

The **Deltasig**[®]

www.dspnet.org

of Delta Sigma Pi

The Journal of America's Foremost Business Fraternity

Celebrating Our 90th Year!

Winter 1998 - Volume 87, Number 2

Inside



Photo Highlights
from Officer
Training Schools
page 4



Year in Review
page 6



Alpha Chapter
Celebrates 90th
page 5



Undergraduate Business
Degrees Decline
page 10

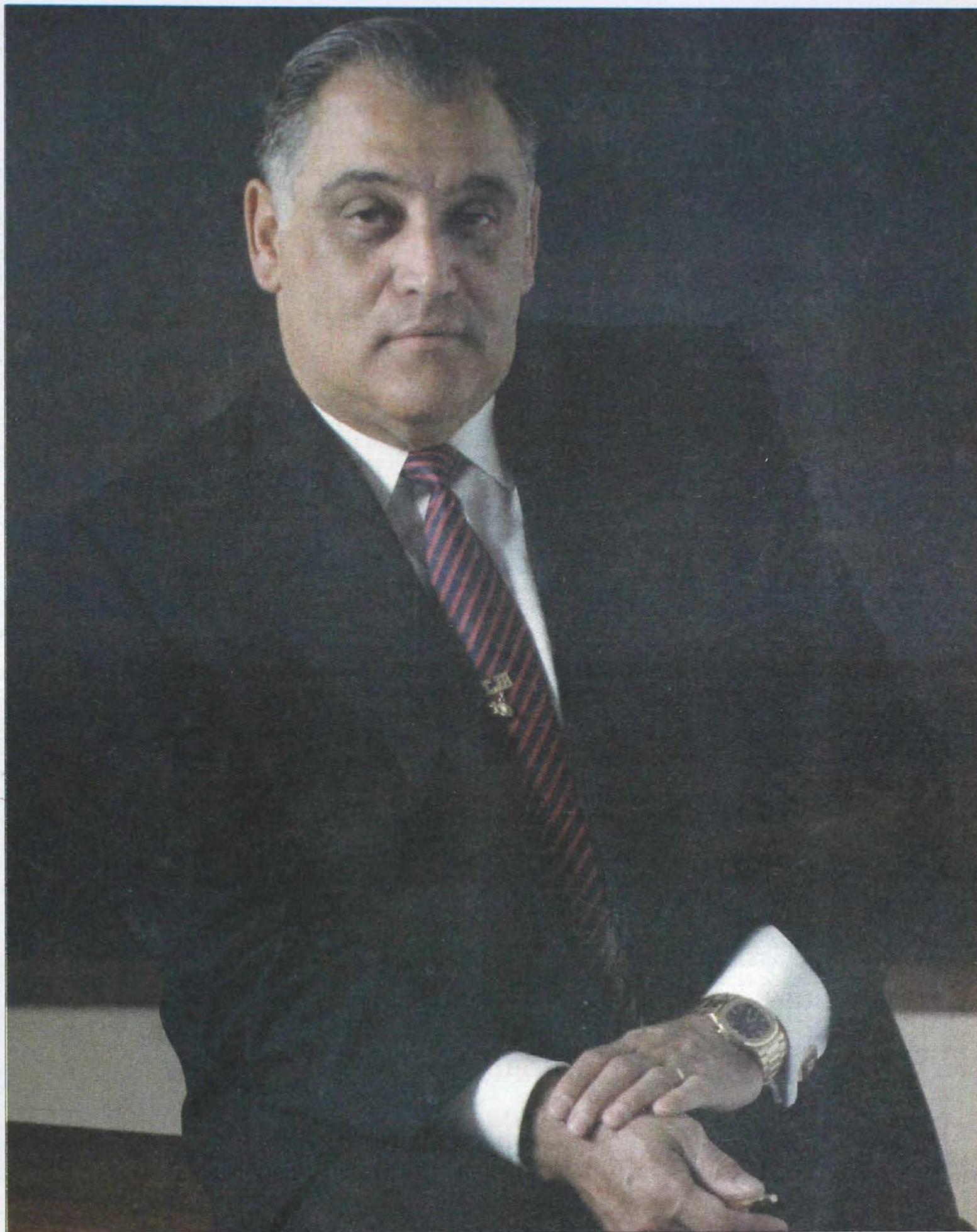


Chi Chapter
Celebrates 75th
page 19

Cover



Carlos J. Arboleya:
Beta Omega Chapter
Initiate Lives
the American Dream
Every Day.
page 12



FOCUS ON THE FRATERNITY

NOTHING NEW ABOUT DELTASIG DIVERSITY

Editor's Note: Brother Jim Jacobs, son of Deltasig Founder Harold V. Jacobs, has spent many of his own hours and dollars sharing Fraternity history at regional and national events. Jim and Julia (his wife and presentation partner) have nobly shared the words and fraternal message of Harold, as well as their own message about interacting with parents and loved ones.

During one of their many fraternal gatherings, discussion ensued about the period when Delta Sigma Pi veered from its diverse founding (Harold Jacobs was Jewish) to the more exclusionary practices of the time. Brother Jacobs' poignant response is presented below.

It is important to note that a mixed-religion fraternity was way ahead of its time in 1907. Jewish groups had their own fraternities. Several—now more diverse—still function today. In fact, a Jewish fraternity was founded at NYU along with Alpha Kappa Psi and Delta Sigma Pi. While we may look back harshly at decisions made by our Brothers, readers must remember that those decisions were made in the context and realities of the time.

*Based on today's Delta Sigma Pi—doesn't it seem just as silly to have excluded African-Americans? Asian-Americans? Women? **Anyone** in the business world? Ah, the glory of progress!!!*



Founding Father Harold V. Jacobs during his first visit to the Central Office in 1966.

Dear Brothers:

We grow accustomed to our parents over the years; we really take them for granted from infancy until the age when we begin to look at them as two human beings, and not merely as part of our natural habitat. If we somehow mature enough before it becomes impossible, we wonder about who we are, and how we got that way, and if we are truly the rational featherless bipeds we are classified as, it may dawn on us we ought to ask those who are uniquely qualified to tell us: our parents. I have tried to get that point across each time I give my talk (now going on year 26!) — ask them! They are dying to tell you, but they won't, unless you ask.

So it was with my father: my mother had died while they were living in Florida, and we moved Dad near us for what were to be the last two years of his life. I began to visit with him nightly, and little by little, his life, and my heritage, began to be revealed, much like peeling an onion — a layer at a time. So here is a story that was nearly lost, and I tell it with great respect for the four guys who started the whole thing.

Dad had lost track of the Fraternity about 1925 or so: his CPA degree, his family obligation, the usual pattern. So when he spotted a young man in the New York subway about 1944 or 45 wearing a Deltasig sweat shirt, he introduced

himself, and that immediately led to an invitation to visit with the Brothers of the Alpha Chapter.

He said the only subject he was qualified to talk about was how it started: four ambitious young men in the same class — one Catholic, two Protestants, and one Jew — who wanted a banding together of business students for all the usual reasons (social, fraternal) but they, in harmony of the growing realization that America is all people, not a chosen god-ordained group, their original by-laws stated so.

It was at that meeting that he was to discover that as early as 1930, the Bylaws had begun to include the phrase: "any male student of good moral character, a member of the Caucasian race, of Christian faith. . ." That began a slow resolution, and the successful fight to have the organization return to its original intent was spearheaded by Georgetown University, a predominantly Catholic school.

So now, Delta Sigma Pi remains faithful to the Bylaws of 1907 once again, and as Dad wrote to me in a letter dated December, 1966, after having been on the induction team at Boca Raton, Florida, where the first Negro (his word) was inducted, he wrote, "In other words, after 59 years of effort, the ideals of the founders for a fraternity made up of members, regardless of race, creed or color has come to pass. . . I can now feel that I have accomplished something in this small world."

That, in brief, is how the story goes, and I am so proud of it, I read that letter as a eulogy at my father's funeral in 1972.

Fraternally,

James D. Jacobs
Albany

"Focus on the Fraternity" is a forum for elected leaders, staff, and interested Brothers to offer updates, viewpoints and commentaries on issues facing the Fraternity. Contact the Central Office if you have an interest in authoring a column. Final determination of content rests with the editorial staff.



Brother Jim and Julia Jacobs reflect in the Founders' Room of the Central Office during a 1996 visit. The dynamic duo have made numerous presentations at Deltasig gatherings, including the recent 90th Anniversary Celebration at Alpha Chapter.

The Deltasig[®]

of Delta Sigma Pi

visit our web site:
www.dspnet.org

Features

Page 4



Officer Training Schools
"OTIS" is an opportunity to experience Brotherhood and education first hand.

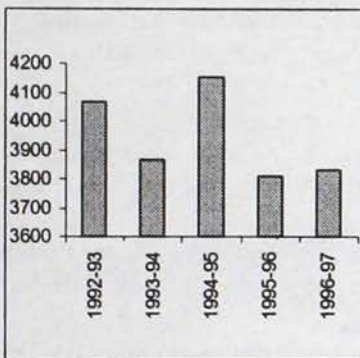
Page 12



The Extraordinary Life of Carlos J. Arboleya

Brother Arboleya has enjoyed success and never forgotten to give help to others.

Page 6



Year In Review

A look at a year that began with Regional Conferences and concluded with an outstanding Grand Chapter Congress.

Page 14



Negotiating an Acceptable Starting Salary

Improve your position by following a few simple guidelines.

Page 10



Undergraduate Business Degrees Decline

Women—who led the way to skyrocketing business school enrollments—are now migrating to other fields, along with their male counterparts.

Departments, Plus . . .

- Page 2 FOCUS on the Fraternity
- Page 5 Alpha's 90th Anniversary
- Page 9 Foundation Seeks Partners
- Page 16 Chapters Speak
- Page 19 Chi's 75th Anniversary
- Page 20 Bits and Pieces
- Page 21 Business Good Though
"Up in Smoke"
- Page 22 Alumni Notes

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. Publications mail rate postage paid at Oxford, Ohio 45056, and at additional mailing offices. USPS 152-940. © Copyright 1998 by The International Fraternity of Delta Sigma Pi, Inc.

The Deltasig of Delta Sigma Pi is distributed quarterly to all collegiate members, recent graduates, life members, faculty and honorary initiates, national officers, Golden Council members, current Leadership Foundation donors, and other Fraternity leaders. The publication is also provided to numerous schools of business and Greek organization headquarters.

Postmaster, send address changes to:
Managing Editor
Delta Sigma Pi
330 South Campus Avenue
P.O. Box 230
Oxford, OH 45056-0230

Send address changes, articles and letters to:
Managing Editor
Delta Sigma Pi
330 South Campus Avenue
P.O. Box 230
Oxford, OH 45056-0230
(513) 523-1907
FAX (513) 523-7292
email: magazine@dspnet.org
<http://www.dspnet.org>

Editor
William C. Schilling

Managing Editor
Hilda J. Krueger

Editorial Consultant
Elizabeth Runyon

Collegiate News Editor
Carla S. Tousley

Contributors
Heather A. Bailey
Charles T. Carter
Dale M. Clark
C. Dean Ferguson
Brandon Grafius
James D. Jacobs
Elizabeth Losik
L. Patrick Scheetz
Eddie Stephens
Jeanne Stinchcomb

Member of:
AACSB-The International Association for Management Education
College Fraternity Editors Association
Professional Fraternity Association
Professional Fraternity Executives Association

Officer Training Schools

Participants Gather at Seven Sites for Officer Training Schools

This fall and winter, Brothers and pledges exchanged ideas and resolved challenges as they worked to improve their individual chapters and ultimately, the Fraternity. Highlights included the presentation of a Golden Helmet Certificate recognizing fifty years of service to Bob Elder; the moving presentation of Brother Jim Jacobs as he described how Delta Sigma Pi was founded; the powerful leadership presentation by Jim Young, Assistant to the Chairman of the Board for EDS; and the recognition of Brother Patrick Blanchard for his Outstanding Career Achievements. Dozens of informative seminars and presentations aided each Training School in becoming a stellar event ▲



During the Wilkes-Barre Officer Training School Grand President Norm Kromberg showed off the purple boots and hat he was presented at Grand Chapter Congress.



Southern Provincial Vice President Beth Keith confers with District Director John Cookson at the Richmond Officer Training School.



Jim Young, Assistant to the Chairman of the Board of Directors of EDS addresses the participants at the Dallas Officer Training School.



Roundtable discussions were an integral part of the Training Schools. Brothers and pledges described their hopes and aspirations for their chapters.



Participants at the Detroit Officer Training School celebrate with Brother Bob Elder after he received the Golden Helmet Certificate in recognition of his extraordinary service to the Fraternity.



Arriving early and waiting for the Dallas Officer Training School, Brothers and pledges of Delta Epsilon, North Texas, enjoy a cup of coffee and brotherhood.



Brother Bob Elder receives his Golden Helmet certificate from Northern Provincial Vice President Larry Mroz at the Detroit Training School.



Brother Jim Jacobs, son of Founding Father Harold V. Jacobs, attended three Training Schools to share his father's perspective on the founding of Delta Sigma Pi.



Mid-American Provincial Vice President Kathy Jahnke presents a Certificate of Appreciation to Bob Cox from Northwestern Mutual Life Insurance for his and the company's contribution to the 1997 Officer Training Schools.

Ninety Years Young

Founders' Day Celebration Hosted By Alpha Chapter Members

The 90th Anniversary of Delta Sigma Pi's founding at New York University was celebrated in fine fashion on November 8.

Alpha Chapter at NYU, led by President Benjamin Werber, hosted an elegant evening at Liberty Restaurant at the South Street Seaport complex in Manhattan. It was a fitting locale for this historic occasion, very near the Brooklyn Bridge.

The program included remarks by Brother Werber and Executive Director Bill

Schilling with the highlight being Jim Jacob's historic presentation about his dad—our Founding Father Harold V. Jacobs (see page 1). Jim retold some Fraternity history and shared an inspirational message for the undergraduates present.

Provincial Vice President Larry Mroz, 1996 Collegian of the Year Mike Mitchell, Regional Directors Dara Moore and Teri Wagner, Alpha District Director Dave Procaccini and District Director Terry Morris were also guests.

Brothers from as far away as Texas and Florida joined the many Alpha alumni, collegiates and pledges present. A traditional singing of "The Rose of Deltasig," a raffle, appetizers, sit-down dinner, and an evening of dancing concluded the program.

After 90 years and 175,000 Brothers, the Fraternity continues to grow and prosper in ways no-doubt amazing to our 1907 forefathers. Here's to 90 more years of success!! ▲



Alpha President Benjamin Werber (left) and Senior Vice President Stephanie Anelli were excellent hosts for the 90th celebration. Brother Jim Jacobs inspired the crowd with his historic and heart-felt message.



Alpha Alumni Jack Perlowitz and Richard Cochran (center) helped emcee Benjamin Werber draw the lucky raffle winners.



Several National Fraternity leaders gather in New York to honor our heritage. From left: District Director Terry Morris, 1996 Collegian of the Year Mike Mitchell, Brother Jim Sheehan, Eastern Regional Director Dara Moore, District Director Dave Procaccini, Allegheny Regional Director Terri Wagner and her Mother Rosanne.



From left: Guest Bryan Compare, Alpha Brothers Stephanie Anelli, Serene Sang-Wai, Christina Kao, Karen Hu, and guest Ian Collette enjoyed the 90th Anniversary Celebration in Manhattan.

Year in Review

Beginning with Regional Conferences in the fall of 1996 and concluding with the Grand Chapter Congress in New Orleans this past summer, Delta Sigma Pi enjoyed a good year in 1996-97.

Here's a look by the numbers:

173

Number of active collegiate chapters. Alumni chapters maintained operations in an additional 47 locations across the country.

3,830

New members initiated, including 104 Faculty and 9 Honorary Members.

4

Times per year the *Deltasig* came to your home. We also published and distributed numerous newsletters.

1

New Grand President elected, Norm Kromberg, as well as a new Board of Directors.

146

Number of chapters visited by a consultant from the Central Office; four of which received visits both fall and spring.

29

Campuses visited in expansion efforts.

19

Chapters recognized for achieving Honor Roll Status (compared to 17 in 1996).

75

Chapters earning Honorable Mention in the Chapter Efficiency Index (compared to 33 in 1996).

1,079

Number of registrants (a record) for our outstanding Grand Chapter Congress held at the New Orleans Hyatt.

84

Chapters nominated a candidate for Collegian of the Year; 61 applications for national chapter awards were received.

173,441

Total membership recorded of Delta Sigma Pi initiates worldwide (prior to Fall's numbers).

IN ADDITION, Delta Sigma Pi:

Continued to offer many alumni member benefit programs, including:

- Group life and medical insurance
- MBNA MasterCard affinity card
- Alamo and Hertz rental car discounts
- Quest hotel discounts
- Alumni membership directory (with a new one on the way!)
- Career development and assistance through Skill Search; and Fraternity apparel, watches, rings, jewelry and other merchandise.

Top 10 Chapters New Initiates 96-97

Alpha Rho
Colorado-Boulder 79

Alpha Beta
Missouri-Columbia 68

Beta Epsilon
Oklahoma 53

Beta Eta
Florida 47

Kappa Omicron
SW Missouri State 47

Alpha Kappa
Buffalo 46

Alpha Upsilon
Miami-Ohio 44

Iota Kappa
James Madison 44

Pi, Georgia 43

Xi, Michigan 42

Top Ten Chapters Total Initiates 1997

Alpha Beta
Missouri-Columbia 2,904

Alpha Rho
Colorado-Boulder 2,305

Alpha Pi
Indiana-Bloomington 2,255

Alpha Upsilon
Miami Ohio 2,172

Epsilon, Iowa 2,126

Beta Lambda, Auburn 2,019

Beta Eta, Florida 1,920

Alpha Eta
South Dakota 1,917

Alpha Lambda
North Carolina-Chapel Hill
1,850

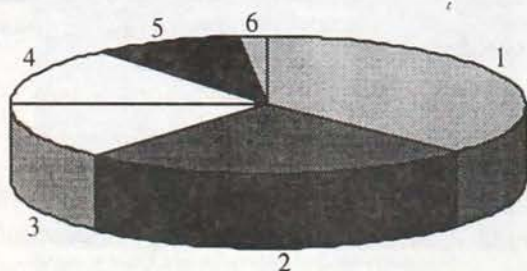
Alpha Delta
Nebraska-Lincoln 1,830

BY THE NUMBERS

NEW INITIATES

Where the Money Comes From...

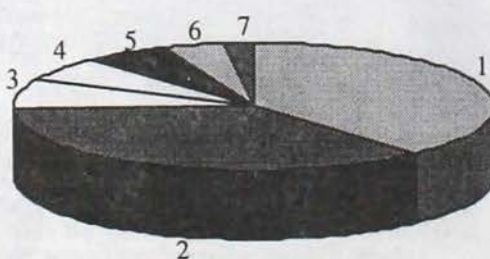
- 1 - Collegiate Chapter Dues 37%
- 2 - Initiation Fees 25%
- 3 - Jewelry Sales 14%
- 4 - Investments 12%
- 5 - Chapter Supplies/Alumni Fees & Other 10%
- 6 - Regalia Fees 2%



Total 1996-97 Revenue:
\$1,053,935

Where the Money Goes...

- 1- Chapter Services & Educational Programs 39%
- 2 - Headquarters Management & Maintenance 37%
- 3 - Administrative & Professional Fees 12%
- 4 - Depreciation & Interest 8%
- 5 - The DELTASIG 7%
- 6 - Board Travel & Meetings 6%
- 7 - Insurance Programs & Retirement 2%

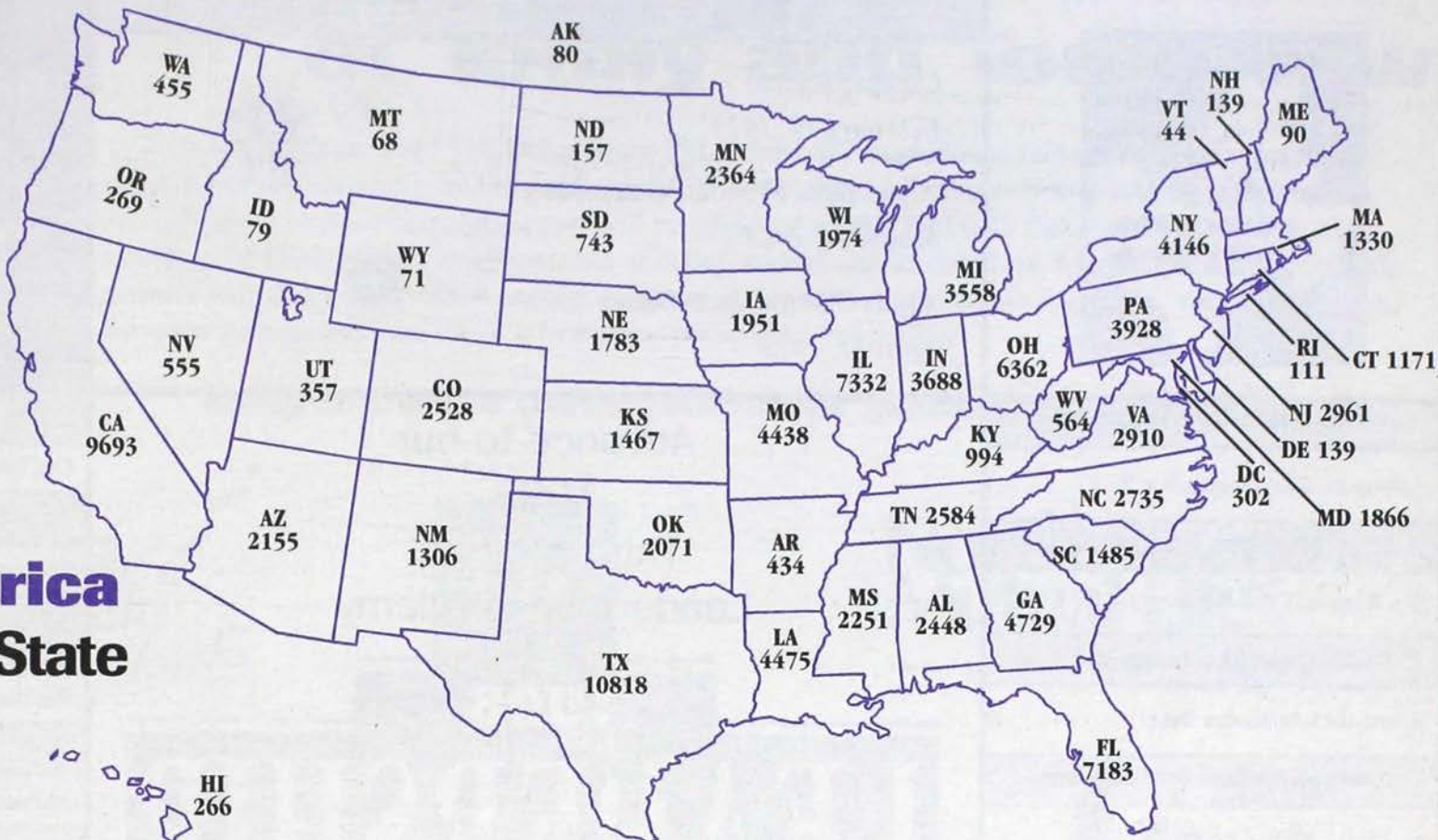


Total 1996-97 Expense:
\$902,267

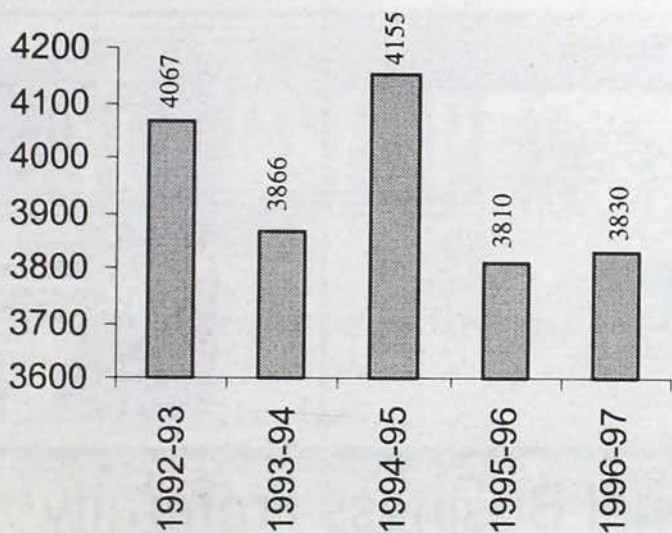
FINANCES

TOTAL INITIATES

Deltasigs Across America Brothers by State



**TOTAL ANNUAL INITIATES
FIVE YEAR COMPARISON**



ANNUAL INITIATES

**CHAPTER EFFICIENCY INDEX
HONOR ROLL**

- | | |
|--|--|
| Alpha Epsilon Chapter
Minnesota-Minneapolis | Theta Kappa Chapter
Akron |
| Alpha Eta Chapter
South Dakota | Theta Phi Chapter
South Florida |
| Alpha Upsilon Chapter
Miami-Ohio | Iota Nu Chapter
Truman State |
| Beta Pi Chapter
Kent State | Iota Pi Chapter
San Diego State |
| Gamma Psi Chapter
Arizona | Iota Chi Chapter
Illinois State |
| Epsilon Omega Chapter
Eastern Illinois | Kappa Tau Chapter
Clemson |
| Zeta Nu Chapter
Texas A&M-Kingsville | Kappa Upsilon Chapter
Winona State |
| Eta Kappa Chapter
Troy State | Lambda Chi Chapter
California-Riverside |
| Eta Pi Chapter
Wayne State-Nebraska | Nu Pi Chapter
Kennesaw State |
| | Nu Tau Chapter
St. Thomas |

HONOR ROLL

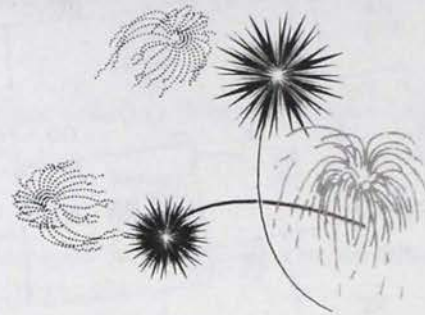


Chapter Anniversaries: 75 YEARS

Omega, Temple
February 17, 1923

Alpha Beta, Missouri-Columbia
March 24, 1923

Alpha Gamma, Penn State
April 21, 1923



**LEARN
TO UTILIZE...**
your communication
and
leadership skills.

Southwestern Region

Arlington, TX—September 25-27

Western Region

San Ramon, CA—October 2-4

Southeastern/Gulf South Regions

Biloxi, MS—October 9-11

Central/Midwestern Regions

St. Louis, MO—October 9-11

Gulf Western Region

Houston, TX—October 16-18

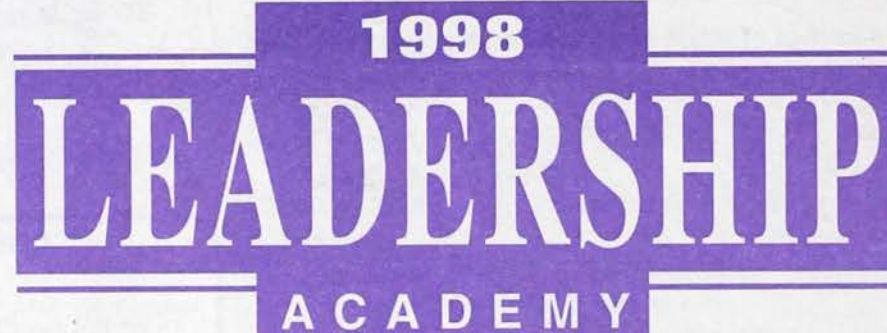
**Pacific Coast/
South Pacific Regions**

*Santa Barbara, CA—October 16-18

Mideastern/Eastern Regions

Philadelphia, PA—October 16-18

Advance to our
1998
Third Biennial
Leadership Academy



July 16-19, 1998

Miami University
Oxford, Ohio

North Central Region

Des Moines, IA—October 23-25

Desert Mountain Region

*Flagstaff, AZ—October 23-25

**East Central/Huron/
Allegheny Regions**

Richfield, OH—Oct. 30-Nov. 1

Great Lakes Region

Milwaukee, WI—November 6-8

Mid-South/South Central Regions

Johnson City, TN—November 6-8

Rocky Mountain Region

*Boulder, CO—November 6-8

New England Region

*Cape Cod, MA—November 6-8

**Atlantic Coast/
South Atlantic Regions**

Daytona Beach, FL—November 13-15

GO

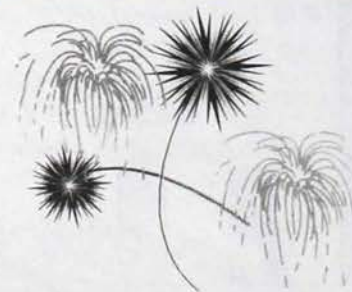
AND COLLECT
useful leadership tools
EXPERIENCE
BROTHERHOOD

Chapter Anniversaries: 50 YEARS

Beta Phi—Southern Methodist
March 20, 1948

Beta Psi—Louisiana Tech
May 15, 1948

Beta Omega—Miami, Florida
December 11, 1948



Delta Sigma Pi—The Professional Business Fraternity
For details on all events see www.dspnet.org.

*Subject to change



Shaping Business Leaders of Today and Tomorrow

Experience Leadership! The Delta Sigma Pi Leadership Foundation is seeking corporate partners to enhance our programming and to demonstrate the dedication of American business to the educational pursuits of our youth. Financial support will be rewarded several fold with the awareness, respect, and appreciation gained among our thousands of collegiate and alumni members. More importantly, corporate partners will play a vital role in making dreams a reality for today's college students. . . young people who strive for success and look forward to making our world a better place.

Many thanks to these companies for their generous support.

For more information on the Corporate Partner Program, contact Heather Bailey P.O. Box 230 Oxford, OH 45056 (513) 523-1907 ext. 230 heather@dspnet.org



Northwestern Mutual Life®

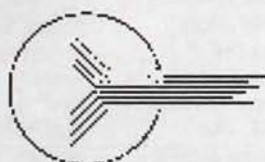
The Northwestern Mutual Life Insurance Company · Milwaukee



Price Waterhouse LLP



Franklin Templeton



CERNER

Allstate®
You're in good hands.

The FUND for AMERICAN STUDIES

1998
LEADERSHIP
ACADEMY

Soar into Leadership!
1998 Leadership Academy
July 16-19 in Oxford, Ohio

*"I was given a deeper sense of the commitment that Delta Sigma Pi is all about."
—McKristie Brown, Iowa State,
a participant in the 1996 Leadership Academy.*

The Summer Leadership Academy was created to train business students to become business leaders who have a long-range vision founded on the universal principles of ethics, service, and personal integrity. The Academy, co-sponsored by Delta Sigma Pi and the Leadership Foundation, is an intensive three-day learning opportunity which encourages participants to "soar into leadership." The Leadership Academy will provide students with the necessary skills to both understand and apply their own individual leadership potential. They will learn to recognize the value of others and of the team. They will define their own personal goals and learn how to engage these goals to become more productive students, leaders, and citizens, while interacting with current successful business executives.

Undergraduate Business Degrees Decline

As Both Men and Women Migrate from Business to Other Disciplines

Women, the cohort responsible for skyrocketing undergraduate business school enrollments the last 15 years, now are driving enrollments down as they continue to migrate from business education. What's more, their male counterparts have begun to follow suit.

According to the latest data, the current downturn in undergraduate interest clearly represents the migration of women and men from business into other majors, often liberal arts fields. Experts say that efforts to recruit undergraduates into business programs—or at least to entice them into business minors as a way to enhance their resumes and build enrollments—will require some market segmentation on the part of business deans and faculty.

"There is no question that the single most important factor in the run-up in business school enrollments during the late 1970s and throughout the 1980s was the migration of women from fields such as teaching and nursing into management and accounting," said Kenneth C. Green, visiting scholar at the Claremont Graduate School who monitors enrollment trends for the American Assembly of Collegiate Schools of Business (AACSB).

According to the National Center for Education Statistics of the U.S. Department of Education, the number of women earning bachelor's degrees in business

"There is no question that the single most important factor in the run-up in business school enrollments during the late 1970s and throughout the 1980s was the migration of women from fields such as teaching and nursing into management and accounting."

rose from just under 7,000 in 1968 to 117,493 in 1994; women currently account for 47.6 percent of the students who receive bachelor's degrees in business, management and accounting. In contrast, the number of men earning bachelor's degrees in business and management during this same period rose by only 61 percent, from 72,126 to 129,161.

At the MBA level, the numbers also are impressive: between 1968 and 1994, total MBAs grew by a factor of 3.45, from 17,186 to 93,437; women now account for more than one-third (36.5 percent) of all MBA recipients, some 34,000 students in 1994, up from 18,759 in 1984 (a gain of almost 90 percent over the past decade) and only 609 students in 1968. During this same period, the number of men earning MBAs rose to 59,355 in 1994, up from 46,178 in 1984 and just 17,186 in 1968.

"While the number of MBAs awarded in the U.S. continues to rise, undergraduate business degrees actually have declined," said Green. "Between 1990 and 1994, there was zero growth in the number of undergraduate business degrees awarded in the U.S., compared to a 15 percent gain across all fields. In essence,

undergraduate business has been a no-growth field, while the rest of the undergraduate market continues to expand."

In actual numbers, undergraduate business degrees peaked in 1992, at 135,440 bachelor's degrees and then fell to 129,161 degrees by 1994 (a 4.5 percent decline).

Schools are trying hard to counter the trend. "The past three years have been a recovery from the trough of 1993-94, when we had about 16 percent of all freshmen in the university, compared to a high of 33 percent in 1989," said Roger Weikle, business dean at Winthrop College. "Now, we're getting about 20 percent," he said, adding that the percentage of men and women had stayed the same throughout the eight- or nine-year trend. "Admitting freshmen into the business program now, instead of requiring them to first reach 30 credit hours and a certain grade point average, has been a boon to the business school," said Weikle. "Now, from the time students come to summer orientation prior to the start of the freshman year, we provide them with a business school mentor/advisor," he said. "We're trying to establish a link as soon as possible with the business school."

At Duquesne University, business school officials are

stumped over what is driving the school's 40 percent increase in freshman enrollment. "We're studying it, but we're really not exactly sure what is happening," said Thomas J. Murrin, business dean, who added that the improved image and reputation of the university overall in recent years could be a contributing factor, as well as recent image enhancement initiatives undertaken by the university and the school.

"We're also doing a lot more with students on campus," said Murrin. "It isn't until late in the sophomore year that students decide whether they are going to move into the business school, so we've made increased efforts to communicate to freshmen and sophomore students what the business curriculum and careers are all about." Murrin said his school is also doing a much better job working with high school advisors. "We meet with them regularly and bring them to campus to critique us and to gather their ideas on how to make improvements," he said. The relationship has led to the school attracting some outstanding students from area schools, students who previously expressed no interest. "We think the linkage is through these student advisors," said Murrin.

Beyond the numbers of degree recipients, other data on the population of traditional-age undergraduates who enter college

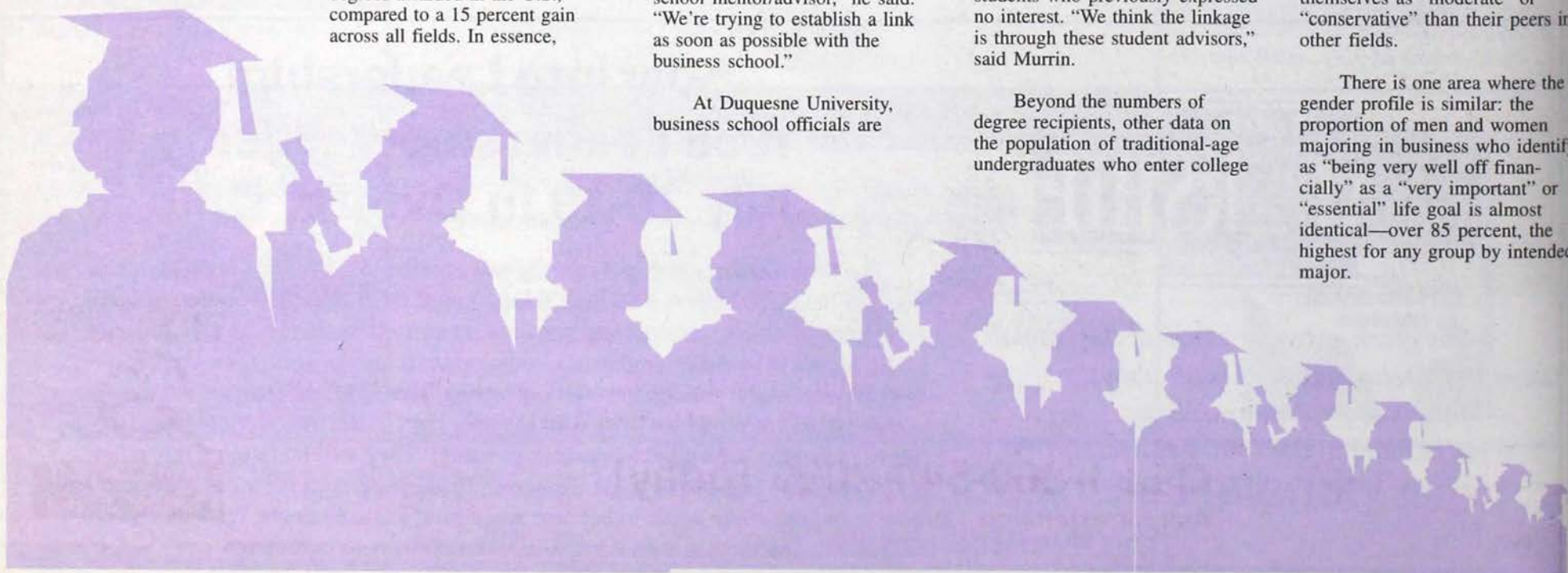
planning to major in business and management fields provide an interesting portrait of the young men and women pursuing business majors.

Compared to their male peers, young women planning to major in business have better high school grades. More than one-third of the women (37 percent) planning to major in business report "A/A-" high school grade averages, compared to less than one-fourth (24 percent) of the men. Among students planning to major in accounting, the "grade gap" is even higher: 41 percent of the aspiring women accounting majors had "A/A-" high school grade averages, compared to just 26 percent of the men.

Yet despite their better academic performance in high school, women are less confident about their academic skills, and rate themselves lower on "intellectual self-confidence." In essence, the data suggest that women have not internalized their academic accomplishments and intellectual skills, while men may overestimate and overstate their achievements.

Perhaps not surprisingly, young women planning to major in business also are less likely to identify themselves as "conservative" on political and social issues than men planning business majors. However, like their male counterparts, women business majors are more likely to identify themselves as "moderate" or "conservative" than their peers in other fields.

There is one area where the gender profile is similar: the proportion of men and women majoring in business who identify as "being very well off financially" as a "very important" or "essential" life goal is almost identical—over 85 percent, the highest for any group by intended major.



Looking beyond academic achievement and attitudes, the specialization preferences of women business majors show some marked differences from their male classmates. Women are far more likely to report accounting as their intended major (21.6 percent for men, compared to 32.6 percent for women among fall 1994 freshman business majors). In contrast, women are less interested in finance (9.7 percent for men compared to 5.1 percent for women) and general management (20.3 percent for men, compared to 13.5 percent for women).

The data highlight important differences between men and women who major in business—their interests and expectations, attitudes and values. “Retaining and enhancing the educational experience of these students also may require deans and faculty to think carefully about different populations within their clientele rather than viewing students or potential students as one homogeneous group,” said Green.

Green cautioned that these data profile only one segment of the undergraduate business school population—traditional students. Missing are any data on the growing population of those who attend part-time, transfer into

four-year programs from community colleges, or are over 24 years of age.

“Part-time and adult students are an increasingly important clientele for many undergraduate programs,” said Green. “The growth of distance education initiatives and rise of other degree-granting competitors to traditional, campus-based programs mean that deans, department chairs and faculty will have to pay more attention to (and get better data about) all segments of their potential client populations.”

According to some industry analysts, it is the growth in non-traditional students that actually may be easing what could be a more painful scenario for schools as the migration at the undergraduate level continues. ▲

Reprinted with permission from Newsline, a publication of the American Assembly of Collegiate Schools of Business, winter 1997. Article developed in cooperation with Kenneth C. Green, a visiting scholar at the Claremont Graduate School who monitors enrollment trends for AACSB.

Taking Brotherhood To A Higher Plane

During the 41st Grand Chapter Congress in August, seven Brothers from three different chapters had the thrill of a lifetime. While other Brothers were busy with Congress activities, the seven drove to Mississippi and jumped out of an airplane. Paula Gilbey (Northwest Indiana Alumni Chapter), Melissa Wadell (Western Michigan), Yolanda Ward, Heidi DeYoung, Lillian “Ruthie” Kennelly, Shaun Airey, and Christina



Jimenez (all from Indiana Northwest) were among the daring. On August 22, these Brothers plummeted 14,000 feet to the ground while tandem skydiving. The Delta Sigma Pi banner even went along for the ride. They will always remember this adventurous feat as a sign of taking their Brotherhood bond a few thousand feet higher. ▲



You focus on classes...
 You focus on extra-curricular activities...
 You focus on landing a great job...
 ...let OlympusSM focus on your education financing needs!

INTRODUCING Olympus Capital for KnowledgeSM, a valuable new benefit for all Delta Sigma Pi members, alumni, and their families. OlympusSM is designed to help Deltasigs achieve their education goals by offering financing that is affordable, flexible and convenient.

Focus on what's most important to you during and after your college years -- let Olympus assist you with all of your education financing needs -- including loan consolidation.

Call 1-800-544-2099 Today!
 Ask for extension 120.



© 1997 University Support Services, Inc. All rights reserved.

Carlos J. Arboleya: An Extraordinary Life

By Elizabeth Losik,
Baker University

Which of the following would you choose as your life's pinnacle experience? A.) Receiving the Horatio Alger Award. B.) Serving on a national advisory committee for the President of the United States. C.) Having a street named after you. D.) Having a park/camping ground named after you. E.) Having a "day" named after you. F.) Being featured on a United States postage stamp. G.) Being offered a contract with the 1950s Brooklyn Dodgers?

For Brother Carlos J. Arboleya the answer to the above questions is "H": all of the above, and more. Arboleya is an initiate of Delta Sigma Pi through the Beta Omega Chapter at the University of Miami. He was initiated shortly after the collegiate initiation of his son, Carlos J. Arboleya, Jr.

To give justice to where Brother Arboleya is now, you have to start with where he came from. Arboleya was born in Havana, Cuba, in 1929, to Fermin and Ana Arboleya. When he was eight, his father, a watchmaker, lost his larynx to cancer. Because of the stress this placed on the family, Carlos was sent to live with an aunt in Brooklyn, New York.

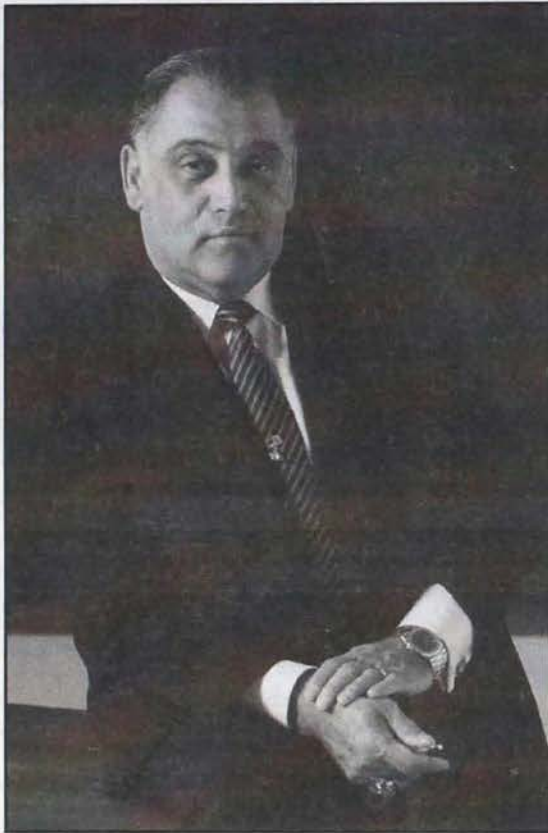
He attended public school there and graduated from Stuyvesant High School. He then returned to Cuba at his father's request to help his family financially.

At the University of Havana he earned degrees in business administration, commercial and administrative law, and accounting and commerce science. At the university, he was an outstanding athlete in football, track and baseball. While still in school, he also began his banking career as an office boy for First National City Bank in Havana. His preference for the banking industry led him to turn down a contract with the Brooklyn Dodgers.

In the 1950s, Brother Arboleya worked his way through the banking industry in Cuba, and by 1959 he had been named chief auditor in the comptrollers division of the Banco Continental Cubano in Havana. Life seemed to be going well for Arboleya. Then, Fidel Castro and the communist party took control of Cuba and its banks. Carlos, with only \$40 in his pocket, was granted permission to quickly leave Cuba for the United States along with his two-year old son and wife, Marta.

Upon arrival in Miami, Carlos knew that he needed to find work. With his experience, he was overqualified for most available jobs. He therefore chose to not acknowledge his work experience and took a job as an inventory clerk in a shoe factory. Within a year and a half, Brother Arboleya rose quickly up the corporate ladder to vice president and comptroller.

Through the remainder of the '60s, Carlos worked his way back into the banking industry- this time in the United States. Seven years later, in 1967, he became the first naturalized Cuban



Carlos J. Arboleya, Sr., Miami (Florida)

"There is nothing one person can do that another cannot, if he sets himself to the task of doing it, and in doing so, he does it with enthusiasm, has the determination to succeed, the confidence in himself, the faith and belief in God, the pride of country and flag, the love of family and respect of friends. For these are the true ingredients of success."



According to the many plaques and awards in his office, Brother Arboleya has met many challenges and achieved many accomplishments, yet he feels there is always one more challenge or accomplishment to meet in his life.



Brother Carlos J. Arboleya, Jr., a graduate from the University of Miami with a Masters in Business Administration and a Juris Doctor Degree, is seen here with his proud father, Brother Carlos J. Arboleya, Sr.

American to be President of a National Bank in the United States. By the early '70s, he had founded his own bank which he sold after two years for a sizeable profit. For the next 20 years he worked diligently at Barnett Bank of South Florida, where he became Vice Chairman of the South Florida Region. He still serves on the board of directors and as Chairman of the Executive Committee after retiring in 1994.

But it is not only his career that makes him an impressive man and Brother. Carlos J. Arboleya has more to give. While many people would be satisfied with a successful career, Carlos gives to many agencies, causes, and committees, both "hands-on" directory and as an advisor.

Brother Arboleya likes to give to organizations that support industry, community, the American Dream, youth,

arts and Hispanic culture. As a sample, Carlos gives to professional organizations including: the American Bankers Association, American Institute of Banking, Federal Reserve Bank, Consumer Advisory Council, Junior Achievement, National Advisory Council for Economic Opportunity, and the United States International Trade Advisory Committee.

Arboleya actively supports the arts, the Miami community, and Hispanic culture through organizations including the Ballet Concerto of Miami, Miami Film Festival, Greater Miami Chamber of Commerce, Greater Miami Convention and Visitors Bureau, Keep Florida Beautiful, Hispanic Leadership Training programs, Hispanic Heritage Council, and the Latina Chamber of Commerce.

Carlos Arboleya supports many social and health welfare

agencies including the American Heart Association, American Red Cross, Boy Scouts of America, Christian Community Service Agency, Leukemia Society of America, March of Dimes, United Way, and the YMCA. It is truly amazing that this is only a small sample in each area of the number of agencies and organizations touched by Carlos Arboleya.

His dedication to charitable causes was recognized in 1968 by the Mayor of Miami by establishing a regularly commemorated civic service day as the "Carlos J. Arboleya Day." In 1976, he received the Horatio Alger Award of the American Schools and Colleges Association in recognition of his belief in the American way of achieving success.

In 1982 as a result of receiving this award, Arboleya was featured as one of 12 distinguished Americans in the Horatio Alger Commemorative

"I have always given \$1.25 for every \$1 that has been paid me... that is one of the reasons for whatever success may be credited to me."

Stamp, dedicated by the U.S. Postmaster General. During the '70s and '80s, he was featured in national publications including *Business Week*, *Forbes*, *Life*, *National Geographic*, *Newsweek*, *Time* and *U.S. News and World Report*.

Also at this time, a portion of Southwest Eighth Street in Miami was named Carlos Arboleya Boulevard. A park in the southwest section of Miami was renamed in his honor the Carlos Arboleya Camping and Picnic Grounds in recognition of his work with our country's youth and 37 years of leadership in Scouting. He is the recipient of Scouting's highest awards.

Is it any wonder that Arboleya has been quoted as saying "I keep reminding

people that I have been privileged to find a 48-hour day." His longtime friend George Simon, says that Arboleya "has a knack for motivating people and making things happen. He has a way I don't think I've seen anywhere else of talking with people and getting them to work together."

Carlos J. Arboleya lives the principles of Delta Sigma Pi and is impressive, not just because of what he's done, but because of who he is and what he gives. ▲

Elizabeth Losik is a 1995 graduate of Mu Upsilon Chapter at Baker University. Brother Losik is employed at Winning Ways - Gear for Sports, located outside of Kansas City.



The City of Miami Commission renamed the Camping and Picnic Grounds located at Flagler Street in Miami after Brother Arboleya in recognition of his dedication and efforts in the preservation of the park.

Negotiating a Starting Salary

by L. Patrick Scheetz, Ph.D. and Brandon Grafius

Negotiating a salary for a new job in a business-related occupation is a nerve-wracking and delicate process, but one that can be very rewarding. If accomplished properly, appropriate negotiations can add thousands of dollars to your yearly income without damaging relations with your prospective employer.

When you begin applying for jobs, your first goal is to obtain an interview, so try not to discuss salary during the employment application process. Employers often use applications and resumes as a way to screen out applicants they can't afford or those whose previous jobs required fewer responsibilities, as indicated by lower salaries.

Many applications have a space to list your current salary—leave this blank. If the application requests information about salary expectations, write "open." If the directions require that you complete every blank, write "competitive" in the salary slot, with an asterisk and a note at the bottom stating that you would be glad to discuss this in an interview. Say something like: "I'd rather be hired on my job performance qualities than my price."

It is important to keep quiet about your salary expectations during the interview process. If your potential employer brings up the subject, try to avoid naming a specific figure. If you can make the employer want to hire you above all the other candidates, an acceptable starting salary will be much easier to achieve.

If the interviewer asks you about starting salary, defuse the situation by saying, "If we decide that I'll be the right fit for your company, the salary

will take care of itself. Let's figure out how well I'll fit first."

Once You Have An Offer

The time to begin negotiations is once you have a job offer. As an employee, you seldom have as much leverage with your boss as you do when you have been offered a job but have yet to accept it. Before beginning negotiations, complete some research.

Read salary surveys from your field of study to get a sense of the current pay scale for your anticipated position. The government annually publishes the *Occupational Outlook Handbook*, available at most public libraries and practically every career services office in the country. Many college placement offices also conduct salary surveys of their graduates. In addition, the National Association of Colleges and Employers (NACE) publishes a bi-annual salary report which is available in career service offices.

Starting salary averages for new college graduates in business are provided for comparison purposes (see chart).

More important than using the chart is to find the guidelines of the organization that will employ you so that you can get an idea of their salary range. Asking for money which is outside the organization's guidelines, either high or low, can seriously hinder your chances of success when job campaigning.

Also, take into account the factors that the company uses to determine their salary offers. The company's desire for you and your current salary are both important, as well as

the current supply and demand situation for your academic major and job competencies.

There is less room to negotiate when seeking an entry-level position, as opposed to a higher-level management job.

Let's Negotiate

Once you have taken all these factors into consideration, decide on a salary figure that you would like to target for negotiations, and the minimum salary you would be willing to accept. Try to make your employer state a figure first. If this isn't possible, give a salary range rather than specifics so your employer can make the first offer.

If you are forced into making the first offer, name a figure that is a little higher than you expect to attain—if your figure is low, you will be forced to settle for less money than the company was willing to offer at best.

It is also very possible for you to lose the job, as many employers equate the salary you are requesting directly with your quality. If your salary figure is slightly higher than the company had in mind, and if they are interested in you, they will come back with a counter-offer.

However, it is still preferable to make the employer state a figure first. Once the employer makes an offer, repeat the figure or the top number of the range, and then stay quiet. Remain silent for 30 seconds, while you think about the offer and compare it to the research you have completed. By repeating the given salary figure, your potential boss knows you are thinking it over, and probably thinks you are slightly disappointed. The most likely

outcome of this silence is a raised offer.

After 30 seconds, respond with your thoughts on the offer. Even if the offer matches your expectations, ask for a few more days to think it over. You will then have time to evaluate the offer with less emotional bias and avoid looking too eager to accept the job.

If the initial offer is lower than your re-searched findings, let the

employer know the offer is not quite at the level you had hoped to achieve—state the salary figure your research told you to request and ask if the company can reach a salary in that range. Talk about finding a way to achieve your salary expectation that seems fair to both parties, and most companies will be willing to hold a discussion. Use your judgment when the employer is finished discussing the issue, and then ask for more time to make your decision.

Being offered a salary that is higher than your expectations does not seem like a problem, but it should concern you. If your employer is offering too much money for

the position you are seeking and the skills you possess, the employer will soon regret the decision.

This severely hampers your chances of a promotion—your boss will feel like you are already being overpaid, so there is no reason to give you a promotion. Your first paycheck may make you happy, but you may eventually find yourself trapped, with no hopes of a promotion and no way to get another job without taking a pay cut.

The other possible scenario is a position which calls for more responsibilities than you expected, and you might wish you had reconsidered the offer.



Related Questions

Brian Krueger, author of *College Graduate Job Hunter*, offers a list of several questions you can ask your new employer risk-free once you are offered the job. They include:

- Ask about the promotional opportunities of the position, and how high you might be promoted.

- Ask how and when your performance will be reviewed, and if this will include a salary review.

- Ask the salary progression you can expect in the next three to five years on the job. (For more, see <http://www.collegegrad.com>)

While these questions do not relate directly to the starting salary figure, they are factors to consider when beginning a new position.

Besides money, it is important to be aware of the benefits a company has to offer. Consider the general health plan coverage, whether

the costs are taken out of your paycheck, and whether the health benefits will cover your family. For medical benefits, consider the type of plan, the deductibles, and whether the benefits contain exclusions from pre-existing conditions. Some companies also offer dental and optical insurance, as well as disability and life insurance.

Besides insurance coverage, companies offer a variety of other perks, including retirement plans and pension fund options, free health club membership and dependent care coverage (some companies have both child and elderly care facilities). Parking and commuting cost reimbursements are offered by some companies; those costs can be expensive over a long period of time.

Determine the company's policy on business expense reimbursements, as these vary greatly from company to company. For example, most

companies offer reimbursement for business travel with your own car, but this can range from six to 32 cents per mile.

It is also important to establish if the company has a profit sharing option or company stock option, which can figure significantly in your salary negotiations. Many companies offer an option for employees to purchase stock at reduced costs. Often, up to ten percent of your base salary rate can be used to buy these stocks, which, because of reduced costs, can realize an immediate 11 to 17 percent profit for you.

Vacation time also can be an important perk. Standard vacation time is two weeks for the first year of employment, with an additional day for each year up to a four week maximum. Be careful though—some companies do not give any vacation time during the first year of employment.

Using these strategies can add thousands of dollars to your annual income, and help you start your new job on a positive note. When you feel your starting salary is fair, you are much more likely to work to your fullest potential, making everyone involved in the process feel better.

Even if the salary you are offered falls within your desired range, consider the health coverage and other benefits offered, as well as your opportunities for promotion. If all of these factors are taken into consideration, an agreement should be reached that is beneficial to all parties involved.▲

Starting Salary Averages for 1996-1997 Graduates

Academic Majors and Degree Levels	Salary Averages
Accounting	
Bachelors	\$31,048
Masters	\$34,219
Economics	
Bachelors	\$28,200
Masters	\$34,300
Financial Administration	
Bachelors	\$29,400
Masters	\$37,050
General Business Administration	
Bachelors	\$29,000
Masters	\$37,405
Hotel, Restaurant, and Inst. Mgt.	
Bachelors	\$24,500
Human Resources Management	
Bachelors	\$26,600
Masters	\$34,677
Marketing	
Bachelors	\$30,700
Masters	\$32,600
Materials & Logistics Management	
Bachelors	\$32,300
Merchandising Management	
Bachelors	\$24,500

Career Services and Placement, 1997. *Interim Salary Report 1996-97*. East Lansing, MI., Career Services and Placement, Michigan State University.

L. Patrick Scheetz, Ph.D., is director of the Collegiate Employment Research Institute and assistant director of Career Services and Placement at Michigan State University in East Lansing. He is the author of the Recruiting Trends Report published annually at Michigan State, and a frequent contributor to other publications, including USA Today.

Brandon Grafius is a writer for the Collegiate Employment Research Institute and a junior majoring in English/technical writing at Michigan State.

Further Reading

Chapman, Jack and Sanders, Steve
How To Make \$1000 a Minute, Ten Speed Press, 1987

Krueger, Brian
College Grad Job Hunter Homepage
<http://www.collegegrad.com>

Nunan, James C., and Hutton, Thomas J.
"How To Negotiate an Executive Job Offer"
Personnel Journal, November 1987.

Pollan, Stephen M., and Levine, Mark
"Responding to a Salary Offer"
Working Woman, July 1995, p. 45

USA Today, "Making Salary Negotiations Easier"
April 1986, p. 5-6

Chapters SPEAK

Cal State-Fullerton Iota Upsilon

Brothers participated in the annual event of supporting the AIDS Project of Los Angeles by getting sponsors and joining the AIDS WALK L.A. Brothers walked together in the 10K walk, wearing letters and holding up Delta Sigma Pi banners.

Central Florida Theta Sigma

Chapter members were hard at work recruiting during the first two weeks of classes. Recruiting is one of the most important processes of the semester and with everyone involved, things run smoothly. We found that recruiting was a breeze after returning from Grand Chapter Congress because everyone was motivated, inspired, and proud to be a Deltasig.



Central Florida Brothers from left, Heather Thode, Tanya Brady, Ai Sumitomo, Micah Haney, Clara Li and Amy Hodge plan recruiting events.

Evansville-Iota Sigma

The Chapter is currently working on many exciting ideas and projects for the 1997-98 year. The Chapter has launched a mentor program to allow members the opportunity to learn about their career choices and interact with community business leaders. So far we have had great support from the community and participation from the chapter.

This year's President, Lindsey Ferguson, has devoted a great deal of time and effort to bring more interest to the business fraternity on campus. We are very excited about

many changes that are being implemented and applaud Lindsey for her effort.

Our guest speaker from Northwestern Mutual Life added to our professional program and recruited members for internship opportunities. We also participated in Make a Difference Day. Our chapter is working hard to make Delta Sigma Pi beneficial and fun. This year has been a great success and we hope to continue to improve.

Florida-Beta Eta

Brothers found an enjoyable mix of activities on their semester professional trip to Atlanta. Upon arrival we met some Beta Eta alumni for a group dinner at the Bullpen Restaurant.

The next morning started bright and early with a round of company visits to Andersen Consulting, Price Waterhouse and CNN. At Andersen Consulting we enjoyed a continental breakfast and mingled with the many consultants who were there. Then we were shown a power point presentation outlining the many benefits of working in the consulting field.

Our next stop was Price Waterhouse, where many representatives from many departments spoke to us about their positions within the company. They then treated us to box lunches.

Our last company visit was the taping of the "Talk



Florida Brothers Maggie Skouras, Robert Banez and Jamie Jones enjoy their visit to CNN.



Hawaii-Hilo members worked to improve the Hilo Campus environment by helping build one of the exercise field stations at the Athletic Department.

Back Live" show at CNN. After the taping we got to meet the host and talked with the producer and the internship coordinator about opportunities in telecommunications.

After the professional tours it was time to relax and have some fun at Atlanta's "hot spots." It was so much fun we eagerly await next semester's trip.

Hawaii-Hilo Lambda Psi

On October 18, Brothers volunteered at the Ironman Triathlon World Championships in Hawaii. We set up Aid Stations in various locations along the Ironman track to provide food and drinks to the passing athletes and assisted in handing out medals. Everybody was really enthusiastic about being involved in such a great community event.

The chapter also participated in Make a Difference Day. Members and pledges worked to improve our Hilo campus environment by building one of the exercise field stations at the Athletic Department. We had a lot of fun working on the fitness circuit because of the great teamwork among Deltasigs and other campus club members.

Howard-Iota Rho

The Deltasig spirit is being felt all through the Iota Rho Chapter, and the executive board's theme of "Getting Back to Basics" seems to ring

true in every Brother's ear. The theme is based on what it takes to be an effective and outstanding chapter. The semester started off with a retreat in which Brothers spent a day planning the upcoming events for the year and

establishing short and long-term goals. Next came the mentor program and the pinning ceremony. Many Brothers also volunteered to assist the incoming freshman with registering, roommates, and getting acquainted with Washington D.C.

Since September, the Chapter has sponsored a myriad of events including professional activities, company information sessions, community service events, and social gatherings. We were granted an office in the School of Business and a new chapter email address has been sponsored by collegiate Brother Dacia McCall (dsp.iota-rho@usa.net). Our presence is known with flyers, programs and events, and information posted on our full-size bulletin board.

Current events include a T-shirt sale for Founders' Day, a new home page, a newsletter entitled "What's IP?" and a seminar and book signing for "The Black Manager" sponsored by General Motors Corporation. Our goal of 100,000 CEI points grows closer every day. With the vision and help of our new Regional Director, Kristen Connor, it is simply a matter of time before Iota Rho becomes a world class chapter.

James Madison Iota Kappa

Iota Kappa Brothers came together as a brotherhood to raise money for our scholar-

ship fund, the Michael Matthew Brown Memorial Scholarship.

Michael was an ideal Brother as both a collegiate and alumnus, and a leader in the Fraternity and the community who lost his battle with cancer in January 1992.

In honor of Michael we have awarded a scholarship in his name to a business student at James Madison University for the past four consecutive years. Money is donated each year by private businesses and organizations, as well as students, parents and faculty who walk by our seesaw.

This year, in addition to awarding the scholarship, the Chapter will donate \$400 to the American Cancer Society in Michael's name. Donations can be made payable to the JMU Foundation for the Michael Brown Scholarship, and sent to Delta Sigma Pi, JMU Box 8094, 800 South Main Street, Harrisonburg, VA 22807. Please contact Megan Schilpp at (540) 433-9339 or Tricia McGoldrick at (540) 433-7033 with any questions.

—Melissa Rubin

Lewis-Zeta Xi

Chicago Alumni Chapter and Zeta Xi Chapter will host their annual volleyball tournament on Saturday, March 28, 1998 at Lewis University in Romeoville, Illinois. A social gathering will be held following the tournament at a local hotel. All Brothers and alumni are welcome to attend and join in the fun. For more information on the volleyball tournament, please contact Brother Becky Gradl evenings by phone (847) 895-9912 or by email (ldarg@aol.com).

Michigan State Gamma Kappa

During the fall semester, the Chapter began to encourage more interactions among

chapters within the Huron Region. On October 25, we hosted a tailgate for Brothers from Xi Chapter—Michigan. On Friday, November 7, we visited Kalamazoo and the Epsilon Omicron Chapter—Western Michigan for a hayride. This semester we held our first joint initiation with the members of the Epsilon Omicron Chapter. We plan on continuing with this interaction to bring all the chapters within the Huron Region closer together.

Nebraska-Omaha Gamma Eta

The Chapter participated in the first community service project of the fall semester when "Brush Up Nebraska Paint-a-Thon" was held and several Brothers participated in helping to paint the exterior of a house. The owner of the house was very appreciative of the new coat of paint that his house received. Brush Up Nebraska is a program designed to help the elderly and people with disabilities with having their houses painted at no cost to them.

The Chapter will also be participating in some other interesting community service projects this semester including the clean up of a walking trail in Omaha and the Adopt-a-Highway program.

New Jersey—Mu Omega

The Chapter began the year with an incredible recruiting program that resulted in the largest new member orientation class on campus. The recruiting period consisted of a pizza party and a guest speaker. With the help of our District Director, Mike Breeze, the chapter held numerous events this fall. We had professional events on teamwork and a workshop discussing behavioral interviewing. We participated in



Our Lady of Holy Cross Brothers host the 1st Annual Rome-N-Run one mile fun run and the 5K road races.

Adopt-a-Highway and held a fundraiser for elections. We didn't forget about social activities as we held our semi-formal and first-ever pajama party. Mu Omega would also like to challenge any chapter to a healthy competition in paint ball.

We currently have a Brother making connections across the country in Hawaii. In Hawaii, Brother Natasha Adamov has contacted the chapter and is attending meetings and chapter events. Since she cannot be with us, we are glad she is with Brothers she can depend on.

North Carolina— Chapel Hill Alpha Lambda

Dedication ceremonies for the new \$44 million McColl building were held in September. The state of the art building will house the 78 year old Kenan-Flagler Business School. The Chapter members were extremely proud to be a



Truman State Brothers raised money for the Chapter by running all University concessions. Pictured here are from left: Brothers Josh Scott, Erin Winfrey, Sarah Kitchen, Onukalbe, and Jothy Jacob after a successful football game.

part of the dedication and volunteered to aid in the ceremonies surrounding the dedication. Distinguished guests who spoke in honor of McColl's dedication included Molly Broad, President of the UNC school system, the building namesake, Hugh McColl, and Chairman of the Federal Reserve System Board of Governors, Alan Greenspan.

Following the ribbon-cutting ceremony, members guided groups of students, friends, and faculty on tours of the building, offering historical information and answering questions about the construction and donors.

Brothers also volunteered to orchestrate a Phone-a-Thon in an effort to raise money for the building. Brothers spent hours phoning Delta Sigma Pi alumni and friends asking for donations. In honor of the chapter's efforts, Kenan-Flagler Business School named a room in the building after Delta Sigma Pi and added the Fraternity's name to a marble plaque in the lobby listing major donors. The entire Alpha Lambda Chapter is both proud and honored to be included among the esteemed contributors to this technologically and educationally advanced business school.

Our Lady of Holy Cross Nu Omicron

On October 5, at Audubon Park, the Nu Omicron Chapter held its 1st Annual Road Race. Eric Paulsen of WWL-TV fired the starting gun for both the 1-mile fun run and 5K races. The weather was perfect and everyone who participated had a great time. We were fortunate to have such generous sponsors and enthusiastic race participants.

Following the two races President Rebecca Boyer and Treasurer Kelly Haden gave out awards. Everyone enjoyed

the Jambalaya that was donated by our own Hurricane Café. The Chapter honored sponsors and would like to thank everyone who helped make the 1st Annual Road Race a success.

Pittsburgh—Lambda

On Saturday, October 25, all 15 members from the University of Pittsburgh's Lambda Chapter met on Meyran Avenue in the middle of Pittsburgh's largest suburb to do their part and "Make a Difference." Armed with



Pittsburgh Brothers "Make a Difference" by cleaning the streets in South Oakland.

boxes of trash bags, work gloves, and a bunch of cheery smiles, Lambda Chapter spent this crisp fall afternoon cleaning up the streets of South Oakland. As we made our way up and down the heavily littered streets, we gained a new appreciation for the old phrase "Put Litter In Its Place."

Lambda Chapter cleans up the streets of Oakland a total of six times per year through the City of Pittsburgh's Adopt-a-Block program. By the end of the afternoon on National Make a Difference Day, we had gathered approximately 18 bags of trash and looked out at our newly cleaned streets with pride knowing that today we had made a difference.

—Jennifer Mannick

Purdue—Kappa Omega

The Chapter participated in the first annual "Old Oaken Bucket" flag football game against Alpha Pi – Indiana.

The game was part of a pre-game tailgate bash, which included barbecue and a chance for members of the two chapters to get to know each other.

At the annual alumni picnic Brothers got a chance to meet alumni who were members of the first Kappa Omega pledge class, as well as subsequent pledge classes for a day of picnicking and outdoor fun. Current Brothers hope to keep the ties between the members and alumni strong.

On a final note, at the recent Employers Forum hosted by Purdue's School of Management, a record fourteen Brothers showed up as representatives of various companies who were recruiting at Purdue. Clearly, membership has its privileges!

San Diego State —Iota Pi

During the recruiting period for all business organizations on campus it was our goal to recruit as many prospects as possible that met and exemplified the requirements of becoming a Brother in the Fraternity. Our recruiting events included an informational night with special guest Brian Early from the Chamber of Commerce, a graffiti paint-out community service event, and a Mardi Gras theme recruiting social.

continued



Purdue Brothers pose with some members of their founding colony (Kappa Omega) at an alumni picnic.

Chapters SPEAK



San Diego State Brothers gather for a "Meet the Chapter Night"

Our most successful event was our Meet the Chapter in which we had 40 prospective members in attendance. On Friday, September 26, the Iota Pi Chapter pinned 32 pledges.

Shepherd-Epsilon Kappa

Brothers volunteered in a number of yard work duties at the house of Shepherd College faculty member, Dr. Casely in a fund raising activity. The work involved weeding flowerbeds, mowing, tree removal, and various house-cleaning chores. Although the day was filled with hard work, the Brothers and pledges kept up their enthusiasm and had a great time.

Southern California - Phi

Taking time out of our busy schedules to help the Richstone Family Center, a place for abused children and their families was a great pleasure for our chapter. As part of our community service, we helped the Center organize, plan, and purchase supplies for

a Halloween event for more than 150 children, ages 2-14. The event was funded through the University of Southern California Philanthropy Fund.

They decorated cookies and cupcakes, picked pumpkins in a pumpkin patch with more than 150 pumpkins and painted faces on the pumpkins with the help of the Brothers. At the paper bag-decorating table, the kids were given a bag in which they could design a spooky Halloween event or other design. After the activities, we distributed children's books and candy.

Wayne State-Eta Pi

Brothers volunteered to go door to door in a community-wide survey at South Sioux City in a four-week community service project which was publicly acknowledged by a local NBC affiliate, KTIV Channel 4, of Sioux City. This survey gathered various representative samples from selected neighborhoods that provided opinions on important issues that affect the South Sioux City area.

Currently, the Brothers are in the process of completing data entry that will be important in fostering pertinent information for the further improvement of government services to the whole community.

Western Kentucky Zeta Theta

The Brothers participated in a community service event for the Bowling Green 10K run. We served food, cleaned tables, collected trash, and handed out corporate samples at the spaghetti dinner following the race. Brothers and pledges also attended the 1997 Officer Training School in St. Louis. We had a wonderful time learning, meeting other chapters and national officers, and strengthening our fraternal bond.

During November, we raked leaves at a local orphan-



(From left) Southern California Brothers Clara Lauhlouh, Katie Ryan, and Susan Lee spend a day at the Richstone Family Center, performing various Halloween arts and crafts with the children.

age, Potter's Children Home, in our annual event. We also met with Director of Chapter Services, Dale Clark. The chapter had a great time meeting him and appreciates his visit.

Western Michigan Epsilon Omicron

The fall semester has brought many interesting and enjoyable events. One of the highlights was our Homecoming celebration beginning with a formal dance for all Brothers, pledges, and guests. This gala event included dinner, dancing, and socializing. Homecoming festivities continued the following day as we tailgated to support the WMU Broncos. Over 40 alumni congregated to join the chapter in celebrating Homecoming.

Other memorable events this semester included a joint initiation with the Gamma

Kappa Chapter from Michigan State and professional speakers focusing on what to do when preparing for the future. These and other activities contributed to a successful semester for our chapter.

Wisconsin-LaCrosse Eta Rho

Eighteen Brothers and seven pledges took a professional tour of the Mayo Clinic and learned that the Mayo Clinic is more than just health care. As a matter of fact, they offer job positions in about every field. The Mayo Clinic employs approximately 18,000 people but only 2,000 are medical doctors. We toured the Finance Department and interviewed human resource employees to inquire about the application and hiring process.

On October 30, Dr. Bob Carney, finance professor, spoke to the Chapter about liability coverage and compared disability, health, and life insurance.

St. Louis Alumni Chapter

On November 15, the St. Louis Alumni Chapter hosted a banquet to celebrate not only the founders of our Fraternity and the 90 years of our existence, but the 20 years that the Chapter has been in existence. The banquet was held at Joe Hanon's restaurant where approximately 175



Wisconsin-LaCrosse Brothers have fun washing cars for a fund raising event.

Brothers from the alumni chapter and Missouri-St. Louis, Washington, and Western Illinois enjoyed an evening of Brotherhood.

After a lovely dinner and conversations, one of the founding members of the alumni chapter, Bill Stroud, gave the history of when, where and how the chapter was formed. Provincial Vice President Kathy Jahnke spoke on life after graduation and Brother Brent Fawcett, new to the area, spoke on how finding the alumni chapter has helped him and his wife Mary Fawcett adjust to the area and meet people.

After dinner Brothers and guests were entertained by a DJ until midnight. Raffle tickets were sold during the evening and the money was donated to the Delta Sigma Pi Leadership Foundation. The entire evening was like any Deltasig event, a success! ▲



During recruiting for Fall 1997, from left: Brothers Brook Behm, Rebecca Shepard, Mike Budinger and Kim Jones distribute information and answer questions during Bronco Bash at the start of Western Michigan's semester.



At an Officer Training School in St. Louis, Deltasigs adopted the Ronald McDonald House, a residence for families of terminally ill children undergoing hospital treatment. Wish list items were collected and donated and members also bought, prepared, and served food. The St. Louis Alumni Chapter will continue the project throughout the year.

Johns Hopkins University–Chi Chapter Celebrates 75 years

An elegant reception and banquet was held November 23, at the Johns Hopkins Club in Baltimore, Maryland. Since 1922, more than 800 business students have been initiated into Delta Sigma Pi by Chi Chapter. After 75 years, nearly 100 Brothers remain active members of the Baltimore Alumni Chapter.

Brother Jeanne Stinchcomb coordinated the gathering of people and an impressive display of archival materials. Grand President Norm Kromberg, on hand to congratulate the chapter, shared the lectern with several Chi Brothers and spouses who recounted anecdotes and memories of special times in their lives. ▲



From left, David Schreiber, Vera da Silva, Bettie Brodka and Bob Stipsak.



From left, Audrey Carter, Theresa and Fred Karr, Lillian Rogowski and Ginger Webber (standing).



From left: Barbara Rieve, Executive Director Bill Schilling, Mid-eastern Regional Director Kristen Connor, Grand President Norm Kromberg, and Esther de Giacinto.



Brother J. Hugh Taylor, initiated in 1930, his wife Betty and Katherine Ginder celebrate. Brother Taylor was the earliest Chi initiate in attendance.



(From left) Wes Byron, E. Edward Klausmeyer, Sr., Doris Gould, Sheen Roos, Jeanne Stinchcomb and Dottie Snouffer look through the archival materials.



Baltimore Alumni Chapter President (and event coordinator) Jeanne Stinchcomb displays a copy of the original menu and program from Chi's Installation on December 9, 1922. Dick Ackler (seated on ledge) is ready to tell about his souvenir paddle and other tall tales.



Chi Chapter Advisor Pete Petersen and his wife Jan enjoy the banquet.



Brother Bill Ginder, a 1953 initiate, his wife Katherine, Charlotte and Brother Raymond Frank Rothe, a 1951 initiate, share memories during the banquet.

Bits AND PIECES

Mergers

Frances McKee, *Arizona State*, on September 27, 1997, to David Ryan, in Prescott, Arizona.

Sandra Sofow, *Bentley*, on August 30, 1997, to Gregory Parmentier.

James Trapani, to **Marjorie Stein**, both *C.W. Post*, on November 17, 1996.

Joseph M. Blazis to **Heather Montgomery**, both *Dayton*, on October 11, 1997, in Louisville, Kentucky.

Suzanne Rizzo, *Eastern Illinois*, on October 4, 1997, to Patrick Mullady, Jr. in Chicago.

Alexis Kearney, *George Mason*, on May 24, 1997, to Chad Kaltreider, at the All Saints Catholic Church in Manassas, Virginia.

Kerry V. Richardson, *Georgia Southern*, on September 5, 1997, to Fred Anderson III. They live in Stone Mountain, Georgia.

Salome Johnson, *Howard*, on October 4, 1997, to Christopher Tinker, in Washington, DC.

Jean Estelle Ribel, *Indiana/Purdue-Ft. Wayne*, on August 16, 1997, to Anthony Wayne Graber, in Kendallville, Indiana.

Nancy Lee Olding, *Mercer*, on October 11, 1997, to Eugene Clyton Reyes, III, in Savannah, Georgia.

Jeffrey C. Briggs, *Miami-Ohio*, on December 13, 1997, to **Judith A. Jaspers**, *South Dakota*, in Wilmington, Ohio. The couple lives in Cincinnati.

Victoria Wukits, *Miami-Ohio*, on October 26, 1996, to Robert Pietrick, III. The couple lives in Charlotte, North Carolina.

Don Fitzgerald, *Missouri-Columbia*, on September 20, 1997, to Mimi Nikodem, in St. Louis, Missouri.

Nancy Nilson, *Nebraska-Lincoln*, on August 30, 1997, to David Alvarado, in Austin, Texas.

David John Morrow, Jr., *New Mexico*, to Dina Michele Miller, in Albuquerque, New Mexico. The wedding party also included Brothers **Jason and Kassadii Depuy**, both *Livingston*. The couple honeymooned in La Jollosa de Mimaloya, Mexico and now live in Houston, Texas.

Jason Barnes to **Naomi Lagunero**, both *Northern Colorado*, on June 20, 1997, in Maui, Hawaii.

Ronald Sturgill, *North Florida*, on August 9, 1997, to Erin Caso.

Michael Curtis to **Elaine Meyer**, both *North Texas*, on June 7, 1997. They live in Lewisville, Texas.

Deborah Windly, *Southwest Missouri State*, on August 16, 1997, to Richard E. Olson. The couple lives in Sugarland, Texas.

Monique M. Harris, *Philadelphia Textiles*, on July 12, 1997, to Troy Richardson, in Washington, DC.

Martha E. Trevino, *Texas A&M-Corpus Christi*, on November 8, 1997, to Anthony G. DeBenedetto, in Corpus Christi, Texas.

Robert Dowil, *Truman State*, on September 6, 1997, to Jennifer Wallace.

Paul Guffey to **Shelley McLaughlin**, both *Wayne State-Detroit*, on October 11, 1997.

Michelle Wade to **Robert Motz**, both *Western Michigan*, on September 6, 1997.

Mandy Keen, *Winona State*, on October 11, 1997, to Kevin Anderson, in Pekin, Illinois. A large group of Deltasigs drove as long as 11 hours to attend the wedding.

Erin M. Hrinko, *Cincinnati*, on June 21, 1997, to James C. Mach, Jr.

Tammy Rohleder, *Valparaiso*, on July 12, 1997, to Murray Hutchinson. The couple lives in Kenosha, Wisconsin.

Dividends

To Brother **Christine Mancino Mage**, *Adelphi*, and husband Joseph Mage, on June 5, 1997, a son, Matthew Joseph.

To Brothers **Christopher Hoogland** and **Tina Bengs**, both *Ball State*, on October 21, 1997, a daughter Allison Nicole.

To Brother **Amelia Debusman McCarth**, *Bellarmine*, and husband Bill, on August 12, 1997, a daughter, Rebecca Ann.

To Brother **Tony Coe**, *Cal Poly-Pomona*, and wife Karen, on April 29, 1997, a daughter, Allison. She joins her twin brothers.

To Brother **Rebecca Olsen**, *California-Riverside*, on October 31, 1997, a daughter, Brianna Dawn. This was also Brother Olsen's 23rd birthday.

To Brother **Michele Florence**, *California State*, and husband Patrick Florence, on May 17, 1997, a daughter, Jade Nichele.

To Brothers **Chris Wallace** and **Mary Smith Wallace**, both *George Mason*, on July 27, 1997, a son William Alexander.

To Brothers **Rob Vacko** and **Laura Pirtle Vacko**, both *Illinois*, on August 27, their second child, a daughter Katharine Laura.

To Brother **Ron Martin**, *Indiana State*, and wife Karla, on March 31, 1997, a daughter, Sarah Elizabeth. She joined four year old sister Lauren.

To Brother **Lisa Baucom Marshall**, *James Madison*, and husband Byron, on April 2, 1997, a son Bryce Walker. Big sister Katelyn, age two, loves him!

To Brother **Carri Johnson McGauley**, *Minnesota*, on September 21, 1997, a daughter, Caitlin Marie.

To Brother **Michael R. Sandoval**, *New Mexico*, and wife Mary Anne, on August 17, 1997, an adopted son, William.

To Brother **Tina Matzen**, *Northeast Missouri State*, and husband Shane, on May 13, 1997, a son, Jack Elliott.

To Brother **Leslie Bosworth Williams**, *Oklahoma*, and husband Brian, on August 25, 1997, a daughter, Hannah Nicole.

To Brother **Larry Karstadt**, *Texas A&M-Kingsville*, and wife Kate, on June 22, 1997, a daughter, Kelly Eleanor.

To Brother **Heather Stahoff Calvin**, *Western Illinois*, and husband Marty, on September 15, 1997, a daughter, Kjirsten Taylor.

In Memoriam

(Please Note: 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.)

Baylor
Hugh Maxwell Baker 3/97
California-Berkeley
Norman K. Stott 5/97
Georgia State
Kyle R. Cade 2/95
Iowa
Walter W. Sessler 6/97
Johns Hopkins
Charles A. Klatt 6/97
Marquette
William G. Schendt 3/96
Raymond J. Wall 1/96
Michigan
Louis W. England 10-4-97
Ohio University
Fred Carl Cibula 8/97
St. Louis
Gerald G. Knobbe 10/96
Tennessee
Marion O. Francis 7/97
Joe Montgomery, Jr. 7/97
Wisconsin-Madison
Firman H. Hass 6/97



ΔΣΠ Employment Opportunity

An entry level Chapter Consultant position beginning June 1998.

General Position Description: A Chapter Consultant is primarily responsible for counseling collegiate chapters on all areas of chapter operations. Responsibilities also include chapter research, travel logistics, and pre and post visit communications and developing resource materials which exemplify effective chapter operations. Office responsibilities include repairing Fraternity regalia, answering inquiries, and assisting other Central Office personnel. A highly visible position, a Chapter Consultant is a representative of the Fraternity to both members and non-members alike; therefore, maturity, diplomacy, public speaking skills, and appropriate business dress are required. **Position Requirements** are: Bachelors Degree in Business Administration or equivalent; membership in good standing; ability and willingness to travel, including weekends; a reliable automobile; must have a valid drivers license; and must relocate to Oxford, Ohio.

Send all applications marked "Personal and Confidential" to: Dale Clark, Director of Chapter Services Delta Sigma Pi, 330 South Campus Avenue, P.O. Box 230, Oxford, OH 45056-0230

Deltasig Brothers Find Success in Cigar Trend

By Eddie E. Stephens III, Miami-Florida

At any regional or national event, you are sure to see it. Whether it be an alumni picnic, regional conference or even Grand Chapter Congress, they are there.

A small circle of Brothers, developing the fraternal bond and smoking cigars. Premium cigars, handrolled, imported from countries such as the Dominican Republic, Nicaragua, Mexico and Cuba. Over the past few years this small circle of Brothers has been growing at an incredible rate.

There is good reason for this developing trend. Cigars are "in." If you don't believe it, look around. Many Hollywood movies feature cigars, like last summer's blockbusters "Independence Day" and "The

Associate." Look at the people behind the smoke, people like Rush Limbaugh, Arnold Schwarzenegger and Demi Moore.

All of this hype and exposure has created an enormous demand for good cigars, a demand the cigar industry is just now catching up to. Consider the numbers: in 1990, 100 million cigars were imported into the United States. In 1996, that number tripled to 300 million. It has been projected that 600 million cigars will be imported this year alone.

Two Deltasig alumni have taken advantage of this surging market. Ted Lauck (Delta Chapter, Marquette University) runs the Central Cigar Store in St. Petersburg, Florida and Ritchie Shaner (Epsilon Nu, University of New Orleans) is the co-proprietor of the Dos Jefes Uptown Cigar Shop and Bar in New Orleans, Louisiana.



From left: Regional Director Mitch Simmons and Golden Council Members Eddie Stephens, Carlos Hazday and Ron Natherson enjoy cigars at a recent regional event.

Brother Shaner detected the trend three years ago. At the time, there were only three cigar shops in the New Orleans area, and he thought the city desperately needed a good one. A year ago he took it one step further by opening a cigar bar and offering single malt scotches, port and higher end liquors in his full scale bar. Many Brothers discovered Brother Shaner's cigar bar during Grand Chapter Congress held in New Orleans.

Brother Lauck has attributed the success of his newly opened store to its historic location, highly recognizable inventory, and inside decor. The living room atmosphere is apparent as soon as you walk in. Your senses take in the rich tones, the mahogany counters and the overstuffed leather chairs and you immediately feel like you're in a home, or an expensive private club.

Both cigar proprietors feel this new trend is due to the anti-cigarette movement as well as Marvin Shanken's magazine, *Cigar Aficionado*. Each has noted that their clientele is mainly men, but

women have been discovering (and buying) the milder stogies.

Both Brothers recognize how Delta Sigma Pi gave them the skills required to be successful as entrepreneurs. Skills like being able to associate with other people and master at the art of networking. Brother Lauck compared his chapter experience to that of running a small business. He also said because he has moved several times, the Fraternity has helped him keep up ties with old friends. No matter where he moved, there was never a stranger.

As this trend continues, you are guaranteed to see one thing... more cigars. For those who have discovered the appreciation of cigars, those words are like a Pavlovian bell. For those who haven't discovered this appreciation, you will be asked to develop a tolerance as more and more of your establishments are becoming "cigar friendly." In the meantime... long ashes!▲

Eddie Stephens is a member of the Golden Council. He is a 1991 initiate of Beta Omega Chapter, Miami, Florida.



Brother Ritchie Shaner, co-owner of Dos Jefes Uptown Cigar Bar and Shop.



Deltasigs visited Brother Shaner's Uptown Cigar Bar during Grand Chapter Congress in New Orleans last summer.



Brother Ted Lauck, a tobacconist at Central Cigars in St. Petersburg, Florida.

Alumni NOTES

Daniel J. McCarthy, *Adelphi*, is a law clerk with Fraser, Trebilcock, Davis & Foster in Lansing, Michigan.

John W. Mauer, *Akron*, became a Honorary member while an instructor in Business Law at Akron in 1979. After leaving the university, he became a state administrative law judge in Columbus, Ohio where he now lives. He retired from government service and is now the owner of Mauer Advisory, a business advisory service. He is a Fellow of the International Society of Certified Employment Benefit Specialists, and recently spent four years on the Board of Ohio's Public Employees Retirement System.

Reccia Charles, *Barry*, is director, vice president of marketing/sales with Grenada Wireless Communication Network and an instructor of finance and marketing with St. George's University in

Grenada, West Indies. He appeared in local and regional newspapers as one of the youngest company directors in the region and one of the youngest instructors at the university. He is the same age as many of his students.

Carla Grasa Hama, *Bowling Green State*, is general manager with Country Kids Magazine in Amherst, Ohio. She lives in Lorain, Ohio with her husband Ken and two children, Brian, age 5, and Andrea, age 2.

Tony Coe, *Cal Poly-Pomona*, has transferred from Ft. Still, Oklahoma, to the University of Oklahoma in Norman, to be an Assistant Professor of Military Science with Army ROTC.

Lisa Bastian, *California-Riverside*, is a business manager with Social Vocational Services, Inc. in the corporate office of the Northern California Division.

Michele Florence, *Cal State-Fullerton*, is pursuing her MBA at Cal State and has been awarded two scholarships; a \$5,000 graduate scholarship from Dayrunner, Inc. and a \$3,000 graduate fellowship from the university.

Monica Hall, *Central Florida*, has started her own business teaching skin care and makeup artistry as an Independent Beauty Consultant with Mary Kay Company. She lives in Altamonte Springs, Florida with her husband Randy and two teenage sons.

Christina Inman, *Central Missouri State*, is a PeopleSoft Human Resources Functional consultant with Carrera Consulting Group in Sacramento, California.

Tony Brock, *Cincinnati*, is a technical project consultant with Experian Information Solutions in Columbus, Ohio.

Rebecca Brinski, *Colorado-Colorado Springs*, is a

consulting analyst with SeaLand Services in Charlotte, North Carolina.

Ernest Thomas, *Columbus*, is a senior manager with Coopers & Lybrand LLP in the internal audit services division. In this capacity, Mike is responsible for directing financial institutional internal audit consulting throughout the Southeastern United States.

Jim Bates, *East Tennessee State*, is an associate professor of accounting with Mt. Empire Community College in Big Stone Gap, Virginia. In 1996 he was acknowledged by Who's Who Among America's Teachers as a teacher who "made a difference" in the life of a student.

Kerry V. Anderson, *Georgia Southern*, is an alternate channel specialist at GE Capital in Atlanta, Georgia.

Geoffrey Knoerzer, *Indiana-Northwest*, currently manages the information technology development and deployment for the Ameritech Cellular and Paging Business Unit. This involves technology support for the Business Unit. He has been in the telecommunications industry for twenty nine years, primarily focused on IT billing and support systems for emerging technology deployment.

R. Todd Roseberry, *Kennesaw State*, is a realtor with Jenny Pruitt & Assoc. Realtors in Atlanta, Georgia. He was a Million Dollar Producer-1997. He is also a volunteer coordinator for the Susan G. Komen Breast Cancer Foundation.

Richard Gladdis, *Lamar*, director of the master of science in management degree program at Southern Nazarene University's Tulsa Center, has been selected as the 1997-98 Oklahoma Business Education Outstanding University Teacher of the Year. The award

is presented annually to the state's most outstanding teacher by the organization.

Michael W. Morgan, *Lamar*, is a branch manager of the Beaumont, Texas office of A.G. Edwards & Sons, Inc., a major investment brokerage firm with over 575 offices throughout the country.

Dale Andreas, *Miami-Ohio*, is president of Mitchell Mortgage in The Woodlands, Texas.

Brian Carroll, *Michigan State*, is an investment executive with Paine Weber in Troy, Michigan.

Alan J. Hayes, *Minnesota*, is a senior consultant with Crestom International LLC headquartered in Acworth, Georgia. He is working in Boston, but still living in Minnesota.

Shawn Hartley, *Nebraska-Omaha*, is a director of Interactive Technology with Bozell Worldwide in Omaha, Nebraska.

Erroll J. King, *Nicholls State*, has been appointed to the Editorial Advisory Board of the national publication "Managed Care Litigation Reporter."

Larry D. Giles, *North Carolina-Chapel Hill*, is federally licensed as an enrolled agent representing taxpayers before the IRS and state tax boards as legal representative. He is the author of numerous articles published in both state and national professional journals on accounting and tax, and the "MICROMASH Enrolled Agent Exam Review" on PC based software. Brother Giles is also a continuing education instructor for attorneys, CPA's, and other Enrolled Agents for both state and national professional organizations and is president of North Carolina Society of Enrolled Agents.

Jack A. Brown, *Pennsylvania State*, has retired as vice

Special Alert! All Brothers! Help!

The Fraternity has begun to improve our database and we need your career information. Please send the outlined data by phone, fax, e-mail or mail. The data remains confidential and is used for non-commercial, fraternal uses only. Send other news items as well!

Name: _____ Chapter : _____

Job Title: _____

Company Name: _____

Work Address: _____

Work Phone: _____ Fax: _____ e-mail: _____

News (promotions, awards, kids, marriage, neat trips, unusual events, hot story ideas, etc.):

Delta Sigma Pi • 330 South Campus Avenue • P.O. Box 230 • Oxford, OH 45056-0230
 Phone: 513-523-1907 • Fax: 513-523-7292 • email: magazine@dspnet.org • http://www.dspnet.org

president treasury services and treasurer of Hanover Foods Corp., after 42 years of service. Brown began his career with Hanover Foods in 1955 and has held various management positions since that time.

Ronald J. Axelrod, Rider, president of Axco Abstract, Inc., in Morristown, New Jersey, specializing in Title Insurance and Title Abstracting, has received his license as a Title Insurance Producer. Brother Axelrod has also been elected president of the Title Abstracters' Association of New Jersey, a 67 year-old association representing the independent Title Abstracter/Title Examiner throughout the state.

Ben M. Weintraub, Roger Williams, is a financial services professional for Lighthouse Financial Group, subsidiary of Mass Mutual Life Insurance Company. He lives in Providence, Rhode Island.

Steve Bernal, St. Edward's, received the 1997 Community Service Award presented by Nations Bank and the Hispanic Chamber of Commerce of Austin/Travis County. Brother Bernal is a senior at St. Edward's and serves the Theta Omega Chapter as Senior Vice President.

James Cochran Bohls, St. Edward's, is owner and operator of Bohls Investments/Developments in Austin, Texas. He is an investor and developer of real estate providing rural acreage homesites in Central Texas.

Brother Bohls lives in Austin with his wife Dawn and two sons, Blake 5 and Mason 2. They are expecting number 3 in March.

Ernest Espinoza, St. Mary's, is a personnel Management Specialist with the U.S. Air Force at Lackland AFB, Texas.

Adrian N. Wise, San Francisco State, is a foreign exchange specialist in Foreign Exchange Operations with Wells Fargo Bank in San Francisco.

Pamela King, Southwest Missouri State, is a client service representative for the Missouri Coordinating Board for Higher Education in Ozark, Missouri.

Valerie Weinstein, SUNY-Albany, is vice president for Commercial Mortgage Capital in Parsippany, New Jersey.

Renee H. DeCarlo, Texas A&M, is associate market manager for Tivoli Systems in Austin, Texas. She also serves as president of the Capital City Alumni Chapter.



Have We Missed You?

All 120,205 mailable Delta Sigma Pi Fraternity alumni were recently surveyed for our new Membership Directory. If you have not already done so, please return your questionnaire today. This will ensure that your personal information will be accurately included in this great new reference book.

Within two to three months the verification phase of this project will begin. Members will be receiving a telephone call from Harris Publishing Company, the official publisher of our Directory. Please give the representative who calls you a few moments of your time to verify your listing. To place a reservation for the Delta Sigma Pi Fraternity Directory please advise the Harris representative during the conversation, since this will be the only opportunity you will have to order the book.

Scheduled for release in August/September 1998, the Delta Sigma Pi Fraternity Membership Directory promises to be the definitive reference of over 120,000 Brothers. Don't miss the opportunity to be a part of it!

ALUMNI CHAPTER CONTACT PERSONS

Also see our web site (<http://www.dspnet.org>) for contacts nearest you.

Akron-Canton, OH	Alan Brunton	(330) 274-2232	Miami, FL *	John Cuomo	(305) 740-0201
Albuquerque, NM	Michael Metcalf	(505) 294-6783	Mid-Iowa	Bill Honan	(515) 233-4685
Alcatraz, CA	Brian Richison	(415) 953-1562	Milwaukee, WI	Terrell & Susan Ford	(414) 442-9950
Atlanta, GA	T.J. Shriver	(770) 967-1277	Mississippi Coast *	Janice Souza	(601) 452-4612
Austin, TX	Renee DeCarlo	(512) 491-8146	Mobile, AL *	Eric Chaney	(334) 602-1935
Baltimore, MD	Jeanne Stinchcomb	(410) 799-1448	Nashville, TN	Jean Duncan	(615) 794-8267
Baton Rouge, LA *	Fred Ruddy	(504) 737-5387	New Orleans, LA	Kurt Brown	(504) 394-5952
Boston, MA	Jay Tracy	(617) 444-1161	New York City, NY *	Dara Moore	(212) 517-2280
Central Florida	Todd & Lesli Whisenant	(407) 977-8994	Northern Virginia	Kristen Connor	(703) 830-0068
Central NY/NJ *	Brian Kraut	(908) 679-6614	North Florida	Linda Griffin	(904) 725-8252
Champaign/Urbana, IL *	Teresa Loos-Tedrow	(217) 834-3512	Northwest Indiana	Paula Gilbey	(219) 926-4635
Charlotte, NC	Alex & Kara Macsuga	(704) 643-2266	Oklahoma	Alexis Colell	(405) 624-6093
Chicago, IL	Peter Bjelan	(773) 296-1162	Orange County, CA	Irene Demopoulos	(714) 281-3939
Cincinnati, OH	Tracy Creager	(513) 579-7362	Pensacola, FL	William Mallett	(850) 494-9602
Cleveland, OH	Michael Losneck	(216) 842-4548	Phoenix, AZ	Larry Van Quathem	(602) 874-2399
Colorado Springs, CO *	Shari Oswald	(719) 599-3614	Philadelphia, PA	Alison Solowjow	(215) 246-7420
Columbia, SC *	Buck Fulmer	(803) 254-6844	Piedmont, NC	Cathy Rosenberg	(910) 770-4392
Columbus, OH	Michael Davala	(614) 213-1974	Pittsburgh, PA	Aaron Madden	(412) 274-4925
Connecticut	Kimberly Lutterman	(203) 969-7266	Richmond, VA	Todd Poe	(804) 649-8494
Dallas Area, TX	Kelli Smith	(817) 649-7951	Rochester, NY *	Edward Cain	(716) 263-4822
Denver, CO	Keith Beijer	(303) 689-7865	Sacramento Valley, CA	Darrel Auble	(916) 332-8378
Detroit, MI *	Jason Benicoff	(248) 586-0936	Saint Louis, MO	Mike Behr	(314) 963-4480
East Lansing, MI *	Ronald Stanton	(517) 695-2157	San Antonio, TX *	David Schoen	(210) 349-2675
East Tennessee	Ellen Dutton	(423) 984-0309	San Diego, CA	Lisa Ferrer	(619) 425-0956
Erie, PA *	John Piotrowicz	(814) 835-5067	Savannah, GA *	Romona Saussy	(912) 236-3115
Greenville, SC *	Melissa McNeill	(864) 472-6266	Shepherdstown, WV	Sandy Dubay	(304) 876-1508
Hawaii	Wilbert Low	(808) 969-6652	Silicon Valley, CA *	Steve Geiger	(408) 927-0790
Houston, TX	James Webb	(713) 334-5690	Sioux Falls, SD *	David & Jennifer Edwards	(605) 361-0881
Indianapolis, IN	Whitney Hersberger	(317) 784-7404	South Florida	Dan Biesiadecki	(954) 429-9343
Kansas City, MO	Tiffany Smith	(913) 851-0063	Tallahassee, FL	Eileen Jones	(850) 574-0377
Lafayette, LA	Jennifer Bonin	(318) 233-1175	Tampa Bay, FL	Heather Richards	(813) 985-7471
Las Cruces, NM *	Vance Houston	(505) 527-4815	Topeka, KS	Dick Reicherter	(785) 234-4601
Lincoln/Greater Nebraska	Deanne Dinslage	(402) 493-0747	Tucson/Old Pueblo, AZ	Naomi M. Martinez	(520) 579-5829
London, England *	Ashok Arora	44-181-746-1298	Twin Cities, MN	Shawn Reitsma	(612) 487-7549
Long Beach, CA	Andrew Wilson	(310) 676-1547	Upper Ohio Valley, WV *	Amy Balog	(304) 336-7399
Los Angeles, CA	Michael Hildebrand	(805) 259-0070	Victoria, TX *	Lea Murphy	(512) 573-2766
Louisville, KY	Beverly Santamouris	(502) 893-6663	Western New York	Dara Moore	(212) 517-2280
Lower Michigan *	Vince Marra	(616) 345-8620	West Hollywood, CA	Adrian Avalos	(213) 462-4814
Mankato, MN	David Miller	(612) 905-1711			
Memphis, TN	LuAnne Hartmann	(901) 937-3195			

* Expansion Location

Rev. I/10/98



Delta Sigma Pi Brotherhood Cruise

Join fellow Deltasigs for a fun-filled Bahama Islands Cruise August 7-10, 1998

Spend three sunny days and starry nights with your Brothers and make new friends in a great summer getaway! The cruise, aboard the beautiful "Sovereign of the Seas", departs from Miami, Florida on August 7 at 5 p.m. to set sail for Nassau, Bahamas. Spend Saturday in Nassau and on Sunday visit a private island for a day of swimming, snorkeling and beach activities. The cost of this extended weekend is just \$350 per person (based on double occupancy), plus port taxes of \$78.50 per person. The price includes a standard outside cabin, all meals and entertainment, a beautiful casino and a fully-equipped fitness center. Sign up now with a \$100 deposit. Full payment is due by June 5.

Travel Unlimited
12 South Poplar Street
Oxford, Ohio 45056



**Call Mickey Simonds at Travel Unlimited,
Inc. Today! 1-800-466-7555**



Delta Sigma Pi
330 South Campus Avenue
Post Office Box 230
Oxford, Ohio 45056-0230
(513) 523-1907
(513) 523-7292 FAX