

THE Deltasig[®]

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Inside



Deltasigs Make A
Difference in the Lives
of Others
page 6



The Human Side
of Business
page 8



Volunteer Spotlight
page 10



LEAD School Overview
page 12



Chapters Speak
page 14



Technology in the Fraternity
page 18

Cover



1999 Lifetime Achievement
Award Winner: John
Cookson honored as a
Distinguished Deltasig
page 4

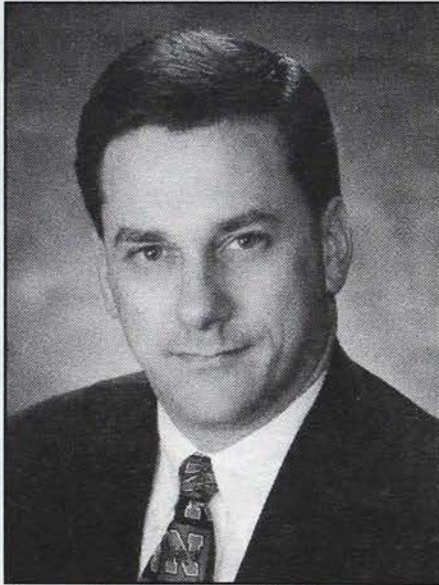


Focus ON THE FRATERNITY – NEW STRUCTURE

**“Destiny is no matter of chance. It is a matter of choice.
It is not a thing to be waited for, it is a thing to be achieved.”**

— William Jennings Bryan

This statement has new meaning for me. On November 29, 1999, Delta Sigma Pi made a choice. We chose to adopt a revised governance structure that allows this organization to continue its destiny, this destiny being the Purpose of Delta Sigma Pi.



Norman Kromberg, Grand President

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

Now, we need to look at implementing this new structure so that we can realize the benefits of a stronger organization. There are many things being done to ensure we follow through on the direction set by the chapters.

First, the new bylaws will become effective at the Grand Chapter Congress in Niagara Falls/Buffalo in August of 2001. I will be working closely with the Chancellor and Parliamentarian to develop standing rules to ensure effective implementation of the new bylaws.

Second, key members of the Governance Task Force are being asked to provide suggestions on the priority of tasks to ensure we are prepared for the 2001 Grand Chapter Congress.

Third, I have asked the Provincial Vice Presidents to review the adopted bylaws with the Regional Directors prior to the February Executive Committee meeting to get input on tasks and document questions.

Fourth, the February Executive Committee meeting will be the point in time where we work to formalize the steps required for implementing the bylaws. This will likely include a meeting of the Provincial Councils prior to the 2001 Grand Chapter Congress. We will also include the development or refinement of position descriptions, necessary changes to current practices and protocol.

As you can see, this effort will take a great deal of work to implement. I believe it is worth it. As you look into Delta Sigma Pi's history, you can see where this organization made choices that kept our focus, but also kept us as leaders in the world of business. Our new governance structure allows us to focus on both the strength of our organization "the people" while at the same time developing strategic focus in key areas. Additionally, it maintains one central event that ties the people to the strategic directions and purpose, Grand Chapter Congress. I look forward to seeing you at the Falls in 2001.

A handwritten signature in blue ink, appearing to read 'N. Kromberg', written in a cursive style.

Norman Kromberg
Grand President

THE Deltasig

of Delta Sigma Pi

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Features

Page 6 MAKING A DIFFERENCE



Brothers made a difference in the lives of others by participating in Make A Difference Day on October 23.

Page 8 THE HUMAN SIDE OF BUSINESS



Brother Dale Dauten, author of four books, explores the business world with humor and insight.

Page 12 LEAD SCHOOL OVERVIEW



Brothers, pledges and guests were inspired with personal, professional and leadership development at LEAD Schools held in numerous locations this fall and winter.

Page 18 TECHNOLOGY IN THE FRATERNITY

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Calendar of Events

Visit our Web site for more information on events.

FEBRUARY 17-20 Executive Committee Meeting	Desert Mountain Regional Conference
APRIL 25 National Alumni Day	Southern Province Regional Conference
JULY 20-23 The Ultimate Academy - Oxford	OCTOBER 27-29 New England Regional Conference
JULY 27-30 Alumni Outing-Mackinac Island	Rocky Mountain Regional Conference
AUGUST 11-13 Leadership Foundation Board and Fraternity Executive Committee Meetings	NOVEMBER 3-5 Central/Huron/Great Lakes Joint Regional Conference
OCTOBER 6-8 Midwestern Regional Conference	NOVEMBER 10-12 Mideastern/Eastern Joint Regional Conference
OCTOBER 13-15 Western Regional Conference	Southwestern/Gulf Western Joint Regional Conference
OCTOBER 20-22 North Central Regional Conference Allegheny/East Central Joint Regional Conference	South Pacific/Pacific Coast Joint Regional Conference
	AUGUST 15-19, 2001 43rd Grand Chapter Congress Niagara Falls/Buffalo

Departments, Plus . . .

Page 2	FOCUS on the Fraternity
Page 10	Educational Opportunities and Delta Sigma Pi
Page 10	Volunteer Spotlight
Page 11	On the Road
Page 14	Chapters Speak
Page 19	Alumni Making News
Page 20	Alumni Notes
Page 23	Bits and Pieces

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1999 Lifetime Achievement Award

John Cookson Honored as Distinguished Deltasig

The Lifetime Achievement Award is the highest honor any Fraternity member can receive and is issued annually to the Brother who has demonstrated exemplary support, service, and leadership to the Fraternity.

John Cookson has seen the advancement of computer science and technology firsthand since becoming a Deltasig in 1955. After his graduation from the University of Detroit, he has had a distinguished career in information technology that took him to various parts of the world and provided unforgettable experiences.

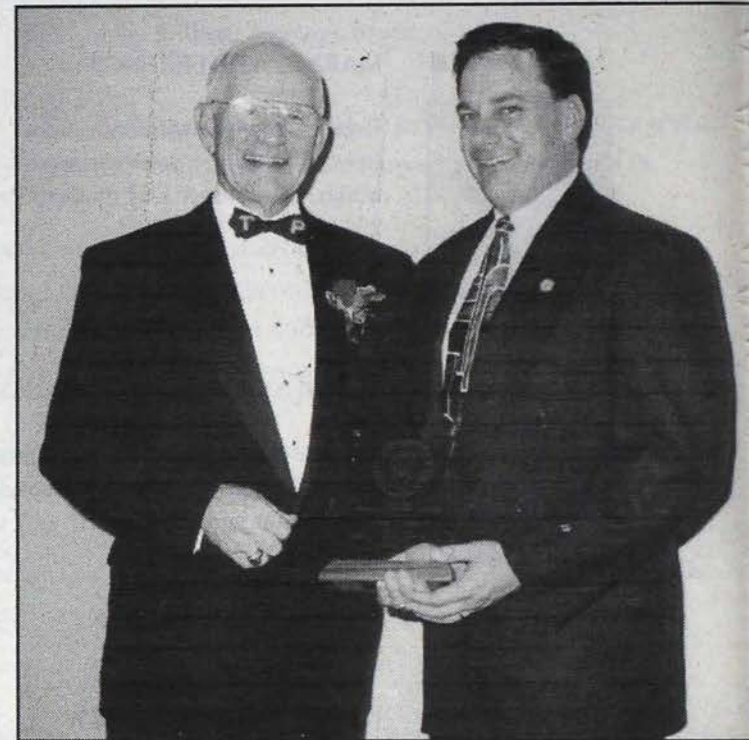
Born in Walkerville, Ontario, Canada (home of Walker's Canadian Club and its producer, Hiram Walker), John attended the local schools. He became a Boy Scout and a member of St. Mary's Church boy's choir. While at St. Mary's, he met June Tarleton, the choirmaster's daughter. June and John were married in 1950, and subsequently had three children: Elizabeth, Tom, and Anne.

John served in the Canadian Navy during the Korean conflict, and was selected as a member of the Canadian Naval contingent to serve as one of the guards of honor at the coronation of Queen Elizabeth II. John remembers this moment as one of his proudest during his Naval duty.

John enrolled at the University of Detroit's School of Commerce and Finance at a time when many of his classmates, who were veterans, were attending school on the G.I. Bill. In 1955, John pledged Delta Sigma Pi as a member of the Gamma Rho Chapter, which was founded at the University of Detroit in 1950. John was immediately active in the chapter, and attended his first Grand Chapter Congress in 1955 in Detroit. While attending school, John also worked full-time for Chrysler International to support his family. His major was computer and data processing, which would later become the foundation for his long and varied career.

When John graduated, he was chosen to work in the Common Market with Chrysler International's overseas operation in Rotterdam, Holland. His family moved with him to the Netherlands during this assignment.

In 1965, John eagerly joined the "Life Member" program of Delta Sigma Pi. After his work for Chrysler, he assumed the position of



Grand President Norm Kromberg presents the 1999 Lifetime Achievement Award to John Cookson at a banquet in his honor.

Director of Corporate Systems for Garlock Corporation in Rochester, New York. John oversaw the company's computer operations in Europe, Canada, and Mexico for the next 13 years. In the mid-1970s, John moved on to the Commonwealth of Virginia's Department of Information Technology in Richmond, Virginia. He worked as Computer Center Administrator for the Medical College of Virginia, the Department of Social Services, and Director of Technical Services for the State's Department of Information Technology.

John earned his Delta Sigma Pi Silver Helmet in 1980. Even while working, John always valued the

importance of lifetime learning. He continued his education and obtained his M.S. degree from the University of Rochester, and later, earned his Ph.D from California Western University. In addition, he obtained the CDP designation (Certified Data Processor) from the Data Processing Management Association, and also served as President of the Rochester Chapter of the Association. While working for the State of Virginia, the Virginia Commonwealth University, located in Richmond, recognized the value of his vast experience in the field of computer technology, and asked him to join the faculty. He became the Director of the University Computer Center.

Lifetime Achievement Award Winners

1990 William R. Leonard Arizona State	1995 Joe S. "Skip" Loomis California-Berkeley
1992 William W. Tatum, Jr. Southern Mississippi	1996 Robert G. Busse Rutgers
1993 Charles I. "Buzz" Sutton Arizona State	1997 Richard J. Parnitzke Buffalo
1994 Michael R. Mallonee Oklahoma	1998 Frank M. Busch, Jr. Sam Houston State
1999 John H. Cookson Detroit	



Brother Cookson's family was on hand to help him celebrate. From left: wife June, daughters Anne Porter and Dr. Elizabeth Cookson and son Tom.

Delta Sigma Pi always played a significant part in John's life. While at Virginia Commonwealth University, the Eta Omega Chapter asked him to be their Faculty Advisor. John served happily in this position until his retirement. After retirement, he served as

Alumni Advisor, then as District Director. He was also appointed District Director for Kappa Nu at Longwood College in Farmville, Virginia, and the Central Virginia Alumni Chapter, positions that he still holds today.



South Central Regional Director David Vestal presents Brother Cookson with a diamond badge on behalf of his many Brothers and friends in the Southern Province.

John was a delegate at the 1997 Grand Chapter Congress and served as a caucus election moderator. He served as an education facilitator and caucus election moderator at the 1999 Grand Chapter Congress in Houston. Other positions within Delta Sigma Pi during his illustrious membership include serving on Fraternity committees and task forces. At the Regional Conference in Johnson City, Tennessee, John was presented the District Director of the Year Award for the South Central Region for 1997-1998.

John has always been active in community service work. He has been a warden and vestry member of the Episcopal Church, has been active in the YMCA, and held positions in fund raising drives as well as serving as Finance Chairman.

Today he is semi-retired, but stays busy doing the volunteer work he loves to do. He is also a partner in a residential leasing company and a member of the Board of Directors for the Golden Strand Resort in Miami, Florida.

A celebration to honor Brother Cookson's achievements was held in Richmond, Virginia on October 30. With more than 60 Brothers, friends, family and special guests, the evening was a time of reflection and reminiscing. John was excited to be honored for his lifetime of achievements, but was also thrilled to share the moment with his wife and all three children.

In addition to the award presentation at the banquet,



Brother Cookson with (from left) South Central Regional Director David Vestal, Southeastern Regional Director Mitch Simmons and Southern Provincial Vice President Beth Keith.

memories of John were shared by Jim Burkett, *University of Detroit*; Robin Porter; John Goode; Tom Cookson and Dr. Iris Johnson, *Virginia Commonwealth*. The award was presented by Grand President Norm Kromberg and fraternal greetings were given by Southern Provincial Vice President Beth Keith. The evening brought both tears of

laughter and joy to participants, and fond memories to those who have known John over the years.

Delta Sigma Pi is proud to honor such a distinguished member of our Fraternity—a Brother whose successful career was built on the foundation of integrity, and a man who never forgot his obligation to his community and family. ▲



Grand President Kromberg enjoys a moment as Brother Cookson shares his Lifetime Achievement Award with his wife of nearly 50 years, June.

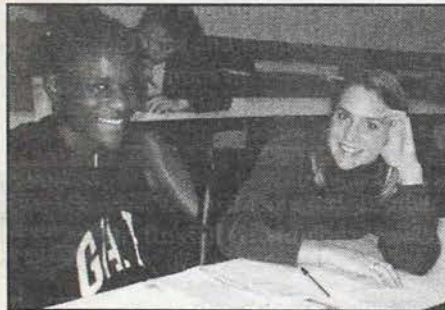
Making a Difference in the Lives of Others



Western Illinois collected food and clothing to donate to area collection and distribution centers.



Miami-Ohio Brothers raked leaves, picked up trash, washed windows, swept porches, and moved furniture for the community crisis center.



Brother Claire Miller works one-on-one with a student as members of Pennsylvania worked on a Future Career Planning Day with local teens.



Loyola-New Orleans members participated in a picnic for a local nursing home by working booths, playing with children who attended the event, and serving drinks and food to nursing home residents.

In 1999, members of Delta Sigma Pi enhanced their lifetime commitment to volunteerism and community service by participating in Make A Difference Day on October 23. This marked the fifth year of participation for our Fraternity in The Points of Light Foundation's national endeavor to make a difference in the lives of others who are less fortunate. Collegiate chapters worked with alumni in various activities to help the homeless, children in need, the environment, and to raise funds for research for life-threatening diseases.

The spirit of brotherhood was bright as Deltasigs came together from around the country to give time and donations to those in need. Lambda Omicron, *Western Illinois*, collected food and clothing to donate to area collection and distribution centers. Delta Upsilon, *Texas Christian*, worked with the Salvation Army to assist families who need assistance at Christmas through the Angel Tree program. The Redlands Family Service Association benefited from a canned food collection donated by Xi Pi, *Redlands*, members. Zeta Theta, *Western Kentucky*, members conducted a canned food drive at a local store, making patrons aware of the importance of giving to those in need in their community. Lambda Mu, *Pacific*, Brothers worked to donate goods to the Emergency Food Bank in Stockton, California.

Other community service programs included canned goods that the Iota Lambda, *Indiana-Purdue at Fort Wayne*, members collected at a LEAD School to give to a local charity. The Nu Rho, *California-Davis*, Brothers also collected food and clothing at the LEAD School held in San Jose to donate to the community. In St. Louis, the Eta Nu, *Missouri-St. Louis*, members collected food for the St. Louis Food Pantry. Iota Omicron, *Central Missouri State*, members urged their community to donate used books, non-perishable goods, and outgrown winter clothing to their chapter, which was then given to a local women's shelter. At *Cal Poly-San Luis Obispo*, the Kappa Mu Chapter

collected canned soup to donate to their local homeless shelter.

Theta Pi, *Bowling Green State*, members also collected food for two weeks prior to Make a Difference Day, donating it to their local Salvation Army. Beta Xi, *Rider*, donated canned goods and other items to a local soup kitchen. The Delta Omicron, *San Francisco State*, members collected cans and food from family and friends and donated the goods to the San Francisco Food Bank. Iota Nu, *Truman State*, Brothers participated in a campus-wide competition to collect as many cans as possible, which were used to create a Halloween sculpture, then donated to the Salvation Army. Theta Sigma, *Central Florida*, members organized a food drive which helped the Boys Club of America distribute food to needy families during Thanksgiving.

Other chapters found additional ways to help their communities. Nu Psi, *Trinity*, collected toiletries to donate to the victims of Hurricane Floyd in North Carolina, and the pastor of a local church thanked members personally for their efforts. Iota Omega, *North Carolina-Greensboro*, members also helped hurricane victims by donating canned food items. To help one family in need of a home, the members of Iota Sigma, *Evansville*, worked with Habitat for Humanity to build a house. Theta Tau, *St. Cloud State*, volunteered to help the Habitat for Humanity organization in their area by constructing support beams for a house and cleaning up scraps after the work was done.

Deltasigs demonstrated their commitment to helping children by volunteering for various projects which aid youth in their communities. These Brothers believe that by assisting children today, we are helping to build a better future for all. Kappa Sigma, *Indiana-Purdue-Indianapolis*, participated in a fishing tournament for underprivileged youth, cooked breakfast for the Ronald McDonald House, and donated to the Toys for Tots program. Theta Upsilon, *Siena*, hosted a coin drop at a local store, donating the



money to elementary school children in the Albany, New York school district.

The Xi, *Michigan-Ann Arbor*, Brothers visited elementary schools to participate in latchkey programs with the children there. Lambda Sigma, *California State-Fullerton*, Brothers helped with a Halloween party hosted by a local foundation to provide children with a safe and fun place to celebrate. Another Halloween project was done by Alpha Rho, *Colorado-Boulder*, as the members volunteered to assist with arts, crafts, and games for preschoolers who explored the Fairy Tale Trail, a Halloween house sponsored by several companies in the area.

Members of Nu, *Ohio State*, made Halloween cards and decorated pumpkins which were given to children at the Children's Hospital in Columbus. Brothers in the Epsilon Chi Chapter at *Georgia Southern* donated Halloween costumes to an organization which



The spirit of brotherhood was bright as Deltasigs came together from around the country to give time and donations to those in need.

TO OUR BIG MEMORIAL DAY



Baylor Brothers worked at a local mission to help with building improvements and beautification efforts.

helps foster children. Kappa Psi, *Bellarmine*, members were paired with mentally and physically challenged children at the annual Sunshine Festival and spent the day with them looking at exhibits and visiting various booths. The Brothers of Mu Chi, *Colorado-Colorado Springs*, delivered Halloween bags filled with toys, stickers, and other items donated from Current Inc. to the Memorial Hospital.

Beautification and environmental clean-up projects were important to many members on Make A Difference Day. Beta Iota, *Baylor*, worked at a local mission to help with building improvements and beautification efforts. Nu Omicron, *Our Lady of Holy Cross*, Brothers planted trees around a new addition at their school. Brothers of Zeta Upsilon, *Virginia Tech*, collected trash on a one-mile length of road in their community, adopting the highway for regular clean-up efforts. Alpha Upsilon Chapter at *Miami-Ohio* raked leaves, picked up trash, washed windows, swept porches, and moved furniture for the community crisis center. Lambda Psi, *Hawaii-Hilo*, members refurbished outdoor volleyball courts, washed sidewalks near construction sites, created recycling bin areas, and refurbished the canoe club halau.



Members of Cal State-Northridge participated in the annual 6.2 mile Los Angeles AIDS Walk through the streets of Hollywood with opening and closing ceremonies at Paramount Studios.

Despite a rainy day, the Brothers' hard work beautified areas for both the campus and community residents.

Gamma Pi, *Loyola-Chicago*, members picked up trash in their community, knowing that they instilled pride in the residents by making a difference in their area. Beta Eta, *Florida*, painted a concrete wall near a busy intersection for their local Public Works Departments. Trash collection and clean-up efforts in the Springfield, Missouri community gave Kappa Omicron, *Southwest Missouri State*, members a sense of pride and accomplishment. Eta Kappa, *Troy State*, Brothers also adopted a mile of highway in their community where they picked up trash and debris. Epsilon Omega, *Eastern Illinois*, adopted a park near their neighborhood several years ago, and cleaned up the litter in the park area, an effort they will continue each semester. Members of Kappa Chi, *Savannah State*, painted the Savannah Rape Crisis Center and cleaned the yard to help the non-profit facility.

Many chapters, consisting of alumni and collegians, worked to raise money or donated time to help those with physical illnesses or other disabilities. Mu Phi, *Saginaw Valley State*, members participated in a walk-a-thon and raised money for the American Heart Association. Members of Alpha Pi, *Indiana-Bloomington*, participated in a dance-a-thon to raise money for their local hospital. The Gamma Psi, *Arizona*, members recorded books on tape to be used at a library for the blind and dyslexic. Members of Alpha Sigma, *Alabama*, visited the pediatric ward of a local hospital to distribute toys and coloring books to the children. Eta Pi, *Wayne State-Nebraska*, raised money which was donated to the American Cancer Society.

Iota Chi, *Illinois State*, members planned a walk-a-thon to benefit the Cystic Fibrosis Foundation encour-

aging local organizations to participate, and doubling the amount of their annual donation from last year. Beta Psi Chapter at *Louisiana Tech* collected donations for the American Heart Association. Brothers of Kappa, *Georgia State*, helped set up the race site for runners participating in the Susan G. Komen Breast Cancer Race.

The Delta Psi Beta Colony at *DePaul* teamed with Zeta Xi, *Lewis*, for a walk-a-thon to benefit cancer research. Members of Nu Pi, *Kennesaw State*,



Loyola-Chicago members picked up trash in their community, knowing that they instilled pride in the residents by making a difference in their area.

volunteered time to set up tents, unload trucks, work in booths and run in the Susan G. Komen Race for the Cure for breast cancer research. Alpha Delta, *Nebraska-Lincoln*, members raised money with a 5k race through Lincoln and donated the proceeds to the March of Dimes and the Friendship Home. The race will become an annual event for the community.

Brothers also found ways to help the elderly in their community, bringing joy to the lives of many older residents. Delta Nu, *Loyola-New Orleans*, Brothers participated in a picnic for a local nursing home by working booths, playing with children who attended the event, and serving drinks and food to nursing home residents. Brothers of Eta Xi, *Philadelphia*, volunteered to paint a local community center which hosts programs for the elderly.

Other chapters chose different ways to contribute to their community. Mu Pi, *Pennsylvania State-Behrend*, members



Eastern Illinois adopted a park near their neighborhood and cleaned up the litter in the park area, an effort they will continue each semester.

helped prepare a replica of the Flagship Niagara, a battleship used in the War of 1812, for the upcoming tourist season, working closely with crew members to preserve a major part of their city's history. Members of Beta Nu, *Pennsylvania*, worked on a Future Career Planning Day with local teens. Beta Zeta, *Louisiana State*, delivered pet supplies to the area animal welfare society, dedicated to the prevention of animal suffering.

Delta Sigma Pi is proud of our Brothers who participated in so many ways to Make a Difference for those in need and for our environment. Each effort is important in connecting communities and connecting us to those who appreciate our efforts to help them. In making a difference in the lives of those who may need us, and in helping to care for and preserve our environment, we are ensuring a positive future for everyone, and strengthening our Brotherhood at the same time. ▲



Our Lady of Holy Cross Brothers planted trees around a new addition at their school.

The Human Side of Business

Dale Dauten Explores the Business World with Humor and Insight
by Nancy Brewer



Dale Dauten, *Arizona State*, has authored four books and two popular newspaper columns syndicated by King Features.

"I was *not* a gifted boss," Dale Dauten says emphatically. The author of *The Gifted Boss*, and journalist of two popular newspaper columns syndicated by King Features, speaks from his experience of his life in the business world, which has taken turns even Dauten could never have imagined.

His latest book takes an unconventional look at the way in which the best bosses in the corporate world and the "star" employees find each other, and subsequently nurture caring, creative, and highly productive relationships. In text often punctuated with humor, Brother Dauten urges his readers to forget everything they've ever been taught about "job-hunting." Finding the job you love, and the gifted boss with whom you'll develop a unique connection, transcends the traditional job-hunting techniques.

Dauten, initiated at Gamma Omega Chapter at Arizona State University, moved into the corporate world with a Masters degree and became top performer as a marketing research manager for two major companies and two consulting companies. At the age of 30, Brother Dauten started his own marketing-research firm whose clients included McDonald's, Procter and Gamble, AT&T, Kodak, and 3M.

But Dauten had always wanted to write, and knew in his heart that if he was to find fulfillment doing what he loved, he would have to take a chance. In the mid-1980s, he sold his highly successful marketing research firm to begin writing a weekly business column (for no compensation) called *The Corporate Curmudgeon*. Tempering the column with humor (weekly installments included "The Whiners and the

Hummers," "What the Human Resources Department Won't Tell You," and "The Clerk with the Smirk"), his piece was picked up for national syndication a year later. In 1996, he started another column with Kate Wendleton, a nationally recognized career advisor, called, *Kate and Dale Talk Jobs*, which proved highly successful in helping job seekers find jobs they loved.

Dale has written four books, including *The Max Strategy*, published in 1996, which follows his protagonist, as he looks for the keys to becoming an innovator in his own career. He also travels the country, speaking at corporate events, instilling his brand of wry humor into the serious business of business.

In his latest book, Dauten urges managers to nurture the "Wild Brains," those creative and sometimes unconventional employees who can prove to be the heart of company.

"The Wild Brains can be viewed as troublemakers in some corporate environments," says Dauten. "But in the right environment, where they can be set free, their creativity is something their bosses value." The exceptional, inspired employee—who may prove to be more enthusiastic and creative than the boss, Dauten says—is often viewed

when I was a god." When a boss tries to be all and do all, it's exhausting work, and any creativity is crushed under the burden he or she must bear to be the best all the time. "Only one person is coming up with all the ideas all the time," Dauten adds. "When you add the ideas of many others, the possibilities are endless, and the boss becomes a star, too. The gifted boss acknowledges that star employees makes them look good, and they cheerfully recognize this fact—they're not resentful."

Comparing the gifted boss to a basketball coach, Dauten continues, "If the coach is playing the game with a team of walk-ins (the people the boss has hired who were referred by the HR department), then he/she is playing against the coach who's taken the time to court and retain the best—the team of star recruits. If your department is coaching walk-ins, you need raw talent," he advises.

The courtship, as opposed to the job hunt, involves the ways in which the gifted boss and the highly talented employee find each other. Gifted bosses are willing to devote a lot of time and energy to the courtship. Often, discovering a star employee is accomplished by unconventional means—not the standard job-hunting techniques so

**The best bosses have a philosophy of hiring that amounts to this nine-word Employment Policy:
The best place for the best people to work.**

as a threat. But those who recognize the Wild Brains' talent value them highly. "One of the gifted bosses I interviewed said, "The best employees are the ones that show me the possibilities. These 'stars' look beyond what's been done before. They say, 'Here's what we did the last time, but here's what we can do now.'"

The gifted boss is happy to partner with the creative employee. "It takes the burden of creativity off the boss's shoulders," Dauten continues. He loves to begin his talks with a quote from Emperor Hirohito, who said, "You can't imagine how much more work I had

many people use: resumes sent to human resource departments, newspaper want ads, and/or employment agencies. Star employees are hard to find, because they're rarely in the job market if they've found that special relationship with a gifted boss and are treated well.

The interview process, although necessary, can be incredibly artificial, Dauten believes. Those looking for star employees may completely overlook them in the setting of the standard interview. Dauten tells about a gifted boss at 3M who created a task force just to have the opportunity to work with someone he believed was a star, giving

the boss the chance to begin the "courtship," and bring the gifted recruit to his court.

Many bosses don't have the patience to go through the courtship process, Dauten points out, citing one story in his book about the head of Selectron, Inc. in Silicon Valley, who courted an exceptional employee from IBM for ten years before winning him over to his company. That employee subsequently helped take Selectron from a \$100 million company to a \$5 billion one.

Dauten interviewed countless bosses to find the gifted ones who grace the pages of his book. "I was surprised by how many are out there," he says. "The reason I chose the people I wrote about was because they have an inborn gift for dealing with people—a certain knack for knowing how to connect and partner with their employees."

If being a gifted boss is inborn, can someone who may not possess that trait improve his/her own people-management skills? Dauten laughs, citing a favorite quote from Pearl Bailey, actress and comedienne. "She said there are two kinds of talent: man-made talent and God-given talent. With man-made talent you have to work very hard. With God-given talent, you touch it up once in a while." As a manager, if you don't feel you have that innate ability to connect with people, Dauten suggests that you experiment to find out what works for you.

"For instance, physical changes in the working environment can make a tremendous difference in employee morale. One gifted boss I spoke to removed all of the reserved parking spaces in the company's parking lot. He also changed his conference table to a pool table. Companies are adding workout facilities for their employees. I'm not advocating being on vacation at work instead of working, but you'd be amazed what some small changes in the workplace can do to de-stress and revitalize your employees. They'll become more productive, and enjoy their jobs."

How do you encourage the creativity? Dauten says, "Ask the simple question, 'What else could we try?' Ask this question of your employees when

someone comes up with the obvious solution to a challenge. Your employees will realize that you are looking to them for new ideas. Often the great ideas are hiding behind the obvious ones. People love to be asked to participate in the creative process—and you'll be amazed at the ideas they'll come up with."

At Discovery Toys, management leaves prototypes of the company's toys in the cafeteria and ask employees to help them come up with names for them. It isn't a contest—employees just look at the toys while they are eating in the cafeteria. "All of the best names for the toys came from this idea," Dauten says. "The employees enjoyed being a part of the company's creative process."

To be a vital part of the company, employees need to *understand*. "It's as simple as keeping them in the loop, explaining the reason behind something the company is doing," Dauten continues. "For instance, if a new corporate headquarters is being constructed, explaining to the employees *why* the building is being built—what triggered the decision to begin the new construction—this makes them feel as if they really belong."

Brother Dauten cites the three great freedoms he lists in his book: freedom from management, mediocrity, and morons. The best bosses are the ones who manage while at the same time motivating and inspiring their employees—and they're willing to relax the total control many managers feel they must have.

In speaking about his membership in Delta Sigma Pi at Arizona State, Brother Dauten believes the experience taught him two important lessons. "It's always important to stay in touch—with Fraternity Brothers, business contacts, and the exceptional people you meet in life," he says. "The great ones—the gifted bosses and those exceptional employees—always stay in touch with the special people in their lives."

Dauten attended ASU during the Vietnam era when the debates between capitalism and socialism were raging, and laughs when he recalls that he was a self-described "hippie" who was also an economics major. "I was different from the rest of the chapter," he smiles, "but that was good in helping me to see

another side of people. I was also a kid who went straight from high school to college, with no real working experience. Delta Sigma Pi taught me a lot about the business world, and I learned about the working environment from my Brothers in the chapter."

His choice of economics was fated. "My father, who is now retired, was a finance professor at ASU. My uncles were also professors who taught economics and management. I feel that I've bridged the gap now between the world of liberal arts and practical business—I'm interested in the human side of business."

Dauten feels that many businesses

are transitioning to the more relaxed work environment as they adopt policies such as flextime and casual dress codes. But he also believes that the human side of business is making itself felt in many businesses today. "It's certainly a great job market out there for the 'star recruits,' and there are a lot of gifted bosses out there looking for them. One CEO told me that when he doesn't hear his employees laughing in his office, he knows something is wrong. That's a truly gifted boss."

Dale Dauten's book, *The Gifted Boss*, can be ordered from his Web site at www.dauten.com or from www.amazon.com. ▲

The Six Realities of Gifted Bosses and Great Employees

- I. Both gifted bosses and great employees want the same things from a workplace:
Freedom from...
 - management
 - mediocrity, and
 - morons
- II. Gifted bosses don't just hire employees, they acquire allies.
- III. Great employees don't have jobs, they have talents. They enter the job market once (if at all), and thereafter their talents are spotted, courted and won over.
- IV. Great bosses and employees often reverse the typical job search: instead of the employee doing the "hunting," it's the boss. The process more resembles a "talent search" than a job market.
- V. While many gifted bosses have virtually no turnover, many others embrace substantial turnover, and become masters of "the secret skill" of firing.
- VI. An alliance between a gifted boss and a great employee is a kinship of talent, often creating a bond that can last a lifetime.

Educational Opportunities and Delta Sigma Pi

by Dawn Libbert, 1998 Collegian of the Year



Dawn Libbert

think of when it comes to college, but you do need the skill development that college and other courses can offer. When you graduate from college, don't think the learning stops there. You now have a whole world of opportunities.

I work as a recruiter for St. Marys Health Center in Jefferson City, Missouri. I run into all sorts of employees in my job. I often marvel at how people are employed with St. Marys for 20+ years. I also marvel at how others are employed for 20 minutes! What makes people stay and go in the work place? Working conditions aside, I attribute job satisfaction, or a lack thereof, in great part to being challenged. For the employees who stick around year after year, their reasoning why is often tied to the challenges of

their job. Most people find it stimulating to be challenged, and they become motivated to meet those challenges. The individuals who succeed best at attaining their goals do so by staying 'cutting edge' - they are constantly honing and upgrading their skills. How do they do it? Good old-fashioned education.

Now that I am out of school, I find myself reading trade magazines, attending seminars, anything I can do to learn more about my profession. No one is bribing me with a credit hour, or a grade: I want to learn. You know where else I go for training? Delta Sigma Pi. Even as I sit on the side of trainer, versus trainee, there are many things I've learned along the way.

Delta Sigma Pi offers so many educational opportunities, and quite affordably!

Check out the current prices of some of the educational seminars in your profession. It's not uncommon to pay \$500 to \$1,000, and that's just for registration!

The national Fraternity has worked very hard on our educational offerings. I've only been a Brother for a few years, but long enough to see the transition from just chapter operation seminars, to individual skill development. When you travel to a LEAD School, there won't just be classes on CEI or Recruiting. You will find seminars on how to deal with conflict, time management and how to motivate people. Yes, these skills can benefit the operations of your chapter, but they will most definitely benefit the operation of *your life*.

There are many opportunities to attend Deltasig events

where there will be educational offerings. This past Grand Chapter Congress and LEAD Schools are prime examples. Also coming up is the Ultimate Academy in July. I attended four years ago and it's been one of the highlights of my Deltasig career. People in general are life's best educators, and the more people you can be around, the better.

Delta Sigma Pi has turned over a new leaf and is beginning to invest resources in the life long development of our members. Whether collegiate, or alumni, Deltasig offers many opportunities for you to hone and upgrade your skills so you can stay 'cutting edge' in the work force. We help prepare you to meet the challenges of your professional life. My advice is to take advantage of the opportunities right in front of you. ▲

Ah, good ol' school. For those of you still in college, I bet you just can't wait to graduate. Tests, homework, projects, who needs the headache? Team meetings, club meetings, teacher meetings, why the trouble? Deadlines, pressures, challenges, who needs it? Well... actually, you do.

Okay, maybe you won't always need the formal educational system we often

Volunteer Spotlight

Anna M. Clark is an initiate of Gamma Iota Chapter at the



University of New Mexico and is now affiliated with the

Dallas Alumni Chapter. She serves as District Director for Beta Phi chapter at Southern Methodist University and is employed as a process engineering technician with Dallas Semiconductor. Anna is also a volunteer for the North Texas Make-a-Wish Foundation.

Peter G. Bjelan is an initiate of Alpha Omega Chapter at



DePaul University and is now affiliated with the Chicago Alumni Chapter

where he serves as president. Pete has been very active in the new LEAD Schools by presenting personal development sessions in Bloomington, Des Moines and Austin. He is a manager of voice network operations with AT&T Global Network in Chicago.

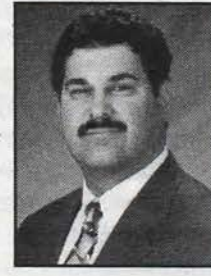
Joseph W. Tacto is an initiate of Iota Pi Chapter at San Diego



State University. He is a Golden Council member who has supported the LEAD

Schools with presentations at San Jose, Colorado Springs and Las Vegas. He is employed with Jack White & Company in San Diego and serves as Alumni Advisor to Xi Pi Chapter at University of Redlands.

Samuel F. Shaheen is an initiate of Theta Kappa



Chapter at the University of Akron and now affiliated with the Akron-

Canton alumni effort. He is a Golden Council member who now serves as District Director for Theta Kappa chapter and is employed as a practice administrator with Mercy Medical Center in Canton, Ohio. Sam and his wife are expecting their second child.

Angela C. Schelp is an initiate of Iota Omicron Chapter at



Central Missouri State University and now affiliated with the Kansas

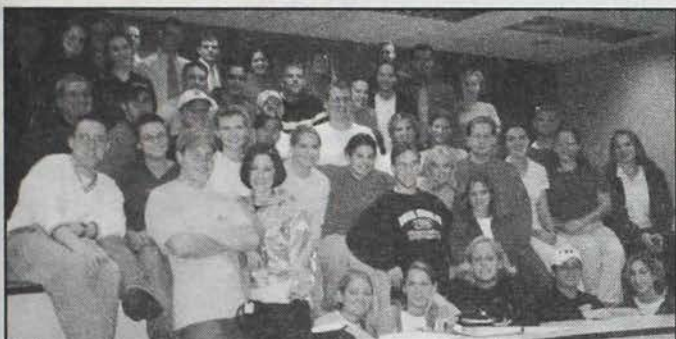
City Alumni Chapter where she serves as President. Angie served as a presenter at three LEAD Schools during the fall. She also serves as District Director for Nu Omega chapter at Rockhurst University and is employed as an accountant in Kansas City.

On The Road With Deltasig Consultants

The Present...

by Erica Verderico, Educational and Leadership Consultant

I always laugh when I visit a chapter, and they say, "but you don't understand, we're different from other chapters". Every chapter *is* unique in its own way, and that is what keeps my job interesting. I can always pick up new ideas from the chapters to share with other chapters. For instance, while in Corpus Christi the Texas A&M chapter shared with me their fundraiser of washing airplanes. Now *there's* a twist on the common car wash! Or how about at Southwest Missouri State where the Kappa Omicron chapter has a sand volleyball tournament to benefit the Children's Miracle Network? Yes, every chapter *is* different, and we look forward to our visits with chapters to see what new and creative events they have come up with. So the next time your chapter has a consultant visit scheduled, get ready to brag about your chapter! We love to learn how different your chapter is and what exciting programs you have so we can share with other chapters to make for a better Delta Sigma Pi.



Collecting game pieces each week for the chapter's homemade version of Monopoly keeps the Southwest Missouri State Brothers' motivation and spirit levels high. What an ingenious way for a professional business fraternity to motivate!



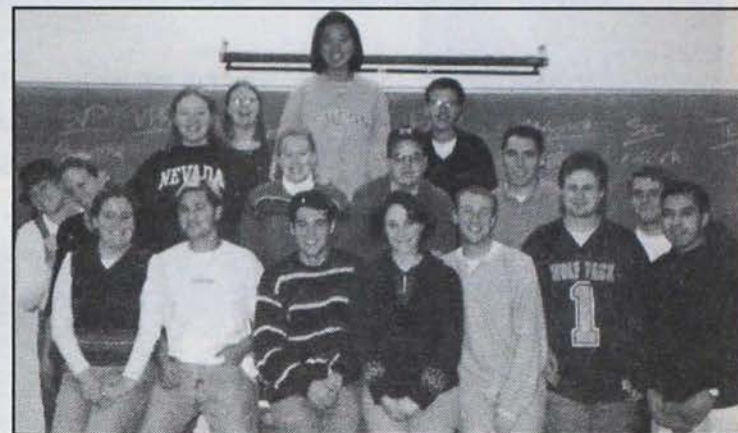
West Liberty State Brothers had a routine consultation with Director of Chapter and Expansion Services Dale Clark to help prepare for spring term. The chapter is known on campus for the "Care Packages" they promote to parents to send to the students on campus each semester.



Central Missouri State Brothers in Warrensburg turn community service activities into a childhood tradition by going Trick-or-Treating for canned goods. What a great way to relive some childhood fun!



Kent State Brothers wash chalkboards and run the Deltasig Cafe in the business building every day as a fundraiser. What a great way to build your reputation with the school while hanging out with your fellow brothers.



Nevada-Reno chapter members hosted a fall joint initiation with Lambda Mu Chapter, Pacific. Afterwards, they met for a consultation visit with Director of Chapter and Expansion Services Dale Clark and elected new officers for spring term.



Akron members along with their District Director Sam Shaheen (left) had a staff consultation visit in December. The meeting also included a Risk Management presentation on illegal drugs by the Akron Police Department.

The Past...

by Wendy Eilers



Michael T. Walsh

Mike Walsh, Miami-Ohio, was one of the past consultants who was honored to live upstairs in the Central Office, having the custodian as an alarm clock. Nearly every consultant can identify with one of Mike's memories: "A memory that typified life on the road was waking up in the morning and not knowing what town you were in. Although some may not believe this, it wasn't because of the night before, it was because we stayed in Holiday Inns night after night, and the rooms all looked the same on the inside. You had to open the curtains to know what town you were in." Mike went on to serve as assistant executive director of Delta Sigma Pi and is now executive vice president of the Independent Insurance Agents of Kentucky. Mike and his wife Carolyn, *South Florida*, now reside in Louisville, Kentucky with their two sons, Patrick and Kevin.



Charles L. Farrar

November 22, 1963: **Charles Farrar, Louisiana Tech**, remembers being in the Central Office on that day when John F. Kennedy was shot.

Charles' most memorable trips were expansion trips, which later turned into the Zeta Kappa Chapter in Gunnison, Colorado, and the Zeta Phi Chapter in Boca Raton, Florida. "I had to drive like a 'bat out of hell' over snow covered mountain roads to get back to Gunnison in time for the Pledging Ceremony for the colony. I was flown back to Boca Raton [from West Palm Beach] by the Chapter President, a student pilot. I wasn't thrilled at flying with a student pilot."

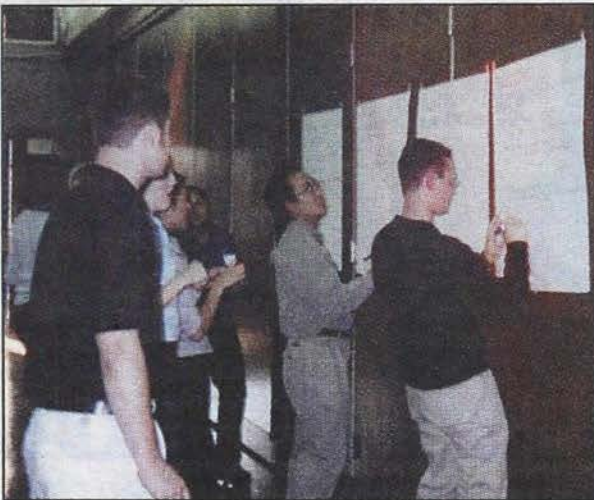
Charles Farrar is currently semi-retired, working for American Express Travel, traveling all over the world to nearly 75 countries! He served Delta Sigma Pi as executive director from 1964 to 1974.

Leading the Way in

Deltasigs gain professional skills and insights at LEAD Schools



This fall and winter nearly 1,000 Deltasig alumni, collegiates and pledges attended the new series of educational sessions offered by Delta Sigma Pi, the LEAD Schools. The LEAD program, the acronym for Leadership and Excellence Academies for Deltasigs, has become the umbrella of the educational program where "we provide opportunities for you to maximize your potential." Ten LEAD Schools, held around the country, offered a variety of professional, personal and leadership development topics from which to choose. Alumni and collegiates alike participated in sessions on time management, conflict management/confrontation skills, creative thinking, academic achievement, building better brotherhood, and many more. The response to this new program was overwhelming with a number of comments heard such as: "Appreciated and enjoyed the networking and mentoring opportunities between participants."; "The sessions provided training for both the dual and for the chapter."; "Thank you for making Deltasig alumni a part of the education process by allowing us to take part in the professional development opportunities with collegiate members."; and "It is an outstanding program to learn more about Delta Sigma Pi while providing professional and personal development." Many more LEAD opportunities await you this year with the Ultimate Academy and 12 LEAD Regionals – don't miss the next one!



The Values and Ethics session at the San Jose LEAD School facilitated by Regional Director Tony Soto, promoted interaction and idea sharing among the attendees. This was one of four sessions offered in the new Purposeful Leadership track. Over 90 Deltasigs and pledges attended this event at San Jose State University.



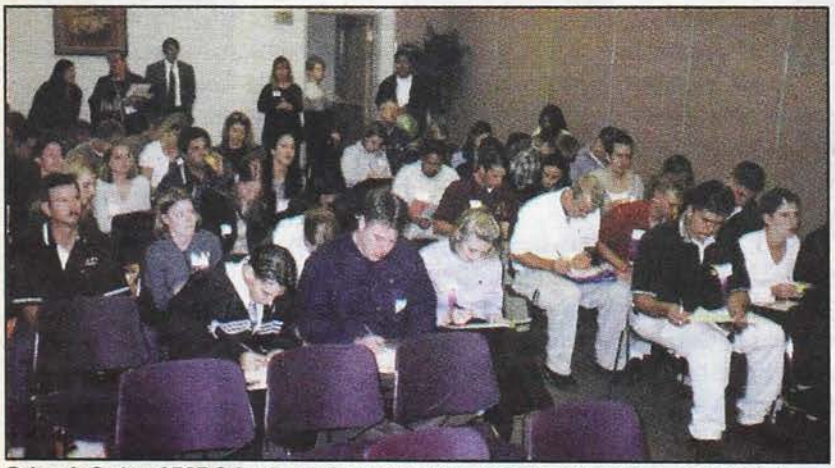
Over 100 participants at the Des Moines LEAD School gather for the morning opening session led by Provincial Vice President Kathy Jahnke. This session provided a road map for the day's activities and allowed for all presenters and facilitators to be introduced.



Attendees of the Colorado LEAD School ready for the final act and leadership session reflection and sharing.



With 109 participants at the Bowling Green LEAD School showed Deltasigs each other through this...



Colorado Springs LEAD School attendees take part in one of the many group activities during the day's sessions. The opening session was led by Western Provincial Vice President Claire Sammon Roberts and closing session activities were facilitated by Rocky Mountain Regional Director Sandy Shoemaker.



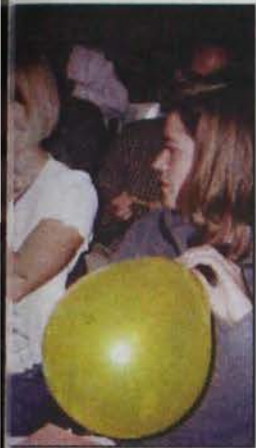
Brother Mark Walsh of Zeta Nu Chapter, Texas A&M-Kingsville, sells coffee and donuts to the Austin LEAD School participants as an added fund-raiser for the chapter. Merchandise or food was made available to the attendees of several LEAD Schools by chapters in attendance.



District Director Scott Dinius leads the session on "Role Modeling: Mentoring Leaders for the Betterment of Your Chapter" at the Bowling Green LEAD School at Bowling Green State in Ohio. Grand President Norm Kromberg, Northern Provincial Vice President Judith Briggs facilitated the opening and closing sessions for the day as well as individual skills sessions.

2000

See the Calendar of Events on page 3 for more LEAD opportunities for you to attend!



school get their balloons
a full day of professional
offered a time for



Participants at the Des Moines LEAD School broke into small groups for the workshop activities in the "Creating a Motivated Membership" session led by 1998 Collegian of the Year Dawn Libbert. After the LEAD School, many Brothers and pledges took part in a hayride hosted by the Alpha Iota Chapter at Drake.



Brothers and pledges attending the "Building Better Brotherhood" session pose with facilitator and Provincial Vice President Kathy Jahnke at the Bloomington, Illinois LEAD School. On the campus of Illinois State, this event brought together attendees from the Northern and Mid-American Provinces.



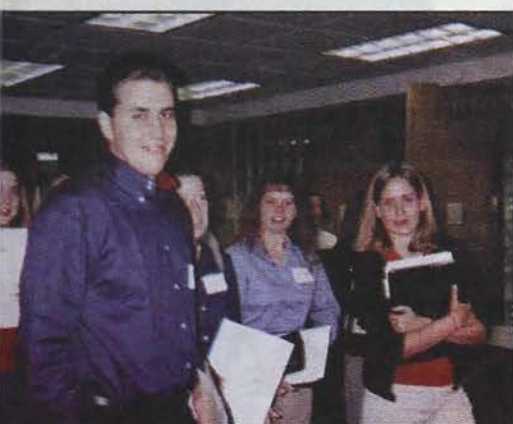
the balloon activity at the Des Moines
fest. Participants exchanged "aha's" with
iversity was a prime setting for this event.



Baltimore hosted the largest LEAD School in the fall with 116 attendees at the John's Hopkins downtown campus. Participants traveled up to 12 hours to attend this school, develop their skills and enjoy the Inner Harbor. Nearly 50 Brothers and pledges gathered for dinner later in the evening.



Nearly 70 strong, the University of Colorado-Colorado Springs hosted one of the November 6 LEAD Schools. Participants listened intently as Chris Robinett, a trustee of the Leadership Foundation, impressed upon Brothers the importance of academic achievement and perseverance.



ts exit the opening session led by Southern Provincial Vice
Beth Keith at the Atlanta LEAD School at Kennesaw State.
Brothers, pledges, colony members and faculty attended.
est, Past Grand President Bob Busse joined the group for
ng's activities.



Over 90 Brothers, pledges, and colony members at the Austin LEAD School share ideas during one of the 12 sessions offered throughout the day. The LEAD School held on the campus of St. Edward's University was followed by a Founders' Day Banquet at the Doubletree hosted by the St. Edwards Chapter.



LEAD
AND EXCELLENCE
ACADEMIES FOR DELTASIGS

THE ULTIMATE ACADEMY July 20-23, 2000

The ultimate experience for collegiate members and pledges. Experience leadership and "Reach for the Stars" at the 2000 Ultimate Academy in Oxford, Ohio. Check out the Web site at www.dspnet.org for application and scholarship information, or call the Central Office (513-523-1907) for details.

Chapters SPEAK



Binghamton Brothers donated their time to Tutor Time Childcare and Learning Center.

ALBANY, ZETA PSI

The Chapter celebrated its 25th Annual Career Fair at the University, an event the chapter has organized every year. Recruiters from over 100 companies participated in this year's fair to speak with over 900 students who attended. The fair featured companies representing many industries, such as consulting, accounting, and retail. Students have the opportunity to speak one-on-one with recruiters about their field of interest. The fair has provided many career opportunities for students, and is the University's number one recruiting event every year.

AUBURN, BETA LAMBDA

Recruitment efforts brought 20 new Brothers to the chapter in the fall. Speakers from Ernst and Young told members about a new opportunity for graduates called "Your Master Plan," which allows college graduates to work as consultants, receiving pay and benefits while pursuing a Master's degree, for which the company will pay tuition. The Big Brother/Little Brother social featured pumpkin carving and awards given to outstanding members and pledges. The fundraiser featured a basketball autographed by one of Auburn's outstanding basketball players.

BAYLOR, BETA IOTA

Brothers are involved in many campus activities while devoting much time to Deltasig. The chapter has held many successful recruiting events. Brothers have also built strong relationships with other professional fraternities on campus.

Other chapter activities included campus events such as Involvement 101, Steppin' Out Service Day, an all-fraternity block party at home football games, and participation in Homecoming events. Alumni participated in homecoming events such as the alumni banquet and softball game.

Members also work hard to serve their community throughout the semester. Drayton McLane, owner of the Houston Astros, spoke to the chapter at a professional function. A December formal rounded out the slate of activities the chapter has participated in during the semester.

BINGHAMTON, KAPPA LAMBDA

Brothers donated their time to Tutor Time Childcare and Learning Center. The Center provides pre-school, kindergarten, and after-school programs for children in the community. Members cleaned the center, built cribs and bookshelves, worked in the garden, and painted a mural in the playground. Many Brothers had the chance to meet and play with some of the children. We had a sense of pride and fulfillment in being able to provide a great service for the children of Binghamton and the surrounding community.

BOWLING GREEN STATE, THETA PI

Theta Pi alumni returned to Bowling Green to celebrate the annual Homecoming festivities. Thirty alumni gathered for a tailgating party before the football game, sharing memories from their college days in Deltasig.

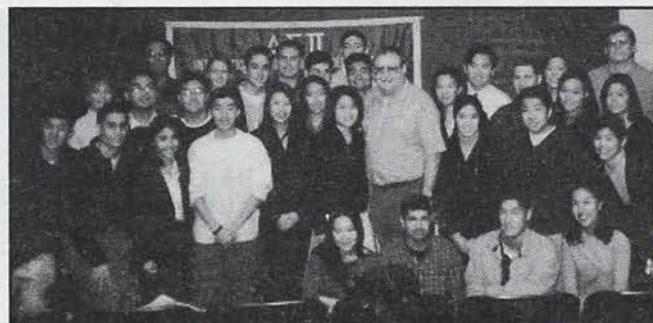


Bowling Green State members enjoy the homecoming tailgate. Brother Dave Morin plays chef.

Collegiate Brothers learned about the history and culture of the chapter and how it has changed in recent years. This event strengthened the bonds between Brothers, and all felt the power of brotherhood in Delta Sigma Pi.

BUFFALO, ALPHA KAPPA

The semester began with a paintball/camping event, which allowed the Brothers to enjoy nature and renew ties. The second annual Rose Bloom Golf Tournament, the brotherhood softball game, the pledging party, and the Meals-on-Wheels community service event provided opportunities for community service and bonding. Professionally, the chapter hosted



California-Davis Brothers enjoy a visit from Past Grand President Bill Tatum.

Arthur Andersen and Stanford Lipsey, the publisher and president of the *Buffalo News*. The speakers were very informative and provided great networking opportunities.

CAL STATE-LONG BEACH, LAMBDA PHI

Forty-seven Brothers strong, the chapter has won numerous awards for commitment to excellence, including three national awards. Barbara George, a Faculty Initiate, is eager to work with the chapter to help them continue their innovative work.

Alumni members attend chapter meetings every week. This fall saw the chapter hosting guest speakers, participating in corporate tours, holding informational seminars, spearheading beach and campus clean-up campaigns, and fundraising at the Back Street Boys' concert. December ended with the final banquet of the 20th century.

CAL STATE-SACRAMENTO, EPSILON PHI

Recruiting efforts for the chapter were the results of flawless teamwork.

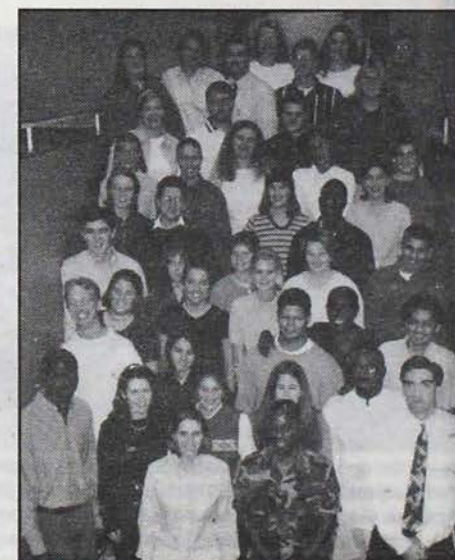
Recruiting events this semester included Meet the Chapter Night, which hosted the newly elected Provincial Vice President, Claire

Roberts, Chapter President, Tony Nuovo, and two recent alumni, Brother Mark Perez and Stephanie Parrish.

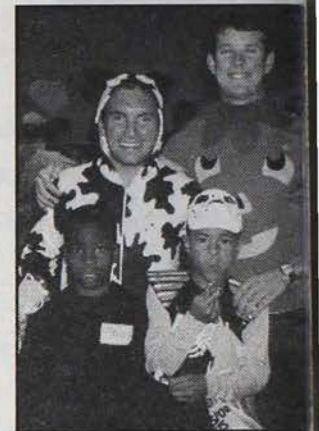
Other recruiting events were Pizza Night, Safe Rides, and TailGate at the Causeway Classics. Members shared the philosophy of Deltasig with potential members, and are dedicated to recruiting more new pledges next year.

CAL STATE-FULLERTON, LAMBDA SIGMA

The chapter wishes to extend thanks to those who have helped them grow and reach a higher level of achievement this year. To Arnold Sanchez and John Perez, our Chapter Advisors, to Monica Nishimoto, our District Director, and to all of the alumni who continually show support for the chapter, we want to extend our heartfelt



Drake Brothers hosted the Des Moines LEAD School in October.



Georgia Brothers hosted a booth at a campus-wide Halloween Carnival.



A barn dance featuring hayrides and campfires allowed Illinois Brothers to interact and enjoy the fall semester.

the activities, and breakout sessions filled the next day. Over lunch, Brothers had the opportunity to discuss key issues such as the Governance Task Force proposal and recruiting for retention. More sessions followed before Provincial Vice President Kathy Jahnke closed the day with a raffle. Brothers enjoyed a campfire and hayride that evening.

ranks. We have nearly doubled our CEI points; we were able to send half of our chapter to GCC, and we were able to grow as a family. With every little bit of work, we create a closer bond with our brothers.

ILLINOIS STATE-NORTHRIDGE, IOTA UPSILON

More than 25,000 people came together to walk in the 15th annual Los Angeles AIDS walk, including many members of the Iota Upsilon Chapter. The 6.2-mile walk took place in the streets of Hollywood, with opening and closing ceremonies at Paramount Studios.

Delta Sigma Pi led the way in the walk as representatives of Team CSUN. Nearly 1,500 volunteers provided the walkers with water, snacks, and encouragement. Each Brother received a certificate of completion as the walk ended.

CALIFORNIA DAVIS, NU RHO

The chapter sponsored a professional event in conjunction with Kaplan Test Preparatory on the topic, "Secrets of Getting into a Top Ten MBA School." The former Assistant Dean of the Harvard School of Business traveled from New York to speak to the chapter. The chapter also finished a successful recruiting drive, with events such as Alumni Panel and a brunch. Nu Rho enjoys a winning streak in intramural football, and is excited to be working with their new District Director Sean Boyd and Regional Director Chuck Brown.

DRAKE, ALPHA IOTA

In October, Brothers hosted the Des Moines LEAD School. A visit to the Funny Bone Comedy Club kicked off

EVANSVILLE, IOTA SIGMA

The chapter was busy raising funds and volunteering their time to the Hopkins Associates, and also helped the less fortunate in their community by serving food at the local Rescue Mission. Attending the LEAD School at Illinois State University was a highlight for many members, and Mike D'Roche from Prudential spoke on careers in the financial world, as well as offering some investment advice. New pledges were initiated and the chapter looks forward to moving ahead in the year 2000.

GEORGIA, PI

Over 50 Brothers hosted a booth at a campus-wide Halloween carnival sponsored by Communiversity, a student-run organization that promotes community service on college campuses. Communiversity is better known as the Big Brother/Big Sister program, pairing college students with children in the community to make a positive impact in those children's lives.

The carnival provided a safe environment for the children to enjoy trick or treat. The chapter sponsored a pumpkin toss game and gave prizes.



New Mexico State is proud to have initiated 15 new members, exceeding the chapter's expectations and strengthening their ranks. We extend a warm welcome to the new Brothers. Welcome to Delta Sigma Pi and a life of brotherhood!

The chapter is now planning on making the carnival an annual event, and encouraging Brothers to become Big Brothers and Big Sisters in their community.

ILLINOIS, UPSILON

The Chapter has sponsored two career focus sessions in consulting and banking, and has hosted speakers from Ernst & Young, Deloitte and Touche, and Northern Trust Bank. Brothers assist newer members with class scheduling and give advice on career options. A formal Faculty-Student Mixer allowed members to become acquainted with deans, professors, and other faculty in the Business College.



Florida State Brothers participated in Seminole Futures, hosting a table with flyers, pamphlets, and a resume book to provide information to potential members about Delta Sigma Pi. Thirty-three Brothers assisted in the event.

Brothers have raised funds for lymphoma research through the John Gottheil Memorial Fund and also built a Haunted House for local children to enjoy at Halloween.

A barn dance featuring hayrides and campfires allowed Brothers to interact and enjoy the fall semester. Homecoming brought alumni to the football game, dinner, and brunch, providing valuable advice and networking opportunities.

The chapter raised \$10,000 with their Halloween Pumpkin Sale, delivering Halloween care packs to students across campus. To find out more about the chapter, check out our new Web site at <www.cba.uiuc.edu/deltasig>.

INDIANA-BLOOMINGTON, ALPHA PI

Members of the Alpha Pi Chapter participated in the ninth annual Indiana University Dance Marathon, a 36-hour



This semester, Iowa Brothers held successful fund raisers and their professional speakers covered all aspects of the business world from resumes to health care.

event to raise money for the Ryan White Infectious Disease Center at the Riley Children's Hospital in Indianapolis. The Alpha Pi dancers won the top fund-raising award

Brother Jackie Stearns brought back wonderful stories about the LEAD school at Bowling Green, including seminars on becoming a better Brother and a better business professional. She enjoyed meeting Brothers from different chapters.

INDIANA-PURDUE AT INDIANAPOLIS, KAPPA SIGMA

Due to strategic marketing efforts almost 50 students responded to the recruiting campaign, resulting in 16 recruits who attended the pledging ceremony. Al Hubbard, Chairman of the Indiana State Chamber of Commerce, offered a presentation on small business entrepreneurship and discussed his diverse political career.

The chapter teamed with the RCA Dome to sell concessions at ten Indianapolis Colts home games as a fundraiser. A fishing invitational for underprivileged youth, a canned food drive, and donations to Toys for Tots benefited the community.

INDIANA STATE, DELTA TAU

The Chapter had the chance to come together as never before at the Grand Chapter Congress. Regional Director James Barger treated the Central Region Brothers to a seafood dinner, and members exchanged ideas and learnings from the seminars they had attended. Making a memorable impression at the GCC, the chapter members proceeded to the Grand President's Reception wearing their togas as the crowd chanted in support.

Continued ➤

CHAPTERS SPEAK



The Brothers of Iowa State conducted a cookbook sale from Pampered Chef as a chapter fundraiser.

IOWA, EPSILON

The First Annual Pledge Fashion Show, organized by Brother Beth Abbott, allowed pledges to model outfits which were critiqued by a panel. The pledges learned what type of attire is acceptable in the business world. The chapter also added a community car wash to its list of fundraising events. Two days of car washing culminated in a successful fundraising event as members enjoyed music and the occasional hose spray.

LEWIS, ZETA XI

The chapter recently participated in the Michelle Carroll Cancer Walk. Michelle is the daughter of the Dean of the College of Business at Lewis University, Michael Carroll. The members gathered for the walk in the



Delta Omicron, San Francisco State, members enjoyed a successful semester with many social and professional events.

hope that the money raised would someday help Michelle lead a life free of cancer. Members also enjoyed a social event with a tour of the Goose Island Brewery in Chicago, and the semi-annual awards banquet was a big success.

LOUISIANA AT LAFAYETTE, KAPPA XI

Grand Chapter Congress provided a wonderful experience for the Brothers of this chapter, both collegiate and alumni. Homecoming allowed the Brothers to be creative as they made

their parade float. Several Brothers attended the Atlanta LEAD School and brought home many new ideas. Brothers, pledges, and alumni gathered to celebrate Founders' Day, and were treated to horseback riding and a bonfire later in the evening. Kappa Xi and Eta Iota, *Nicholls State*, held a joint initiation. We warmly welcome our new Brothers and look forward to the upcoming semester.

MIAMI (FL), BETA OMEGA

The Chapter eagerly participated in homecoming activities on campus, attending opening ceremonies and the Homecoming Ball, proudly wearing their letters and colors. Members also volunteered for a community service event called Hurricanes Help the Hometown, where participants plant trees, rebuild fences, and make other repairs. Pledges and members participated in the annual Blood Drive. The Brothers enjoyed attending a football game together before breaking for the semester.

MINNESOTA STATE, EPSILON IOTA

The chapter is proud to announce their largest fall pledge class since the fall of 1995 when ten new Brothers were initiated. This year, eleven pledges participated in the pledging ceremony, and are well on their way to initiation. These groups have been the largest pledge classes of the 1990s at Minnesota State University-Mankato.

NEW JERSEY, MU OMEGA

The chapter held its first annual Founders' Day event. Brothers, alumni, pledges, and several prominent members were invited to attend a luncheon commemorating the Fraternity's founding and to celebrate the chapter's success in six years on the campus at the College of New Jersey.

Eugene Johnson, District Director, spoke about the importance of alumni and their continued support after graduation. He commended the alumni in attendance for their tremendous support while challenging them to continue that support into the next millennium.

NORTH CAROLINA-CHAPEL HILL, ALPHA LAMBDA

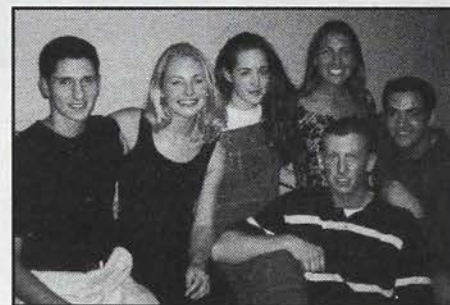
Alpha Lambda Chapter helped to make the 16th Annual Business Symposium at Kenan-Flager School one of the

most successful ever. The Symposium, sponsored by Glaxo Wellcome and co-sponsored by Wachovia, brings executives from top companies to speak to undergraduate business students about their organizations, job opportunities, and industries. Joe Galli, COO of Amazon.com, was among the more than 50 executives who attended. The chapter members served as hosts.

The Brothers volunteer during the week at the Hargraves Community Center. Members help children with their homework, play games, and serve as positive role models.

NC-GREENSBORO, IOTA OMEGA

The Brothers of Iota Omega sponsored a fundraiser to help families hit by Hurricane Floyd. The Alpha Xi pledge class organized a roadblock for victims of the storm and donated money as well. One member said, "My family was extremely thankful for the prayers and support the Fraternity gave. I am so grateful to be a part of a fraternity that shows the true meaning of brotherhood."



Texas Christian Brothers celebrated their chapter birthday in October by inviting alumni to a Mexican restaurant near campus.

OKLAHOMA, BETA EPSILON

Beta Epsilon's "Cow Patty Bingo" proved to be a successful fundraiser. A fenced area was divided into squares, into which a cow was released. The winner of the contest was the lucky person who received a patty from the cow in his/her square first. The prize was \$1,000. The contest, co-sponsored by the Oklahoma University Architecture Club, sold 200 tickets, and the chapter realized a healthy profit from this unusual, but fun, fundraising event.

OKLAHOMA STATE, GAMMA EPSILON

The fall semester started off successfully with a pizza party and presentation about the chapter and its



Oklahoma members held a very successful fundraiser with "Cow Patty Bingo."

operations. Thirty prospective members came to the chapter as a result of these events. Founders' Day was celebrated with an evening hayride.

Members worked the concession stand at all of the university football games to raise money for the chapter. Professional speakers offered information about job interviewing skills and the school's MBA program. The chapter's community service project, "Into the Streets," allowed members to help the local citizens and give back to the community. Initiation was a special event, followed by a private banquet, to welcome the new Brothers. The traditional Christmas Party and Senior Dinner capped the activities for the chapter, but members are eager to return for next semester.

PENN STATE-BEHREND, MU PI

Mu Pi experienced the largest class of prospective Brothers in its history during the past fall. The members attribute this great success to three factors. First, the student population on campus has increased significantly, and we were successful in recruiting a large number of freshman. The second factor is the chapter's participation in campus and community events. Many Brothers participate in community and campus events, and always wear their letters to ensure visibility of Delta Sigma Pi.



Western Illinois Brothers enjoy their annual Fall Formal.



Delta Gamma, South Carolina, celebrated Founders' Day in a unique way—by hosting a Halloween party in a *real* haunted house. The members also celebrated the initiation of 16 new Brothers and one Honorary Initiate.

The most important factor is the success the chapter has enjoyed during the past year. We achieved 100,000 points for the first time in the chapter's history, won several regional awards, and a national award for Chapter Quality.

PHILADELPHIA, ETA XI

After achieving the prestigious status of the nation's Most Improved Chapter, the chapter has participated in local community service events to raise money for the local Rotary Club and the ALS Association.

A brotherhood team-building retreat in October taught members to communicate more effectively and learn how to work as a team to accomplish their goals. As a final test of their motivation and determination, members had the challenge of completing a high-ropes course, encouraged by Brothers who cheered them to the finish line. A Rose Banquet celebrated the chapter's 11th anniversary, and members traveled to the Saturday Night Live studios in December.

SOUTHERN CALIFORNIA, PHI

Founders' Day was celebrated with Brothers from the Xi Omicron Chapter of UCLA. A professional event with Phillip Morris was an important part of the celebration, and recruiters gave members an overview of the company, discussing resume selection and the interviewing process in the business world to help Brothers prepare to enter the work force.

A social hour followed, allowing members to mingle with the Phillip

Morris representatives. Phi Brothers enjoyed meeting the newly initiated members of the Xi Omicron Chapter, and future events were planned over pizza and cake.

ST. THOMAS, NU TAU

Community projects for the chapter included Habitat Halloween, where children celebrate Halloween at the Minnesota Children's Museum and volunteering at the American Red Cross Bloodmobile. Brothers also donated time at the local emergency shelter, preparing and serving food to the homeless. Another seasonal event is Adopt-a-Family, which matches families in need with organizations who can provide necessities and Christmas gifts. The chapter receives many gracious thanks from grateful families.

The Giving Tree project allowed Brothers to pick an ornament from a Christmas tree at the campus center which stated a need that an adult or child had in the community. Members donated or purchased items to fill the needs, which the Catholic Charities then distributed. Nu Tau is proud of the community and philanthropic events they have participated in this year, and look forward to many more next year.

UCLA, XI OMICRON

The Chapter hosted its biggest recruiting event ever, in partnership with PricewaterhouseCoopers. The "X Games" promoted a casual but professional career-learning environment for the Brothers, and allowed them to establish vital career connections with representatives from all of the major divisions of the accounting firm. Planning for the event started in May, and included races, bungee activities, and an obstacle course, followed by dinner. Recruits had the opportunity to meet members in a casual and fun-filled atmosphere. This is just the beginning for Xi Omicron—with the quality of our members, there is no limit to what we can do.

WAYNE STATE (MI), GAMMA THETA

Gamma Theta celebrated its 50th anniversary in May. The celebration event hosted over 300 guests. Mock election awards for the evening were presented for Best Dressed, Best

Personality, Most Active, and Most Likely to Succeed. The Faculty of the Year Award was presented to Dr. Margaret Smoller. Andre McGee won Alumni of the Year, Bryan Jones was awarded Shadow of the Year, and Tim Devine was named Brother of the Year.

WAYNE STATE (NE), ETA PI

The chapter scheduled three successful recruiting events for the fall. A question-and-answer session and a picnic allowed pledges to interact with Brothers, as did the "Meet the Chapter Night." A slide show and business meeting gave prospective members further information about Delta Sigma Pi. Charlie Colon from the Gallup Organization also spoke at the event. Fifteen pledges made the recruiting efforts a success.

WEST FLORIDA, ETA UPSILON

Recruiting was the first priority of the semester for the chapter. Tables in the College of Business had Brothers available to answer questions of potential new members. "Meet the Deltasigs" sessions and a professional meeting culminated in a successful recruiting effort.

Fundraising events consisted of T-shirt sales, candy sales, car washes, yard sales, and a raffle. We established a mutually beneficial relationship with Junior Achievement, and the chapter served the community by volunteering to help the Ronald McDonald House and the American Diabetes Association, and made Easter baskets for a local day care center.

WESTERN ILLINOIS, LAMBDA OMICRON

This fall, the chapter participated in a park clean up at Spring Lake. The Brothers also hosted its Faculty Mixer event, which helps promote positive faculty relations while providing food, conversation, and games. This year's featured speaker was George Guzzardo, local business entrepreneur. The annual

Fall Formal was well attended by members and pledges.

WINONA STATE, KAPPA UPSILON

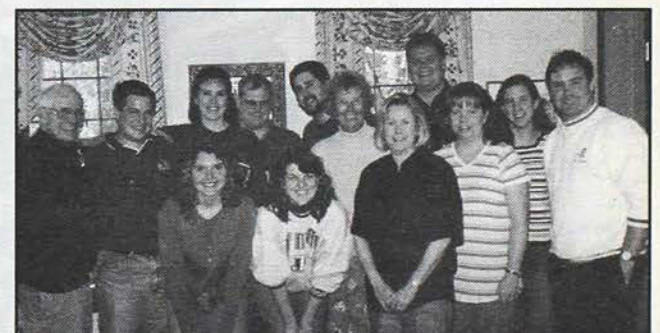
The annual Homecoming football game allowed collegiate chapter members to welcome returning alumni with a potluck picnic. Many alumni attended the event, and donated to a scholarship fund through the Leadership Foundation established in memory of a Brother. The highlight of the day was the alumni/collegiate football game in which many Deltasigs participated. The alumni went home as the victors.

WISCONSIN-LA CROSSE, ETA RHO

Representatives of the chapter who attended the Grand Chapter Congress shared their experiences with other members. Regional Chapter Advisor of the Year was awarded to Eta Rho's Faculty Advisor, Dr. Lise Graham. The chapter is grateful for Dr. Graham's guidance. The chapter also achieved the highest increase in adjusted CEI points during the 98-99 academic year in the Great Lakes region. In addition, Eta Rho made the Honor Roll. Congratulations to all!

Fundraising events included a car wash and working the Designated Driver Booth at La Crosse's annual Oktoberfest celebration. The chapter continued to serve with their Adopt-a-Highway clean-up program.

New Brothers were welcomed to the chapter after a successful recruiting effort, and the chapter welcomes their new Regional Director, Scott Brubaker, as they look forward to the coming year. ▲



Members of the Central Virginia Alumni Chapter, Virginia Commonwealth and Longwood enjoy the annual "Cookin'" at the home of District Director John Cookson (left).

Technology IN THE FRATERNITY

Click Here www.dspnet.org
Delta Sigma Pi is a professional fraternity

focused on technology and the continued advancement of our Web site, www.dspnet.org. It provides a spectacular offering of information about Delta Sigma Pi Fraternity and Leadership Foundation, corporate partners, outstanding alumni, professional development and much more. Have you recently wondered where all collegiate chapters are located? Go to the chapter map to find the chapter nearest you. Are you interested in joining or starting an alumni chapter or special interest group? You'll learn how by visiting our Web site. Visit the Calendar of Events to learn about upcoming conferences, meetings, alumni outings and more....

www.dspnet.org

Click Here **Job Postings**
A great career service is available to mem-

bers of Delta Sigma Pi—a job posting bulletin board. How does it work? Go to www.dspnet.org and click on the red JOB POSTINGS button. From there, if you have a job to announce, follow the instructions and it will post on the bulletin board. Postings will be removed after three weeks, but you can repost the job if you wish. If you're looking for a job, go out to www.dspnet.org at least once a week and shop around the job postings bulletin board for the job that best meets your search criteria.

This service is available for Brothers of Delta Sigma Pi to post offerings for consideration by other Fraternity Brothers. Delta Sigma Pi assumes no responsibility for the accuracy or validity of information posted, or of responses to postings. Information is posted directly to the site by those offering jobs and responses are made directly to those individuals by anyone interested.

Click Here **Mentoring**
Business is all about networking! With

Delta Sigma Pi's new on-line mentoring program, collegiate and alumni members have networking opportunities at their fingertips. Whether you're a collegiate seeking career guidance from an experienced Brother in the field; or an alumnus seeking to provide assistance to a collegiate or recently graduated Brother to help them get started in a career or profession – this site is for you! Go to www.dspnet.org and click on the red MENTORING button at the top of the home page. Follow the instructions and you'll be a mentor or mentoree in no time at all.

This service is available for Brothers of Delta Sigma Pi. Delta Sigma Pi, its Board and staff assumes no responsibility for the information posted by individual members. Information is posted directly to the site and responses are made directly to those individuals by those offering mentoring assistance and/or those seeking a mentor.

Click Here **Merchandise**
Shopping opportunities are plentiful on

Delta Sigma Pi's Web site! From manuals, posters and certificates to badges, pledge pins and Grand Chapter Congressional accessories and other jewelry – it's all available on-line at www.dspnet.org – to the DSP Marketplace.

Remember, nearly all of the manuals and forms used by chapters are available (free of charge) for printing and/or download on-line under News & Publications.

Are you looking for more unique jewelry, including rings, key chains, charms, cuff links, bracelets, and much more? Go to the site of Delta Sigma Pi's official jewelry merchandiser – Burr, Patterson & Auld. You can enter their site through the DSP Marketplace or visit the site directly at burrpatt.com/shop/desipi.



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is pleased to announce that we are now licensed with Delta Sigma Pi. Please think of us for all of your T-shirt needs.
1-800-GRFCOW



Alumni MAKING NEWS

Tribute in Memory of Melvin Earl Wolfe



Photo courtesy Northwestern University Archives

Brothers, we promise to contribute to the success and progress of the Fraternity. Each brother understands this obligation and interprets it differently. Each of these contributions is equally important, but sometimes certain actions stand out more than others.

On February 12, 1999 another Melvin Wolfe passed away at age 88. Upon his passing, Brother Wolfe bequeathed Delta Sigma Pi's Leadership Foundation a tremendous gift of \$100,000. During his life, Brother Wolfe chose not to make the Fraternity aware of this donation, and therefore, it is time to honor a brother who has left us his monetary legacy.

Melvin Earl Wolfe was born on October 4, 1910 in Chicago. He had a sister and three brothers, all whom preceded him in death. He attended college for two years at Crane College, then transferred to Northwestern University - Evanston where he was initiated into the Zeta Chapter of Delta Sigma Pi on March 26, 1933.

Upon his graduation from Northwestern in 1934, he went to work for Montgomery Ward's full-time and made his career working mostly in the catalog group's advertising department. Over the years, he worked in various roles from

copywriter to Advertising Manager of Sporting Goods.

Brother Wolfe served his country for three years during World War II as a member of the U.S. Army's Signal Corps. While located in the Japanese-occupied territories of the Philippines, the Signal Corps was in charge of connecting the United States with communications into the Allied Command Posts in Australia/New Zealand.

Brother Wolfe's gift will keep his memory alive and help hundreds of Deltasigs gain important leadership skills every year. A fitting tribute to a very dedicated Brother!

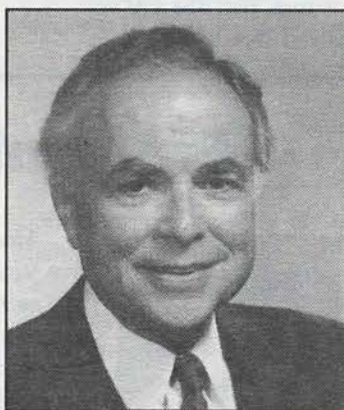
- Elizabeth Losik, Baker

Harold Redding, Rutgers, was honored at an Awards Ceremony at Rutgers University where a classroom in the Business School was named for him. Brother Redding was Senior Financial Vice President of Dunn and Bradstreet before his retirement.

National Honorary Brother **Dr. Russell G. Mawby** received the National Interfraternity Conference Gold Medal to honor his life-long work in volunteer/professional service to fraternities. Dr. Mawby's interfraternal service began over fifty years ago. He served Alpha Gamma Rho, the agriculture fraternity in which he was initiated in 1946, as an undergraduate leader, chapter advisor, regional officer, director, and president. He also served as the fraternity's Educational Foundation director and president, and as Grand President of Alpha Gamma Rho.

Other service included

working on the staff of the W.K. Kellogg Foundation, and serving as director of the Division of Agriculture, where he was also vice president, president, CEO, and chairman. Brother Mawby has been an integral part of the National Interfraternity Conference by providing support through the Kellogg Foundation for the Adopt-a-School program, a national service learning initiative in which many Greek organizations participate.



Dominic Tarantino, San Francisco, Delta Sigma Pi's 1996 Career Achievement Award recipient, has been named chairman of the University of San Francisco Board of Trustees. Brother Tarantino worked for 41 years for Price Waterhouse after majoring in accounting, and retired as chairman of PricewaterhouseCoopers World Firm in 1998.

Brother Tarantino served as a member of the USF Board from 1981 to 1990, then returned in 1996 and became an executive-in-residence at the McLaren School of Business.

The Bob Busse Golf Classic, to benefit the Special Olympics Georgia, was held in October 1999 in Atlanta.

The Bob Busse Golf Classic is named for Past Grand President **Robert G. "Bob" Busse, Rutgers,** who has devoted over twenty years of volunteer service to the Special Olympics Georgia. He served as president and executive director of one of the organization's most successful fundraising campaigns from 1977-1984, and has been a member of the Special Olympics Board of Directors since 1986.

The Special Olympics Georgia provides athletic and sports training for children and adults who face mental challenges and have special needs. The program encourages these special participants to achieve their goals through various activities which build self confidence.

Gilman Louie, San Francisco State, and president of In-Q-It, is a 39-year-old entrepreneur who was profiled in an issue of *U.S. News and World Report* last fall. Louie's company has \$28 million in seed money from the CIA to help the agency gain the technological edge in the espionage game. The U.S. government has been losing ground as CIA analysts try to stay abreast of new technologies which spies may be using to uncover U.S. intelligence information. The CIA turned to Silicon Valley and Louie's company to help them win the battle.

While Brother Louie acknowledges that most companies in the Valley are distrustful of the government, he is optimistic that his company can meet the challenge of this massive project. He looks forward to working with the CIA to ensure U.S. intelligence efforts are main-

tained with the latest in encryption technology.



Eduardo Aguirre, Louisiana State, has been named president of the International Private Bank (IPB). The Private Bank of Bank of America manages and invests \$120 billion in assets, is one of the largest private banks in North America, and the third largest in the world. It serves approximately 95,000 clients through 100 offices in 24 states.

Brother Aguirre, based in Houston, will be responsible for managing a group of professionals who concentrate on marketing investment management services to high-net-worth individuals and families in the international community through nine IPB Gateway offices. He has been with Bank of America or its predecessor organizations for more than 22 years in international banking.

He serves on the Board of Regents of the University of Houston, and has been named "one of the 100 most influential Hispanics in the nation" by *Hispanic Business Magazine* for three consecutive years. Brother Aguirre also serves on a number of other boards, task forces, and commissions, including the Delta Sigma Pi Corporate Advisory Board. ▲

Alumni NOTES

Golden Council member **B. Todd Whisenant**, *Alabama*, is employed by Intermedia Communications, Inc. in quality assurance and training. Intermedia is a long distance, data communications, and Internet provider. His office is located in Maitland, a suburb of Orlando.

Peter Reszytniak, *Albany-New York*, is a manager with Deloitte Consulting in Parsippany, New Jersey.

John D. Gerlach, *Angelo State*, is a realtor with Bradfield Properties in San Antonio.

Gerald A. Hughes, *Angelo State*, is a restaurant manager for Denny's in San Angelo, Texas.

Lisa Shelly Brand, *Arizona State*, is a member of the 1999-00 Arizona Cardinals Cheerleaders and is a senior financial analyst at PCS Health Systems in Scottsdale, Arizona. She is in the process of getting a CPA license.

Jennifer J. Meilan, *Auburn*, is an on-premise area manager-Central/North Florida for Beringer Wine Estates in Tampa.

Howard McEwen, *Ball State*, is a financial planner for Makris Financial Group. He lives in Bellevue, Kentucky.

Brittani Tak Yoo, *Baylor*, is a Vice President International Sales/Administration with The Colgin Companies in Dallas.

Elizabeth E. Hakes, *Bentley*, is a training officer with Chase Global Funds Service Company in Boston. She just received her MBA in Management

Amy D. Hallenbrook, *Cal State-Fresno*, is a senior auditor with Nigro, Karlin and Segal in Los Angeles.

Paolo Silvestri, *Central Florida*, is a customer relations specialist with Paymentech in Dallas.

Joseph (Joe) Johnson, *Central Missouri State*, is a

senior programming analyst with Yellow Service in Overland Park, Kansas.

Angela C. Schelp, *Central Missouri State*, is a premium accountant with AAFP Insurance Services, Inc. in Leawood, Kansas.

Robert P. Burns, *Christian Brothers*, is a deputy assessor with the Cook County Assessors Office in Chicago. He is proud to have received the highest award from the Boy Scouts of America, the Silver Beaver Award, last year. He has been asked to train all the scout leader trainers next year.

Golden Council member **Marc A. Robbins**, *Cincinnati*, is in technical sales with Litton Veam in Watertown, Connecticut.

Scott F. Ayer, *Clemson*, is an account manger with Swift Transportation Company, Inc. in Ellwood, Georgia.

M. Elizabeth Woodard, *Clemson*, is an Assistant Professor of Health Care Management with Belmont University. She lives in Nashville, Tennessee.

Carrie A. Joiner, *Connecticut*, is an investment accountant with Sallie Mae Inc. in Reston, Virginia.

Jennifer L. Adams, *Dayton*, is a cost accountant with Modus Media in Morrisville, North Carolina.

Rebecca Butler Mona, *Drake*, is worldwide marketing manager with IBM Software Group. Drake University recently recognized her as the recipient of the Young Alumni Loyalty Award. This award recognizes alumni for their outstanding contribution of service to the university and to their community. Brother Mona has been an active supporter of Drake, serving as chair for the Alumni Scholar Selection Committee and a member of the Student Life National Advisory Board, of which she was the first Chair.

She was also a member of the National Commission II on the Future of Drake, and chaired her 10-year class reunion. In addition, she currently serves as one of ten International Vice Presidents for Optimist International, a community service organization dedicated to serving youth.

Kari Wiley Kirchmeier, *Drake*, is in customer service with Siouxland Network in Sioux City, Iowa, where she lives with her husband Jacob.

Marcy Guither Duzisin, *Eastern Illinois*, is an office manager with Princeton Furniture, Inc. She and her husband Benjamin live in

Princeton, Illinois.

Dee Staton Cisco, *Eastern Illinois*, is a member services representative with Morris Community Credit Union in Morris, Illinois. She also lives in Morris with her husband and one-year old daughter, Hannah.

Jonelle L. Moore, *Eastern Illinois*, is a project manager/account executive with Monsanto in St. Louis.

Rick A. Saltzgeber, *Eastern Illinois*, is a senior computer specialist with the Office of Comptroller of the Currency in Chicago.

Michael S. Metcalf, *Eastern New Mexico*, is an agent with New York Life

Insurance in Albuquerque.

Angela R. Copeland, *East Tennessee State*, is in office administration with Liberty Lumber and Supply in Rogersville, Tennessee.

Anthony S. Cannon, *East Tennessee State*, is a business analyst with American Electric Power in Groveport, Ohio.

Michael S. Darnell, *East Tennessee State*, is an account executive with Trigon Blue Cross Blue Shield in Bristol, Virginia.

Morris L. Hoover, *East Tennessee State*, is an underwriting manager with QualChoice in Charlottesville, Virginia.

Fraternity Staffing Changes



Mary Kay Misko, *St. Edwards*, has accepted the position of Executive Vice President for the Leadership Foundation. She will be based out of San Antonio, Texas - this telecommuting position will lead the way for how we can utilize the capabilities of electronic communication to meet the needs of the members and the Foundation. She has been a very successful fundraiser in the San Antonio area for the City Year program, most recently serving as Deputy Director where she managed the day-to-day operations of the organization, including supervising the \$1.4 million budget. Mary Kay has many years of public service and nonprofit leadership experience, and has served the Fraternity as the Make A Difference Day Coordinator and as District Director for Lambda Upsilon Chapter at St. Mary's University. She is a graduate of St. Edward's University (Austin) with a Bachelor of Arts degree. We are excited that Mary Kay has joined the staff and look forward to her many accomplishments in her new role.



Wendy Eilers, *Eastern Illinois*, has recently joined the Central Office staff as Director of Alumni Development, a newly created position shared by the Leadership Foundation and Fraternity. Wendy reports to the Foundation's Executive Vice President, Mary Kay Misko, and will be responsible for the annual campaign and development work for the Foundation; and for overseeing alumni programming efforts, including alumni chapter franchising, awards, etc. From June of 1998 to June of 1999, Wendy served as an Educational and Leadership Consultant, visiting 66 universities nationwide. Brother Eilers graduated in 1998 from Eastern Illinois University with degrees in marketing and graphic design. With her familiarity, experience, and enthusiasm, we know Wendy will do a great job in her new role and look forward to working with her!

Bill Loftus left his position as the Leadership Foundation Executive Vice President in October to pursue new business opportunities out of his home. **Carol Pho O'Donnell**, *Atlanta Alumni*, 10-year Leadership Foundation Assistant and **Cyndy Dykes**, 13-year Fraternity Records Coordinator, have retired from the Central Office. All Brothers appreciate the efforts of these talented individuals and wish them the best in their new pursuits.

Damon G. Rodgers, *Ferris State*, is a mortgage loan coordinator with National City Bank in Royal Oak, Michigan.

Golden Council member **John Watton**, *Florida Atlantic*, is firm administrator for Saltmarsh, Cleaveland & Gund, P.A., Certified Public Accountants and Consultants in Pensacola, Florida. The firm is one of the largest locally-owned accounting and consulting firms in the Southeast and has offices in Pensacola, Ft. Walton Beach, Panama City, Florida and Mobile, Alabama. He and his wife Bobbi are relocating to Pensacola.

Michael T. Larson, *Georgia*, is a commercial cash management analyst with First Union National Bank in Jacksonville, Florida.

Golden Council member **Kevin Zachman**, *Grand Valley State*, is an insurance agent with Piedmont Insurance Agency in Charlotte, North Carolina, where he lives with his wife **Donna**, *North Florida*.

Marselus A. Martin, *Illinois State*, is an account service advocate with Sprint PCS in Romeoville, Illinois.

Phillip M. Black, *Illinois State*, is a technology services manager with Albertson's Inc. in Salt Lake City.

Mandy Carson Pascual, *Illinois State*, is a program coordinator with CCMSI in Danville, Illinois.

Justin E. Moul, *Indiana-Bloomington*, is a cost analyst with the U.S. Air Force Cost Analysis Agency in Arlington, Virginia.

Michelle Mahoney, *Indiana-Purdue at Ft. Wayne*, recently received her CPA license and is beginning her fourth year at the Fort Wayne office of Olive LLP (a regional accounting firm which is headquartered in Indianapolis) as a senior accountant on the

Nonprofit Services Team. She has also generously donated her time to help rebuild Iota Lambda Chapter.

David P. Scaer, *Indiana-Purdue at Ft. Wayne*, is a club manager with Maplecrest Country Club. He was recently elected to represent the State of Indiana on the board of directors of the Ohio Valley Chapter of the Club Managers Association of America.

Susanna C. Joiner, *Kansas*, is a financial consultant with Merrill Lynch in Corpus Christi, Texas.

Jennifer A. Giannini, *Kent State*, is a helpdesk technician with KeyCorp in Brooklyn, Ohio.

Michael A. Pearson, *Kent State*, a professor in the College of Business Administration/Graduate School of Management at Kent State University, has been designated the 1999 Outstanding Ohio Accounting Educator by the American Accounting Association and the Ohio Society of CPAs. The award, given jointly by the organizations to one Ohio professor each year, recognizes career contributions in teaching, research, and service to the academic and business communities.

An author or coauthor of over 50 journal articles, he has had his research published in numerous academic and professional journals. Dr. Pearson is also the author of several computer-interactive continuing professional education courses, which are distributed by WiseGuides, Inc.

Richard Wayman, *Kent State*, and his partners realized that many small companies hit the wall when it comes to attracting investor and analyst attention. So they started researchstock.com to

provide a new Internet distribution channel for information and analysis on smaller public firms via the Internet. Wayman is a chartered financial analyst and serves as president for researchstock.com. The company researches and analyzes the many small companies that the market is not aware of and publishes the resulting report at <www.researchstock.com>.

Dale R. Weathersby, *Lamar*, is Director of Health and Safety with ABC-NACO Locomotive and Flow Products in Keokuk, Iowa.

Silviano A. Gomez, *Lewis*, is an assistant to the Vice President of Dreher and Associates in Oak Brook Terrace, Illinois.

Daniel J. Janoski, *Longwood*, is an accounting assistant with Mid Atlantic Coca Cola Bottling Company in Richmond, Virginia, where he lives with his wife, Brother **Toni Hobbs**, *Longwood*.

Carol Kimme Brunnert, *Loyola-New Orleans*, is a coordinator in the International Marketing Program with the Missouri Department of Agriculture. She lives in Jefferson City, Missouri.

Marie J. Asuncion, *Maryland*, is a senior consultant with KPMG-Peat Markwick.

Joyce W. Warren, *Maryland*, is a vice president with First Union National Bank in Philadelphia.

Fernando Cancino, *Miami-Florida*, is a management consultant in Europe with PricewaterhouseCoopers based in London. He lives in the Netherlands and would love to hear from Deltasigs on this side of the Atlantic. He can be reached at <fernando_nl@yahoo.com>.

Timothy J. Prostor, *Miami-Ohio*, is a project analyst with Austin Powder Company in Beachwood, Ohio.

Cynthia Vogel Krueger, *Minnesota State*, is a regional administrative assistant with Norwest Mortgage, Inc. in Bloomington, Minnesota.

LeAnne Bigford McGinty, *Mississippi*, is a director of fiscal affairs with The Children's Home in Madison, Mississippi.

Michael W. Daffron, *Missouri-Columbia*, is a senior product manager with Tnemec Company, Inc. in Kansas City, Missouri.

Roland L. Galang, *Missouri-Columbia*, is a product-marketing manager with Dell Computer Corporation in Austin, Texas.

Orlantha C. Do, *Nevada-Reno*, is an associate product manager with Nancy's Specialty Foods in Newark, California.

Theresa Rosales-Alva, *New Mexico State*, is a practice supervisor with Covenant Family Healthcare in Carlsbad, New Mexico.

David K. Johnson, *North Carolina-Greensboro*, is a systems analyst with IBM in Henderson, North Carolina.

Crystal R. Hoffner, *Northern Colorado*, is a webmaster for Systems and Computer Technology in Brighton, Colorado.

Vasiliki (Betty) Katsenios, *Northern Illinois*, is a software technician, with Motorola in Arlington Heights, Illinois.

Tonya D. Wilson, *North-east Louisiana*, is a staff accountant with Precept Transportation Services in Dallas.

Terry Sumner Acayan, *North Florida*, is an operations manager with MicroAge in Jacksonville, Florida.

Matthew N. Follman, *Pennsylvania State*, is a senior corporate accountant with Interim Healthcare in Research Triangle Park, North Carolina.

Kimberly H. Yost, *Philadelphia Textiles*, is a major gift officer with Saint Joseph College in West Hartford, Connecticut.

Lawyer L. Burks, *Purdue*, is an operations manager with American National Can Company in Batavia, Illinois.

Continued

New Members Elected to the Board of Directors

Darrell Keller filled the position of Pacific Coast Regional Director in November 1999. Brother Keller is an initiate of Iota Pi, *San Diego State*, and has held positions in the Fraternity as District Director and Alumni Advisor. He is a member of the San Diego Alumni Chapter. Brother Keller is employed by Qualcomm, Inc. as a computer engineer in the IT Security department. He lives in San Diego.

Susan Pratt was elected to fill the position of Huron Regional Director. She is a 1997 graduate of *Wayne State University* where she was initiated into the Gamma Theta Chapter in 1996. She is an auditor for KPMG, LLP out of the Detroit office. Brother Pratt has remained active in the Fraternity since graduation by attending Grand Chapter Congress, Regional Conferences and other educational opportunities. She lives in Taylor, Michigan.

Alumni NOTES

Nicole Twardy White, *Purdue*, is an office manager with Twardy's Radiator Shops. She lives in Crown Point, Indiana, with her husband Greg.

Eric J. Vermillion, *Purdue*, is a territory sales manager with Tecnomatix Technologies in Irving, Texas.

Keith P. Godin, *Roger Williams*, is a project manager with Helm Incorporated in Highland Park, Michigan.

Daniel C. Boehler, *Saginaw Valley State*, has passed the Uniform Investment Advisor Law Exam. He is a registered investment advisor affiliate and a licensed securities representative of Washington Square Securities, Inc. in Saginaw, Michigan.

Robert F. Porter, *St. Ambrose*, is a distribution manager with Continental Glass and Plastic in Chicago.

William K. Stoms, Jr., *St. Peter's*, has retired after 30 years of service at Saint Peter's College. Brother Stoms was the founding director of Saint Peter's College Career Development Center, a program that has helped thousands of graduating seniors discover their career paths. He also served the Fraternity as Faculty Advisor for Zeta Eta Chapter, *St. Peter's College*, for 15 years.

John Bleka, *San Francisco*, is a business manager for Halliburton in Norway. After having worked for EDS and living in Belgium with his wife Ase Kristin and son Haakon, for three years, they have now moved back home to Norway.

Steven M. Held, *San Jose State*, is an accountant with Golden Gate Bridge District in San Francisco.

Karen J. Alt, *Shepherd*, is a staff auditor with MD Office of Legislative Audits in Baltimore.

Heather J. Cogswell, *Siena*, is an accountant with

Urbach, Kahn & Werlin in New York.

Ryan G. Bickling, *South Florida*, is a regional manager with CEO Consulting in Austin, Texas.

Doug Edens, *Southwest Missouri State*, is an administrative services supervisor with State Farm Insurance in Bloomington, Illinois.

Jeanette Alonso-Yague, *Southwest Missouri State*, is a vice president with The Alonso Group in Chesterfield, Missouri.

James S. Taylor, *Temple*, is a programmer/analyst with

Dispatch Central Inc. in Plymouth Meeting, Pennsylvania.

Leslie Straiton Skweres, *Texas A&M-College Station*, is a systems analyst with Bechtel in Houston.

Elizabeth M. Hernandez, *Texas-El Paso*, is a basic logic assistant with JC Penney in El Paso.

Ronald D. Bryant, *Texas-Arlington*, is a senior territory manager with Intermetro Industries in Plano, Texas.

Frank E. Presfield, *Tulsa*, is a director of safety with R&R

Trucking in Duenweg, Missouri.

Mark W. Dauner, *Wayne State-Detroit*, is in technology support with Accutrade, Inc. in Omaha.

Rodney J. Kirk, *Western Kentucky*, is a senior associate with PricewaterhouseCoopers LLP in London England.

Rose K. Creighton, *West Florida*, is an executive director with SunPointe Senior Living in Pensacola, Florida.

Scott A. Waletzke, *Winona State*, is a point source manager for Ablest Staffing. He

lives in Atlanta, Georgia, with his wife, **Jennifer**, *Winona State*, who is a registered financial associate at A.G. Edwards & Sons, Inc.

Gina A. Raho, *Winona State*, is a systems engineer with NCR Corporation in McHenry, Illinois.

William R. Keehn, *Xavier-Cincinnati*, is a commercial relationship manager with Allfirst Bank in Baltimore. ▲

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Mankato, MN	David Miller	(612) 322-3269			
Milwaukee, WI	Terrell & Susan Ford	(414) 442-9950			

* Expansion Location

Rev. 1/4/00

SPECIAL INTEREST GROUPS

Deltasig Husker FANS	Norm Kromberg	(402) 493-4982
Dining With Deltasigs (Chicago)	Alison Spring	(847) 492-0883
DSP Cigar Club	Eddie Stephens	(561) 712-9530

Bits AND PIECES

Mergers

Stacy Berovitch, *Arizona*, on October 17, 1999, to Philip Kaplan. The couple lives in Newport Beach, California.

Penny Somer, *Binghamton*, on October 24, 1999, to Brian S. Grief, in Potomac, Maryland. They live in North Bethesda, Maryland.

Lynn Hannsz, *Central Missouri State*, on September 25, 1999, to Michael F. Oltmanns. They live in Independence, Missouri.

Kari A. Wiley, *Drake*, on September 25, 1999, to Jacob Kirchmeier.

Marcy K. Guither, *Eastern Illinois*, on September 26, 1999, to Benjamin Dzurisin. They live in Princeton, Illinois.

Dawn Ciaramitaro, *Houston*, on March 13, 1999, to Michael Wagner.

Leah Sealover, *Houston*, on August 7, 1999, to Andrew Hamilton.

Tracey Florio, *Houston*, on September 28, 1999, to Leo Kozadinos.

Clifford Moore, *Houston*, on October 22, 1999, to Jennifer Grier.

Daniel J. Janoski, *Longwood*, on November 21, 1998, to **Toni Hobbs**, *Longwood*. They live in Richmond, Virginia.

Jessica R. Graham, *Lynchburg*, on October 2,

1999, to Jason Tanner, in Forest, Virginia.

Nicole A. Twardy, *Purdue*, on July 3, 1999, to Greg White. The couple lives in Crown Point, Indiana.

Andrew M. Biddle, *South Carolina*, on June 5, 1999, to **Trece U. Griffies**, *Kennesaw State*. They now live in Philadelphia.

David Jenkins, *South Carolina*, on August 21, 1999, to **Kellee L. Samson**, *South Carolina*, in North Charleston, South Carolina. They live in Springfield, Virginia.

Tess Milford, *Texas A&M-Corpus Christi*, on December 31, 1999, to David Bachelor, in Corpus Christi.

Stacy Perez, *Texas A&M-Corpus Christi*, on May 15, 1999, to Humberto Barrera Cavazos, in Corpus Christi, where they now live.

Sheri L. Ammon, *Truman State*, on November 6, 1999 to Richard E. Coolbaugh. They now live in Edwardsville, Illinois.

Lynne A. Moore, *Western Illinois*, on July 24, 1999, to Hugh A. Kreizenbeck. They live in Scottsdale, Arizona.

Scott A. Waletzke, *Winona State*, on June 26, 1999, to **Jennifer L. Ciolkosz**, *Winona State*. They were married in Chicago with 14 Deltasigs in attendance.

Dividends

To Brother **Lori LaSalle-Carrick**, *Adelphi*, and husband Jim, on February 16, 1999, a son, Jarred. He is welcomed by his big brothers Drew and Tyler.

To Brothers **Carl and Deidre Miller**, both *Angelo State*, on July 1, 1999, a son, Jared Carl.

To Brother **Peter Ferrara**, *Binghamton*, and wife Kathy, on October 28, 1999, a daughter, Lauren Nicole.

To Brother **Gregory Logtin**, *California State-Northridge*, and wife Vicki, on June 30, 1999, a daughter, Samantha Lynn.

To Brothers **David and Kathleen Winslow**, both *Florida State*, on September 7, 1999, a son, Andrew David.

To Brother **Mario Reyna**, *Houston*, and wife Tania, on October 17, 1999, a daughter, Julia.

To Brother **Dawn Saraney Misencik**, *Kent State*, and husband Mark, on October 15, 1999, a son Steven. He joins his brother Daniel and sister Megan.

To Brother **Julia A. Ramsey**, *Kent State*, and Ryan S. Rorick, on June 26, 1999, a son, Ryan.

To Brother **James Wittenberg III**, *Loyola-New Orleans*, and Marion S. Freistadt, on September 25, 1999, a son, Shafir Davim.

To Brothers **John and Karen King Greathouse**, both *Maryland*, on August 6, 1999, a son, Matthew Meredith.

To Brother **Nannette Wallace Gorman**, *North Carolina-Chapel Hill*, and husband Tom on June 5, 1999, a daughter, Carolina Marie.

To Brother **Michele "Missy" Sause O'Neil**, *Northern Arizona*, and husband, Joe, on June 4, 1999, a daughter Stephanie Nicole. She joins big brother T.J., age two.

To Brother **Barbara Coleman Stephens**, *Oklahoma*, and husband, Jim, on May 10, 1999, a son, Spencer Lawrence. He was welcomed by big sister, Waverly, age two.

To Brothers **Kenneth and Deborah Bienen Daily**, both *Purdue*, on May 18, 1999, a son, Mathew Edward.

To Brother **Jennifer Schems Van Sickle**, *Southern California*, and husband Michael, on July 26, 1999, a son, Justin Michael.

To Brother **Lisa Marie Chalmers Pratt**, *Western Illinois*, and husband Mike, on October 29, 1999, a son, Reid Michael.

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.)

Arizona State
Patricia Harrell-Ayers 9/99

California-Berkeley
Ludwig S. Altshuler
Randall G. Cathcart
John De Golia
Claude D. McKenzie

Cal State-Fresno
Donald Reid, Sr.

Colorado State
Benjamin B. Pius 6/99

Depaul
Francis Joseph Brown 7/98
Thomas James Zarcone 9/99

Detroit
Richard J. Althoff
Rikuma Ito

Eastern Illinois
Melvin C. Lockard 11/99

Florida
J. Donald Butterworth 11/99

Georgia State
Leland O'Callaghan, Jr. 10/99
Robert Thrasher 7/99

Houston
LeRoy Melcher 11/99

Kansas
Philip D. Cooper 4/99

Kent State
Jason L. Rodak 7/99

Miami-Ohio
Ernest Snow Evans 2/99
Willard F. Werth

Nevada
Richard V. Cotter

Rider
Eugene Kelley, Jr.

South Carolina
Robert Lee Armstrong, Jr.

Texas Tech
Roger S. Flowers

Tulsa
Owen Schneider 10/99

Virginia Tech
Jeffrey L. Baron 4/98



District Director **Chris McArdle** and **Michelle Pedretti**, both *Marquette*, were married April 24, 1999 in Milwaukee. Approximately 50 Deltasigs joined them for their big day. The couple honeymooned in Nassau, Bahamas.

SEND US YOUR NEWS!

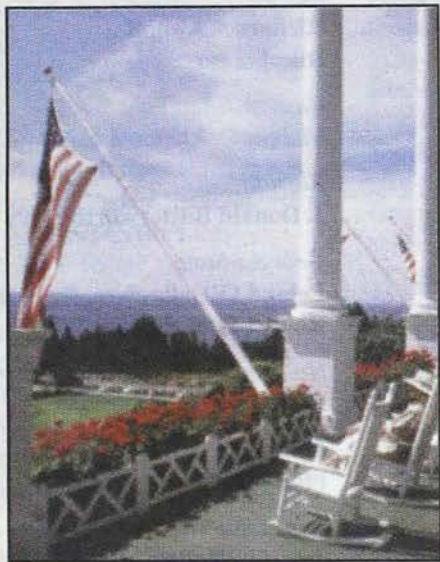
The Fraternity is constantly improving our database for Fraternity use and looking for news for the DELTASIG. We would appreciate hearing from you with data updates and news.

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THE DELTA SIG GRAND ESCAPE

Alumni Outing 2000



Plan your get-away to Mackinac Island's Grand Hotel July 27-30, 2000

A block of rooms is available and can be reserved now. Call 906-847-3331 and tell them you're with Delta Sigma Pi. Contact the Central Office or check out our Web site Calendar of Events at www.dspnet.org for more specific details about this alumni outing.

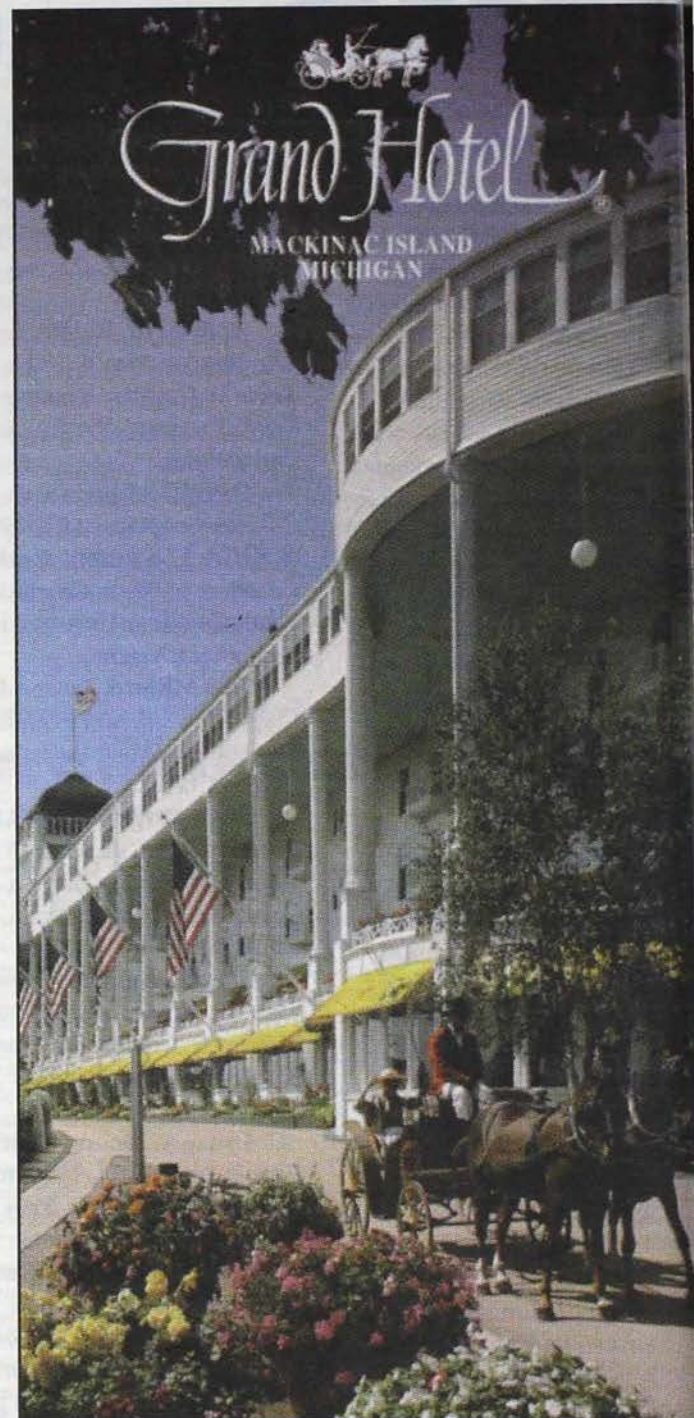
ROOM RATES (PER NIGHT):

Category I - smaller interior-view rooms
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Category II - larger, interior view rooms
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Double (per person) \$195; Single \$325

Category III - deluxe lakeview guest rooms
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