

**Northeastern Province Leadership Reports
For the 2023 Provincial Council
February 17-19th, 2023
Newark, NJ**

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Report for the 2023 **Northeastern Provincial Council**

Provincial Summary

Happy 2023! As we round out this first biennium with a new team, I wanted to give an extra special “Thank You” to Team Northeast for all they have done and accomplished. We have overcome a lot of challenges and I am especially proud of our chapters and local leadership for weathering the trials, hardships and extra efforts made to create the best first biennium of our terms. I am looking forward to a new biennium full of prosperity, healthy growth and new challenges as we continue to evaluate our success, innovation and communication throughout this time. My challenge to each member in the Northeast this year is to look inwardly, as we continue to strengthen our Province, really take some time to see where you want to truly see our fraternity excel and share your idea(s) with others. As we share new opinions and opportunities, we continue to challenge the “status quo” and to make sure our fraternity not only continues to be relevant, but also fulfills its purpose to continue professional excellence, service in our communities and personal advancement of our collegiate and alumni members.

I am especially excited for our potential growth this year. As our province continues to grow, we are always looking for new leaders to step up and create change. I challenge each brother to see where you fit into these leadership opportunities. As always, it is an honor and privilege to serve this wonderful organization; I accredit so much of my personal and professional growth to Delta Sigma Pi and I hope you can say the same. You are important, you matter, and you are valued. Without you, Delta Sigma Pi would not be what it is.

Fraternally,

Monica Monroe
Northeastern Provincial Vice President

- **ACTION ITEMS**
 - In the process of finalizing:
 - Appointing Provincial Committee members for the Province which have been recently vacant.
 - Planning and finalizing details concerning LEAD Provincial Conference

- **PROJECTS**
 - Promote continual donation opportunities for Chapter’s CLF- IN PROGRESS
 - Review recommendations in advance of the March board meeting- IN PROGRESS
 - Working with the Provincial Communications Committee to establish and continue using social media platforms to engage, update and inform the Province of National, Provincial and Local happenings- IN PROGRESS

- **GOALS**

- **District Directors**
 - District Directors assigned to all collegiate chapters by 12/1/22 – NOT ACHIEVED (44/57, 77%)
- **Certified Deltasig Leader (CDL)**
 - All District Directors Tier One Certified by 6/30/23 – IN PROGRESS (43/57, 75%)
- **Chapter Management Program (CMP)**
 - Year over year increase in total number of Accredited Chapters – IN PROGRESS
 - Year over year increase in total number of Chapters of Recognition – IN PROGRESS
 - Year over year increase in total number of Chapters of Excellence – IN PROGRESS
- **Collegian of the Year (COY)**
 - Nominee from each chapter by 10/15/21 – NOT ACHIEVED (48/57,84%)
 - Application received from all nominees – NOT ACHIEVED (29/48 60%)

- **LESSONS LEARNED**

As I close out this first biennium as PVP, I continue to have a greater respect for those who have come before me. As we go into the next biennium, we will still be facing the repercussions of COVID and now isn't the time to slack in our efforts of proper growth.

A great area of need for our Province is the continued establishment and maintaining of a diverse pipeline of upcoming leaders. Certain regions are more successful than others in this, and it is my intention to help guide our leadership team to ensure we are properly prepared for the next Grand Chapter Congress in this regard so we do not face the same issues of vacancies we had.

As a team, we have focused on and have also tried our best to avoid burnout on our leadership team, as this has been a very relevant issue still this year. Each of us have experienced it. Volunteering is hard, and despite our best efforts to take breaks when necessary, I feel like the team is worn out. We hope to alleviate this with regional boundary changes, implementing more volunteers to help us and set more attainable goals in a post-covid world.

- **BEST PRACTICES**

A practice that has worked best for the team thus far is the utilization of a dedicated Slack Workspace for the RVPs and the Provincial Chairs. This has created a culture of community and unification across the leadership team, as we have various levels of experience in our roles. Within that Workspace, we have included channels of various aspects including an advice channel, committee channels, board recommendations, chapter guidance, and even some social channels such as memes, wellness space, and a national day channel.

Our leadership team has also made dedicated efforts to regularly engage and include undergraduate members in various degrees. Our mission in this is to establish trust and maintain transparency within the Province, as well as humanize our volunteer roles.

- **HIGHLIGHTS**

I am so proud this team tries to honor their volunteer boundaries. We look forward to expanding our leadership team to help balance the burnout and continue to grow in an appropriate way.

We met as a leadership team this year (half the team) and were able to share a weekend of updates, team bonding and goal setting for the upcoming biennium.

Provincial Committee Goals

Provincial committees are working in support of national committee responsibilities and goals. In addition, the following provincial goals are being reviewed and prioritized:

- *Professional Development*: Review opportunities for additional engagement opportunities by seeking diverse presenters and added opportunities for industry/career informational discussions etc.
- *Service*: Promote National Service initiatives within the province and promote provincial/local service ideas and activities.
- *Awards*: Evaluate and select provincial winners of individual and chapter awards for national award review. Increase awareness, quantity, and quality of award applications.
- *Alumni Development*: Explore opportunities for alumni focused programming. Support engagement by increasing awareness of and participation of alumni chapters. Work in conjunction with the professional and service committees to promote cross functional opportunities.
- *Communications & Social Media*: Establish and maintain social media platforms and continue to cultivate an online presence and opportunity for growth and advanced communication through technology.

<u>Regional Vice Presidents</u>	<u>Provincial Chairs</u>
Noel Miller – Capital RVP	James Kuhn – NEP Professional Development Chair
James Kuhn– East Central RVP	Liz Doody – NEP Community Service Chair
Angela Coston Jones – Eastern RVP	Sean Rosney – NEP Awards Chair
Charles Weening – Empire RVP	Paul Carpinella – NEP Alumni Development Chair
Jen Huynh – New England RVP	Stacy Heyderhoff & JD Donley- NEP Communications & Social Media Committee Chairs
Robert Fosdick – Niagara RVP	
Patrick Bonfrisco – Steel Valley RVP	

— End of Northeastern Provincial Vice President Report —

Capital Regional Vice President Report – Noel Miller

Fall 2022

Overview

The primary focus of the last year has been supporting chapters in building bonds of Brotherhood while meeting expectations and requirements of the national organization. Chapters continue under different restrictions due to COVID, as Brothers have successfully navigated in-person ritual, recruiting, and programming on campus.

Opportunities include decreasing voluntary withdrawal requests by improving our chapter recruitment processes and communications with potential pledges and new Brothers; improving adherence to pledge profiles/forms to avoid losing CMP credits; increasing attendance at national events to improve connection between Brothers, chapters, and the National Fraternity. Strengths include a dedicated and trained team of DDs for 4/5 collegiate chapters; national and provincial award winners in 2022; chapter Presidents and Brothers who are passionate about the larger Fraternity.

I am eager to see what Spring 2023 holds in store as chapters continue their effort to improve on 2022 CMP achievements, grow in number, and deepen the bonds of Brotherhood.

Regional Leadership Team

District Directors

- University of Maryland (Gamma Sigma): Heath Marell
- Shepherd University (Epsilon Kappa): Morgan Sites, Tavon Bennett
- Howard University (Iota Rho): Marvin Boone
- George Washington University (Xi Rho): Kristoph Lederer

Regional Awards Committee

- Jessica Boucher, Chair
- Onuka Ibe
- David Mazur

East Central Region

2022

James Kuhn (RVP)

Regional Summary

The Fall 2022 semester has been full of challenges. However, they have not been the typical challenges of the past. With my transition back into the RVP role last Spring, I have felt like I'm trying to play catch-up to an extent. Fulfilling my RVP duties, while also supporting the chapters I was District Director for before stepping back into the RVP role, in addition to other volunteer roles I hold within the fraternity and externally, while still making time for home-life...it has been challenging. Luckily, I have been able to find help in some areas and when new challenges arise, I seek to do the same.

While the Certified Deltasig Leader requirement to become a District Director is much-needed to ensure chapters have a knowledgeable alumni leader to turn to, it still requires time to complete and has led to another area of follow-up. That delay has contributed to delays in follow-up in other areas and as things compound, it has become more and more challenging to ensure the proper attention to each area. While the search for District Directors continues, chapters without one still require attention, so more time is required to ensure those chapters aren't forgotten.

Due to certain circumstances, East Central's social media accounts took a pause and few chapter visits were made. At times, I feel I have not performed this role to my standard. However, I remind myself to not be hard on myself and that sometimes the work of the fraternity isn't the fun stuff. Rather, sometimes you need to take a step back and focus on what's needed before you can get to the extra, fun stuff.

Not to say there wasn't fun stuff. In fact, there was quite a bit. Every chapter was able to send at least one attendee to a LEAD School this Fall and every LEAD School had at least one East Central chapter in attendance. The Alpha Theta chapter sent 30 attendees to St. Louis LEAD School! The Cincinnati Alumni Chapter also hosted their 8th Annual Central Office Open House in celebration of Founders' Day! And the Nu chapter was finally able to have an in-person celebration to commemorate

Nu's 100 th Anniversary!

As the semester and 2022 winds down, there is still plenty to do. However, regardless of the challenges, I choose to be optimistic about the Spring semester. I only see great things to achieve. I see chapters achieving higher goals, engaging collegiate and alumni Brothers through volunteer opportunities via the regional social media committee and East Central regional event, and the formation of a Columbus Alumni Chapter.

Yes, there will be many challenges, but that simply means there will be many opportunities!

Fraternally,

James Kuhn, MBA

East Central Regional Vice President | Delta Sigma Pi

East Central Regional Report

2022

James Kuhn (RVP)

Fall 2022 Travel

<i>Date(s)</i>	<i>Event(s)</i>	<i>Location</i>
8/30	East Central Chapter Presidents' Meeting	Virtual
10/6	Theta Pi Pledging Ceremony	Bowling Green, OH
10/20	Dayton Alumni Chapter Meeting	Virtual
10/21-23	St. Louis LEAD School	St. Louis, MO
11/4-6	Washington D.C./Dulles LEAD School	Herndon, VA
11/12	Cincinnati Alumni Chapter 8 th Annual Central Office Open House	Oxford, OH
11/17	Dayton Alumni Chapter Meeting	Virtual
11/18	Xi Upsilon Initiation	Huntington, WV
11/30	East Central Regional Event Planning Meeting	Virtual
12/15	Dayton Alumni Chapter Meeting	Virtual

Anticipated Spring 2023 Travel

Date(s)	Event(s)	Location
Late January – Early February	Theta Pi Executive Committee Retreat	Bowling Green, OH
2/17-19	Northeastern LEAD Provincial	Newark, NJ
4/1	East Central Regional Event	Columbus, OH
4/23	Alpha Upsilon Michael Hayes 5K	Oxford, OH
	Chapters to visit:	
	Nu	Columbus, OH
	Alpha Theta	Cincinnati, OH
	Alpha Omicron	Athens, OH
	Epsilon Tau	Dayton, OH
	Theta Lambda	Cincinnati, OH
	Psi Omega	Columbus, OH

Regional Leadership Team

Position	Name	Chapter	School	Location
District Directors (DD)	Julie Hermes	Nu	Ohio State University	Columbus, OH
	Sammy Geroulis	Alpha Theta	University of Cincinnati	Cincinnati, OH
	Vito Honey (Virtual)	Alpha Omicron	Ohio University	Athens, OH
	Mary Miracle	Alpha Upsilon	Miami University (OH)	Oxford, OH
	Andrew Bare	Epsilon Tau	Dayton University	Dayton, OH
	Kyle Rinderle	Theta Lambda	Xavier University	Cincinnati, OH
	Vacant	Theta Pi	Bowling Green State University	Bowling Green, OH
	Raymond Cousins*+	Xi Upsilon	Marshall University	Huntington, WV
	Vacant	Psi Omega	Capital University	Columbus, OH
Awards Committee Chair	Sarah Richardson			
Awards Committee Members	Alexandra Land			
	Meghan Pope			
	Alexandra Warrick			
	Kenneth Wepler			

*Denotes no previous position experience

+Denotes new to chapter

Regional Goals/Initiatives

- ***Intra- and inter-regional communication/collaboration***
 - Continued utilization of regional Facebook group (East Central Region – Delta Sigma Pi), Instagram (dspeastcentral), and District Director Slack group.

- o Promoting and encouraging collaboration amongst collegiate and alumni chapters via regional events that provide both professional and social aspects.
- o Supporting communication between current and developing alumni chapters.
- **Chapter, personal, and professional growth**
 - o Continue to support collegiate and alumni chapters in their efforts to promote events/activities that provide value to other Brothers.
- **Adherence to ritual**
 - o Ensure chapters return to safe, in-person practices that both follow our ritual and mitigate potential risks.
- **Risk Management**
 - o Ensure members have access to an environment that allows them to safely and fully participate and flourish in all things the fraternity has to offer, as well as providing a safe space for members to express when they feel those standards have not been met.
- **Diversity, Equity, & Inclusion**
 - o Ensure members have access to opportunities offered at the various levels within the fraternity, including serving on committees. As RVP, my main goal is to ensure those wishing to voice their concerns/ideas/suggestions are heard.

Chapter Summaries

Nu – Ohio State University

- **Notes**
 - o Nu is a strong chapter and could easily be a Chapter of Excellence if they apply themselves and ensure their CMP items are submitted on time.
 - o District Director connects well with the chapter and its members. Though there have been some miscommunications in the past, it appears the chapter and their District Director have improved their communication over this past year.
 - o Sent 10 attendees to Washington D.C./Dulles LEAD School this Fall. This is the most I personally recall them having at a National event in recent history.
 - o Nu held an in-person celebration in honor of the chapter's 100th Anniversary as COVID prevented them from doing so on their actual anniversary!

Alpha Theta – University of Cincinnati

- **Awards/Recognition**
 - o Regional R. Nelson Mitchell Outstanding Collegiate Chapter
 - o Regional Outstanding Alumni Relations
 - o Regional Outstanding Scholastic Development
 - o Chapter of Excellence
- **Notes**
 - o Alpha Theta is regularly one of the strongest chapters in the region.
 - o Sent 30 attendees to St. Louis LEAD School.
 - o Alpha Theta is one of the largest chapters in the fraternity.
 - o Brothers regularly volunteer to help with Cincinnati Alumni Chapter events.

Alpha Omicron – Ohio University

- **Awards/Recognition**
 - Highest membership increase in the Northeastern Province
 - Chapter of Excellence
- **Notes**
 - District Director is virtual, but has maintained a great working relationship with the chapter that has greatly contributed to the chapter's recent successes as they seek to achieve Chapter of Excellence once more.
 - Seeking (Assistant) District Director to provide additional in-person support to the chapter as current District Director has voiced their interest in transitioning out of the role at sometime in the future.

Alpha Upsilon – Miami University (OH)

- **Awards/Recognition**
 - National Outstanding Service Activities
 - Regional Outstanding Professional Activities
 - Regional Outstanding Financial Operations
 - Regional District Director of the Year (Mary Miracle)
 - Chapter of Excellence
- **Notes**
 - o Approximately 200 students went through this semester's recruitment process.
 - o 55 Brothers are expected to graduate this Spring.
 - o District Director has a great working relationship with chapter, has encouraged them to shoot for the stars with their ideas, and has led them to become more involved/interactive with the National Fraternity.

Epsilon Tau – Dayton University

- **Notes**
 - Epsilon Tau failed to reach Accredited Chapter last year, but they appear to have greatly improved their reporting of various CMP items thus far this year. At quick glance, I wouldn't be surprised if they achieve at least Chapter of Recognition this year.
 - District Director has developed a great working relationship with chapter since stepping into the role.
 - Seeking (Assistant) District Director to provide additional in-person support to the chapter as current District Director has voiced their interest in transitioning out of the role at sometime in the future.
 - The University handles money accounts for all clubs and organizations. Requesting payment for dues and initiation fees generally delays fee payments to the Fraternity and thusly shows up as late in HUB. Central Office is regularly reminded of this process and the Chapter is also reminded to send Central Office the request forms with a time stamp so that appropriate approval may be granted within HUB and late fees are not charged.

Theta Lambda – Xavier University

- **Notes**
 - Theta Lambda failed to reach Accredited Chapter last year, but they currently appear to be on track to achieve Chapter of Excellence.
 - Brothers regularly volunteer to help with Cincinnati Alumni Chapter events.
 - Sent 4 attendees to Phoenix/Tempe LEAD School.
 - The University handles money accounts for all clubs and organizations. Requesting payment for dues and initiation fees generally delays fee payments to the Fraternity and thusly shows up as late in HUB. Central Office is regularly reminded of this process and the Chapter is also reminded to send Central Office the request forms with a time stamp so that appropriate approval may be granted within HUB and late fees are not charged.
 - Seeking (Assistant) District Director to provide additional in-person support to the chapter as current District Director has voiced their interest in transitioning out of the role at sometime in the future.

Theta Pi – Bowling Green State University

- **Awards/Recognition**
 - Chapter of Excellence
- **Notes**
 - Theta Pi appears to be on track to achieve Chapter of Excellence this year, despite various challenges they have encountered this Fall semester.
 - Chapter regularly engages in National/Regional events.
 - Seeking (Assistant) District Director to provide in-person support to the chapter as the position is currently vacant. There has been some interest in the position. However, it does not appear to be the right time at the moment for those that are interested.
 - The University handles money accounts for all clubs and organizations. Requesting payment for dues and initiation fees generally delays fee payments to the Fraternity and thusly shows up as late in HUB. Central Office is regularly reminded of this process and the Chapter is also reminded to send Central Office the request forms with a time stamp so that appropriate approval may be granted within HUB and late fees are not charged.

Xi Upsilon – Marshall University

- **Notes**
 - Xi Upsilon appears to be on track to miss becoming an Accredited Chapter this year. However, their spirits remain high as they seek to lay the foundation to improve chapter operations across the board.
 - Excitement is building within the chapter as they look to become more engaged in National/Regional events, having already began discussions regarding GCC in Houston.
 - The recently-appointed District Director is new to the role, but has already developed a report with the chapter. He is fairly light in fraternal experience outside the collegiate ranks, but has assured his dedication to the role.

- o Alumni support persists for a potential Honorary Initiation of Marshall graduate, former Chairman and CEO of Intuit, and current Marshall University President, Brad Smith and his wife, Alys.

Psi Omega – Capital University

- **Awards/Recognition**
 - o Accredited Chapter
- **Notes**
 - o Chapter appears to be on track to achieve Accredited Chapter and possibly Chapter of Recognition.
 - o In the process of appointing a District Director as the position is currently vacant. An individual has been identified. However, the appointment is pending the individual's completion of the CDL Tier I requirement.

Cincinnati Alumni Chapter

- **Awards/Recognition**
 - o National Outstanding Professional Activities
 - o National Outstanding Collegiate Relations
 - o Northeastern Outstanding Alumni Chapter
 - o Northeastern Outstanding Service Activities
 - o Gold Level Chapter
- **Notes**
 - o Recently hosted their 8th Annual Central Office Open House in celebration of Founders' Day.
 - o Has continued to host various professional events via webinar series.
 - o Typically enlists the help of the four most local collegiate chapters, in in-person settings, in order to strengthen the bond between collegiate and alumni brothers. However, due to their webinar series, they have been able to engage Brothers from various chapters throughout the region and around the country.
 - o CAC leadership regularly reaches out to chapters from around the region and donates to their Chapter Leadership Funds.
 - o CAC members are regularly in attendance at various local, regional, provincial, and national events.
 - o CAC members have provided a large part of my personal support and success within the region. Four District Directors are CAC members.

Dayton Alumni Chapter

- **Notes**
 - o Currently in their second consecutive year as a franchised alumni chapter.
 - o Chapter involvement has recently curtailed and Chapter President has expressed concern for the chapter's future.
 - o Consistently holds monthly virtual meetings, but has begun to hold small in-person meet-ups.

Developing Alumni Chapters

- **Columbus**
 - Head Organizer – Christian Loeb (Omega Phi, *Founding Chapter President & 2022 National COY*)
 - Sizable population able to support an alumni chapter.
 - Interest is growing.
 - Becoming more organized after recent lull.
- **Greater Tri-state (KY, OH, WV)/Huntington, WV**
 - Head Organizer – Delea Thomas (Xi Upsilon, *Former Chapter President*)
 - Population concerns to support an alumni chapter.
 - Interest has waned over recent years. However, talks have slowly begun to resume.

Report of the Eastern Regional Vice President

Angela Coston Jones
December 2022

GOALS:

My overall goal for the region is to create an atmosphere of trust, consistency and transparency while getting to personally know the District Directors and their chapters. Because of the size of the region and the distance from Alpha Gamma (Penn State) to Philadelphia for example, being able to personally visit each chapter has always been difficult for RVPs. I would have to say that for this reason the pandemic was a blessing instead of a curse because I have been able to have conversations via Zoom. I have also had phone conversations over sending an email, for more of a personal touch. I have made sure that each email, phone call or text message has been returned promptly. I understand that when anyone has a problem, more than anything they want to be acknowledged and the problem handled, in a timely manner.

Another goal is to continue to spread the need for completion of training modules and developing strong consistent transition plans. The biggest issue I have heard with chapter leadership is that they do not understand “how to do their position”, which will contribute to low morale within the chapter. The first thing I noticed is that most chapter officer’s training modules had not been completed nor had previous chapter officer’s modules been completed. I have provided examples from my own professional background as a trainer on the pitfalls when leadership does not know how to do their jobs. Increasing chapter morale, understanding CPM activities, and reducing pledge drop rates are some of the benefits when chapter leadership feels confident in their positions.

GENERAL COMMENTS:

Fall LEAD School

The Eastern Region was represented well at the Washington DC/Dulles LEAD School with 78% of the region’s collegiate chapters in attendance. For many attendees, this was their first national event. They were able to network with brothers in their own region and from across the country.

Expansion

Welcome to the Start Up at Villanova University. They are making great strides with learning about the fraternity that they even attended the last FALL LEAD School in Dulles. Looking forward to the day when I can share the date for their installation!

Regional Progress

❖ CMP

- Chapter officers have made efforts to revise chapter procedures to effectively improve submitting events in the hub in a timely manner
- Chapters are looking at CMP in a more strategic way. I have suggested by making sure all events are worthy of being submitted will ensure that they always maintain accredited status. ○ During chapter visits I encourage chapter officers as well as non-officers to ask questions about CMP.
- I also encourage chapter officers to utilize the DSP website, officer packets as well as reaching out to the chapter consultants for help with clarification with CMP principles.

❖ 2022 National Awards

- I want to publicly THANK our Eastern Region Awards Committee for their dedication to our region reviewing award applications, without missing a beat. The committee members are Lindsey (Fonseca) Mokus, Stephanie Milne, and Thom Arnott.
- CONGRATULATIONS TO 2021-2022 Regional Award Winners

Chapter Advisor of the Year: Michael Alleruzzo - Zeta Pi, St. Joseph's University

Outstanding Service Award for a Collegiate Chapter: Omega Chi, Drexel University

Outstanding Professional Activities Award for a Collegiate Chapter: Omicron Omega, University of Delaware

Outstanding Alumni Relations Award for a Collegiate Chapter: Beta Xi, Rider University Outstanding Scholastic

Development Award for a Collegiate Chapter: Omicron Omega, University of Delaware Most Improved Collegiate Chapter: Omega Chi, Drexel University

R. Nelson Mitchell Outstanding Collegiate Chapter: Beta Xi, Rider University

- I am so proud that the region has been applying for national awards. All the great work being completed by the chapters should be known to all and celebrated by all.
- (4) COY applications have been completed by the November due date

❖ District Directors

- Coming into September, less than 50% of the region had DDs appointed to them. ○ Although the leadership we currently have is strong, we are lacking volunteers. The main reason I am told is due to the CDL requirement that was put into place on March 1, 2022.
 - I provide the benefits of becoming a Tier 1 Certified Deltasig Leader and a breakdown regarding the time it takes to go through the trainings
- Looking at ways to get raise the alumni activity in the area
 - Restarting the Philly Alumni Chapter
 - Working with the VPARs in the region to reach out to their chapter's alumni communities on a consistent basis

❖ Chapters

- Chapters Visited September – December
 - Epsilon Sigma, Omega Chi, Omicron Omega, Alpha Gamma, Mu Omega
- Recruitment and Brotherhood are the biggest topics among the eastern region
 - Like a lot of the regions within the northeastern province, we have seen an increase of voluntary withdrawals as well as requests to revise membership status.
 - While all the chapters are no longer virtual, the long-term effects of the pandemic are the largest contributor
 - Chapters are realizing that education, transparency, empathy, and consistency are what's needed to move forward in these post pandemic times.
- As a region we have had a few discipline issues but with the mature and detailed work of the chapter officers, issues were able to be resolved in a timely and respective manner.

Empire Regional Report

Charles Weening

Fall 2022

Regional Summary

How you doing? It's not just Friday's that are casual – so is the beginning of this report. (jk, I always wear a tie because it's not just my debits and credit that tie). I intentionally start this report with jokes – because we need it. These are challenging times navigating a turbulent world. It's so important to take a moment to relax and enjoy. This is especially true in ΔΣΠ's first region. Empire hits different. Many of us are first generation college students. On top of being full-time students, we work 40+ hours a week to pay for college and support our families. Baseline performance for us is top of the line anywhere else. Our parking is parallel, and work ethic is parallel to success in the business world. We hustle hard, with even more intense hearts. We stand strong through triumphs and challenges, cheers and tears. We are EMPIRE.

Recruitment is a major focus for Spring 2023. Fall recruiting numbers were modest for most chapters. For short and long-term stability, there needs to be a stronger number of recruits. Chapters have robust interest that should translate into quality and balanced growth. There is also optimism as many of the interested potential members are freshmen and sophomores.

Finances are very well managed. At the time of writing this report, 4 chapters have -0- balance and 2 chapters have balances that are current. Excellent! For both general business environment and fraternal focus - it's important to maintain a strong grip on financial operations. This is something Empire consistently delivers on every year. Something new in the region: 5/6 chapters have an available CLF (Chapter Leadership Fund) balance. I humbly ask you consider giving to chapter CLF to most worthy and amazing brothers *{insert gold and purple heart emojis}*

CMP performance overall is currently satisfactory. Chapters should continue to track progress. CMP can help chapters avoid operational deficiencies. Always consider the Fraternity's risk management policy when planning events. Last: always feel comfortable to speak with leadership if you have questions or doubts. We are here to support you, listen, and provide coaching as needed.

Welcome to Empire!

Most likely you are reading this report at the 2023 Northeastern Provincial Conference in Newark, NJ – EMPIRE Region. Yerrrrr. Welcome! We are so happy to welcome you to our slice of paradise. Some fun facts on our chapters:

- Beta Omicron: Rutgers-Newark is one of the most diverse schools in the country and a leader in social mobility
- Zeta Eta: Saint Peter's University is in Jersey City, one of the most diverse cities in USA. Martin Luther King Jr. spoke on campus when he received an honorary degree
- Kappa Rho: Adelphi University sang praises about the chapter. No, really. The chapter won a singing competition among Greek organizations on campus
- Pi Phi: Pace University-Westchester flexes affiliation between the commercial world and students of commerce. They land jobs at excellent companies
- Pi Psi: Baruch College (part of the CUNY: City University of New York network) in Manhattan is a vertical campus! Spans 1 city block and 14 stories high
- Upsilon Omega: You might get stuck in traffic on the Long Island Expressway, but you can stretch your legs at Stony Brook, the largest public university by land in NY state

Regional Goals – and ideas to get there

- Stronger cross-chapter collaboration
 - Round table discussions for officer positions
 - Spontaneous social activity (enjoy responsibly)
 - Start with a small goal – and gradually build up from there
- Magnificent member engagement
 - Exec Committee shares ideas with chapter – and gather feedback when planning events
 - Make sure to have fun! Social activity is the glue that holds us together
 - You don't need to be an officer to be involved - have a passion or idea? Speak up and make the vision a reality

- Leaving a legacy

- o Leave notes on successes and challenges with roles. Leverage recordings and other media to retain knowledge
- o Tell a brother how they made a small but mighty impact on you. These moments last forever. Even me, an accountant, gets all warm on the inside thinking about encounters like these
- o Brotherhood is for life! Stay connected in a way that works best for you. And give back when possible – the ROI is unbeatable

Regional Leadership

Chapter	School	District Director
Beta Omicron	Rutgers University-Newark	Elizabeth Doody
Zeta Eta	Saint Peter’s University	Devin Varela
Kappa Rho	Adelphi University	Gabriela Berrios
Pi Phi	Pace University	(vacant)
Pi Psi	Baruch College	Christopher Bruno
Upsilon Omega	Stony Brook University	William Greenberg

**Report of the New England Regional Vice President
Jen Huynh-Doto
Fall 2022**

FALL 2022 OVERVIEW AND SPRING 2023 OUTLOOK

Entering this school year uniquely kicked off with the special July GCC. The amount of energy from our members who attended congress created an inspiring outlook for this 2022-2023 academic year. Many of the collegiate members are collaborating and connecting with one another. The strategy lies in encouraging operational excellence and as much participation in national events as possible to drive motivation in our organization.

The challenges transitioning back to in person operations still linger as chapters handle reviving engagement in their own schools and look at how we start back up in-person inter-chapter relations. Additionally, many conversations on addressing overall member wellness and burnout were had this semester with students and volunteer leaders. These conversations highlight similar patterns in the larger college and university environment. At the end of the day, the wellness of our students and alumni volunteers matter. Ensuring we highlight the importance of wellness in our membership experience when interacting with members helps drive positive membership engagement overall.

Exciting events coming up in spring 2023 include two chapters celebrating 20-year anniversaries (Xi Phi and Xi Psi), one chapter celebrating their 15-year anniversary (Pi Rho), and watching progress on the newest addition to the region, the Vermont Startup. Continued conversations to plan and bring back the Rose Games as a regional inter-chapter event have potential to be a lever to drive additional engagement culturally for New England.

There is so much to be proud of in the New England Region. We are about to face a season of potential changes coming up for the region which show how far all our members in collegiate and alumni chapters have come.

Top Items for Update from last report

1. Chapters continuing CMP Guidance

- a. ***Xi Psi (Bryant) - CMP Guidance thru 12/31/2022*** – Between hard work between the District Directors and the new chapter officers, Xi Psi was able to reach significant milestones in improving their operational status. The chapter is on track to reach Accredited CMP based on the CMP check at the time of this report. The DDs are keeping the executive committee organized. The chapter also cleared their significant debt and are back in good financial standing with practices in place to prevent this from happening again in the future. Recruitment was very successful and the chapter added 9 members, increasing the chapter size by 30%. We look forward to seeing them continue their improvement through spring 2023. See DD report for more details.
- b. ***Lambda Tau (Bentley) - CMP Guidance thru 12/31/2022*** - CMP Guidance terms issued to Lambda Tau intend to have the chapter complete risk management education as a result of an anonymously reported incident reported to leadership in spring 2022. Because the chapter has not had previous discipline history, leadership team and Central Office resolved with the chapter the educational path is the best one to help guide the chapter forward.

2. Chapters with operational concerns but pending chapter assistance status

- a. ***Nu Sigma (Roger Williams) – (CMP Guidance ended 6/30/2022, continued monitoring)*** – While Nu Sigma ended CMP guidance, we continue to monitor and help the chapter as much as possible to ensure they continue to succeed operationally and culturally. Visits with the ELC this fall helped the chapter significantly. With the two-term chapter president graduating, the chapter must begin to build sustainable practices and culture to continue operating. Difficulty finding a District Director with CDL is a challenge. RVP is helping the chapter until one is found. New officers are highly motivated and looking to ensure the chapter builds a sense of community. They intend to strategically partner with Roger Williams and the business school to address declining enrollment and general campus activity decline.
- b. ***Omega Upsilon (Providence) - Suggesting CMP guidance starting 1/1/2023 with university collaboration*** - Increasing concerns arose beginning spring 2022 as the chapter was not responsive to local leadership and continued to miss both CMP accredited level and all national events. Fall 2022 ELC visit revealed concerns from the university on meeting university organizational requirements. Significant improvements needed by the officers and members of the chapter in order to continue operating on the college campus. Fraternity leadership and Chapter Services team met with Providence College Director of Student Activities and the Chapter Advisor to begin discussing what requirements the school and fraternity need the chapter to meet. Recommending CMP Guidance to help formally track progress (pending PVP and CO approval)

3. **Strategic Item: Geographical Boundary Changes:** Recommendation will be submitted to 2023 Northeastern Council meeting to create a new region. With the growing size of the New England Region, the need for strong volunteer leaders is more important than ever. Being the largest region (11 chapters) and serving the most collegiate members (800+) in the nation, we must strategically plan ahead. See proposal in Northeastern Provincial Resources for specific details.

4. DD Vacancies, Training, and Succession Planning

Vacancies: For District Director vacancies currently in the region, individuals were identified as good fits for those chapters. However, new policy prevented those individuals from formally being appointed due to incomplete training requirements. RVP will serve in supporting those chapters until volunteers with CDL completed are identified.

Training: Continuing to monitor CDL and send District Directors to the appropriate trainings. Both remote and in-person options given changing dynamic of if people feel comfortable at national events or more comfortable at local events. The model of having Slack as a community training tool allows for group discussions and people to provide feedback live as needed. DD/Asst DD model helps with skills development and helping alumni volunteers newer to the role gain some experience. Some changes to DD assignments were made to hone skillsets between schools.

Succession Planning: Currently working with potential candidates who have expressed interest in the RVP role. Many contingencies depend on decision of the geographical boundaries given the concern that no one will be interested in the role if the region remains to be 11 chapters, 1 start-up, 2 alumni chapters. Risk of no candidates for the role if the proposal does not pass Northeastern Provincial Council meeting vote. Regardless of the geographical boundary decision, current RVP does not plan to re-run. It's time for some others to step up to the plate and drive the strategy forward!

Additional Projects and Initiatives Supported:

Diversity, Equity, Inclusion: Continued involvement in serving on the Diversity, Equity, Inclusion National Task Force. Task force ended November 2022 per board direction.

New England Regional Leading Principles

To make it simple and high-level:

- Prepare successors and chapters to continue to have the best practices and culture possible amongst upcoming transitions. Regardless of the decision on regional boundaries, there will be new leaders in the region overseeing strategy and operations
- Enact monthly meetings for DD team starting at the end of January. District director team will receive meeting information and we will establish dates in advance.
- Ensure all chapters have resources needed to plan ahead and minimize costs for upcoming National events
- Continue demonstrating and championing Diversity, Equity, Inclusion, and Justice when leading the region
- Champion change management through various transitional phases for the members of the region
- Guide members who want to drive change locally or nationally to the right resources to do so
- Empower wellness, empathy, and grace in myself, the alumni team, and the students as we lead

Fall 2022 RVP Virtual/In-Person Meetings Summary

All visits are virtual unless otherwise stated. 1-1 meetings with any member are not included in this summary

Date	Chapter	Event	Category	Virtual/Travel
Ongoing since summer 2020, ended November 2022		Diversity, Equity, Inclusion Interest Group Discussions	DE&I Strategy	Virtual
8/1/2022	Pi Rho	Regional/Provincial Community Service Opportunities	Regional/Provincial Alumni Development	Virtual
8/8/2022	Nu Sigma	DD Transition Meeting: Nu Sigma	Regional/Provincial Alumni Development	Virtual
8/17/2022	Theta Iota	Semester Planning with Ecomm	Chapter / Startup Support	Virtual
9/8/2022	Regional Meeting	Fall Semester Kick-off	Regional Leadership Meeting	Virtual
10/10/2022	Multiple Chapters	Various ELC Prep Meetings with DDs	Chapter / Startup Support	Virtual
10/17/2022	Theta Iota	ELC Visit, Chapter Meeting, DD Training	Chapter / Startup Support	In Person
10/21/2022	Xi Psi	ELC Visit, Chapter Meeting	Chapter / Startup Support	In Person
10/25/2022	Nu Sigma	Chapter Meeting for ELC Visit Follow Up and Strategic Planning	Chapter / Startup Support	Virtual
11/4/2022		Washington DC/Dulles LEAD School	National Event	In Person
11/14/2022	Theta Iota	Ritual training	Chapter / Startup Support	Virtual
12/6/2022	Omega Upsilon	Alignment meeting with Providence College faculty, Central Office Staff, local New England Leadership	Chapter / Startup Support	Virtual
12/11/2022	Xi Psi	Recommendation submission prep meeting	Chapter / Startup Support	Virtual
12/19/2022	Theta Iota	Meeting with DD, RVP, New President	Chapter / Startup Support	Virtual
Planned: 1/6-1/8/2023		Northeastern Provincial Leadership Retreat	Team Northeast Strategic	In Person
Planned: January	Regional Meeting	Spring Semester Kick Off	Regional Leadership Meeting	Virtual
Planned: early February	Informational	Geographical Boundaries Open Office Hours	Strategic Planning	Virtual
Planned: 2/17-2/19/2023		2023 Northeastern Provincial Conference and Council Meeting	National Event	In Person
Planned ongoing effort	Regional Meeting	Monthly meetings (dates pre-selected)	Regional Leadership Meeting	Virtual

2021-2022 New England Leadership Team - Thank you to everyone for their service!

Role	Name	Chapter	School
District Director	Josh Boutin Shannon O'Brien (Asst DD)	Gamma	Boston University
	Deb Lang Emily Morrissey (Asst DD)	Gamma Upsilon	Babson College
	Haley Carroll	Theta Iota	University of Connecticut
	Elaine Wall Michael DelSapio (Asst DD)	Lambda Tau	Bentley University
	Vacant	Nu Sigma	Roger Williams University
	Katie McGeary	Xi Phi	University of Massachusetts - Boston
	Kevin Lim Brett Mahoney (Asst DD)	Xi Psi	Bryant University
	Vacant	Pi Rho	University of Massachusetts - Amherst
	Kelsie McAllister	Sigma Omega	Northeastern University
	Kristen Smith	Phi Chi	University of Rhode Island
	Peter LaCava	Omega Upsilon	Providence College
	Travis Brodbeck Rachel Wong	Vermont Startup	University of Vermont
Awards Committee Chair	Christopher Doto		
Awards Committee Members	Dan Delpiano	Mike Gesamondo	
	Kristyn Wasikowski	Rachel Wong	

New England Active / Franchised Alumni Chapters

Boston Alumni Chapter

Hartford Connecticut Alumni Chapter

DISTRICT DIRECTORS AND ASST DISTRICT DIRECTOR REPORTS NEW ENGLAND REGION

Gamma - Boston University

District Director: Josh Boutin, Assistant District Director: Shannon O'Brien

Executive Summary

Gamma has taken a step backward during 2022 and will miss Accredited Chapter this academic year as a result. There were issues generating interest throughout the chapter for certain Hub officer positions, and chapter engagement remains a risk. Communication with volunteer leaders has deteriorated and is inconsistent at best. Recruitment remains a bright spot, with strong spring and fall recruiting classes and newly initiated brothers.

Strengths

- Strong fall recruitment: 13 pledges and initiated Brothers
- Recruited new Chapter Advisor
- Assistant District Director office filled by District Director from another chapter in the region; additional support has helped orient the chapter and will be key during officer transitions.
- Hosted professional events that allowed brothers to network across different fields of business

Weaknesses

- Consistency of communication with volunteer leaders.
- "Coffee chats" between pledges and Brothers continue despite guarantees to volunteer leaders they were no longer happening. Chapter claims these are "optional".
- Administrative discipline: Hub maintenance, including missing key deadlines and submitting minutes and events only on a semesterly basis.
- Disengagement of older Brothers: spring trials led to Brothers on probation fall semester; 12 Brothers were late paying dues, put on trial, and fined a late fee.
- Outgoing President has some institutional knowledge of the chapter and the challenges it overcame in getting off guidance and probation.

Opportunities

- Interchapter events - attendance and sponsorship
- Alumni and Faculty Brothers, Questrom Dean interested in heightened involvement
- With the professional events they had this past semester, they can use that to have more professional events through those connections and continue to network.
- Due to the size of the chapter, they have an opportunity to have a positive impact on the school and community through community service events and collaborative professional events.

Threats: none identified

Gamma Upsilon - Babson College
District Director: Deb Lang, Assistant District Director: Emily Morrissey

Summary

Gamma Upsilon has a strong president and good brother engagement this semester, including several members attending GCC and Fall LEAD. The executive committee is active and engaged, and CMP submissions are on schedule to date.

Achievements

- Coming into the semester, chapter met Accredited CMP requirements for the first time since 2017
- National event participation is increasing: 2 brothers attended Cleveland GCC; 4 brothers attended Washington DC Fall LEAD
- The Founders' Day fundraising drive generated 5 donations to the Chapter Leadership Fund, the largest number of donors to date.

Strengths

- Chapter president and executive committee are making CMP a priority and targeting Excellence level for the year; they are managing their time well to meet deadlines
- Engaged and cohesive executive committee
- Recruited 12 pledges this semester plus a faculty initiate (11 + faculty were initiated on 11/29; remaining pledge was sick that day but will be initiated 12/10 at Nu Sigma, the next initiation in the region)
- The chapter continues to maintain the recommended size of 60 members
- To date, half of professional and community service event requirements have been completed; this is a good pace to meet the full year CMP requirement
- Good communication of weekly meeting details, and good lines of communication between the executive committee and the DD team
- Good chapter morale; every chapter meeting contains a fun activity intended to strengthen the bonds of brotherhood and get to know one another
- The chapter is understanding of individual situations and accommodates as needed to prevent undue hardship (where appropriate)

Weaknesses

- There was a lot of texting and distraction during Fall initiation; members should understand the importance of this event and act accordingly
- Brothers do not wear their badges to meetings and events; this is understandable when dress code is letters, but for business casual and business professional, badges should be worn and valued
- The oath is recited all together during opening ritual rather than call-and-response, and many brothers do not know it or only know the first part; it should be recited line-by-line, "repeat after me," so everyone can become familiar with it and understand the significance

Opportunities

- Brothers who have been to GCC and LEAD are excited to go back; encourage them to attend and spread that excitement to engage other brothers to attend
- Build up the alumni network through communication, engagement; LinkedIn can be used to keep alumni informed of chapter events and news
- Raise alumni awareness about the Chapter Leadership Fund, to increase volume and frequency of donations
- Engage with the newest faculty initiate (and all faculty brothers) to make the relationship beneficial for the chapter and the faculty member
- Take advantage of the free webinars offered by the Central Office and national and provincial networking

sessions, for professional and fraternal development as well as networking with other collegiate and alumni brothers

- The chapter has been asked by the campus Greek Life organization to change officer terms from school-year to calendar-year to align with all the other greeks on campus; this would allow new officers to have momentum at the start of their term rather than orienting to a new position over summer break when many have internships; this would go into effect with a by-laws change in Fall 2023

Threats

- 20 brothers are graduating between now and June 2023; the Fall pledge class was half that size (12); if the Spring pledge class is small, there could be a net loss of membership
- The chapter president and chancellor are experienced officers and graduating seniors; there must be a strong transition to the new executive committee elected in April

**Theta Iota – University of Connecticut
District Director: Haley Carroll**

<p>Strengths</p> <ul style="list-style-type: none"> • Community service events • Pledge process • Overall culture • Professional events 	<p>Weaknesses</p> <ul style="list-style-type: none"> • Attendance at mandatory events (not bad but something we are working on) • No funding from the University (looking to change this) • Finding a delegate for GCC
<p>Opportunities</p> <ul style="list-style-type: none"> • Continue the adoption and memorization of in-person ritual • Continue to strengthen CMP and national compliance post COVID • Apply for chapter awards 	<p>Threats</p> <ul style="list-style-type: none"> • Graduating senior class (no more initiated pre-Covid brothers after this spring) • No GCC delegate automatically eliminates chances of Accredited Chapter

Key Items

- Check on National Events Attendance
- Long term goal: raise money for chapter leadership fund; ask alumni
- Review splitting the region at LEAD, Newark

Nu Sigma - Roger Williams University

District Director: Vacant, report written by RVP

SUMMARY - request recent October 2022 visit report from ELC if more details are needed

Nu Sigma ended CMP guidance after 3 years of monitoring growth and progress. Although the formal chapter assistance status has ended, we still monitor and help the chapter as much as possible. Visits with the ELC this fall helped the chapter significantly. With the two-term chapter president graduating, the chapter must begin to build sustainable practices and culture to continue operating. New officers are highly motivated and looking to ensure the chapter builds a sense of community.

STRENGTHS

- Enthusiastic and knowledgeable executive committee
- Strong chapter president with existing knowledge of chapter operations and national connection to DSP
- Chapter advisor is invested in growth of the DSP chapter
- Executive committee is always looking to bring on new events, find other groups to partner with on campus, and try new tactics. They are open-minded and willing to innovate.
- Nu Sigma is partnering with chapters across New England for various events.
- Nu Sigma reaching out to alumni members and building on existing relationships.
- Stronger recruitment this fall semester so far

WEAKNESSES

- CMP submissions not prioritized or done by all one officer
- Delays from school administration and faculty who arrange travel and permissions for members to attend national events lead to higher expenses and costs
- Inconsistent operational performance semester to semester

OPPORTUNITIES

- Interest and engagement in national events and involvement
- Partnership opportunities with Roger Williams as it needs additional engagement and innovation from the general student body
- Recruitment from construction management and other majors with large amount of business curriculum as reviewed by PVP
- Collaboration with other business clubs in order to partner on recruitment
- Standardizing processes and clarifying everyone's roles and expectations will give EC members a stronger sense of autonomy and excitement
- Maintaining shadowing before EC elections to ensure future EC members are clear on expectations and can be successful in their roles
- Building relationship with Dean and Gabelli School of Business can promote networking and provide opportunities for growth

THREATS

- Limited alumni in the area in person to support chapter
- Current Chapter President graduating in spring 2023. Although he is ready to transfer knowledge to the current members, how the transition goes will determine the future of the chapter
- Increasing number of business clubs and societies on campus makes for increased competition for membership and recruitment
- Number of members declining, high dependency on successful recruitment spring 2023 and fall 2023 to sustain chapter

Xi Psi - Bryant University

District Director: Kevin Lim, Assistant DD: Brett Mahoney

Summary:

Xi Psi has continued to build on the momentum from the past couple of semesters and it has shown during the Fall 2022 semester. Xi Psi is currently on track to reach Accredited Chapter status within CMP, which has motivated members. Moving the chapter off probation/guidance will improve standing in the Fraternity.

Strength:

- Increased recruitment class size semester over semester. Directly relates to a threat bullet point. Keeping this number up will help eliminate that threat.
- Chapter debt eliminated. This was the single-most threat from previous semesters, as it was leading the chapter to be shut down.
- Chapter event planning and execution. Frequent on and off campus events open to fellow students. Great for recruitment and image.
- Provincial and National event attendance. This can be a difficult thing to keep up with if motivation is lacking.

Weakness:

- Academic advisor and Dean of the business school not as involved. Having better involvement can aid in developing campus relationships.
- Meeting schedule limits DD in-person involvement. Communicating through email and text can limit ability to expand on professional and fraternal development.
- Chapter officer training and deadlines have been lacking. This is improving, but still is a weakness.

Opportunity:

- New executive committee supported by former officers in different roles (better "hand off").
- Chapter members are excited for national events.
- Engaging alumni for chapter's 20-year celebration in Spring 2023. Revenue for the event is important to prevent financial issues. 20-year celebration is very important to reinvigorate membership.

Threat:

- Declining chapter size (almost half of the chapter graduating in 2023). Need to keep improving on recruitment.
- Limited financial planning and bookkeeping. Need to audit chapter finances and hold VPF accountable for missed deadlines, non-payments, and expulsions for any unethical activity.

Pi Rho - University of Massachusetts (Amherst)

District Director: Vacant, report written by RVP

HIGHLIGHTS AND AWARDS SINCE LAST REPORT:

- The chapter won 2022 R. Nelson Mitchell Outstanding Collegiate Chapter Award for the Northeastern Province. They also won regional awards for outstanding service and scholastic development.
- Chapter Advisor, Sean Wandrei, won Regional Chapter Advisor of the Year
- Kelsie McAllister (2022 Graduate) won 2022 Provincial and Regional Collegian of the Year

STRENGTHS

- Very established chapter with strong operations, processes, and standards
- Large executive committee (17 members when including locally chapter-defined chairs)
- Great communication throughout chapter, faculty, and central office
- Strong recruitment each semester
- Consistent CMP performance, minimal items missed. Always striving to achieve Chapter of Excellence
- Large interest in National Events, typically many members register and attend

THREATS/WEAKNESSES

- Keeping members involved due to large chapter size
- Maintaining the strong aspects of their chapter year to year
- No District Director fall 2022, RVP will be overseeing involvement until a CDL-certified volunteer is identified
- Chapter location is farther than the rest of the region

OPPORTUNITIES

- Chapter 15 year anniversary is coming up which is an opportunity to further engage alumni
- Many alumni in this chapter could be great volunteer leaders in the future
- Due to their chapter size, they can really make a positive impact in the community and on campus.
- Have options for unique professional events involving their alumni
- Mentorship to help benchmark other chapters and the Vermont startup due to strong established operations
- Collaboration with schools farther away from the rest of the region (ex. Theta Iota, chapters in Albany, NY)

Sigma Omega - Northeastern University

District Director: Kelsie McAllister

Executive Summary

The Sigma Omega chapter at Northeastern University has been welcoming and curious over the past few months. The impressive executive team is still moving forward with their normal operations as a chapter striving for excellence even though they did not have a delegate at 2022 GCC and are unable to be recognized. The chapter has held successful professional events with alumni and events partnering with businesses owned by alumni.

Chapter meetings currently condone brotherhood and include all updates necessary for events and ideas. However, there is an opportunity to grow in executing more discussions and activities that stimulate the fraternal bond, disperse responsibility, and work to close any gap between the executive committee and rest of the chapter. The executive committee is planning on implementing more discussions during chapter meetings to properly listen and meet the wants and needs of the chapter next semester.

STRENGTHS

- Willingness to improve as an executive committee through improved transition documentation and discussions about the future
- Transparency and communication with volunteer leadership
- Striving for Chapter of Excellence knowing they cannot receive recognition
- Professional, Alumni, and Community Service Events with a variety of alumni brothers
- Pleasant relations with the other student organizations on campus

WEAKNESSES

- Lack of consistent communication with Faculty Advisor
- Lack of tie to the national fraternity; Attendance to provincial and national events
- Lack of communications between all chapters within the region

OPPORTUNITIES

- Talks of adding more value into chapter in hope of retaining better attendance
- Talks of responsibilities of each officer and their chairs/committees
- Collaborating with another Boston chapter hosting a formal event

THREATS

- Studying Abroad and Co-ops create semesterly turnover for nearly all executive committee positions
- Attendance is starting to become an issue, the executive committee addressed what is acceptable as an excused absence during chapter
- Difficulty in finding spaces on campus for chapters and recruitment

Omega Upsilon - Providence College

District Director: Peter LaCava

Strengths

- chapter typically gets high interest from students during recruitment period
- pledge classes typically average 20 members

Weaknesses

- officers don't know what is expected of their roles.
- lack of communication to members about events, low attendance at events / not enough events planned
- lack of interest of members which leads to members not paying dues. they feel they are not getting anything out of DSP
- officers wait until last minute to complete tasks in Hub, resulting in tasks being marked as incomplete or late
- lack of responsiveness from chapter president to my emails.

Opportunities

- have weekly exec meetings and weekly chapter meetings. This will help to foster a feeling of togetherness
- have officers attend officer meeting and chapter meeting of another DSP chapter in RI to learn best practices
- officers should meet early in each semester to discuss transition planning.
- need to train all officers on using the hub and ensure each officer uploads their reports/events in timely manner
- There is a want/desire for officers and chapter to succeed but they need as much guidance and help as they can get until they have concrete systems in place. As mentioned on the call this week, they require lots of hand holding.
- assign Ritual team early in semester and have practice sessions prior to Initiation

Threats.

- students may join other clubs/groups on campus that they feel provide more benefits or are more fun
- Providence College may not want DSP on campus anymore if there continues to be issues with outstanding invoices or if DSP can't prove that they have something positive/concrete to offer to students

Vermont Startup - University of Vermont

District Directors*: Travis Brodbeck and Rachel Wong

STRENGTHS	WEAKNESSES
<ol style="list-style-type: none"> 1. The UVM Startup group has official recognition as a student organization by the Student Government Association (SGA) 2. The UVM Startup group already organized an “official” email address to allow for transition: UVMDeltaSigmaPi@gmail.com 3. The UVM Startup group had a great founder’s day event (DD’s attended) that showed early signs of strong bonds and relationships being built among the students in the group. 	<ol style="list-style-type: none"> 1. The President appears to be pulling a lot of the workload of managing the chapter. Although she says her officers are helpful and great, the conversations with Mia appear to show difficulty delegating or a lack of accountability. 2. The Startup group is not able to receive school funding until the fall semester so their fundraising is behind already. 3. The District Directors have yet to observe an official “Executive Committee” meeting so it appears that the formal structures for planning and communication are still being built.
OPPORTUNITIES	THREATS
<ol style="list-style-type: none"> 1. The UVM Startup group is planning to get a large number of their members to the Newark Provincial LEAD Conference. This event could motivate the group immensely to reach the finish line. 2. The UVM startup group discussed collaborating with other organizations; some of which, startup group members are leaders of. This could be a great way to improve visibility on campus. 3. The UVM Startup Group Executive Committee members can join the bi-weekly calls with the startup group president for opportunities to learn and collaborate. 	<ol style="list-style-type: none"> 1. The President is graduating this year and the only person in the startup group is a brother of the fraternity. 2. Momentum could be lost when the President’s leadership and vision is no longer on campus. 3. The leadership vacuum of the seniors graduating could create instability in the ranks of the Executive Committee and the potential success of the group.

*Startup schools typically are assigned two district directors

No reports available for Lambda Tau, Xi Phi, Phi Chi. Refer to previous year reports or ELC visit data for more information. Feel free to reach out to DD or RVP for any questions not in this report.

Delta Sigma Pi Regional Report: Niagara Region

Regional Vice-President: Robert Fosdick

Regional Overview and Goal Summary

Overall, the Niagara Region is in good shape. Regarding CMP performance, many chapters are on track to achieving Accredited Chapter status, as well as aspiring to achieve Chapter of Recognition and Chapter of Excellence. This semester, chapters have once again been holding in-person events on a regular basis, but have also continued to host virtual events whenever appropriate. However, each chapter has done well with shifting back to in-person only initiation ceremonies. My goal is to help each chapter in the region achieve accredited status and to provide assistance to them as needed regarding their individual goals.

Our current leadership team is listed below this summary. At this time, the chapters in the region without a District Director are Xi Tau (Syracuse University), Omicron Rho (Cornell University) and Zeta Psi (University at Albany). My intention is to find individuals who live around those areas to serve in the role. The mindset is that having a District Director in closer proximity will better serve the chapters, but I am willing to accept virtual District Directors as well should the need arise.

In regards to regional goals for this upcoming semester, I feel that there is the chance to create a more unified and connected region. Currently, Niagara has multiple areas in which chapters are located within an hour of each other, particularly in the Western New York and Albany areas. An area of opportunity that I feel would benefit the region is the promotion of more inter-chapter events, with a focus eventually turning to bringing the different areas of the Niagara Region together. I believe there is a greater chance to achieve this given that virtual events have become popular and have been successful over the last couple of years.

Another focus regarding goals is to increase the involvement of alumni within the region. Currently, the only alumni chapter in the region is the Albany/Upstate New York alumni chapter. With two chapters nearby, I feel that as growth in the alumni chapter continues, there lies the opportunity for more brothers in the Albany region to remain involved after graduation. There has also been discussion about the formation of an alumni chapter in Western New York, potentially to be based out of Buffalo or Rochester. If this comes to pass, the opportunity exists for the alumni chapters in both

regions to maintain communication and work together to create a more unified region for maintaining increased alumni involvement.

Regarding disciplinary issues, Niagara is well-behaved as a region overall. However, there have been a couple situations this semester regarding chapters being placed on interim suspensions by their respective universities to investigate allegations of hazing. Currently, the only pending investigation (which is nearing resolution at this time) is occurring at Omicron Rho (Cornell University). Due to this, the chapter has been placed on probation effective until 6/30/2023. Additionally, the only other measure being taken at this time is regarding CMP Performance; Zeta Psi (University at Albany) is currently on Guidance until 6/30/2023. These situations will continue to be monitored and assistance to the chapters will be provided as needed.

Niagara Region – Current Leadership Team (subject to change)

Chapter	University	District Director
Alpha Kappa	University at Buffalo	Zay Ya Min and David Kersh (Assistant District Director)
Epsilon Lambda	Rochester Institute of Technology	Justin Allen
Omega Psi	St. John Fisher College	Justin Allen
Xi Tau	Syracuse University	Vacant (pending assignment)
Omicron Rho	Cornell University	Vacant (pending assignment)
Kappa Lambda	Binghamton University	Travis Brodbeck
Zeta Psi	University at Albany	Vacant (pending assignment)
Theta Upsilon	Siena College	Travis Brodbeck

**REPORT TO THE NORTHEASTERN PROVINCIAL COUNCIL
STEEL VALLEY REGIONAL VICE PRESIDENT
PATRICK A. BONFRISCO
DECEMBER 31, 2022**

SUMMARY

The chapters in the Steel Valley Region are still thriving!

I have had the pleasure to work with a highly motivated group of chapter Presidents, Vice Presidents-Chapter Operations, and District Directors, and they have a lot to say about their respective chapters' many successes this semester, as evidenced in the reports that follow. I am very impressed with the work the chapters are doing and the progress that each has made, specifically within the organization's strategic priorities:

Member Education

All sixty collegiate chapter officers in the region completed their Officer Training Modules during the fall semester, and many of the spring officers have already completed their training modules. Additionally, all six chapters attended educational sessions at Grand Chapter Congress and the Fall LEAD School in Washington DC, and several chapter members attended Delta Sigma Pi webinars throughout the semester.

Membership Growth

The region grew by over 100 members this past semester, and the region's smallest chapter, Theta Kappa, doubled in size. There are no longer any chapters under the '20 dues paying members' mark.

Membership Engagement

The chapters in the Steel Valley region are making an effort to engage their alumni by locating as many of their "lost" alumni as possible. The goal is for each chapter to get as close to zero as possible by the end of the spring semester.

Operational Excellence

All six chapters are aiming for Chapter of Excellence and plan to apply for many awards, and each chapter is off to a great start! Every single chapter is more than half done with all the CMP requirements for chapter of Excellence, and half are more than 60% complete.

We are off to a great start and look forward to a very exciting spring semester!



Patrick A. Bonfrisco
Steel Valley Regional Vice President

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- Mu Pi
- Nu Upsilon

I was very fortunate to have the majority of my team return this year! When Sam Shaheen “retired” from his role as Theta Kappa’s District Director, the chapter’s Assistant District Director stepped up and took over for Sam. Additionally, we added Darian Bennett as an Assistant District Director at Beta Pi.

REGIONAL LEADERSHIP TEAM

Patrick Bonfrisco Level 1	Regional Vice President CDL Level 2	CDL
Joe Rock CDL Level 2	District Director, Lambda Chapter	CDL Level 1
Rich Garber CDL Level 2	District Director, Beta Pi Chapter	CDL Level 1
Darian Bennett Level 2	Assistant District Director, Beta Pi Chapter	CDL Level 1 □ CDL
Savannah Novak CDL Level 2	District Director, Theta Kappa Chapter	CDL Level 1
Patrick Flynn CDL Level 2	District Director, Theta Rho Chapter	CDL Level 1
Jeff Lasky Level 1	District Director, Mu Pi Chapter □ CDL Level 2	CDL
Nancy Stacy □ CDL Level 2	District Director, Nu Upsilon Chapter	CDL Level 1

REGIONAL SCHOLASTIC DEVELOPMENT AND AWARDS COMMITTEE

Karla Edwards Level 1	Awards Committee Chair CDL Level 2	CDL
Ginnie Lowers Level 1	Awards Committee Member CDL Level 2	CDL
Kristen Kralik Level 1	Awards Committee Member □ CDL Level 2	□ CDL
Rebecca Patterson Level 1	Awards Committee Member □ CDL Level 2	□ CDL

My goal for the semester year was to visit each chapter at least once, and to attend initiation when possible. As luck would have it, I was able to arrange my schedule to attend all six initiation ceremonies.

TRAVEL / VISIT LOG

08/23/22	Theta Kappa In-Person	General Meeting
10/11/22	Theta Kappa In-Person	Pledging Ceremony
10/19/22	Beta Pi In-Person	General Meeting
10/20/22	Lambda In-Person	Initiation
10/25/22	Nu Upsilon In-Person	Initiation
10/26/22	Theta Rho In-Person	Initiation
11/12/22	Beta Pi In-Person	Initiation
11/12/22	Mu Pi In-Person	Initiation
11/13/22	Theta Kappa In-Person	Initiation

EVENT ATTENDANCE

11/05/22	Washington DC / Dulles LEAD School In-Person
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CHAPTER REPORTS
LAMBDA - University of Pittsburgh



Lambda had an extremely successful semester, and we are on track to have one of our best and most exciting years in history.

We are very proud of our accomplishments this semester, such as recruitment, professional events, and strong brother attendance. I am incredibly proud of the Chapter's hard work and efforts to strengthen our Brotherhood and bring the Fraternity members closer than ever.

This semester, we welcomed 16 incredible new brothers to the Lambda Chapter, and they have proven to be incredibly dedicated, enthusiastic, and professional individuals.

Having all of our events in-person allowed for deeper engagement from both potential new members and current brothers, and each recruitment event went smoothly and exceeded our expectations.

We have held 11 professional events this semester and had some of the most profound and insightful speakers yet. The events included speakers from U.S. Steel, Northwestern Mutual, and the Department of Defense, and each event brought something new to the table through varied discussions and networking components. We held several community service events, such as Adopt-A-Block community clean-up events, food drives, and Ronald McDonald door decorating. We had 3 brothers attend Fall LEAD in DC, which allowed for networking with other chapters and gaining insights on leadership, DEI, and the Fraternity on a larger scale. Lots of Lambda Alumni gathered with our Fraternity at a tailgate before the Pitt vs. Virginia Tech football game, proving that our alumni network is very strong and that our alumni value staying connected with the Fraternity. All of these events allowed brothers to connect with one another and to develop on a professional and personal level.

Our chapter has a lot on the horizon for the remainder of the academic year. Lambda has been planning a Centennial event to celebrate our 100 year anniversary, and we plan to hold this event in the Spring. We are also striving for Chapter of Excellence and are planning several efforts to achieve this goal. Overall, I am extremely honored to serve as President of the Lambda Chapter this year, and I am so proud of what we have accomplished thus far.



The Lambda Chapter is aiming to achieve Chapter of Excellence this year and so far, we have completed 61% of the requirements.

This semester our chapter has been operating very well. Transitioning back to fully in person events after COVID we placed a big emphasis on having more engagement and participation in events, specifically professional and community service, as well as recreating the brotherhood aspect that was at its peak before the pandemic.

Going along with this goal we had the greatest number of professional events hosted this semester compared to the past few semesters. These events ranged from different areas in

business which brothers largely took advantage of.

In addition to professional events, brothers participated in many different fundraising and community service opportunities. We had very high attendance rates for chapter events, Pledging Ceremony, Initiation, and other events, and brothers were very proactive when it came to meeting chapter requirements as well.

Lambda has impressed me with their strong start to the year; they are on pace to achieve chapter of excellence. Their centennial is being celebrated in the spring semester after being delayed by the pandemic, this should be a good morale boost and point of pride for the chapter, as well as drive some additional alumni engagement.

Strengths

- Large chapter with school support
- Long term chapter advisor
- Regular contact with local alumni via social and professional events
- Centrally located in a major metro area with many businesses for professional events

Weaknesses

- Small attendance at national events

Opportunities

- Theta Rho (Duquesne) is within two miles of Lambda; interchapter events could strengthen the chapter
- Chapter has available funds in Chapter Leadership Fund, can use to support more attendees at national events

Threats

- Competing business fraternity (AKPsi) on campus
- As another winter season approaches pandemic effects could heighten and threaten participation

CHAPTER REPORTS
BETA PI - Kent State University



The Beta Pi chapter has had one of the best semesters that we have ever seen.

While we completed all guidance requirements from the previous semester, we were also transitioning from what we thought were the central approved recruitment procedures, to the correct procedures. After we were informed on how central actually wants us to handle recruitment, we were able to galvanize the chapter and bring in quite a sizable pledge class.

Something new that happened to the chapter was the introduction of two new brothers that had transferred from two different universities, Ohio University, and Akron.

While we were new to welcoming these brothers they were welcomed with open arms and integrated very well into the chapter. Also, as mentioned earlier, we were changing how we normally handled the recruitment process. While there was an adjustment process to the new program, the chapter met these new standards in stride and the chapter was able to welcome twenty-two new brothers into our fraternity. Which not only is one of the largest pledge classes this chapter has seen, but it also sent our total brother count to over one hundred brothers!

On top of that, we had reached out to previous pledge classes to see how we can better improve the recruitment process, and one thing that they kept responding with was how much they wished they were closer with their pledge class. We had taken that suggestion and designed events where the pledge class could work and spend time together both inside and outside of fraternity events. This resulted in a pledge class that is much closer than the more recent pledge classes.

One thing that both myself and my executive team are proud of is how the overall mood of the chapter has increased dramatically. We had stressed to the chapter about how we want to hear their opinions frequently and openly about how the executive team is performing. How we can better improve the chapter, or simply answer any questions that they have. This resulted in a new atmosphere of brotherhood that had not been seen in quite some time within the Beta Pi chapter. Brothers who are normally quiet and keep their opinions to themselves are now speaking up and asking questions when just a semester ago they would have never done such a thing.

Finally, the chapter has been working together to create an environment where we all truly feel like brothers. Members are no longer hesitant about asking questions about fraternity policies or procedures, and are now feeling comfortable enough to approach the executive team. This is something that both myself and my executive team are extremely proud of and I am extremely looking forward to seeing what we can accomplish in the spring.



Beta Pi is aiming for Chapter of Excellence this year and so far, so far, we have completed 59% of the requirements.

We have had a great fall semester as our executive committee and brothers have continued to strengthen the sense of brotherhood and grow our chapter. This semester we wanted to fill the gap between exec and brothers when it came to communication and involvement by being transparent when it came to how decisions were made and taking constructive feedback seriously. Exec meetings are open to brothers and there has been a consistent count that attend.

There have been many great events planned throughout this semester and attendance has been great. The point requirement remained at a total of 45 points and the brothers have done an amazing job meeting this by attending a majority of events and reaching out with any questions or concerns. As well as joining position committees or completing errands for our Deltasig Cafe to make up for missing attendance points.

In conclusion, the Beta Pi chapter is continuing to thrive professionally, and we intend to continue the hard work that has been grounded.

EVENTS ATTENDED:

During the semester, I attended three chapter meetings, and the semester-end transition meeting between old and new officers. I also held a pre-meeting dinner early in the semester with Assistant DD Darian Bennett.

STRENGTHS:

- Solid leadership and strong member participation.
- The chapter continues to attract some of the best and brightest in the College of Business. Deltasigs serve in key leadership roles throughout the school, most notably in the C of B's Business Roundtable.
- Good overall support from business school faculty and administration.

WEAKNESSES:

- Nothing significant.

OPPORTUNITIES:

- Although Asst DD Darian and I both attended chapter events this fall, we really didn't coordinate our plans or communicate much beyond our contact at the meetings. I need to take initiative to do that this semester.
- I'd like to see Beta Pi be more visible at Provincial and National fraternity events.

THREATS:

- The opening of the new business school building in Fall, 2024, is beginning to look like an oncoming freight train: the chapter's long-running Deltasig Cafe is currently not in the plans for the new building and Dean Spake appears to be determined to keep it that way. We've all talked about a plan but we are rapidly approaching our final chance to create an arrangement with the Administration.

EVENTS ATTENDED: This semester I attended two Chapter Meetings, two Executive Committee meetings, the chapter's initiation ceremony and the chapter's 80th anniversary celebration. I also participated in the "Café Planning Committee" meeting and the beginning of their executive transition meeting.

STRENGTHS: Efficiency, time management & professionalism present as the chapter's strongest improvements in comparison to about 5-6 years ago since personally reengaging with Beta Pi. Respecting the time and atmosphere of these meetings is a reflection of each Brother's respect for each other. It was a joy to see and I hope more alumni can see their progress for themselves next semester. Additionally, the size of the chapter remains to be a strong force of influence as they hold a least one member in approximately 75% of all DSP qualified majors at KSU. Programming for community service events, professional events and the like remain high-quality. I also believe that Beta Pi remains to act responsibly regarding risk management and social events – they've certainly learned from more recent mistakes. As indicated in the DD report, the chapter achieved Chapter of Excellence and has submitted applications for all seven collegiate awards. Beta Pi remains a strong example of what a truly excellent chapter can look like and accomplish.

WEAKNESSES: After the transition of a transfer Brother to Beta Pi, the issue was raised that possibly the brothers could improve on onboarding these new folks into the chapter. A committee has been formed and this apparent weakness is likely to resolve after the deliverables from that committee are implemented. I also suspect that the pandemic may have contributed to a lack of international students as Beta Pi's strong international representation has seemingly diminished in the past few years. The overall diversity of students among Beta Pi could be improved and I hope to see them grow in this respect by this time next year.

OPPORTUNITIES: The "Café" itself presents a major opportunity for Beta Pi as its status in the new College of Business (COB) remains to be an uphill battle. However, in Fall of 2022, a "Café Planning Committee" was formed and is comprised of approximately 10-15 Brothers and Alumni. Brothers are beginning to learn more about the history of the "Café" and are bringing in players of influence. They are also in the beginning stages of curating letters of support for the "Café" among faculty and administration. There is great potential to focus on "rekindling" with those faculty, administration personnel and alumni who helped establish and save the "Café" at certain points of tribulation among its history. Former Chapter Advisor, Kim (Kearns) Olafsson, Faculty Brothers, Dr. Lawrence Marks, and Dr. Louis Beier, and recent graduate, John McDermott, to name a few. For example, I learned in a discovery meeting with Jon that around 2017-18, Beta Pi was able to codify their existence at KSU (although space was not guaranteed) after a tax issue threatened the "Café", forcing Dean Spake's hand in having it removed. Jon meets for lunch with Dean Spake twice a year and I believe is the best foot-in-the-door for the "Café" as Jon continues to maintain this close working relationship with her. I believe that Beta Pi has the creative potential to tap into more marketable and reciprocal benefits that can follow with the existence of a student-ran "business". If they remain communicative with DSP leadership, I believe their hard work and entrepreneurial spirit will no doubt be a force KSU and Dean Spake can't ignore.

THREATS: At this point, Dean Spake has been quoted by Beta Pi's current Chapter Advisor saying "[she] does not want to hear anything more about the Café", so things are quite tumultuous. With this in mind, I believe there exists a greater threat than "will the Café be in the new College of Business" and that is "will Beta Pi have a thoughtful, executable Plan B to supplement the funds raised?". Dean Spake is not the threat and if the Brothers treat her as such, it will only further tarnish the professional opportunities for Beta Pi. This threat can be minimized by maintaining a strong Brotherhood with high morale and positive mindsets. They certainly showcase those qualities now.

CHAPTER REPORTS
THETA KAPPA - University of Akron



Theta Kappa had an exciting semester!

We had a meaningful commitment to members engagement, a large size of pledge class with 100% retention, great fundraisers outcomes, and more. After being awarded chapter of excellence and seeing the improvement mentioned above, we are expecting to have an excellent semester in the Spring. During this semester, our members created a recruiting committee with officers who were dedicated to tabling, creating flyers and brochure, holding fun recruitment events and others. Also, we participated of all advisory council meetings with the Dean R. J. Nemer and Director of Leadership Activities to exchange ideas on how to bring students back to campus and provide opportunities for all students' organizations.

With most of our pledges being freshmen and sophomores,

we believe it will be easier to recruit members that will keep the chapter strong for many years to come. Moreover, we believe we have the support necessary to build a strong presence in the College of Business, at The University of Akron.

Theta Kappa is aiming for Chapter of Excellence, and so far, we have completed 58% of the requirements.

Our chapter welcomed twelve (12) new Brothers this semester. This is the biggest class we have had in a couple years. Brothers have become much more active in chapter meetings as well as extra events. The dynamic of our Chapter has definitely become more positive, happy, and welcoming.

The Theta Kappa chapter had an amazing Fall 2022 semester! Over the past few years due to covid and trying to return to in person activities, there was a decline in recruitment and synergy. This was absolutely not a problem this semester. Theta Kappa worked hard over the summer to see what could be improved upon and planned for the upcoming semester. They also started reaching out to students over the summer to try to gain interest in the fraternity. This worked wonders as they initiated 12 new brothers, which is a significantly higher number of new initiates than there has been over the past couple years. The chapter has also worked hard to plan engaging events, both professionally and socially. They have worked with businesses to provide useful skills for the brothers, such as a LinkedIn and Resume workshop with Rocket Mortgage. They have also planned a lot of fun events such as bowling with the brothers, TopGolf, and a Secret Santa. There is a much stronger sense of community from Theta Kappa than there has been in a while. Overall the chapter has been excelling. They have over 50% of CMP approved, they raised nearly \$600 for the leadership fund through the Founder's Day challenge, have held a couple fundraisers over the semester, and are getting involved with the

College of Business. Initiation was performed wonderfully. Fall 2022 was a very successful semester for Theta Kappa and I am very excited to see how they continue to grow over the coming semester.

CHAPTER REPORTS
THETA RHO - Duquesne University



Theta Rho chapter is in the midst of a cultural revolution paired with an unprecedented level of recent member growth, setting the chapter up for a bright future.

So far, we have had a great semester with very valuable and diverse community service and professional events (including getting the Federal Reserve Bank of Cleveland to come in to speak to us!). I believe that the chapter is in good hands as a new pledge class was recently initiated alongside a new executive officer board, both groups filled with promising young talent that have fresh ideas and an eagerness to succeed and make positive change. The first regular chapter meeting with the new executive board occurred last night, with each officer presenting a brief overview of their goals over their elected term. Many of the goals shared similar themes to address specific issues within the chapter. Communication and transparency were touched upon by the VP of Finance with chapter funds as well as the Chancellor regarding the Bylaws and Policies and Procedures.

Another theme of the goals set by our executive board was building stronger connections between current brothers, new brothers, and alumni. Connecting with alumni and faculty is a definite area of improvement and opportunity for the chapter in my opinion. A third theme of the executive goals is to create more value-added content during chapter and events outside of chapter that align with the professional interests of the current brothers. I do believe that the executive board along with the new culture of the chapter supported by young aspirational individuals will set Theta Rho up for success to achieve these goals.



Theta Rho chapter is aiming for Chapter of Excellence this year and so far, we have completed 62% of the requirements.

I am very proud of the work the chapter has put into this semester as far as chapter management. I was thrilled to return into this role and over the summer, I created a user-friendly, organized Google Drive folder with various resources for the chapter, as well as information for my successor. This folder contained the "MOAB" or Mastersheet of Accountability which consisted of attendance for chapters, recruitment events, and the 3 tiers of CMP we expect of our brothers: Professional, Community Service, and Fundraising. I believe this will be essential for the new executive board to utilize and track brother's progress throughout the semester.

I have to say that I'm very proud of the work that the Theta Rho Chapter has done in the Fall Semester. The Executive Committee was very strong and worked hard to advance the Chapter forward. Kurtis Kreider (President) and Caitlin Kotek (VPCO) definitely stand out. They have taken a lot of time out of their schedules to work with me on different ideas for the Chapter and both displayed very strong leadership. At the beginning of the year, I stressed to them all that I'd like to see a few things from them:

- I wanted them to work more regularly through the year on submitting items through CMP as they happen instead of waiting till the last minute. That was a bit of a small issue in the past and I don't want them to stress themselves out trying to submit items at the end.
- I impressed upon them the importance of chapter members attending LEAD events as a group. Don't just send 1 person, but try to make sure that the brothers know how helpful these events can be and how it can help build brotherhood between themselves.
- I wanted them to begin working on awards early on so that we can put forth the best representation of their work.

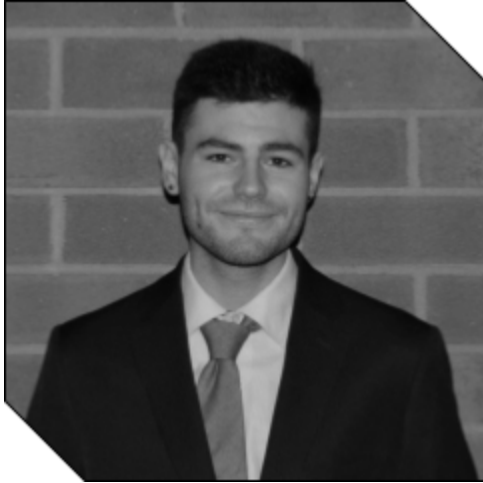
I would say that I'm very happy with how they've taken to those tasks so far. They have consistently led the Region in CMP completion percentage, and I've watched them work to make sure that they are putting on a high quality program. They did send multiple people to LEAD and I was told that they learned a lot and really enjoyed themselves.

Kurtis and I talked a lot about how to engage the brothers at meetings and how to keep them involved. I was really impressed with how he put together a plan for how their meetings will be run in the future and how they will focus on things that will help the professional development of their members. They have changed how the meetings are run and it seems that engagement has increased.

Theta Rho had elections in November and their new Executive Committee has recently taken over operations. I'm still getting to know the new leadership structure but it seems pretty strong so far. I've been meeting regularly with the new President (Saloni Patel) and exchanging ideas. She has a lot of questions, which I love, and seems to be very strong. I'm excited to work with them moving forward!

CHAPTER REPORTS
MU PI - Penn State University, Behrend

PRESIDENT – *Josh Gildea*



The Mu Pi Chapter of Delta Sigma Pi has remained extremely active throughout the fall semester!

We are working very hard to get our recruitment numbers back up to pre-covid numbers.

The chapter held weekly in-person chapter meetings, during which, we discuss potential fundraising, service, and social events, identify and plan for various on-campus opportunities, and encourage socialization among brothers to help develop the fraternal bond and build student networks. Detailed below are the activities which helped us continue our success as a fraternity on campus:

- Continued and updated “legacy files” which will help ease the transition between officer administrations
- Continued fundraising: Merchandise sale for collegiate and alumni members
- Increased involvement with other on-campus organizations through a joint resume workshop with business clubs
- Increased involvement with the International DSP fraternity with the intent to incorporate additional programs and continue existing efforts to ensure our future success as a chapter. The next president will be attending President’s Academy in St. Louis in February to learn more about leadership. 13 members plan to attend the LEAD Provincial Conference in February hosted in Newark which is a full weekend event for leadership training, and also includes meetings of Delta Sigma Pi’s provincial councils, during which proposed changes to bylaws and the Fraternity Ritual are discussed and voted on. Seven members plan on attending Grand Chapter Congress (GCC) in July hosted in Houston which conducts the business of the Fraternity, offers educational programming of interest to collegians and alumni alike, and presents opportunities to meet, greet, and interact with brothers from across the country.
- Hosted/ participated in several charitable events, including sponsoring a dog at Erie ANNA Shelter, and collecting funds to donate to Ronald McDonald House Charities.
- Hosted several social events which helped to increase chapter morale and get new brothers further involved in the fraternity. An all-time favorite social event from our chapter is our annual sales pitch event
- We also hosted the following speakers:
 - o Jodi I. Berg, Ph.D.: Came to speak to campus about her past experience as the retired CEO of Vitamix
 - o Dr. Paris Baker: Spoke with the chapter about Diversity, Equity, and Inclusion.
 - o Martina Edwards: Spoke about her experience on wall street in addition to get experience managing a non-profit.
 - o Lauri Enterline: Discussed ATS, resume and interview tips

Finally, we made sure to post events (when appropriate) in BehrendSync and our social media pages and keep up-to-date with the expectations of the University, especially regarding finances.



Mu Pi is aiming for Chapter of Excellence this year and so far, we have completed 60% of the requirements.

As a chapter, we are making great strides to achieve our CMP goal. All e-committee members communicate very well in order to stay on track and ensure forms get submitted on time. We are also diligent in making sure all events are added to the hub in a timely manner. After achieving Chapter of Excellence last semester, we plan to continue this level of success and dedication to Delta Sigma Pi.

Strengths

- The only Business Fraternity on campus
- Network of Mu Pi alumni that are willing to help out and see that the Chapter is successful.
- Alumni donating to the Chapter Leadership Fund, as of November, Mu Pi was #1 in the nation!
- Ownership of activities and events.
- Dedicated Chapter Advisor

Weaknesses

- Submitting Awards for the Chapter needs improvement.
- Submitting payments through Behrend in a timely manner

Opportunities

- Having a good relationship with other clubs on Campus that can lead to recruitment, networking, and professional activities.
- With reinforcement and education about the HUB the Chapter can use it as a tool to reach their goals.

Threats

- None



CHAPTER REPORTS
NU UPSILON - West Virginia University



The Nu Upsilon Chapter is thriving and has big plans for the future!

Over the course of the Fall 2022 semester, the Nu Upsilon Chapter grew to become the largest we have ever been at 106 active collegiate brothers. Our recruitment process was just one of many successes that we had over the course of the semester.

Our fundraising and community service efforts caught the attention of many in and around West Virginia University. In October, Nu Upsilon won the “Stack the Rack” competition, which is a food drive put on by the Food Pantry “The Rack” at West Virginia University. We were

thrilled to have the opportunity to give back to the community and the university and showcase the dedication and passion that our brothers have for community service.

One of our top priorities this semester was to encourage brotherhood and increase brother engagement and participation. We have had success in this via activities during chapter, social events, brother recognition events, and awards. While we have had success, we plan to continue to improve in this area moving forward. We also have made efforts to utilize chapter feedback more efficiently and make our Executive Committee as accessible as possible. Through feedback over the course of the semester, we learned that we have done a good job of this so far. We still have work to do in some areas, but we are working to ensure that each individual brother’s experience is as fulfilling and beneficial as possible. Additionally, we had a wide variety of professional speakers come in from different companies and areas of business that our brothers really enjoyed! I am extremely pleased with the standards of professionalism that Nu Upsilon has maintained this semester.

Moving forward, we are going to move our recruitment format to a 2-week process rather than just one week. We feel that this will give us an opportunity to establish a more solid foundation of professional relationships among brothers before new recruits begin the pledging process. We are looking forward to conducting our first ever 2-week recruitment! Additionally, we are aiming to grow our chapter even more in the spring semester and bring in an even greater number of dedicated, talented individuals to Nu Upsilon! We will continue to improve our brotherhood and brother engagement and aim to create value for each individual.

I am extremely proud of Nu Upsilon’s fall semester successes, and I am looking forward to seeing all that we will accomplish in the Spring 2023 semester!



Nu Upsilon is aiming for Chapter of Excellence this year and so far, we have completed 57% of the requirements.

All forms and CMP credit items have been turned in on time in an efficient manner. We have completed six community service activities this semester and look to have two community service opportunities to start the spring semester.

This semester, we scheduled five professional events and plan to have five professional events next semester. Communication on submission deadlines has been voiced during executive meetings as well as privately through messaging to maintain our timely submissions for CMP.

Our goal of reaching 100 active brothers in the chapter was attained this semester due to an increased interest in our chapter on campus. For next semester, we plan to initiate 20 new brothers. We have had high attendance at chapter meetings and the exec team has started to think of different interactive activities to have during meetings so brothers are more excited to attend and can get to know everyone in the chapter. Brothers have been encouraged to give the executive team suggestions on various topics, and the advice has been taken into consideration during executive meetings.

Overall, our chapter has been working very well together at both the executive and brother levels. Everyone is doing their part to ensure our chapter achieves Chapter of Excellence this year.

Nu Upsilon is doing well in several areas as of the end of the fall semester. They have reached and exceeded the goal of being at 50% towards Accredited Chapter on CMP; they have completed 60% with 55% being approved. The current officers are committed to staying on top of chapter operations and all have reached out to appropriate leadership when they have questions. Chapter officers do an efficient job of communicating with the entire chapter by using GroupMe to send out reminders about chapter events; a shared calendar is used as well. Chapter events, ritual, and ceremonies went smoothly this semester and Nu Upsilon has fully transitioned back to being on campus.

Recruitment this semester was a huge success with 37 new collegiate members, bringing the chapter size to 103 members. For next semester, brothers discussed adding in more recruitment events to give brothers more time to meet potential recruits. With a chapter size of 103, it can be challenging to keep everyone engaged and build a sense of brotherhood. I would like to see continued efforts made for all brothers to have input about events and have a sense of belonging through committees.

I'm seeing some great things from Nu Upsilon this semester. The president, Andy Legg, is in contact weekly for advice. He and I just created and launched a special scholarship for the chapter to study abroad over Spring

Break (using funding from my center). Active membership is up, and they have a robust pledge class. The initiation ceremony was very professional!!

**** End of Report****