

The

RAINBOW

of Delta Tau Delta

Spring, 1985



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David N. Keller, Editor

Undergraduate Input

THE YOUNG Delts on this month's cover represent an increasingly significant aspect of the Fraternity's strength, namely undergraduate input. With 16 members, four from each Division, selected each year in a pattern designed to alternate among chapters, the Undergraduate Council has become a substantial voice in development of Delt programs. Members not only offer ideas and carry out working assignments, they also provide peer leadership at Division Conferences and among chapters in their areas. Consequently, many of them also go on to become alumni leaders at all levels of the Fraternity. Steve Paquette, who just completed two terms as president of the Eastern Division, was a member of the Council before graduating from Syracuse in 1977. Tom Ray, whose election to the presidency of the Southern Division is reported on page 31, was a member during his senior year of 1976 at Jacksonville State. Several Undergraduate Council members have become chapter consultants and Division vice-presidents, and many

more have remained active in various Delt affairs.

Happily, *The Rainbow* also benefits directly from the cooperation of this exceptional undergraduate group. That fact is brought to mind vividly as this issue goes to press. Three articles were developed as results of Undergraduate Council suggestions. Another, the photo feature on page 41, was prepared by a Penn State Delt at the request of a chapter brother on the Council. Al Lutes, a member from Michigan, is working on a feature for the summer issue (and will appreciate reader assistance, as indicated on page 43). Charles Katzenmeyer of Northwestern has compiled information for another summer feature. We are in contact with undergraduate artists and photographers suggested by Council members. And perhaps best of all, we continue to receive suggestions, sometimes contributions, from former Undergraduate Council members who keep in touch.



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cover

Steven W. Whitaker, Wabash, left, a former member of the Fraternity's Undergraduate Council, chats with current members Charles L. Katzenmeyer, Northwestern, center, and Daniel E. Madden, Indiana, between sessions of the Northern Division Conference in Chicago.

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The Campus Scene

Traditional Visits

Arch Chapter and Undergraduate Council members holding their joint winter meeting in Atlanta split into four groups on February 1 for visits to chapters at LaGrange College, the University of Georgia, Auburn University and Georgia Tech. Each of those chapters hosted one of the groups for a reception and dinner.

Visits to undergraduate chapters have become traditional parts of agenda for the semi-annual joint meetings, held in various parts of the country.

Helping Children

Bethany College Delts received public thanks in a January 9 *Wheeling News Register* letter to the editor from Rosemary M. Front, executive director of the Wheeling Society for Crippled Children. The letter expressed appreciation for "the increasing and continuing relationship between Delta Tau Delta and our facility, as evidenced by their recent donation of \$1,120. The young men of that fraternity (Theta Chapter) have held three benefits for the Wheeling Society for Crippled Children, all of which have been successful. With the ever-increasing demands on today's college students, it is truly heartwarming to know that these young men care to be concerned. In a few years, they surely will be successful and sought-after community leaders."

Much of the money donated by Theta Chapter is used to support a pediatric center serving disabled children from nine counties.



Martha Jan Hupp accepts a \$200 check from Brian Adams, who headed Gamma Delta's Halloween project.



Zeta Beta Chapter officers who helped host Undergraduate Council and Arch Chapter guests at LaGrange College are, from left in front row, Corresponding Secretary Charles Duffey, Treasurer James Barber, Vice-President Walter Hearn, and President David Ragland. Arch Chapter officers in the front row are Vice-President and Ritualist Wayne A. Sinclair and Treasurer Jeff Heatherington. In the second row, from left, are Chapter Consultant Mark Robinson, Undergraduate Council Members Lawrence F. Busansky (California), Joseph R. Spooner (South Florida) and John Barney (Wesleyan), and Southern Division Vice-President Michael J. Jiloty. (Photo courtesy of the La Grange College Office of Institutional Relations)

Pledge Education

During the first semester of the current academic year, Epsilon Theta at Willamette University faced the difficult, yet enjoyable task of educating a 22-man pledge class that equaled the size of the active chapter.

The Pledge Education Committee, headed by Todd Kelley and Ed Spicknall, was equal to the challenge. Of the 17 pledges who subsequently were initiated in January, 10 had grade point averages above 3.0, four above 3.5. Initiation nearly doubled the chapter's size.

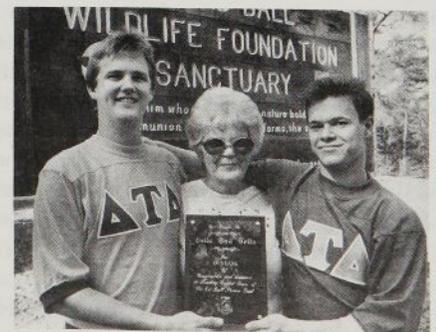
Commendation

Gamma Delta Chapter at the University of West Virginia received a commendation for its 1984 fund raising effort on behalf of the American Cancer Society. Martha Jan Hupp, Society chairperson, expressed appreciation for the group's "impeccable behavior and remarkable organization of a "Haunted House" Halloween project held three evenings in October, and for "outstanding contribution to the American Cancer Society over the past two years."

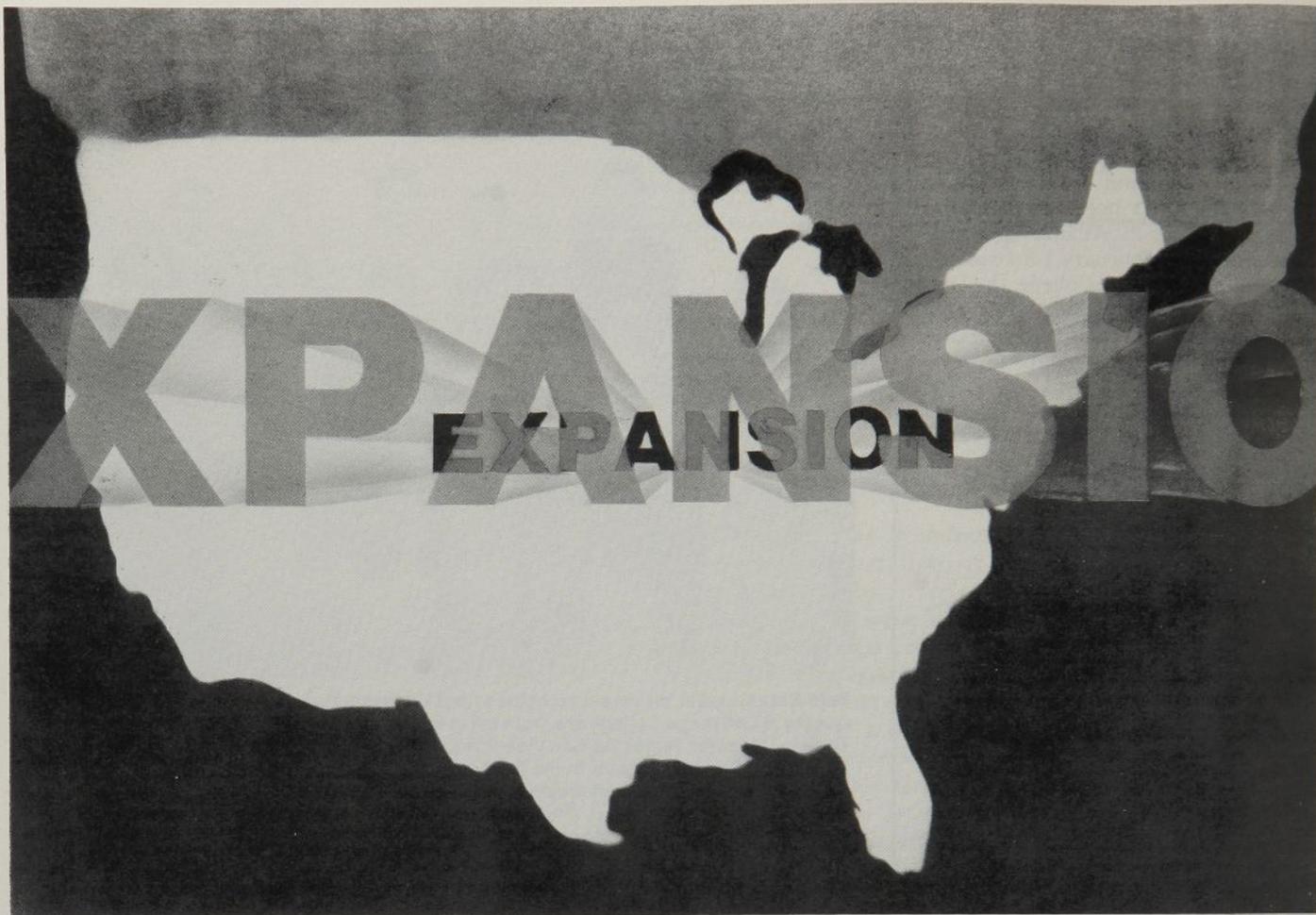
University Award

Zeta Iota Chapter Delts received an award from the University of West Florida for 15 years of cooperation and support in leading guided tours of the Edward Ball natural trail.

As another community service project, the chapter worked with a local radio station in an effort to get people to pledge not to drink and drive. Reports correspondent John M. Stevens, Jr., "One of our New Year's resolutions was to become more actively involved in campus affairs, and we are doing just that."



Award to Zeta Iota



By KEITH J. STEINER

Some sagacious man said that the success of an idea can be measured by its growth. So it is with Delta Tau Delta and the fraternity world.

If our idea of fraternity, as expressed in the *Delt Creed*, is meeting the needs of undergraduates and alumni today, it will be measured best by the success we have in bringing it to other men on new campuses.

Obviously, there are many fine schools in the United States and Canada where Delta Tau Delta is not currently represented. In my opinion, the Fraternity would be foolish not to explore vigorously the opportunities that exist to add strength and quality to our brotherhood.

With that in mind, I would like to examine how we are exploiting the current strong position of fraterni-

ties and the leadership position of Delta Tau Delta in particular.

To get a perspective on the future, it is important to take a close look at the size and scope of Delta Tau Delta today. Our Fraternity has 118 chapters and four colonies — new groups working toward chartered status — located on campuses in 40 states and one Canadian province.

Of the 59 members of the National Interfraternity Conference, Delta Tau Delta ranks 13th in number of chapters. During our history, we have initiated over 110,000 men, making us 12th in that category. The three largest fraternities, Tau Kappa Epsilon, Sigma Phi Epsilon and Lambda Chi Alpha, all have well over 200 chapters, while the smallest “national” fraternities have fewer than 10.

Delta Tau Delta never has tried to

be the largest, nor does it intend to do so. But we are large enough to offer the chapter services that keep us competitive with anyone.

We like to think of our goal as being the best in terms of size and strength of our undergraduate chapters and in the loyalty of Delt alumni who support both their individual chapters and our international Fraternity.

The average Delt chapter has more than 60 members, comparing favorably with *any* of our competitors, year in and year out. From our youngest chapters right on up through the highest levels of our Fraternity, Delta Tau Delta is characterized by a strength and stability that is a source of envy among other fraternal groups.

But that is as much immodesty as we dare allow ourselves. While the future of Delta Tau Delta will be

How does the Fraternity select colleges and universities to target for expansion? What are the criteria? How do new chapters get started? And why should Delta Tau Delta expand at all? The Fraternity's Director of Chapter Services answers these and other basic questions concerning current plans for growth.

built on today's strength, it will take a lot of continued honest examination and hard work to reach ever-increasing goals and maintain the ideals of the *Delt Creed*.

Recently Installed Chapters

With our strength and reputation well established, the Arch Chapter feels a responsibility to expand onto other campuses that never have had a chapter of Delta Tau Delta. At the same time, we place a high priority on returning to campuses where the Fraternity once was represented. Over the past 10 years, in fact, the majority of new charters issued by the Fraternity have been to re-colonized chapters.

In the past two years, we have returned proud and prosperous chapters to Brown University in Providence, R.I., Northwestern University in Evanston, Ill., and the University of Southern California in Los Angeles. Since 1979, Delta Tau Delta has returned, after some absence, to the University of Wisconsin in Madison, Florida State University in Tallahassee, Wesleyan University in Middletown, Conn., the University of California at Berkeley, and the University of California at Los Angeles.

Just this year a new group of 55 men formed Beta Lambda Colony on the campus of Lehigh University, with the intention of returning a Delt chapter to that fine school. Lo-

cal alumni working with members of the Arch Chapter and Central Office staff have established plans also to return to Emory University and Texas A & M when the time is right.

That leaves only a handful of campuses with dormant chapters where Delta Tau Delta has been represented in the last 25 years. No campus has been counted out, but many have changed to the point where they do not offer the environment that is conducive to successful fraternity operation at the present time.

But even while first priority has been given to re-establishment of older chapters, Delta Tau Delta has been seeking out the best opportunities at schools with growing Greek systems.

Recently we chartered new chapters Zeta Tau at the University of North Carolina at Wilmington, Zeta Upsilon at the University of Wyoming in Laramie, and Zeta Phi at Temple University in Philadelphia.

Our three other colonies, in addition to that at Lehigh, are on the campuses of Bradley University in Peoria, Ill., the University of Southern Mississippi in Hattiesburg, and Louisiana Tech in Ruston. Delta Tau Delta has not previously been represented at any of those three schools.

Plans are being pursued also to enter more campuses in the future.

Which campuses, you ask? Well, my answer is to trust the Arch Chapter. Phi Deltas, FIJIs, SAEs and Betas are some of the most avid exchange readers of *The Rainbow*. They're our good friends, but we are not going to give away what we've worked to gain.

Why Now?

There are some good reasons why all this activity is taking place within a fraternity that everyone, including ourselves, considers conservative in its expansion policy. One major factor is timing. Fraternities, group living and the team concept have regained the popularity enjoyed in earlier years.

What we have to offer, so well laid out in the *Delt Creed*, has a quality that is timeless. But its acceptance can vary in degree by social trends.

Campus administrators today are interested in adding a new fraternity only if it has a good reputation for starting a strong, positive, academically oriented group that will be a credit to the institution and its student body.

We are making successful inroads by proving fraternity membership can enhance persistence to graduation by binding a student to the school, giving him a home away from home and a supportive circle of brothers. This slows the rate of drop-outs and transfers.

Although each start-up is unique, a condensed version of the recent Lehigh recolonization provides a good example of general principles that form the basis for expansion.

That aspect of fraternity life has great appeal in this day of declining numbers of high school graduates; most colleges and universities are seeking ways to make themselves more attractive to new students and to keep the ones they already have. Membership in a good fraternity has been identified as one of the ways to accomplish this goal.

Increasingly, the demand for membership in fraternities is larger than the present system can accommodate. Even on campuses with existing under-strength fraternities, a new group dedicated to high scholarship, genuine ideals and gentlemanly conduct can quickly become successful.

The challenge of starting a new group combined with the contrast in purpose to an existing fraternity system can spell real opportunity for Delta Tau Delta.

How Does a Colony Start?

Each of the new Delt chapters mentioned previously has its own story of starting out small and growing to a respected place on its campus. The key ingredient in each case is dedicated local alumni, combined with idealistic undergraduate leadership.

Perhaps the most vivid way to describe the process is to offer an abbreviated account of the recent recolonization at Lehigh, remembering that while each start-up is different, general principles are similar.

Delta Tau Delta had been represented on the Lehigh campus continuously since 1899, initiating more than 800 Beta Lambda Chapter

brothers, before a series of unfortunate and irresponsible incidents in the spring of 1981 culminated in the loss of University recognition and suspension of the chapter's charter by the Arch Chapter.

Planning for the return of Beta Lambda began almost immediately, with alumni Paul Franz, George Burke and Joe Sterrett working with the Central Office staff to secure an agreement for use of the shelter. The project has had the special interest also of current International President Don Kress. As an alumnus of Nu Chapter at Lafayette, just 10 miles up the road, Don was well aware of Lehigh's great fraternity tradition, which included a strong rivalry with Lafayette.

In the spring of 1984, the contact that had been maintained with University officials and alumni was stepped up. Among new leaders in the administration was Lehigh President Dr. Peter Likins, *Stanford '57*.

Ken File, the Fraternity's director of program development, visited Lehigh to join alumni and administrators in organizing a detailed colonization plan. Last fall, that plan was implemented, with the help of Chapter Consultant Greg Kazarian.

The considerable amount of advance planning and publicity paid off when more than 230 hopefuls were interviewed personally to select 55 founding members. By the beginning of the 1985 spring semester, the group had implemented its own rush effort, elected officers and initiated plans to re-occupy the Hill House, Beta Lambda's shelter. On the alumni front, Joe Sterrett, who serves as colony adviser, is being as-

sisted by Dr. James V. Epps and Craig Scholl.

Already the new colony is participating fully in Greek life at Lehigh and is second in overall scholastic standing.

That condensed version of the Lehigh story in no way indicates the many difficulties that had to be overcome. Creating a strong chapter in a very competitive Greek system is much easier to talk or write about than to do. Those who begin a new chapter must be able to plan, to lead and to sell themselves to others against well-entrenched competition. Willingness of Delt alumni to volunteer time and to work with young men is absolutely essential. Fortunately, Lehigh alumni answered the call for help.

Meeting Charter Criteria

Each new colony faces a considerable challenge as it strives to meet the criteria for a Delt charter, laid out in five pages of the Fraternity's *Bylaws*. Delta Tau Delta's standards are tough. They include a requirement that the group's academic average be above the all-men's average for the campus, that the group be larger than the average-sized established group, and that written recommendations be received from the administration and the Greek system.

Other requirements stretch out the skills of the new group toward the goal of a fully self-sufficient chapter at the time of chartering. The Fraternity's belief is that only if a group starts strong, will it become stronger.

A New Strategy

Because of Delta Tau Delta's success in starting new groups and re-colonizing others, the Fraternity is shifting its expansion strategy. Instead of simply reacting to opportunities that come our way, we now make a concerted effort to identify campuses where Delta Tau Delta should be represented, then direct our attention to obtaining invitations to colonize from those administrations.

Our general interest should have us looking primarily toward schools in the Sunbelt, California, the Rocky Mountain States and Canada. These are areas where Delta Tau Delta is under-represented and where opportunities are believed to exist.

This, of course, does not mean that our Fraternity will pass up an opportunity at a good school in the East or Midwest, just that our attention will be focused on expanding our horizons.

For example, more Delt alumni live in California than in any other state. Efforts by alumni in the San Diego area already have resulted in a plan to start a new Delt colony at the University of California at San Diego in the fall of 1986. The plan has been approved by the University's administration.

In Canada, Delta Tau Delta has had one chapter at the University of Toronto since 1926, and that chapter will host the 1988 Karnea. There are many other fine Canadian universities where we should be represented.

Logistics make it impossible for the Central Office and the Arch

Chapter to keep track of all schools that might be good prospects for expansion. The Fraternity needs suggestions and advice of alumni and undergraduates located near outstanding schools. If you know of opportunities in your area, let the Central Office know about them!

What a Delt Can Do

Every Delt can help the Fraternity in its drive to place chapters on more good campuses. Remember that Delta Tau Delta seeks the opportunity to expand only at top notch academic institutions. Not every college will meet the Fraternity's criteria. But strong Delt chapters

can be found on a wide variety of campuses, public and private, liberal arts and engineering, small colleges and large universities.

Local alumni are needed in sufficient numbers to provide a colony advisory team and a house corporation for each new group. Alumni who have taken part in such efforts say they gained great satisfaction in helping build a new group of enthusiastic young men into a proud representative of our Fraternity.

And, by the way, if your city already has a Delt chapter, you can get the same feeling by working with an established group. At initiation, every Delt takes the obligation for lifetime service, loyalty and love. Fulfilling this pledge can bring personal satisfaction and help build Delta Tau Delta.

The future of Delta Tau Delta will be shaped by what we do today. If there are to be more chapters in California, then California Deltas will have to take the lead. The same goes for Canadian Deltas, Texas Deltas, New England Deltas, and Deltas everywhere. Our goal should be to add only strength to our Fraternity, not just numbers. We have to build colonies into chapters step by step, until they are campus leaders. And we must carefully select the schools where they will be located. The best students make the best Deltas.

There can be no compromise on the standards we set, because they have carried us to our current level of strength. With sound planning and alumni involvement, we will be able to enjoy many more new chapter installations and watch Delta Tau Delta grow ever stronger. ▲

Directory Update

Many alumni have already received telephone calls from the Harris Publishing Co., publisher of our official alumni directory. The purpose of the telephone contact is to verify the information alumni provided on the directory questionnaires and the current information held on alumni records.

At the same time, the telephone representatives of the publishing company are inviting alumni to purchase personal copies of the directory.

The directory is tentatively scheduled for release in August. If you are interested in ordering a copy and have not heard from the publisher, you may contact the company directly at the following address:

Doreen Luff
Customer Service Representative
Bernard C. Harris Publishing Co.,
Inc.
3 Barker Avenue
White Plains, NY 10601

Grabbing the Gusto



Steve Irwin brings home a 25-pound lake trout from a fishing trip in the Northwest Territories, right, and prepares for some "mudslinging", above.



When R. Stephen Irwin makes a promise, whether to himself or others, he keeps it. The result is an astonishing list of accomplishments, each of which nearly represents a career in itself.

As an Indiana schoolboy growing up in the farming community of Roachdale and collecting a menagerie of snakes, raccoons, turtles, birds and dogs, Steve Irwin promised himself a career that would expand those special interests into life-long pursuits.

Subsequently, he received a B.S. degree, with a major in zoology, at Indiana University in 1968, then an M.D. from the Indiana University Medical School in Indianapolis.

An Eagle Scout, whose parents were outdoors enthusiasts, he enjoyed hunting, fishing, natural history studies and walking the fields in search of Indian arrowheads as part of his regular family entertainment. His father, a bank president, often went with him to run traplines before going to work on cold winter mornings. Someday, Steve told himself, he would discover as much as possible about America's great outdoors.

Today he combines his medical profession with wilderness expeditions, big game hunting and sport fishing. A staunch conservationist, he avidly supports the Issac Walton League, Audubon Society, National Wildlife Federation and Safari Club International.

Having lived much of his life some 40 miles from Indianapolis, he always wanted to try his hand at automobile racing. Now an addicted "mudslinger," he has taken part in dirt-track racing on quarter-mile tracks. He also admits to having "missed only three Indy 500s since seeing Rodger Ward take the checkered flag in 1959."

He recalls having been among the Delts at Indiana University who might have introduced the bicycle craze there. A year after he was pledged as a freshman in 1964, the new Delt shelter was constructed on North Jordan Avenue.

"Everyone wondered how we could ever make classes living that

far away from the center of campus," he says. "That was before the bicycle era, and perhaps we helped to usher it in."

In 1972, after completing his internship at Methodist Hospital in Indianapolis, Dr. Irwin returned to his hometown to become the sole physician in Roachdale. Additionally, he became one of the emergency room physicians at Hendricks County Hospital, medical director of a large convalescent center, and founder of the Putnam/Montgomery/Hendricks County emergency ambulance service.

"The best thing I did while in Roachdale, however, was to marry my wife, Jan, in 1977," he says. A licensed practical nurse and certified respiratory therapist, Jan shares her

*A love of adventure
has led the Irwins
to the "Big Sky
Country" of Montana*

husband's love of adventure, and accompanies him on most of his junkets.

This joint interest finally prompted the couple to leave Roachdale in 1983 to take up residence in the "Big Sky Country" at Polson, Montana. But not before Dr. Irwin had fulfilled a promise to his community that he would recruit a successor at Roachdale.

About 20 percent of Dr. Irwin's patients at Polson are Native Americans from the Flathead Reservation, an area rich in art and artifacts of Indian history. Recently he and his wife completed building a home on Flathead Lake, the largest natural lake west of the Mississippi River (28 miles long and 15 miles wide). Not surprisingly, the home has a large trophy room where they display game mounts and artifacts.

Basically, Dr. Irwin is a trophy hunter, preferring to seek out the

oldest and largest big game animals. He is well on his way to achieving a goal of hunting all 27 major species of North American big game, having been in Montana, Wyoming, British Columbia, the Yukon, the Northwest Territories and Alaska, most of them several times.

He has collected Black bear, Kodiak bear, mountain lion, Alaska/Yukon moose, antelope, mule deer, whitetail deer and woodland caribou. Jan, an excellent shot, also has collected many of these species.

Both also love all sorts of fresh and saltwater fishing, again looking for what they refer to as "wall-hangers." Most others are carefully released.

During the past 10 years, Dr. Irwin has successfully pursued another long-time dream — writing. His byline is well recognized in such magazines as *Sports Afield*, *Fur-Fish-Game*, *Guns*, *Safari*, and *Sporting Classics*. Many of the subjects deal with his collections of antique outdoor sporting memorabilia such as guns, old wooden fishing lures, duck decoys, old ammunition, and advertising posters, offering a historical perspective that takes his stories well beyond the "me and Joe caught a fish" type of article.

A recently published book, "The Providers" (reviewed in the winter *Rainbow*), focuses on hunting and fishing methods of native Indians and Eskimos prior to their first contact with Europeans. It represents six years' research, which the author considered a "labor of love."

Since last summer, Dr. Irwin has added a weekly newspaper column on family health to his repertoire of responsibilities.

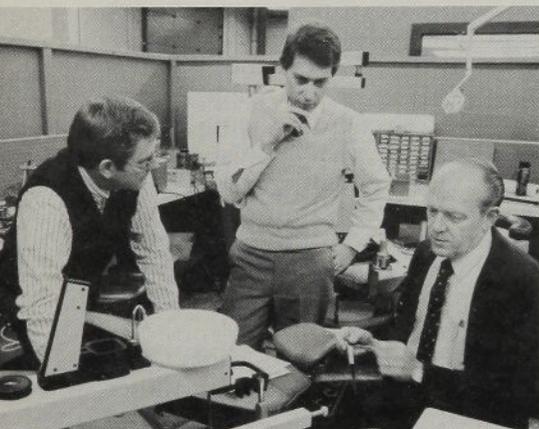
Despite this mind boggling combination of activities, it is difficult to predict the scope of future adventures. After all, Steve Irwin hasn't even reached the age of 40.

Neither does it appear that the Irwin tradition will cease with this generation. Son Tyler, soon to celebrate his first birthday, is described by his Hoosier father as "a native Montanan who already gets a wild gleam in his eyes whenever he sees a really big fish." ▲

Ken Austin: A-dec's Man in Motion

By JIM HOSMER

Jim Hosmer, a Eugene, Oregon free lance writer-photographer and a close friend of Ken Austin, *Oregon State '53* since their college days, wrote this article and took photographs at the request of *The Rainbow*. Interestingly, he also took the photo of Ken at the Delt house in the early 1950s.



New designs are closely followed by President Austin, right, who checks frequently on progress.



Ken and Joan Austin, co-owners of A-dec, Inc.

Some thirty years ago in Newberg, Oregon, Ken Austin was a young man in a hurry. He had a destination — a man waving a flag a quarter-of-a-mile away — and a vehicle to get there — a much modified 1952 Ford '6' coupe drag racer — and he frequently defeated others racing for the same goal. And, at the time, that was about all the goal in life he had.

Today, a much modified Ken Austin continues to set and achieve goals, but with a much better vehicle and an unlimited destination. His vehicle today is A-dec, Inc. of Newberg, Oregon, the company he owns with his wife, Joan, and the nation's largest privately-owned dental manufacturing firm with annual sales in excess of \$57 million. Supplying all of the dental requirements of the Defense Department, 90% of dental school needs and over 60% of the U.S. dental equipment market, A-dec employs nearly 500 people.

And the connection? Well, that's what his story is about.

"When I was growing up on the farm in Newberg and fiddling around with hot-rod cars," he recalls, "people didn't think I'd ever amount to anything. And when I was studying engineering at Oregon State University and still fooling around with hot-rods, they were even more sure of it. I was lucky to have a professor who stuck up for me when I darn near got kicked out of school for working on a project of my own when the department had an unwritten policy against that kind of thing."

The "project" was the '52 Ford coupe hot-rod he worked on one year "to show people I could do something constructive." It involved

many long hours with his sketches and slide rule in his room in the Delt house redesigning many existing engine and transmission parts, designing completely new ones, and, over in the Engineering Lab, making patterns and molds, casting metal alloys, finishing and, finally, assembling everything to make a dragster he raced in 1954 at Bonneville Salt Flats (where it was selected as one of the top 10 cars for the Maramont Engineering Award). Back in Oregon, he set a national drag-racing speed record yet to be surpassed. One goal had been achieved.

In 1954, B.S. degree in industrial administration in hand and newly married to Joan but with no solid ideas in mind for the future, he went into the Air Force. After receiving his wings and serving a duty tour in Korea utilizing his automotive engineering skills as a motor pool officer, he returned to civilian life two years older and a family man but still without any solid ideas for the future.

Finding employment as an automotive engineer was not a problem — staying with a firm any length of time was. As a self-described "tinkerer, inventor and problem-solver who liked to take good ideas and make them better," he often came up with ideas not always well-received by management. Being at odds with the bosses is not conducive to long-term employment he discovered, and led to a varied business career.

"But that wasn't always a bad thing," he says. "I got to work for a couple of companies in their dental divisions and that's where I learned about dental equipment."

Ken was chief engineer of a den-

tal company in Denver when things didn't work for him and he was terminated. It became apparent that an idea man was always going to have a difficult time fitting into the large company philosophy of doing things. He decided to develop a new and different kind of dental vacuum system and start his own company.

In 1964 A-dec, Inc. was only an idea and, as he admits with a boyish grin, "Ken Austin didn't amount to a whole heck of a lot, either, at that time."

Literally hanging a sign "A-dec" (for Austin Dental Equipment Company) over his garage door, he set to work making his revolutionary vacuum system a reality. It wasn't long before orders started coming in from dental supply houses and private dental practices.

"Everything just kind of happened," he recalls, "but I had a good product and hired some good people and we grew."

And grow he did. A-dec expanded almost exponentially and by 1976 had 285 employees, an operation covering 100,000 square feet and even a foreign market accounting for 10 percent of its \$14 million annual sales. Today, with 200 more employees, over twice the area and distributors in 17 countries serving 65 different nations, it grosses over \$1 million each week!

"A-dec's success is really the success of its employees," says Ken with obvious sincerity. "We've built the company on the concept of having the best people possible, treating them as we like to be treated and considering them and their needs and wants in all our decisions. We want our people to feel they are a part of the company, that what they build is their own and take pride in what they do."

Work should be fun and enjoyable, he firmly believes. "Your job should be something you look forward to doing, not something you dread."

The efficacy of this philosophy is evidenced by the number of long-time service records of entire families — even some third-generations — and the numbers of employees acknowledged at the monthly service award parties.

With four times the market share



As an engineering student at Oregon State, Ken liked to work on his own projects more than class assignments.

of its nearest competitor, A-dec continues to improve and expand its lines and Ken still comes up with good ideas. Take his air-lock invention, for instance.

I was driving along and got to thinking about padlocks," he said, "and figured I could use air-pressure to activate the pins."

He could and did. After some ten years of tinkering and using the same technology used in dental equipment, A-dec now manufactures "the only pneumatically operated door lock in the world; there is no lock as small, strong and inexpensive." Flipping a lever on the warehouse wall secures the entire building immediately as air pressure closes all the locks simultaneously. Even without sales people pushing it, the company has pending orders of \$19 million for the locks, he notes.

"I see a greater potential for Air Lock than dental equipment," says the inventor.

It isn't all work and no play with Ken and Joan, though. There's horseback riding on their ranch in central Oregon and at the coast, family vacations in Hawaii with daughter Loni and Ken, Jr. and his family or casting for trout on the McKenzie River, for instance.

With A-dec, Inc. on solid financial ground and business showing a "very positive upward trend", Ken and Joan, both long-active in civic and community affairs, can now devote more time to public service.

"A successful business owes a debt to its employees and the community where it conducts business," Ken says, and an extensive list of accomplishments attests to that conviction.

In January they were selected "Newberg's Citizen(s) of the Year",

thereby becoming the first couple — and Joan the first woman — so honored. A week before Christmas, 1984, Oregon Governor Victor Atiyeh presented them with the "Governor's Corporate Excellence Award." In nominating them for that award, Newberg's mayor Elvern Hall submitted a five-page statement listing the couple's and A-dec's contributions and accomplishments!

A-dec's pledge of \$100,000 in 1979 helped Newberg Community Hospital raise the \$1 million needed to expand and last year, in an unsolicited and spontaneous gesture it purchased and immediately donated land valued at \$120,000 adjacent to the Newberg Carnegie Library for the expansion of that facility. Just last February the company donated a complete dental unit to Baloney Joe's, a Portland social services agency, for the treatment of low-income transients — street people, if you will.

Ken and Joan's substantial support of the Oregon State University Foundation resulted in the 17,000-seat concert hall, Austin Auditorium, being named for them. Joan, who also serves on the Board of Trustees for Linfield College in McMinnville, Oregon, was chosen in 1984 as one of the ten outstanding women in Oregon by the March of Dimes. As noted, it took the mayor five pages to list the clubs served and state and national honors accorded the Austins and their company.

For the farm boy who says he used to "fiddle around with hot- rods" and "acquired most of my social training at the Delt House", the long road to success wasn't really that long. Just across town in Newberg, as a matter of fact. ▲

Delta Pi Begins New Era

Recolonization plan returns Delts to active status on the University of Southern California campus.

"We have so much further to go — this must be for us the beginning, not the end, of our hard work." Cheers erupted throughout the room, and John D. Tallichet, the newly installed president of Delta Pi Chapter continued: "These last two years have allowed us to grow and mature, both as individuals and as brothers. The road has been long and often difficult, but thanks to all of you, we've made it."

Originally founded in 1941, Delta

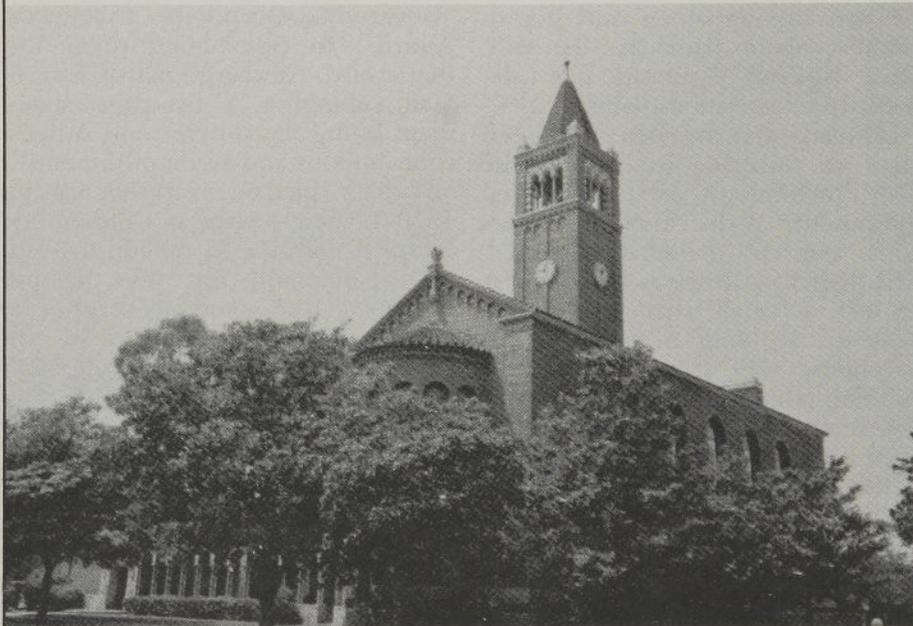
Pi Chapter at the University of Southern California was closed in 1981. The return to the USC campus came as a result of a two-year recolonization plan, begun in January, 1983. For many, this represented years of aspiration for a "new era" of Delta Tau Delta at Southern Cal.

Several hours later, the 49 initiates were joined by some 200 parents, local alumni, and Fraternity and University officials for the Installation Banquet at Los Angeles' Westin Bonaventure Hotel. Western Division Vice-President Richard H. Englehart (*Indiana '45*) served as master of ceremonies, and an official welcome on behalf of USC was made by Dr. James M. Dennis, University vice-president for student affairs. Chapter Advisers Gregory J. Pier (*Maine '77*) and Kenneth A. Bauer (*Oregon State '77*) were joined by our Fraternity's Executive Vice-President Gale Wilkerson (*Oklahoma State '66*) for the presentation of membership certificates. The USC Interfraternity Council and Collegiate Panhellenic welcomed the new chapter, and made a special presentation to recognize Delta Pi's outstanding accomplishments.

The culmination of the evening's festivities was the presentation of the charter by Western Division President Sid J. Gonsoulin (*Louisiana State '70*) to Chapter President Tallichet. International President Donald G. Kress (*Lafayette '58*) delivered the installation address on behalf of the Arch Chapter, and the program concluded with the singing of "Delta Shelter."

The chapter expresses its gratitude to Richards D. Barger (*Indiana '50*), Anthony Haralambos (*Southern California '78*), Jack F. Kennedy (*Southern California '57*), Phillip R. Mitchell (*Oklahoma State '82*) and Harold G. Murdock (*Southern California '57*), without whom much of our success would not have been realized — and to Kenneth A. File (*Kansas State '81*) and Patrick J. Gibbons (*Cincinnati '84*) for their untiring efforts to assist us however possible.

We are honored and proud to be a part of Delta Tau Delta.

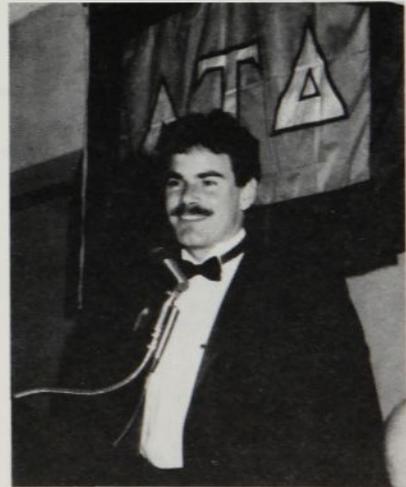


Mudd Hall of Philosophy at the University of Southern California.

Pi Chapter at the University of Southern California was closed in 1981. The return to the USC campus came as a result of a two-year recolonization plan, begun in January, 1983. For many, this represented years of aspiration for a "new era" of Delta Tau Delta at Southern Cal.

Southern California's Crescent Colony became Delta Pi Chapter on December 9, 1984. The University's historic Mudd Hall of Philosophy was the site of both the *Rite of Iris* and Initiation Ceremony, performed by undergraduates from Delta Iota Chapter, University of California at Los Angeles, and Beta Omega Chapter, University of Cali-

By S. W. LELAND



CLOCKWISE FROM TOP LEFT: Western Division President Sid Gonsoulin presents the charter to Delta Pi Chapter President John D. Tallichet. Dr. James Dennis, USC vice-president, delivers the address of welcome on behalf of the University. Some of the guests present for the evening's festivities. Phillip R. Mitchell, graduate resident adviser, reflects on his two years of involvement with Delta Pi Chapter. The new Deltas. Fraternity International President Don Kress congratulates the new initiates.

the a b c_s of getting a job

By *MICHAEL T. DEAL*
Georgia '72

While it is true that colleges and universities do a good job of teaching the skills and theories relevant to the various degrees and majors awarded, most fall short of actually preparing students for the process of successfully seeking and obtaining a job.

The first step in the job search process is the preparation of a personal resumé. There are several acceptable formats that one may use. These can be obtained from most college placement centers, books on resumé, or from recruiting services. The particular format used is strictly of personal choice. It should be based on one's own writing style, level and extent of work experience to be described, and type of position sought.

Regardless of the format used, there are several fundamentals that should be followed. First, the resumé should be proofread carefully for misspelled words and typographical errors. Second, all work experience should be listed in reverse chronological order, i.e., most recent first.

The most preferred length for resumé is one page. This is particularly true for the recent graduate who has little, if any, actual work experience to describe. Resumé are not like term papers where length is important. But content, format, style, and accuracy are no less important.

Resumé should never be done on odd-colored paper. Usually a good grade of paper in white, ivory, beige, or bone is preferred. Pastel colors in blue, yellow, or gold are acceptable also. Never use pink, red, purple, or other such colors.

None of the management people to whom I spoke believed that it was any benefit to have a resumé typeset. Any good typewriter with clean keys and an even carriage will give a resumé the quality it needs. This should be carried one step further in that a good quality copier should be used to make the copies. Avoid any copier that uses slick paper or leaves gray or black smudges or spots.

A cover letter should be enclosed with each resumé sent to a prospec-



A personnel search and consulting executive offers advice for undergraduates and young alumni seeking new career opportunities.

"A handshake should be firm but not bonecrushing."

tive employer. The cover letter should be specifically written to the particular company to whom the resumé is being sent. It should include an opening paragraph stating the reason you are sending the resumé and, if possible, the particular position or type of position for which you wish to be considered.

The body of the cover letter should relate your particular experience and education that might relate to the company and the position. The last paragraph should express your desire to meet for a personal interview, hope that you will be hearing from them, and appreciation for any consideration given you. Each cover letter should be individually typed, *not* a copy of a general cover letter with the company's inside address typed in.

Assuming that a good resumé has done its job and generated some interest in you by a company, the next step is the personal interview. Many qualified candidates miss opportunities for positions due to poor performance in a personal interview. In order that the interview process might be better understood, several areas will be discussed here.

There are several different types of interviews, each serving a slightly different purpose. A screening interview is usually the first type one will encounter. It will usually be conducted by a personnel manager, corporate recruiter, or other management personnel assigned to campus recruiting.

Typical areas explored in a screening interview include education, broad work experience, career objective, willingness to relocate and travel, and salary requirement. One must make a positive impression in a screening interview in order to be called back for a peer interview or in-depth interview.

The peer interview is usually somewhat formal and brief. It is conducted by someone already in the same type position or a similar one to which you are being considered. The discussion will usually include details of the reporting relationships, types of products and people dealt with in the position, and, again, an assessment of your personality.

An in-depth interview might be conducted by one or several individuals, any or all of whom might be

involved in making the final decision. These interviews will go into greater detail regarding your education, work experience, career objectives, and personality.

An in-depth interview might last several hours, or even a full day on some occasions. Sometimes an offer might be extended toward the end of an in-depth interview if all has gone well. In other cases offers are extended during another interview in which the salary, benefits, relocation policy, etc. are all discussed.

It is very important that one prepare well for any interview. One of the most important things is to acquire as much information as possible about the particular company, and the job for which you are to be interviewed, if possible.

There are many sources of such information, including people who do or have worked for the company, people who deal with the company, the chamber of commerce, newspaper and magazine articles, and industry directories such as *Dun & Bradstreet Directory*, *Standard & Poor Register*, and *Moody's Industrial Manual*.

When you go into the interview

with some knowledge of what the company does, its products, and its markets, you are demonstrating that you have a genuine interest in the company, and that you are willing and capable of preparing yourself for situations. Both of these will reflect in your favor.

When the interview is arranged, be sure you have the name of the person you are to see and the address of the location at which the interview will take place. Be sure to get directions to the location and be familiar with the route. Take into consideration the traffic slowdown in the early mornings and late afternoons if the interview is scheduled at those times.

It is very important to be on time for an interview. However, if some unforeseen situation comes up, be sure you have a telephone number with you so that you can call ahead to inform the interviewer of the delay. Do not simply show up late.

The first impression you make on the person conducting the interview will often set the tone and direction of the remainder of the meeting. The first two things that will make the impression are your personal appearance and handshake. It is difficult, if not impossible, to overcome a very negative first impression.

Several items should be carefully considered in assuring that you make a positive first impression. Personal cleanliness is the first, and includes clean hands and nails which are trimmed. One's hair should be neatly trimmed and well-groomed, and for most situations, conservatively cut. Strong colognes or perfumes should be avoided. Spicy food and alcohol should also be avoided prior to a personal interview.

The way one dresses for an interview is of great importance. Many of the outfits one wears in college or out socially are quite inappropriate for a job interview. This is particularly true of trendy styles.

The most acceptable dress for men consists of a dark blue or gray two or three piece suit in solid or pin-stripe, white shirt, dark tie, and lace-up dress shoes. Socks should be black and long enough that one's leg does not show when you cross your legs. Other types of dress are acceptable such as other colors of



"One normal page usually is sufficient for a resumé."

suits in medium to dark shades and blazers or sportcoats in dark solid colors.

However, to be sure you are dressed in a way that will be favorable to anyone, the first type described here should be selected. The book *Dress For Success* is a very good source for selecting what you will wear to the interview that may very well affect the rest of your life.

The physical aspects of the interview are important also. Be sure that your handshake is firm, not bone-crushing, but firm. Your posture should be good while you are standing and sitting. You do not want to appear too casual. Speak clearly and loud enough to be heard, and be sure you have good eye contact with the person you are meeting with.

Do not smoke unless invited to do so, and then do so only sparingly. Heavy smoking might be perceived as nervousness on your part and/or as a health risk for the company. Listen carefully to the interviewer and ask questions if you are not clear about something.

A very good way of preparing for any interview is to practice answering questions ahead of time. Accordingly, a list of sample interview questions is listed here. Answers to the questions should not be memorized, but should be thought out and kept in mind.

Following the list of sample interview questions is a list of questions a candidate might ask during the interview. Again, only those questions that are relevant to the interview should be asked. Following that list is a list of ten questions that one should *not* ask during an interview.

Sample interview questions often asked.

- What are your short range objectives?
- What are your long range objectives?
- What are you looking for in a job?
- Why did your business fail?
- Why are you leaving (or interested in leaving) your present job?
- What can you do for us that someone else cannot do?
- Why should we hire you?
- How good is your health?
- Can you work under pressure, deadlines, etc.?
- What is your philosophy of management?
- Do you prefer staff or line work? Why?
- What kind of salary are you worth?
- What is your personal net worth?
- What are your five biggest accomplishments in your present job or last job? Your career so far?
- Why didn't you do better in high school? In college?
- What is your biggest strength? Weakness?
- What business, character, and credit references can you give us?
- How long would it take you to make a contribution to our firm?
- How long would you stay with us?
- How do you feel about people from minority groups?
- If you could start over again, what would you do differently?
- How would you rate yourself as a professional?
- What new goals or objectives have you established recently?
- How have you changed the nature of your job?
- What position do you expect to have in five years?
- What do you think of your boss?
- Why haven't you obtained a job so far?
- What is your feeling about women in business?
- What features of your previous job have you disliked?
- Would you describe a few situations in which your work has been criticized?
- Would you object to working for a woman?
- How would you evaluate your present firm?
- Do you generally speak to people before they speak to you?
- How would you describe the essence of success?
- What is the last book you read? Movie you saw?
- In your present position, what problems have you identified that had previously been overlooked?
- What interests you most about the position we have? The least?

Don't you feel you might be better off in a different size company? Different type of company?

Why aren't you earning more at your age?

Will you be out to take your boss's job?

Are you creative? Give an example.

Are you analytical? Give an example.

Are you a good manager? Give an example.

Are you a leader? Give an example.

How would you describe your personality?

Have you helped increase sales? Profits?

—How?

Have you helped reduce costs? —How?

What do your subordinates think of you?

Have you fired people before?

Have you hired people before? What do you look for?

Why do you want to work for us?

If you had your choice of jobs and companies, where would you go?

What other types of jobs are you considering? What companies?

Why do you feel you have top management potential?

Tell us all about yourself.

Questions to ask during an interview.

What are you looking for in the successful candidate?

Why is this position open?

How often has it been filled in the past five years? Ten years?

What have been the primary reasons for the person leaving?

Why did the person who held this position most recently leave?

In what ways were you most pleased with what he or she did?

Where is the greatest room for improvement?

What would you like done differently by the next person who fills this job?

What are some of the objectives you would like accomplished in this job?

What is the most pressing objective?

What are some of the longer-termed objectives you want accomplished?



"Trendy styles are cool, but not for a job interview."

What freedom would I have in determining my work objectives, deadlines, methods of measurement, etc.?

What kind of support does this position receive in terms of people, finances, etc.?

What are some of the more difficult problems that one would have to face in this position? How do you think these could be handled best?

How would you describe your management style?

How does this compare with your boss and those above him/her, especially the chief executive officer?

What do you see as my strengths, shortcomings, and chances for this position?

Where could a person go who is successful in this position, and within what time frame?

In what ways has this firm been most successful in terms of products, and services over the years, particularly more recently?

Questions you should NOT ask during an interview.

What is the salary range of this position?

What are the fringe benefits?

How many sick days can I have?

How much vacation can I use in a year?

How many holidays are given?

Does this position carry an expense account?

How liberal is the expense policy of this company?

When can I expect my first raise? How much will it be?

Will I have to work overtime?

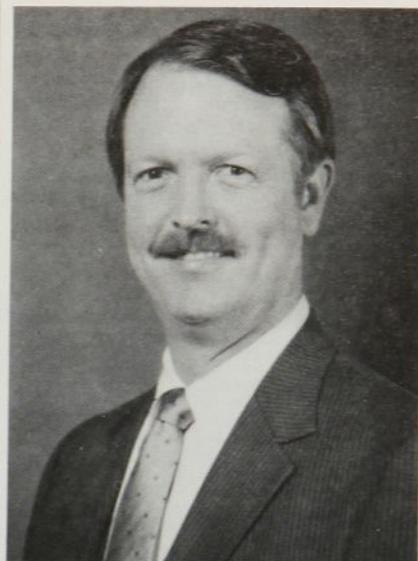
What is the relocation package?

After every interview a follow-up letter should be written and sent to the person conducting the interview. The letter should express your appreciation for their consideration, restate your abilities as they relate to the position, and your continuing interest in the position, if you have continued interest.

There have been many cases where such a follow-up letter made the difference in which candidate received the offer. This is particularly true when several candidates are viewed as equally qualified.

Many of the principles found in the Delt Creed and Oath are relevant in the development of a successful career. With a quality education, good Fraternity experience, effective resumé, and good interviewing skills, you should be well-equipped to seek, obtain, and continue a successful career in your chosen field. ▲

The Author



Since 1979, Mike Deal has been owner/manager of AGRI-associates, an agribusiness executive search, recruiting and consulting firm in Atlanta, Ga. His activities include calling on senior management with client-companies, interviewing and screening potential candidates for clients, and reference investigations. He previously spent six years in agribusiness sales and marketing positions, including international sales, after receiving his degree in business administration from the University of Georgia in 1972.

As an undergraduate, Mr. Deal was vice-president, treasurer and president of Beta Delta Chapter, and was voted "Most Outstanding Brother" in 1971. He currently holds the positions of Southern Division vice-president, president of Beta Delta House Corporation, and president of the Atlanta Alumni Chapter.

This article was written at the request of *The Rainbow*, after Mr. Deal's Karnea seminar on the subject proved to be highly successful.

Because his business schedule involves frequent travel, Mr. Deal sometimes makes himself available to conduct seminars on resumé writing and interviewing for undergraduate chapters. Chapters also can sponsor the seminars for IFC or other campus groups. Interested chapters may contact him directly: Michael T. Deal, 5675 Roswell Road, N. E., #32-B, Atlanta, Ga. 30342, telephone 404/255-5866 (office) or 404/257-0267 (home).

Future *Rainbow* articles by Mr. Deal will focus on (1) developing an effective house corporation and (2) sales techniques that can be adapted for rush.

A NEW CHAPTER ASSET

By SHANNON J. MARKEY



Delts at Bowling Green were among the first to acquire a computer through the Educational Foundation's special program.

When I sat in my management information systems class my sophomore year, struggling through programs and flow charts, I never thought I would enjoy having a computer at my disposal. As a matter of fact, I imagined myself more like the guy in the Macintosh commercial who pulls out a chain saw and goes at his new piece of machinery. I was still having nightmares last year in which I would wake terrified with "syntax error" flashing through my head. So the day my chapter, along with our house corporation, decided to purchase an IBM personal computer, I was anything but enthusiastic.

The computer was acquired through the program offered by the Delta Tau Delta Educational Foundation last year. The Foundation offered computers to the first 45 chapters that could afford to pay for half of the cost of the computer system. Knowing it was impossible to pull this amount out of our house budget, we hesitantly approached our house corporation for the funds.

"We couldn't pass up an exceptional opportunity such as this one," said Greg Volz, past president of the chapter. "A new computer promised both educational and chapter management advancements for our chapter. Originally our executive council thought the house corporation would be very reluctant to spend this large amount of money, but they actually were as excited about the idea as we were. Chapter Adviser George Howick also was behind the idea 100 percent."

Immediately upon receiving this new chapter asset, the brothers began converting the old office into a new computer room. Brothers Tom Hitchcock, Doug Echler, Jim Vedda and Mike Furnas paneled and wall-

papered the walls to give them a more attractive appearance. A new desk was purchased and installed to hold the disk drive, printer and keyboard. Shelves and a dresser also were obtained in order to keep all the computer supplies such as manuals, software and paper in an orderly manner.

Along with the computer came the need for a new position in the Cabinet of Delta Tau Chapter. Brothers Ed Nemeth and Bob Masters became the chapter's first computer co-chairmen. They and their committee members set up a schedule for computer usage so that all brothers would be able to take advantage of it in an efficient manner. They also set up an orientation period in order to familiarize brothers and new pledges with the computer equipment.

Observations of two chapter leaders provide an idea of the computer's varied benefits:

"The computer committee already has developed some programs for such things as the chapter's weekly minutes and a list of teachers and classes to aid brothers in scheduling. They currently are working on programs to aid the chapter in the areas of finance and planning. The alumni chairman is entering our alumni list on to a file so that we will always have a current updated list that can be easily altered as needed," said newly elected vice president Brian Ferron.

"Our life as a fraternity is ex-

The Author

A senior journalism-business major at Bowling Green State University, Shannon Markey plans to enter law school in California this fall. He has served as Delta Tau Chapter's kitchen steward, vice-president of internal affairs, brotherhood chairman, internal special events chairman, and alumni news letter editor.



Delta Tau undergraduates remodeled a former office into a special computer room serving the entire chapter.

remely important to us, but the real reason we are at college is academics and we try not to forget that. Therefore we like to devote the majority of the computer time for this purpose. Brothers are able to use the 'perfect writer' programs for writing term papers and other classroom assignments. The programs correct spelling, count word length and center all headlines," said Craig Stoll, president.

"Academics is an area we are striving to improve and this new high-tech teacher's aid should be able to help us out quite a bit in that area," he added.

A phone jack has been installed in the computer room so our system can be linked with the University's main frame by simply dialing an on-campus number. This computer is used for various levels of computer science and management information systems classes. Brothers are now able to do most of their programs for classes without ever leaving the shelter. After my dreaded computer class in the midst of a

cold Bowling Green, winter and spending hours waiting in line at the University's limited computer facilities, I believe this could emerge as one of the computer's most valuable attributes.

In the near future Delta Tau Chapter hopes to establish a link between our chapter, the Central Office in Indianapolis and eventually other chapters with computers. This will make all correspondence both easier and instantaneous.

Delta Tau chapter would like to thank the Educational Foundation for opening this doorway of opportunity to both advancement in education and chapter management. We are now able to keep pace with today's most modern technology. The computer has more than proved its value in the short time we have had it, and should continue to become more and more useful in the future. Even I, the guy who had nightmares about computers being out to get me, have learned to thoroughly enjoy using the computer.





FROM THE CROW'S NEST

By DR. FREDERICK D. KERSHNER, JR.
Butler '37

Early chapter pruning destroyed more than the deadwood

LET US now consider the two major themes in general fraternity history, and especially of Delta Tau Delta, in a "big picture" introductory fashion, leaving details to future columns of "The Crow's Nest."

These themes are expansion and membership. They have consumed more space in our literature, generated more heat, and exerted more strain on the fraternal bond of love and brotherhood than any others. Delta Tau Delta was founded because of a dispute over one aspect of the membership issue, while our survival after founding depended on expansion. They remain our strongest concerns today.

Fraternity history closely parallels

the history of our American nation in this respect. Territorial expansion is one of the great keys to the uniqueness of American culture, which we know as the frontier influence; economic expansion in modern industry is its second stage.

Membership in American society as an issue is reflected in immigration and naturalization policy, as well as in the long controversy over who has the right to vote. We should never forget that the fraternity system was very American, not derived from European example. It was, and is natural for it to reflect general American attitudes.

Space permits introduction of only one of these two themes in this issue. This is unfortunate, in a way,

because expansion and membership always have been mixed with one another, almost inextricably. Nevertheless, it is expansion that we shall arbitrarily consider first. Those of you who have access to former President Robert L. Hartford's book *Sing to the Royal Purple* (every chapter should own at least one copy, and so should every life-long Delt) will find Chapter 3, on "Growth and Expansion", both interesting and valuable to an understanding of this vital, never-ending fraternity problem.

Mr. Hartford gives a clear Delt-centered treatment of the expansion issue. Therefore, I want to focus upon three broad aspects of expansion that apply to *all* fraternities for men and women. Since our Fraternity and its competition watched one another like hawks and played follow-the-leader in a large percent of their policies, this broad approach, I think, is fully justified.

The first of these three key aspects is *elite theory*; the second is the *sociological effects of growth*; the third is retraction (or negative expansion), which I have christened *the Eastern disease*, for reasons that will appear shortly.

Whether they liked it or not — and generally they did like it — the fraternities had to consider themselves elite organizations. As small groups, it was necessary for them to justify themselves to rushees for the time and expense that joining them would obviously involve. As idealistic groups, that justification had to be moral, educational and uplifting, not commonplace or immoral or purely recreational. After all, "elite" means "chosen, picked, the best," and fraternities ferociously resisted efforts to assign random members to them as often was done by college authorities to the literary societies.

Elitism also applied to the colleges themselves. I am sure that Stanford, Harvard, Princeton, Wesleyan, Tulane, Kenyon and others consider themselves elite institutions today, just as they have always done in the past.

But . . .! Do *all* students at such colleges necessarily belong to "the

(Continued on Page 34)

Undergraduate Honors



University of Georgia Delts display their Hugh Shields banner, symbolic of a "Top Ten" chapter.

For the past 20 years, the Hugh Shields Awards have been synonymous with chapter excellence in Delta Tau Delta. Established by the Arch Chapter, they were named for the man who had served as head of the Central Office for 35 years, prior to his death in April of 1965. Traditionally, since that year, these special awards, along with Hugh Shields banners, have been awarded annually to the 10 undergraduate chapters rating highest in overall achievement. Judging is based on evaluations of academic programs, internal organization, property management, planning, financial management, social and campus relations, Fraternity education, ritualistic practice, alumni and public relations, and other criteria reflecting the quality of chapters.

With competition growing closer in recent years, the Arch Chapter in 1983 added a broader category, recognizing top chapters. The Hugh Shields Award winners are selected from this Court of Honor.

Excellence in Chapter Programming also have extended the spectrum of awards, recognizing those groups with outstanding records in specific program areas.

Academic achievement is honored at Division levels, with awards made this year during the four Division Conferences. In addition to those determined on grade point averages, Discretionary Academic Awards are selected by Director of Academic Affairs James L. Conley, recognizing chapters who have shown exceptional creativity in establishing programs that advance chapter scholarship.

Individual academic achievement throughout the Fraternity is recognized with some 800 to 1,000 awards each year, and by special attention to initiates achieving a 3.5 or above during pledgeship.

The following report of achievements and awards is based on competition during the 1984 calendar year.

1984 Court of Honor

Eta, University of Akron
Iota, Michigan State University
Beta Beta, DePauw University
Beta Delta, University of Georgia
Beta Zeta, Butler University
Beta Nu, Massachusetts Institute of Technology
Beta Xi, Tulane University
Beta Tau, University of Nebraska
Gamma Beta, Illinois Institute of Technology
Gamma Kappa, University of Missouri
Gamma Pi, Iowa State University
Gamma Upsilon, Miami University
Delta Alpha, University of Oklahoma
Delta Rho, Whitman College
Delta Chi, Oklahoma State University
Epsilon Iota (B), GMI Engineering & Management Institute
Epsilon Kappa, Louisiana State University
Epsilon Mu, Ball State University
Epsilon Xi, Western Kentucky University
Epsilon Phi, Southeastern Louisiana University

1984 Hugh Shields Award Winners

Beta Delta, University of Georgia
Beta Zeta, Butler University
Beta Nu, Massachusetts Institute of Technology
Beta Tau, University of Nebraska
Gamma Beta, Illinois Institute of Technology
Gamma Pi, Iowa State University
Delta Alpha, University of Oklahoma
Epsilon Iota (B), GMI Engineering & Management Institute
Epsilon Mu, Ball State University
Epsilon Phi, Southeastern Louisiana University

Division Scholarship Achievement Awards

Southern Division: (tie) Epsilon Xi, Western Kentucky University
Beta Xi, Tulane University
Western Division: Beta Tau, University of Nebraska
Eastern Division: Gamma Sigma, University of Pittsburgh
Northern Division: Beta Zeta, Butler University

Discretionary Academic Awards

(Selected by the Director of Academic Affairs)

Epsilon, Albion College, Creative leadership in academic programming
Omicron, University of Iowa, "Project Delts," a unique program done in concert with Iowa City schools
Epsilon Gamma, Washington State University, Creative leadership in academic programming

Excellence in Chapter Programming Areas

Iota, Michigan State University, Financial Management
Tau, Pennsylvania State University, Campus and Community Service
Beta Delta, University of Georgia, Membership Recruitment
Beta Iota, University of Virginia, Campus Standing
Beta Xi, Tulane University, Development of Financial Management
Beta Pi, Northwestern University, Alumni Relations
Beta Omega, University of California-Berkeley, Observance of the *Ritual*
Gamma Pi, Iowa State University, Financial Management
Delta Epsilon, University of Kentucky, Financial Management
Delta Lambda, Oregon State University, Membership Recruitment
Delta Epsilon, University of Delaware, Financial Management
Delta Chi, Oklahoma State University, Campus Standing and Campus Involvement
Epsilon Iota (B), GMI Eng. & Man. Inst., Developing a Chapter Pledge Manual
Epsilon Mu, Ball State University, Alumni Relations, Academic Program for Pledges,
and Membership Development
Epsilon Xi, Western Kentucky University, Community Service
Epsilon Phi, Southeastern Louisiana University, Intramural Participation

Honor Initiates

Russell D. Sherman, Beta, Ohio University
Robert M. Howard, Gamma, Washington & Jefferson
Andrew J. Risko, II, Gamma, Washington & Jefferson
Richard W. Grady, Delta, Michigan
William M. Grady, Delta, Michigan
Ken A. Winjum, Omicron, Iowa
Andrew P. Franks, Tau, Penn State
Anthony V. Nacci, Jr., Tau, Penn State
David V. Evans, Tau, Penn State
John J. Gilroy, Tau, Penn State
Scott M. Carpenter, Tau, Penn State
Frank P. Simpkins, Tau, Penn State
Allan J. Figas, Tau, Penn State
Michael W. Kohanski, Tau, Penn State
Paul B. Damm, Beta Alpha, Indiana
Kevin W. Bozarth, Beta Alpha, Indiana
Richard P. Swenson, Beta Alpha, Indiana
John A. Young, Beta Gamma, Wisconsin
David T. Coleman, Jr., Beta Delta, Georgia
Alan R. Benson, Beta Delta, Georgia
John E. Burney, III, Beta Delta, Georgia
Timothy A. Wentz, Beta Pi, Northwestern
Alan G. Emanuel, Beta Tau, Nebraska
Philip S. Kuhlman, Beta Tau, Nebraska
Gregory A. Luther, Beta Tau, Nebraska
Eric R. Paulak, Beta Tau, Nebraska
Ronald P. Gunia, Beta Tau, Nebraska
Josef F. Schroeter, Beta Tau, Nebraska
Mike D. Borgialli, Beta Tau, Nebraska
Todd D. Dinkelmann, Beta Tau, Nebraska
Frank G. Radis, Beta Phi, Ohio State
Curt A. Virtue, Gamma Delta, West Virginia
Darrell S. Funk, Gamma Iota, Texas
Mark G. McNulty, Gamma Iota, Texas
Wayne M. Stoppler, Gamma Mu, Washington
Douglas J. Artman, Gamma Xi, Cincinnati
David C. Brueggen, Gamma Xi, Cincinnati
Andrew B. Shaw, Gamma Xi, Cincinnati
Timothy L. Smith, Gamma Xi, Cincinnati
Jonathan A. Clark, Gamma Omega, North Carolina

Douglas F. Messina, Gamma Omega, North Carolina
Jeffrey R. Ward, Gamma Omega, North Carolina
Jeffrey W. Mortimer, Delta Gamma, South Dakota
Ralph J. Totorica, Delta Mu, Idaho
Gregory L. Johnson, Delta Omicron, Westminster
Craig Andrew McIntosh, Delta Omicron, Westminster
Graham S. Tingler, Delta Pi, Southern California
Thomas R. Austin, Delta Pi, Southern California
Jason B. Schlossberg, Delta Pi, Southern California
Bret M. Hill, Delta Rho, Whitman
Douglas C. Novotny, Delta Rho, Whitman
David J. Hackett, Delta Rho, Whitman
Mark H. Freund, Delta Tau, Bowling Green
Wayne K. Ellis, Delta Tau, Bowling Green
Craig A. Mundy, Delta Phi, Florida
Scott L. McMullen, Delta Phi, Florida
Jaye E. E. Williams, III, Delta Psi, California-Santa Barbara
Richard Q. Slinn, III, Delta Psi, California-Santa Barbara
Anthony P. Morelli, Delta Omega, Kent State
Jon E. Coriell, Epsilon Alpha, Auburn
Dale A. Senzek, Epsilon Alpha, Auburn
Jon S. Guttormsen, Epsilon Gamma, Washington State
Timothy D. Eyman, Epsilon Gamma, Washington State
Douglas B. Bollermann, Epsilon Epsilon, Arizona
Timothy M. Zaragoza, Epsilon Zeta, Sam Houston State
Jose L. Gamez, Epsilon Eta, East Texas State
David W. Wilder, Epsilon Eta, East Texas State
Andrew P. Jones, Epsilon Nu, Missouri-Rolla
Christopher L. Pate, Epsilon Omega, Georgia Southern
Tom E. Caulk, Jr., Zeta Kappa, Middle Tennessee
John D. Woodroof, Zeta Kappa, Middle Tennessee
Thomas M. O'Connor, Zeta Kappa, Middle Tennessee
David A. Brown, Zeta Lambda, Western Illinois
Gerald E. Burgess, Zeta Upsilon, Wyoming
Rune B. Johansen, Zeta Upsilon
Scott R. Fisher, Zeta Phi, Temple
Michael R. Lobis, Zeta Phi, Temple
Joseph W. Toone, Zeta Phi, Temple
Peter J. Vogt, Zeta Phi, Temple
Joseph Weslock, Zeta Phi, Temple

By GALE WILKERSON

OTHERS FOLLOW

The Fraternity's Executive Vice-President reflects on the strengths that provide continuity through the years

“

I'm only one. But still I am one. I cannot do everything, but still I can do something. And because I cannot do everything, I will not refuse something that I can do.”

Many years ago Edward Everett Hale wrote that familiar phrase. I truly believe it applies to me — and to each member of the Fraternity, undergraduate as well as alumnus — regardless of talents, age, wealth, or influence.

You might very well ask that question, “Why does it apply to me?” Well, I'm that one person who will not refuse to do a job for Delta Tau Delta. Because being Executive Vice President of our great Fraternity is a privilege — and a job I can do.

But I'm certainly not unique. The Fraternity, since its founding, has been blessed with a ready cadre of volunteers who have made the same commitment of service to the leaders of tomorrow.

Take the eight Founders of the Fraternity as an example. They certainly didn't envision the massive organization we have today. Some were quoted as saying that if they had known it might have scared them into doing nothing. Had they contemplated an organization of 110,000 brothers, they might not have established the Founding Chapter at Bethany College.

The truth is the Founders didn't worry about the future, only their today and their tomorrow. Collectively, they knew that if each man committed himself to mutual respect, brotherhood, and the mutual advancement that they would meet those basic beliefs.

It was altogether that simple. Delta Tau Delta was started to satisfy some very basic beliefs. Beliefs that are so eloquently expressed in the Delt Creed. Beliefs that have spanned the dimension of time and are universally contemporary.

And each of us, like the original Founders, has the same fundamental longings and the same opportunity for service, and each of you can satisfy them.

Not long ago I had the opportunity to conduct two alumni relations seminars at the Western Division Conference. I began the seminars with some history of the impact and contribution alumni had made over the years to the growth and greatness of the Fraternity.

We also shared some observations that took place

within our alumni ranks during the late 60s and early 70s when many alumni divorced themselves from the Fraternity because they could not relate to their undergraduate chapters or, for that matter, their colleges.

In many cases, the strong alumni chain that had been built over the years had been broken by undergraduates who no longer sensed the need for active adult leadership. Thus, alumni relations programs were discarded or discontinued.

All that has changed drastically. Undergraduates are very concerned about their chapters' alumni relations programs and are keenly interested in strengthening their programs in this area. Chapters are crying out for alumni support, and, certainly, the International Fraternity has committed resources, both time and money, to improve the overall alumni involvement within Delta Tau Delta.

The Arch Chapter has commissioned special committees to study the Division Vice President structure, the roles and responsibilities of chapter advisers, alumni chapter programming, and house corporation management. The recommendations of these special committees have been noteworthy and have been implemented by the Arch Chapter and the Central Office, or are in the process of implementation.

A Delt's obligation to the Fraternity does not stop at his graduation. If it did, he would only gain from the Fraternity and would not give back something in return. A good Delt will feel a deep commitment to repay the Fraternity for all he has received by serving the Fraternity in some fashion as an alumnus.

The Delt alumnus has many ways in which to serve the Fraternity. For the lucky few, the chapter consultant program is an excellent opportunity to work for the Fraternity. The resident adviser program is available to those going to graduate schools where we have Delt chapters. A resident adviser lives in the Shelter, offers advice to chapter leaders and encourages scholarship within the chapter.

Many alumni express great satisfaction in continuing their association with the Fraternity after graduation by participating in alumni chapter activities.

Some 70 alumni chapters exist in the United States and Canada. (A roster of alumni chapters ap-

peared in the fall issue of *The Rainbow*). If there is an alumni chapter close to your home, get involved. If not, write the Central Office and we will send you a "starter kit" to get a chapter established.

All of the Fraternity's 120 undergraduate chapters need active, involved and dedicated chapter advisers and house corporation officers. This is a unique opportunity for service and, certainly, is a rewarding experience.

Still other areas for alumni service are the Scholarship Advisory Committee, appointment as a Division Vice President, and the appointment as a special investigator to review possible expansion sites.

As you read this article you might say to yourself, "Gee, all the opportunities for service to the Fraternity are great and I wish I could participate in some, but because of my location or present time commitment, I can't. What then?"

Well, you can participate in the future of the Fraternity as a graduate brother by joining the 5,600 alumni who, each year, financially support the great work of the Delta Tau Delta Educational Foundation.

The point is — every graduate Delt, young or old, wherever he lives or whatever his time commitments might be, or whatever his talents, can actively support and provide service to Delta Tau Delta Fraternity. Really, the choice is yours.

I am proud of Delta Tau Delta. I am proud of the achievements of individual undergraduate chapters and alumni members. I am proud of the hours and dollars Delt's give each year to philanthropies. I am proud of our beliefs because they are noble. I am proud of our size and overall strength. I am proud of the members who have spent a lifetime in service to the Fraternity. I am proud of our idealism and our traditional dedication to excellence in all areas. Most of all, though, I am proud of the caliber of our undergraduates today.

In closing, I am reminded of the beautiful words contained in the *Ritual*. "As you advance, remember that others follow. . . ." Delta Tau Delta will grow and maintain its position of fraternity leadership only if we all remember that others follow, and only if we provide for our current undergraduate brothers the same opportunities for personal growth and development that we experienced as undergraduate Delt's.

▲

Why I Pledged Delta Tau Delta

Georgia Tech undergraduates describe varied motivations for joining the Fraternity

On February 13, 1985, 13 men were initiated into Delta Tau Delta Fraternity by Gamma Psi Chapter at the Georgia Institute of Technology. Like so many brothers before them, these newest initiates had completed a fulfilling period of pledgship and were ready to share in a common bond of brotherhood that would last a lifetime. Pledging Delta Tau Delta represented a major decision for these men, all of whom possess a deep commitment to the Fraternity. In the following paragraphs, four of Delta Tau Delta's newest brothers share their response to the question, "Why did you pledge Delta Tau Delta Fraternity?"

Brian McWhirter

Brian McWhirter is a freshman aerospace engineering major from Raleigh, N.C. He responded to this question as follows:

"When I came to Georgia Tech, I had no intention of joining a fraternity. My primary goal was to get adjusted to a new life away from home.

"Rush week came as a surprise to me. Once I realized the whole point of rush, I thoroughly enjoyed myself, as do most rushees. As I visited fraternity house after fraternity house, I narrowed down the choices to a couple. Then I visited Delta Tau Delta.

"The first thing I liked was the atmosphere. The brothers made me feel comfortable and didn't pressure me at all. The guys were great. Each one different and unique. No images, no facades. They were themselves and that appealed to me. Then I began to see the advantages that this fraternity could give me. So I came back each of the remaining nights of rush.

"To make a long story short, I received my bid on the fourth night that I visited the fraternity. I thought about what joining could do for me. In the first place, I met so many new people in such a short time. That really helped my adjustment. I would be given a chance to compete in intramural sports. I could get help with my schoolwork. I could attend fantastic parties. And the guys couldn't be more like me. This was the fraternity that I wanted to pledge!

"Here I am now, six months after that experience. I've come a long way: pledgship, Delt week, initiation, etc. The best part about the whole ordeal comes now when I can honestly say that I couldn't have made a better decision.

"Hey, I'm a brother of Delta Tau Delta, and I'm damn proud of it!"

Anthony Giorgio

Anthony Giorgio, a freshman electrical engineering major from Rockville, Md., expressed his views

on pledging Delta Tau Delta like this:

"I came to Georgia Tech with the idea that I would visit as many fraternities as I could during rush, decide which I liked best, and maybe pledge after at least a year in school. As it turned out, I visited only three fraternities and pledged Delta Tau Delta on my third night of rushing.

"The most obvious and the most important reason I pledged Delta Tau Delta was the people. When I first came to the house, I felt very welcome. Many of the brothers came up to talk to me, and I found that I had a lot in common with them. For instance, I met one brother from my home town and three others who grew up near me. That helped me get acquainted with them because we immediately had something to talk about.

"The Gamma Psi Deltas had won the school soccer championship the past two years. That particularly appealed to me since I had played the game for 10 years. Another part of Delta Tau Delta was the scholarship among the brothers. It was good to learn that the Deltas had one of the highest GPAs on campus. My dad was also pleased with this aspect of the fraternity since he is paying the bills!

"Along with good grades, I wanted some social life. I don't believe a fraternity is for achieving better grades. The fraternal aspects and the social activities are the main reasons I pledged. The friendships that have developed as a re-



Doug Day relaxes between classes.



Ed Christovich, right, who compiled material from brothers for the article, studies with Dave Elkan.

sult of the fraternity will last a very long time. The unity that has developed between my brothers and me in Delta Tau Delta are like none other, and have made my joining the Fraternity worthwhile."

Doug Day

Doug Day, also a freshman engineering major, hails from Salisbury, Md. The friendships he has made within Delta Tau Delta are also very important to him and he expressed his acceptance to the fraternity as a friend as the most important reason for his pledging:

"When I came to school, I really wasn't thinking about fraternities at all. I had left my friends of high school, a time when close friendships played a very important part in my life. When I left home and relocated to a place 700 miles away, the last thing on my mind was becoming part of a large group of highly compatible people so soon.

"When I visited Delta Tau Delta, I was accepted into a large group of compatible peers where friendship is a major aspect of everyday life. This friendship is the major reason why I pledged Delta Tau Delta. Just as the cornerstone is important to the structure of the house, friendship is important to the structure of everyday living."

Ed Christovich

Ed Christovich, a freshman civil engineering major from Neptune Beach, Fla., also expressed his rapid acceptance into a large group of his peers as one of the most important reasons for pledging Delta Tau Delta:

"When I first came to Georgia Tech, I was somewhat intimidated by the tales of how difficult college would be, especially in an engineering discipline at Tech. For this reason, I wasn't sure how much time I would have to get involved in other activities, so I wasn't really interested in joining the Greek system yet.

"During fall rush, in search of a few parties and hoping to make a few friends, I began visiting some of the fraternities on campus. What I found at the Delt house was very special. Unlike some of the houses where you felt ill at ease and under pressure to express an interest in joining or get out, the Deltas welcomed me and made me feel very comfortable in this still unfamiliar environment.

"From the first time I visited the house

until I received my bid, I began to take more interest in this special group of men who had been so friendly to me. I could tell that the bond between them was something very special and that this fraternity was more than a social organization that would take up my time.

"When I received my bid, there was little doubt in my mind as to what I wanted to do, but I had to consider why I was at school and if Delta Tau Delta was right for me. When I thought about the friendship and camaraderie between brothers, the emphasis on scholastic achievement and campus involvement, the social involvement and the overall sense of belonging to such a diverse, yet united group of men, my decision had been finalized.

"Beginning with accepting my bid and continuing through now, each activity that I have participated in with the Fraternity has brought new significance to my membership in Delta Tau Delta. I have never felt such a deep commitment or devotion to an organization, and I feel that this commitment will continue to enrich my life.

The views expressed by these men probably are similar to the thoughts every Delt has had in his mind. The continuous unity of Delt brotherhood will always bond us together as devoted brothers of Delta Tau Delta.

This article, compiled by Ed Christovich, resulted from a visit by the Rainbow editor to Gamma Psi Chapter, when all four of the contributors still were pledges.

Delt SPORTLIGHT

By JAY LANGHAMMER

Texas Christian '65



COLLEGE BASKETBALL

The Fraternity's top player this winter was junior forward BRAD HILSABECK, who led Westminster College to the winningest season in school history, 19-9. He was the top scorer with 393 points (14.6 average) and leading rebounder with 216 (8.0 average). A three-year starter, Brad was named to the All-Ozark Collegiate Conference first team and All-OCC Academic first team. His top performance was 29 points and 13 rebounds against Baptist Bible College in the middle of a three-game stretch which earned him conference Co-Player of the Week honors. He was re-elected co-captain for next season.

Soph forward TODD MURRAY had a good season for Brown University, starting 22 of the team's 27 contests and scoring 182 points, a 6.7 average. Freshman forward HARMON HARDIN of Washington and Lee University started 21 games while averaging 4.3 points and 4.1 rebounds a game.

Wabash College had a winning year (13-11) as senior center DAVE BROMUND was a key player. A team tri-captain, he started 14 games, won the Mr. Team Award and was the squad's top student. Soph forward BODIE STEGELMANN also played well in spot duty for the Little Generals.

Junior center STEVE ANDERSON proved to be a courageous player for Lawrence University. In pre-season practice, he suffered an eye injury and missed the first part of the season. Despite vision problems, he returned to a starting spot midway through the season and wore goggles to protect his injured eye. Steve's top game was 16 points and 12 rebounds versus Ripon and he was elected tri-captain for next year.

Other good players were senior forward BOB POM-

EROY and junior guard MARK HEDTLER from the University of Maine, senior guard MARTY NESBITT of Albion College and junior forward DAVID BONIFACIC of Stevens Tech. On the coaching front, Butler University's JOE SEXSON, *Purdue '56*, led his squad to a successful 19-12 season and NIT berth.

PRO BASKETBALL

Forward ED NEALY, *Kansas State '82*, returned to the Kansas City Kings of the NBA in late February following a stint in the Continental Basketball Association. He was with Kansas City the last two seasons but suffered an injury in training camp and was released.

PRO FOOTBALL

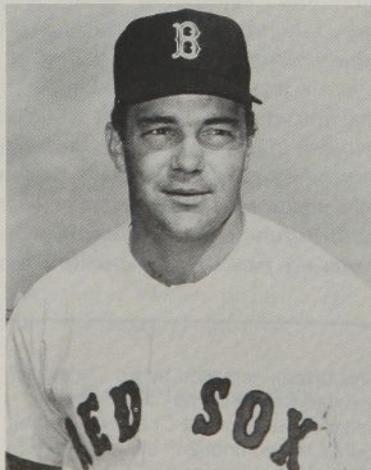
Following his successful stint as General Manager of the Los Angeles Olympic Organizing Committee, HARRY USHER, *Brown '61*, was named commissioner of the United States Football League in late January. The USFL has pursued him for several months because of his skillful management techniques, which the struggling third-year league desperately needed. The USFL's only Delt player this spring is offensive lineman GARY ANDERSON, *Stanford '77*, who is in his second year with the Jacksonville Bulls and sixth pro season overall.

TENNIS

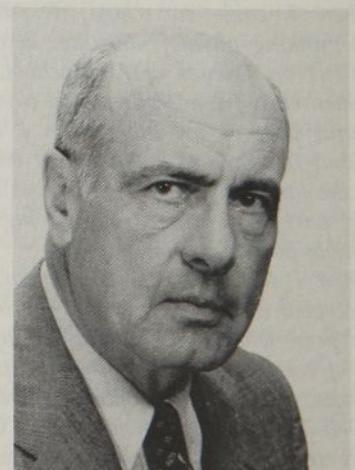
One of the Fraternity's all-time top players, FRANCISCO GONZALES, *Ohio State '77*, is still playing the pro circuit. In the final Association of Tennis Professionals com-



Harry Usher



Doug Camilli



Bob Kappes

puter rankings for 1984, he ranked 93rd out of 251 players and placed 16th among doubles players in the Volvo Grand Prix standings. Francisco and doubles partner Matt Mitchell won the ATP doubles crown last August in Cincinnati.

Another Delt tennis great, HUGH STEWART, USC '54, won the U.S. men's 55-59 year old indoor singles title for 1984. He and his doubles partner also won the hard court doubles crown in their age group.

BASEBALL

Former major league catcher DOUG CAMILLI, Stanford '58, was named manager of Boston's farm club at Greensboro, North Carolina in the South Atlantic League. The previous three seasons, he was a coach for the Red Sox' Winter Haven farm club. Following his nine-year big league career, he served as a coach with the Washington Senators and Red Sox.

WRESTLING

Two Delt were among the top competitors at Stanford University. Junior JEFF BRADLEY won the Pacific-10 134-pound championship, went to the NCAA consolation quarterfinals and had an overall 32-9-2 record. Junior PETE ROGERS posted a 25-17-2 record and placed fourth in the 158-pound class at the Pac-10 meet.

Junior DAVE McPHERIN, who wrestled at 118 pounds, posted an 11-9 record for Delaware University and was joined by junior RICK BARBOUR. Senior co-captain BOB PASQUALE and senior JOHN CORRADO were key veterans on the Stevens Tech squad.

The wrestling squad at Brown University was dominated by Delt again. Junior PETE HARTUNG had an 11-7-2 record in the 177-pound weight class while freshman BOB HILL also was 11-7-2 at 150 pounds. Sophomore SCOTT PARLEE had a 6-2 mark at 126 pounds and freshman KIRK SALVO was 6-8 at 134 pounds. Freshmen MARK BRAUN and STEVE CARDONE also made good contributions.

HONORS

BOB KAPPES, Miami '50, who has coached football at Ohio University for 26 years, was inducted into the Miami University Athletic Hall of Fame in March. An outstanding center during three varsity seasons with the Redskins, Bob was head football coach at Western Hills High School in Cincinnati from 1950-57, before joining the Ohio University coaching staff, where he has served in several positions, including interim head coach in 1978. He also is a member of Ohio University's athletic Hall of Fame, and is beginning a new job this year as recruiting coordinator for the football Bobcats.

TRANSITION

GENE UCHACZ, Tufts '69, is now building manager for the soon-to-be-completed United States Military Academy's multi-sports center, which opens in October. The facility consists of 2,500 seat hockey arena and 5,000 seat basketball arena. Gene formerly was head coach and sports complex director at Boston College (1970-80) and, most recently, director of athletic facilities at the University of Massachusetts-Boston.



RECOMMENDATION FOR DELT PLEDGESHIP

Mail to: Delta Tau Delta Fraternity
4740 Kingsway Drive Suite 110
Indianapolis, Indiana 46205

Date _____

Name of Rushee _____

Home Address _____

College _____ Class _____
(freshman, sophomore, etc.)

Father's Name _____ Fraternity Affiliation _____

Mother's Name _____ Sorority Affiliation _____

Other relatives or friends in fraternities _____

Rushee's High School _____

Rushee's former college, if any _____

Academic Record _____

High School Activities _____

Hobbies _____

Do you know the rushee personally? _____ If not, source of your information _____

Can rushee afford fraternity financial obligations? _____

Signed _____ College and Year _____

Your Address _____

(This information will be forwarded to proper chapter)

Cooperating for Strength

DELTA TAU DELTA'S emphasis on improving cooperation between the Fraternity and university administrations identifies closely with overall programs of the National Interfraternity Conference.

Following the annual NIC meeting in December, Delt President Donald G. Kress expressed great satisfaction that the organization "strongly supports several of the things that represent our primary goals, such as taking the initiative in informing administrations of what we are doing to assist academic programs — in other words, promoting fraternity action, rather than reaction to things taking place on campuses where we have chapters."

With a theme of "Cooperation Makes Strength," the NIC meeting featured a series of sessions on how international fraternities work together. Communication and cooperation with colleges and universities formed the basis for most actions by the House of Delegates.

An example is the reaffirmation of the NIC's Resolution on Alcohol, adopted unanimously the previous year. The 1984 House of Delegates called for redistribution of the resolution, which encourages responsible and lawful alcohol use, as well as non-alcoholic membership recruitment, or "dry rush."

The meeting took on an extra air of celebration because it marked the 75th anniversary of the NIC. A special 75th Gala featured a multimedia tribute to the Conference's member fraternities.

A Program of Services adopted by the House of Delegates outlines specific goals for 1985. Emphasizing a commitment to government relations, delegates approved the report of the Law Committee, including a model anti-hazing law to be targeted at states considering adoption of legislation outlawing illegal pre-initiation activities.

The Conference also voted to offer National Panhellenic Conference sororities membership in the NIC's



Recently elected NIC Vice-President Edwin L. Heminger, center, took part in activities of the annual meeting, along with Delt President Donald G. Kress, left, and Executive Vice-President Gale Wilkerson.

Foundation Section, which suggest programming for fraternal educational foundations.

As in past years, the NIC met jointly with the Association of Fraternity Advisors. Also represented were the National Panhellenic Conference, Fraternity Executives Association, National Interfraternity Foundation, National Pan-Hellenic Council Inc., the Center for the Study of the College Fraternity, the Interfraternity Research and Advisory Council, the College Fraternity Editors Association, and the Baird's Manual Foundation.

Edwin L. Heminger, former international president of Delta Tau Delta, was elected vice president of the NIC at the principal legislative session. The 1985 president is Rodney Williams Jr., of Tau Kappa Epsilon. NIC is governed by a 15-member Board of Directors, elected by delegates. The national headquarters staff in Indianapolis is headed by

Executive Director Jonathan J. Brant.

In addition to its legislative agenda, the 1984 annual meeting also provided fraternity leaders opportunities to learn more about their profession through general sessions, workshops and seminars on topics ranging from housing, computerized chapter management and better media relations, to a program, "Let's Talk About It," modeled after the format of the NIC's first meeting in 1909.

In a three-minute filmed greeting, President Ronald Reagan commended the NIC and its member fraternities for what they have done "to promote scholarship, to provide a valuable training ground for leadership, and to advance the ideas which make America a good, caring society." President Reagan is a member of Tau Kappa Epsilon.

The meeting was held at the Galt House in Louisville, Ky. ▲



Kevin Prophet, president of Zeta Kappa Chapter, Middle Tennessee, welcomes delegates and guests to the Southern Division Conference, as David Jones, president of Epsilon Xi Chapter, Western Kentucky waits to speak. At the right is retiring Division President Tom Sharp.



Southeastern Louisiana University Delts celebrate after receiving a Hugh Shields Award and banner.



The Division Conference ends with singing of "Delta Shelter."

Division Conference

SOUTHERN Division chapters kicked off the Division Conference season with a highly successful series of meetings at Nashville's Hyatt Regency Hotel Feb. 21-23.

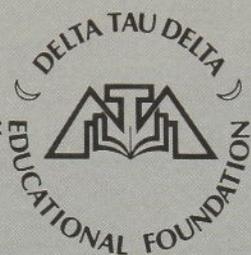
Delegates elected as their new Southern Division President Thomas M. Ray, *Jacksonville State '76*. An attorney in his home city of Birmingham, Ala., Mr. Ray has been active in Delt affairs since his undergraduate days. He was vice-president and president, as well as a founding member of Zeta Nu Chapter, president of his pledge class, and a member of the Fraternity's Undergraduate Council. He also was secretary and president of IFC.

After graduation, "Tom" served as a chapter consultant, before going to the Cumberland School of Law, where he graduated in 1981. He has been vice-president of the Southern Division during the past two years.

Outgoing Division President Thomas S. Sharp, *Louisiana State '67*, received a watch from the Undergraduate Council. Mr. Sharp served two terms as president, beginning in the spring of 1981. ▲



Newly elected Division President Tom Ray.



By AL SHERIFF
Foundation President

Investing in the Future

Through generous Delt response to the annual appeals of the Educational Foundation, alumni have proved time and again that they wish to play active roles in shaping the future of our Fraternity.

By investing in Delta Tau Delta, they are making investments in the future. As one alumnus put it, "A primary purpose of Delta Tau Delta is to build better men, better citizens and, therefore, better Americans under the tent of brotherhood."

No investment will pay better dividends than an investment in our young Delt who represent our nation's future leadership.

A number of Delt who annually support the Foundation also have endeavored through major capital gifts to underwrite scholarship and other special programs. Some also have made arrangements to help endow in the future, through their wills and gifts of life insurance, special needs of the Fraternity, such as leadership development programs and, perhaps, even a Delt leadership academy at some future date.

Several programs currently supported in part by annual contributions, are worthy of being endowed. Among them are field staff support, alcohol and drug awareness programs, scholarships, loans to provide assistance to deserving young Delt in times of need, and awards for recognition of talents and achievements.

The Foundation was established just three years ago, and we already can identify deferred gifts by future bequests and life insurance

totaling nearly a million dollars. Many alumni have made these provisions in major ways, beyond their annual support of the Foundation, and others have written to request information on how to make major endowment gifts.

This report is based on the general thrust of those inquiries. Without going into a lot of technical jargon regarding lead trusts, annuity trusts and various life income arrangements, I will mention several ways in which Delt of all walks of life might be able to help in manners that might be attractive to persons of average means, not just those in the upper income brackets.

Bequests

Gifts by will are opportunities for some alumni who need the income from property during their lifetimes but wish to remember the Foundation in their wills. A bequest is particularly useful to those who may have estate tax problems or those whose children are otherwise well provided for.

There are several ways in which bequests can be made to the Foundation. A bequest may be by a specific dollar amount or shares of stock or other property. It may be a percentage of the estate, a residual bequest, or even a bequest contingent upon a family member or friend predeceasing you. Bequests to the Foundation are completely deductible for estate tax purposes.

It is suggested that a competent attorney be employed to prepare your will, and the Foundation should be designated by him as the Delta Tau Delta Educational Foundation, Inc. It

“One of the noblest things one can do is to plant a small tree that will someday give shade to those one will never know.”

is also suggested that he consult with the president of the Educational Foundation or send a copy of the applicable language to him in order to assure that the language is clear and that your wishes can be carried out by the Foundation.

Life Insurance

There are two principal ways in which life insurance can be a convenient and profitable way for you to provide for the Delta Tau Delta Educational Foundation.

Some Delts may wish to purchase a life insurance policy, placing ownership of the policy in the Foundation. This is a way to make a major gift through relatively modest annual premium payments, which are tax deductible as annual contributions to the Foundation.

Other Delts may find they have arrived at that age or position in life when they don't require all the life insurance coverage they carry. A gift of an existing policy affords immediate tax advantages and can present you with an opportunity to make an easy and inexpensive, but very significant gift to the Foundation.

Real Estate

It may be attractive to some Delts to make a gift of non-income-producing property. From a tax deduction standpoint, this can be particularly appealing if such property has increased substantially in value.

A gift of real estate in the form of a farm or residence can also be an effective form of

contribution to the Foundation and for you. It may be desirable to donate such property to the Delta Tau Delta Educational Foundation and reserve the right to use the property as long as you and/or your wife live. By this method you can continue to use and enjoy your residence or farm and still gain some immediate tax benefits, thereby actually increasing your income. Gifts of non-income producing property can also be arranged so that through their sale by the Foundation you may receive income during your lifetime from the investment of the proceeds of the sale of such property.

These are just a few of the many ways in which Delts can make a substantial contribution and investment in the future at little cost and sacrifice of income.

Other more sophisticated programs can be worked out such as the lead trusts and other life income arrangements. In any event, any such arrangement would be developed through careful planning with your attorney and the Foundation's President and legal counsel.

Why It's Important

We all have just so many charitable dollars to give, all to worthwhile causes. Certainly one worth considering is helping pave the way for young Delts of the future? We depend upon these young men to help maintain the ideals and traditions of Delta Tau Delta. We depend upon them to provide future leadership. Your annual contribution and any endowment gift you may make to the Foundation can make the difference — for many generations to come. ▲

(Continued from Page 20)

elite"? Is Stanford (to take the first university cited) an elite university because it has chosen the best students and faculty, or just because of its historic reputation and status? Do Stanford students (or wherever) constitute an elite because of their personal performances as students and alumni, or just because they have been admitted to an elite collegiate institution and pay high tuition?

Every fraternity and every chapter faces this same "elite" question, every year of its existence.

The basic issue is illustrated beautifully in the John Adams — Thomas Jefferson correspondence in the 1820s over what constitutes the true elite, which they called the "aristocracy."

Adams took the practical position that "birth and wealth together have prevailed over virtue and talents in all ages; the many will acknowledge no other aristoi."

Jefferson retorted that an "aristocracy, founded on birth and wealth" was "artificial" and "mischievous." Virtue and talent in the individual made the true elite, not the accident of inherited status, he said.

The word "elite," which is a 20th Century equivalent of the older term "aristocracy" — both words meaning the choice, the best, the leaders — has suffered a bad press, due to the Nazi's borrowing it for their SS Korps. However, democratic elite theory is a respected part of modern American political science today, fortunately. It would be disastrous to denounce excellence, instead of rewarding it, or to surrender excellence into the sole possession of fascist or communistic totalitarian societies.

Rather than the worst, or the mediocre in morals, scholarship and ambition, fraternities always have sought as members the "best men" or "best women." Only by so doing

This is the first anniversary of the "Crow's Nest" column, written by Dr. Fred Kershner, former international president of the Fraternity. Dr. Kershner, who also served for many years as director of academic affairs, is known throughout the Greek world for his perception of fraternal matters and his desire to have Greeks "get to know ourselves better — not just our strengths, weaknesses and social excesses, but especially for our creative potential for personal growth and for community and national leadership development."

A former distinguished professor of social history at Columbia University, Dr. Kershner encourages response to his column, which he calls the "Crow's Nest" because, as he explains, "That is the only place on a ship where the eye can get a good unobstructed view both ahead and astern; it is the place on the good ship DTD where this observer can look forward to where we are going or backward to where we've been, or perchance just enjoy the total absence of telephone and television commercials and scream out warnings and other advice arising from what he sees, or thinks he sees."

could they have lived for 209 years as a system, or remained healthy and vital contributors to society.

We can be brief about the second aspect, the social and psychological effects of growth upon a community or society. It is no accident that a nation growing in population and productivity always is more dynamic, self-respecting and optimistic about the future than a country stationary or declining in numbers. A growing country has a larger percentage of young people; a declining state has a larger percentage of old people (I almost wrote alumni). This has been a constant in human history.

As for the third aspect that I call the "Eastern disease," i.e., negative expansion or retraction, it will emerge from the Delt story that follows.

Unlike the surprisingly complex issue of membership, which had many foci and many aspects of each focus, expansion as a theme in Delt history had a single focus, relatively simple but highly controversial.

What happened to Delta Tau Delta between 1860 and 1914 in regard to expansion of chapters was experienced by all Midwestern and Southern fraternities then existing, to some extent, but usually not to quite so great a degree. Roughly, the pattern was one of expansionism, increasingly favoring Eastern collegiate institutions (1860-84), followed by retraction from the Midwest and South, self-described as conservatism and common sense (1884-1902), and then a reaction back to somewhere between the two extremes, but pro-expansion (1902 to the present).

An immense urge to grow seized upon the infant Delta Tau Delta. Not only was there the overpowering fact that a new national fraternity is merely a local until it adds another chapter or two, but also the North vs. South student violence at Bethany shouted warning that civil wars required the hedge of several chapters to ensure survival.

There was in 1867, almost as much as in 1860, a complete absence of alumni, central organization and workers with spare time. For early Delta Tau Delta, the undergraduates had to do it all, unaided. Individual enthusiasts, usually after getting informal approval from a four-or-five-chapter national convention, would travel to a college close at hand, or else transfer permanently to a campus farther away,

In the 1860s, students were on their own to expand the Fraternity onto other campuses

and start a new group of four to six men.

Quality of campus was almost meaningless to early Deltas from Bethany, West Liberty and Monongalia. There were not yet, nor were there to be for many years, any college rating agencies in the U.S. Among the places endorsed for chapters by Karneas between 1870

(Continued on Page 42)

Active at 100

Delt Will Parks has designed the columns for the Lincoln Memorial, traveled by donkey, camel, and rickshaw, been ordered out of London by Scotland Yard, and served as a mayor, to name just a few events in his life during the past century.

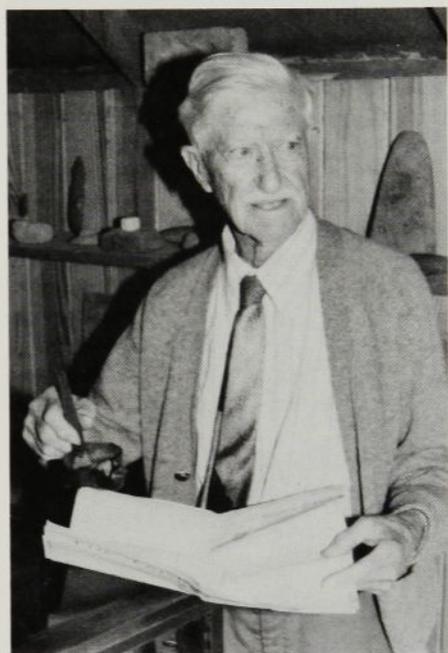
By FARRIS VADEN

On January 28, William Hamilton Parks, retired banker, civic and church leader, farm owner and philanthropist celebrated his 100th birthday. That in itself is a remarkable event. But on a recent visit with him, I found that he has enjoyed a lifetime of remarkable events.

"Mr. Will" is a distinguished-looking man of slender build who carries himself as if he were many years younger. He goes to his office in Trimble, Tenn., daily, usually walking the two or three blocks from his home. Since his wife, Carolyn, died several years ago, he lives alone in a handsome two-story colonial home. His son, Hamilton, and his wife live next door in the family compound, Parks Acres, and check on him frequently.

Will Parks' ancestors were among the first settlers in the area, and his grandfather, Jesse Pierce, founded Trimble in 1872.

"My great-grandfather, John Pierce, came to West Tennessee in 1823 and homesteaded 200 acres," Mr. Parks told me. "My present home is on part of his original land. He left Nashville by boat, traveling down the Cumberland, Ohio and Mississippi Rivers to Dyersburg. Then he traveled overland by oxen to this spot. He drove off the Indians, killed the bears, cleared some



Will Parks holds the bear grease lamp that once belonged to Davy Crockett, and an 1891 newspaper telling how the lamp came to the Parks family.

land and raised himself a big family. My great-grandfather, my grandfather and my father have all farmed this land. I have farmed it, and I think I am fortunate that my son, Hamilton, chose to obtain a BS degree in business agriculture and now manages the Parks' farming and agri-business operations."

His farmland, now handed down to his two children and five grandchildren, encompasses several thousand acres.

After graduating as the only boy among 13 members in the Dyers-

burg High School class of 1903, Mr. Will enrolled at Vanderbilt University, where he joined Delta Tau Delta. After two years, however, he was told by the chancellor that he was not ready for college work and should go to a prep school for a while, then return to finish degree requirements.

That's just what young Will did — well, sort of. As he tells the story, he enrolled in a school "up east" by the name of Harvard, where he made the honor roll the first year. "I sent a copy of my grades to Chancellor Kirkland," he said.

He graduated from Harvard in 1912, with a degree in architecture, then went on a trip to England with several of his classmates. To pay their expenses, they got a job on a cattle boat, a rather common thing for college boys of the time. He was surprised to find his father's brand on some of the cattle on the boat.

The trip proved to be more exciting than he had expected. On a visit to Westminster Abbey, the group came upon the royal throne — a national monument dear to the hearts of all Englishmen. All British monarchs have been crowned on this throne for several hundred years.

Looking about and finding no guard in the area, Will climbed the fence surrounding the throne and with a royal gesture, took a seat. But his luck ran out as a gruff voice

said, "Young man, you are under arrest."

"They called me an impudent American who had insulted the dignity of the English people," he remembered. "I was told to leave the city before sundown or face imprisonment. A man from Scotland Yard, wearing a black derby, followed me to the hotel and from there to the dock to catch a boat to France. As the boat pulled away, I waved my hand and he shook his fist at me."

Will's first job was with the New York firm of Roger Bacon. It had just been commissioned to design the Lincoln Memorial to be located in Washington. The young architect was assigned the task of designing the columns for the monument, and although construction was postponed by World War I, it was completed in 1922. Will can proudly boast that more people see a bit of his design work every day than that of any other living architect. Not only do visitors to the Memorial see his work, but it is pictured on the \$5 bill and the penny.

Will joined the Army Air Corps, but the war ended before he could go overseas. Shortly thereafter, he did get to see Europe when his parents gave him a trip around the world — the first of three such trips he has made. Along with a cousin, he spent 11 months on the trip. It involved travel by boat, train, donkey, camel and rickshaw.

"I was engaged to be married at the time, and because I felt guilty, I took my wife around the world in 1967," he said. The second trip, partly by air, took only six weeks.

City life didn't appeal to Will, at least not in New York. Memories of "the good life" on the farm with plenty of time for hunting and fishing proved to be too strong. So it was no surprise to anyone that he soon gave up the hustle and bustle



On the porch of his home at Trimble, Tenn., Will Parks chats with Farris Vaden about his century of experiences.



Will may own the skeleton of Jesse James. He's not sure, but explains, "It makes a good story."

The Author

Farris Vaden, a close friend of the Parks family, also is a Vanderbilt alumnus. He is district manager for the Social Security Administration in Union City, Tenn.

of the city and returned to the farm. Folks at Trimble welcomed him back and soon made him mayor, a position he held for many years. Later he became a member of the Dyer County Court, where he also served for a number of years.

Mr. Parks is quite proud of his mini-museum located in a one-room log cabin nearby. "It was part of my great-grandfather's log house that he built over the hill there in 1823," he explained. "When the house was torn down in 1937, I brought this one room here."

The museum is filled with all kinds of interesting things from the early years of Tennessee. Many are from family members and relate to his ancestors: his grandmother's coffee mill, a rusty broadax, a hairball from the stomach of a cow, a spinning wheel, to name a few. In a little glass case is a bear grease lamp that once belonged to Davy Crockett (authenticity is well documented).

He's not quite so certain about the skeleton of Jesse James, given to him 50 years ago by a street carnival man, as collateral on a \$20 loan. The man never returned to pay back the money, Mr. Parks said, "and so I've had old Jesse on my hands since 1935."

The skeleton has been exhibited several places, written about in dozens of newspapers throughout the country, and appeared on television. "I insured Jesse for \$1,000 when I loaned him out, because I was afraid he might be kidnapped; but he wasn't and the folks brought him back in a hearse," he said. "A man wanted to buy him for \$1,000 but I wouldn't sell him. I'm not really sure it's old Jesse, but it makes a good story. And over the years I've sort of gotten attached to him."

Will was only seven years old when his father took him to the Chicago World's Fair in 1892. He enjoyed himself so much that he has been to all 12 fairs held in the U.S. since then. He made a visit to the Louisiana World Exposition in New Orleans and received VIP treatment.

And what about the next century? "I've slowed down quite a bit," he replied. "I don't have any plans right now."

Well, Mr. Will may be a little slower during the next 100, but I feel sure it will be packed with a lot of exciting events. He is still alert and full of energy. We wish him many more years of excitement and accomplishment.

Among the Alumni



Langston

Major Robert E. Langston, *Florida State '64*, a law enforcement officer with the U.S. Park Police since 1965, has been promoted to deputy chief of the Field Offices Division. A resident of Potomac, Md., Major Langston is in charge of all Park Police field operations outside the greater Washington, D.C. area. USPP field offices are located at Gateway National Recreational Area, New York, and at Golden Gate National Recreation Area, San Francisco. Additionally, he supervises park police captains assigned to nine NPS regional offices throughout the country.

Dennis B. Woods, *Bowling Green '70*, recently was promoted to supervising agent of the Credit Card and Computer Fraud Section of the Baltimore, Md. Field Office of the U.S. Secret Service.

Stanford E. Fisher, Jr., *Maryland '66*, is an assistant manager in building operations for C & P Telephone Co. in Havre de Grace, Md. He received his M.S. in engineering last year from Johns Hopkins University.

Dr. W. Lance Kollmer, *Pennsylvania '70*, plans to complete his residency in plastic surgery in June. He and his family live in Madison, N.J.

Kelly McCray, *Ball State '82*, received an award as an Outstanding Young Man of America for 1984, "in recognition of outstanding professional achievement, superior leadership ability and exceptional service to the community." He is working toward a master's degree in international relations.

Bob W. Mathes, *Oklahoma State '78*, has been promoted to vice president of advertising and sales promotion for Thrifty Rent-A-Car System, Inc., Tulsa, the world's largest off-airport car rental company, with over 500 locations in the U.S. and many others throughout the world. Mr. Mathes was with an advertising agency before joining Thrifty in 1982.

Arthur R. Eglington, *Delaware '53*, has joined the Pittsburgh-based firm of Reed Smith Shaw & McClay, specializing in patent and trademark law.

Ensign David C. Dill, *Colorado '82*, was in Newport, R.I., since last summer, spending much of that time attending the Surface Warfare Officers School, before reporting in March to the USS Halsey (CG-23), a guided missile cruiser homeported in San Diego.

William S. Sheridan, *Villanova '76*, a manager with the New Jersey practice of the international accounting firm of Deloitte Haskins & Sells, has been named chairman of the Allocations & Admissions Committee of the United Way of Bergen County, N.J., as well as a member of the Board of Directors and its Executive Committee. The committee allocates funds to 62 member agencies.

New Alumni Chapter

Saturday, Dec. 8, 1984 marked the birth of the Fraternity's newest alumni chapter. Twenty-nine alumni and 30 undergraduates attended the charter meeting of the North Texas Chapter, hosted by Epsilon Rho Chapter on the University of Texas — Arlington campus.

Former International President G. C. "Tex" McElyea chaired the meeting, which focused on the goals and benefits that can come from a strong alumni organization in the Dallas-Fort Worth Metroplex area. As a means of identification, the nickname "Metrodelts" has been chosen to signify the widespread geographical area served by the chapter.

Charter members represent nine undergraduate chapters from all four divisions of the Fraternity. Officers elected by the group are Gary Lutrick, *Lamar '77*, president; Peter K. Knudsen, *Lafayette '62*, vice-president; M. N. "Rusty" Hornsby, *Tulane '75*, secretary; James Stiles, *Missouri '83*, treasurer; and J. D. Dale, *East Texas State '73*, sergeant-at-arms.

Special thanks go to the undergraduate chapters at the University of Texas — Arlington, for hosting the event, and Texas Christian University and East Texas State University for financial and organizational efforts.

Those interested in becoming active in this dynamic, formative stage should contact Gary Lutrick at 214/827-6184 or Rusty Hornsby at 214/681-0739. Your participation can make a difference.

Peter C. Emling, *GMI '75*, recently was promoted from superintendent of production engineering to production manager at the Defiance, Ohio, plant of Central Foundry Division of General Motors.

Victor S. Voinovich, *Case Western Reserve '68*, received the 1984 Downtown Cleveland Recognition Award for his stimulation of business investment in the continuing redevelopment of that city's central business district. Mr. Voinovich, senior vice president of Cragin, Lang, Free & Smythe, was selected by the Downtown Business Council of the Greater Cleveland Growth Association. His work in the downtown area includes activity as both a real estate broker and as a development/investor.

C. William Sebald, *Wisconsin '44*, is president of Executive Meeting Planners, Indianapolis, following retirement at the beginning of this year from Eli Lilly, where he was staff assistant, sales administration, in the Pharmaceutical Division. Mr. Sebald was with Eli Lilly for 38 years. One of the extra activities he enjoyed with that company was participating in the Lilly lecturers league. He spoke to more than 260 organizations, presenting information about the company's policies and history.



Elsner

Robert H. Elsner, *Southern California '55*, has been appointed executive vice president and chief executive officer of the 33,000-member California Medical Association, a position he formerly held with the Los Angeles County Medical Association. In his new job, he oversees a staff of 130 at CMA's headquarters in San Francisco and its government relations office in Sacramento. CMA, a professional association of MDs, is the nation's largest state medical society.

John F. Adamson, *Purdue '42*, who retired from the Ford Motor Co. in 1983, is on a three-months trip to Korea, serving as a consultant to the automotive industry there, under auspices of the International Executive Service Corps. His home is in Clover, S.C.

Thomas Mills, *Florida State '58*, superintendent of Palm Beach, Fla., Schools, recently was named "Brotherhood Man of the Year" by the Brotherhood Committee of the Palm Beaches. In selecting Mr. Mills, the Executive Board said, "Superintendent Mills personifies the highest qualities of leadership aimed toward promoting sensitivity, compassion and understanding among our youth. In the seven years under his administration of our school system, he has introduced or reinforced curriculum patterns that have helped to strengthen harmony among young people of all religious, social and ethnic groups." The Brotherhood Committee is a coalition of many civic, ethnic and religious groups in the country.

Dr. John G. Moore, *Tennessee '77*, plans to begin private practice in Atlanta this June, after completing four-year internship and residency at Georgia Baptist Hospital, specializing in obstetrics and gynecology. He received his medical degree from the Medical College of Georgia in Augusta.

Michael L. Sanders, *Western Illinois '76*, recently became vice president of Custom Aluminum Products, Inc., South Elgin, Ill. The company manufactures aluminum extrusions and door and windows.

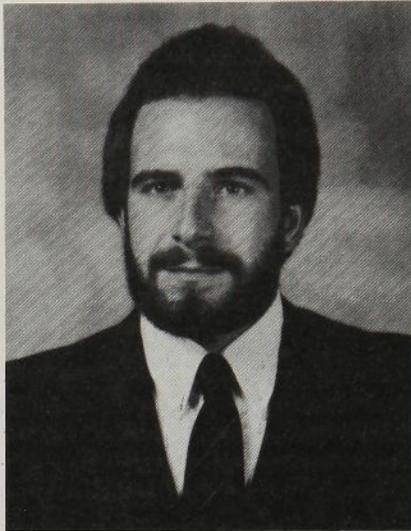
Richard S. Stone, *Missouri '71*, manager of the Kansas City brokerage agency of The Bankers Life of Des Moines, recently was named to the company's Managers' Marketing Council. He has been with Bankers Life since 1983.

Richard F. Kronk, *Florida '84*, is an associate with Fred C. Jackson & Associates, Jacksonville, Fla. financial planners.

Dr. Charles W. White, *Oklahoma '72*, recently returned from Nepal and has re-entered medical training at the University of California-Davis. A former director of Carson-Tahoe emergency physicians at Lake Tahoe, Nev., Dr. White ultimately plans to return to Nepal and work at the University in Kathmandu.

John Ross Hamilton, *R.P.I. '46*, recently joined the faculty at Western Connecticut State University in Danbury, while continuing to pursue a doctorate at Boston University. He left the world of finance 10 years ago to teach accounting, and has lived in the Boston area for several years, before moving to Darien recently.

Scholarship Award



Joseph L. Leuty, *Ohio '84*, currently working toward a master's degree at Baylor University, is the 1984-85 recipient of Delta Tau Delta's \$750 Geological and Petroleum Engineering Scholarship.

Established by endowment five years ago, the annual scholarship is administered through the Fraternity's Educational Foundation. The donor, a young owner of successful energy-related companies, requested that he remain anonymous.

A 3.45 graduate of Ohio University, Mr. Leuty has maintained a 4.0 GPA while pursuing a graduate program in subsurface geology at Baylor. In addition to his course work, he serves as a lab instructor for freshman physical geology classes.

As an undergraduate, he was Beta Chapter vice-president and a 1982 delegate to the Karnea. He received the Delt Superior Academic Achievement Award.

At Baylor, he is a member of the Geological Society and the American Association of Petroleum Geologists. He hopes to get a job in petroleum exploration after receiving his M.S. degree.

Hugh M. Glidewell, Jr., *Auburn '71*, has been appointed to a four-year term as judge of the Magistrate Court of Butts County, Ga. He has been in private practice in Jackson, Ga., since 1975.

The Rev. Stanley L. Harrison, Sr., *Emory '47*, retired last year from the active pastorate, after being a member of Halston Conference of the United Methodist Church for more than 40 years. He lives in Johnson City, Tenn.

Lt. Col. Jim Ervin, *Ohio State '67*, is stationed at the Pentagon, where he is director of House affairs, assigned to the assistant secretary of defense for legislative affairs.



Hamilton

Thomas J. Hamilton, *DePaul '68*, has been named executive vice-president and partner of Mini-Lab Operations, Inc., the Dallas-Fort Worth area franchisee of One

Hour Moto-Photo, the nation's largest chain of one-hour processing outlets. Dallas-based Mini-Lab Operations is the largest Moto-Photo franchisee in the world. Before joining the Dallas company, Mr. Hamilton was vice-president of sales and marketing for Pharmacy Practice Group, Inc., and a marketing/sales executive with Procter and Gamble for 15 years.

Larry N. Henges, *Texas Christian '81*, is assistant to the president of Mark Twain Bancshares, Inc., Bridgeton, Mo.

David R. High, *Oklahoma '72*, recently was elected vice-president of the Oklahoma Bar Association that encompasses 2,000 lawyers in the Oklahoma City area.

Whit Smith, *Westminster '64*, has joined Pioneer, as vice-president of sales, based in Montvale, N.J.

Edward Siedlick, *Syracuse '62*, former chief investigator of New York City's Department of Investigation, is president of Investigative Research Ltd. of New York City, a company specializing in white collar crime investigations domestic and international.

Carroll "Rick" McDannold, *Oklahoma '84*, is a petroleum engineer with Dyna Jet, Inc., in Denver.

Steven H. Levin, *Carnegie Mellon '75*, has opened a New York City office of Phillips & Vineberg, a law firm headquartered in Montreal, Canada, with offices in Hong Kong, Geneva, Paris, Ottawa and London.

Peter M. Johnson, *Northwestern '71*, recently joined Grey Advertising, Inc., New York's largest advertising agency, as vice president and account supervisor for Joint Armed Forces recruitment, a \$20 million campaign for the Department of Defense.

Lt. Michael J. Chapman, *West Florida '79*, is supply officer aboard the Charleston, S.C.-based USS Joseph Hewes.

Dr. Alfred A. Brooks, *Tennessee '76*, recently moved to Chesapeake, Va., and opened his own practice of veterinary medicine at Chesapeake Animal Hospital.

Dr. Ernest H. Drew, *Georgia '58*, a vice president of Celanese Corp., based in New York City, was named in 1984 to the presidency of the corporation's Celanese Fibers Operations in Charlotte, N.C. Dr. Drew, who reorganized Celanese's Canadian operations, now is busy reorganizing and strengthening operations that suffered from the popularity decline in polyester apparel, which became identified with shiny fabrics such as doubleknits. As chief executive of Celanese Fibers, Dr. Drew divides his time between New York and Charlotte.



Horn

Robert H. Horn, *Ohio '59*, has been named president and general manager of Plastics Inc., the St. Paul-based Plastic Products Division of Anchor Hocking. The Anchor

Hocking subsidiary is a recognized leader in the design of beverageware, single-service dinnerware, Microproof and Hi-Heat oven dinnerware, Gourmet to Go carry-out and fluted Prestige and etched Scrollware servingware. It also custom designs and custom prints beverageware. Before his promotion, Mr. Horn was general manager of the Anchor Foodservice Division.

Lt. Phil Grandfield, *Georgia Tech '77*, recently was transferred back to San Diego after two years of flying with the Navy's Air Test and Evaluation Squadron Four at Point Mugu, Calif. He continues to fly F14s with a carrier air wing stationed at Nas Miramar.

George C. Grisaffe, *Arizona '63*, assistant project director of the U.S. Department of Energy's Administration and Contracts Management Division in the Clinch River Breeder Reactor Plant Project Office, Oak Ridge, Tenn., has been selected to receive the Charles A. Dana Distinguished Service Award from the National Contract Management Association. He was named a Fellow by NCMA in 1978 and in 1982 was appointed to NCMA's National Council of Fellows.

A Special Rapport

AS PRESIDENT of one of the nation's largest community colleges, Robert F. Roelofs, *Penn State '41*, has a special rapport with students seeking technical and scientific skills.

Before he entered the field of higher education, Mr. Roelofs spent 34 years in industry, progressing from a metallurgist with U.S. Steel Corp. to president and CEO of Great Lakes Steel Corp. and executive vice-president of Empire-Detroit Steel Corp.

Along the way, he earned two master's degrees, in metallurgical engineering and economics, from the University of Pittsburgh by attending night school classes for several years, and became a registered professional engineer.

Today he heads Oakland Community College, a two-year, five-campus college headquartered in Bloomfield Hills, a suburb of Detroit. With 28,000 students and 1,750 employees, it represents not only the largest community college in Michigan, but also one of the top dozen in the U.S., both in enrollment and extent of curricula.

It offers general academic, applied technology and allied health associate-degree and certificate curricula, plus special student and community service programs. Although half of the students aim toward technical careers requiring from one to three years of community college study, an equal number study subjects that can comprise the first two years of a baccalaureate degree, and which can be transferred to four-year colleges and universities.

OCC also cooperates with business and industry by designing,



Robert Roelofs

under contract, special instruction tailored precisely to company needs, deviating, as necessary, from traditional curricula and semester formats.

Mr. Roelofs began his "second career" as president of Macomb County Community College, Macomb County, Mich., in 1975. He moved to the chief executive officer position at Oakland Community College in 1978.

Active in many civic and education organizations, Mr. Roelofs also is a member of the Board of Directors of Detroit's Commercial Bank and the Board of Trustees of the National Commission for Cooperative Education, Boston.

He and his wife, Mary Jane, who live in Southfield, have three grown children.

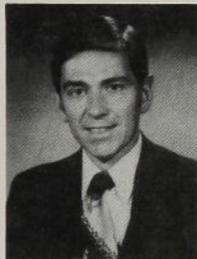
John F. Dugan, *Pennsylvania '56*, has become a partner of the Pittsburgh law firm Kirkpatrick & Lockhart. Mr. Dugan has a national reputation for work as a labor relations and employment practices lawyer.

Michael E. Hulme, *Southern California '58*, is senior vice president, treasurer, and chief financial officer of Sunrise Company, Palm Desert, Calif.-based developer of country clubs and luxury resorts.

Michael D. Stone, *Idaho '75*, a registered landscape architect employed by the city of Spokane, Wash., recently was named assistant parks manager, retaining also his landscape architecture responsibilities. Mr. Stone is president of the Beta Chi (University of Idaho) House Corporation.

Bryce H. Neal, *Lagrange '83*, heads a new Richmond, Va. sales office of North Carolina Fire & Safety Equipment Co. Inc.

Thomas E. Warriner, *UCLA '64*, recently was appointed by California Governor Deukmejian to be deputy secretary of the Health and Welfare Agency. In this position he supervises the legal affairs of the departments of Health Services, Social Services, Office of Statewide Health Planning, Mental Health, Developmental Services, Data Center, Employment Development, Aging, Alcohol and Drug Abuse programs, and Rehabilitation, and directs a staff of some 100 lawyers.



John Dalton, *Stevens '60*, has been appointed partner-in-charge of the New Jersey health care practice of Deloitte Haskins & Sells, the international accounting and consulting

firm. Mr. Dalton has achieved national recognition for his abilities in dealing with health care cost issues. His assignment in New Jersey is to assist providers and employers develop methods for delivering quality health care at affordable costs. He and his family live in Westfield.

The Chapter Eternal

*NOTE — Member of Distinguished Service Chapter

ALPHA - ALLEGHENY
James Louis Guerdon, '22

BETA - OHIO UNIVERSITY
Frederick Storm Andrews, '27
John McPherson Collins, '26

ZETA - CASE WESTERN RESERVE
Michael Joseph Marcia, '31
Albert Frank Portmann, '38

NU - LAFAYETTE
Robert Henry Armstrong, '31

RHO - STEVENS INST. OF TECH
Charles Martin Alexander, '54
Warren Stanley Comfort, '42

TAU - PENNSYLVANIA STATE
*George Altair Doyle, '17
UPSILON - RENSSELAER POLY. INST.

Raymond Robert Armitage, '26 (Lafayette '26)
Elmer Wilson Flagler, '28

PHI - WASHINGTON & LEE
John Evans Jones, Jr., '28
Jesse Carroll Outten, '37

OMEGA - PENNSYLVANIA
Joseph Fletcher Gillinder, '20

BETA ALPHA - INDIANA
Eugene V. Bird, '27

BETA BETA - DePAUW
Robert Charles Gebauer, '51
Howard Clark Kirkbride, '31

BETA GAMMA - WISCONSIN
Robert Edward Babiartz, '61
David John Engel, '65

BETA IOTA - VIRGINIA
Paul Douglas Camp, Jr., '28

BETA KAPPA - COLORADO
Clarence Vincent Kiefer, '22

BETA MU - TUFTS
Joseph Thorpe Ballard, '25

BETA OMICRON - CORNELL
Leslie Noyes Duryea, '22
Ernest Cleveland Fortier, '18
Alexander William Galbraith, '36
Robert Jacob Kleinhans, '35

BETA PI - NORTHWESTERN
Frederick Morrison Babcock, '20

BETA RHO - STANFORD
Elmo Grady Barnett '14 (Texas/Austin '14)

BETA UPSILON - ILLINOIS
Hubert Primm Johnson, '47

BETA PSI - WABASH
Herbert Edward Langendorff, '27
William Gainer Murphy, '51

GAMMA ALPHA - CHICAGO
Henry Huddler Moore, '22

GAMMA BETA - ILLINOIS INST. TECH
Robert Briggs Hartless, '21

GAMMA GAMMA - DARTMOUTH
Arthur Ritchie Sawers, '25 (Northwestern '25 & Wisconsin '25)

GAMMA DELTA - WEST VIRGINIA
Samuel Robertson Harrison, Jr., '15

GAMMA EPSILON - COLUMBIA
Arthur Franklin Cole, '27

GAMMA ZETA - WESLEYAN
Bertram Williams Haines, '49

GAMMA THETA - BAKER
Eugene Burton Brackney, '38
Otto Lewis Henderson, '50

GAMMA KAPPA - MISSOURI
Howard B. Barker, '17
Roy Holmes Hall, '17
William Edgar Montgomery, '37

GAMMA LAMBDA - PURDUE
Edward Joseph Hupe, '17

GAMMA MU - WASHINGTON
Nelson James Moldstad, '30

GAMMA NU - MAINE
Harold Orin Barker, '27
Allen Lyford Dyer, '38
William Paige Hamblet, '31

GAMMA XI - CINCINNATI
Will Atkinson, Jr., '32

GAMMA PI - IOWA STATE
Gail Winston Churchill, '25

GAMMA RHO - OREGON
Paul James Sullivan, Jr., '35

GAMMA SIGMA - PITTSBURGH
Harold Oton Goodman, '20
Stuart Franklin Mehl, '37

GAMMA TAU - KANSAS
Richard C. Jones, '33

GAMMA UPSILON - MIAMI
Neil Frederick Baumgartner, '42

DELTA ALPHA - OKLAHOMA
John Byron Harlow, '41

DELTA BETA - CARNEGIE-MELLON
George Daniel Delaney, '71
Edwin Sands Dusenbury, '31 (RPI '32)

DELTA GAMMA - SOUTH DAKOTA
Gilmore John Kaludt, '34

DELTA EPSILON - KENTUCKY
William Hugh Peal, '22
Stanley Roy Portmann, '51

DELTA ZETA - FLORIDA
David Epps Hodges, '51

DELTA ETA - ALABAMA
Guidon Tanrantt Baird, '24

DELTA IOTA - CALIFORNIA/L.A.
Rex Lyle Gossett, '38

DELTA KAPPA - DUKE
James Fred Evans, '30

DELTA LAMBDA - OREGON STATE
W. Nevius Bone, '25

DELTA NU - LAWRENCE
Warren Lawrence Breeding, '68

DELTA PI - USC
Robert Homer Collins, '46

DELTA TAU - BOWLING GREEN STATE
Phil Kennedy Averill, '64

DELTA PHI - FLORIDA STATE
Johnny Alton Hall, '57

EPSILON XI - WESTERN KENTUCKY
William Elbert Lester, '85

Charity Marathon

By JOHN NAGLEE

THIS YEAR the Penn State IFC Dance Marathon, the largest Greek-sponsored philanthropy in the world, raised over \$226,000 for the Hershey Medical Center's Four Diamonds Fund. The marathon, held February 22-24, broke two records, (1) 395 dancers finished the marathon, a record number over last year's total, and (2) the event raised \$30,000 more than last year. The dancers spent 48 hours boppin' around the floor while support teams of morale people gave massages and helped keep the dancers from staggering. Security peo-



Clockwise from bottom left: Brothers Andy Rusnak, Alan Figas, Eric Jarvis and Bill Baverenfiend. Morale teams in yellow shirts give massages to weary dancers. Brother David Doherty "zones out" after 39 hours of dancing. Brother Figas gets a rubdown with 9 hours left.

ple kept crowds in order, especially during events like the Otis Day and the Knights concert. Judges roamed the dance floor looking for dancers who "zoned out" or stopped moving. Three Deltas from Tau Chapter participated in the marathon as dancers: Alan Figas, Eric Jarvis, and David Doherty. However, most members of the chapter participated on morale or security teams. Dancers, morale teams, security teams, and those who came just to watch the dancers hoof-out 48 hours on the floor had enjoyable times. All money raised by the Dance Marathon will be used by the Hershey Medical Center's Four Diamonds Fund to benefit childhood cancer victims.



An "Eastern Mentality" brought near-paralysis in the South

and 1872 alone were Hiram College, Smithson College (Indiana), Harvard, Wisconsin, Northwestern, Waynesburg, Alamaka (Iowa) and an un-named institution at Liberty, Mo.

Yet, the vigor of these undergraduate missionaries of the Delt gospel was amazing. After all, the chapters at low-grade colleges were self-correcting, so to speak, by reason of their own weakness. For example, three years after the founding of the chapter at North East Pennsylvania, the college went bankrupt and its buildings were sold under the auctioneer's hammer.

On the other hand, almost by accident, chapters at Penn State, Iowa State, Michigan State and Illinois (then an agricultural and technical college) were established as the first of any fraternity on each of these campuses, while the Oskaloosas and the Abingdons and the Poughkeepsies were quickly perishing. Often we forget that it was because of the temporarily large number of these chapters, good and bad together, that Delta Tau Delta was first taken seriously by itself and by other fraternities.

When Allegheny College became the new Alpha in 1875, however, a reaction set in against this chaotic scrambling for chapters at any campus that was handy. The impetus for this came from the loss of two chapters by local actions. In 1877, Chi Chapter at Franklin, Ind., at the request of the faculty, declared itself a literary society, and Delta Beta at Andover Seminary, Mass. was abolished by its faculty. This drew forth a statement from Alpha that a policy of lopping off the dead branches, as recommended in Holy Writ, should be adopted for Delta Tau Delta: "The fraternity must have its pruning hook and remove from its body the lifeless, decayed, useless member . . . she must have her knife, and when necessary use it" on unworthy chapters.

When undergraduate expansion (and pruning) committees failed to accomplish much, the job was given

to an Extension Committee of alumni in 1877. It did the job so well that it soon was given broader powers, and by 1888 had become the Arch Chapter, pledged to conservative expansion and radical retraction.

Between 1888 and 1901 the Arch Chapter was considered to have the most extreme extension/retraction policy in the fraternity world. While it was justified by the earlier Karnea consensus to avoid low-grade collegiate institutions and get rid of chapter deadwood, it went far beyond restoring a sane balance to the expansion scene.

The goal was to make Delta Tau Delta a national, rather than a Midwestern regional fraternity. In practice, this meant expansion in the East, retraction in the Midwest, and near-paralysis in the South and Far West. Its support came from already existing chapters in the East, plus a few other chapters with an "Eastern mentality," namely Delta, Zeta, Chi, and for a time Mu Chapters.

Some ideas considered to be ultimate wisdom in the 1890s would shock modern Deltas.

This policy featured a number of beliefs that shock and amaze modern Deltas, but were offered as the ultimate wisdom in the 1890s. The model fraternity, the best fraternity, was thought to be Psi Upsilon, and from her words and practices the early Arch Chapter members drew heavily. Here were some of the guiding principles of conservative Delt extension policy:

1. State universities and Ivy League members were pronounced to be the wave of the future. Therefore, expansion should be confined to them as much as possible. No

chapter should be placed in a small liberal arts college or Morrill Act agriculture and mechanical arts institution, and those already existing should be eliminated as quickly as possible.

2. The tainted chapters were expected to give up their chapters gracefully, for the good of the Fraternity as a whole. The committing of fraternal *hara-kiri* by discouraged chapters like Simpson, Michigan State and Buchtel was praised to the skies. Between 1884 and 1901, chapters were taken from Lombard, Mt. Union, Adrian, Hanover, Franklin and Marshall, and the mother chapter at Bethany. Charters also were taken from Hillsdale and Ohio University (but reversed by Karnea vote) and efforts were made to do likewise with Albion and Allegheny. Iowa State was allowed to die, unaided in 1895, and Arch Chapter members wrote privately of their delight to see the last of her.

3. Small size chapters were endorsed and preferred, and in fact an average chapter size of 12 men was maintained through these years.

4. Emphasis on "homogeneous" membership was great, based on restricting chapters to the "best" campuses, stressing legacies, and by the adoption of ethnic membership restrictions.

5. "Darwin's 'survival of the fittest' will be a sufficient guide," said one pro-retraction editorial, touching upon the sticky question of just when the removal of charters would finally come to an end.

It should not be thought that Delta Tau Delta alone was infected with the "Eastern disease" of becoming great by the device of imitating Psi U. Others affected were Phi Kappa Psi, Phi Gamma Delta, Phi Delta Theta, virtually all the Eastern fraternities, and Kappa Alpha Theta, Delta Gamma and Kappa Kappa Gamma among the fraternities for women.

The conservative rhetoric in Delta Tau Delta was violent, to put it mildly. A widely discussed letter by R. J. C. charged the Fraternity with

ad Far West

"ingratitude and cowardice" for questioning retraction policy, asserting that of the 30 Delt chapters, only eight deserved to keep their charters. Yet, the spirit of moderation and common sense still existed in the loyal Delt opposition.

By 1901, with the advent of President Wieland (*Buchtel 1890*), a Chicagoan with a Western point of view, the days of ascendancy of extreme extension/retraction policy were practically over. By 1914 they were gone forever.

A series of three letters written in 1900 by former President McClurg proclaimed the necessity for change. Since McClurg was an original spokesman for conservative extension policy, this was especially significant. Among his excellent arguments, McClurg urged that undergraduates were tired of chapter-killing, which seemed never to end, while outside the Fraternity the high rejection rate was discouraging petitioners, doing extension much more harm than good.

The "Eastern disease" ended for many excellent reasons. The continued increase of state universities, large and well endowed throughout the U.S. made mincemeat of the theory that the best universities of 1890 would always be the best in a

The increase of high quality universities broke the strangle hold of ultra-conservatism.

growing nation. Events at Pi Chapter (Mississippi) suggested that the conservative formula of small size, best men, best families was as likely to kill a chapter as to help it, when faced with big chapter competition. Ultra-conservative worked best in a static, not a dynamic university situation.

Moreover new problems in the

Information Requested

Renewed interest in the Greek system has been accompanied by a spirited revival of singing, one of Delta Tau Delta's strong traditions. Singing always has been a morale builder and inspirer, and the heart of most every Delt holds a special place for "Delta Shelter."

In an effort to research this topic for a future *Rainbow* feature, Allan Lutes, a member of the Undergraduate Council, is seeking your help as undergraduates and alumni.

If your chapter has unique traditions or has won awards relating to singing, past or present, Allan would appreciate getting the details. Humorous accounts and pictures also are welcome. All can be returned if requested. Please send information and photographs to:

Allan P. Lutes
Delta Chapter of Delta Tau Delta
1928 Geddes Avenue
Ann Arbor, Michigan 48104

Eastern fraternities and especially the Psi U image had grown tarnished after 1901. McClurg noted that as a result of their conservative expansion policies, "Psi Upsilon and Alpha Delta Phi are no longer looked upon as leaders in the fraternity world."

There was a belated spirit of resentment expressed over the way in which conservative expansion policy had benefited the East at the expense of the rest of the Fraternity, especially the Northern Division, which actually had decreased between 1884 and 1904, due to retraction of chapters. Conservative sneers at "our spiritless backwoods chapters . . . in the ram-shackle but highly classic halls of Punksville Institute and the University of Hawbuck Center," making necessary their "lopping off, trimming out" and loss of all power in National Fraternity circles, were no longer taken lightly in the Midwest. As McClurg put it, "Our Western and Southern (areas) can never develop unless we give them more chapters; the Fraternity

can never reach anything like full development unless we do this."

Finally, a St. Lawrence University case in Kappa Kappa Gamma, between 1898 and 1902 shocked retractionists clear out of their shoes. In this case, the chapter sued the Grand Council of KKG for withdrawing its charter illegally and on highly subjective grounds. The language and spirit of the retraction closely paralleled that used by Delta Tau Delta against its own withdrawn chapters.

The courts in both original and appeal decisions upheld the KKG chapter, and W. R. Baird of Beta Theta Pi recommended that all fraternities would be well advised to amend their constitutions to bring their procedures for withdrawal of chapter charters within the structure of due process. Much as Delt conservative expansionists disliked the decision in the Kappa Kappa Gamma litigation, they were bound by it and their confidence was permanently dissipated by it.

Today, this all seems strange. We now believe that once chartered a chapter is entitled to maximum help and sympathy from the International Fraternity government. Only if the conduct of the majority of the chapter is contrary to specific Delt laws, good morals, or minimum standards of performance can a chapter have its charter removed, and only after a trial according to the principles of due process.

Even then, the charter is taken with the intention of restoring it to a new generation of Delts when the campus atmosphere has become more favorable.

The extreme phase of 1884-1901 is over and gone, but the elementary questions of expansion are still with us, to be judged in terms of the social psychology of growth and the importance of overall excellence. Delta Tau Delta retains from the 1890s her commitment to chapter leadership and high quality, but in the spirit of a true, natural elite, not a false, snobbish elite of family or campus status and wealth. ▲

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