



Delta Sigma Pi

America's Foremost Professional Business Fraternity

Report of the Western Provincial Vice President

Erica Kolsrud
January 2022

SUMMARY

The fall terms brought optimism and hope to the Western Province as we saw many chapters able to return to in-person operations. But in November, the pandemic brought new challenges and we are seeing a number of our collegiate chapters beginning their 2022 year virtually.

I want to express my gratitude to all the brothers in the province, you continue to show up and move your chapter and the fraternity forward. I know it has not been easy and burn out is very real for a number of us.

As we continue to navigate these difficult waters together, I want to take a moment to highlight some of the successes within the province:

Awards –

- *The Western Province had 100% of chapters submit a nominee for Collegian of the Year with 80% completing their application. We look forward to recognizing chapter winners and announcing Regional, Provincial, and National Collegian of the Year the upcoming Provincial LEADs.*
- *Five chapters and one individual were recognized as National Award winners in the fall:*
 - *Gamma Psi, Arizona - R. Nelson Mitchell Outstanding Collegiate Chapter*
 - *Rho Sigma, UC Santa Barbara - Most Improved Collegiate Chapter*
 - *Los Angeles Alumni Chapter – Outstanding Alumni Chapter*
 - *Long Beach Pier 9 Alumni Chapter – Most Improved & Outstanding Service Alumni Chapter*
 - *Reno Sierra Nevada Alumni Chapter – Outstanding Professional Activities Alumni Chapter*
 - *Rick Boner, serving Lambda Phi, Cal State Long Beach – District Director of the Year*

Recruitment –

- *The Western Province recruited 589 pledges and initiated 543. This is a 92% retention rate for the fall term. This is an 18% increase from FY 21 fall term!*



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National Events –

- *100% of chapters had at least one member registered for Fall LEAD with Gamma Psi, Arizona, having over 50 brothers registered!*
- *Provincial LEAD is picking up in registration and Gamma Psi, Arizona, continues to lead the province with over 50 brothers registered!*

There will be more difficult days ahead of us, but my hope is we weather these obstacles together. I continue to be amazed and proud of all the brothers in the Western Province as you persevere and adapt during this pandemic. We will continue to see an increase of in-person operations and events, which will help keep the momentum and energy going.

Thank you to my fellow Western Province Leadership Team members for being an amazing group to work and learn from. You continue to make me become a better leader. Thank you to all our alumni leaders who volunteer their time to serve the fraternity. Thank you to our alumni chapters who help provide opportunities for brothers to stay engaged after college. And thank you to our collegiate brothers for continuing to live to the highest standard and fulfill our purpose.

Fraternally,

Erica Kolsrud

*Erica Kolsrud
Western Provincial Vice President*

PROVINCIAL PRIORITIES

At the time of writing this report, the Western Province Leadership Team has a priority to monitor Covid/Omicron Variant and the affects it has on our chapters for 2022. We have a number of collegiate chapters whose campuses are delaying a return to in-person instruction.

Another priority of this team is the mental health and well-being of our members. As we approach the two-year mark of this pandemic, a number of leaders are struggling with burnout and low engagement of chapter members. While I do not hold all the answers, I am actively trying to encourage RVPs and Provincial Chairs to take “days off” and do energy level check ins are our monthly team meetings.

There are a few chapters we are identifying as chapters that are facing hardship due to the ongoing pandemic and have begun discussions with Regional Vice Presidents and Chapter Services team on how to provide additional support to them



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PROVINCIAL GOALS & PROGRESS

The Western Provincial Leadership Team (PVP, RVPs and Provincial Chairs) met on October 30 and November 9 to set strategic goals for the Western Province for FY 22.

Member Education			
Attribute	Goal	Progress	Anticipated Outcome
Leadership Development – CDL Training	CDL Tier 1: 100% of appointed District Directors will have completed CDL Tier 1 training by Western LEAD Provincial (Feb 25, 2022)	CDL Tier 1: ~66% 27 DDs currently certified 5 lapsed 10 need to complete	We aim to be ahead of any National requirement for alumni leadership training.
	CDL Tier 2: 50% of appointed District Directors will complete Tier 2 CDL Training by June 30, 2022	CDL Tier 2: ~32% 13 DDs currently certified 4 lapsed 24 can complete	
	Stretch Goal: Assistant District Directors complete CDL Tier 1	ADDs CDL Tier 1: ~38% 3 ADDs are certified 2 Lapsed 3 need to complete <i>all statuses as of 12.19.21</i>	



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<p><i>Leadership Development –</i></p> <p><i>Continued Learning/ Team Building</i></p>	<p>Each Regional Vice President will hold at least one leadership team meeting with a training component for District Directors before June 1, 2022</p> <p>Training component examples: scenario training, workshops, or interactive, etc.</p>	In Progress	<p>We aim to help District Directors feel more empowered in their roles and continue learning best practices.</p>
	<p>Stretch goal: Implement a District Director academy of some type to train and better equip our alumni leaders to serve in their roles.</p>	In Progress	

Member Growth			
Attribute	Goal	Progress	Anticipated Outcome
<p><i>Membership – Engage Members</i></p>	<p>Create an environment of open communication that encourages feedback, engagement, and active listening from leadership</p>	<p>In-Progress/On Going</p> <p>The provincial leadership team is utilizing multiple channels to communicate out information. Leaders are also hosting “open office hour” type events for members to attend.</p>	<p>We aim to build relationships with brothers in the province and encourage them to engage at regional, provincial, and national levels. We hope this helps retain members by engaging them.</p>
<p><i>Membership – ROI</i></p>	<p>Create opportunities for increased ROI and quality experiences</p>	<p>Not Started</p>	<p>Provide quantifiable things for brothers to put on their resume and apply to their career and other membership organizations</p>



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Member Engagement			
Attribute	Goal	Progress	Anticipated Outcome
<i>Alumni Engagement & Member Retention</i>	The Western Province Leadership team would like to identify 56 brothers, that are interested in serving in some capacity for the FY 2023 by June 1, 2022	In-Progress The provincial leadership team is working to identify a clearer process for identifying brothers to serve in roles.	We aim to increase awareness of ways to be involved in the fraternity outside of elected roles (both nationally and chapter level) and elevate the District Director teams in the regions. This will help build more support within regions, the province, and fraternity as a whole
Organizational Excellence			
Attribute	Goal	Progress	Anticipated Outcome
<i>Fraternal Organization – CMP Tier Eligibility</i>	Keep 90% of those eligible, as of November 1, 2021, for a CMP Tier on track to stay eligible for at least Accredited	In-Progress/Not Met 11/01/21: 37 chapters were eligible to reach a CMP Tier (8 not eligible).	We aim to have chapters build a healthy foundation to build upon in the following years.
	To help chapters reach a tier, various communication platforms will be utilized to send reminds, provide checklist tools. An emphasis will also be placed on the idea that CMP is an outcome achievement, not the driving force	12/16/21: 35 chapters remain eligible to reach a CMP Tier (10 not eligible). 6 of those eligible already have their 2 misses and cannot miss anything for the remainder of the year.	
	Stretch goal is to increase ROI and quality experiences so brothers have quantifiable items to put on their resumes.		



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<p><i>Fraternal Organization – Officer Transitions</i></p>	<p>Create an officer transition document to complete twice a year, with 80% participation of collegiate chapters.</p> <p>This would complement Strategic Plans, with a way to help chapters track their goals year after year and help build a strategic, long-term mindset for chapter leaders.</p>	<p>Not Started</p> <p>A hurdle for this is doing the initial leg work of the document.</p>	<p>Help chapter leaders develop their strategic thinking. This goal also can be considered helping the Strategic Priorities: Member Engagement and Member Growth.</p>
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BEST PRACTICES

The Western Provincial Leadership team is utilizing several avenues to stay in communication which include monthly team meetings as well as a monthly 1:1 meeting with the PVP (using Calendly to schedule). Additionally, the provincial team continues to utilize a SLACK workplace for day-to-day communication.

We have quarterly Risk & Discipline Retrospectives (RDRs) in a similar format to the medical fields M&Ms. Staff and/or leaders are invited to a monthly team meeting to present a Risk Management incident from start to finish so provincial leadership can learn and ask questions about why certain pathways/decisions were made. It is our hope to open this wider in the coming year to include DDs/ADDs.

A provincial google drive has been created to store meeting slides, minutes, LEAD resources, Goals, and other resources for team members. Having this centralized location has assisted the leadership team and provincial committee members with quick access to files needed as well as documents for collaboration (such as goal setting, LEAD items, etc.).



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Report of the Bay Area Regional Vice President

Melanie Parazo

January 2022

SUMMARY

The Bay Area Region continues to move forward despite the ongoing struggles with COVID-19. In the Fall of 2021, we saw an increase in engagement when universities returned to in-person operations. Chapters members took advantage of this by executing community service events, hosting social gatherings, and finally conducting GBMs "face-to-face", some for the first time ever. As of this writing, universities are delaying their return to the in-person model, utilizing virtual learning in the short term as we ride out the Omicron surge. Currently, there are 28 registrants for the 2022 Provincial LEAD in Fremont, CA. For context, there were only 12 attendees from the Bay Area Region for the 2021 Spring LEAD held virtually. The Region eagerly awaits for the time when we are back to in-person for good.

Please see below for the updates to the previous Report of the Bay Area Region.

- *The Regional Awards Committee is full of high performing Deltasigs.*
- *There was an increase in some chapters reaching out regularly and proactively to discuss potential and actual risk management issues.*
- *Not all chapters will reach 'Tier 1 – Accredited Chapter' status due to ongoing difficulties tied to chapter operations and low membership. A significant time of this next term will be spent working directly with these chapters to ensure continuity of operations.*
- *The San Francisco Bay Area Alumni Chapter started off strong after GCC but has since fallen behind due to hardships experienced by members of the Executive Committee and low membership.*

Despite the ongoing pandemic and the challenges that come with it, I am grateful to serve as the Regional Vice President of the Bay Area Region. We will continue to put one foot in front of the other, weathering the pandemic, until we see the light at the end of the tunnel.

Fraternally,

A handwritten signature in purple ink, appearing to read "Melanie Parazo".

Melanie Parazo

Bay Area Regional Vice President



REGIONAL PRIORITIES

Risk Management & Diversity, Equity, & Inclusion

GOAL: Develop positive relationships between collegiate members and the national/regional leadership team in order to establish open, safe, and trustworthy lines of communication so that individual members feel encouraged and supported to bring up risk management and DEI issues proactively

Status: In Progress

Alumni Chapter

GOAL: Strengthen the San Francisco Bay Area Alumni Chapter - Grow membership numbers and encourage collegiate VPARs to collaborate with the alumni VPCR on events for engaging and establishing rapport between alumni and collegians

- Status: In Progress

Chapter Management Program

GOAL: All chapters to reach 'Tier 1 – Accredited Chapter' status

- Status: Failed - Operational inefficiencies will not allow Delta Omicron, San Francisco State University to reach Accredited Chapter status this year

District Directors

GOAL: All chapters to have a District Director and have completed CDL Level 1 training

- Status: In Progress

PROJECTS

My projects continue to include:

- Researching and establishing baseline information from previous years on each chapter utilizing Hub and Central Office reports
- Gathering survey data from collegians and alumni on concerns and goals for the future
- Establishing best communication practices with current chapters and other Deltasig volunteers
- Create new operational processes to keep District Directors and chapters on track with CMP



REGIONAL GOALS & PROGRESS

Member Education

GOAL #1: All chapters to participate in the 2022 Presidents' Academy

- Status: Achieved!

GOAL #2: Have elected chapter officers complete Officer Modules no later than two weeks after the start of their terms

- Status: In Progress

GOAL #3: Each chapter to send at least 10% of the chapter's roster to 2022 Provincial LEAD

- Status: In Progress

Membership Growth

GOAL: Each collegiate chapter should meet the minimum threshold of 20 Dues Paying Members

- Fall 2021
 - Status: Failed - Only 5 out of 6 chapters meet this threshold
- Spring 2022
 - Status: In Progress

Member Engagement

GOAL: Create more collaboration opportunities between the collegiate chapters and the San Francisco Bay Area Alumni Chapter to encourage alumni participation

- Status: In Progress

Organizational Excellence

GOAL: For all chapters to remain in good standing with the national fraternity

- Status: In Progress
 - Theta Chi, San Jose State University is currently completing their probation for risk management violations which includes hazing allegations and not following the approved pledge program. Fraternity probation is set to end on 6/30/2022.
 - Delta Omicron, San Francisco State University is currently on guidance which is set to end on 6/30/2022.

GOAL: All chapters to reach CMP 'Tier 1 – Accredited Status' for the 2021-2022 year

- Status: In Progress



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WINS

- 5 out of 6 chapters are meeting the 20 person roster goal.
- All Chapters successfully nominated a chapter COY.
 - 5 of 6 COY nominees completed their applications.
- Chapter of Recognition Status
 - Zeta Tau, Cal State University-East Bay
 - Pi Chi, University of California-Santa Cruz

BAY AREA REGION DISTRICT DIRECTOR TEAM

<u>Chapter</u>	<u>Name</u>
Gamma Xi, Santa Clara University	Lynn Vu
Delta Omicron, San Francisco State University	Roko Smiljanic
Zeta Tau, Cal State University-East Bay	Chuck Brown
Theta Chi, San Jose State University	Nyonohseyonyon Wreh
Kappa Mu, Cal Poly State University-San Luis Obispo	Lisa Brown
Pi Chi, University of California-Santa Cruz	Steven Barillas

BAY AREA REGION AWARDS COMMITTEE

<u>Role</u>	<u>Name</u>
Chair	Jen Lee (Previous Pacific Coast Regional Vice President)
Member	Kira Kawakami (Helped Establish Rho Chi Chapter)
Member	Sharon Kho (2021 Bay Area Region COY)
Member	Miguel Merilleno (2015 Bay Area Region COY)
Member	Edward Watabe (2017 Western Province COY)



Report of the Desert Mountain Regional Vice President

Grissel Rodriguez

January 2022

SUMMARY

The Desert Mountain Region continues to grow, adapt, and achieve its goals within each chapter and as a region. As the region transitions to a new RVP who was elected in late 2021, chapters are still thriving. With changes in our world and everyday lives, this region has done an amazing job in moving forward and returning back to in-person operations. It has been a journey in trying to overcome the challenging time we faced with the pandemic. For the first few months of the school year, the main focus was getting back to in-person operations. Each chapter went above and beyond in their membership education, by teaching the new brothers how things were done before being forced to go virtual.

This region has a great group of experienced leaders, who I am lucky to call my team. Each chapter has a large stable leadership team with most returning, which has been very helpful in continuing to reach their goals. All my District Director positions are filled, all six positions have experienced leaders who are capable of leading each chapter to excellence. With the help of each District Director, the Desert Mountain Region is on its way to reaching our member education goals and achieving operational excellence within CMP. All six chapters remain eligible to be Accredited level or higher in CMP.

The Desert Mountain Region is excited to travel again. We are looking forward to sending high attendance numbers to the Western LEAD Provincial Conference happening in February 2022 in the Bay Area/Fremont, CA. We have reached our goal of high attendance with the region already having 93 registrations to date and the Gamma Psi Chapter leading the Western Province with 51 brothers registered! AMAZING!

In addition, I would like to recognize the Gamma Psi Chapter at the University of Arizona for winning the R. Nelson Mitchell Outstanding Collegiate Chapter National Award in the Fall. I am so proud of them, very well deserved!

Finally, as we get ready for the Spring we are entering with all the enthusiasm to get back to work and continuing to work as a team to achieve all our goals as a region. I am excited to see what the future holds for Desert Mountain in 2022!

Fraternally,

Grissel Rodriguez

Grissel Rodriguez

Desert Mountain Regional Vice-President



REGIONAL PRIORITIES

The Desert Mountain Region has focused on improving growth and brotherhood which have become priorities in the region. Some other regional priorities are risk management, CMP and an overall successful team of District Directors.

At the start of the fall semester, a few District Director positions needed to be filled with new leadership. A few months into the fall semester all six positions are filled with great leaders who have been amazing District Directors. I have worked closely with those new District Directors this past semester, to help and assist them become familiar with the role and any challenges they have faced so far. Stepping into a new role can be challenging and I want to make sure all my DD's feel comfortable in their positions as Deltasig leaders.

Other regional priorities include:

1. Provide support and guidance to all chapters for their chapter goals and success.
2. Communication all across the region: phone calls, zoom meetings, emails, and texts.
3. All District Directors complete the Certified Deltasig Leadership (CDL) training.
4. All collegiate chapters have at least 3-5 representatives at each national event.
5. All chapters achieve Accredited level in the Chapter Management Program (CMP).

PROJECTS

One of my main personal projects is boosting the brotherhood within our region. I would like to bring back Regional Initiation, which we haven't had for a few years due to certain circumstances. I hope to work on this and plan for this coming Spring semester. I would also like to continue the communication the presidents have in my region by creating a regional committee where brothers from each chapter can join and share ideas on new projects or co-host events for the region. Lastly, I want to work on growing engagement and involvement from the Desert Mountain Region by using all social media platforms to connect with collegiates and alumni.

REGIONAL GOALS & PROGRESS

Member Education

- Ritual – Making sure all chapters understood and performed ritual in the correct way now that most of their local initiations were held in person.
 - Status: COMPLETE - All six chapters conducted appropriate and successful initiations without any issues.



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Membership Growth

- Recruitment – Focusing on chapter growth and working on the best strategies for recruitment.
 - Status: In Progress
- Alumni Chapters – Working on growth with our alumni chapters (Phoenix-Thunderbird and Duke City) and bringing awareness to reach new and old alumni. The goal is to improve and work on our alumni engagement and involvement within the Desert Mountain Region. Also, bringing back the Sun City Alumni Chapter in the El Paso, TX and Las Cruces, NM area.
 - Status: In Progress

Member Engagement

- LEAD - All chapters send at least three attendees to the 2021 Virtual Fall LEAD
 - Status: COMPLETE - Desert Mountain had 94 total brothers attend LEAD. 4/6 chapters completed this goal. Gamma Psi did an amazing job with 69 registered brothers! Gamma Phi also did a great job getting 13 brothers registered.

Chapter	Attendees
Gamma Psi	69
Gamma Phi	13
Epsilon Upsilon	6
Gamma Iota	3
Gamma Omega	2
Zeta Omega	1



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- LEAD - All chapters send at least five attendees to Bay Area Western LEAD Provincial Conference 2022.
 - Status: COMPLETE - Desert Mountain currently has 93 total brothers traveling to LEAD. All six chapters have already met their goal! Gamma Psi has done a great job with registrations, they currently have 51 brothers registered!

Chapter	Attendees
Gamma Psi	51
Gamma Phi	10
Zeta Omega	10
Gamma Iota	9
Gamma Omega	8
Epsilon Upsilon	5

Organizational Excellence

- CMP – All six chapters reaching Accredited level.
 - Status: In Progress
- Good Standing – All six chapters remain in good standing.
 - Status: In Progress

OUR DESERT MOUNTAIN DISTRICT DIRECTOR TEAM

The Desert Mountain Region would not be as strong as it continues to be without the help of my amazing team! I am very thankful and appreciate all the hard work, time, and effort the District Directors have given to our chapters.

The 2021-2022 Desert Mountain District Director team is:

Gamma Psi - Mike Mallonee
Gamma Phi – Adrian Harari
Gamma Iota – Beth Black

Gamma Omega - Connor O’Gorman
Epsilon Upsilon – Jose Ramirez
Zeta Omega – Davis Levy



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Report of the Pacific Coast Regional Vice President

Tim Beasley
January 2022

SUMMARY

The road back to normal operations and through the COVID cloud has been a bumpy one for the Pacific Coast Region so far this biennium.

We continue to struggle with District Director vacancies in San Diego and Inland Empire, but our new District Directors in San Diego and Orange County have hit the ground running in their new roles. We will strive this year to get all our District Directors to be Certified Deltasig Leaders.

Attendance at online webinars and e-trainings has been relatively non-existent for the region. While attendance from around the Nation has been lacking it is an area where PacCoast could easily light the way for other regions and show the positive impacts these trainings could have on chapter operations.

The Region had seated delegates at all required sessions of Grand Chapter Congress in August 2021 for both Collegiate and Alumni Chapters. As of the end of December 2021, 5 out of 8 Collegiate Chapters have registered for LEAD Provincial Council meeting with the other 3 expected to register before the next cost increase date, and 1 out of 2 Alumni Chapters have registered.

CMP remains an important aspect of the operations of Pacific Coast. All 8 chapters remain eligible to be an Accredited Chapter or higher for CMP 2021-2022.

Lastly, I am proud to say that all 8 chapters nominated a Chapter Collegian of the Year, with 7 completing applications in full. The Regional COY race is a tight one! Join us at the Western LEAD Provincial Council event in Fremont, CA on February 26, 2022, to find out who won!

Proud to be a Deltasig, Damn proud to be a PacCoast Deltasig!

Fraternally,

Tim Beasley

Tim Beasley



REGIONAL PRIORITIES

The Pacific Coast Region's priorities for the 2021-2022 Academic year are as follows:

- Provide chapters with the continued support and guidance that is needed to operate in a COVID/Virtual world
- Build strong and empowered leaders
- Build back our regional identity and encourage inter-chapter relations
- Encourage members throughout the region to represent their chapters at Provincial and National events
- Promote operational excellence across the region

PROJECTS

Regional Communication Platform: After talking to all Chapter Executive Committees at the start of the Fall term about a shared communication platform, Discord was chosen and set up for all Collegiate members to join. The goal was to have at least 50% of the Collegiate members join. Currently, the Discord server has just under 35% of the Fall members signed up.

Complete Regional Chair team: In the spirit of offering more opportunities for alumni to share their knowledge/expertise and give back and to better serve the region by putting additional resources into play, I would like to have regional chairs that can help with various aspects of chapter operations: Professional Development, Community Service, Alumni Development, Finances, Marketing, and Awards. Currently, we have 50% of our Regional Chairs in place.

REGIONAL GOALS & PROGRESS

Member Education

90% Chapter Officers participating in leadership training:

100% of the chapters attended the Fall LEAD School event. 100% of the chapters have someone registered to attend President's Academy in early January. 60% of the chapters have at least 1 person registered for Spring Provincial LEAD and council meeting.

90% District Directors participating in leadership training:

66.67% of the District Directors in the region are currently CDL Tier 1 and Tier 2 certified. 66.67% of the District Directors in the region attended the Fall LEAD School event and 50% are currently registered for the Spring Provincial LEAD and council meeting.



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Membership Growth

100% of Collegiate Chapters initiate at least 12 new members per term:

87.5% of the chapters in the region were able to successfully recruit and initiate at least 12 new members in the Fall term. Continued discussion and resources will be allocated to chapters to help ensure they are able to achieve this goal.

Collegiate Chapters maintain 25 active members:

75% of the chapters of the region consistently maintained a roster with at least 25 active members for the year to date. With massively successful Fall recruitment and pledging processes, those smaller chapters are now well above the 25 member goal.

Chapter	Fall Roster	Fall Pledges	Fall Initiates	Spring Roster
Iota Pi	103	27	27	120
Lambda Pi	54	18	18	67
Lambda Sigma	65	20	19	82
Xi Pi	21	17	16	37
Omicron Sigma	44	16	16	57
Pi Sigma	37	10	9	45
Rho Phi	17	16	14	29
Sigma Phi	31	13	12	37

Member Engagement

Collegiate: The pandemic has really crippled the organization in a lot of ways as our operations and the true return on investment of our collegiate members is driven through in-person interactions whether that is with one another, our campuses, our alumni, and/or local businesses. Attendance at e-learnings and online webinars are down across the nation and PacCoast is no different. Zoom fatigue is real.

Additional communication regarding recruitment and pledging is in order so that current members and new potential members truly understand the obligations of membership. On top of that, working with our chapters to ensure they are doing everything they can to provide unique and meaningful opportunities for members to engage with one another, in-person or virtually, is a constant must.

Alumni: Give our alumni members opportunities to showcase their expertise in either their personal or business endeavors by holding official or unofficial leadership positions, being speakers at chapter events, providing resources for chapter operations, etc.

Support from Alumni in this regard has been very limited as is reflected in our District Director and Regional Chair pools. Additional marketing campaigns to alumni will be made to increase awareness regarding what these opportunities look like and what they can get out of them.



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Organizational Excellence

100% of Chapters attain their Chapter CMP Tier Goals:

After discussing the Chapter Management Program, my minimum expectations as RVP of 100% Accredited or above, and some insight on where the chapters have historically ended CMP for the last 8 years, the chapters in the region set their individual Chapter CMP Tier Goals at the start of the Fall 2021 term. Every chapter is different, every chapter is working on different areas of focus, and, as such, their goals are different.

<u>Chapter</u>	<u>CMP Tier Goal</u>	<u>Current % to Completion</u>	<u>Highest Tier Still Reachable</u>
Iota Pi	Excellence	57.35%	Excellence
Lambda Pi	Accredited	48.94%	Excellence
Lambda Sigma	Excellence	54.41%	Excellence
Xi Pi	Accredited	31.91%	Excellence
Omicron Sigma	Excellence	36.03%	Excellence
Pi Sigma	Excellence	43.38%	Excellence
Rho Phi	Recognition	41.53%	Excellence
Sigma Phi	Excellence	39.70%	Excellence

100% of Chapters remain in good standing with the National Fraternity:

80% of the chapters are currently in Good Standing.

<u>Chapter</u>	<u>Status</u>	<u>Progress</u>
Lambda Pi	Guidance	The chapter has been very open to all feedback and assistance. The Fall 2021 pledge class, Fall EC, and additional members of the chapter met with the RVP for a CMP crash course to get a better understanding of the why behind the what of CMP.
Omicron Sigma	Probation	The chapter is on track to complete all the required items for the Probation terms. UCSD's additional COVID restrictions and requirements on student organizations have made in-person operations almost impossible, so I worry about the chapter morale and identity. If the Winter and Spring terms are successful and without any additional issues then probation should be completed.



BEST PRACTICES

Continuing to engage with the chapters as a whole and with chapter officers regularly continues to be a best practice for our leaders. When working through COVID restrictions, needing to pivot as schools make new rules or change requirements, the only way we can quickly help is through open and constant communication. Having consistent messaging on expectations for Risk Management, Recruitment and Pledging, Chapter Records, Chapter Finances, Attendance at National Events, and other operational areas helps our members understand what is being required of them and where we can help.

While the regional leadership team is not yet whole, I absolutely must give credit to our existing team of District Directors and Regional Chairs. Thank you, DDs, for constantly attending chapter meetings and events, being sources of knowledge and inspiration for our collegiate chapters, being willing to invest your time and money into their success, and for dealing with me lol. Thank you to the Chairs who have coordinated our efforts on various fronts and who are taking on more responsibility and new initiatives in the Spring. I look forward to seeing what we do together and filling out the rest of the regional roles to have a full team roster!

Pacific Coast Regional Volunteer Leadership Team	
District Directors	
<i>Iota Pi</i>	<i>Madison Gingold</i>
<i>Lambda Pi</i>	<i>Vacant</i>
<i>Lambda Sigma</i>	<i>Carley Haro</i>
<i>Xi Pi</i>	<i>Vacant</i>
<i>Omicron Sigma</i>	<i>Vacant</i>
<i>Pi Sigma</i>	<i>Cristina Gao Chen</i>
<i>Rho Phi</i>	<i>Alexa Schmidt</i>
<i>Sigma Phi</i>	<i>Daryl Zhao</i>
<i>Orange County AC</i>	<i>Vacant</i>
<i>Inland Empire AC</i>	<i>Vacant</i>
Regional Committees (*denotes Chair)	
<i>Professional Development</i>	<i>Vacant</i>
<i>Community Service</i>	<i>Valerie Martinez*</i>
<i>Alumni Development</i>	<i>Vacant</i>
<i>Finance</i>	<i>Vacant</i>
<i>Marketing</i>	<i>Brianne Anderson*</i>
<i>Awards</i>	<i>Rachel Rogers*</i> <i>Kelly Abrams</i> <i>Steven Espinoza</i> <i>Ann Marie Pierce</i>



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Report of the Pacific Northwest Regional Vice President

Sam Clark
January 2022

SUMMARY

2021 brought a new sense of some normalcy to our chapters in the Pacific Northwest region along with new sets of challenges. Over the summer the Pacific Northwest welcomed 2 new collegiate chapters from the state of Hawaii bringing our total number of collegiate chapters to 5. As the region with some of the first cases and major impacts of the COVID-19 pandemic in 2020 our chapters have dealt with hardship and loss. They continue to deal with the ambiguity and challenges of operating in a virtual environment and more recently the shift back towards some in-person activities on campuses. In the fall of 2021, the Pacific Northwest was the only region with chapters still operating in a mandatory virtual environment. While our Washington based chapters were all allowed to return to in-person operations on their campuses, Hawaii continued to operate in a fully virtual capacity. Now, moving into 2022 we are seeing a return to some hybrid or partial virtual events on campuses across the country. I am proud of our collegians for their resilience through the ever-changing times that continue to impact their operations.

This year our chapters have held many different types of events, including bootcamps for resume writing and interviewing skills. They have heard from professionals in a variety of fields including consulting, accounting, and entrepreneurship. They have held community service events benefiting local charities including community food pantries and local beaches in need of clean up. Additionally, all chapters were able to hold successful recruitment, pledging, and initiations resulting in 54 new initiates in the 2021 fall semester.

This year I continue to be impressed by the resilience of our chapters but also their compassion for one another and their support as brothers. While our year was not without hardships and challenges these collegians have shown they are ready to take on any adversity that comes their way and I am confident that our region will continue to work together and further a higher standard.

Fraternally,

A handwritten signature in purple ink, appearing to read "Sam Clark".

Sam Clark
Pacific Northwest Regional Vice President



REGIONAL PRIORITIES

In 2021 the Pacific Northwest Region has focused on priorities that stem from the overarching goals set by the provincial leadership team.

1. All chapters achieve a minimum of accredited level in the chapter management program (CMP).
2. All chapters complete full transitions in conjunction with officer elections and improve the transition process
3. Develop our district director and new leadership pipeline by utilizing the new assistant DD position and opportunities on our committees.

As we continue to move forward with these priorities, flexibility and communication remain paramount to the success of our chapters and leadership team across the region.

PROJECTS

Expansion of the Pacific Northwest Region remains a critical focus area for the success of the region we have continued to assess several areas we believe to have an opportunity for us to colonize. Additionally, we would like to reinstate our Seattle Alumni chapter which was a casualty of the virtual environment.

The Pacific Northwest Region is a highly diverse and separated geographic region, this is increasingly truer with the recent boundary change shifting the state of Hawaii into our purview. The opportunity for improved virtual communication has led us to want to further improve the sense of community within the region by working to promote more opportunities for more inter-chapter events.

REGIONAL GOALS & PROGRESS

Member Education			
Attribute	Goal	Progress	Anticipated Outcome
Leadership Development – CDL Training	CDL Tier 1: 100% of appointed District Directors will have completed CDL Tier 1 training by Western LEAD Provincial (Feb 25, 2022)	Complete All 5 DD's have completed CDL Tier 1 50% of Assistant DD's have completed Tier 1	We aim to be ahead of any National requirement for alumni leadership training.



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	CDL Tier 2: 50% of appointed District Directors will complete Tier 2 CDL Training by June 30, 2022	In Progress 2 of 5 DD's have completed CDL Tier 2	
<i>Leadership Development – Continued Learning/ Team Building</i>	Each Regional Vice President will hold at least one leadership team meeting with a training component for District Directors before June 1, 2022	In Progress	We aim to help District Directors feel more empowered in their roles and continue learning best practices.

Member Growth

Attribute	Goal	Progress	Anticipated Outcome
<i>Membership – Engage Members</i>	Create an environment of open communication that encourages feedback, engagement, and active listening from leadership	In-Progress/On Going The provincial leadership team is utilizing multiple channels to communicate out information. Leaders are also hosting “open office hour” type events for members to attend.	We aim to build relationships with brothers in the province and encourage them to engage at regional, provincial, and national levels. We hope this helps retain members by engaging them.

Member Engagement

Attribute	Goal	Progress	Anticipated Outcome
<i>Alumni Engagement & Member Retention</i>	The Western Province Leadership team would like to identify 56 brothers, that are interested in serving in some capacity for the FY 2023 by June 1, 2022	In-Progress I have added 2 new Assistant District Directors to our leadership team, Added our 2021 COY and 2 new alumni to our awards committee	We aim to increase awareness of ways to be involved in the fraternity outside of elected roles (both nationally and chapter level) and elevate the District Director teams in the regions. This will help build more support



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			within regions, the province, and fraternity as a whole
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Organizational Excellence			
Attribute	Goal	Progress	Anticipated Outcome
<i>Fraternal Organization – CMP Tier Eligibility</i>	<p>Keep 90% of those eligible, as of November 1, 2021, for a CMP Tier on track to stay eligible for at least Accredited</p> <p>To help chapters reach a tier, various communication platforms will be utilized to send reminders, provide checklist tools. An emphasis will also be placed on the idea that CMP is an outcome achievement, not the driving force</p>	<p>In-Progress</p> <p>11/21: 4 of 5 chapters were eligible for Accredited tier of CMP</p> <p>As of this report: 4 of 5 chapters still remain eligible for the accredited Tier of CMP.</p>	<p>We aim to have chapters build a healthy foundation to build upon in the following years.</p>
<i>Fraternal Organization – Officer Transitions</i>	<p>Create an officer transition document to complete twice a year, with 80% participation of collegiate chapters.</p> <p>This would complement Strategic Plans, with a way to help chapters track their goals year after year and help build a strategic, long-term mindset for chapter leaders.</p>	<p>Not Started</p> <p>The official document work will be a joint effort between the RVPs and other volunteers.</p>	<p>Help chapter leaders develop their strategic thinking. This goal also can be considered helping the Strategic Priorities: Member Engagement and Member Growth.</p>



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- Assistance Actions & Issues
 - Omicron Psi remains on guidance and receivership for operational concerns starting in the 2020-2021 school year that have continued. Many of these concerns stem from the lack of effective transitions. The COVID-19 pandemic caused additional transition difficulties which continues to hinder significant progress toward operational excellence. Plans are in work for RVP and PVP to assist in transitions towards school year-end in 2022

BEST PRACTICES

I recommend learning the preferred communication channels of each DD and president so that everyone knows how they will be communicated with should the need arise.

<i>Pacific Northwest Leadership Team</i>	
<i>Chapter</i>	<i>District Director Name</i>
<i>Lambda Psi</i>	<i>Stephanie Ota</i>
<i>Omicron Psi (WSU)</i>	<i>Ben Migliuri</i>
<i>Rho Chi</i>	<i>Jazzle Paraiso</i>
<i>Sigma Upsilon (UW Seattle)</i>	<i>Makeda Beck</i> <i>Assisted by Serena Tran</i>
<i>Upsilon Psi (UW Bothell)</i>	<i>Kelly Rabin</i> <i>Assisted by Edan Patterson</i>

<i>Pacific Northwest Awards Committee</i>	
<i>Committee Chair</i>	<i>Hannah Hoes</i>
<i>Pacific Northwest 2021 COY</i>	<i>Datyous Mahmoudian</i>
<i>Committee Member</i>	<i>Brynn Foree</i>
<i>Committee Member</i>	<i>Caleb Rose</i>
<i>Committee Member</i>	<i>Diana Vazquez</i>



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Report of the Sierra Nevada Regional Vice President

Cody Heimerdinger

January 2022

SUMMARY

The Sierra Nevada region had a great start to the 2021-2022 fiscal year (both on the alumni chapter and collegiate chapter front). All chapters were ecstatic to resume in-person operations while the universities resumed in-person instruction. The theme for the start of the year was all about gaining momentum, engagement, and advocacy. In July of 2021, I visited two alumni chapters in the region in person to catch up and discuss recent Fraternity updates with various engaged alumni to keep the motivation up in serving our chapters. The first alumni chapter I visited with the Fresno CenCal Alumni Chapter during their Summer Picnic at the Lake event. There were several central California valley alumni at this event, including longtime District Director for the Iota Phi Chapter, Katie Contreras. I was able to engage with the alumni chapter officer team to learn more about their goals for the upcoming year as well as their interaction plans with the local collegiate chapter. The second alumni chapter that I visited in July was the Sacramento Valley Alumni Chapter where I met with the President, Lauren Short, who is also the current District Director for the Epsilon Phi-CSU Sacramento. These two alumni bases that I visited gave me the drive that I needed to then establish my District Director team after my election at the Grand Chapter Congress held virtually over zoom in August. My district director team consists of 3 returning district Directors and 5 new district directors. What a great way to kick off alumni engagement!

The other theme of the start of the year is the theme of advocacy. To start the year, a brand new CMP accreditation requirement went into effect with the goal of holdings chapters accountable to have a minimum of dues paying members on their chapter roster by no later than the Fall dues deadline. Unfortunately, 3 (out of 6) of my collegiate chapters were under the 20 minimum count by the Fall dues deadline. Therefore, one of my regional goals was to help these chapters gain the momentum that they need to recruit and retain to reach the 20 membership count while putting together a recommendation for the Fraternity Board of Directors to consider extending the deadline to meet this CMP requirement. The Sierra Nevada Region leadership team also partnered with the Central Gulf Region leadership team to put together multiple versions of the recommendation to advocate for these small-sized chapters. I am also very pleased to announce that 2 of the small-sized chapters (out of the 3 referenced from above) in the Sierra Nevada Region successfully recruited, pledged, and initiated new members, increasing their membership roster over to over 20 brothers by the Spring term. Way to go Tau Chi Chapter at UC Merced and Epsilon Theta Chapter at CSU-Chico!! I have confidence that the Epsilon Phi Chapter at CSU-Sacramento will soon be able to achieve the desired 20 membership goal over the course of the semester leading into next year.

The Fall 2021 term also consisted of another round of LEAD organized virtually for chapters all across the country. As chapters already started to build momentum and engagement amongst



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all of their brothers, I began to encourage chapters to host chapter watch parties to enjoy the LEAD programming. The Iota Phi Chapter at CSU-Fresno and the Lambda Mu Chapter at the University of the Pacific was able to engage with one another on the regional Instagram account (@dspSierranevada) to share their respective local watch parties.

The next major Fraternity programming highly promoted by the region was Founders Day and the Chapter Leadership Fund Founders Day Challenge. The Iota Phi Chapter and the Tau Chi Chapter both celebrated Founders Day together at an inter-chapter BBQ on Sunday, November 7. During the Founders Day weekend, the National Fraternity organized a challenge to help raise dollars for each chapters' specific Chapter Leadership Fund. The Sierra Nevada Region accepted this challenge and created a regional team

while also promoting chapter-focused teams, such as the "Iota Phi-Fresno State" team and the "Brothers 4Life" team. The "Iota Phi-Fresno State" chapter team fundraised a total of \$69.07. The "Brothers 4Life" team, organized by Epsilon Phi alumni, Lynette Servaes, fundraised a grand total of \$661.49. The Sierra Nevada regional team fundraised a grand total of \$631.34 for these funds. These fundraising efforts were absolutely motivating and pleasing to see alumni and collegiate engagement across the region, the province, and the nation.

I look forward to the coming semester and working with the current leadership team via frequent check-ins and ensuring both collegiate and alumni chapters are set up for a successful finish of the year.

Fraternally,

Cody Heimerdinger

Cody Heimerdinger
Regional Vice President
Sierra Nevada Region
Delta Sigma Pi

Email: SierraNevadaRVP@dsp.org

Phone: 775-412-2584



REGIONAL PRIORITIES

Regional Awards – To encourage high quality award applications to be submitted. The Sierra Nevada region has a diverse awards committee. Thank you to all that serve on this committee. The awards committee consists of the following brothers:

<i>Sierra Nevada Regional Awards Committee:</i>	
<i>Jason Sumi</i>	<i>Committee Chair (Sacramento)</i>
<i>Andrew Bassett</i>	<i>Committee Member (Reno)</i>
<i>Salvador Duque</i>	<i>Committee Member (Fresno CenCal)</i>
<i>Kristin Minetti</i>	<i>Committee Member (Chico)</i>
<i>Danielle Rinck</i>	<i>Committee Member (Novato)</i>
<i>Marbella Reyes</i>	<i>Committee Member (Bakersfield)</i>
<i>Stephanie Phang</i>	<i>Committee Member (Sacramento)</i>

District Director Check-Ins – Schedules calls with each District Director in the region to review the health and well-being of each chapter in the region. During these calls will focus on how to continue to be successful in a virtual setting, the newly implemented pledge education programs, and recruitment.

Alumni Chapter Engagement – Bi-monthly check-ins with each alumni chapter to encourage participation in the alumni chapter recognition program.

Organizational Excellence – Encourage all chapters to submit Accredited, Chapter of Recognition, and Chapter of Excellence items regardless of their current status. Identify those areas of CMP that are most likely to be missed and develop a strategy with the current chapter leadership District Director team. With the chapters being back to in-person operations for the Fall 2021 term, it has been a focus among the Sierra Nevada regional team to help chapters build back momentum to learn the tips and tricks to submit the various CMP items at ease.

Chapter Leadership Funds – Engage in a regional marketing team to promote Chapter Leadership Funds to both collegiate and alumni chapters, with a Regional Goal in mind for having each collegiate chapter have \$500 donated to their account at the end of the year. The purpose of this goal is to start a healthy pattern to build up each fund that chapters can then use and proactively plan to send their brothers to National Events, like Grand Chapter Congress 2021 in Cleveland, Ohio, Fall 2022 LEAD in Phoenix, Arizona, Spring 2023 Provincial LEAD, and Grand Chapter Congress 2023 in Houston, Texas.



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Certified Deltasig Leader and other Volunteer Leadership Training Opportunities –

To encourage all alumni volunteers (District Directors, potential District Directors, Committee Members, Alumni Chapter Members) to pursue these trainings to keep up-to-date on all things Deltasig and better assist chapters with education, growth, engagement, and organizational excellence. Will also promote the Deltasig University to not only District Directors, but to Alumni Chapter Officers as well to help integrate new Deltasig alumni volunteer leaders into the leadership team.

<i>Sierra Nevada Regional Leadership Team</i>		
<i>Name</i>	<i>Office</i>	<i>Chapter</i>
<i>Cody Heimerdinger</i>	<i>RVP</i>	<i>Sierra Nevada</i>
<i>Lauren Short</i>	<i>District Director</i>	<i>Epsilon Phi</i>
<i>Stephanie Westfall</i>	<i>Asst. District Director</i>	<i>Epsilon Phi</i>
<i>Raymundo Ayala</i>	<i>District Director</i>	<i>Epsilon Theta</i>
<i>Marzieh Nightingale</i>	<i>District Director</i>	<i>Lambda Mu</i>
<i>Rosalba Garcia</i>	<i>District Director</i>	<i>Tau Chi</i>
<i>Megan Guslani</i>	<i>District Director</i>	<i>Delta Pi</i>
<i>Robert Deiters</i>	<i>Asst. District Director</i>	<i>Delta Pi</i>
<i>Vito Honey</i>	<i>District Director</i>	<i>Iota Phi</i>
<i>Katie Su Contreras</i>	<i>Asst. District Director</i>	<i>Iota Phi</i>



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Report of the South Pacific Regional Vice President

Louise Santos

January 2022

SUMMARY

The chapters of the South Pacific Region continue to show their resilience and adaptability as Fall 2021 has been a time of transition back to on campus and/or hybrid operations. Our chapters have navigated new on-campus safety protocols and remained flexible. Many of our current collegiate brothers pledged and initiated in a virtual setting and this term marked many of their first opportunities to engage, interact, and integrate with their chapter brothers in person.

Congratulations to the following 2021 National Awards winners from the South Pacific Region:

- *Most Improved Collegiate Chapter: Rho Sigma - UCSB*
- *District Director of the Year: Rick Boner, serving Lambda Phi*
- *Outstanding Alumni Chapter: Los Angeles*
- *Most Improved Alumni Chapter & Outstanding Service: Long Beach Pier 9*

Congratulations to the Rho Upsilon Chapter, who celebrated their 10th anniversary in November 2021!

While our chapters are beginning the upcoming spring semester/winter quarter with the challenge of temporarily returning to remote learning, I look forward to the opportunities ahead for this year to further develop and work together as a region.

Fraternally,

A handwritten signature in black ink, appearing to read "Louise", written over a horizontal line.

*Louise Y. Santos
South Pacific Regional Vice President*



REGIONAL PRIORITIES & PROJECTS

The main regional priority is to ensure that chapters have the resources they need to successfully adjust to in-person operations and to remain agile when needed, with a primary focus of developing alumni leadership to support and guide our chapters. While the Assistant District Director position has recently become an official volunteer role, the South Pacific Region has already utilized this training opportunity for several years and continues to do so to build a bench of future leaders, as well as ensure that our current leaders have additional support.

We will also continue to foster interchapter collaboration and engagement this upcoming year through regional events, including the return of our regional competition Shark Fest (*COVID protocols and precautions contingent*).

REGIONAL GOALS & PROGRESS*

*In relation to the fraternity Strategic Priorities / Western Provincial goals

Member Education

Leadership Development – CDL Training:

- CDL Tier 1: 100% of appointed District Directors will have completed CDL Tier 1 training by Western LEAD Provincial (Feb 25, 2022)
 - As of the date of this report, 6 of 9 District Directors, 1 of 2 Assistant District Directors certified
- CDL Tier 2: 50% of appointed District Directors will complete Tier 2 CDL Training by June 30, 2022
 - As of the date of this report, 2 of 9 District Directors, 1 of 2 Assistant District Directors certified

Leadership Development – Continued Learning/Team Building: Each Regional Vice President will hold at least one leadership team meeting with a training component for District Directors before June 1, 2022

- First team meeting conducted in October 2021
- Upcoming meeting to be scheduled for February/March 2022



Membership Growth

Membership – Engage Members: Create an environment of open communication that encourages feedback, engagement, and active listening from leadership

- While our region has potential opportunities for expansion to other local area institutions that currently do not host a Deltasig chapter, our main regional priority will be the growth of our current collegiate chapters. Through open communication and active listening, we will support chapters in building recruitment best practices to increase their chapter membership and ensure that those brothers are actively engaged and contributing to the chapter.

Member Engagement

Alumni Engagement & Member Retention: The Western Province Leadership team would like to identify 56 brothers, that are interested in serving in some capacity for the FY 2023 by June 1, 2022

- The South Pacific Team will continue to identify and foster collegiate leaders that are interested in pursuing alumni volunteer opportunities. This will include also ensuring that our collegiate leaders have the proper support they need to avoid burnout in their collegiate roles so that they continue their service as they transition into alumni status.

Organizational Excellence

Fraternal Organization – CMP Tier Eligibility: Keep 90% of those eligible, as of November 1, 2021, for a CMP Tier on track to stay eligible for at least Accredited

- As of the date of this report, 6 of 8 chapters eligible for at least Accredited
 - Xi Omicron is not eligible for Accredited due to suspension/probation

Chapter Discipline & Assistance

- Lambda Phi successfully completed the terms of their guidance as of December 2021. We are proud of the chapter's efforts and look forward to their continued success!
- Xi Omicron was placed on suspension in July 2021 and moved to probation in November 2021. Despite previous warning letters, the chapter continued to fail to recruit within the approved qualified majors/programs.



BEST PRACTICES

THANK YOU to all the amazing alumni volunteer leaders that help support and guide our region! Many thanks to those who have returned to their roles on the team and an especially warm welcome to our more recent alumni brothers who have enthusiastically taken on new roles. I also look forward to expanding the role of our collegiate brothers in regional initiatives and committees.

Many of our alumni and collegiate brothers from the South Pacific Region also serve in volunteer roles at the Provincial and National level, so I thank them as well for their continued involvement!

<i>South Pacific Leadership Team</i>	
<i>Chapter</i>	<i>District Director</i>
<i>Delta Sigma – Loyola Marymount</i>	<i>Alex de Souza</i>
<i>Eta Chi – Cal Poly Pomona</i>	<i>Andrea Mujica</i>
<i>Iota Upsilon – Cal State Northridge</i>	<i>Jami Ball</i> <i>William Tran (Assistant DD)</i>
<i>Lambda Phi – Cal State Long Beach</i>	<i>Rick Boner</i>
<i>Xi Omicron – UCLA</i>	<i>Karen Li</i>
<i>Rho Sigma – UC Santa Barbara</i>	<i>Molly Greathouse</i> <i>Barry Altman (Assistant DD)</i>
<i>Rho Upsilon – Pepperdine</i>	<i>Jonathan Ting</i>
<i>Tau Omega – La Verne</i>	<i>Erica Verderico</i>
<i>Upsilon Chi – Cal Lutheran</i>	<i>Hunter Cahill</i>
<i>Regional Awards Committee</i>	<i>Regional Marketing Chair</i>
<i>Matt Temple, Chair</i>	<i>Karen Li</i>
<i>Bill Kinsella</i>	
<i>Michael Woolson</i>	<i>Regional Activities Chair</i>
<i>Melinda Cooper-Polakoff</i>	<i>Adrian Laksmono</i>
<i>Sathon Phowborom</i>	
<i>Devon Lilley</i>	



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Report of the Western Alumni Development Chair

Traci Taplin, MBA

January 2022

SUMMARY

The fall semester was a semester of growth for the Western Province. The Western Province had 3 Alumni Chapters recognized as National Award Winners and the District Director of the Year winner. We are in the process of building a Provincial Alumni Development Committee.

Our main focus will be increasing alumni engagement. The Alumni Chapters have met monthly to collaborate, share ideas, share successes and learn from each other's areas of opportunity.

The National Alumni Development Committee has been on a learning curve building a robust committee, goal setting and building a committee structure to facilitate addressing multiple areas of opportunity for alumni in an efficient manner.

In regards to provincial alumni, we have 66% of District Directors CDL Tier 1 with a goal of 100% and 32% Tier 2 with a goal of 50%. We have 38% of Assistant District Directors CDL Tier 1 with a goal that the Assistant District Directors complete Tier 1.

S.W.O.T

Strengths	Weaknesses
<ul style="list-style-type: none">• Current Alumni Leaders• Knowledge and experience of current alumni leaders	<ul style="list-style-type: none">• Alumni Engagement Growth• New active Alumni
Opportunities	Threats
<ul style="list-style-type: none">• National Alumni Development Committee commitment to building alumni engagement and their focused strategy to accomplish this goal	<ul style="list-style-type: none">• Disengagement of current alumni

COMMITTEE MEMBERS

Sathon Phowborom, South Pacific Region

Sharon Kho, Bay Area Region



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My Event Attendance:	2021 Career Panel Webinar
2021 Alumni Chapter Officers Meet and Greet Webinar	2021 Western Provincial Alumni Open House
2021 Alumni Day Kickoff/Networking Night Webinar	2021 History of DSPs Ritual Webinar
National Alumni Development Committee Meetings	Provincial Leadership Team Meetings
2021 Volunteer Leadership Training Webinar	2021 Making the Most of GCC Webinar
2021 Grand Chapter Congress	2021 VPAR/VPCR Roundtable Webinar
2021 Ritual Getting Chapters Ready	2021 Virtual Fall LEAD
2021 Alumni Chapter Officer Roundtable	2022 Western LEAD Provincial (registered for)
North Hollywood Alumni Brosgiving	Provincial Leadership Team Halloween Party

Leadership Training: CDL Level 1 and CDL Level 2



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Report of the Western Professional Development Chair

Allison Coe McMickle

January 2022

SUMMARY

The priority of this committee is to provide the professional development that the province is looking for and in need of. Thus far, the committee has been focused on planning our first in-person Provincial LEAD since 2020! A goal of ours for this upcoming event is Organizational Excellence. We have lined up various sessions to provide attendees with the best tools and information to successfully operate their chapters, whether they are returning to in-person, socially distanced, or virtual operations. With the vast majority of our chapters operating virtually the past few years, this event aims to refamiliarize our brothers with the established practices of our organization.

COMMITTEE GOALS for 2021/2022

1. Based on feedback from Provincial LEAD, provide professional development opportunities that align with the needs of our members
2. Increase alumni engagement by providing events and programming of value; covering various stages in personal and professional development
3. Be a resource for VPPAs in the province- to aid in the professional development of individual chapters

COMMITTEE MEMBERS

Roxanna Canales Monjaras, collegiate

Katrina Riley, alumni

James Crabbe, alumni



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Report of the Western Community Service Chair

Jessica Glavas

January 2022

SUMMARY

Plans are underway to support the Ronald McDonald House Charities in CA, where the Provincial LEAD conference will be held. We will be accepting Pop Tabs as part of the Million Pop Tab Initiative. Because the Bay Area RMHC does not accept pop tabs, we will drive them to the Los Angeles RMHC.

At LEAD, we will also be accepting "Cards for Humanity." For this, chapters will bring a Target Gift Card in the amount of \$1/member of their chapter (or \$25 total for an alumni chapter). The gift cards will be given to victims of the Marshall Fire that took place in December 2021 in Colorado.

Our third LEAD initiative is to encourage all brothers to register on the Charity Miles app under the Western Province team. This app will log miles from the week of LEAD and any money raised will be donated to the National Park Foundation.

Outside of LEAD – this fall, we had 39 chapters participate in Make A Difference Day, and 23 chapters that have received credit for participating in the National Service Initiative. 8 chapters have reported participation in the Million Pop Tab Initiative, totaling over 24,000 pop tabs!

COMMITTEE GOALS for 2021/2022

1. Increase participation at all LEAD events within the Province, now that in-person events have returned.
2. Support Million Pop Tab Initiative ending with Grand Chapter Congress in July.
3. Review and assist National Community Service Committee with current initiatives and possible recommendations of new initiatives.



Report of the Western Scholastic Development and Awards Chair

Carley Haro
January 2022

SUMMARY

We are still searching for two more members of the Western Province Awards Committee. Any alumni brothers who are interested or have a brother to recommend should email western.awards@dsp.org.

A virtual Western Province watch party was hosted for the announcement of Regional and Provincial awards winners of 2020-2021. Following the announcement, all winners were emailed a personalized congratulations note and recognized on social media.

A meeting was held with the Provincial Vice President and National Scholastic Development and Awards Chair in October for introductions and a discussion of long-term goals.

In September, all Presidents and VPSAs were emailed reminders about submitting a Collegian of the Year with a slide show to present to their members about the award and its qualifications. All chapters were reminded again in October. 100% of Western Province Chapters submitted a nominee for the Collegian of the Year Award.

Once a name was submitted, all nominees were contacted about applying and assistance was offered with writing applications. *Western Province Tips for Submitting a Winning Application* was sent to all nominees. In November, all nominees that had not applied were sent a reminder and received a personalized message from their leadership. 96% of nominees started an application and 80% submitted by the deadline.

All Regional COYs were determined by the December 15th deadline. The Western Province COY was determined by the January 15th deadline.

COMMITTEE GOALS for 2021/2022

1. The awards committee will be working on recognizing all chapter collegians of the year and brothers on Dean's or President's lists during the months of January and February
2. Deltasig scholarships and chapters awards will be promoted in the Spring 2022 term with assistance on applications being offered to all Western Province chapters
3. Chapters will be encouraged to nominate their Chapter Advisor and speak to their RVPs about District Director of the Year
4. Aim to have 90% of all Western Chapters submit at least 2 chapter award applications

COMMITTEE MEMBERS

Name	Representing		
Adrian Avalos	South Pacific	Mya Thomsen	Sierra Nevada
Dhyan Gandhi	Bay Area	Rechenna Lo	Pacific Northwest
Kevin Salazar	Pacific Coast		



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Report of the Western Marketing Chair

Katelyn Mauricio

January 2022

SUMMARY

A lot has happened but being marketing chair for the Western Province has been a great experience. Creating different graphics has been a fun challenge. I really appreciate the creative freedom and support I get to have while making these different graphics. Working with this team has also been great, everyone is open and supportive of each other's ideas. Feedback towards my graphics has been positive and I'm happy that everyone has been trying their best to participate in the interactive graphics that I have created.

PROJECTS

- *LEAD graphics*
- *Focusing future graphic projects*

COMMITTEE GOALS for 2021/2022

Member Education

- Educate and make aware to people about the marketing chair position and this position opens up to other new opportunities

Membership Growth

- Continuing to grow the Western Province social media (gain more followers, likes, and etc.)

Member Engagement

- Getting more members to participate in the social media interactive graphics

Organizational Excellence

- Being more organized by planning, making reminders for myself, and writing everything that needs to be made and posted out so I can get things posted more on time

BEST PRACTICES

Using Canva and Photoshop