Company in Clovis, Calif.

Kevin Salazar, Cal State-Fullerton, is senior financial analyst at the Walt Disney Company in Orlando, Fla.

Jessica Galle, Central Florida, is senior manager at PwC in Tampa, Fla.

Carol Agranat, Colorado-Boulder, is CEO, career strategist for Career Mapping Solutions in Neehdam, Mass.

Mike Swanson, Colorado-Boulder, is associate advisor at Diversified Asset Management, Inc. in Boulder, Colo.

Rebekah Cohen, Colorado State, is a buyer at Viega in Broomfield, Colo.

Brother Tibbs Named CFO of the Year

Brian Tibbs, *Central Florida*, was recently named CFO of the Year by the *Cincinnati Business Courier* for his work with metal fabricating company, Monti. The C-Suite Award honors top-level executives in the Cincinnati tri-state region who have shown outstanding leadership and led stellar performance at Greater Cincinnati businesses and nonprofits.

After graduating from the University of Central Florida, Tibbs continued his journey in the United States Air Force. After concluding his time in the military, Tibbs migrated to BAE Systems, a multinational arms, security, and aerospace company based in London. He worked there for 12 years, eventually landing himself a role in the finance department.

Now Tibbs is with Monti, a private, family-owned metal fabricating company based in Cincinnati, where he has been for the last 8 years. In his nomination for the award, it states "we have returned record sales and profit, increased our geographic and customer footprint, and grown in our strategic and corporate maturity. Brian has been integral to all of these successes and with Brian on board we have better clarity on the path forward, more confidence in our ability to achieve goals, and utmost trust that our finances and all of Brian's functional areas of responsibility will continuously improve for our future growth. He is a high impact partner to the business and essential to our future growth and success."

When reflecting on his time as a member of Deltasig, he had this to say: "It wasn't until I joined Deltasig that I learned how to schedule and prioritize and truly come into adulthood. And whether they realized it or not, my brothers showed me the importance of doing the things you need to do before you do the things you want to do. Surrounding yourself with your Deltasig brothers provides opportunity for more self-mentoring than anything else - we're all peers in this group, hoping to be better than we were the day before. The only thing that can sharpen steel is steel."

"A piece of advice that I would give to younger Deltasigs is blossom where you are planted. We may not always have the opportunity to follow our passion, but we can always bring our passion with us. The best thing you can do is do the job in front of you to the best of your abilities."

Congratulations on all of your recent successes, Brother Tibbs!



Robert Glasser, Connecticut, is managing director at BRG Consulting in Denver, Colo.

Josh Kuruvilla, DePaul (IL), is an audit senior manager at KPMG in Chicago.

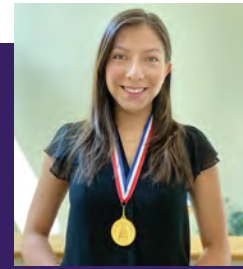
James McBride, Duquesne (PA), is associate general counsel at Reliance Steel & Aluminum in Arlington, Texas.

Kirsten Sutter, Evansville (IN), is a senior project manager, proposals at Magellan Health in Northbrook, Ill.

George Herrero, Florida Atlantic, is CEO of Kenway Global Co. in Miami, Fla.

Rudy Yorio, Florida Atlantic, is a registered nurse at Bethesda Hospital East in Boynton Beach, Fla.

Rodriguez-Luna Earns Congressional Award Gold Medal



Daniela Rodriguez-Luna, *New Jersey*, became a Congressional Award Gold Medalist last July, earning her the highest honor bestowed upon youth civilians through the U.S. Senate and House. Congress established The Congressional Award in 1979 “to recognize initiative, service, and achievement in young people”.

According to Brother Rodriguez-Luna, “The program recognizes initiative, leadership and service and focuses on four different areas of development. This award represents the culmination of over 400 hours of community service, 200 hours of personal development, 200 hours of physical fitness, and the completion of a five day, four night cultural exploration. I knew it wouldn’t be easy, but that motivated me even more to earn this honor.” It took her seven years of hard work and dedication to finally earn her Gold Medal.

Daniela was first introduced to the award while getting some test prep at a testing and consulting office. According to Daniela, “What attracted me to this award is it encouraged me to set objectives, to have something to work toward and to challenge myself. It was also 100% voluntary; I think the best projects in life are those you do with passion and heart.” She started her journey in 2013 and received her Silver Medal two years later at a ceremony hosted by Senator Cory Booker in Newark, NJ.

The award encouraged her to take on leadership roles and make a difference. Daniela’s time as Vice President-Community Service for Mu Omega Chapter helped her work toward her public service goal while helping people, inspiring her brothers and making a difference. The skills she gained as a Deltasig helped her earn an internship, which in turn helped her with her personal development goals for the award. Now, Daniela is a pricing analyst for Innophos and she hopes to pursue her MBA in the coming years.

“This award is like a road map for anything I want to achieve,” said Rodriguez-Luna. “I learned that you cannot achieve goals overnight. When you really want something you have to plan and work hard for many years and keep working even when life gets busy. The best lesson I will take with me in my future endeavors is that I didn’t win the gold, I earned it.”

Learn more at congressionalaward.org.

Cedric Powell, Florida Southern, is owner of Showtime Construction in Tampa, Fla.

Priyanka Jahr, Georgia, is founder and managing partner at Laquerus in Atlanta.

Dennis Marchman, Georgia State, is manager specialty sales-roofing at Builders FirstSource in Hattiesburg, Miss.

Brooke Harper, Grand Valley State (MI), is a marketing content coordinator at Service Express in Grand Rapids, Mich.

Angela Nelson, Grand Valley State (MI), is vice president, equity diversity and inclusion at Travel Portland in Portland, Ore.

Richard Driscoll, Indiana-Purdue at Indianapolis, is a staff accountant at Blue & Co., LLC in Indianapolis.

Rick Parks, Indiana State, is president and CEO of Society Insurance in Fond du Lac, Wisc.

Hannah Slater, Iowa, is marketing coordinator at DLR Group in Chicago.

Jami Ibello, James Madison (VA), is an account manager for TEKsystems, Inc. in Cookville, Md.

Alim Stickney, La Salle (PA), is project controller for Ramboll in Arlington, Va.

Jeffrey Foundas, Louisiana Tech, is a sensitive activity planner at Kavaliro in Camp Smith, Hawaii.

John Collins, Loyola-New Orleans, retired from a career as an IRS agent. He lives in Bay St. Louis, Miss.

Mid-Atlantic RVP Chelsey Fix, Lynchburg (VA), started a new job as Management Trainee at Enterprise Holdings. She lives in Richmond, Va.

Matt Pyles, Miami-Ohio, is vice president of redevelopment at Atria Senior Living in Louisville, Ken.

Karen Beatty-Martinez, Midwestern State (TX), is a Texas realtor for Keller Williams Realty in Wichita Falls, Texas.

Andrew Jones, Midwestern State (TX), is a supervisory health systems specialist at Eastern Oklahoma VA Health Care System in Muskogee, Texas.

Tornado Alley RVP Mark Wernette, *Midwestern State (TX)*, is chief financial officer at FSNB National Association in Lawton, Okla.

Brandon Olson, *Minnesota State*, is owner of Lil Bee's Learning Center in Mankato, Minn.

Richard Antram, *New Mexico State*, retired from Sears Holding Co. He lives in Nuevo, Calif.

Karen Gard, *Nicholls State (LA)*, is entrepreneurial operating system operations manager for Lead the Way Performance Solutions in Cottrellville, Mich.

Janelle Dixon, *North Carolina-Chapel Hill*, is an enterprise resource planning application support at DPR Construction in Charlotte, N.C.

Kevin Wright, *Northern Arizona*, is director of influence and impact at the International Association of Black Actuaries. He lives in Las Vegas, Nev.

Eric Guilbeau, *Radford (VA)*, is an analyst at Kantar in New York, N.Y.

Thomas Partridge, *Rochester Tech (NY)*, retired from Eastman Kodak. He lives in Wellington, Fla.

Malia Kunst, *San Diego State*, is executive assistant to the president at San Diego Miramar College in San Diego.

Taleen Khatchadourian, *Southern California*, is client coach and independent facilitator at Guidelight Group LLC in Los Angeles.

John Gresley, *Southern Illinois-Edwardsville*, retired as inn keeper at the Inn at Pine Terrace. He lives in Gainesville, Fla.

Grand President Cory Stopka, *St. Cloud State (MN)*, is a sales representative at Culligan Water in Burnsville, MN.

Emily Nguyen, *Texas-Austin*, is a solutions consultant for Snowflake in Rowlett, Texas.

Suzie Aldridge, *Texas Christian*, is owner of MPACT Sales & Marketing in Paradise, Texas.

Jeff Hilbert, *Troy (AL)*, is branch manager and assistant vice president at Bank of the West in Toledo, Ore.

Rebecca Kagarice, *Truman State (MO)*, is the accounting manager at Maplewood

Richmond Heights School District, in Maplewood, Mo.

John Hutton, *Virginia Commonwealth*, retired as graduate programs coordinator at Virginia Commonwealth University's College of Humanities and Sciences. He lives in Winchester, Va.

Tamara Chernomordik, *Washington-St. Louis*, is senior director of environmental, social, and governance at Kimco Realty. She lives in Denver, Colo.

DeMoine Adams Named CEO of TeamMates

"Once you see where you're going, then everything you do must correspond with where you're going."

This quote guides DeMoine Adams' daily life.

Motivated by purpose, Adams is a motivational speaker who inspires others to be greater, to be leaders, and to be winners in the game of life. Originally from Pine Bluff, Arkansas, he is a former University of Nebraska standout football player and previously served as a Development Director with the University of Nebraska Foundation. DeMoine has presented multiple times at Deltasig events and was initiated into Alpha Delta Chapter at Nebraska-Lincoln in 2021 because of the impression he left on many.

Last September, Brother Adams began serving as Chief Executive Officer of TeamMates. The TeamMates Mentoring Program is a nonprofit organization whose mission is to impact the world by inspiring youth to reach their full potential through mentoring. Founded in 1991 by Dr. Tom and Nancy Osborne, with just 22 football players serving as mentors, their cause is currently impacting 170 school districts across five states. Adams has plenty of experience with the program, serving TeamMates for eight of its 30 years as a Post-Secondary Education Coordinator (2012-2016) and as Program Director (2016-2020).

"I'm humbled and excited for this amazing opportunity to lead by serving the mentees, mentors and TeamMates Programs in all five states with a team that is committed to the mission and the core values of TeamMates," Adams said. "TeamMates Mentoring will always be Tom and Nancy Osborne's legacy and I look forward to keeping their legacy alive for many decades by helping youth reach their full potential through mentoring."

To learn more, visit teammates.org.



Joe Factor, Winona State (MN), is a product manager at NMDP Be the Match in Minneapolis, Minn.

Michelle Miller, Winona State (MN), is an IT developer at Evergy in Kansas City, Mo.

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

Kendall Maddox, Albion (MI), and Geena Ostas on June 19. They live in Scottsdale, Ariz.

Hillary Burkett, Indiana-Purdue at Indianapolis, and Jeffrey Harnasch on July 28. They live in Wickeburg, Ariz.

Jennifer Gatica, Midwestern State (TX), and William Cospser on October 31. They live in Arlington, Texas.

Katie Goebel, Missouri State, and Bobby Erskine on September 11. They live in Olathe, Kan.

Kyle Junk, Penn State-Erie, and Cole Reilly on November 14, 2020. They live in Red Lion, Penn.

Kelly Kolstad, San Francisco, and Zach Smith on October 12. They live in San Francisco, Calif.

Teresa Schudrowitz, St. Ambrose (IA), and David Racz on August 28. They live in Deer Park, Wisc.

Michael Weeks, South Carolina, and Ivy on October 16. They live in Parkville, Md.

Amanda Maldonado and Ryan Satcher, both **South Florida-St. Petersburg**, on March 22, 2020. They live in Tampa, Fla.

Alexis Jackson, Washington-St. Louis, and Ezekiel Hall on June 25. They live in Columbia, Mo.

Kameryn Moore, Washington-St. Louis, and Garrett Chapman on March 28, 2021. They live in Colorado Springs, Colo.

Aimee Underwood, West Virginia, and Evan Thorn on October 16. They live in Maidsville, W. Va.

Gains

Kendall Maddox, Albion (MI), and Geena Ostas on October 8 - Jaxon. They live in Scottsdale, Ariz.

Rocky Mountain RVP Nick Rizzi, Denver, and Victoria on November 19 - Desmond. They live in Parker, Colo.

Jamie Mulvihill, Eastern Illinois, and Ryan on April 30, 2020 - Nicholas Robert Francis. They live in Plainfield, Ill.

Sam Brenner, La Verne (CA), and Omar Cuevas on August 16 - Issac. They live in Chino, Calif.

Drew Sawa, Marquette (WI), and Aycha on September 27 - Leyla. They live in Milwaukee, Wis.

Sean Vineyard, Radford (VA), and Natalie on September 25 - Silas. They live in Brambleton, Va.

Emily Hudson, Lindenwood (MO), and **Matt, Saint Louis**, on January 4 - Wyatt. They live in Saint Charles, Mo.

Holly Vernon Tucker, Troy (AL), and Erik on October 10 - Emerson. They live in Prattville, Ala.

Morgan Spangler, Washington State, and Ethan on November 18 - Olivia. They live in Whitefish, Mont.

|| **LOSSES** ||

Auburn (AL)
Harold "Rob" Robinson
(November 3)

Babson (MA)
William Cleworth
(November 16)

Baylor (TX)
Paul Wells (September 2)

Christian Brothers (TN)
Jacob Marchese III (January 4)

Detroit
David Susulla (October 23)

Drake (IA)
Charles DeBruin (October 9)

Ferris State (MI)
Michael Grove (June 27)

Glenn Larsen (September 20)

Iowa State
Wayne Vanderbur (February 28, 2021)

Johns Hopkins (MD)
Edwin Calvert (November 27)

Loyola-Chicago
James Prescott (January 22)

Massachusetts-Boston
Jason O'Neal (November 10)

McNeese State (LA)
Roger Martin (October 7)

Nebraska
Ronald Lahm (October 21)

North Texas
Laurie McNeil (October 29)



REMEMBERING JIM PRESCOTT

On January 14, the Fraternity lost one of its most special Deltasigs, James L. Prescott, who passed away at the age of 70.

Jim’s nearly 50 years of involvement covered all levels of Fraternity activity, starting when he was initiated on April 29, 1972 into Gamma Pi Chapter at Loyola University of Chicago. He received his Silver Helmet in 1997—recognizing 25 years of fraternal service—and in 2006, he was awarded the Lifetime Achievement Award for his long-term involvement and dedication to Delta Sigma Pi.

Nationally, Brother Prescott is known for being a Deltasig historian—he was very passionate about Fraternity history and loved to talk about it. He assisted with Deltasig’s 75th Anniversary Celebration as chair of the National History of the Fraternity committee. Twenty-five years later he served again as a member of the National Centennial Celebration Committee and author of the Centennial series featured in *The Deltasig* magazine.

Locally, Jim has made an impact within the Chicagoland area. After graduating, he served as both Chapter Advisor and District Director for the Loyola-Chicago chapter. He has also been an active member of Chicago Alumni Chapter for more than 45 years, serving many years as president and also filling the role of treasurer and secretary. Chicago presented the Anthony Z. Fernandez Distinguished Alumni Service Award to him in 2018 for his years of service to the alumni chapter.

Brother Prescott was also Chair of the Chicago Alumni Chapter Scholarship Committee from 2000 to 2015 and resumed this position in 2019. During his time as Chair, he negotiated the terms of the Thomas M. Mocella Scholarship and the H.G. Gig Wright Fellowship with the Leadership Foundation. Jim was a longtime supporter of the Leadership Foundation and the scholarships, assisted in raising more than \$58,000 for those two scholarships and continuing to support the fund with new donations. We encourage you to continue his legacy with a donation to either fund: www.dsp.org/donate

Brother Prescott volunteered in a number of other roles. He served as president of the Delta Sigma Pi Educational Foundation during the time of the merger between the Foundation and the Leadership Fund (which became the modern day Delta Sigma Pi Leadership Foundation). He also served as chair of the National Life Membership Committee from 1979 to 1980 and as a member of the National Alumni Activities Committee. He served as secretary/treasurer of several regional conferences of the Central and Great Lakes Regions held in the mid-70s and early 1980s. He also served on many regional committees over the decades.

Brother Prescott has attended 20 Grand Chapter Congresses, every Central or Great Lakes Regional Conference since initiation, and attended most North Central LEAD Provincial Conferences since the start of the “modern day” conferences.

Brother Prescott’s wisdom, experience, stories and example will be sorely missed.

Oklahoma State

Vanessa McIver (April 15, 2020)

Penn State-State College

Adam Myers III (October 15)

Sacramento

Mary Tibbetts (September 3)

Saginaw Valley State (MI)

Steven Holzhei (May 16)

Southern Illinois - Evansville

Charles Levy (September 12)

St. Edwards (TX)

Juan Gonzalez (July 5)

Tampa

Allan Waters (August 7)

Temple (PA)

Raymond McGettigan (January 28)

Tennessee

Paul Holmes (February 9)

Texas-Austin

Jeff Dorrell (August 23)
Gary Johnson (September 1)
William Prather (October 6)

Texas Tech

Charles Terrell (November 17)

Truman State (MO)

Rachel Telgemeier (November 1)

Tulsa (OK)

Michael Davis (January 21)

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, 2021 and January 5, 2022. (Tier II CDLs are marked with a *.)

Jen Aichele, *Cal State-Sacramento*

Barry Altman*, *Long Beach*

Jessica Anderson*, *Evansville (IN)*

Angela Andrews*, *Louisiana State*

Chet Andrews*, *Louisiana State*

Gail Baumer*, *Buffalo (NY)*

Corliss Best*, *Savannah State (GA)*

Josh Boutin*, *Babson (MA)*

Amy Briggs*, *Minnesota State*

Paul Brodie*, *Texas-Arlington*

Chris Bruno*, *Babson (MA)*

Grace Bugbee, *St. Cloud State (MN)*

Xavier Carr*, *Wayne State-Michigan*

Dani Cloutier, *Winona State (MN)*

Tony Coe*, *Cal Poly-Pomona*

DaCotah Collier*, *West Florida*

Melinda Cooper-Polakoff*, *Cal State-Northridge*

Isha Dedhia*, *Cal State-East Bay*

Conchita Dixon, *Penn State-Erie*

Katie Erskine*, *Missouri State*

Jen Fischer, *West Florida*

Patrick Flynn*, *Penn State-Erie*

Amanda Girton*, *South Florida-Tampa*

Jessica Glavas*, *Oklahoma*

Ellie Godwin*, *Nebraska-Omaha*

Danielle Gohman*, *St. Cloud State (MN)*

Lani Haberlin*, *Jacksonville State (AL)*

Meghan Hill*, *Kennesaw State (GA)*

Greg Howell*, *Pacific (CA)*

Jen Huynh*, *Babson (MA)*

Stacy Jordan*, *Georgia Southern*

Tyler Junk*, *Wisconsin-Milwaukee*

Khory Katz, *Bowling Green State (OH)*

Trina Kirk*, *North Florida*

Erika Klosterman*, *Western Kentucky*

Trish Kolterman*, *Wayne State-Nebraska*

Phil Kreznor*, *Drake (IA)*

Brian Krippner*, *Truman State (MO)*

Deb Lang*, *Bentley (MA)*

Jeff Lasky, *Penn State-Erie*

Adam Leonard*, *Florida Atlantic*

Heather Lewis*, *Indiana State*

Kevin Lim*, *Bryant (RI)*

Beth Losik*, *Baker (KS)*

Sam Louque, *McNeese State (LA)*

Sarah Lowe*, *South Florida-St. Petersburg*

Brett Mahoney*, *Massachusetts-Boston*

Sophia Marshall*, *George Mason (VA)*

Jennifer Mayes*, *Oklahoma*

Brian Middleton*, *Louisiana State*

Connor Mong, *Northern Colorado*

Joel Moore, *St. Cloud State (MN)*

Sammy Motz*, *Minnesota State*

Mackenzie Myers*, *Capital (OH)*

Andrew Newinski, *Minnesota*

Tyrone Newsome*, *Lewis (IL)*

Leon Niles*, *Rochester Tech (NY)*

Laura O'Connell*, *Northern Illinois*

Katie O'Connor*, *St. Thomas (MN)*

Austin Odle, *Colorado-Colorado Springs*

Spencer Oliver*, *Jacksonville State (AL)*

Nicole Orlando*, *Winona State (MN)*

Marco Padilla, *Angelo State (TX)*

Bill Peradotti, *Illinois State*

Corey Polton*, *Cal State-Fullerton*

Andrea Ratermann*, *Western Illinois*

Megan Ray*, *Midwestern State (TX)*

Nick Rizzi*, *Denver*

Chad Robinson, *St. Cloud State (MN)*

Joe Rock*, *Penn State-Erie*

Chrissie Rogers, *North Texas*

Deborah Sandy*, *San Diego*

Louise Santos*, *Loyola Marymount (CA)*

Angie Schelp*, *Central Missouri*

Teresa Schudrowitz*, *St. Ambrose (IA)*

Allan Schuster*, *Texas-Arlington*

Joe Shaver*, *Truman State (MO)*

Dave Shea, *St. Thomas (MN)*

Tricia Smith*, *Akron (OH)*

Alison Solotoroff*, *Drake (IA)*

Haley Spellman, *Rhode Island*

Nancy Stacy, *West Virginia*

Cory Stopka, *St. Cloud State (MN)*

Sierra Stubblefield, *Wingate (NC)*

Ashley Suplicki*, *Jacksonville State (AL)*

Traci Taplin*, *Cal State-Northridge*

Alexis Taylor*, *Purdue (IN)*

Dan Tracy*, *Truman State (MO)*

Serena Tran, *Washington-Bothell*

Mike Vitale*, *Rider (NJ)*

Katrina Winant*, *North Texas*

Jeff Winther*, *Grand Valley State (MI)*

Daryl Zhao*, *Chapman (CA)*

MINUTES AND SECONDS FROM FRATERNITY BOARD MEETING

At the September 24 & 25 meeting:

- Approved by required ¾ vote to allow use of the (pre-COVID-19) 2019 “Gold” Ritual book as an additional approved option for Ritual use. The proposal approved by the Grand Chapter granted this authority to the Board. The Grand Chapter approved Virtual, Socially Distanced and Hybrid Rituals to remain in effect as well.
- Approved Jennifer Mayes, Oklahoma, as National Alumni Development Chair.
- Approved Heather Lewis, Indiana State, as National Community Service Chair.
- Approved Claire Roberts, San Francisco State, as National Professional Development Chair.
- Approved Kayleigh Lot, Buffalo (NY), as National Scholastic Development and Awards Chair.
- Approved Stephen Dominy, Mercer (GA), as National Standards Committee Chair.

- PGP Tricia Smith and Consultant Katie Magoon provided an update on the Executive Director search process and timeline for such. The Board approved to include feedback from a collegiate focus group in the work of the ED Selection Task Force.
- Noted Legislative and Election Process Task Force has been created and GP Stopka is working on appointing a chair. Task Force has been forwarded items previously referred to the Nominations Committee regarding improving GCC voting policies.
- National Organizational Development Chair Crystal Justice reviewed Strategic Priority ideas and prioritization generated during a pre-meeting Board and Staff during brainstorming process.
- VPF Jodi Schoh collected feedback about how to allocate the disbursement of the GCC Travel Funds. Recommendation will be sent out for mail vote. Also noted staff and Finance Committee will conduct a broader review of the travel fund program to ensure meeting long term goals.

- Interim ED Jeremy Levine provided updates on the DEI Assessment CMP item and CDL requirements. He also talked about progress from PFA DEI initiative.
- GP Stopka delegated authority to send letters of encouragement, guidance, concern, and warning to PVPs. PVPs are further authorized to delegate as desired to staff.
- After a Board discussion on 2022 Congress plans and schedule, the Board instructed staff to build the GCC budget to include a \$65,000 subsidy from the National budget in order to allow for “traditional” registration rates while anticipating fewer registrants
- Approved replacing future membership certificates with a virtual alternative. This is a permanent adoption of a practice adopted with success during the peak of the pandemic.

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Join us in celebrating Alumni Day with alumni near and far! Whether it be calling or texting a brother far away, grabbing coffee with a brother near you or hosting an event, we would love to hear about it! Please send news and photos to magazine@dsp.org.

Be sure to also make plans to participate in our 4/25 Alumni Day Drive. We will be asking all alumni to support our Annual Fund campaign, and we hope you will consider a gift. Our Annual Fund provides the Fraternity with flexible funding that allows us to financially support a variety of outstanding educational programming to future business leaders.