

# The **Deltasig** of Delta Sigma Pi®

Spring, 1994 - Volume 83, Number 3

## Inside



How effective is your  
management team?



Rebuilding  
urban economies



Lifetime Achievement  
Award presentations



Summer  
Leadership Academy



A World of  
Brotherhood



**Summer Leadership Academy**  
page 8

# Focus ON THE FRATERNITY

Philip D. Reed, former Chairman of the Board of General Electric, observed that people who seem to get the most out of life are those who, in addition to their other qualities, have two things in common:

"First, they do whatever they are doing all out," he said. "Whether it be work or play, dull or exciting, little or big, they give the matter their undivided attention and try to do their best. Without being stuffy about it, they have made a habit of being satisfied only with their utmost effort."

"The second thing these people have in common is the rather special satisfaction, the deep-down joy they get out of a very simple thing — being able in the course of their everyday lives to do something a little extra for a friend, a client, a patient, a customer, or perhaps a complete stranger is, they have found, a most rewarding experience."

Philip Reed certainly could have been describing our membership when he made those comments. Brothers of our fraternity have always done their best to fully support our programs and ideals. They go all out in their efforts on our behalf.



**Randy L. Hultz**

Collegiate members participate in a wide variety of local, regional and national programming. Professional, social and community service programs play a larger part in their local operations. Nationally sponsored educational programs at Regional and area conferences, Officer Training Schools and Grand Chapter Congresses provide additional opportunities for our members. Active participation in all of these programs provides an opportunity to develop both personal and professional skills that can't be learned solely in the classroom.

Alumni members have found the rewards of doing that little something extra for their fraternity. Whether it be time, money or hard work, Deltasig alumni continue to answer the call. There are numerous opportunities for our alumni to remain as actively involved as they desire. Many serve on a local, regional or national task force or as a national officer. Some enjoy serving as a professional speaker at a collegiate or alumni chapter professional event. Others have remained actively involved by joining or forming an alumni chapter. Many find that little something extra includes annual contributions to our Delta Sigma Pi Leadership Foundation.

Whether collegiate or alumni, our organization, like many others, relies on your all-out efforts on our behalf in order to succeed. We depend on your unswerving support and loyalty. It is that support which affords us, in turn, the opportunity to provide our members with quality programs and services.

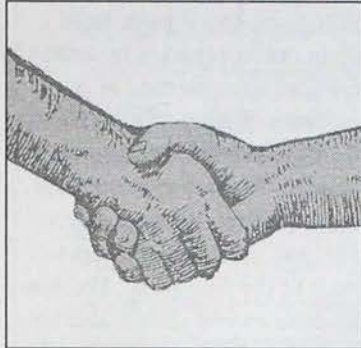
On behalf of Delta Sigma Pi, thank you for your continued loyalty, support and commitment.

— Randy L. Hultz  
Grand President

# The Deltasig of Delta Sigma Pi

## Features

Page 4



How effective is your team? Here are some valuable tools which can help teams measure their own effectiveness.

Page 10



William W. Tatum, Jr., and Charles I. Sutton receive the Deltasig Lifetime Achievement Award.

Page 6



U.S. business schools pursue the business of rebuilding urban economies in America.

Page 12

Delta Sigma Pi introduces the Summer Leadership Academy.

Page 22

Grand Chapter preview of Orlando, Florida: A World of Brotherhood.

Page 8



Iota Pi Chapter at San Diego State University receives the Outstanding Collegiate Chapter Award from Delta Sigma Pi.

## Departments

Page 2

Focus on the Fraternity

Page 14

Alumni Chapters Speak

Page 16

Alumni Notes

Page 18

Bits and Pieces

Page 23

News from South Campus

The Deltasig of Delta Sigma Pi is published four times annually by the International Fraternity of Delta Sigma Pi in the Fall, Winter, Spring and Summer. Second class postage paid at Oxford, Ohio 45056, and at additional mailing offices. USPS 152-940. © Copyright 1994 by The International Fraternity of Delta Sigma Pi, Inc.

**Send address changes to:**  
Delta Sigma Pi  
330 South Campus Avenue  
P.O. Box 230  
Oxford, OH 45056-0230

**Editor**  
Michael J. Mazur, Jr.

**Managing Editor**  
Daniel S. Doyle

**Member of:**  
College Fraternity Editors Association  
Professional Fraternity Association

**Send articles/letters to:**  
Managing Editor  
The Deltasig of Delta Sigma Pi  
330 South Campus Avenue  
P.O. Box 230  
Oxford, OH 45056-0230

**Production Assistant**  
Hilda J. Krueger

**“When employees and teams are empowered, they can respond more quickly to customer inquiries and resolve problems faster.”**

**Y**ou've started using teams—for doing the job, for solving problems, for improving quality, for making decisions, and for everything else. It seems to be going fairly well, but how do you know for sure?

Newspapers and professional journals tell you that successful companies are run with teams, that teams are the wave of the future, and that you should focus on improving your team. Other articles tell you about using teams for total quality management and customer service. But the articles seldom give you any ways to measure the success of your team.

There are four reasons for worrying about measuring your teams effectiveness:

An effective team frees up the manager or facilitator from being involved in the day-to-

work individually, effective teams tend to have higher morale, productivity, and pride in the job and company.

Effective teams understand the value of working together instead of against each other. As a result, barriers begin to break down between teams within departments and between different departments. The entire organization functions more effectively.

So, how do you know when your team is accomplishing all that? You don't—unless you have a way to measure the overall effectiveness of your team on an ongoing basis. Only through periodic assessment, along with continuing team development, can a team become effective and stay that way.

average the team members' answers to each question. Do not include the team leader's ratings in the average; hold them out as separate measures for later comparisons of perceptions of team effectiveness.

Transfer the team members' average for each item to the scoring sheet (figure 2, page 19), and total the numbers for each of the five areas. The team leader's scores should also be transferred to the scoring sheet and added up. This will provide a rating for each area—from the team's perspective and from the team leader's perspective—as to the effectiveness of the team in that area.

Then add together the ratings for all the areas, to calculate the total team-effectiveness rating again, both from the team members' perspective and from the team leader's perspective.

A total of 100 points or 100 percent effectiveness—is the ideal. But teams must realize that 100 percent effectiveness is virtually impossible to achieve. A team that consistently, over the long-run, function at 95 percent effectiveness is doing well. Remember that team development is an ongoing process. At any point, team members can slide back to a lower level of effectiveness if they do not continually work together as a team. Listen and communicate effectively, deal with conflict effectively, recognize each other's unique contributions, provide honest feedback, and demonstrate other characteristics of an effective team.

Even if the team consistently practices all of the factors that contribute to an effective team, there is no guarantee of top effectiveness. The demands and expectations put on a team—by its own members and by other people—are constantly changing. We live in a chaotic business environment in which the only thing that is constant is

change. The definition of perfection changes on a daily basis. So to expect perfection is to set a team up for failure. The results can be demotivation, feelings of helplessness and hopelessness, and reduced productivity and team pride.

The similarities and differences between the team members' ratings of the team and the team leader's scores are an important topic for discussion. Before beginning an effort to improve team effectiveness, the team leader and team members should be able to reach agreement on the team's current state. Without that agreement, the team and its leader may head down different paths, harming the team environment rather than enhancing it.

Use figure 2, the team-effectiveness scoring sheet, to compare the team members' perceptions to the team leader's perceptions. If the members and leader scored a factor the same, record the rating in the “consensus-rating” column on the chart. If differences exist, the team will want to explore the reasons for those differences, citing specific examples to support the ratings. This may result in a revision in the total team-effectiveness rating, which would then be recorded in the consensus rating column.

### **Five areas of team effectiveness**

When you have finished tallying and recording the results of the survey, what you'll have is a chart that shows the teams consensus on its own effectiveness in the five areas. Now let's look at the five areas individually.

**Team mission.** A team has to have a mission. Each person on the team should know exactly why the team exists and what it contributes to the department and to the company as a whole. It's easier for the team to do its

# Teamwork

by Victoria A. Hoevemeyer

## **Here are some tools that can help your team measure its effectiveness**

day details of the group's work. Effective team development results in employees taking control of their jobs and doing what needs to be done.

An effective team can provide more timely and appropriate customer service. Many companies say they are focusing on service quality, but some employees are still “shackled” — prevented from delivering high-quality customer service. Taking off the shackles can free everyone to meet and exceed customer expectations.

Compared to employees who

### **The tool**

The Team Inventory can help a team periodically measure its own effectiveness and improve in five areas:

- team mission
- goal achievement
- empowerment
- open, honest communications
- Positive roles and norms.

The inventory, which appears in figure 1, on page 5, is straightforward. The team leader and each team member individually rate the team on 20 items. After each person has completed the inventory,

FIGURE 1

Team-Effectiveness Inventory

Using the scale below, circle the number that corresponds with your assessment of the extent to which each statement is true about your team. (5=strongly agree, 4=agree, 3=neutral, 2=disagree, 1=strongly disagree)

Table with 20 rows of statements and a 5-point scale (5, 4, 3, 2, 1) for each. Statements include: 'Everyone on my team knows exactly why the team does what it does.', 'The team leader consistently lets the team members know how we're doing on meeting our customers' expectations.', etc.

job if it knows why it is doing the job.

You may have a wonderful organization mission statement, but a team that has no expressed mission of its own is unlikely to understand how its work contributes to the accomplishment of the organization's mission.

But every teams mission should support a departmental mission, which in turn should support the organization's mission. That helps every team member understand the importance and positioning of his or her job in the organization.

A jointly developed and agreed upon mission tells everyone on the team why the team exists, where it is going, and why it is going that way. The team mission gives team members something to hold onto when it seems that everything around them is changing.

And, if it's lived on a daily basis, it inspires people to do their best to accomplish the team mission—and the organizational mission. In essence, the team mission is a building block in the organization's mission pyramid.

A team mission statement can also affect the quality of service the team provides to customers. The mission statement should be customer focused, reminding everyone that the team exists to serve the customer.

Goal achievement. Team members should be committed to establishing team goals, measuring progress toward them, and attaining them. The goals should support the teams mission and the organizations mission.

Most people want to know where they stand. Employees constantly ask their bosses, in one way or another, "How am I

doing?" Too often the response is "not bad," or a pretty good," or "if I had any complaints, you would have heard from me."

When employees or teams hear such responses, they feel that they're not getting enough information to do their jobs to the best of their abilities. Many people and teams also feel that

impossible, to tell someone how well, specifically, he or she is doing. To most people, that lack of concrete feedback is frustrating.

People feel motivated when they have agreed-upon goals that are clear, specific, measurable, realistic, and achievable. As they get periodic feedback

meeting or exceeding their expectations.

Empowerment. In an empowered environment, each person on the team has confidence in the team's ability to achieve its mission. When teams and individuals are empowered, people's hands aren't tied behind their backs.

“Effective team development results in employees taking control of their jobs and doing what needs to be done. An effective team can provide more timely and appropriate customer service.”

the boss is hiding some information that she or he is going to use to beat them over the head with at performance-appraisal time.

What these employees and teams are asking is that their bosses measure them against clear, specific goals. Without goals, it is difficult, if not

on how they are doing in reaching those goals, they can keep track of their performance.

Having goals also helps a team provide high-quality customer service—it keeps the focus on the customer. The team knows exactly what its customers want and can track how well the team is doing in

They have the authority, the responsibility, and the accountability that they need to get their jobs done, with a minimum of hassles and red tape.

But empowerment also means providing every team member with the knowledge, skills, information, resources, and support that are necessary

for doing the job well. Are employees in your firm making statements like these to customers?

"I can't do anything for you. My hands are tied."

"I'm not authorized to make this change. I'm going to have to take this problem up a level and see what my boss can do for you."

"I'm pretty sure that I can do that, but I've got to get an OK from my boss first."

If you've heard such statements at your company, you probably have disempowered teams and individuals.

Empowerment means giving people credit for being able to think, reason, and plan—and giving them the power and freedom to act accordingly. Most people know what their limits are. They understand the way the system works. Empowerment means giving them the freedom to go to their limits. People will generally ask for help when they know they have reached their limits.

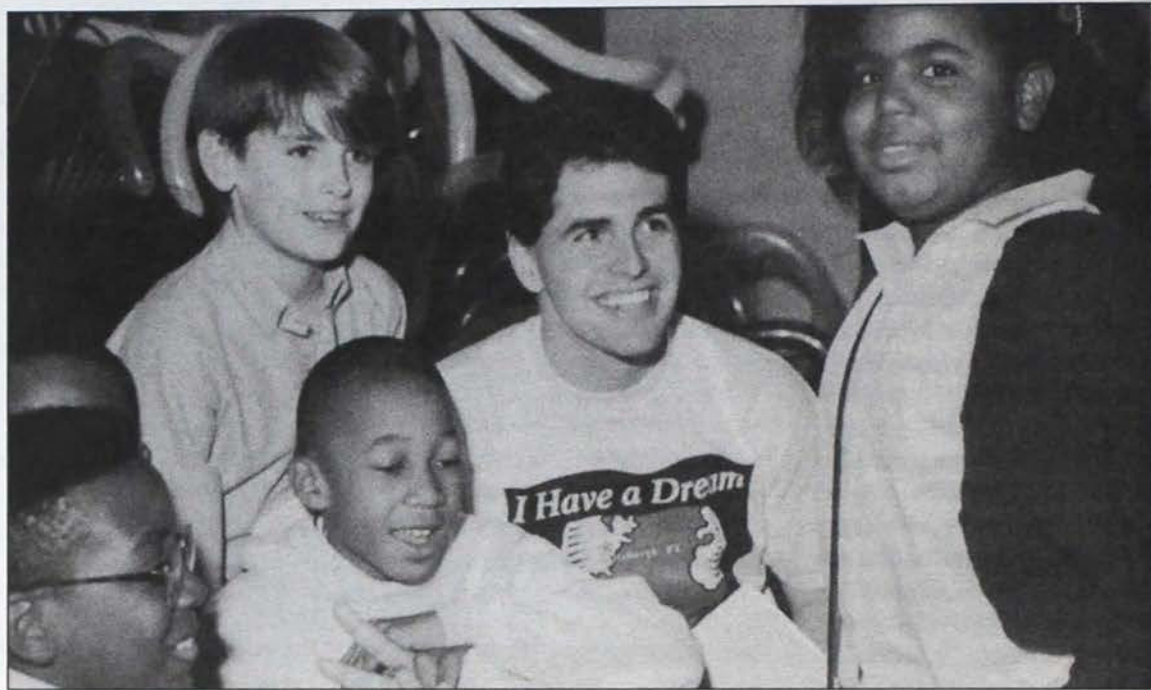
Empowerment means better customer service. When employees and teams are empowered, they can respond more quickly to customer inquiries and resolve problems faster. As a result, each em-

ployee and the team as a whole feels more of a vested interest in helping the customer—and, ultimately, helping the organization.

Open communication. Communication must exist between the team and its leader or facilitator. Between team

continued on page 19

# Rebuilding Urban Economies



Carnegie Mellon graduate student Michael Weisensee is surrounded by fourth graders who will take part in the school's "I Have A Dream" project for the next eight years.

**N**umerous business schools in the United States are actively pursuing alternative ways of reaching potential business leaders who do not travel the traditional paths.

At the University of Miami, a six-year-old Minority Executive Program for Minority Business Owners is offered to 35 participants each March at a campus center jointly owned by the university, the City of Miami and Hyatt Hotels.

The program provides a "mini MBA" course targeted toward small- to medium-sized business owners. Besides a week of intensive classroom study in finance and accounting, strategic planning, marketing, intracultural communications, leadership and team building, participants are 'totally immersed' in business conversation, interacting during meals, study periods and case preparation activities.

The faculty comes primarily from Miami, the Amos Tuck School at Dartmouth College, the University of Central

Florida and elsewhere. Practitioners in banking, accounting, human resources and other fields provide the applied dimension.

"We choose companies that have been in existence two to three years and that are into a growth phase, a period when a lot of businesses fail for various reasons, one of which is poor management," said Rosemary Helenbrook, the program's director.

Like many such programs, Miami's is advertised nationally in minority newspapers and magazines, as well as through direct mail to targeted companies, trade fair exhibits and the grapevine of program alumni.

The school brings in people from firms through out the U.S., totaling about 125 companies so far. Corporate sponsors often pay the \$2,100 tuition for some of their minority vendors. The university also provides scholarships for some participants.

Helenbrook estimated that 98 percent of the companies that

have gone through the program are still in business.

For the past 13 summers, the Tuck School at Dartmouth has offered a week-long Minority Business Executive Program (MBEP) for owners and officers of minority businesses.

Senior faculty members, plus some "rising stars," provide training in management, finance, marketing, corporate communication, strategy and leadership. Some of the MBEP's 660 alumni continue to come back for a continually updated advanced program, initiated in 1987.

Besides these offerings on campus, Tuck recently took a two-day program on the road to provide "Fortune-500 level" information on strategic management, finance and human resource management to minority entrepreneurs. The course, co-sponsored by corporations and associations, was offered in Los Angeles last year, is scheduled for Washington, D.C., and is targeted for cities like Cleveland, Chicago,

Atlanta and Detroit, according to MBEP's program manager, Paula Graves.

"We try to use the resources within the community and to bring in the technical expertise of our faculty," she said.

Metropolitan Atlanta minority businesses have access three times a year to an eight-week training program on business plans and presentations, offered through a federally funded Economic Development Center at Clark-Atlanta University, by business school faculty and graduate marketing students.

"We take them through every facet of developing sound business plans, and then we work with them as they go through the process of presenting those plans to banks," said Leroy Rankin, the center's director.

After their training, the minority entrepreneurs become part of a network that meets once a month for additional training by area business leaders on a variety of issues. "We see to it that they have a good understanding of what goes into sound business planning," Rankin said. "All of them don't start their businesses right away, but even if it is 10 years from now, they'll understand how to do it."

Creighton University offers a 13-week program called Self-employment Training (SET) for unemployed and under employed residents of a poor section of Omaha that has concentrations of African-Americans, Hispanics and Native Americans. This program, which is not restricted to minorities, was begun in 1990 by the university and some community groups who saw the possibility of redeveloping an impoverished area by providing further training to those already in business, or who had an idea for their own business.

Each fall and spring, a select

group of 25 meets on campus two nights a week for three hours, getting training from marketing and management faculty and Omaha entrepreneurs.

"We initially had to advertise," said Suzanne Allegretti, an administrator in Creighton's University College, "but the program has established a reputation and people are just calling all of the time trying to get in. With attrition, we usually end up graduating between 15 and 18 of the 25 who start."

Many business school initiatives in economically deprived communities have to do with technical and financial assistance that is not obtained readily by conventional means.

Since 1979, Howard University in Washington, D.C., has participated in a 70 percent-30 percent joint venture with the U.S. Small Business Administration (SBA) to serve minorities through a Small Business Development Center on the business school campus.

"The SBA went to the schools of business to get some assistance in the effort to counsel people who were thinking about going into business," said Levi Lipscomb, executive director of the center.

The center's role is to provide no-cost managerial and technical assistance, usually through one-to-one counseling, to any minority individual who wants to start a business or expand one. It also offers classroom training, conferences and seminars on business topics.

The main program is a structured 16-week course that covers things such as inventory control, marketing strategies, accounting and bookkeeping methods. One end product of the course is a finished business plan.

"We have found that the success of any given business is directly proportional to the quality of the plan that the

business writes," Lipscomb said. "So we spend a great deal of time on that plan."

The center has professional counselors, both paid and volunteers, who are themselves small business owners and practitioners. Howard's own business students, both undergrads and MBAs, have used the services of the center to start their own businesses. They also assist staff counselors and process some of the paperwork for clients.

The counselors also work off-site with residents of public housing who are managing their own housing projects, and who have enlisted the center in providing entrepreneurial training to residents who want to start their own firms.

Another program offering technical assistance to minority businesses is the student-run Business Assistance Corporation (UBAC) at New York University's Stern School.

Since 1969, MBA students have served as officers and managing consultants of the corporation, which aims to assist minority communities by focusing on neighborhood development through employment and investment.

UBAC hires experienced entrepreneurs, rather than academic faculty, as instructors to teach applied business skills.

The corporation recruits clients through minority media, as well as through economic development corporations and banks that refer clients in need of technical assistance.

NYU and corporate sponsors help to fund the non-profit operation, which also collects fees on a sliding scale. Besides retail and small manufacturing businesses, UBAC counsels many home-based services, such as word processing or house cleaning.

"Those are good starters for people who may not have the capital to invest, or the need to invest, in a store front," said Sharon Fleshman, second-year MBA student and vice president for development. "We try to concentrate on neighborhoods that we can help as far as using economics to uplift them and make them more viable."

Economic assistance is the core of a specialized small business investment company on the campus of Rutgers-The State University of New Jersey (Newark). The company invests in potentially viable businesses that are socially or economically disadvantaged.

Its 23-year affiliation with the Graduate School of Management at Rutgers is unique in the United States, said Oscar Figueroa, president of the company.

opportunities, packaging the investments and monitoring the portfolio company," Figueroa said.

Any business that meets the criteria can seek investment capital from the company. A student analyzes the business plan and gets it in shape to be offered to the investment committee and eventually to the board of directors. If the company decides to invest, a student might then be assigned a project with the business, such as an expansion plan, a new marketing strategy, or income and expense projections.

"Sometimes students do the work just for the experience in the venture capital process," Figueroa said. Other times they may get paid a work-study wage; or, if it is class project, they would receive academic credit.

Shareholders in the campus-based company, which is licensed by the SBA as a small business investment company, include ITT, Prudential Insurance, Johnson & Johnson, Coca-Cola, Rutgers University, and more.

As a response to urban

difficulties, Stanford University's Public Management Program, part of the MBA program, devoted the entire 1993-1994 school year to an Urban Development Initiative as a focus for all of its

academic and extracurricular activities. Among activities undertaken by the student-driven PMP was a consulting project for East Palo Alto's community development

continued on page 19

## Preparing minorities to reap the benefits of increased productivity and economic growth is the goal of many new business school initiatives.

"Members of the faculty, as well as the dean, are on our board, and faculty members have rolled up their sleeves and helped to evaluate investments. Students work with us all of the time, evaluating investment



# Outstanding Collegiate Chapter

Above, Iota Pi Chapter places special emphasis on working with children in the San Diego area.

The Brothers of Iota Pi Chapter at San Diego State University were honored by Delta Sigma Pi this past year as recipients of the Outstanding Collegiate Chapter Award. The highest honor our fraternity can bestow upon a collegiate chapter, the award recognizes that chapter which, through their actions and activities, best exemplifies the professional spirit of the fraternity.

The hallmark of Iota Pi Chapter programming has been their community service projects. This past year they

placed special emphasis on working with children in the San Diego area. Through volunteer work performed at the San Diego Center for Children, Project Concern International Annual Mission Bay Walk for Children, San Diego State University Campus Childrens Center, and a local elementary school, Brothers in this chapter demonstrated that service is an essential mission in our fraternity. From Easter egg painting to yardwork, working for the benefit of children provided rewards for not only



# Delta Sigma Pi congratulates the Brothers of Iota Pi Chapter at San Diego State University as the Outstanding Collegiate Chapter in the fraternity.

the local community, but also for the individual Brothers in the chapter.

The San Diego Center for Children was the first event of the semester where Brothers from Iota Pi Chapter volunteered to help those less fortunate. Their goal was to provide the children and staff of the center a clean working and treatment facility.

On a rainy Saturday morning, Brothers and pledges gathered to clean the center. Their duties ranged from trimming bushes and trees to raking leaves and digging a much need drainage ditch. The amount of work donated by the chapter to the center during that single day would have amounted to an entire month's work for the one grounds keeper.

With Project Concern International Mission Bay Walk for Children, Brothers from Iota Pi Chapter coordinated the Exec Trek portion of this fund raising program for the five kilometer route designed for business executives. Brothers were responsible for walker registration, marking the Exec Trek route, and the distribution of prizes.

Throughout the year, Iota Pi Chapter also participated in service projects for Junior Achievement, the Cystic Fibrosis Foundation, and Gatehouse Housing Shelter for local teenage runaways. By the end of the academic year, the chapter had completed six community service projects.

Of particular importance to receiving the Outstanding Collegiate Chapter Award was the professional program implemented by the chapter throughout the year. The professional program of the chapter served to strengthen ties with the school, university, local community, and prospective members. During the year Iota Pi Chapter sponsored 12 professional programs.

While campaigning for

Mayor of San Diego, Susan Golding spoke on her strategies for attracting growth industries to the area. The chapter also sponsored the local Assistant Director of the U.S. Small Business Association, Special Agents from the Federal Bureau of Investigation, and a local news reporter who shared her experiences as a minority in the business world.

Brothers also participated in a course on professional business etiquette, where they learned about proper personal conduct and attitude in business and social settings; a course on yoga, where they participated in a professional event dedicated to pure relaxation; and a course in diversity in the work place, where they were challenged to confront their own personal views and explore issues of prejudice, tolerance and sensitivity to diversity.

All in all, the professional program of Iota Pi Chapter proved essential to their programming during the academic year.

To finance chapter operations throughout the year, the chapter participated in numerous fundraising activities which brought in much needed revenue. Brothers in the chapter raised money by performing inventory at Nordstroms Department store, helping students move into an off-campus dormitory, selling coupon books, sponsoring a golf tournament and a garage sale, and promoting AT&T calling cards.

On the social side, Iota Pi Chapter hosted a number events for their members. Some of the most memorable were the barbecue sponsored with Gamma Psi Chapter at the University of Arizona which was in town on a road trip, and the semiannual trip to Puerto Nuevo, Mexico to celebrate their chapter birthday and Founders' Day.

Of course, an outstanding



Members of the fall Executive Committee of Iota Pi Chapter at San Diego State University.



Brothers gather for fun at an ice skating party this past year.

chapter must go beyond having a great professional and service program. Iota Pi Chapter accomplished this also. Delta Sigma Pi at San Diego State University is known throughout the College of Business and the campus as a whole.

Each semester during the past year, Iota Pi Chapter received coverage in their school newspaper for their program-

ming. They showcased their chapter teamwork in SDSU's Spring Fiesta, and were awarded the top campus prize for their efforts with their float.

Also, many of the Brothers are individually known on campus for their accomplishments and leadership. In the fall two Brothers served on the university Homecoming Court, the top graduating student in the

management department was a member of the chapter, and one of their Brothers was a commencement day speaker for the College of Business. Like a truly outstanding chapter, Iota Pi Chapter serves as a leader both on and off campus.

Delta Sigma Pi congratulates the members of Iota Pi Chapter on their outstanding performance this past year.

## **William W. Tatum, Jr. and Charles I. Sutton receive the Deltasig Lifetime Achievement Award.**

**I**n 1989, the Deltasig Lifetime Achievement Award was created by the Executive Committee. Prior to that time the Deltasig of the Year Award was presented primarily to members for their professional achievements. The Lifetime Achievement Award was created to recognize outstanding, continuous contributions to the fraternity. Since its inception, this award has been presented only one time, to William R. Leonard, however;

Bill Tatum was initiated by the Gamma Tau Chapter at the University of Southern Mississippi in 1957. During that same year, Bill attended the Grand Chapter Congress in New York City, an event which commemorated the fiftieth anniversary of the founding of Delta Sigma Pi. Since that time, he has missed only one convention due to military service. In Gamma Tau Chapter, Brother Tatum served as Vice President for Professional Activities, Vice

President in 1983 and served for two terms until 1987.

Brother Tatum served a total of sixteen years on the Board of Directors and fourteen years on the Executive Committee. During this span of time, the fraternity underwent many changes. The most significant was the change from an all male to coeducational membership. Bill, as Grand President, and his colleagues on the Board and staff spent hundreds of hours on this matter alone and success-

# **Lifetime Achievement Award**

it was recently presented two additional times to Brothers of Delta Sigma Pi who have, throughout their fraternity experience, served in numerous capacities and provided leadership and direction for Delta Sigma Pi.

In ceremonies conducted at the Red Lion Inn at Sacramento, California, in December, 1993, William W. Tatum, Jr., was presented with the 1992 Lifetime Achievement Award by Grand President Randy L. Hultz. Due to family illness, Bill was unavailable to receive this recognition until nearly fourteen months after he was chosen as the recipient by the Executive Committee.

President for Pledge Education and Social Chair. He graduated from Southern Mississippi with a B.S. degree in Economics.

Following service with the U.S. Army as First Lieutenant, Bill worked in California for the Blue Diamond Gypsum Division of Flintkote. He served as an officer and owner of several construction firms and owned a furniture leasing company based in Sacramento.

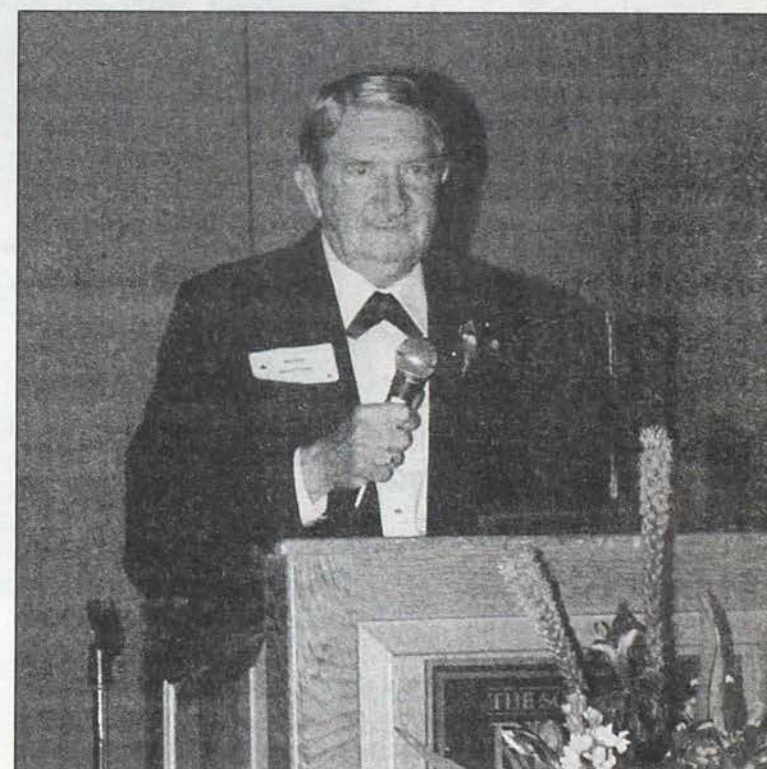
After serving as a District Director, Bill was elected to two terms as Director of Alumni Activities (1971-1975). In 1975, he was elected Grand President and served for two terms until 1979. He was elected Western Provincial Vice

fully led the fraternity through this major transition. One of his proudest moments was to welcome Theresa Jeszka Drew as the first female member of the Board and the Executive Committee in 1979.

Throughout the years, Bill Tatum has inspired thousands of Deltasigs to improve their chapters and their own professional and personal goals. Bill continues his service to the fraternity in many ways today and is especially well known for his recruiting seminar which he presents at Officer Training Schools, Regional Conferences and individual chapters.

Family and friends are an important part of Bill's life.

**Below, Executive Director Michael J. Mazur, Jr. (l) and Grand President Randy L. Hultz (r) present the Deltasig Lifetime Achievement Award to William W. Tatum, Jr.**



on the Board of Directors of the fraternity from 1967 to 1969 and served as a member of the Executive Committee from 1965 to 1969.

Brother Sutton has actively participated in fifteen Grand Chapter congresses and has served as a Delegate, Parliamentarian, and both Chair and a member of the Committee on Nominations. He also served as an Officer and member of the Board of Directors of the Delta Sigma Pi Educational Foundation from 1973 to 1993 and currently serves as a Trustee of the Delta Sigma Pi Leadership Foundation. Buzz is both a Living Legacy and a Founders' Circle donor to the Leadership

Foundation.

Buzz Sutton was presented with the Deltasig Lifetime Achievement Award by Grand President Randy Hultz at a banquet held in his honor at the Scottsdale Plaza Resort in Scottsdale, Arizona in January, 1994. Over 125 participants were there including numerous members, friends and relatives from the local community and collegiate members from E. Farrow, Richard J. Parnitzke, Joe S. Loomis, Mark A. and Claire S. Roberts, Sandra A. Coleman, Theresa Drew, R. Nelson Mitchell, William W. Tatum and Frank L. Strong and Deltasig of the Year Carl Schneider.



**Golden Council member R. Nelson Mitchell joins Brother Sutton following the presentation.**

**Charles I. "Buzz" Sutton addresses attendees at the Deltasig Lifetime Achievement Award reception.**

Both his mother, Ruth, of Hattiesburg, Mississippi and his sister Becky, of Midland, Michigan have participated in numerous Grand Chapter Congresses and other events. At his recognition banquet in Sacramento, nearly seventy-five members and guests participated in that salute to Bill Tatum. Some of them included, Ruth Tatum, Grand President Randy L. Hultz, Executive Director Michael J. Mazur, Jr., Vice President for Alumni Benefits and Services Paul J. P.Garcia, Western Provincial Vice President Adrian R. Avalos and Golden Council members Joe S. Loomis, R. Nelson Mitchell, Charles I. Sutton, James F. Pendergrass, Charles E. Farrow, Frank M. Busch, Jr., William F. Stebelski, Mark A. and Claire S. Roberts and Thomas R. Harnett.

Charles I. "Buzz" Sutton was the 1993 recipient of the Deltasig Lifetime Achievement Award. Buzz was initiated by Gamma Omega Chapter at Arizona State University in 1955. A native of Indianapolis, Indiana, Buzz served in the U.S. Army from 1942 until 1945 and moved with his wife, Stonie, to Arizona thereafter. He received a B.S. degree in Business Administration from ASU in 1957 and was employed by the Employment Security Commission of Arizona. In 1979, he retired from the position of Area Director Arizona Department of Economic Security.

Buzz served his collegiate chapter as President and was a founding member of the Phoenix-Thunderbird Alumni Chapter in 1958. He served as a District Director and served as Acting Intermountain Regional Director from 1959 to 1961 and as Intermountain Regional Director from 1963 to 1967. He served as a Director at Large

# Summer Leadership Academy

**An inside look at the first Summer Leadership Academy**



Since 1907, Delta Sigma Pi has provided leadership opportunities to young women and men in business colleges throughout the United States, Canada and Mexico. In 1994, the fraternity and Leadership Foundation will continue this tradition of leadership training by conducting the first Summer Leadership Academy on the campus of Miami University. The ambition is to provide advanced leadership training to one hundred business students from across the continent. The best and brightest students are expected to gather in Oxford, Ohio this summer to learn how to become even better leaders.

The Leadership Academy will provide a forum where today's business leaders can share their personal experiences with the business leaders of tomorrow. Outstanding educators and community leaders will join these business leaders in presenting their leadership skills and experiences with Academy students. Leadership can be a difficult area to explore, but excellent leaders

can often provide "real life" examples which guide others to improve themselves.

The campus of Miami University will be the site of the Leadership Academy. The

university is located in Oxford, Ohio, which is thirty-five miles northwest of Cincinnati. In addition to its national reputation for excellence, Miami University is also one of the

more attractive campuses in the midwest. First established in 1809, Miami University is often described as the "Cradle of Coaches" and the "Mother of Fraternities." Such well known coaches as Ara Parseghian, Bill Mallory, Bo Schembechler, and Woody Hayes all started their careers at Miami University. The general men's fraternities of Phi Kappa Tau, Phi Delta Theta, and Sigma Chi were all founded at Miami University.

The city of Oxford, Ohio, is an ideal college town. The population of 9,500 residents swells to almost 27,000 as soon as the academic year begins. The city is also home to five fraternity and sorority headquarters including The Central Office of Delta Sigma Pi. For many students attending the Leadership Academy, this will be their first opportunity

to tour The Central Office. The histories of Delta Sigma Pi and The Central Office are preserved in photographs, paintings, historical documents, and displays located promi-

nently in the headquarters building. "Uptown" Oxford and The Central Office are bound to be frequent stops for Academy participants.

Six primary goals have been established for the Summer Leadership Academy. They are: provide each participant with a self generated assessment of their leadership skills and style; provide a discussion of ethical practices and how those practices should be implemented in their future business dealings; educate the participants on effective team building skills so they can return to their campuses, chapters, and communities and build effective teams in these areas of their lives; educate the participants on the societal responsibilities of businesses and business people; provide each participant with enhanced information and knowledge in specific skill areas; and provide a forum where business leaders of today can share their personal experiences with business leaders of tomorrow.

These six goals are being met through programming provided during the three day schedule.

## **Schedule**

The Leadership Academy will begin on Thursday, July 21, 1994, with academy participants arriving in Oxford by 3:00 P.M. Registration tables will be set up in Emerson Hall which is the main housing facility for the Academy. The opening session for the Academy will begin at 4 P.M.

Many members will arrive at the Academy after several hours of travel, so a relaxing evening



**Miami University will serve as the learning ground for the first Delta Sigma Pi Summer Leadership Academy.**

of good conversation and Brotherhood is planned for Thursday night. A cookout accompanied by sporting events, tours of The Central Office, and scenes of "uptown" Oxford will allow the participants to meet many fraternity Brothers from around the fraternal world.

Tours of The Central Office will give each Brother a chance to learn how Delta Sigma Pi has become one of the premier business organizations in the world. The names and places memorized so long ago will cease to be memorized answers and will instead become real memories of a incredible weekend spent in Oxford, Ohio.

Early mornings and long days will be a trademark of the Leadership Academy. Breakfast is served daily at 7 A.M. with one hour allocated for breakfast before participants must arrive for the daily Leadership sessions. Exercises on team building, personal goal setting, ethical behavior, time management, and effective listening skills are only a few of the topics to be presented on Friday and Saturday. Casual clothing is recommended for the team building exercises and for most sessions at the Leadership Academy.

Sunday is the final day of the academy and it will arrive far too quickly for the participants. In addition to packing and purchasing souvenirs, the participants will learn how leadership lessons gained at the academy can help them in all their future endeavors. A Graduation Ceremony on Sunday afternoon provides the

## **The Summer Leadership Academy will offer our Collegiate members a unique opportunity to discover their own personal leadership potential.**

culmination of achievement for the one hundred Brothers who will have made the inaugural Leadership Academy into a reality. The commencement speaker on Sunday will reward Leadership Academy graduates with personal reflections on business leadership.

### **Meals and Lodging**

The registration fee for the Leadership Academy is sixty-five dollars per participant. This registration fee covers meals and lodging for Thursday night through Sunday morning. Please do not submit this registration fee when applying for the academy. This fee will be billed to you if you are accepted for the academy.

Registration fees may be returned to the participants when they arrive in Oxford. The Delta Sigma Pi Leadership Foundation is raising funds for the academy and if successful, participants will receive a full refund of their registration fees. A full refund of registration

fees is not a certainty.

Once accepted for the academy, lodging arrangements will be coordinated by The Central Office staff. Each person attending the Academy will be assigned to a double-occupancy room in Emerson Hall on the campus of Miami University.

Please bring your acceptance letter to the Academy with you when you register for the Academy on Thursday, July 21, 1994.

### **Travel Scholarships**

The Delta Sigma Pi Leadership Foundation is currently conducting a telemarketing campaign to raise travel funds for the Leadership Academy. If you would like to be considered for a travel scholarship, please complete an application. Please note that you must also complete an application to attend the academy. The number and amount of travel scholarships will be determined later this year once the telemarketing

campaign has ended.

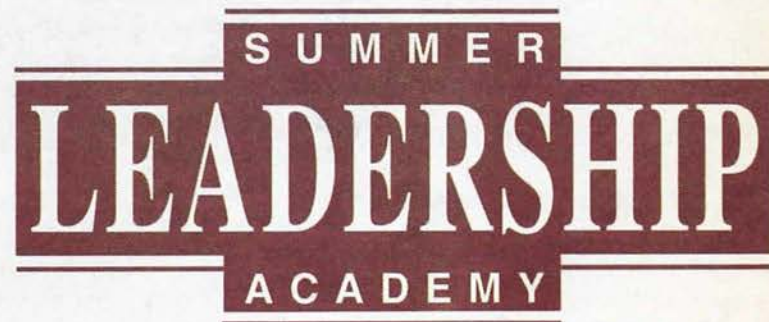
Travel scholarship applications must be received on or before May 2, 1994, at the fraternity's Central Office. For some students, their entire travel costs to the Academy will be paid by a scholarship from the Leadership Foundation!

### **Selection and Application Process**

Brothers will be selected for participation at the Leadership Academy based on their scholastic achievement,

fraternity involvement, and community service activities. The selection committee will review the submitted applications and will select one hundred Deltasigs to attend.

The selection committee will announce those Brothers selected to attend on May 16, 1994. Letters will be mailed on that date to everyone who has applied for the Academy. Travel scholarships will be announced on June 2, 1994.



**SPONSORED BY THE  
DELTA SIGMA PI LEADERSHIP FOUNDATION**

# Alumni CHAPTERS SPEAK

## Albuquerque

Join the Brothers of the Albuquerque Alumni Chapter at our Breakfast Meeting the first Saturday of each month. We generally start at 11:00 A.M.

We will join Gamma Iota Chapter in mid May for their 45 year anniversary, and welcome all Brothers in the area to attend. For more information on our events, contact **Kathy Stewart (505) 343-2246**.

## Atlanta

For those of you who are seeking employment and are looking in the Atlanta area, we are offering all Deltasigs (upcoming graduates, alumni Brothers, etc.) an additional way to get your name out there in the job market. For free, you can advertise yourself and the type of job you are seeking. This information is posted in our newsletter.

We also hold a "First Thursday Fling" happy hour on the first Thursday of each month, and will join the Delta Sigma Pi colony at Kennesaw State College for a weekend whitewater rafting trip in late May. Contact **Denita Morin (404) 634-4885**, or **Velvet Simmons (404) 424-4831** for more information.

## Cincinnati

The Greater Cincinnati Alumni Chapter held its first organizational meeting on August 5, 1993. This was followed by the chapter's first social get-together, on August 23, for happy hour at a local pub in downtown Cincinnati. All who attended enjoyed the opportunity to get to know their new Brothers better.

If you live in the greater Cincinnati area and are interested in becoming involved in the chapter, please contact President **Kelli Taylor (513) 831-8821**, or 206 Cleveland Avenue, Milford, Ohio 45150.

## Columbus

Plans are underway to provide more community service through Big Brothers/Big Sisters and the Special Olympics this year.

We are always looking for more Brothers in the Columbus area, and encourage you to join us at our social activities.

## Denver

The first Thursday of each month the Denver Alumni Chapter hosts a Happy Hour and Dinner starting at 6:00 P.M. at Charlie Brown's Restaurant. An exciting speaker generally follows the dinner.

Any Brother who is graduating this spring will be interested in our first year free membership. Contact chapter President **Frank Zieg (303) 796-1213** for more information.

## East Lansing

Our brand new alumni chapter held an alumni reunion on the weekend of October 23rd at Michigan State. Thirty alumni Brothers attended. We toured the newly dedicated College of Business building addition, held a business meeting, a pregame tailgate party, saw newly resurgent Michigan State battle Iowa in Big Ten football, and had a post-game reunion reception.

Anyone interested in joining us in our activities, please contact **Ron Stanton (517) 793-9860 (Business)** or **(517) 695-2157 (Home)**.

## Mid-Iowa

The Mid-Iowa Alumni Chapter is completing its first year in existence. Mid-Iowa Alumni Chapter derives its 25 Brothers from five different collegiate chapters in the Des Moines area and surrounding cities.

Along with the Alpha Iota Chapter at Drake University we hosted a professional speaker

who discussed the history of the City of Des Moines and its vision for the future. One of our community service projects was helping out at the Food Bank of Iowa. We are planning more professional speakers and community service activities in the upcoming year along with social events.

The Mid-Iowa Alumni Chapter holds its regular business meetings on the first Thursday of every month at AK O'Connors-Valley Junction at 5:30 P.M. in West Des Moines.

If you need further information, please contact our Chapter President **Kurt Ceglieski (515) 279-6922**.

## Nashville

The Nashville Area Alumni Chapter is excited about the upcoming year and our schedule of events.

We sponsor a Happy Hour on the fourth Tuesday of the month beginning at 6:00 P.M. at the Applebees in Elliston Place.

In addition to Happy Hour we have several special events planned. These events include a Halloween party, a Christmas party, a play-off party and a professional event.

Please feel free to contact President **Jennifer Brooks (615) 791-9205** or Secretary **Jean Duncan (615) 794-8267** for additional information.

## North Texas

The North Texas Alumni Chapter is a young chapter, with this being our second year as a franchised alumni chapter.

In November, we are participating in a Sports Day with the Delta Epsilon Chapter at the University of North Texas, to celebrate Founders' Day. In addition, we hosted our first Annual Softball Tournament in March with the Delta Epsilon Chapter.

This year we are working hard to significantly increase

our membership. If you live in the North Texas area and are interested in joining the chapter, please contact either **Heidi Weinstein (214) 315-5300** or **Kelly Long (214) 315-8273**.

## Phoenix

The annual Intermountain "Deltasig Days" event is a major focus for the Thunderbird Alumni chapter. This event brings together collegiate and alumni members from our region and other nearby regions. Deltasig Days were held on April 8th thru 10th, and featured a local tour, dynamic and interesting speakers, competitive sporting events, a picnic, western dance and more.

If interested in joining us for any of our activities, contact **Steve Groenier (602) 438-8569**.

## Sacramento

Interesting activities, excellent leadership and outstanding service to the fraternity were contributing factors in our achievement of being named the 1993 Outstanding Alumni Chapter at the Grand Chapter Congress in Anaheim.

We continue to host monthly luncheons the first Wednesday of each month at the Old Spaghetti Factory as well as holding our regular business meeting the third Wednesday of each month. Many interesting events are planned for the 1994 year and we welcome anyone who wants to attend.

## St. Louis

The St. Louis Alumni Chapter's 10th Annual Undergraduate Weekend was held March 4-6, 1994. We are very proud of our ten years of welcoming collegiate brothers to the Gateway City for a weekend of tours, presentations, career fairs, social activities and

# Chapter Directory

most of all, Brotherhood.

We also host a variety of events throughout the year, including a Spring/Summer BBQ, a V.P. Fair in July, and periodic downtown lunches. All Brothers who live in the area or who are visiting are welcome to attend any of our functions.

## South Florida

Several members of our chapter attended Grand Chapter Congress in Anaheim, and had a "magical" time. We're looking forward to Orlando in 1995!

The chapter would like to extend a warm congratulations to Alex Macsuga, our new Chapter President. And best of luck to our past President, Heather Bailey, who was elected South Atlantic Regional Director. Way to go, Brothers!

If you are visiting the area for an extended stay, or are relocating to the South Florida area, please contact **Alex Macsuga (407) 750-7223**.

## Tampa Bay Area

Tampa Bay Area Alumni Chapter is gearing up for yet another continuous year since 1979. Last year there were 51 dues paying Brothers who participated in many of our events throughout the year.

Please contact our President, **William Andree (813) 968-9594**, if you are in the area and would like to join us in any of our upcoming events.

## Twin City

Community Service activities have always been a favorite of the Twin City Alumni Chapter. During the Holiday season we provide a family with a much-needed Holiday dinner and gifts.

Twin City Alumni Chapter has also enjoyed spending time with the collegiate chapters in our area. Our members continue to attend regional and area events, including the North Central Regional Basketball/Volleyball tournament.

## Career Networking through SkillSearch

Through special arrangements with SkillSearch, you can now introduce your qualifications to select national employers without telling the world you're looking.

This powerful new recruiting program was designed for degreed professionals like Deltasig alumni. SkillSearch will help you expand your earnings and career opportunities without wasting valuable time and money.

SkillSearch gives you a direct link to companies from small local firms to the Fortune 1,000. They are not an employment agency or a recruiting firm. They have developed a sophisticated computer program to create pro-

files of each of our members. Corporate America uses the same system to describe its prospective employee needs.

Upon becoming a member, you complete a comprehensive application including your expertise, achievements, salary requirements, and geographic preferences.

SkillSearch turns your application into a powerful resume and member profile. Using the computerized networking system, companies search for qualified professionals to fill open job requirements. Positions seek you in confidence.

If you are interested in this new alumni program, contact SkillSearch directly at 1-800-258-6641.

## Akron-Canton (OH)

Mark A. Stroh  
216-434-5158

## Albuquerque (NM)

Katherine K. Stewart  
505-899-2599

## Atlanta (GA)

Denita J. Morin  
404-634-4885

## Baltimore (MD)

David A. Vanneman  
410-578-0933

## Chicago (IL)

James B. Connellan  
708-354-4406

## Cincinnati (OH)

Kelli Taylor  
513-831-8821

## Cleveland (OH)

Michael T. Losneck  
216-676-4066

## Columbus (OH)

Diane M. Mahnen  
614-793-9923

## Dallas Area (TX)

Robert Todd Granberry  
214-335-3210

## Denver (CO)

Frank B. Zieg  
303-796-1213

## East Lansing (MI)

Ronald L. Stanton  
517-695-2157

## Houston (TX)

Andrew Farley  
713-664-1760

## Inland Empire (CA)

Kerry L. Roberts  
909-788-8369

## Lincoln (NE)

Darin D. Katzberg  
402-477-5905

## Greater Miami (FL)

Paige D. Stephens  
305-662-6789

## Mid Iowa

Kurt J. Cegielski  
515-279-6922

## Milwaukee (WI)

Edgar W. Lake  
414-963-0726

## Nashville Area (TN)

Jennifer Brooks  
615-791-9205

## North Florida

Linzy S. Banks  
904-363-2959

## North Texas Area

Heidi P. Weinstein  
214-315-5300

## Orange County (CA)

Julia Midboe  
714-449-0273

## Penn-Jersey

Thomas M. Arnott  
609-267-8911

## Phoenix (AZ)

Julie A. Jacobson  
602-759-5074

## Quincy (IL)

Dawn Zehnle  
217-656-3828

## Richmond (VA)

Tamara C. Jones  
804-346-1487

## Sacramento Valley (CA)

Kerri Petersen  
916-361-1928

## St. Louis (MO)

Mark W. Bentlage  
314-773-8717

## South Florida

Alexander W. Macsuga  
407-391-4728

## Tampa Bay (FL)

William H. Andree  
813-968-9594

## Twin City (MN)

Angela J. Tietz  
612-483-2037

# Alumni NOTES

**Nancy K. Albright**, *Akron*, has accepted a new position as a Claim's Representative with Nationwide Insurance Company in Portsmouth, Ohio.

**B. Todd Whisenant**, *Alabama*, received his Florida Real Estate License in September, 1993. He has been serving as a Coordinator of Volunteer Services at World Cup USA in Orlando, Florida, for over six months; assisting in the preparations for the five World Cup Soccer Games that will take place this summer. He is employed by GMAC where he was recently promoted to an Account Representative. Currently, he serves as Social Chairman for the Central Florida Alumni Chapter and District Director for Theta Sigma Chapter.

**Steve Meek**, *Angelo State*, has been promoted to the position of Operations Manager with CompUSA in Castleton, Indiana. CompUSA is the largest Computer Superstore retailer in the nation. The Dallas based company operates 70 high-volume superstores in 30 major metropolitan markets.

**M. Theodore Farris II**, *Arizona State*, has completed his Ph.D in Business Administration from The Ohio State University in Columbus, Ohio. He will join the faculty of the University of South Alabama in Mobile this autumn.

**Beverly K. Brown Farris**, *Arizona State*, will join the faculty of the University of South Alabama in Mobile this autumn.

**Richard S. McPherson**, *Arizona State*, has been promoted to Director of Property Management Services at US West Business Resources, Inc. in Englewood, Colorado.

**Catherine M. Trostheide**, *Arizona State*, has accepted a new position as Personnel Analyst in the Public Works Department with the City of Phoenix, Arizona.

**Kautilya N. Raval**, *Boston*, attended a study abroad program last semester called Semester at Sea sponsored by the University of Pittsburgh. He was traveling with a Deltasig Brother from Boston and within a week they had met four other Deltasigs on the ship.

**John S. Semsel III**, CPA, *Boston*, has been promoted to Assistant Treasurer with Chase Manhattan Bank, N.A. in New York, New York.

**Irene Lymberopoulos-Greanias**, *California State-Northridge*, has been promoted to Manager, Sales and Finance Administration with Warner Brothers International Television.

**Stephen Dennis Berry**, *California State-Sacramento*, is on the cover of "Selling" magazine for the month of March.

**Donna Lynn Meroney**, *Colorado*, has accepted a new position as Auditor with the Department of Defense Inspector General's Office in Denver, Colorado.

**Edward William Gibson**, *California State-Chico*, has joined the Wall-Mart management team in Bullhead City, Arizona. Edward was recruited while in school and spent the first six months in a Management Training Program in Salem, Oregon.

**Lisa Soyden Vining**, *Central Florida*, has accepted a new position as Account Executive Creative Productions with

Freeman Decorating Company in Orlando, Florida.

**Pamela F. Thomas Hall**, *Christian Brothers*, has opened a new business called "Hall's of Fun" in Chicago, IL. It features carnivals, ride rentals, parties and fund raising. Their motto is "We deliver the fun to you!"

**Alexis E. Martin**, *Clemson*, along with her family was elected Family of the Year for 1993 in Union County, South Carolina.

**Beth Ann Pappadopoulos**, *Connecticut*, has been promoted to Manager of Internal Audit at Charter Oak Federal Credit Union in Groton, Connecticut.

**Laurie A. Eppler**, *Drake*, has accepted a new position in the Career Development Program of Hallmark Cards, Inc., headquartered in Kansas City, Missouri.

**Karen E. Colleron**, *Eastern Illinois*, received the degree of Masters in Human Resources from Loyola University-Chicago and accepted a position as Compensation Manager for Northwest Community Hospital.

**Ricky Allen Saltzgeber**, *Eastern Illinois*, has been promoted to government rating of GS-11 in January, 1994, and has assumed duties as Local Area Network Administrator for Midwest Region of the Food and Drug Administration.

**Lisa A. Braithwaite**, *Florida Atlantic*, has accepted a position as Staff Accountant with the firm of Coney E. Levine, CPA in Boca Raton, Florida.

**Dr. Bonnie Elaine Bonnell**, *Florida State*, has earned her doctorate in Educational Administration at the University of Oklahoma. She is

presently employed as instructor and computer coordinator in an Oklahoma City school system. She plans to retire December 1, 1994, and return to Florida to begin another career.

**Mark C. Graves**, *Georgia* and **Lisa L. Graves**, *Georgia*, have recently returned to the United States after spending six years in London, England. Lisa is a senior tax manager with Deloitte and Touche in Detroit, Michigan. Mark is a special project manager with the Franklin Mint.

**Suzanne Hoehne-Cockran**, *Georgia*, has accepted a new position as Inventory Controller with Mikart, Inc., a pharmaceutical manufacturing company in Atlanta, Georgia.

**James Ross Henderson**, *Georgia State*, who retired at age 80, finds himself back in the business world as Business Manager for his Landscape Architect wife, who has written a book called Edith Henderson's Landscape Companion. Published by Peachtree Publishers, LTD.

**Julie A. Wroblewski**, *Illinois*, has a position in Audit at KPMG Peat Marwick in Chicago, Illinois.

**Michael P. Malenock**, *Indiana-Bloomington*, has begun working at Miami University in Oxford, Ohio, as part of the Miami University Computing & Information Services group. Mike is a Systems Analyst for the University Information Systems division.

**Robert Scott Reid**, *Indiana-Indianapolis*, has accepted a new position as Controller with Nurses Express, Inc. in Indianapolis, Indiana.

**Sheila K. (Conley) Smith**, *Indiana State*, has been



promoted to Programmer Analyst with El Paso County on the District Attorney's Team in Colorado Springs, Colorado.

**William C. Bartel, Jr., Kent State**, has accepted a new position as Director of Finance and Accounting, Reporting Directorate, with Defense Finance and Accounting Service in Kansas City, Kansas.

**Alexander B. Baker, LaRoche**, has accepted a new position as Operations Manager with C.H. Robinson Company, a shipping business in Carnegie, Pennsylvania.

**Dennis S. Marlo, LaSalle**, is President of Main Line Federal Savings Bank in Villanova, Pennsylvania.

**Irene A. M. Bulick, Loyola**, has been appointed as Director and Treasurer of the Illinois Taxpayer Education Foundation. She continues to sit on the Board of two other corporations.

**Todd Kramer, Loyola**, has formed his own mortgage corporation, Kramer & Kramer Mortgage Corporation, in Morton Grove, Illinois, after six years with a mortgage banker, three years with a savings and loan and three years with a mortgage broker.

**Mark Wayne Dundee, Loyola-Marymount**, was appointed by Governor Pete Wilson to serve as the State Commissioner on the Council on Economic Development. The Council advises the Secretary of Commerce on the functions and policies relating to the state's economic development.

Previously named Young Businessman of Southern California, the recipient of the United States Small Business Administration Outstanding Consultant award and the

Personnel and Industrial Relations Association Certificate of Achievement award, Dundee brings a fresh proactive business view to the Council

**Mary Terhoeve Gardner, Louisiana State-Baton Rouge**, has accepted a new position as Asset Quality Manager and Assistant Vice President with South Trust Bank of Alabama, N.A., in Birmingham, Alabama, where she has been employed for six years.

**Apoorva N. Gandhi, Maryland**, has been promoted to Senior Consultant with Andersen Consulting in the Washington, D.C. office.

**Michael A. Easterling, Mercer**, has a position in the family business, Bailey Motor Equipment Company, with his uncle, **James E. Easterling, Florida Southern**, in Orlando, Florida.

**Michael Z. Brennan, Miami**, has been appointed as an arbitrator to the National Association of Security Dealers with Dean Witter Reynolds Inc., in Coral Gables, Florida.

**Fred Everett, Missouri**, is president of the Fourth Marine Division Association. The Association has 47,000 members.

**Dr. Fred Akers, Missouri**, a retired California college professor has donated over \$100,000 toward the construction of a new library in Eddyville, Iowa, as a tribute to his parents who lived most of their lives in Eddyville. Construction is to begin this year.

**J. Brian Sparks, Nebraska-Lincoln**, has a new position as MIS Director with Carter Companies in Kansas City, Missouri.

**David Kelly, New Mexico**, has been promoted to Assistant Vice President with the 1st Bank of Aurora in Aurora, Colorado.

**Sara Keeler, New Mexico**, has accepted a new position after graduation as Staff Accountant with Erwin, Newberry and Parrish in Gallup, New Mexico.

**Lara D. Siegenthaler, New Mexico**, has a position as Consultant with Vern A. Peterschmidt and Associates.

**Cynthia Lee Whan, New Mexico**, is working on her masters in Hotel and Restaurant Management in Houston, Texas.

**Shannon Scott, New Mexico State**, has accepted a position as a Project Control Representative at TRW Military Electronics & Avionics Division in San Diego, California.

**James E. Shaw, North Carolina-Chapel Hill**, was elected to serve as Director of Public Relations for the Research Triangle Chapter of Parents Without Partners. Shaw recently led a successful campaign to recognize Single Parent Day (March 21) in North Carolina.

**Michael John Springstead, North Carolina-Chapel Hill**, recently moved his stable of harness horses to Yonkers Raceway where he is currently training and driving a stable of 15 race horses.

**Brian P. Krippner, Northeast Missouri State**, has been promoted to Assistant Vice President and Team Leader-Corporate Trust with Mercantile Bank of Kansas City.

**Sandy Alpher, Pennsylvania State**, has accepted a position as Deployment Planner with Nabisco in Parsippany, New Jersey.

**Kathryn E. Shaw, Northeast Missouri State**, has accepted a position as Staff Accountant with McGladrey and Pullen in Cedar Rapids, Iowa.

**Carol A. Galimberti, Pennsylvania State**, has been promoted to Resident Manager with Libbey Glass for western North Carolina and all of South Carolina.

**Stephen Gregg McDonough, Pennsylvania State**, has recently formed the McDonough Consulting Group, specializing in corporate banking and cash management.

**Mark A. Zody, Pittsburgh**, has been promoted to Senior Vice President and Chief Financial Officer of Commerce Bank in Harrisburg, Pennsylvania.

**Frances Maryann Benko, Robert Morris**, has accepted a new position as Tax Compliance Specialist with Price Waterhouse in Pittsburgh, Pennsylvania.

**Carol Joanne Adair, St. Ambrose**, has accepted a new position as Controller with Star Manufacturing Company in Freeport, Illinois.

**Julio Garcia, St. Mary's**, participated in a summer abroad program in the summer of 1993. The program is annually organized by the St. Mary's School of Business. Julio attended the University of Innsbruck in Innsbruck, Austria. School was in session Monday thru Thursday, allowing all students the opportunity to travel through Europe on the week-ends. During his travels he managed to meet some Delasigs traveling in Europe as well. In Florence, Italy, Julio was approached by a merchant who was a Deltasig. At the Colosseum in Rome, Italy, he met Lisa

Fedorchak from the Alpha Theta Chapter at the University of Cincinnati. In Nice, France, Julio ran into Caterina Pompa from the Theta Iota Chapter at the University of Connecticut. Meeting these Deltasigs in Europe added to the many great memories.

**Monica Jolla, Southwestern Louisiana**, has accepted a position with Tigon Corporation, subsidiary of Octel Communications, in Dallas, Texas.

**Michael Freiman, Temple**, was recently recognized by and involved in a feature article in "Home World", the newspaper for the housewares decision maker.

**William B. Hutchinson, Jr., Temple**, has retired from his law practice after 51 years.

**Helene D. Davidson, Texas A&M**, is an English teacher and soccer coach at Harlandale High School. She will begin work on an MBA at Texas University-San Antonio this spring.

**Edwin D. Fuller, Wake Forest**, has been promoted to Executive Vice President and Managing Director of Marriott Lodging International. Based in Marriott's corporate headquarters in Washington, D.C., he will lead the company's globalization strategy and head the operations for existing properties outside the United States and Canada.

**Christine K. Moomey, Western Michigan**, has a position as Financial Accountant for Wachovia Bank of Georgia.

**Bruce D. Stewart, West Liberty**, participated in swan boat races in Thailand over Thanksgiving break.

# Bits & PIECES

## Mergers

**William A. Brown, Arizona State** on July 31, 1993, to Wendy I. Schooth, at Scottsdale, Arizona.

**John J. Morgenthaler, Jr. Central Missouri State**, on June 26, 1993, to **Cindy L. Helmig, Central Missouri State**, at St. Louis, Missouri.

**Amanda Lee Bowen, Colorado**, on April 17, 1993, to Todd C. Geske, at Grand Junction, Colorado.

**Dan Schmoker, George Mason**, on May 29, 1993, to Dale Burke, at Annandale, Virginia.

**Suzanne Marie Hoehne, Georgia**, on August 21, 1993, to Kyle Brant Cockran, at Kennesaw, Georgia.

**David Riley Nix, Georgia**, on April 24, 1993, to **Christine A. Young, Georgia**.

**Joda Lynn Pepple, Illinois**, on December 24, 1993, to Kenneth Gene Gibson, at Las Vegas, Nevada.

**Steven Jan Hirsh, Illinois-Urbana**, on January 4, 1993, to Sandra Hummel.

**Mary Cornelia Terhoeve, Louisiana State**, on February 14, 1994, to Ronald Alan Gardner, at Gardendale, Alabama.

**Michael A. Easterling, Mercer**, on September 26, 1992, to Stephanie Randolph.

**Kathryn A. Hines, Northeast Missouri State**, on October 2, 1993, to Ted Hutcheson.

**Julio Eduardo (Eddie) Bejarano, North Texas**, on September 18, 1993, to **Stacy E. Avery, North Texas**, at Paris, Texas.

**Christopher J. Craige, North Texas**, on August 22, 1993, to **Gina K. Arendt, North Texas**, at Lindsey, Texas.

**Kyle Wayne Melton, North Texas**, on June 26, 1993, to **Shanna R. Jenson, North Texas**, at Mesquite, Texas.

**Kellie A. O'Brien, North Texas**, on May 29, 1993, to Mike Wiczorek, at Dallas, Texas.

**Ronald L. Roberto, Jr., North Texas**, on May 22, 1993, to **Stacy L. Trout, North Texas**, at Cedar Hill, Texas.

**Carrie Jo Swirczynski, North Texas**, on August 13, 1993, to Charles LeMaheiu, at Dallas Texas.

**Julia Anne Quirk, Robert Morris**, on November 13, 1993, to David DeJarnette.

**Joseph Krupka, Rochester Tech**, on July 4, 1993, to Meay Solomon, at Somerset, New Jersey.

**Holly Susan Bond, Texas A&M**, on January 8, 1994, to Dale Reginald Gibson, at Bedford, Texas.

**Clayton Roy Elliott, Texas**

**A&M**, on January 15, 1994, to Elizabeth Rene Barroso, at Houston, Texas

## Dividends

To Brother **Steven R. Whalen, Ball State**, and Shellie Whalen, on February 21, 1994, a daughter, Hannah Marie.

To Brother **Rosemary L. Brackman, Dayton**, on December 25, 1993, a daughter, Erica Lynn.

To Brother **Dan Schmoker, George Mason**, and Dale Burke Schmoker, on October 11, 1993, a son, Daniel Alan.

To Brother **Thomas E. Gouch, Kent State**, and Cathy (Roberts) Gouch, on January 24, 1994, a second son, Eric Robert.

To Brother **Henry G. Terhoeve, Louisiana State**, and Ana S. Terhoeve, on October 29, 1993, a daughter, Stephanie Elizabeth.

To Brother **Dean E. Miller, Miami-Ohio**, and Brother **Lee Ann Ritter Miller, Miami-Ohio**, on November 30, 1993, a daughter, Lauren Ann.

To Brother **Lisa Iovino Howald, Missouri-Columbia**, and Jeffrey Howald, on December 28, 1993, their third child, a daughter, Emily Catherine.

To Brother **Mark Alan Payne, North Carolina-**

**Greensboro**, and Vicki Payne, on November 8, 1993, a son, Spence Alan.

To Brother **Anna Latona Durst, Ohio**, and Kevin Durst, on January 29, 1994, a daughter, Bethany Christina.

To Brother **Peter Hoa Ngo, Oklahoma**, and Brother **Thuy-Ai Nguyen Ngo, Oklahoma**, on January 9, 1994, a son, Phillip Huy.

To Brother **Christopher R. Komnick, Purdue**, and Brother **Julie (Baker) Komnick, Purdue**, on April 12, 1993, a daughter Jordan Cheyenne.

To Brother **Keith M. Holtz, St. Cloud State**, and Cindy Holtz, in October, 1993, a daughter Kelsey Marie Holtz.

To Brother **Michelle Miller Cowing, SUNY-Buffalo**, and Robert Cowing, on August 12, 1993, a daughter, Alyssa Marie.

To Brother **Alexander Charles Eng, Virginia Tech**, and Tracy Eng, on December 22, 1993, a daughter, Kimberleigh Ann.

## In Memoriam

The fraternity, its officers, staff and the editor of the magazine do not assume responsibility or liability for the accuracy of this column. Information in this column is printed as it is reported to The Central Office for record keeping purposes.

**Aldo E. Garoni, Georgia State**

**William M. DeLoach, Georgia State** 1-22-94

**Cheryl A. Bell, Indiana Northwest**

**Noble L. Carter, Indiana State** 12-20-93

**Ronald A. Larson, Iowa** 2-15-94

**Carl T. Carson, Memphis State** 11-19-93

**Andrew G. Skalkos, Miami-Ohio** 3-13-93

**Martin L. Faust, Missouri Columbia** 8-93

**Paul D. Hickman, Missouri-Columbia**

**Don O. Nelson, Nebraska-Lincoln** 10-13-93

**Earl N. Armbrust, Northwestern-Chicago** 8-11-93

**Walter J. Kobos, Northwestern-Chicago** 2-1-93

**Reynold E. Carlson, Northwestern-Evanston** 10-93

**James W. Holden, Ohio**

**Alfred J. Betros, Rider**

**Mack B. Johnson, San Francisco** 9-6-93

**Charles H. Forney, Temple** 4-15-93

**Arnold A. Johnson, Temple** 12-20-93

**Ralph B. Thompson, Texas-Austin** 12-5-93

**Clayton E. Bane, West Liberty State** 11-6-93

### News for The DELTASIG Magazine?

Send press releases, photographs and additional information about yourself to: Managing Editor, The DELTASIG of Delta Sigma Pi, 330 South Campus Ave., P.O. Box 230, Oxford, Ohio 45056-0230

### Call for Articles

The DELTASIG Magazine is currently accepting previously unpublished articles on topical business issues for future publication. Topics under current consideration are: time management, stress reduction, the Americans with Disabilities Act, leadership skills, workplace diversity, quality management, and customer service. All articles submitted become the property of the International Fraternity of Delta Sigma Pi, which reserves all rights in the publication of submitted articles. Send your submissions to: Managing Editor, The DELTASIG of Delta Sigma Pi, 330 South Campus Ave., P.O. Box 230, Oxford, OH 45056-0230.

FIGURE 2

Team-Effectiveness Scoring Sheet

THE FIVE EFFECTIVE AREAS	RATINGS ON NUMBERED INVENTORY ITEMS	TEAM RATINGS	TEAM LEADER RATINGS	CONSENSUS RATINGS
<b>Team Mission</b> Average of team member's ratings Team Leader's ratings	1          6          11          16 ___ + ___ + ___ + ___ = ___ + ___ + ___ + ___ =	_____	_____	_____
<b>Goal Achievement</b> Average of team member's ratings Team Leader's ratings	2          7          12          17 ___ + ___ + ___ + ___ = ___ + ___ + ___ + ___ =	_____	_____	_____
<b>Empowerment</b> Average of team member's ratings Team Leader's ratings	3          8          13          18 ___ + ___ + ___ + ___ = ___ + ___ + ___ + ___ =	_____	_____	_____
<b>Open Communication</b> Average of team member's ratings Team Leader's ratings	4          9          14          19 ___ + ___ + ___ + ___ = ___ + ___ + ___ + ___ =	_____	_____	_____
<b>Positive Roles and Norms</b> Average of team member's ratings Team Leader's ratings	5          10          15          20 ___ + ___ + ___ + ___ = ___ + ___ + ___ + ___ =	_____	_____	_____
<b>Total Team-Effectiveness Rating</b>		_____	_____	_____

continued from page 5

members, and between teams. Everyone on a team must be able to communicate openly and honestly with each other without being afraid to tell the truth—even if the truth isn't what people really want to hear. People should never be punished for being open, honest, and truthful: they should be positively recognized for that type of behavior. A team, department, or organization cannot grow and cannot provide high-quality customer service unless it faces up to the truth—no matter how ugly the truth is. Listen for comments like these from employees: "I'm not going to return that manager's call. Why should I help a person who wouldn't help me last year when I needed some information?" "I don't know what's going on. All I know is that my boss has been locked away for the past two days, not saying anything. Do you think they're cutting jobs?" "I don't know why we have to do this. The big boss just said to have it done by the end of the day. So, we'd better get started." If such statements are common among employees, then your organization has communication barriers. People and teams simply cannot be effective if they can't

get the information they need to do their jobs well, whether that information should come from a manager, a team leader, or another part of the organization. Teams can't operate effectively with such barriers in place. Opening the lines of communication, and working together to solve problems rather than placing blame, is vital for successful individuals, teams, and organizations. It also improves customer service, because better information allows employees to respond more quickly to all customer needs. **Positive roles and norms.** Effective teams assign work based on the strengths of each team member—even if that work is not in their job description. Also, team members help each other work on their individual areas of weakness. Team morale increases when people understand the roles that contribute to an effective team—and then they see that cooperation rather than competition is the key to team success. The team's norms are the rules of behavior that team members have agreed to follow. Norms may be enforced by sanctions that range from a look of disapproval to removal from the team. The norms of the team need to be positive and to contribute

to the goals and missions of the team, the department, and the organization. Negative norms, or norms that are positive for the team but negative for the department or organization, only impede success. **Team Pride** The most effective teams are those that excel in all five areas. Team members know what end result they are working for and can track their progress toward reaching their goals. They have the authority, accountability, and responsibility to act and react appropriately and in a timely manner to problems, issues, and concerns. They do not have to be afraid of being honest and open with other people in the organization, and they can feel confident that they will receive accurate and timely information, as well. In addition, they understand their individual contributions to the team and the organization, and the behaviors that are expected of them while working with the team. When those five elements are in place, employees feel proud of their contributions to the team, the department, and the organization. Customers receive high-quality service. The end result is that your company accomplishes its mission.

continued from page 7

corporation that includes business planning for housing, small businesses and banking ventures, risk analysis, development of community services, and a research, planning and cost analysis effort for a commercial and residential rehabilitation project. As a complement to this effort, the Black Business Students Association's Annual Conference and Career Fair in January of 1993 focused its two-day event on "Reviving Our Inner Cities." The conference looked at economic development, health care, education, urban rebuilding and corporate social responsibility. Inner City Dartmouth, a budding effort of the Tuck School, is beginning to work with Dartmouth alumni in the Chicago area, as well as MBEP alumni, to provide assistance in rebuilding a public housing unit in the inner city. The plan, said MBEP director, Paula Graves, is to discover all of the resources it will take for schools to help rebuild cities, and then use the Chicago experience as a model. Business educators often refer to the need to "reach farther down," to expose minority youngsters to the possibility of college education and professional aspirations. A number of business schools are reaching into elementary and middle schools to provide pupils there both motivation for staying in school and some hope for a successful future. In October, Carnegie Mellon's Graduate School of Industrial Administration adopted 105 fourth graders at Fort Pitt Elementary School, in one of Pittsburgh's most economically depressed areas, for its I Have A Dream (IHAD) project. The elementary school is 90 percent African-American and 98 percent minority. About 125 MBA students were in the first round of volunteers to tutor the pupils twice a week for two hours each day as part of the effort that will continue through to their graduation from high school. Upon successful graduation, each student will receive \$2,400 annually for tuition to college or trade school, funded by contributions from alumni, corporations and residents and distributed by the IHAD

Foundation of Pittsburgh. "Because we are so technologically oriented here," said Natalie Taaffe, associate dean for external affairs at Carnegie Mellon, "we are able to train these children on computers and have them learn things in a fun way, at a more rapid pace. In addition, we have been able to begin to train the teachers on computer fluency." Fort Pitt received a large grant of computers as part of the "fallout" from the IHAD arrangement with Carnegie Mellon, she said. Another leg of IHAD is the mentoring program in which volunteers from the community provide the continuous relationship with pupils that two year MBA students cannot. The mentors serve as both role models and advocates for their pupils in the school. Besides GSIA students, faculty, administrative and support staff are also involved as volunteers or contributors to the program. The only other U.S. business school that, so far, has implemented an IHAD program is Stanford's Graduate School of Business. Two years ago, students formed an IHAD foundation and adopted a third and fourth grade at Flood School in East Palo Alto, where business school students had been tutoring for several years. At Harvard Business School, faculty, students, staff and administrators have formed an educational partnership with Brighton, Massachusetts' Taft Middle School as an expression of their commitment to the local community. The partnership established a number of activities that volunteers at Harvard can choose from: A Saturday sports program, a pen pal program, tutoring in math and reading, teaching English as a second language to immigrant parents and a craft fair that raises money for equipment and supplies at Taft. The work of recruiting and retaining minority students in business schools is tackled in a variety of ways by many institutions, including tutoring, mentoring and minority student business associations. "One of the big issues is that we need to plant the seed significantly earlier than we do

continued on next page

continued from previous page in the majority population," said Hank Malin, director of admissions at Dartmouth's Tuck School, who teams up with his counterparts at Stanford and the University of Virginia to recruit at historically black colleges.

"One of our efforts is to target college freshmen, sophomores and juniors so that they take the right courses and are doing the right things with their summers so that they will be viable candidates later on," Malin said.

Any minority student who calls Tuck gets a return call from a current minority student, just to begin a relationship, Malin said. "We have found that has been pretty effective in getting good information to people who need that information. In our entering class this year there are six African Americans, and five of them are here because of the conversations they had with students."

For the past four years at the University of Arizona's business school, there has been a full-time minority student retention advisor who counsels other advisors on ways to assist and encourage minority students.

"We have found the personal attention and a relationship model helps a lot," said Pam Perry, director of business and public administration undergraduate programs at the b-school. "She personally calls in all minority students who are having academic problems and works with them to develop work plans." The school also has a committee of minority students who, four years ago, developed a one-day voluntary program for students on academic probation, whether minorities or not.

The Successful Student Seminar, offered early in each spring semester, brings in guest speakers for motivational and goal-setting talks. In addition, faculty and business leaders meet in breakout sessions with students to talk about the practical applications of what they are learning. About 50 percent of the targeted students attend, Perry said.

In spring of 1994, the school will add a seminar for minority students who are doing well academically and will invite minority student recruiters, as well as faculty.

At UCLA's Graduate School of Business, the Riordan Program, named for Richard Riordan, current mayor of Los Angeles, was begun several years ago to attract minority youngsters into the management field.

"The professions of law and medicine have been held up to them as ways that they can have an impact on their community and give something back and be a role model," said Elaine Hagan, associate director of the Entrepreneurial Center at UCLA. "This program was set up to expose minority high school and college students to what business school would do for them."

For a year, students who are accepted into the program are matched up with an MBA student who serves as a mentor. They meet once a month and attend presentations on different aspects of business by managers from places such as Disneyland and Nestle, and from recent alumni about what they are doing with their business degrees, and how to make the best use of time in school.

The Summer Venture in Management Program (SVMP) is Harvard Business School's 10-year-old effort to bring minority college students into the business world.

Between their junior and senior years, students are sent by summer internship employers to Harvard for an intensive, five-day course in case method learning, taught pro bono by Harvard faculty. This program opens another door for young people who are on the verge of choosing a career direction.

All of the programs and projects offered by business schools to minority individuals and communities can seem limited compared to the amount of work that needs to be done.

In response to that perception, Carnegie Mellon's Taaffe refers to the "radiant core" from which other projects and possibilities emerge.

"Dropping a lot of money and spreading it all over the place hasn't proved to be very fruitful around here," she said. "We hope we can encourage other people to learn from what we have done with IHAD and do the same thing, so that it will spread, but spread in a very focused way."

## Investing in the future.

Invest in the future by building a legacy today.

Our members have available to them excellent classroom learning opportunities, as provided by their school or university. However, the traditional classroom does not focus on professional development, practical leadership experiences and the positive civic and commercial values shared within a chapter of Delta Sigma Pi.

While the day-to-day operations of the fraternity are, and should be, totally financed through current income from members, the educational and scholastic objectives of Delta Sigma Pi need significant funds if future generations are to have opportunities uniquely experienced within our Fraternity.

The Board of Trustees of the Delta Sigma Pi Leadership Foundation proudly introduce the *Living Legacy Society*, a planned giving program for our Brotherhood, and welcome those who are interested in investing in the future of our fraternity.

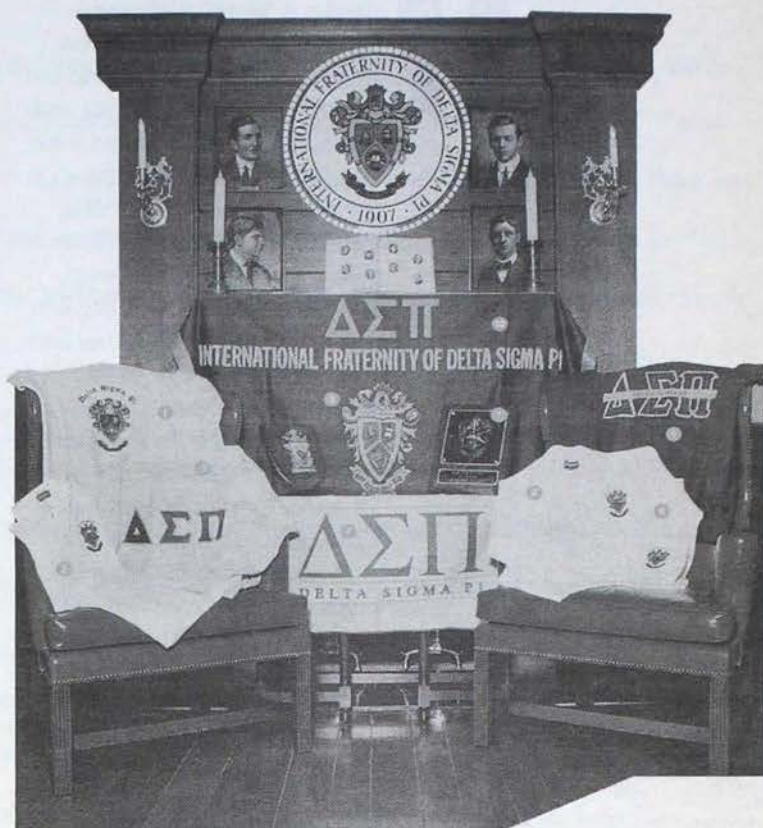
To learn more about the Living Legacy Society, please call or write the offices of the Leadership Foundation at:

**Delta Sigma Pi  
Leadership Foundation**  
Post Office Box 230  
330 South Campus Avenue  
Oxford, Ohio 45056-0230  
(513) 523-5252



## Living Legacy Society

# Gifts & SPORTSWEAR



**1. FULL-COLOR EMBROIDERED COAT OF ARMS SWEATSHIRT** gray 95% cotton by Champion with full-color coat of arms embroidered on garment. Sizes: L, XL \$69.95  
**2. GOLF SHIRT** white 100% combed cotton by Outerbanks with full-color embroidered coat of arms. Sizes: M, L, XL, XXL ..... \$29.95  
**3. TRADITIONAL SWEATSHIRT** gray 95% cotton by Champion with two-color 4" appliqué with letters, shown with purple on gold. Sizes: L, XL ..... \$49.95  
**4. BANNER** 20" x30" nylon with printed lettering and border. .... \$14.95  
**5. PLAQUE** walnut stained plaque board, hand-painted coat of arms. .... \$29.95  
**6. SWEATER** white 100% cotton by McBriar with full-color embroidered coat of arms. Sizes: M, L, XL, ..... \$49.95  
**7. COAT OF ARMS CLOCK** measures 11"x13" coat of arms embossed in gold on black panel mounted on walnut colored wood. Personalize with your name, college, chapter and graduation year. .... \$49.95  
**8. GOLF TOWEL** white velour measuring 16" x 26" with 3" x 31/2" full-color embroidered coat of arms, finished hemmed edges and brass-plated grommet and snap. \$15.95  
**9. CLASSIC SWEAT SHIRT** purple 95% cotton I by Champion with two color 6" appliqué plaid twill letters and embroidered strip of twill material. Sizes: L, XL ..... \$54.95  
**10. COAT OF ARMS BANNER** 40" x 72" purple nylon with gold border, gold letters and embroidered crest. .... \$325.00  
 \$2.00 each additional letter to personalize  
**11. JACKET** black satin with quilted lining white stripes on collar, sleeve, waist. Embroid. Greek letters and your name on front, script Deltasig in purple and, gold appliqué on back in: M, L, XL, XXL ... \$59.95

**12. ATHLETIC JERSEY** white 50/50 cotton/polyester with 3/4 specific color cuffed sleeve shown with 4 appliqué letters. Sizes: M, L, XL, XXL ..... \$16.95  
 12a = White jersey, purple cuff, gold  
**13. SWEATSHORTS** 100% cotton by Champion with pockets and drawstring, includes 2- appliqué letters. Sizes: L, XL, XXL ..... \$24.95  
 13a = Gray w/purple on gold letters  
 13b = Purple w/gold on white letters  
**14. RUGBY** alternate stripes of navy and white, 100% cotton by Outerbanks with gold embroidered letters. Sizes: L, XL, XXL \$39.95  
**15. MESH SHORTS** 100% nylon by Champion with 2" appliqué letters. Sizes: L, XL, XXL ..... \$24.95  
 15a = Navy/white letters 15b Purple /gold  
**16. BASKETBALL TANK TOP** 100% mesh nylon basketball tank by Champion with appliqué letters. Sizes: L, XL ..... \$24.95  
 16a = Navy w/white letters  
 16b = Purple w/gold letters  
**17. LARGE BANNER** 3'x5' nylon with appliqué twill lettering and border. .... \$59.95  
**18. BASKETBALL HOOP** hangs on top of a door, made of sturdy wood with a metal rim and miniature basketball, 1 7"x 24". \$27.95  
**19. BASEBALL JERSEY** 100% cotton white with black stripes, full button front and curved shirt tail, includes appliqué twill purple lettering. Sizes: M, L, XL ..... \$24.95  
**20. POPLIN BASEBALL HAT** with double-embroidered name on front, one-color embroidered letters on back, adjustable strap, one size fits all. .... \$14.95  
**21. WOOL FITTED BASEBALL CAP** with double embroidered name on front, one-color embroidered letters on back. Sizes: 7 (22"), 7 1/8 (22 3/8"), 7 1/4 (22 3/4"), 7 3/8 (23 1/8"), 7 1/2 (23 1/2").....\$19.95

**Telephone orders 10am. to 6pm. EST.  
 Call 1-800-886-ALPHA**

## ΔΣΠ Gifts and Sportswear

Complete this order form, include your check (payable to Alpha House in U.S. funds), or credit card info. and mail to

**Alpha House  
 11 S. Main St.  
 Oxford, Ohio 45056**

(All prices are subject to change without notice)

- My check is enclosed  
 Please charge my:  
 MasterCard     Visa  
 Discover         American Express

Card No. \_\_\_\_\_  
 Expiration Date: \_\_\_\_\_  
 Name on card: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 (Your signature as it appears on credit card)

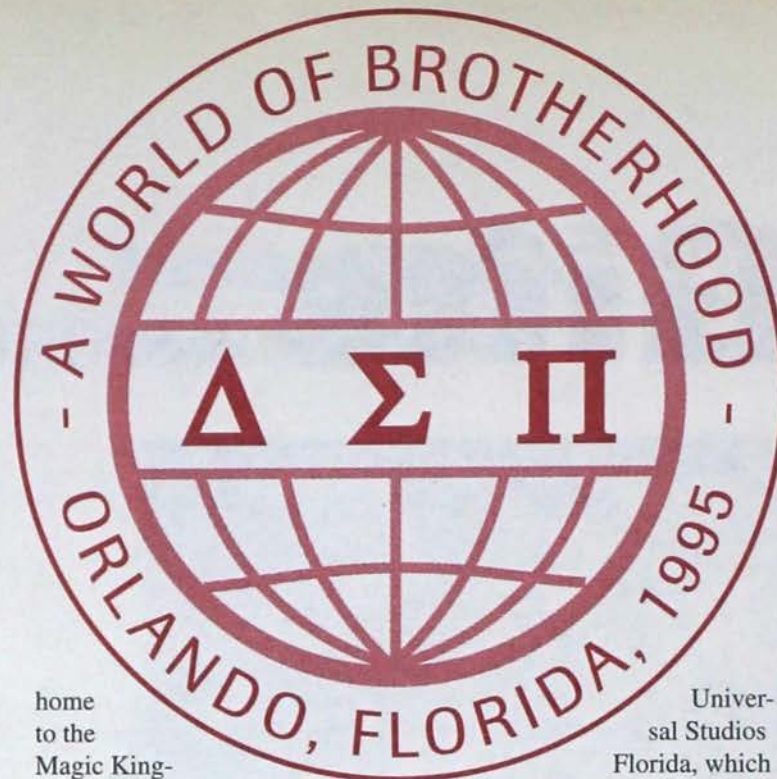
QTY	ITEM NO.	DESCRIPTION	SIZE	PRICE	TOTAL PRICE
You must specify size and color or garment AND letter colors when applicable. Please allow 4 to 6 weeks for delivery, unless stated otherwise.				OHIO RESIDENTS INCLUDE TAX (6%)	\$
				SHIPPING AND HANDLING CHARGES	\$ 4.00
				TOTAL ENCLOSED	\$

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Daytime Phone: \_\_\_\_\_



Orlando: A World of Brotherhood. Abundant sunshine and warm, pleasant temperatures are the norm in Central Florida and will compliment the 40th Grand Chapter Congress of Delta Sigma Pi August 8-13, 1995. Couple that with great attractions, numerous golf courses, 1,200 lakes and a quick drive to east and west coast beaches and we have the makings of an unforgettable Grand Chapter Congress. Now is an excellent time to learn more about Orlando, Florida, host of our Grand Chapter Congress.

Transportation to Orlando for our convention attendees will be quite simple. The Orlando International Airport is the 18th busiest in the United States with an average of 800 commercial operations per day. Two dozen carriers provide scheduled service domestically and internationally. Additionally, Amtrak serves Orlando with four daily trains originating in



home to the Magic Kingdom, Epcot Center and Disney-MGM Studios. The Magic Kingdom features more than 40 major attractions in seven lands while Epcot Center is comprised of World Showcase pavilions highlighting eleven countries and Future World, whose nine corporate pavilions examine past and future technology. The Disney-MGM Studio features movie theme rides and is a working television and motion picture studio.

Sea World of Florida features scripted productions with killer whales. There is also a water ski

Universal Studios Florida, which spans 444 acres southwest of Orlando, has full production facilities and tour and entertainment attraction is available.

Orlando also offers a selection of other attractions and parks including Cypress Gardens, Gatorland, Florida's largest alligator farm, Silver Springs, famous for its glass-bottom boat rides and jungle cruise, the United States Astronaut Hall of Fame, Orlando-Seminole Jai-Alai, and the Seminole Greyhound Park.

Shopping in Orlando is an experience all its own. There are traditional malls — Altamonte, Fashion Square, Florida, and Colonial Plaza — and shopping villages—Church Street Exchange, Church Street Market, Crossroads, Mercado Mediterranean Shopping Village, the Marketplace, Old Town, and Walt Disney World Village—that offer upscale gifts and clothing. Park Avenue in Winter Park is a unique blend of old and new with specialty stores and exclusive boutiques that suit the tastes of every shopper. Factory outlets such as Belz Factory Outlet and Quality Outlet offer factory direct prices.

In addition to being home to some of the most famous attractions in the country, Orlando and nearby cities offer an impressive array of cultural activities and special events. Convention attendees may wish to take advantage of the outstanding variety of off-the-beaten path activities.

Bok Tower Gardens is a

serene sanctuary in the scenic highlands of Central Florida. Thousands of azaleas, camellias and magnolias provide seasonal vistas of color. The Singing Tower in the center of the sanctuary among reflecting pools and winding pathways, is a 255-foot stone and marble structure with 57 bronze bells. The Bok Singing Tower features music from one of the world's great carillons every half-hour.

Charles Hosmer Morse Museum of American Art offers an intimate museum containing an impressive collection of Tiffany art nouveau from the estate of Louise Comfort Tiffany. Priceless paintings, stained glass windows, jewelry, lamps and other art objects are on display. The Museum draws its exhibits from a collection of more than 4,000 pieces, many salvaged from the charred ruins of Tiffany's art nouveau mansion on Long Island.

Orlando Museum of Art at Loch Haven, is noted for its quality and variety of art exhibits. The museum obtained a rank of distinction in 1979 with the opening of its permanent pre-Columbian Gallery, which houses more than 250 pieces from Mexico, Peru, Guatemala, Columbia, Costa Rica, and Panama — dating from 1200 B.C. to 1500 A.D. The permanent collections also include a rotating exhibit of 20th century American and African art.

The Peabody Hotel, one of the finest hotels in Orlando, will serve as the headquarters for our Grand Chapter Congress, and will be profiled in a future issue of The DELTASIG Magazine, along with complete convention details and registration information.

You will not want to miss the experience of Orlando and the 40th Grand Chapter Congress of Delta Sigma Pi: A World of Brotherhood.

# A world of Brotherhood

New York, Tampa and Miami. Orlando may also be reached by major highway networks including Interstate 75 from the Midwest, Interstate 95 from Atlantic coast states, and Interstate 4 running east/west through Orlando and connecting Daytona and Tampa.

Convention attendees will want to take advantage of the many attractions available in the Orlando area. Of course, foremost, is Walt Disney World,

and speed boat show, botanical gardens with alligators and exotic birds, a Hawaiian Village, Penguin and Shark Encounters, Cap'n Kids World, World of the Sea, Discovery Cove, Terrors of the Deep and Sky Tower Ride.

Busch Gardens, themed the Dark Continent, is a turn-of-the-century African wild life, ride park, and home to the Anheuser-Busch's Tampa brewery.

# News FROM SOUTH CAMPUS

IN LIFE, CHANGE IS INEVITABLE. Delta Sigma Pi of course is no exception. Seven months ago, due to changes in economic conditions, and budget constraints in the fraternity, it was necessary to substantially reduce the cost of producing The Deltasig Magazine. Faced with this challenge, we introduced a new format for this publication. Over the period since that change we have collected feedback from our members (both positive and negative) and analyzed the essential mission and purpose of the publication. From this we have grown to realize and appreciate more than ever before that it is essential that we maintain the highest standards for The Deltasig; the highest standards in both content and form.

From this realization arrives another change. We offer to you in this issue what we believe is a substantial improvement in both the content and form of The Deltasig. I'm certain you immediately noticed the change in layout and improvement in paper quality. We now utilize a new printing process which allows us to increase the quality of printing and paper while at the same time retaining the cost advantages of a tabloid publication. We hope you have also noticed with these physical improvements, a change for the better in the article content of this and future issues.

The Deltasig will now feature general business interest articles reprinted from other publications or authored specifically for our members. We hope these will provide you with insight into emerging theories and practices in business management. Additionally, we are expanding our coverage of both alumni and collegiate chapters through the use of feature articles. Each issue will attempt to highlight a recent development with a specific chapter which helps separate our fraternity from all other organizations. Through these feature articles we are certain you will have a heightened sense of pride in your fraternity.

There is no doubt that all of the recent changes in our publication have been a little confusing for our readers. Your staff is not immune to this, and shares in the frustration — new vendors, design, and printing and mailing facilities, and changes in staff responsibilities, format, and content — it has all added up to a year of change and growth. We believe, however, that these changes have yielded a better publication for Delta Sigma Pi and our readers. A publication with improved content and form.

Your input in confirming this is essential. We hope you will take advantage of the opportunity to send your comments and ideas on The Deltasig. As a matter of fact, we plan to regularly print letters submitted to the Editor. Please take a moment to jot down your thoughts. You may even send them in the enclosed contribution envelope for the Leadership Foundation.

Thank you for your patience during all of our recent changes. We appreciate your continued interest in the important work of our fraternity.

— Daniel S. Doyle  
Managing Editor



**Daniel S. Doyle**

# A grand vacation for all

Delta Sigma Pi is pleased to offer a "grand" vacation opportunity for our alumni August 25-28, 1994, at Grand Hotel on Mackinac Island.

From its unique island setting, Grand Hotel will offer you a dramatic change from the typical urban hotel experience.

The hotel rises magnificently from the bluffs overlooking the Straits of Mackinac, a stately lodging filled with antique treasures and charming rooms. The sweeping front porch, more than twice the length of a football field, offers breathtaking vistas of the historic town of Mackinac below and the waterfront beyond.

All around you will find manicured lawns, colorful gardens and excellent recreational facilities which will make Grand Hotel a vacation destination you won't forget.

If you arrive by air, you will touch down at nearby Pellston Airport. The airport is served by Northwest Airlines commuter flights via Detroit, and United Airlines commuter flights via Chicago O'Hare.



Grand gardens and grounds.



The Grand Hotel, Mackinac Island.

Special airfare discounts are available on these airlines for Delta Sigma Pi alumni through Wagonlit Travel.

Air taxi service between Pellston and Mackinac Island is available, as is bus and taxi service from the airport to the ferry docks. Ferry service is available every 15 minutes.

There is no automobile traffic allowed on the island, so peace and tranquility reign supreme. All travel is by foot, bicycle or horse-drawn sully.

Your alumni vacation package includes 3 nights accommodations in a larger interior-view or smaller lake view room, breakfast and dinner daily, and an exclusive Delta Sigma Pi Welcome Reception. Optional room arrangements may be made at an additional charge, and are subject to availability.

Your special optional activities include; a fitness center, an 18 hole golf course, tennis, horseback riding, a Vita

exercise course, carriage tours, cycling, and swimming.

A limited number of rooms have been blocked for our alumni based on an anticipated cost of \$499.00 per person, double occupancy (airfare excluded). You will want to make your reservation deposit soon.

Contact Mr. Lonnie Fields at Wagon-lits Travel Agency (1-800-477-8567) for more information on this exciting alumni vacation package.

Delta Sigma Pi  
330 South Campus Avenue  
Post Office Box 230  
Oxford, Ohio 45056-0230