

THE Deltasig

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of Delta Sigma Pi

®

The Journal of America's Foremost Business Fraternity

Spring 2000 - Volume 89, Number 3

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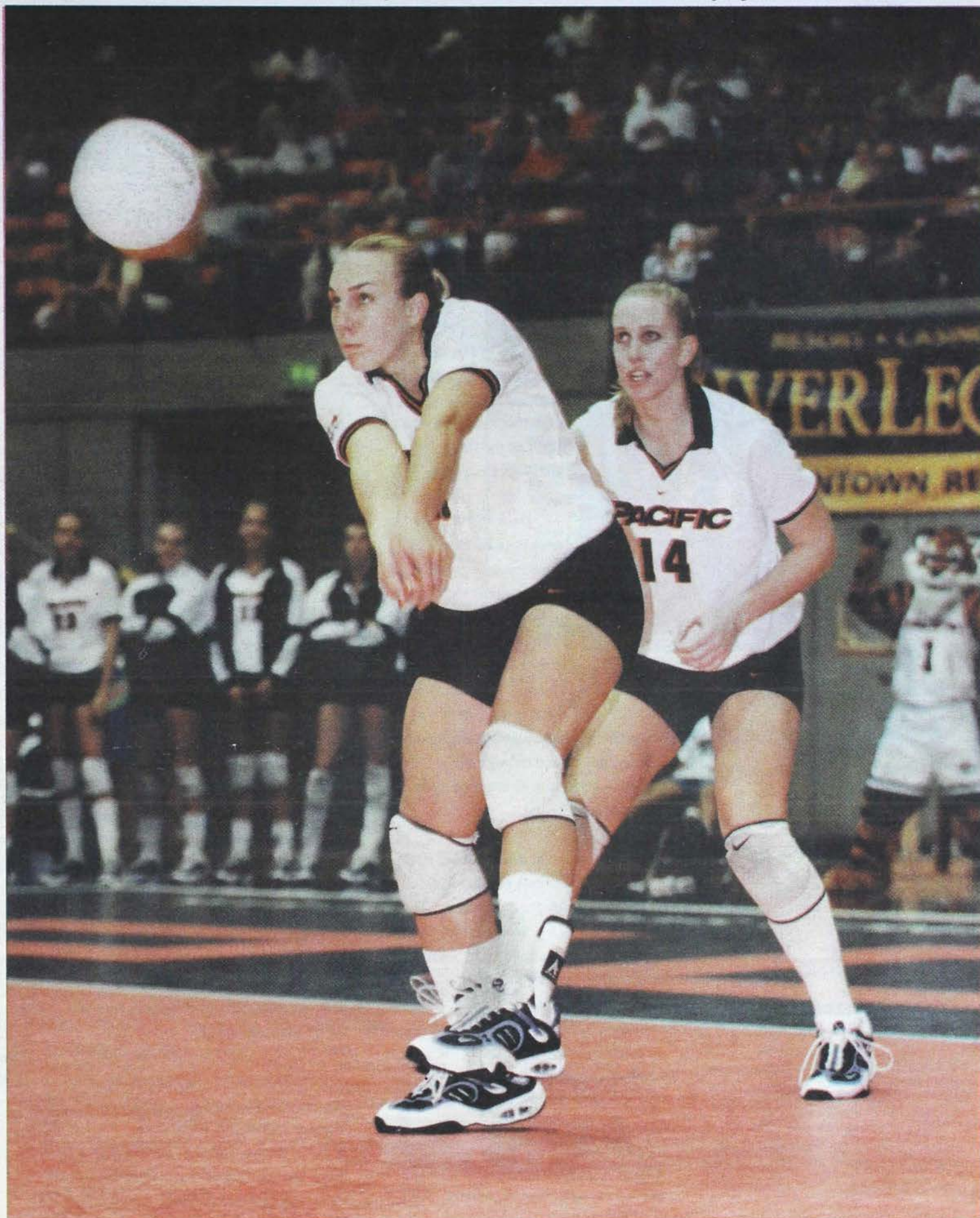


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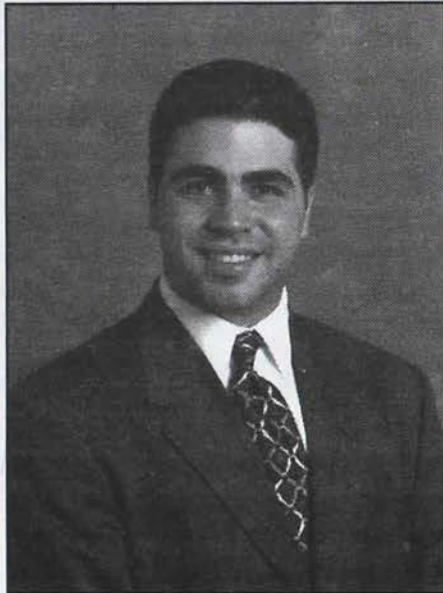


Focus ON THE FRATERNITY

“What’s in it for me?”

This question seems to pop up with increasing popularity everywhere in our daily lives. It is very indicative of the mindset of America as we enter the year 2000—the beginning of a new century and a new

millennium. For Delta Sigma Pi, the beginning of a new century is right around the corner in 2007, 100 years after four business students decided to start a social club that today presents itself as the Foremost Business Fraternity.



Mark Chiacchiari, 1999 Collegian of the Year

Back in 1907, the answer to the previous question was probably fairly simple: a chance to have fun, to network with others, or to relax after a tedious week of classes. Regardless of what it was, there was an

important phenomenon occurring, one that has not ceased through the present—the desire to improve upon what already existed.

Over time, that desire rooted itself deeply into the minds of many Deltasigs. The results speak for themselves. Today, Delta Sigma Pi has evolved into a true fraternity complete with educational, professional development, service and social opportunities.

Through the existence of the Leadership Foundation and Central Office staff dedicated to education, our Fraternity each year offers regional and national seminars. The ten LEAD Schools that were offered this past fall and winter were very successful. And,

the Ultimate Academy in Oxford this summer should yield similar results.

For both collegiate and alumni members of Delta Sigma Pi, membership alone is a developmental opportunity. Working in and with a chapter provides a host of leadership as well as other learning opportunities. These opportunities are even more readily available for those who choose to serve as national volunteers, whether as a District Director, Regional Director, or as a member of a national or local task force or committee.

Some of the best educating that occurs in Delta Sigma Pi comes from the formal and informal mentoring that exists among our members. Just as our Purpose suggests, we serve each other as a great personal and professional support network.

Just as meaningful as the service we provide to each other is the assistance we provide to our community. Through alumni and collegiate chapter efforts as well as the efforts of our individual members, we produce a significant positive impact on the lives of those less fortunate than us. It is wonderful to think of the impact that *Make A Difference Day* alone yields year after year. These opportunities not only provide a great sense of accomplishment, but are also fun for all those involved.

Perhaps the most popular of all are the numerous social opportunities that exist across the nation every year. In the true spirit of our brotherhood, we continue to congregate for local, regional and national events

just for the sole purpose of having fun and enjoying time with our brothers. This alone causes Delta Sigma Pi to stand out when compared to many of the other organizations in existence. Simply observing the activity at a Grand Chapter Congress proves the effectiveness of our Fraternity at continuously bringing people together from all parts of the country.

With the growth in technology as well as the changing demands of our members, we continue to evolve into a different fraternity. But, the same foundation that existed in 1907 is still there today and undoubtedly will be there tomorrow. The fraternal bond we feel towards each other and the personal growth that stems from it will always be there. The formal education and service opportunities will continue to improve.

So, how do you answer the question “What’s in it for me?” I think there is a lot that we offer. We are an extremely energetic, conscientious, and fun-loving organization committed to a universal cause. Some people don’t see that. But frankly, I’ve always felt they aren’t looking hard enough. In our professional and academic lives, we seek out additional opportunities when we feel we aren’t entirely happy. The same holds true for Delta Sigma Pi—the opportunity just needs to be found. Delta Sigma Pi is truly what you make of it!

Mark Chiacchiari, *Pennsylvania*
1999 Collegian of the Year

THE Deltasig[®]

of Delta Sigma Pi

visit our web site: www.dspnet.org

Features

Pages 4 & 9

PLANNING AND GOVERNANCE



Fraternity leaders are definitely navigating change as they chart the Fraternity's course strategically. Planning and the new governance structure status are reviewed in-depth.

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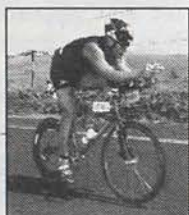
VOLUNTEERISM FOR THE NEW MILLENNIUM



Volunteerism, which often can't be measured monetarily, makes the community and the people for whom it occurs richer for the experience.

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DELTA SIGMA PI'S IRONMAN



Brother Brian Hasenbauer, *George Mason*, is one of the best triathletes in the United States. He recently competed in the Hawaiian Ironman World Championships, completing the course in 10 hours and 22 minutes.

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THE INTERNET... The New Business Frontier for Deltasig Entrepreneurs



Chris Downie and Rob Ratterman, both *Cincinnati*, realized their dream when they left their jobs in corporate America and began a start-up Internet Auction site.

Calendar of Events

Visit our Web site for more information on events.

APRIL 25 National Alumni Day	OCTOBER 27-29 New England Regional Conference Rocky Mountain Regional Conference
JULY 20-23 The Ultimate Academy - Oxford	NOVEMBER 3-5 Central/Huron/Great Lakes Joint Regional Conference
JULY 27-30 Alumni Outing-Mackinac Island	NOVEMBER 7 Founders' Day
AUGUST 11-13 Leadership Foundation Board and Fraternity Executive Committee Meetings	NOVEMBER 10-12 Midwestern/Eastern Joint Regional Conference Southwestern/Gulf Western Joint Regional Conference South Pacific/Pacific Coast Joint Regional Conference
OCTOBER 6-8 Midwestern Regional Conference	AUGUST 15-19, 2001 43rd Grand Chapter Congress Niagara Falls/Buffalo
OCTOBER 13-15 Western Regional Conference	
OCTOBER 20-22 North Central Regional Conference Allegheny/East Central Joint Regional Conference Desert Mountain Regional Conference Southern Province Regional Conference	

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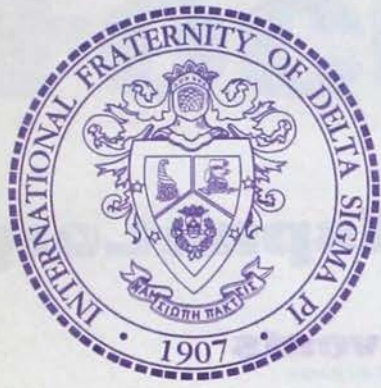
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Planning for Deltasig's Future - What Lies Ahead?

The following five key areas for improvement and related goals and objectives, articulate the vision for Delta Sigma Pi held by its 1999-2001 Board of Directors. They are listed alphabetically, not in priority order.

The accompanying statements and action steps articulate how we hope to achieve our vision for improvement over the biennium in the key areas agreed upon. Activity and progress in each area will be monitored and reported on at each Executive Committee and Board meeting as well as at Congress. Overall responsibility for the five main areas fall to the brother(s) listed with each prioritized area. Individuals and target dates are being assigned to address the specific tasks.

I. Alumni Programs/Services – Mark Roberts

1. Develop more detailed roles, responsibilities and accountability for the new Alumni Committee, creating a clearly defined strategic direction for alumni efforts.
2. Establish clear definition of a 'successful' alumni chapter. Considering: minimum standards, required programming for chartering (if any), joint activity with collegiate chapters, and an increase in numbers.
3. Define detailed role, responsibility and accountability for paid staff regarding alumni issues.
4. Evaluate creation and implementation issues concerning a potential collegiate chapter "alumni officer", and define related duties of the same.
5. Increase number of Leadership Foundation donors and dollars contributed.

II. Brotherhood (Marketing/Identity) – Bill Schilling

1. Revisit Purpose and Mission for the new millennium and clearly define it (re-identity, audience, "club" vs. Fraternity, etc.).
2. Develop a marketing plan via a consulting firm.

3. Develop guidelines for strategic planning process, budgeting, etc., related to the new governance structure.

4. Evaluate and re-engineer, as appropriate, the "Six Criteria", CEI and minimum standards of chapter operations, while adapting them to interactive technology and modernized educational objectives.

5. Develop better Fraternity/Foundation relationship.

III. Education and Leadership Development (including Volunteer Development) – Shanda Gray

1. Develop a policy of acceptable conduct for leaders.

2. Volunteer Development

- Create job descriptions with clear expectations for volunteers on all levels (including new governance structure positions).
- Market benefits of volunteering, emphasizing the personal and professional growth opportunities.
- Develop formalized workshop training for Advisors, District Directors, etc.

3. Student Leadership Skills/Opportunities

- Develop guidelines for Provincial Councils.
- Evaluate number and kind of LEAD Schools and related educational opportunities.
- Develop Internet communication capabilities with goal of contacting each collegiate brother.
- Increase collegiate awareness and interest in national issues and opportunities.

IV. Professional Alliances and Community Service/Social Investment – Mary Kay Misko/Melissa Helms

1. Develop guidelines for local vs. national and Foundation corporate support, and review corporate partner policies.
2. Increase number of corporate partners and level of support.

V. Sound Organizational Management (Recruitment, Communications, Technology, Revenue) – Norm Kromberg

1. Coordinate New Governance Structure transition and implementation, including full development of the planning function.

2. Develop and maintain Fraternity technology use to "main street" levels

- Improved, more interactive Web site.
- Improved use of email at all levels.
- Acquire and implement Windows accounting system.
- Acquire and implement Windows membership database.

Additional goals and objectives were identified and prioritized as "B and C Level Priority". If you wish to receive a list of those lower priority items, contact the Central Office.

Delta Sigma Pi has definitely charted the course for new opportunities and growth! With its vision, goals and objectives, coupled with the new governance structure being implemented in August 2001 (see story on page 9), Delta Sigma Pi is navigating for continued success. Heading in this direction, Delta Sigma Pi will certainly enhance its status as "America's Foremost Business Fraternity!" ▲

Editors Note: If you're interested in joining the Deltasig volunteer team to achieve this vision, many opportunities await! Contact the Central Office to inquire about volunteer opportunities. With the new governance structure on the horizon, many volunteer spots will be available in the areas of professional development, community service, alumni services and more. Consider running for a national office at the Niagara Grand Chapter Congress or ask about chairing or serving on a national or provincial committee. If you prefer to stay involved at a local level, volunteering your time to a collegiate chapter as a professional speaker is always a great way to help new brothers. There is no better time than the present to be an active member of Delta Sigma Pi!

A new year, a new century, a new millennium! Such exciting and energizing opportunities await Delta Sigma Pi in this new era. From technology and professional alliances, to educational programs and alumni services, and of course, the new governance structure, opportunities are limitless for the organization. Delta Sigma Pi is charting a course for continued success to ensure that we remain "America's Foremost Business Fraternity."

Significant investments in the Web site (www.dspnet.org) are underway to give it a new look and feel, as well as increase functionality for all users. As a part of these enhancements, a private, password protected area will be added for use by members only. The Central Office facility continues to be improved to accommodate better and increased technologies. Options are being pursued for a new Windows NT database that would bring notable improvements to the membership data and communication functionality.

A marketing survey is underway to help identify, develop and provide our members with better services and benefits. The survey will help us to focus on our "identity" and branding "image" for this new era.

Improvements are coming for the Chapter Efficiency Index (CEI). With the review of "minimum standards" requirements for collegiate chapters, CEI will become more manageable, effective and efficient – thereby benefiting all levels of the organization.

While all of this is exciting, none of it is possible without vision, goals and objectives. Delta Sigma Pi's Board of Directors has been hard at work since their election at the Houston Grand Chapter Congress. Together they have worked to identify and develop this vision, as well as goals and objectives for the 1999-2001 biennium, which are presented below.

Brother Helms Named Deltasig National Community Service Chair



Melissa Helms, Lewis

In supporting *Make A Difference Day* activities and corporate philanthropy across the country, Delta Sigma Pi has appointed Melissa Helms as National Community Service Chair for the Fraternity. She graduated

in 1998 from Lewis University in Romeoville, Illinois, where she double majored in finance and business administration. She was initiated into Zeta Xi Chapter in 1994. Her collegiate offices included President, Vice President for Chapter Operations, Treasurer, Secretary and Community Service Chair. As an alumnus, she is currently serving the Fraternity as a colony team member for the Delta Psi Beta Colony at DePaul University in Chicago. She also served as a presenter at the 1999 LEAD School in Bloomington, Illinois.

Brother Helms currently works for LaSalle Bank N.A.,

a subsidiary of ABN AMRO Bank, as a retail management associate. While at LaSalle, she has planned and implemented a book drive that collected over 500 books for The Infant Welfare Society of Chicago. She was a United Way team captain for her department and was a volunteer for the Special Olympics Golf Tournament, sponsored by ABN AMRO.

Brother Helms recently organized the first large-scale Deltasig joint community service event in her home state of Illinois. She has arranged for The Infant Welfare Society of Chicago, where she sits on a planning committee, to benefit

from the coming together of seven collegiate chapters, one alumni chapter and one colony in the state. Each chapter is either doing a children's book drive or donating a raffle prize for Infant Welfare's 5th Annual Reading Fiesta that will be held June 24.

"We would like to get collegiate and alumni brothers more involved in their communities," said Helms. She has developed a strategic plan that starts with contacting the Provincial Vice Presidents. Helms believes that we need support from the national officers if we want this initiative to succeed.

"My goal for this year is to

contact as many brothers as I can with the help of the national officers and the Central Office. We want the service aspect of this Fraternity to step out of the shadows, where it has been hiding for a long time."

Brother Helms is setting up a National Community Service Committee that will help her coordinate efforts and spread the word about this new initiative. She is seeking at least one person from each Province, so if you would like to volunteer, please contact her at the following e-mail address: Melissa_Helms@hotmail.com. ▲

Volunteer Spotlight

Major Tony Coe is an initiate of Eta Chi Chapter at *Cal Poly-Pomona*. He now serves as Faculty Advisor for Beta Epsilon,

Oklahoma, where he is employed by the U.S. Army as Assistant Professor of Military Science (Army ROTC). He soon begins assignment in Ft. Gordon, Georgia and then to the National Guard Bureau at the Pentagon. He is actively pursuing the start up of a Military Special Interest Group.

Stacy Jordan is an initiate of Epsilon Chi Chapter, *Georgia Southern*, and is currently affiliated with the

Atlanta Alumni Chapter. She serves as District Director for Georgia Southern and is employed as a microcomputer specialist with the Georgia Department of Administrative Services. She was a session facilitator at the Orlando LEAD School as well as in Houston at Grand Chapter Congress.

Robert Tavarez is an initiate of Theta Chi Chapter, *San Jose State*, and is a Golden Council member now residing in Texas.

Brother Tavarez has chaired the Governance Task Force and moderated many discussions to obtain, review, and share recommendations for the Fraternity's governance structure in the future. He and his wife Kelly (also *San Jose State*) have recently celebrated the birth of their fourth child.

Lisa Brown is an initiate of Kappa Mu Chapter, *Cal Poly-San Luis Obispo*, and is now employed as an analyst

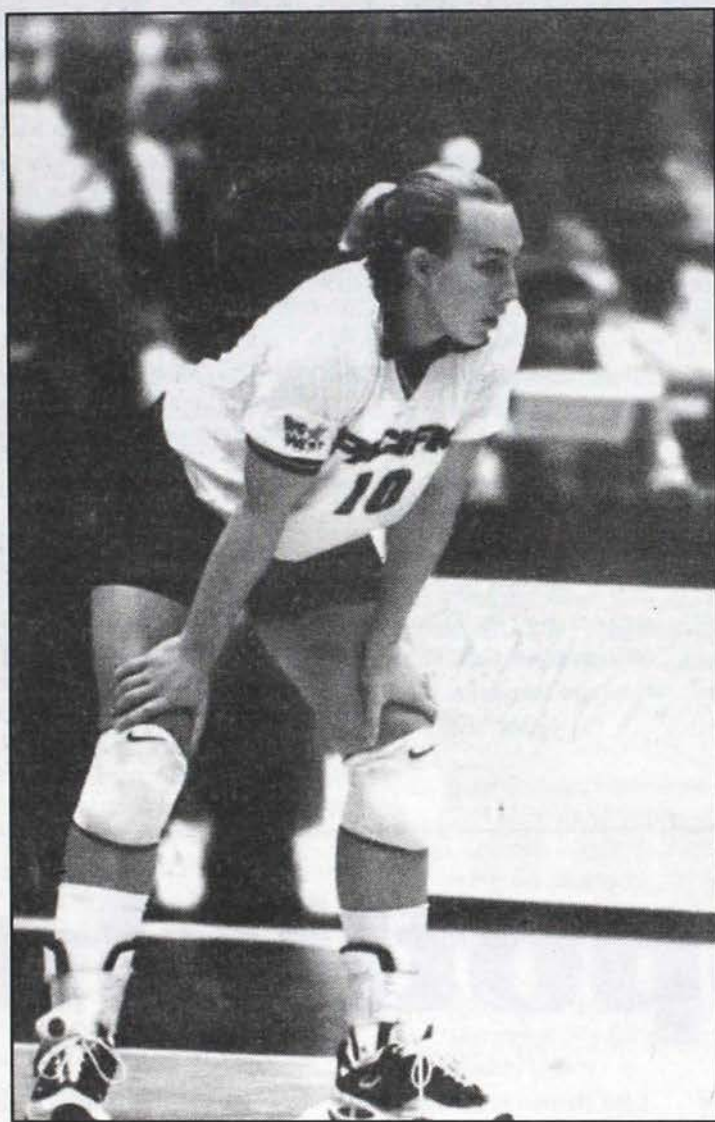
with Andersen Consulting in northern California. She serves as District Director for Lambda Mu Chapter at University of Pacific and also for Epsilon Theta Chapter at California State-Chico. She lives in San Ramon, California with husband Chuck Brown, *San Diego*, Western Regional Director.

Kevin and Donna Zachman are the Alumni Advisors for Sigma Beta Epsilon colony at Wingate University

and the contacts for the Charlotte (NC) Alumni Chapter. Kevin, *Grand Valley State*, is a Golden Council member and Donna, *North Florida*, graduated from Miami University (OH). They both work in insurance; Kevin as an Agent with Piedmont Insurance Agency and Donna with Selective Insurance as a Commercial Underwriter.

A Triumphant Deltasig Elsa Stegemann Breaks Records and Inspires Women

by Nancy Brewer



Elsa Stegemann Earns AVCA First Team All-America Honors For Second Straight Year

Record Book

Personal Bests Entering the 2000 Season

KILLS, Career - 1,853 (1995-96, 1998-99)

KILLS PER GAME, Career - 4.33 (1995-96, 1998-99)

KILLS, Season - 642 (1999)

KILLS PER GAME, Season - 5.63 (1999)

TOTAL ATTACKS, Career - 4,054 (1995-96, 1998-99)

TOTAL ATTACKS, Season - 1,388 (1999)

DIGS, Career - 1,114 (1995-96, 1998-99)

HITTING PERCENT, Season - .348 (1998)

To Elsa Stegemann, *Pacific*, an outside hitter for the United States Professional Volleyball League (USPV), the world of athletics is not unlike today's business world. The 1999 graduate, who holds a business degree with an emphasis in finance, says, "I've learned to deal with success as well as disappointment. Athletics requires self-discipline and accountability—key factors in the professional world—no matter what your profession. You have to keep going out there every day, and with a good attitude, you can succeed at anything you want to do."

Elsa is thrilled to be a member of the newly formed USPV, a professional women's indoor volleyball league headquartered in Chicago, Illinois. Backed by the Federation Internationale de Volleyball and USA Volleyball, one of the League's main objectives is to establish a year-round training program for potential U.S. Olympic team players. The USPV will host the World Millennium Cup series, a women's pro volleyball championship, on May 13, 2000 in Chicago, which Elsa is training for now. The USPV is taking the lead to actively promote professional sports events for women. With the growing demand for women's professional sporting events today, Elsa and the USPV are making history.

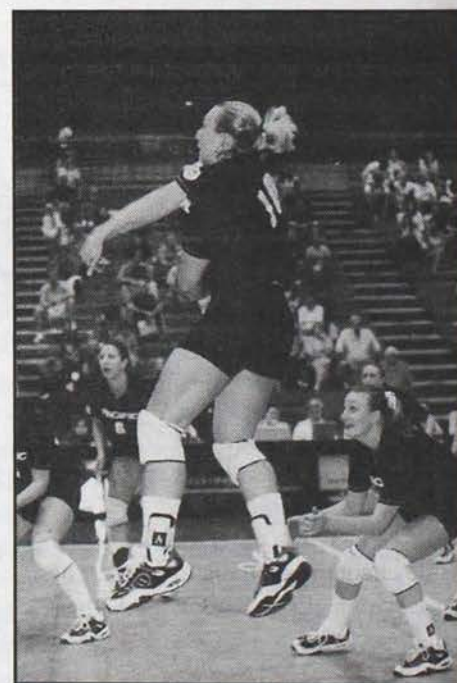
At the University of Pacific in Stockton, California, Elsa distinguished herself as a stellar female athlete, and brought accolades to UOP's women's volleyball team, the Pacific Tigers. After graduation last December, she was given the AVCA (American Volleyball Coaches Association) First Team All-America Honor for the second year in a row. As an outside hitter on the fifth-ranked Tigers, Elsa garnered the All-Big West Conference first team and AVCA All-District VII selections, and was honored as the 1999 Big West Co-player of the Year. She is also the first women's volleyball player in the Big West

Conference to earn four consecutive Player of the Week awards.

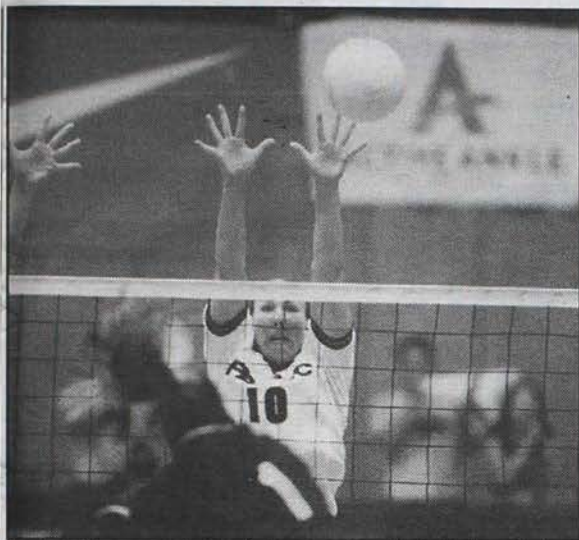
At the National Semifinal Match held in Honolulu, Hawaii in mid-December, the Tigers lost to Penn State, finishing the 1999 season with a record of 32-3. Elsa finished the game with 31 kills and established a new record for total kills in the NCAA Tournament with 138.

This determined member of the Lambda Mu Chapter consistently led her team to victories during the 1999 season, which won them the spot in the Big West Conference Championship Match. She set a school and NCAA Tournament record for kills in a single match as she led her team to a five-game victory in the second round of the NCAA Tournament last December 4. She was named the NCAA Tournament East Region Most Outstanding Player after averaging 7.64 kills and 3.64 digs per game in the Tigers' four East Region matches.

But despite her success, Elsa faced a daunting obstacle during her collegiate athletic career. In 1997, during a crucial



Brother Stegemann, *Pacific*, consistently led her team to victories during the 1999 season.



Brother Stegemann is the first women's volleyball player in the Big West Conference to earn four consecutive Player of the Week awards.

point in a final tournament game, she tore a ligament in her knee, requiring surgery which kept her out the entire season. Elsa says her love of her sport made her determined to recover from the discouraging setback. "I wanted to keep playing—I missed volleyball so much that I couldn't wait to get back to the game," she said. "My determination kept me going." After her recovery, she came back to break most of the school's women's volleyball standing records.

Growing up in Santa Cruz, California, Elsa's interest in volleyball began early. "My father took me to the beach a lot, and I started playing beach volleyball when I was five," she recalls. "I loved it! When I got to junior high school and could join a team, I began playing indoors." Her enthusiasm for the sport has never waned.

At University of Pacific, Elsa's coach, John Dunning, continued to inspire her. "I would love to be like him when I grow up," she says with a smile. "I have such respect for him—he holds himself with such integrity." Elsa emphasizes that her coaches, both at University of Pacific and the USPV, treat their players with the utmost respect while encouraging them to do their best. "I've been lucky to work with the best," she says.

Just as influential, says Elsa, is her

membership in Delta Sigma Pi. "As a college student, I spent three and a half years in Deltasig. Because so much of my focus was on school and volleyball, I felt that I needed another outlet for my interests. Delta Sigma Pi provided many things for me—a broader range of friendships, and a diverse perspective. You have to be diverse in life to be able to succeed. And through the Fraternity, I have wonderful friends. My three very close friends are Deltasigs who I can lean upon and who will always be there to support me."

Elsa feels the diversity she gained from membership in the Fraternity continues to be valuable as she moves forward in her professional volleyball career and later, in the business world. "I would like to make a difference in women's volleyball," she says earnestly. "Perhaps I could do that by coaching junior high school students—they're at an age when their natural talent hasn't been strongly influenced."

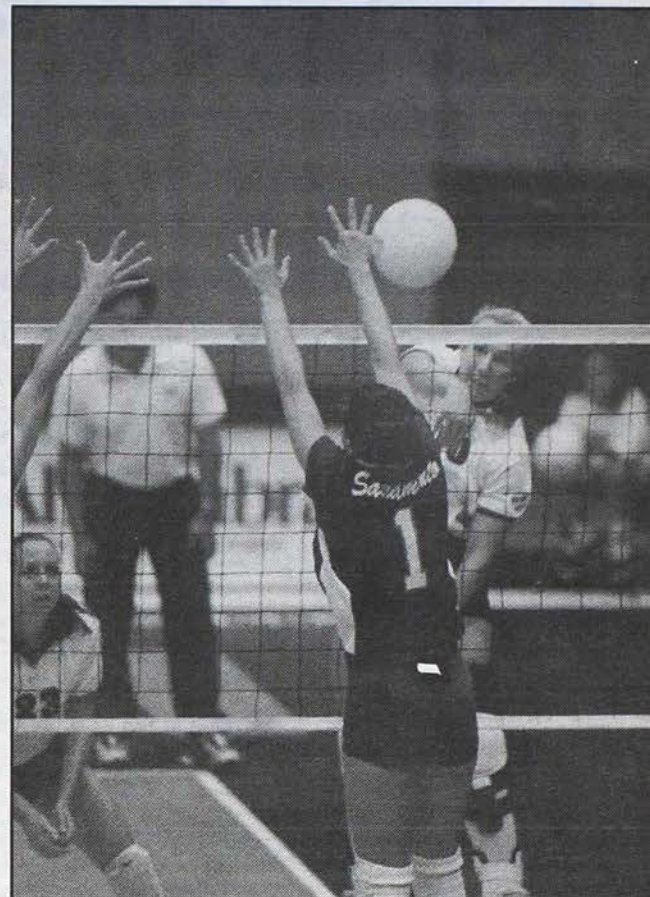
She intends to pursue a business career with the same passion she has for volleyball. "Later on, I can see myself moving back to California, working in the business world, and raising a family. I love business as much as I love volleyball, so it wouldn't be a second choice for me. I'm glad I've had the diversity of experiences in my life which give me so many choices today."

After her experience as a professional athlete, Elsa believes that there isn't any challenge she can't face in life—personally or professionally. "There can't be any pressure more intense than what I have faced in athletics," she says. "I could walk into any business meeting anywhere and meet any challenge head-on."

For the near future, as in the World Cup Millennium, Elsa hopes her Fraternity brothers in the Chicago area

will come to see her play on May 13. "At UOP, I played with another Deltasig on my team, Angela Rosenquist. We had our own cheering section of Delta Sigma Pi brothers in the stands at every game. Maybe I can have the same thing in Chicago at the Allstate Arena." ▲

Information on tickets and upcoming USPV events can be obtained by visiting www.uspv.com. Information about the Pacific Tigers for this article is from the team's Web site at www.pacifictigers.com.



THE Deltasig of Delta Sigma Pi

HAVE YOU GOT A STORY TO TELL?

We are always searching for exciting stories about Deltasigs.

If you or a fellow brother are part of a national or championship sports team, or are accomplishing great achievements in your profession/career, let us know.

Contact magazine@dspnet.org or call Shanda at 513-523-1907 X237 with details. You or someone you know might be the next feature in *The DELTASIG*.

OPERATION ENTERPRISE

Building Tomorrow's Leaders Today

by George L. De Feis, Executive Director, Operation Enterprise

Operation Enterprise, the young adult division of the American Management Association (AMA), has served as a meeting ground for young leaders since 1963, when then-AMA president Lawrence A. Appley launched an initiative "to provide young adults with an opportunity to experience principles of best management practice and responsible leadership – positioning them to make a difference."

For several years Operation Enterprise (OE) has been a Corporate Partner of the Delta Sigma Pi Leadership Foundation, providing scholarships to Deltasig collegiate members to attend its renowned *Career Development* program. OE was honored last year at Grand Chapter Congress in Houston with a plaque, recognizing AMA and OE as an "Outstanding Corporate Citizen."

Today, OE continues to foster the professional growth of young people through its educational programs, which include discussions and exercises on communications, ethics, leadership, management, and teamwork. OE provides these learning experiences to high school and college students and young professionals throughout the United States and from other countries.

OE has served more than 12,000 students from diverse backgrounds over the past 37 years. The format of the program enables future business leaders to acquire important "tools for life."

Managing The Future

Under new leadership in 1999, Operation Enterprise began a re-engineering process to enhance its position as the young professional outreach network of AMA. For example, both summer and year-round weekend educational programs will be offered.

OE continues to offer its flagship *Career Development* programs in the summer, which bring the "real world" of corporate culture, ethics, and entrepreneurship to young adults through high-quality presentations, interactive exercises, and hands-on simulations. OE will also be offering new guidance initiatives on *Career Guidance* and *Career Skills* to high schools, colleges and community



The OE Roundtable environment draws on the AMA model of identifying and sharing best practices among business leaders.



Nine Deltasigs attended the 1998 Operation Enterprise Career Skills Seminar at Hamilton College in Clinton, New York. Front row left, Wendy Eilers, *Eastern Illinois*; Marcelle DiGregorio, *Christian Brothers*; Teresa Genter, *Siena*; Russ Iddings, *Kent State*; Cecilia Lee, *Buffalo*. Back row left, Nicole Luciano, *Buffalo*; Scott Sabol, *Kent State*; Joshua Scofield, *Connecticut*; and Timothy Phelan, *Lynchburg*.

A Testimonial for Operation Enterprise

by Brother Russ Iddings, Kent State

As a recent graduate from Kent State, I reflect upon what I have learned and the knowledge is ... well, priceless. Operation Enterprise gave me the opportunity to "fine tune" my presentation skills and "polish" my communication tactics so that I may become a leader of tomorrow, today. The most useful part of the session was when we participated in the OE Management Simulation Module – "A Day in the Life of A.J. Manager." During the simulation, YOU were the manager and YOU made the decisions – along with assuming full responsibility for the consequences of your actions. Opportunities like this only come along "once in a lifetime" – take advantage of it and seize the opportunity.

organizations, including a mentoring program, alumni network, and inner-city focused programs.

These two program areas are planned to become the "building blocks" for a regular series of programs, leading up to more advanced topics covered in the *Career Development* module.

Learning Through Partnerships

OE has embarked on collaborative initiatives through strategic alliances. Currently, OE has relations with the American Hardware Manufacturers Association, Delta Sigma Pi Business Fraternity (and its Leadership Foundation), Future Business Leaders of America, Junior Achievement, and the National FFA Organization. Other relationships are in

the works with America's Promise – Alliance for Youth (founded in 1997 by Gen. Colin Powell), Junior Engineering Technical Society, Milton Hershey School, U.S. Postal Service, The Industrial Society in the United Kingdom, and the United Nations. These alliances will foster new industry-specific programs in areas such as engineering, the environment, telecommunications, and more.

The "new" OE will work closely with schools, community boards and industry to understand market needs and the programs currently provided by academia. In this way, OE will fully serve as AMA's "Career Institute," assisting individuals, schools, communities and businesses in their efforts to help young people thrive in today's increasingly complex and dynamic business environment.

Operation Enterprise welcomes comments from Deltasig members and supporters as the foundation is laid for the challenges that lie ahead. ▲



Operation Enterprise shows program participants how to acquire important "tools for life."

For more information on Operation Enterprise, please contact Marina Marmut, program manager of OE, at 212-903-8110 or via e-mail at mmarmut@amanet.org.



New Governance Structure: Navigating Change

Delta Sigma Pi, by vote of the Grand Chapter, will implement a new governance structure August 15, 2001, at the Niagara Falls Congress. Since the approval in November, members of our Board of Directors, the original Governance Task Force, staff and other Fraternity leaders have been hard at work examining the new structure to ensure the smoothest possible transition and implementation. Truly, they have been "navigating change"!

While no transition of such magnitude could possibly be "challenge free," every effort is being made to find and resolve all obstacles prior to the 2001 Congress. Huge steps were made at the February Executive Committee meeting where a full day was spent reviewing bylaws, policies, timelines, meeting content, standing rules, procedures, responsibilities, etc. Key items from that meeting are presented here to answer your questions and solicit your feedback.

A core transition group has been designated by Grand President Norm Kromberg to coordinate and facilitate much of the groundwork in draft document preparation and review of details. That group (so far) includes Past Grand Presidents Randy Hultz and Bill Kinsella; 1997 and 1999 Congress Chancellor Shawn Reitsma; and original Governance Task Force members Robert Tavarez, Mike Tillar, and Bill Schilling.

This core group will be the centerpiece of a much larger "Navigation Team" that includes the full Board, District Directors, and any alumni and collegiate brothers who volunteer their input, ideas and enthusiasm to effectively develop, implement and communicate the transition process. See the Web site for on-going information updates.

It is important to note the work of the original Governance Task Force is completed. The work of Deltasig "Navigators" has begun in earnest!

The Issues

Challenges to address in handling transition include timing issues, regional boundary determination, meeting scheduling, interim and long-term standing rules, developing policy and procedures, etc. Answers to some significant "frequently asked questions" include:

When and where will the first and future Provincial Council gatherings be held? The current Provincial Vice Presidents, in

consultation with Regional Directors and staff, selected these tentative sites for spring 2001: Southern-February 24 in Atlanta; Western-March 3 in Los Angeles; Mid-American-March 10 in Kansas City; and Northern-March 24 in Cleveland. The same group of leaders is examining dates and locales for 2002 Provincial Council gatherings, as well. Future meetings will likely be voted upon by Provincial Council delegates in session. It was necessary to select the transition dates now to ensure facilities and an orderly process going forward.

What about the new Province and other provincial boundary changes? For the spring 2001 meetings, the four existing provinces will meet by *current* boundaries — with open invitations for anyone to attend — and any changes to future regional boundaries in the five provinces created by the new governance structure will be discussed and voted on. Any new regional boundaries will need to be proactively changed before April 1, 2001, so Regional and Provincial Vice President candidates may be announced for election at the Niagara Falls Congress.

What will Provincial Council meetings be like? The spring 2001 Council gatherings will focus on structure, planning, transition, issues of provincial interest, and a "dry run" review of any proposed Congress legislation. Educational programming will be limited and attendance will primarily be delegates from collegiate and alumni chapters. *Future* Provincial Council meetings will be part of a larger-scale annual Provincial Conference, to include educational and motivational programming, dynamic speakers, dances, etc. The "dry run" on Congress legislation is non-binding, but will help refine that process for the future, as well as provide valuable input on the actual Congress legislation.

A task group is developing drafts of standard agendas and standing rules to serve as the basis for all Provincial Council meetings. Delegates at each such meeting will be able to amend and/or approve these documents to their liking. Guidelines for interim provincial legislation and email, fax, etc. voting are also being drafted.

When can we start email voting as a Provincial Council? The Grand Chapter specifically stated the Provincial Councils become effective November 1, 2000.

The current Provincial Vice Presidents are now beginning the process to organize "advisory" Councils in preparation. The transition draft documents on standing rules, good standing, etc. are targeted for May 1. Practically speaking, fall semester will likely begin the real testing. Fall 2000 LEAD Regionals will provide a great forum to discuss, revise, augment, etc. many of the issues in this area.

Who is going to pay for this first "all business" meeting? The National Fraternity has allocated \$24,000 to subsidize some of the costs of collegiate delegates and volunteer leaders attending the meeting. An inexpensive and fair registration fee will be charged to cover lunch and meeting room costs and to ensure accurate attendance counts for planning purposes.

What's up with the new committees? With a new "official" committee structure becoming effective in August 2001, it was felt advantageous to develop an "unofficial" parallel structure now. Grand President Kromberg is now appointing members and chairs to national committees on alumni, community service, organizational development, finance, professional development and scholastic development. The current Provincial Vice Presidents are doing the same at the provincial level. Some of these committees (or their equal) previously existed, while some are new. Already, Vice President for Alumni Benefits and Services Mark Roberts is chairing the alumni group, National Make a Difference Day Coordinator Melissa Helms will lead the community service group, and Executive Director Bill Schilling will head the interim finance committee until a Vice President-Finance is elected at the Niagara Congress.

Of great significance, in relation to the stated Fraternity goal of developing our strategic planning and corporate relations efforts, is the designed evolution of our seminal Advisory Board into the new Organizational Development Committee. Brothers are greatly encouraged to contact Bill Schilling with suggested members for this key group. We hope to attract successful Deltasigs (and even non-members) who are "big thinkers" and recognized leaders in strategic planning and mission development.

The core transition group is navigating through drafts of committee responsibilities, objectives and structure for the new interim committee members to evalu-

ate and build upon. Come August 2001, experienced leaders with tested committee processes and defined goals will make the transition effortless!

What about the new offices? Again, the core transition group is also drafting details on qualifications, expectations, reporting requirements, timelines, duties, etc. for the Vice President-Finance and Vice President-Organizational Development. A task group led by Randy Hultz is also examining the duties and responsibilities of *all* Fraternity officers, with the intent of authoring up-to-date "job descriptions." Fraternity leaders had previously been evaluating the concept of alumni, community service, and scholastic officers on the collegiate level. Those issues will also be further examined.

What's Next?

May 1 is the target date for many governance-related draft documents to be produced. Once developed, these will be circulated for review and discussion. August 10-13 brings a joint Executive Committee and Leadership Foundation Board meeting. The next formalized round of strategic planning and "drilling down" on governance transition and implementation issues will occur then. Fall LEAD Regionals and spring Provincial Council meetings are next in line for "formal" input and improvement.

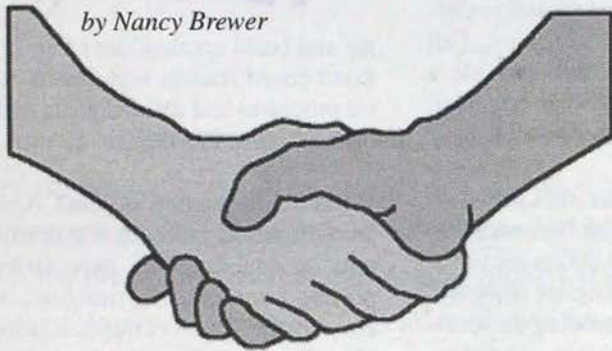
The Deltasig Web site at www.dspnet.org will be the focal point for information related to the new governance structure. Draft documents, announcements, newsletters, notices, timelines, etc. will all be posted there for quick and easy access and review.

The key to a successful process is timely review and input from all interested brothers. If you have an idea, suggestion, question or concern, please let us know. The best time for action is now, during "transition time"! Be a Navigator — help the Fraternity arrive in Niagara Falls, safe, sound and ready for the challenges of the new century!▲

Editor's note: Send all comments or questions to bill@dspnet.org or call Bill Schilling at 513-523-1907 ext. 231.

Volunteerism for the New Millennium

by Nancy Brewer



Deltasigs around the country volunteer for their communities through beautification and environmental clean-up projects.

Why People Volunteer

Independent Sector - 1999 National Survey

Volunteers were asked a series of questions about the reasons they volunteered. The findings confirm what is already well known: volunteering provides a variety of personal benefits and satisfaction, in addition to the benefits received by non-profit organizations and society as a whole.

“Our 1999 survey findings give us good reason to be optimistic about the future of charities and nonprofit organizations,” said Dr. Sara E. Melendez, president and CEO of INDEPENDENT SECTOR.

“America is still a nation of givers. Whether it be time or money, the spirit of generosity thrives in our country, and the biggest factor in being willing to volunteer and give when asked. When asked to volunteer, 90% volunteered.”

On October 24, 1999, Delta Sigma Pi members, collegiate and alumni, participated nationwide in *Make A Difference Day*, the one day of the year designated by the Points of Light Foundation to encourage volunteer efforts across the country. But for many of our members, *Make A Difference Day* was not that different from any other day, for we know firsthand the importance of giving of our time and ourselves to help others who are less fortunate every day of the year.

In 1999, the number of Americans who reported volunteering was 109.4 million—the highest number ever recorded. This figure includes formal and informal volunteer work. Although the total number of hours given a week declined to 3.5 from 4.2, the increase in active volunteer participation is encouraging indeed. The reasons people

cited for volunteering were:

- * Feeling compassion for those in need (86%)
- * Having an interest in the cause or activity of work (72%)
- * Gaining a new perspective on things (70%)
- * The importance of the activity to people the volunteer respects (63%)

An important part of Delta Sigma Pi's philosophy is to help those who need our assistance, and to improve ourselves and our Fraternity in the process. Giving of our time, energy, and expertise to people or causes renews us as human beings, and strengthens our brotherhood in the Fraternity. Coming together through the bond of friendship for a common good affirms the reason we strive to succeed in business and in our personal lives—that achievement can be empty if we fail to share our gifts with others. Providing assistance to those in need encourages them to persevere

and changes their lives for the better.

Delta Sigma Pi collegiate chapters actively participate in many volunteer activities, in which alumni share equally. Collecting donations and donating food and clothing to homeless shelters, beautification and environmental clean-up projects, raising money for those with physical illnesses or other disabilities, donating time and money after natural disasters, aiding youth in their communities, providing companionship to the elderly and others in need are just some of the ways our brothers contribute to their communities. Their works strengthen the areas in which they live, and are examples of what brotherhood really means to those outside the fraternal world.

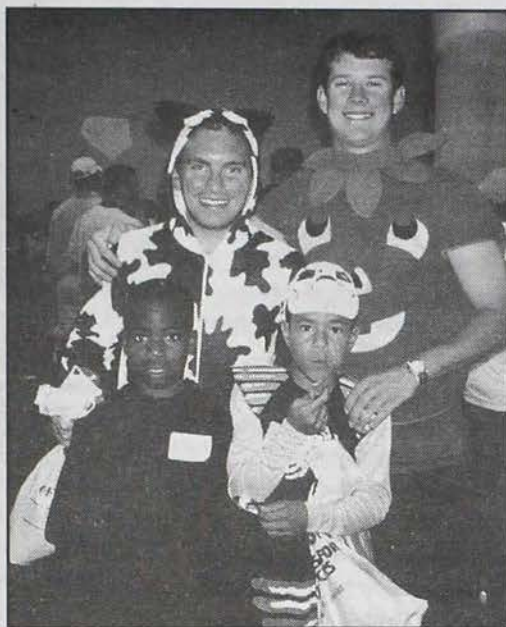
The value of volunteerism is an integral part of our brothers as they move from graduation into the world.

Although many have families, demanding careers, and other outside interests, our alumni never forget the importance of volunteerism. The communities in which they choose to settle become richer for their contributions to various causes.

Volunteerism within Delta Sigma Pi is another activity shared by many Deltasigs. Volunteer positions range from Grand President, Provincial Vice President, Regional Director, District Director and Chapter and Faculty Advisors, as well as "local" volunteer spots such as colonization, reactivation and receiver efforts. Something as simple as offering your professional expertise to speak at a chapter event is a great way to volunteer. Volunteers in Delta Sigma Pi are what keep the organization running as it does.

In today's world, something is often not considered valuable unless a dollar amount can be affixed to it. But volunteerism, which often can't be measured monetarily, makes the community and the people for whom it occurs richer for the experience. Less-fortunate people who may have chosen a different path in their lives have been inspired to become better citizens, and reach out to others through the influence of volunteers who helped them when they needed that help most.

While Delta Sigma Pi prepares us for rewarding,



Deltasigs volunteer many hours helping the children in the community. From collecting toys to hosting parties much time is given to putting smiles on little faces.

successful professional careers in the business world, it just as surely instills in us the importance of becoming a contributing member of our own communities and organizations through service and volunteerism. Today the opportunities for volunteering are more numerous than ever. Although all of us lead busy lives, one or two hours of our time a week given to a person or cause can make a difference for the better. Opportunities for



Delta Sigma Pi collegiate chapters contribute to their communities by actively participating in collecting donations of food and clothing to help others.

virtual volunteering allow even the busiest person to contribute their time and talent to those in need.

Virtual volunteering can be done in many ways. Technical assistance can be offered to a non-profit organization such as conducting on-line research, providing professional consulting services, posting information to a Web site, designing a Web site or getting one on-line for an organization, managing volunteers via the Internet, providing on-line mentoring and instruction, and working with other volunteers on projects and in discussion groups via e-mail and Web sites. The Internet offers a valuable tool for communicating with those who have disabilities or are confined to home; virtual "visits" can be especially important when helping those in need.

Volunteerism today is changing to accommodate our changing world. And Delta Sigma Pi members are rising to meet the challenge, to continue their ongoing community service and volunteer work, and use their business and professional skills to further give back to their communities and organizations, and the Fraternity. But the basic premise of volunteerism remains the same, and Deltasigs remain dedicated to this mission. ▲

Statistics cited are from the Independent Sector 1999 National Survey at www.indepsec.org.

Information about virtual volunteerism from www.serviceleader.org.

Volunteering in America

Independent Sector - 1999 National Survey

According to INDEPENDENT SECTOR'S 1999 study, 56% of adults aged 18 or over volunteered a total of 19.9 billion hours. This is the highest ever recorded level of participation in volunteering during the Independent Sector survey series, a 13.7 increase in the rate of volunteering.

- An estimated 109 million people participated in volunteering in 1998.
- The volunteer work force represented the equivalent of over 9 million full-time employees at a value of \$222 billion.
- A higher percentage of women (62%) than men (49%) volunteered. Men who volunteered gave slightly more than women: 3.6 hours per week as opposed to 3.4 hours for women.
- 90% of individuals volunteered when asked. 42% of the volunteers found out about activities through personal contact while 35% volunteered through participation in an organization.
- 43% of seniors aged 75 and over reported volunteering an increase of eight percentage points since 1995 (35%).
- 46% of Hispanics volunteered – an increase of 6 percentage points since 1995 (40%).
- 47% of African-Americans volunteered – a 12 percentage point increase since 1995 (35%).
- 41% of volunteers contributed time sporadically and considered it a one-time activity. 39% of volunteers preferred to volunteer at a scheduled time, either weekly, bi-weekly or monthly. 9% reported volunteering only at special times of the year such as during a religious holiday.
- Volunteers continued to make larger financial contributions, on average, than people who did not volunteer. Contributing households with a volunteer gave over two and a half times more on average than contributing households where the respondent did not volunteer.

Chapters Speak



Wayne State-Michigan, has successfully completed another active semester of fraternal events. They have enjoyed bringing smiles to children's faces at their October community service event; they built floats and marched in Detroit's Thanksgiving Day parade; and helped local area food banks box goods that went to underprivileged residents. Along with lending a helping hand to Detroit area residents, they welcomed 12 new members into the chapter in hopes they will continue to make the Gamma Theta Chapter thrive and do its best.

BELLARMINE

Kappa Psi members have been involved in several community service events to benefit those in our area. We volunteered our efforts at the Sunshine Festival on *Make A Difference Day* to assist children with special needs. We also sponsored the "World's Largest Halloween Party" at the Louisville Zoo, handing out treats to local children to make their Halloween a safe one. Several professional speakers this semester included bank managers, stock-brokers, and accountants. Our successful recruiting efforts gave us the largest new member class in fifteen years. Our hard work and energy has resulted in some exciting developments for our chapter, and continued assistance to the Bellarmine and Louisville communities.



Missouri-Columbia Brothers Elise Beyer (left) and Kate Weiland pitched in to keep the community clean by helping with the highway clean-up. The chapter has also helped the community by donating old and new clothing to a local shelter for women and children. You can see the latest happenings of the chapter on the Web site www.students.missouri.edu/~deltSIG.

CALIFORNIA STATE-FRESNO

This year marks the 20th anniversary of the Iota Phi Chapter. A celebration will take place on May 10, 2000 at Woodward park. The day will be filled with fun and games for all Deltasigs and their families. All are welcome, so come and join us!

We recently had Brother Paul Williams, one of our chapter's founding brothers, join us at a chapter meeting. Brother Williams is working with our alumni in planning our anniversary celebration. He has been a great asset to us as a brother, advisor, and friend. We'd like to extend our thanks to Brother Williams—he is greatly appreciated.

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EAST TENNESSEE STATE

In January, the brothers of the Delta Xi Chapter braved the cold, blustery weather to head south to the LEAD School in Orlando. Thirteen collegians and one alumnus made the journey. The conference offered courses on leadership and personal/career development led by notable Deltasigs such as Norm Kromberg, Mark Chiacchiari, and Beth Keith.

Our chapter was recognized for its outstanding attendance at the LEAD School, and for overall improvement. Our Big Brother/Little Brother week in October gave us a chance to grow closer in our brotherhood in Delta Sigma Pi.

GEORGE MASON

Our recruiting program included many activities including an outdoor barbecue. Ryan Bush, from C2 Media, spoke to our chapter about technology and industry trends. Another presentation featured Suzanne Wilt from Merrill Lynch who discussed mutual funds and the general operations of an investment company, including her role as a financial advisor. In December, our Millennium Party fund-raiser was a great success, and brought our chapter together with other interfraternity organizations on campus.

HOUSTON

Twelve new members were pledged to our chapter in February. Collegiate and alumni members had a chance to meet their new pledges at a dinner celebration held after the pledging ceremony. Eta Psi is honing its recruiting efforts, and working to become prominent on our campus. Our recruiting table and bulletin board promotes the benefits of membership in Delta Sigma Pi, and our brothers work as a cohesive team to answer questions and plan recruiting events. Brother Meha Gargi and his committee created a PowerPoint presentation and led a question-and-answer session for potential new members. Several students cited this session, as well as the special bond they felt between the brothers in Delta Sigma Pi, as one of the factors that persuaded them to join the Fraternity.



Iowa members participated in the Sixth Annual Dance Marathon at the University of Iowa. Twenty-one chapter members danced for thirty hours without sitting, sleeping or consuming caffeine. Other members helped by serving food, checking dancers' bags, working security, or providing foot massages. Over 50 members participated in the event to benefit families at University of Iowa hospitals and clinics for children with cancer.

ILLINOIS

Over Christmas break, Upsilon Chapter members organized a ski trip to Chestnut Mountain in Galena, Illinois. Although several brothers had never skied before, they were anxious to learn. By the end of the day, the experience of conquering the slopes had given us a new challenge and brought us closer in the bonds of brotherhood.

NEBRASKA-LINCOLN

Brothers in Alpha Delta Chapter braved the ice and snow to attend the North Central Regional Basketball/Volleyball Tournament in St. Cloud, Minnesota. We are proud to announce that we will be hosting the tournament in 2001. We also sponsored a benefit concert for the *Make a Wish Foundation*, and hosted the 23rd Annual



Miami-Florida members started the spring semester with a great pledge class. One of the main recruiting events was a "Getting to Know You" barbecue. The barbecue was a great success and gave the members a chance to talk to the prospective pledges in a casual setting. They were entertained by stories of past class and chapter events.

Spina Bifida Basketball/Volleyball Tournament. We are looking forward to the coming semester and to seeing our North Central Region brothers next winter.

NEBRASKA-OMAHA

Brothers from Gamma Eta Chapter participated in the metro high school DECA marketing education competition held in Omaha. We served as judges to grade high school students on their solution to a retail marketing challenge. In February, we served as monitors and assisted with the Academic Decathlon, another high school event. The Decathlon involves all aspects of academics and includes speeches, interviews, and tests. We also enjoyed a ski event in Cresco, Iowa, and look forward to the spring semester for more brotherhood and community service events.



Pacific members celebrated Founders' Day in San Francisco. Members started with a late lunch at Fisherman's Wharf and then headed to Basic Brown Bear Factory in San Francisco. Not only did we learn the history of "Teddy Bears are made, all Brothers got to go through the production process. With help from the employees they stuffed and dressed their teddy bear.

what a story they have to tell...

NEW MEXICO

Gamma Iota Chapter celebrated our 51st as a chapter with one of the largest pledge classes ever. For our community we painted the Holy Family Church in querque. The Church provides many ed services to those in need in our nunity. Planning for our Annual ity Golf Tournament continues, and the Carrie Tingley Children's Hospital dation as our sponsor, we expect an lent turnout and successful fund raising . Our "Welcome Barbecue" and the Red r skiing retreat provided a time to get to our new members, and strengthened ellowship in Delta Sigma Pi.

PENNSYLVANIA STATE-BEHREND

Mu Pi Chapter members recently held hird annual Clothing and Food Drive, oted by a local radio station and news rams. We collected over \$2,500 in ing and \$1,500 in food for the local nunity. Our commitment to our munity has made the chapter extremely le, and now many residents are plan- for next year's drive because of our ts. We've discovered that if we provide rs with the opportunity to give, people ond with heart-warming generosity.

PITTSBURGH

Lambda Chapter's formal Rose Dance ebrated with Theta Rho Chapter from esne University this year. Sixty-nine ts came to celebrate Founders' Day with us, participating in a raffle and dance. The night proved to be an enjoyable event for all who attended.

ST. THOMAS

The Nu Tau Chapter's grade point average remains consistently high as our individual members are recognized for their contributions. Over the chapter's five-year existence, we have produced three of the North Central Regional Collegian of the Year nominees. This year Brother Melissa Ekern will be representing the Fraternity nationally as Collegian of the Year 2000. As 27 of our brothers prepare for gradua-

tion, we are ready to recruit new members and continue the tradition of leadership within our chapter.

SAN FRANCISCO

Brothers from the Gamma Omicron Chapter traveled to Las Vegas to attend the LEAD School. We enjoyed touring the hotel theme casinos the night before, then took advantage of the excellent seminars presented the next day. Topics included conflict management, role modeling, time management, professional development, and recruitment/communication skills. Melissa Ong said of the School, "I learned that conflict is not always a bad thing. I also learned the importance of creativity." Michelle Leary added, "I learned how to be an effective leader." The brothers who attended are eagerly looking forward to the next LEAD events.



Loyola-Chicago members co-sponsored a Junior Achievement program with the Loyola-Chicago School of Business, Junior Achievement, and the Dean's Advisory Council. The innovative program matches Loyola business students with area high school students. High school students learn career-building strategies, and how trade and the world marketplace affect the economy.

SOUTHWEST MISSOURI STATE

Recruiting events have kept our chapter and Senior Vice President Shannon Weber busy this semester. A Food-for-All to benefit those in need was extremely successful, and we recruited 29 new members last semester. At a business meeting, Kirk Elmquist, Director of the Missouri Sports Hall of Fame, spoke to our chapter. Our Vice President for Pledge Education, Jason O'Brien, is overseeing our education program for new members, and we're looking forward to an exciting and rewarding second semester.

TRUMAN STATE

Iota Nu Chapter, named as the 1998-99 Most Outstanding Chapter, continues our hard work and dedication. Grand Chapter

Congress speaker, Brother Tim Augustine, Kent State, came to Truman State to speak about his book, *How Hard are You Knocking?* We also participated in Junior Achievement, teaming up to teach basic business philosophy to children at a local elementary school. A new event this year was our formal masquerade dance to benefit cystic fibrosis. We were extremely involved in homecoming activities at the University, and won third place in the float building competition. As we continue into the spring semester, all of our brothers anticipate more exciting events to expand and nurture our brotherhood.



During Winter Formal at the Waco Hilton, six brothers from Baylor model in tux jackets borrowed from the guys.

TENNESSEE-KNOXVILLE

Alpha Zeta Chapter members enjoyed a beautiful weekend on the snowy slopes of Beech Mountain, North Carolina. An annual fund-raiser, Ski Beech provides an opportunity for the chapter to earn some money and brothers, old and new, to bond. It was a wonderful day of skiing for everyone, from those on the bunny slopes to the expert skiers. It was a fun and relaxing weekend and we look forward to next year!

WASHINGTON-ST. LOUIS

During spring recruiting Alpha Chi members took a tour of the Anheuser-Bush Brewery. Brothers and prospectives enjoyed



Fourteen pledges from Arizona State created a service project that aimed to serve the youth in need in the community. Their project consisted of constructing dozens of valentines that were sent to children in a local hospital. This pledge class is all heart!



Our Lady of Holy Cross members helped out again with the 3rd annual Thanksgiving Prayer Breakfast. This year, guest speaker Daniel "Rudy" Ruettiger (center) talked about achieving his dream, attending Notre Dame and playing football for the Fighting Irish, after years of determination to overcome obstacles and criticisms. As fans cheered, "RUDY, RUDY," he sacked the quarterback in the last 27 seconds of the only play, in the only game of his college career. He is the only player in the school's history to be carried off the field on his teammate's shoulders. He is a great motivational speaker with a heartwarming and uplifting message.

the opportunity to see how various products are produced, and they got to see the famous Clydesdale Horses!

WESTERN ILLINOIS

In September, the Lambda Omicron Chapter participated in a park clean up at Spring Lake in Macomb, Illinois. The two-day event beautified the lake, recreation area, and children's play area. Our annual fall formal, held at the Holiday Inn in Davenport, Iowa, was well-attended and enjoyable. The Faculty Mixer, held each semester, allows students and faculty to interact in a non-classroom setting and build positive relationships. George Buzzardo, local business entrepreneur, spoke at the event, and attendees enjoyed food, games, and lively conversation. ▲



South Florida members spent an entire month building a float entry for the Homecoming Night Parade. They used materials from local hardware stores and newspapers to construct a life-size bull (the USF mascot). The float trailer and truck were decorated with Deltasig banners and colors. During the parade, members wore their Deltasig jerseys and threw candy and beads to the crowd. All of the hard work paid-off, the chapter won the "Best Overall" award.

Delta Sigma Pi's Ironman

by Sean Boyd, George Mason

"Those people are crazy," is the response most people have to the participants of the Ironman triathlon event. A grueling competition, the Ironman includes a 2.4-mile swim, 112-mile bike ride, and 26.2-mile run. In 1978, Navy Commander John Collins created the Ironman Triathlon, a triple-endurance event based on the three existing long-distance races. Today it is the most renowned triathlon event in the world. To be an Ironman, one must dedicate his/her time, energy, and efforts to do what other people believe can't be done. It is the ultimate test of endurance.

Brother Brian Hasenbauer, a 1995 graduate of George Mason University and member of the Mu Tau Chapter, is an Ironman. One of the best triathletes in the United States, he recently competed in the Hawaiian Ironman World Championships in Kona, Hawaii. Brian completed the course in 10 hours and 22 minutes, placing him 454th out of 1,500 competitors.

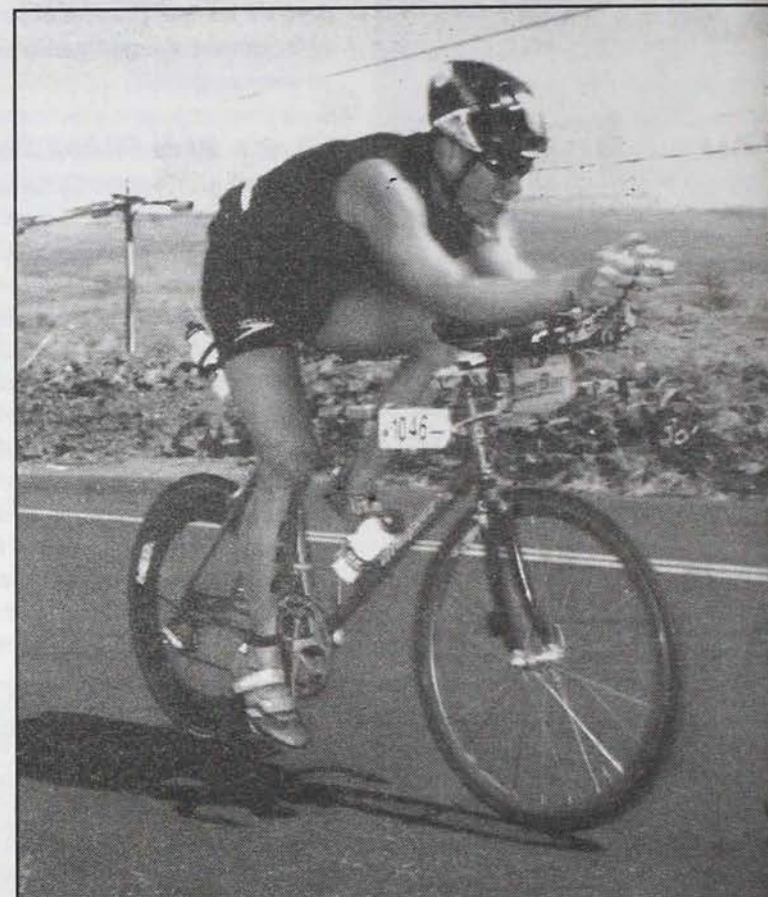


Brother Hasenbauer takes a moment to pose for the camera while completing the 26.2 mile run through the streets of Kona, Hawaii.

"Everything first starts as a dream," Brian says. Brian is my Fraternity big brother, and was our Vice President for Professional Activities when I pledged Delta Sigma Pi. He inspired me to join the Fraternity. In my first interview with him, he asked me, "What is one of your dreams—what do you want to accomplish in life?" Then he told me about his dream to one day compete in the Hawaiian Ironman. I laughed, but when I looked at him, I saw that he was serious. Soon, we were training together.

Brian and I began running twice a week. During this time, Brian compared the recruitment process to training for an athletic event, much like our jogging. "There are times when you don't want to do something, but you have to because someone else is counting on you," he reminded me. "You keep going and doing what needs to be done. You push yourself. Recruitment teaches us to be part of a team, but that team is only as good as you become. When it comes to training, Sean, it's you against yourself. Never let you beat yourself."

In December of 1995, Brian and I stopped working out together, as I was competing in the United States Skiing Association's Eastern circuit in freestyle moguls,



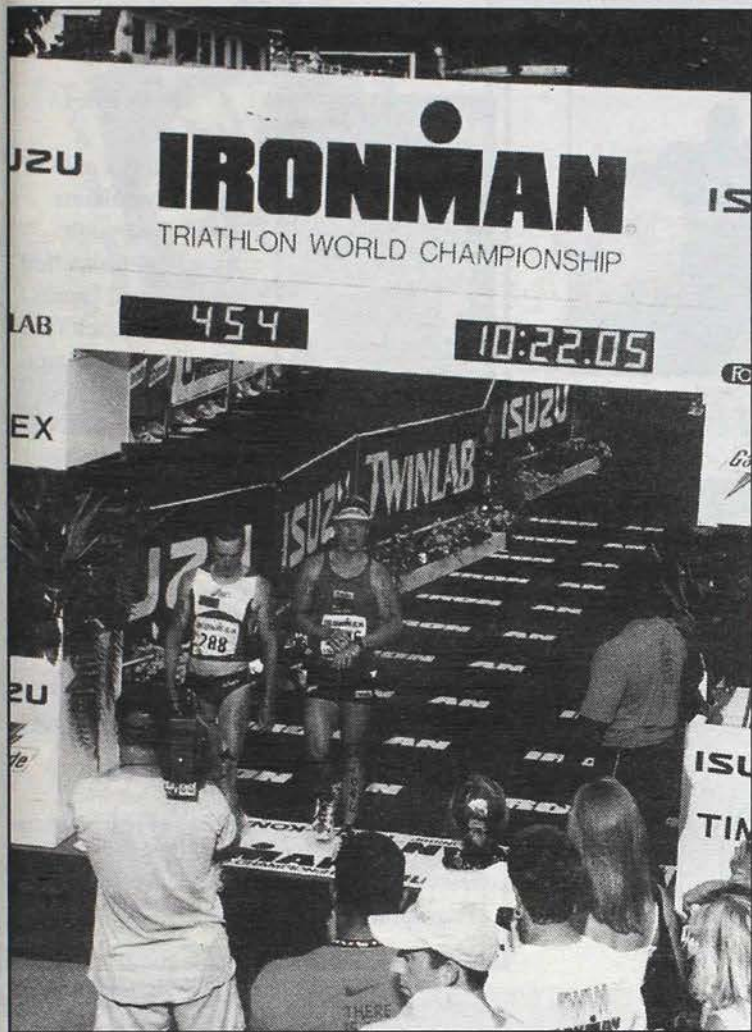
Brian Hasenbauer, George Mason, enjoys many beautiful sights while cycling 112 miles on the island of Kona, Hawaii, during the Ironman Triathlon.

and he was doing duathlons, century bike rides, and half-marathons. When we could meet, we would work out, and Brian would ask me how I was doing on my goals. "Dreams are what you wish your life to be. Goals are what you are willing to do to make your dreams a reality," he told me. Brian always wrote down his race schedule and the times in which he wanted to finish the race. He said, "If you write down your goals, your level of commitment increases, and you are more likely to achieve them." Brian and I held each other accountable to achieving what we said we would do. During this time, Brian's performance in cycling and running was reaching new highs.

One night, Brian called to tell me that he was accepting a transfer with his company and moving to Dallas, Texas, a

place where some of the best triathletes trained. He didn't know anyone in Dallas, but he was willing to make the move. "You have to follow your heart and dreams. Otherwise, you will always live your life saying, 'What if?' or 'I should have done that.' That's not the life I want. Never let fear stand in the way of your dreams," he said.

Over the next two years, Brian and I communicated via e-mail. I was his biggest fan at home. In 1997, he became the United States Cycling Federation's Category 5 Texas state champion in both road cycling and the time trial. This same year, he placed top ten in his first duathlon, and competed in his first marathon. When I visited him on January 1, 1998, he placed third in a duathlon. Brian told me that 1998 was the year he was going to compete in the Ironman.



Coming across the finish in this triple-endurance event, Brian finishes 454th out of 1,500 with a total competition time of 10 hours, 22 minutes.

In order to be eligible for the Hawaiian Ironman, Brian had to qualify at one of the 23 races held around the world. Unlike the Boston marathon where the best time qualifies you, a spot in the Ironman event is given to a certain number of people per event. Brian was scheduled for two events: the Gulf Coast triathlon and the Blackwater Eagle Man triathlon. I went to both events to watch him qualify, and saw Brian miss the qualifying spot by two or three slots.

However, Brian was now placing consistently in the top ten in local events and earned the title "Newcomer of the Year" in the Texas, Oklahoma, Louisiana, and New Mexico

region. He received sponsorships from local merchants. He began to prepare for the remainder of the racing season.

While training one day, Brian was struck by a car. His bike was totaled, and Brian was injured seriously enough to delay his training. While recovering, he was determined not to look at this accident as a setback. He laid out his plan for recovery, just as he had his training program. Brian viewed the incident as a test—he told me that life was testing him to see how sincere he was about becoming an Ironman and turning pro. While most people would have been afraid to continue, or afraid they

might be hit again while riding on the road, Brian said, "Sure, I'm nervous about bad drivers, but I don't focus on that. I focus on what I want and that's what drives me. Adversity is life's way of allowing you to see what you really want."

After his recovery, I received an e-mail from Brian telling me that he was going to compete in the Lake Placid Ironman, his first full Ironman distance competition. "I'm going to qualify there—I know it," he said. Eight spots out of a field of 300 were open in Brian's age group to earn an entry to Hawaii. On qualification day, we had six fans at various points on the course cheering Brian on. Every time we saw him, he had a smile on his face. I thought of his words to me before the event, "Destiny is not a matter of chance, it's a matter of choice." On August 15, 1999, Brian Hasenbauer qualified for his dream—he earned a spot to compete in the Hawaiian Ironman Triathlon World Championships.

The day before the championships, Brian was very close to achieving his long-held ambition. But even when the best happens, self-doubt can plague the most self-confident person. Brian told me what his thoughts were the day he qualified. "What am I doing here?" he said. "Even though I qualified, I still did not feel as if I was in the same league with the athletes that I saw in Kona. . . I thought that, realistically, I would finish towards the back of the 167 competitors in my age group—if I finished at all. I knew then that I had to focus on just finishing the race."

When the World Championship race concluded, Brian had finished in the upper third of his age group, but this race was unlike any other Brian had

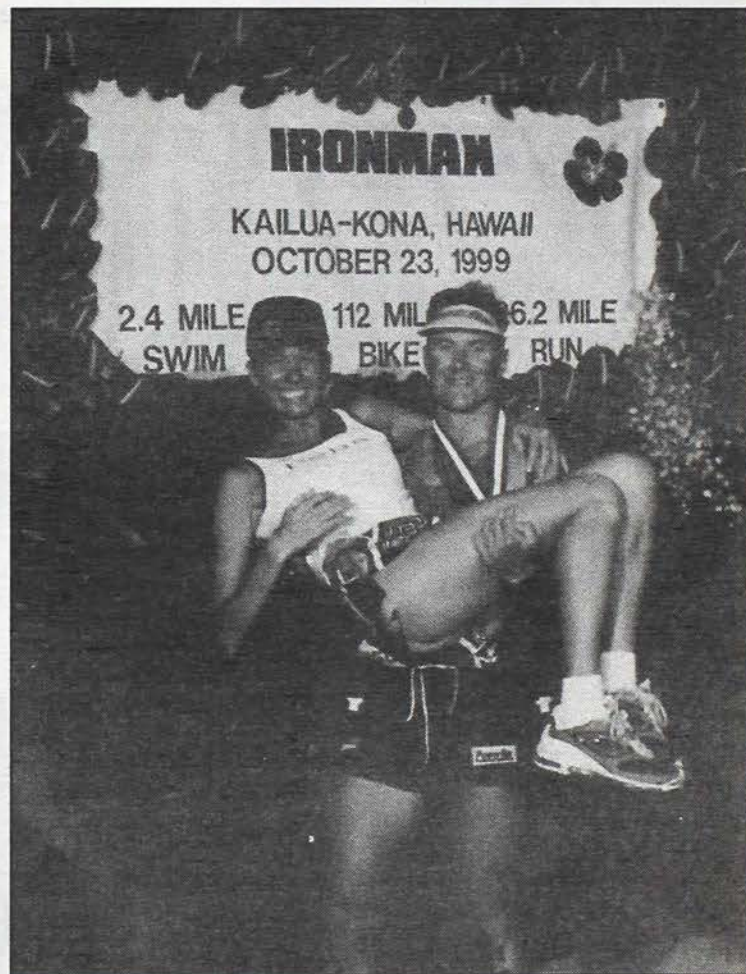
competed in previously. Caught up in the excitement, Brian was in the top 200 on the bike ride when, in his words, "I decided to have a little fun." He pulled over on the bike course and gave his girlfriend a big kiss. The fans went crazy.

Even as a spectator, you can feel the energy in the air as a competitor turns down Alii Drive for the final two-tenths of a mile. Brian recalled what it was like for him. "I was ready to take my turn as others before me had, down Alii Drive. I was fighting back tears and raising my hands and smiling. I was nearing the finish line, and I noticed that there was another competitor walking to the line. I did not even think about passing him at the line and stealing his moment of glory, so I pulled back. I found out

later that he was a pro from Sweden."

Today Brian is a personal trainer in Dallas, Texas, and is working toward becoming a professional triathlete. He has developed a Web site at: <http://www.fit2train.com/> to provide his clients health and fitness information.

Brian and I discovered that the Ironman competition is not all that different from life—personally and professionally. You challenge yourself to grow, to find out who you are by getting the best out of yourself. Delta Sigma Pi offers that same challenge. It is not just a fraternity, but a mindset that develops the greatest potential in each member. ▲

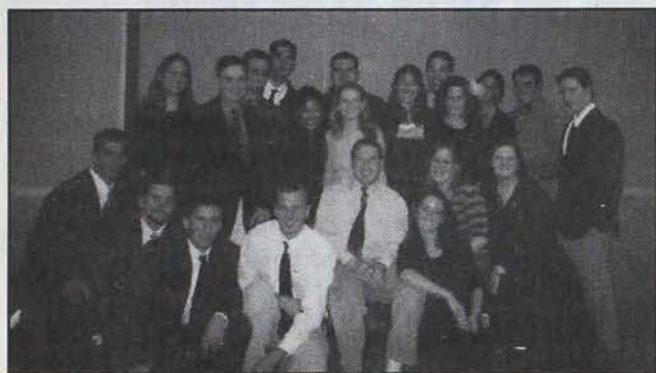


Brian still has the strength and energy to pick up and pose with his girlfriend after 140.2 miles of running, biking and swimming.

On The Road With Deltasig Consultants

the Present . . .

by JoAnne Hendricks



Beta Xi, *Rider*, holds a half and half raffle during a break at each meeting.

Do you fall into the same routine or hold the same events year after year? Well, being on the road and visiting many chapters, I've seen a number of interesting things your chapter might like to try. Maybe there is something unique to your area that you can do. Kappa Xi, *Louisiana-Lafayette*, shares King Cakes (a Mardi Gras tradition) with the faculty each spring to improve relations. Or maybe you can put a twist on a typical event like Alpha Omicron,

Ohio, who has an ice skating benefit instead of a walk. They also do Real World 101 which is a workshop on financing purchases, investing, negotiating (salaries, projects) and other important issues after graduation that you can't gain from classes alone. Maybe you already do something unique in your area. Tell us about it when we visit your chapter so we can share it with others.

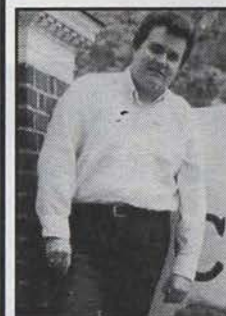


This year Delta Nu, *Loyola-New Orleans*, raffled off several containers of the well known Ben & Jerry's ice cream.



Each year Epsilon Xi, *Ball State*, enjoys a faculty/Deltasig golf tournament to promote faculty relations.

the Past . . .

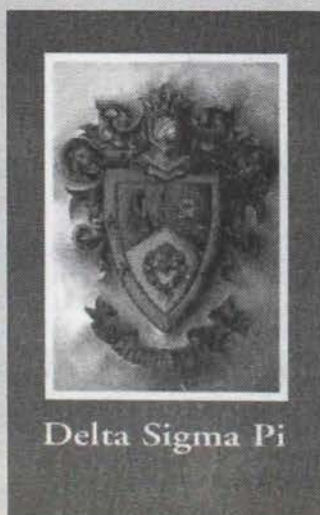


Mark A. Roberts,
San Francisco

Being able to adapt to any situation is a skill most Consultants develop through traveling. Cancelled and delayed flights are never much fun. Chapter Consultant Mark Roberts was lucky enough to be able to stay with a

Chapter President in Denver one night when his flight was cancelled. After he made it back to Oxford, he realized he had left his tie at the President's house. It just so happened the President was female, which made for an interesting story around the Central Office when Mark's tie arrived in the office mail from her. Mark and his wife Claire, *San Francisco State*, live in Orinda, California. Mark now serves the Fraternity as Vice President for Alumni Benefits and Services and Claire serves as Western Provincial Vice President.

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Chapter Anniversaries: 75 YEARS

Alpha Kappa, Buffalo – May 9, 1925



Alpha Lambda, North Carolina-Chapel Hill – May 9, 1925

Alpha Omicron, Ohio – December 5, 1925



Alpha Pi, Indiana – December 19, 1925



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Chapter Anniversaries: 50 YEARS

Gamma Omicron, San Francisco – September 16, 1950



Gamma Pi, Loyola-Chicago – September 30, 1950



Gamma Sigma, Maryland – November 18, 1950



Midwestern LEAD Regional

Kansas City, MO – October 6-8
Kansas City Airport Marriott

North Central LEAD Regional

Bloomington, MN – October 20-22
Wyndham Garden Hotel

Desert Mountain LEAD Regional

Albuquerque, NM – October 20-22
Sheraton Albuquerque Uptown Hotel

New England LEAD Regional

Springfield, MA – October 27-29
Holiday Inn Springfield

Central/Huron/Great Lakes LEAD Regional

Lisle, IL – November 3-5
Hyatt Lisle (Chicago)

Southwestern/Gulf Western LEAD Regional

Austin, TX – November 10-12
Red Lion Hotel Austin

Western LEAD Regional

Sacramento, CA – October 13-15
Red Lion Sacramento Inn

Allegheny/East Central LEAD Regional

Erie, PA – October 20-22
The Avalon Hotel

Southern Province LEAD Conference

Atlanta, GA – October 20-22
Atlanta Marriott Perimeter Center Hotel

Rocky Mountain LEAD Regional

Fort Collins, CO – October 27-29
University Park Holiday Inn

Mideastern/Eastern LEAD Regional

Baltimore, MD – November 10-12
Holiday Inn Select Baltimore North

South Pacific/Pacific Coast LEAD Regional

Anaheim, CA – November 10-12
Hyatt Regency Alicante

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The Internet . . .

the New Business Frontier

for Deltasig Entrepreneurs

by Nancy Brewer



The new faces of business today are the young entrepreneurs, and the new business is the Internet. Chris Downie and Rob Ratterman, Alpha Theta Chapter members from the University of Cincinnati, are part of this contemporary landscape. These young men are changing the face of traditional business by finding success in an industry that is daily producing more entrepreneurs.

The UC students met as members of Delta Sigma Pi. Rob majored in accounting and learned computer programming in his spare time. Chris, also an accounting major, started his own T-shirt enterprise in college, so he laughingly says this experience was "an unofficial minor in entrepreneurship. Deltasig was very helpful in our life and business success. We were able to learn valuable leadership skills that we relied on during the operation of our company. These types of skills just can't be learned in a class. We encourage all Deltasig members to be active in the Fraternity and take on leadership positions. The valuable lessons you will learn are well

worth the time commitment."

Chris and Rob have realized a dream—one that even they couldn't have imagined would come true when they first left their jobs in corporate America (Chris worked for Procter & Gamble and Rob for American Financial) and began a start-up Internet auction site called Up4Sale in the early 1990s under the umbrella of their budding company, Jump, Inc.

Noting the popularity of electronic messages posted to newsgroups, Chris and Rob worked to build a Web site that would allow people to post their own classified ads. As Up4Sale grew, they convinced two other UC graduates, Wally Carroll and Tom Duvall, to join them. Then they tailored the site as an auction format similar to an Internet competitor that was familiar to them—eBay.

Up4Sale gave visitors the opportunity to buy and sell items without the listing fee and sales commission that eBay charged. Traffic increased steadily, and soon the young entrepreneurs were putting in long hours (often up to 100 a week) as they continued building the site. They believed they had the potential to make their site a success, and worked continuously buoyed by their faith while their debts increased.

In May of 1999, eBay contacted the entrepreneurs with a proposal—they wanted to buy Up4Sale. Since eBay was the largest company in the person-to-person auction

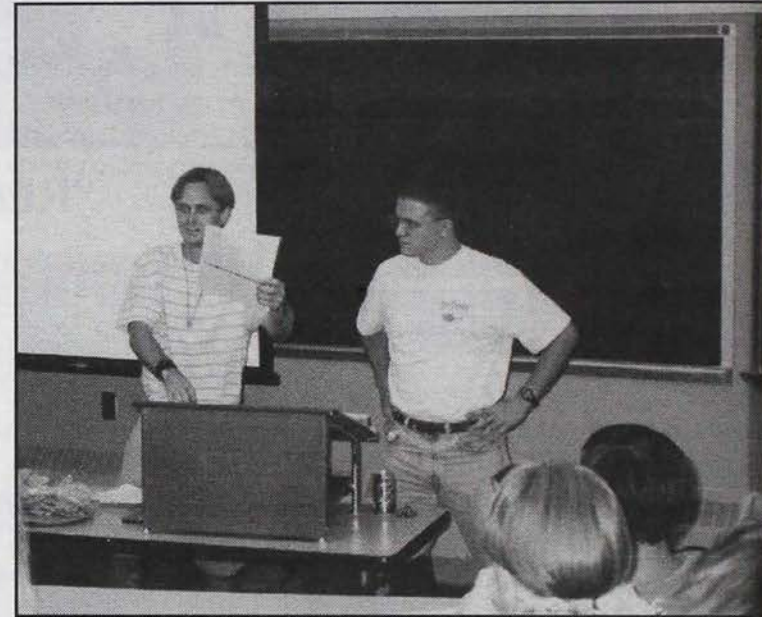
industry, Chris and Rob were thrilled by the offer. They were impressed by eBay's business philosophy, which was much like their own, and an atmosphere that nurtured creativity. The business transaction was worth almost \$70 million at the time.

The Up4Sale site was recently closed because of the spectacular success of the eBay. While Chris and Rob were sad to see their "baby" go, their company is focused on helping eBay to grow in important areas for the future. Chris says, "By staying in Cincinnati, (the parent company is in San Jose), we are able to retain some of the start-up feel that we like."

While the proliferation of "dot-com" companies seems almost effortless today, it's not



all that easy, Chris warns. "The Internet did give us some opportunities that might not have been available to entrepreneurs before. We were able to just start working on the opportunity rather than climb the corporate ladder. But the Internet has definitely changed since we started. Now, companies usually need a lot more financing up front, and things happen a lot faster. Even though it will be more difficult for someone to start a mass-market Internet company like eBay, there will continue to be opportunities in different niches. Plus, the Internet changes so fast that it's hard to



Chris Downie, left, and Rob Ratterman, both Cincinnati, speak to a group about realizing their dream when they began a start-up Internet auction site—a dream they couldn't even imagine when they first left their jobs in corporate America.

predict what opportunities will open up tomorrow!"

Whether you're contemplating starting an Internet-based business, or any entrepreneurial endeavor, Chris advises to be prepared to put your heart, soul, and a lot of hard work into the company. "It's a lot of blood, sweat, and tears. For a whole year, I never went to sleep before 3:00 a.m. So, our advice is to make sure you are doing something you love so those long hours will actually be fun. Also, based on our experience, we think it's smart to put together a team of people to help you start your business."

The success these two Deltasigs experienced is because, Chris says, they are *passionate* about their work. "Our strong belief," he continues, "is that people should do what they are passionate about. That's the only way you'll truly

be happy, since you spend so much time at your job."

Another big factor in their success was a solid management strategy. "We knew that the success rate for companies increases dramatically if there is a strong management team in place. That's why we almost immediately recruited two friends to be equal partners because they really added strength to the management team," Chris emphasizes.

But riskier than starting a business, they believe, is not to take any risks at all. "Rob and I think that if you want to do something, just figure a way to do it. You don't have to take a class or go through something official if you really want to do it. We figured that it was actually riskier for us to get 'stuck' in a job that we didn't love than to try and find out what we did love." ▲

“Grow Your Organization by Growing Your People”

by Patty Hendrickson

“How can you grow your organization, if your people don’t grow?” said Johan Beeckmans.

It’s so obvious, but often contrary to how we operate. Whether you’re part of an association, government, or company, your organization is made up of *people*. Whatever we do, we don’t work with organizations—we work with people. Oddly enough, many of us forget this basic fact.

So many organizations have been experiencing deep change at the core of their operations. Whether the change is reducing costs, reorganizing people, or involves any other resource in the organization, it’s still people who implement and deal with all of these changes. How do we expect to grow the organization if we don’t grow the people?

All organizations, both non-profit and for-profit, function by recruiting and retaining members. If you fail to retain those people who are going to help your organization, you will recruit endlessly. And your membership will simply decline and eventually disappear if you don’t recruit new members. One act feeds the other.

No matter how much energy you exert recruiting or how much enthusiasm a new recruit brings to the organization, it’s the next step that nurtures or starves the new recruit. What are you going to do to strengthen the development of what the organization really is—the *people*?

Here are some simple strategies to grow your people:

1. Practice “target shooting.”

Target shooting? Yes, it’s the opposite of troubleshoot-

ing. And using target shooting can actually eliminate how much you have to trouble shoot.

Target shooting is the art of helping people focus their energy. It happens by fostering an attitude of personal development. It’s more than personal goal setting—it’s fostering the expectation of growth. We’re often faced with what seems to be a giant project or insurmountable task. When we look at a giant project, it can be overwhelming. However, if we all just commit to improving by 1% every day, in 70 days we’re twice as good. Think of the possible gains in your organiza-

tion if everyone doubled their effectiveness in just 70 days. It’s not about doubling our workloads or inputs—it’s about doubling our effectiveness.

“Success is not to be pursued; it is to be attracted by the person we become.”—Jim Rohn

tion if everyone doubled their effectiveness in just 70 days. It’s not about doubling our workloads or inputs—it’s about doubling our effectiveness.

Target shooting is not just for new recruits. It’s for every person at every experience level committing themselves to personal development. How wonderful it is to know that you’re part of an organization with members who are personally and professionally dedicated to becoming better. That’s a magical commitment where actions and intentions meet.

2. Ask “What’s going right with you?”

Have you ever been in a meeting where people lose sight of making decisions and lose themselves wallowing in all of their challenges? The attitude of “making a difference” that you brought to the

meeting turns to a feeling of heavy camaraderie in the “muck of the yuck.” What went wrong?

The active search for feedback is not common. We say we’re just too busy to get feedback. Yes, the person sitting next to you may have suggestions or answers to help you. Or, if they don’t, they may know someone else who does. But we don’t wear the information on our foreheads for everyone to see. Culturally we’re not taught to boast or brag about our achievements. So how do we find out about the treasure of resources in the people around us? It’s all

packed in the attitude and invitation of a simple question: “*What’s going right with you?*”

The tone of a meeting changes drastically when people are sharing their successes. You can ask the question to the entire delegation or have a fellowship session before the meeting where people ask the question one-on-one. The result is powerful.

A client (or what has grown to be a community of friends) has an annual event called “From Now to WOW!” The focus of this event is personal and professional development to move people and the organization from the ordinary to the extraordinary. The coordinator defines “Wow” as what happens when you’re really hungry and munching on French fries. You think you’ve eaten them

all, but suddenly you find a few more fries in the bottom of the bag. That is a “Wow.” Then a handful of participants stand and share “Wow’s” they have witnessed or received at work. This exercise provides a magical moment where people revel in the glory of the extraordinary.

Another powerful advantage is what you learn about other people. You may have thought someone you know is in a perpetual bad mood. Somehow, after hearing the answer to “What’s right with you?”, you understand the magni-

straight line going up, that is not the path of performance in the process of learning a new skill. A person’s performance actually drops to a level below the current plateau before they make the leap to the next plateau.

Great learning occurs in the place or space of decreased performance. This is where the individual identifies the critical points of effectiveness. This is also the time when the individual and those nearby become frustrated with the person’s performance. To grow our people, we must respect the power of transitions.

When individuals feel the most frustrated, that is when they need the most encouragement. Only from what is learned in the transition stages can the person move to the next level. We shouldn’t curse someone’s temporary dip in performance. If they’re committed to improvement, we must reaffirm their decision to take short-term risks for long-term benefits.

The life of your organization depends upon the people who make the organization work. Of all these people, there is only one person you have total and complete control over—YOU.

Growing our organizations means growing our people, which ultimately means growing ourselves. ▲

3. Respect transitions.

When members are trying new skills and stretching their limits, this is not necessarily a time of enjoyment. In George Leonard’s wonderful book *Mastery*, he illustrates the process of mastery. An individual is at one plateau with their current skills and wants to improve their skills to move to the next highest level. Although the shortest path from the current plateau to the next level would be a

Patty Hendrickson is a professional speaker and trainer, and works with organizations that want to grow leaders and with people who want more out of life. For information about her interactive and enthusiastic programs on leadership, teams, and change, you can contact her at 800-55-PATTY, by e-mail at PattyHendr@aol.com, or visit her Web site at www.speaking.com/hendrickson.html.

Bits AND PIECES

Mergers

David A. Procaccini, *Buffalo*, on October 30, 1999, to Denise Kihlstrom. The couple has purchased a home on Staten Island.

Lori Gale Bryson, *Central Missouri State*, on January 1, 1999, to Don Bradley. The couple lives in Warrensburg, Missouri.

Christina Hogue, *Central Missouri State*, on August 8, 1999, to Brent Brown. The couple lives in Kansas City, Missouri.

Denise Verslues, *Central Missouri State*, on September 18, 1999, to Brad Lehmen. The couple lives in Jefferson City, Missouri.

Greg Reiseck to Kari Barnes, both *Eastern Illinois*, on April 17, 1999. The couple lives in Aurora, Illinois.

Stephanie DeBlaey, *Illinois*, on October 16, 1999, to Lance McOlgan. The couple lives in Edwardsville, Illinois.

Mandy Carson, *Illinois State*, on December 11, 1999, to Jose Pascual. After a honeymoon in Paris, France, the couple will live in Crawfordsville, Indiana.

Shelly M. Irps, *Kansas*, on January 15, 1999, to Cory Hanneman. The couple lives in Las Vegas.

Susan C. Schlechty, *Kent State*, on September 11, 1999, to Neal Chodera. The couple lives in Chagrin Falls, Ohio.

Stephanie C. Fabre, *Louisiana Tech*, on September 25, 1999, to Jason Van Lue. The couple lives in New Braunfels, Texas.

Jessica R. Graham, *Lynchburg*, on October 2, 1999, to Jason G. Tanner. The couple lives in Goode, Virginia.

Brian J. Jackson to Heather Davis, both *Northern Illinois*, on September 25, 1999. The couple lives in DesPlaines, Illinois.

Meredith L. Gurney, *Philadelphia*, on October 16, 1999, to Brett T. Page. The couple lives in Shelter Island, New York.

Jay T. Tracy, *Roger Williams*, on September 11, 1999, to Carleen M. Haylett, in Warwick, Rhode Island. They live in Boston, Massachusetts.

Kendra E. Dick, *Texas A&M-College Station*, on April 24, 1999, to Richard Rozic, in Houston, Texas. The couple now lives in Houston.

Kimberly Walton, *Texas-Arlington*, on March 11, 2000, to Michael Mayden, in Plano, Texas.

Dividends

To Brother **Bill Honan**, *Buffalo*, and wife Kelly, on March 6, a daughter, Kate Marie. She is welcomed by her aunt and uncle Brothers Greg, *Southwest Missouri*, and Katie Koch, *Eastern Illinois*.

To Brother **Gregory Longtin**, *California State-Northridge*, and his wife Vicki, on June 30, 1999, a daughter, Samatha.

To Golden Council member **Lisa A. Allen**, *Connecticut*, and her husband Clayton, two daughters, Abigail Mary and Anne Marie and a son, Michael Lucian. Welcoming the triplets home is big brother Myles.

To Brother **Ron Martin**, *Indiana State*, and wife Karla, on April 15, 1999, a third daughter, Brooke. Big sisters Lauren and Sarah like to help feed her.

To Brothers **Christopher and Gina (Smith) Mensay**, *New Mexico*, on January 28, 2000, twins, a son, Daniel Evan and a daughter, Gracie Lynn.

To Brothers **Robert and Kelly Tavarez**, both *San Jose State*, on February 24, a son George Robert. He is welcomed to the family by brothers Alex and Grant and sister Jacqueline.

To Brothers **Richard and Jacqueline (Cole) Nelson**, both

Western Illinois, on December 12, 1999, a son Nathan Cole. He joins brother Nicholas.

To Brother **Mandy Anderson**, *Winona State*, and husband Kevin, on September 8, 1999, a son, Cole Austin. He is welcomed home by one year-old sister, Mackenzie Reay.

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.)

Ball State
Samuel W. Dry

Cal State-Northridge
Oleg Zhikharev

Longwood
Stephanie Thurman Brown

Missouri-Columbia
Fred C. Akers

North Carolina-Chapel Hill
William A. Sherrill
Lacy W. Walters

Sam Houston State
Wayne E. Hildebrandt

St. Cloud State
Steven L. Beyer

Troy State
Theron D. Fillingim

Fraternity Staff Update



Jan Darling

Joining our administrative staff is Jan Darling. She serves as the administrative assistant to the Director of Information Services, John Howington. She will be in charge of handling the many areas of membership records, including initiation processing, as well as handling mass mailings to our chapters.

Jan has several years of experience in various areas of office work, including database management and maintenance. She lives in Oxford and is kept busy with the activities of her nine year-old son.

The addition of this talented, dedicated individual to our staff will maintain the level of service to you, our members, that we strive to accomplish. Never hesitate to contact the staff with any Fraternity questions or input.

SEND US YOUR NEWS!

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

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Alpha Beta Initiates 3000th Member



From left, District Director Emilio Acid, 1998 Collegian of the Year Dawn Libbert, Traci Barmann, and Midwestern Regional Director Don Fitzgerald.

Alpha Beta Chapter, Missouri-Columbia, initiated their 3000th member on December 3, 1999. Traci D. Barmann became member number 3000 when she was initiated into the chapter along with 17 other pledges. A rather surprised Traci was given a diamond and ruby badge by Midwestern Regional Director Don Fitzgerald in a special ceremony following initiation. On hand for the special occasion was District Director Emilio Acid, 1998 Collegian of the Year Dawn N. Libbert, and Midwestern Regional Director Don Fitzgerald.

Alpha Beta is the first Delta Sigma Pi chapter to reach this impressive level of membership. Congratulations!

Alumni NOTES

Randy W. Christman, Akron, is a senior analyst/programmer with LLNL in Livermore, California.

Mark A. Stroh, Akron, is a client service representative with Charles Schwab in Akron, Ohio.

Michael B. Rodriguez, Arizona, is a software developer with Hugonet LLC in Vienna, Virginia.

Laurie G. Senko, Arizona State, is executive director for Housing America in Yuma, Arizona. Housing America is a nonprofit organization which provides financial counseling and helps low-income individuals buy and build their own homes in Yuma and La Paz counties. Brother Senko returns to her home in Yuma County after 27 years in Phoenix in a varied career in banking and lending.

Donald E. Stinson, Ball State, is a tax auditor with the Indiana Department of Revenue in Lafayette, Indiana.

Lisa Harrington, Ball State, is the director of education for the Florida Association of Insurance Agents in Tallahassee, Florida. FAIA is a nonprofit association dedicated to support proper principles in the transaction of the business of insurance. Brother Harrington, along with a staff of six, will hold continuing education classes statewide for the independent agency membership.

Shawn E. Gott, Bentley, is an internet sales associate with MediaOne in Chelmsford, Massachusetts.

Heather L. Jenney, Bowling Green State, is a process analyst with Solutia Inc. in St. Louis.

David A. Procaccini, Buffalo, is a manager in Human

Resources Services with Simon & Schuster in New York. He lives on Staten Island with his wife Denise.

Brian K. Edge, California State-Chico, is a finance manager with Pillsbury in Addison, Texas.

Leslie E. Gill, California State-Long Beach, is general manager for Paradise Café at Catalina Cruises on Catalina Island. After a quiet winter they are looking forward to a great summer season.

Gregg B. Fricke, California State-Long Beach, is a network architect with Vantage Solutions in Balboa Island, California.

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

Nancy A. Gibler, Central Missouri State, is director of business development with Central Electric Power Cooperative, a generation and transmis-

sion cooperative serving eight mid-Missouri electric cooperatives.

Timothy J. Aberle, Colorado-Boulder, is a senior account executive with FitzGerald in Cambridge, Massachusetts.

Jennifer M. Zinsser, C.W. Post, is a client services manager with Peppers and Rogers Group in Stamford, Connecticut.

Robert J. Franklin, Dayton, is an assistant buyer for Lane Bryant in Reynoldsburg, Ohio.

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

Golden Council member **Stephen L.A. Black**, Eastern Illinois, is a financial services manager with State Farm Insurance in Westlake Village, California.

Michael J. Wilson,

Eastern Illinois, is chief information officer with Detroit Medical Center.

Brian T. Ream, Eastern Illinois, is in corporate technical support with Primary Network. He recently became a Microsoft Certified Professional.

Annitta H. Matrisch, Eastern Illinois, is a COB examiner for Blue Cross Blue Shield of Illinois.

Kari L. Reiseck, Eastern Illinois, is an internet marketing manager with UNETY Systems, Inc. in Naperville, Illinois.

James Bates, East Tennessee State, has become a professor for Mountain Empire Community College in Big Stone Gap, Virginia.

Paul H. Schaefer II, Florida, is a corporate controller with Landstar Development Corp. in Coral Gables, Florida.

William G. Buck, Florida Southern, has been named for a three-year term of service on

the Board of Trustees of Florida Southern College. Brother Buck is president of Buck & Associates, Inc. of Arlington, Virginia, an investment and real estate brokerage firm, serving Northern Virginia.

Raymond O. Jensen, Florida Southern, is a travel manager with Golden Palms Travel and Tours. The agency specializes in conference planning, corporate travel and employee incentive trips.

Golden Council member **Catrina L. Conway**, Florida State, is employment manager at the Adam's Mark Hotel in downtown Charlotte, North Carolina. She is responsible for hourly employees, benefits administration, employee events, employee relations and other human resources related functions.

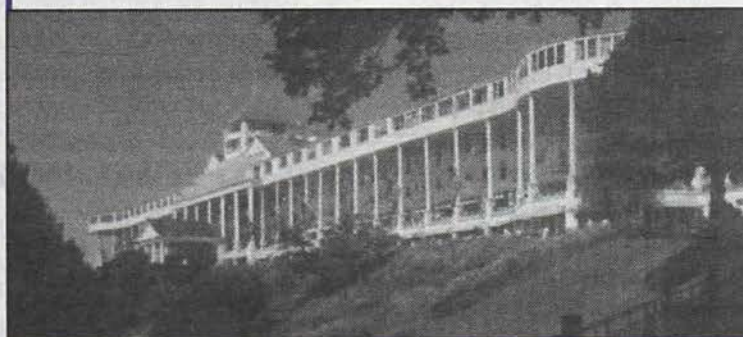
David and Christine Nix, both Georgia, are owners of a Mail Boxes Etc. franchise in Cumming, Georgia.

A GRAND VACATION ON MACKINAC ISLAND! Alumni Outing 2000



Delta Sigma Pi is pleased to offer a "grand" vacation opportunity for our alumni July 27-30 at Grand Hotel on Mackinac Island. From its unique island setting, Grand Hotel will offer you a dramatic change from the typical urban hotel experience.

The hotel rises magnificently from the bluffs overlooking the Straits of Mackinac. The sweeping front porch offers breathtaking vistas of the historic town of Mackinac below and the waterfront beyond. All around you will find manicured lawns, colorful gardens and excellent recreational facilities.



A block of rooms are available and can be reserved now. Packages range from \$160 - \$425 per person, per day. Call **1-800-33GRAND** and tell them you're with Delta Sigma Pi. Contact Wendy Eilers at the Central Office (513-523-1907 ext. 230) or check out our Web site Calendar of Events at www.dspnet.org for more specific details about this alumni outing.

Alumni NOTES

Doug Gorman, Georgia State, president and chief officer of Home-Mart Inc. was honored with the American Modern Insurance Group's 1999 President's Award. The award is presented to AMIG business partners who have achieved exceptional performance in sales, marketing or operations for the previous year. Home-Mart Inc. is one of Oklahoma's largest manufactured home dealers. Brother Gorman received the #1 Retailer of the Year award in 1998.

Jeffrey D. Berlat, Houston, is cash manager of NATCO, National Tank Company. NATCO is in the oil and gas services industry.

Douglas E. Bennett, Houston-Victoria, is a technical analyst II with Compaq Corporation in Houston.

James R. Seelbach, Illinois State, is a marine underwriter with Intercargo Insurance Company in Schaumburg, Illinois.

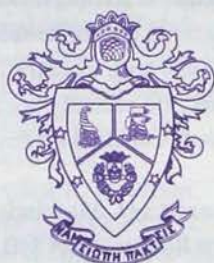
Amy Semler, Illinois State, is a customer category manager with Kraft Foods. She will be responsible for Enhancers, Grated Parmesan and Handi-Snacks for the Sam's Club account.

Darrell G. Gilmore, Indiana-Bloomington, has moved from Kuala Lumpur to Singapore to assume new responsibilities as controller of North Asia (Greater China, Japan and Korea) Grain and Oils Business unit.

Susana M. Perez, Indiana Northwest, is an accountant/ LAN coordinator with Smurfit-Stone in Portage, Indiana.

Chadwick D. Joslin, Iowa State, is a team leader with Ingram Micro in Carol Stream, Illinois.

ALUMNI CHAPTER CONTACTS



"NOT JUST 4 YEARS, FOR LIFE!"

**Don't miss out on fun and brotherhood.
Contact an Alumni Chapter or
Special Interest Group today!**

Also see the chapter map on our Web site (www.dspnet.org) for more information.

Akron-Canton	Michelle Antram	(330) 491-1097	Milwaukee, WI	Terrell Ford	(414) 442-9950
Alcatraz, CA	Jason Kell	(510) 886-6107	Mississippi Coast*	Janice Souza	(228) 865-5612
Albuquerque-Zia, NM	Michael Metcalf	(505) 294-6783	New Orleans, LA	Kelly Haden	(504) 885-2166
Atlanta, GA	Gina Williams	(404) 794-8174	New York City, NY*	Dara Moore	(212) 517-2280
Austin, TX	Sean Herbold	(512) 892-8596	Northern/Central, NJ*	Brian Kraut	(201) 798-0366
Baltimore, MD	Jeanne Stinchcomb	(410) 799-1448	Northern Virginia	Pamela Chicovsky	(703) 709-6699
Baton Rouge, LA*	Laurie Rasbery	(504) 769-9218	Oklahoma	Steven Persson	(918) 492-5877
Birmingham, AL*	Angela Porter	(205) 989-8741	Orange County*	David Barnwell	(714) 220-5899
Boston, MA	Tony Giglio	(508) 583-0047	Pensacola, FL	Ed Smith	(850) 456-6037
Central Florida	Darlene Fountain	(407) 275-0052	Phoenix, AZ	Thomas Whelan	(602) 706-9272
Central Virginia	Sondra Wyland	(804) 973-4775	Philadelphia, PA	Michael Breeze	(215) 793-4533
Champaign/Urbana, IL*	Christopher Aubrey	(217) 234-2385	Piedmont, NC	Nick McGalliard	(704) 647-9578
Charlotte, NC	Kevin Zachman	(704) 341-3597	Pikes Peak, CO	Shari Oswald	(719) 599-3614
Chicago, IL	Peter Bjelan	(312) 296-1162	Portland, ME*	Patrick Cotter	(207) 767-6500
Cincinnati, OH	Tracy Creager	(513) 608-4779	Portland, OR*	Andrew Harnish	(503) 279-1798
Cleveland, OH	Michael Losneck	(440) 842-4548	Raleigh/Durham, NC*	Heather Faulk	(919) 933-8612
Columbia, SC*	Buck Fulmer	(803) 254-6844	Reno, NV*	Kelly Northridge	(702) 786-1043
Columbus, OH	Rusty Stratman	(614) 799-0141	Rochester, NY*	Edward Cain	(716) 263-4822
Connecticut	Kimberly Lutterman	(203) 969-7266	Sacramento Valley	Darrel Auble	(916) 332-8378
Corpus Christi, TX*	Selina Gonzalez	(512) 592-3879	St. Louis, MO	Edwin Horn	(314) 726-0796
Dallas Area, TX	Brian Powell	(972) 662-0104	San Antonio, TX*	David Schoen	(210) 861-4256
Denver, CO	Larry Carr	(303) 779-1700	San Diego, CA	Deborah Munsell	(619) 270-3925
Detroit, MI*	Jason Bennicoff	(248) 586-0936	Savannah, GA*	Romona Saussy	(912) 236-3115
East Lansing, MI*	Ronald Stanton	(517) 695-2157	Seattle, WA*	Shamone Stephenson	(253) 858-5712
Erie, PA*	Clifford Graves	(814) 452-0195	Shepherdstown, WV	Tonya Houser	(301) 766-9020
Fresno, CA*	Lance Dunn	(559) 261-2000	Silicon Valley, CA	Steve Geiger	(408) 927-0790
Ft. Wayne, IN*	Wendy Savage	(219) 486-2703	Sioux Falls, SD*	Terisa Heiman	(605) 362-8840
Greenville, SC*	Melissa McNeill	(864) 277-2061	South Florida	Dan Biesiadecki	(954) 429-9343
Hawaii	Charles Ithiong	(808) 959-8786	Tampa Bay, FL	Michael Creel	(813) 877-7766
Houston/Space City	Jeff Berlat	(713) 862-1524	Tucson/Old Pueblo, AZ	Charles Farrow	(520) 881-5097
Indianapolis, IN	Dale Stephenson	(317) 888-1359	Twin Cities, MN	Brad Quello	(612) 542-8857
Inland Empire, CA	Patricia Schafer	(619) 582-0006	Upper Ohio Valley, WV*	Amy Balog	(304) 336-7399
Kansas City, MO	Angela Schelp	(816) 965-9682	Victoria, TX*	Theresa Kacer	(512) 771-2205
Lafayette, LA	Kim Norris	(318) 364-4030	Washington, DC*	Dan Friedman	(301) 962-6164
Las Cruces, NM*	Jason Roach	(505) 526-4293	West Hollywood, CA	Adrian Avalos	(323) 462-4814
Lexington, KY*	Bryan Boliard	(606) 734-4291	West Palm Beach, FL*	Rocco Ranaudo	(561) 547-9248
Lincoln, NE	Russ Raszler	(402) 894-0886			
London, England*	Ashok Arora	44-208-423-5952			
Long Beach, CA	Andrew Wilson	(310) 567-4231			
Los Angeles, CA	Michael Hildebrand	(805) 259-0070			
Louisville, KY	Beverly Santamouris	(502) 893-6663			
Lower Michigan*	Vince Marra	(616) 345-8620			
Mankato, MN	David Miller	(612) 322-3269			

* Expansion Location

Rev.3/6/00

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

Shelly Irps Hanneman,

Kansas, is a safety assistant with Mirage Resorts in Las Vegas.

Megan Leigh Hill,

Kennesaw State, is a retail sales representative with Ross Products Division of Abbott Laboratories at Acworth, Georgia.

Susan C. Chodera, *Kent State*,

is a sales navigator with Flight Options, Inc. in Richmond Heights, Ohio.

Robert W. Grant,

Louisiana State, is an accounts receivable manager with Texas A&M University System in Dallas.

Darcie R. Champagne,

Louisiana State, is a regional human resources specialist with Target Stores in Houston.

Stephanie C. Van Lue,

Louisiana Tech, is a human resources generalist with Checks In The Mail in New Braunfels, Texas.

Dave D. Zimmer, *Loyola-Chicago*,

is owner of Chicago's Home For Running - Fleet Feet Sports which has moved to historic Piper's Alley building, home of the Second City Theater. Stop in for a run or to just say hi!

Jessica R. Tanner,

Lynchburg, is an associate marketing coordinator with Framatome Technologies, Inc. in Lynchburg, Virginia.

Mark T. Heath, *Memphis*,

has been named partner with Melton and Associates, CPAs and the firm will change its name to Melton and Heath, CPAs.

Michael Brenan, *Miami-Florida*,

is financial advisor with Morgan Stanley Dean Witter and a regular columnist for the South Dade News Leader. Brother Brenan has been named to International

Who's Who of Professionals.

The listing is extended to individuals who excel in their professions.

Gene Williams, III,

Miami-Florida, is a purchase agent with GS Sportswear in Denver.

William I. Woodall,

Miami-Ohio, current vice chairman of the board and former president of the Ohio Casualty Corporation, has been named president and chief executive officer. In April he will also become chairman of the board.

Brother Woodall has been associated with the Corporation since 1947 when he joined The Ohio Casualty Insurance Company as an auto underwriter at the home office in Hamilton. He has been a member of the Board of Directors since 1986 and was also just appointed as chairman.

Keith B. Weaver, *New York*,

is a consultant with Watson Wyatt & Company, a group and health care consulting practice in Minneapolis.

Dr. Kenneth J. Lacho,

New Orleans, director of the University of New Orleans Entrepreneurship Program, was chosen from hundreds of nominations to receive a U.S. Small Business Administration Vision 2000 Models of Excellence Award. Vision 2000 is designed to showcase outstanding initiatives that advance small business programs throughout the country. The Small Business Conference honors Brother Lacho as an outstanding leader in entrepreneurship and for his exemplary commitment to local small business.

Scott M. Ward, *New Orleans*,

is an account repre-

sentative with ewebssystem.com, a new company that is focusing on helping small to medium-sized businesses gain a significant e-commerce presence on the internet.

Brian Jackson, *Northern Illinois*, is an account coordinator with NCH Nu World Marketing. He lives in Chicago with his wife **Heather**, *Northern Illinois*, who is a media associate for Oldsmobile with Leo Burnett/Starcom World Wide.

James Dugoni, *Pacific*, has been named assistant director of athletics for development and executive director of Pacific Tigers Athletic Association at the University of the Pacific.

William A. Runner, Jr.,

Pennsylvania, is president of the Luzerne County Community College Foundation Board of Directors. He has served as nominating committee chair and treasurer as well as serving on the finance committee.

Tonya D. Strietzel,

Pittsburgh, is a senior systems analyst with Blockbuster Inc. in McKinney, Texas.

Maria B. Aseron, *Roger Williams*,

is a student intern in the Masters of Tourism Administration Program at George Washington University. She has assisted with the installation of the colony at George Washington that is now Xi Rho Chapter.

Carolina K. Lam, *San Diego State*,

is an accounting manager with RedEnvelope, Inc. in San Francisco.

Claire L. English,

Shepherd, is a systems engineer with Open Network Technologies in Clearwater, Florida.

Donna Marie Linse, *South Carolina*, is an auditor

with Dooley & Company. They are a small CPA firm in Columbia, South Carolina, with accounts all across the state, including school and small business accounts.

Crystal M. Staton, *South Carolina*, is a financial analyst III with Freddie Mac in McLean, Virginia.

Bruce Neary, *Southern Methodist*, is vice president/senior education consultant at Chase Bank of Texas located in Houston. He is in the Chase Retirement Solutions Department where he conducts 401(k) plan educational meetings for participants of client companies located throughout the U.S.

Kim A. Bowersox, *Southwest Missouri State*, is a real estate agent with Realty 24 in Wildwood, Missouri.

Wendy R. Fuessel, *Texas A&M-College Station*, is a junior consulting systems engineer with Renaissance Information Technology in Grapevine, Texas.

Kendra Dick Rozic, *Texas A&M-College Station*, is a senior consultant with Computer Sciences Corporation.

Alan F. Jezek, *Texas A&M-College Station*, has taken a position as European solutions with Merant in the United Kingdom.

Shelly N. Arenbright, *Texas A&M-College Station*, is a field business planning analyst with American Airlines in Ft. Worth, Texas.

Christine R. Cernoch, *Texas A&M-College Station*, is staffing manager with Sysco Corporation in Houston.

Holly S. Gibson, *Texas A&M-College Station*, is a senior programmer analyst with Valic in Houston.

Phillip L. Sims, *Troy State*, is a state grassroots

coordinator with CSE - Citizens for a Sound Economy in Montgomery, Alabama. He previously served as Governor George W. Bush's Ombudsman for two and a half years.

Matt R. Smith, *West Liberty State*, is a branch manager with Advance America in Fayetteville, North Carolina.

Jeffrey A. Rinvelt, *Western Michigan*, is director of technology with MAXfunds.com, an Internet-based mutual fund analysis company due to launch its Web site the first quarter of 2000. MAXfunds.com specializes in no-load equity funds that are either too new or too small to get a NASDAQ listing. The site will provide investors with insightful analysis, powerful screening tools and daily pricing on the most comprehensive available list of no-load, low-minimum-investment equity funds, including hundreds without NASDAQ listings.

Brandon S. Killebrew, *Western Kentucky*, is a staff accountant with Diversicare Management in Franklin, Tennessee.

Thomas M. McAndrews, *Western State*, is a financial planning specialist with Merrill Lynch in Littleton, Colorado.

Scott A. Waletzke, *Winona State*, is a point source manager with Ablest Staffing in Atlanta where he lives with his wife, Brother **Jennifer L. Waletzke,** *Winona State*. Jennifer is a registered financial associate with A.G. Edwards & Sons, Inc. ▲

A Salute to Deltasig Alumni!

National Alumni Day – April 25



Minnesota-Minneapolis brothers make up a winning basketball team. Do you know the year this photo was taken, or who is pictured? If so, let us know!



Iowa brothers and pledges sing the "Rose of Deltasig" at a chapter meeting in 1981.

"So that the accomplishments and achievements of our alumni brothers may be more effectively recognized, there shall be set aside a day to be known as Alumni Day which shall fall upon April 25."



In 1987 Georgia State and Miami-Ohio brothers socialize before going out to dinner in Atlanta.



Florida brothers celebrate the addition of their 1979 pledges.



Houston brothers participate in a University of Houston bike race in March, 1977. They captured fourth place out of 18 teams.



Drake brothers enjoy a visit with Past Grand President William W. Tatum, Jr., *Southern Mississippi*, during a 1978 visit with the chapter.



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