

THE DELTA-TAU-DELTA MAGAZINE

RAINBOW



SPRING 1993

CONVERGING CAREERS

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its members in the
role of network**



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RAINBOW

DELTA TAU DELTA FRATERNITY

Spring 1993

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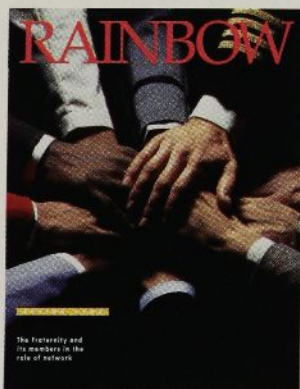
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▲ **About the Cover**



Comstock, New York, New York

Reflecting the diversity of career paths down which our members have traveled, this issue focuses on Deltas whose niche in life has been to further the careers of others, as well as proven programs—both in-house and out—that have helped Deltas to better "do their work."

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CONVERGING CAREERS

From the time we're three, people ask us what we want to be when we grow up. In the beginning, for most little boys it's something dashing and brave—a fireman, a policeman, an astronaut. I, on the other hand, wanted to be a barber. Looking back, I think it was because I always *liked* going to the Barber Shop. It was clean and friendly and I always felt very grown up just being there. After we were through, my dad would take me to Paul Taylor's Coffee Shop in Bloomington, Indiana and I'd sit there beside him, swiveling back and forth on my stool, and have the usual—a donut twist and a bottle of Chocola.

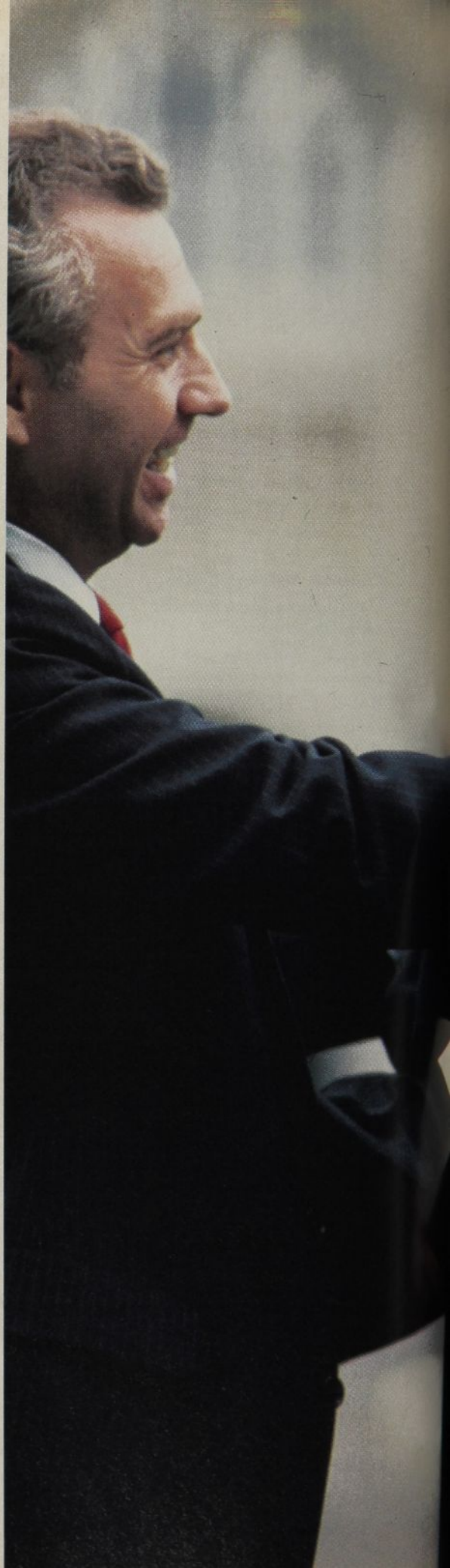
Since those early years, my list of "things to be when I grew up" has gotten increasingly longer and I've discovered that, although I still haven't exactly figured out what the answer to the original question is going to be, I'm having a great deal of fun in the quest.

One thing I *have* learned though, is that helping young Delts, or even old ones for that matter, along their own paths to wherever it is they think they want to go continues to be an immensely satisfying part of my life. The process of working—of making a substantive contribution to the world around us is a vital, essential part of who we are as individuals and, psychiatrists say, particularly as men.

We talk of Delta Tau Delta as "an abiding influence to help me do my work." But how so? I believe the answer lies within the charge given to all new Delts as they leave the chapter hall: "a clean life, an upright and steadfast purpose, honesty and industry—" certainly virtues found in most of the self-improvement books on the shelves today.


Within the rank-and-file of our alumni, many career paths have diverged down roads where their own careers are inextricably intertwined with the careers of others. Gleaned from this list are a few highlights of those people who spend their lives ensuring the personal and professional success of others. We acknowledge their efforts and salute them. We also hope you'll enjoy their stories as much as we did.

BY KERRY B. HARDING



Bond Dealing

A Mandate for Maintaining NCR's Customer Culture



For nearly a quarter of a century, Carl Wick, *Ohio State '63* has focused on improving NCR people's technical and job skills. As director of human resource development within NCR's Technology and Development division, he's responsible for the professional development of over 4,000 NCR product development engineers in 25 facilities—with one-third of those outside the United States.

Wick's early human resource career focused on computer systems training, teaching NCR customers and employees how to use and program NCR computers. Today he oversees engineering management succession planning, career development, and reward and recognition programs for NCR's engineering staff.

One of the largest multi-national companies in the world, NCR operates in 120 countries, employing over 52,000 people worldwide with revenues over seven billion dollars. After its acquisition by AT&T in 1991, NCR has continued strengthening its computer systems and networked computer products markets. Fueling the continued growth in these markets has required a continued commitment to seeking out the best people.

According to Wick, eighty percent of new NCR employees are hired straight from the college campus. Focusing on hiring quality people with appropriate technical skills, NCR believes good grades are strong indicators of solid technical and job knowledge. Generally, only those graduates above a 3.00 GPA are hired with engineering hires averaging a 3.50 GPA.

Good grades aren't the only necessary qualification however. Corporate recruiters look for ability and the desire to learn as well as strong interpersonal skills, effective written and verbal communication skills and leadership ability.

There's a well known story about one NCR manager who didn't know whether to hire a 4.0 student who had weak interpersonal skills and lacked being a 'well-rounded' person or to hire a 2.0 student who was personable and more 'well-rounded.' The manager was explaining the dilemma to the company president. The company president simply stated, "Don't hire either one."

The reason NCR sets such high standards for its recruiting efforts is because it asks its people to commit to the AT&T Common Bond. This states that each employee is mutually respected, is dedicated to helping customers, has the highest standards of integrity, supports an innovative environment, and promotes and fosters teamwork.

Respecting individuals means people are expected to treat each other with dignity and they value individual and cultural differences. Integrity is supported by the commitment to being honest and ethical in all business dealings and starts with how people treat each other.

Wick states that many new college graduate's job expectations exceed what the workplace can initially offer. College graduates don't start at the top. To get to the top requires experiences, continuous learning, effectively handling change and building a history of successful performance.

The inability to effectively handle change is a

weakness seen in many recent college graduates. Adapting to rapid and continuous change is a necessary part of today's competitive marketplace. Computer technology, for example, is changing so rapidly that new products outdate old products in months. This type of environment requires continuous learning and job adjustment.

Business processes are also changing, dramatically affecting organizations, jobs and people. Wick advises new college graduates to be as flexible as possible, be capable of adapting to change, commit to life long learning and focus on successful performance within the job at any level.

Wick believes college fraternities and sororities help develop leadership skills and generally provide a climate that improves interpersonal skills and social behavior, as well as fostering teamwork. These are all critical skills employees must have to be successful in today's workplace.

Most fraternities and sororities emphasize the importance of grades and help provide a conducive learning environment. Wick believes that providing this environment can't be understated and that if there are chapters not concentrating on this, it's a disservice to their members.

Wick acknowledges that the role company human resources plays today is different from the past. HR must strategically link hiring, developing, motivating, and retaining a workforce to company business initiatives. Today's workforce is also a diverse workforce and must be valued and respected. In today's business environment the HR organization must focus on employee satisfaction, empowerment, cross-functional teaming, diversity and having the best people—all directed toward satisfying customers.

A role this vital in a company's success is bound to have its frustrations. Wick laments, "My biggest job frustration is seeing an employee displaced and/or fail. This means that I've failed because I'm responsible for our engineers being successful."

In spite of the rigorous schedule his job demands, Wick finds time to stay active in community affairs. Recognized in 1988 as the Outstanding Dayton Area United Way Volunteer, he is a past president of the Oakwood, Ohio Kiwanis Club and a member of the Society of Human Resource Management. He and his wife, Kay, enjoy skiing, biking and participating in the lives of their four grandchildren. ▲



Representative Delts

BY JAY LANGHAMMER

Two Delts who spent their careers in the public eye as professional athletes in the 1970s are now helping young athletes avoid the perils and pitfalls of the professional sports path.

Kyle Rote, Jr., *University of the South '73*, and Randy Vataha, *Stanford '71*, are two of the sporting world's most well known and respected player representatives or agents, as they are frequently called. Both started their current careers in the mid-1980s after being involved in a wide range of roles in professional sports.

The son of a famous college and pro football star, Kyle Rote first gained fame on his own as the only American born player to win a pro soccer league scoring title. He was also a three time winner (1974, 1976, 1977) of the ABC-TV "Superstars" competition, beating out such greats as O. J. Simpson, Julius Erving, Roger Staubach, Sugar Ray Leonard and three Olympic decathlon Gold Medalists. Kyle moved into broadcasting, coaching and front office administration after retiring as a player.

Randy was a standout receiver for quarterback Jim Plunkett, *Stanford '71*, in both college and pro football. He joined the New England Patriots in 1971 and was a fine pro player for seven seasons, catching 188 passes for 3,164 yards and 23 touchdowns. While with the Patriots, he was the team's representative to the NFL Players Association and served on the executive committee for collective bargaining. Randy later became co-owner of the USFL Boston Breakers in 1983 and President of the New Orleans USFL club in 1984.

After the Memphis pro soccer club moved in 1984, Kyle decided to remain in Memphis and became involved in player representation through former major league baseball player Don Kessinger. He started his own firm, Athletic Resource Management, Inc. in the fall of 1984 and today serves as President. He and his partner, Vice President Jimmy Sexton, work together with many of the athletes they represent.

Randy's career in sports representation came about after he returned to Boston in 1984 to become a

partner and Vice President in the world's largest executive search firm, Korn-Ferry International. While doing a search for his longtime friend Bob Woolf, Randy was offered an opportunity to complete a pro sports cycle and move into an area he had not been previously involved in—sports representation.

In March 1986, he became Chief Operating Officer and Executive Vice President of Bob Woolf Associates, Inc. and is the only man in the United States who has been an NFL player, union representative, team owner, team president and sports representative.

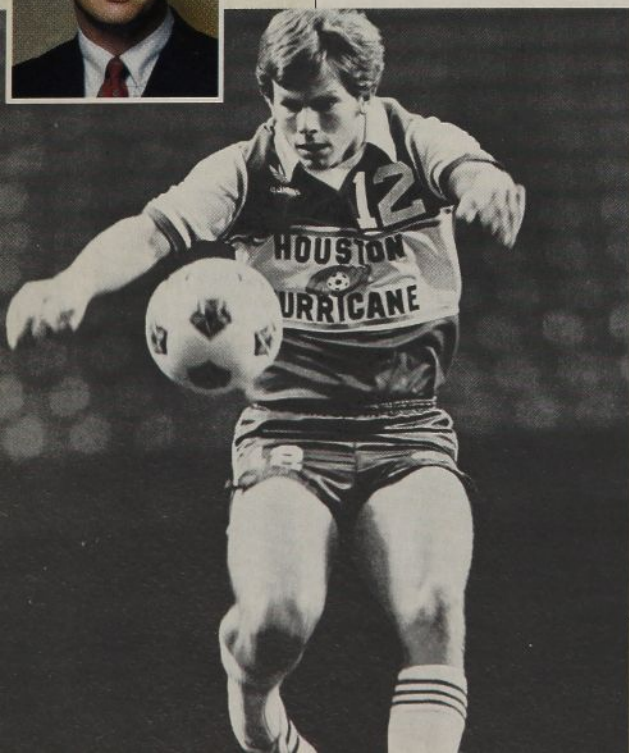
"It's important to understand," Randy emphasizes, "that Bob Woolf was incredibly successful before I came aboard. He was not only the rainmaker (an individual who brings a lot of clients to the firm) but the agency's operational head. Since I joined the firm, we have totally reorganized to free Bob so he can spend a major portion of his time with clients and doing negotiations. In turn, we've put experts in the other areas of the business who are equally proficient at what they do. Among them are top notch individuals who specialize in marketing, endorsements, financial planning, wills, trusts, corporate structures and investments. Bob and I are the main negotiators. The firm works on the team concept whereby each specialist works in his or her area of expertise directly with the client. This is much different from other agencies."

The task of representing athletes involves much more than just negotiating contracts with pro teams. Kyle says "I see our business as somewhat of a ministry in helping young athletes provide for their futures in the right way. With most of our clients, we provide full service and management of their finances. We can do everything from negotiating their contracts to getting passports, sending flowers on Valentine's Day, booking travel or even buying clothes. Our philosophy is to keep the players sound economically so they stay away from debts. We have them pay cash for cars and houses or at least see that big purchases are paid off in a year."

The philosophy of Randy's firm utilizes a team of specialists beginning with a service manager who has the sole responsibility of handling logistics for clients. "This person handles travel accommodations, including hotel and airline bookings," Randy says. "There is a group of specialists in the marketing division that handles endorsements; one of them is in charge of arranging free services and products for the firm's clients. These freebies range from golf clubs to automobiles to travel accommodations. There's another person who serves as a booking agent for handling speaking engagements while somebody else books appearances as a public service for gratis."

After nearly a decade of working with young

Below:
Kyle Rote
at home
on the
soccer field;
Above:
Now, as a
nationally
respected
player's
agent



athletes, one of the difficult areas Kyle sees about his job is the decision-making process a 21 or 22 year old goes through to determine who will represent him and help manage his lifestyle. Most players who are pro prospects have been in the limelight since high school and went through a rigorous college recruiting process (which may have included inducements such as cars, jobs and cash payments).

Their college experiences may also have a bearing on their next step into professional sports. In some cases, though it is against NCAA rules, unscrupulous agents have latched onto a player as early as his sophomore year with offers to bankroll him during his remaining college years.

Kyle says, "Another difficult aspect of my job can sometimes be dealing with family members and close friends who may try to bleed the player dry once he comes into money. In some cases, the family may have also received under the table compensation while the athlete was in college. Parents may also direct their son to go one way while his agent may recommend a different direction. An agent must be respectful in how to manage the athlete and also how to manage his family."

Both Kyle and Randy have the same main goal for their clients: to help them plan a financial program that guarantees security after their athletic careers have come to an end.

Randy says, "There's absolutely no reason why a young athlete, for example, who signs a five-year contract paying an annual salary of one million dollars, shouldn't be able to be financially set for life. In order to accomplish this, however, we inform a client how he or she must establish a comfortable lifestyle that, under the worst-case scenario, would be adequate to continue without ever again having to earn any more money. Of course, a retired athlete is still a young person, so there's no reason why he or she shouldn't be capable of earning some money outside of sports. As I said, I present a worst-case scenario which is the most conservative approach. There have been so many horror stories of professional athletes who made big money and afterward ended up broke. That's something we don't want to ever happen to one of our clients. It sometimes takes a lot of convincing to educate a young person to cut back on today's lifestyle and put away the bulk of his earnings, but this is part of our service."

When asked how he goes about recruiting prospective clients, Kyle said he prefers to begin recruiting an athlete early in his senior year. In other cases, word of mouth referral from other players has been a good source of clients. He reflects, "A few years ago, we started representing Scottie Pippen of the Chicago Bulls. When Horace Grant joined the Bulls, he heard good things about us from Scottie. After we started working with Horace, his twin brother Harvey Grant went into the NBA and signed with us. We didn't pursue Houston Rockets guard Vernon Maxwell when he was at Florida but he came to us as a referral from John Lucas" [now the head coach at San Antonio].

Among the other players Kyle and ARM work with are basketball's Clarence Weatherspoon of the Philadelphia 76ers and a number of pro football standouts, including star lineman Reggie White, Darrel Green of the Redskins, Fred Barnett of the Eagles, Reggie Cobb of the Buccaneers and Keith DeLong of the 49ers.

During his seven years in player representation, Randy has primarily worked with pro football players. Among his clients are former Heisman Trophy winner and current CFL star Doug Flutie, quarterback Don

Majkowski of the Packers, lineman David Richards of the Chargers, cornerback Todd Lyght of the Rams, running back Darrell Thompson of the Packers, quarterback Billy Joe Toliver of the Falcons, quarterback Tony Sacca of the Cardinals, wide receiver Courtney Hawkins of the Buccaneers and quarterback Mike Buck of the Saints.

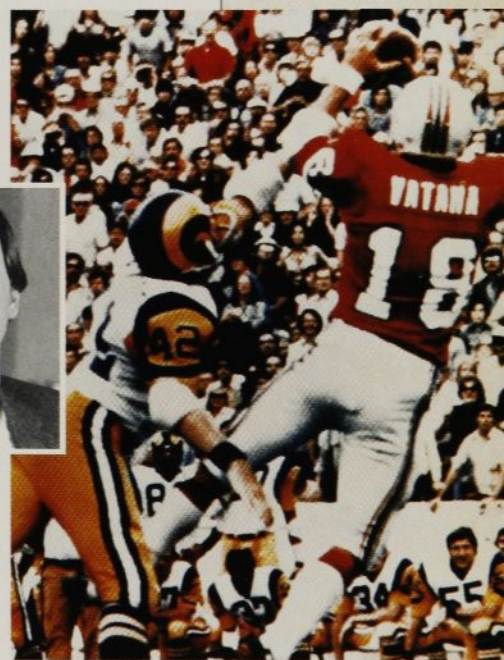
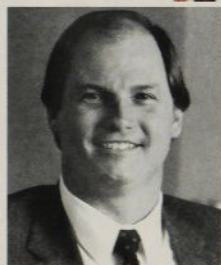
Although Bob Woolf Associates represents hundreds of outstanding performers and pro athletes, it does not sign contracts with its clients. "We do business on a handshake," Randy explains. "Two weeks later, if a client doesn't like the way we do things, he can find somebody else. We rarely lose a client, however, because we believe we do a great job for them. On the other hand, there are agents who sign a new contract with an athlete and lock him into his next two contracts. Afterward they stop returning his calls. When the guy calls to complain, he's told 'that's tough, but I've got you under contract so there's nothing you can do about it.'"

"One of the satisfactions I get from working with young athletes," says Kyle, "is seeing them provide for their future. A good example is what happened to Eagles wide receiver Fred Barnett. He was a third round draft choice out of Oklahoma State and a native of Mississippi. We set up his first pro contract with a good incentives package and he had a great rookie year (36 receptions for 721 yards, 8 touchdowns). We took his incentive check and helped him purchase an ante bellum estate in Mississippi, which will serve as the Barnett family 'Ponderosa' for many years to come. All they have to do yearly is pay the taxes and utilities. We helped Fred achieve a goal which benefits his family long after his last pass reception. He will be able to look back and be thankful for his pro career, rather than be like many NFL 'casualties' who didn't properly handle the big money during their short run at fame."

A similar success story is that of Bob Woolf Associates' client Jeff Hornacek of the Phoenix Suns. "Jeff didn't get a basketball scholarship so he was a walk-on at Iowa State," Randy states. "At 6'-3", nobody took him seriously as a professional either, but he managed to get a tryout and went late into the second round of the NBA draft. Second draft choices are rare in the NBA, but Jeff got his chance to play and now he's a star. We re-did his contract and he's making nearly \$2 million a year. Not bad for somebody they said couldn't make it!"

For most of their lives, the world of athletics has been the key focal point for Deltis Kyle Rote, Jr. and Randy Vataha. They have certainly proven to be winners both on the field as competitors and off the field now as they help other athletes with their careers. ▲

About the Author: Jay Langhammer, TCU '66, is Sports Editor of The Rainbow and a regular contributor to many other fraternity magazines.



Above: Randy Vataha in his gridiron days; Left: Vataha now makes sure good players get their due.



FUNNY BUSINESS

Usually when people get to the office, they're told to get to work, be part of the team and most of all, *NO FUNNY BUSINESS*. But for Dave Schwensen, talent coordinator for A&E's live comedy show "An Evening at the Improv," funny *IS* his business. Working with regular comedians with 16 locations around the country, each week he deals with a roster of 300 people who call him up to see if they're performing that week. In the Improv in Hollywood, it's more of a showcase club where he might put on 10-15 acts a night. There the audience consists more of producers, casting directors, writers, etc. Acts like to get up on stage because that's how they get discovered. If they do 20 minutes of their best stuff and the audience likes it, they're more apt to be invited back for the taping of the show.

Of the piles of video-tapes he views each week, what is it that makes one person stand out from the

others? The first thing he looks for is professionalism. Then, if it's clever, and finally, if it makes him laugh. In his opinion, too many people talk about the same tired subjects—airline food, 7-11s, etc. The really good ones—about one in twenty—have something to make them stand out enough to audition.

Of those he auditions, for every five guys he sees only one is good enough to make it on the show. For a lot of people, playing the Improv is their life—it's a big step for people because they know that their price can go up. After they play the show, producers will sometimes call him up and ask "Who was that guy?" That's where the rewards come in—getting someone who's really good who hasn't been discovered yet and being able to give them their first big break—their first network debut.

For the rest, he says, "Just because I don't think someone's funny doesn't mean everyone else won't either. I don't want to take away anyone's dream. No matter how bad they are I try to be nice...try to encourage them. I tell them to work on the professionalism, rework the jokes, find new or more original material—whatever I think might help. Only a couple of times have I been really pushed to the wall and had to say, 'Listen, you're NOT funny.'"

In his opinion, one of the problems about this business is that if someone tells someone they were funny in college or at a party, they think they can be a stand-up comedian. In reality, it's a tough industry and people have to really want it to succeed because the competition is extremely tough and audiences are unforgiving. If you perform somewhere and bomb, people remember it. To succeed you need to be original, be different, and get up on stage and perform any chance you can. Some people perform 600 times a year. Schwensen has friends in New York who set a record at 12 sets a night. Some people do five to six sets a night over 300 nights a year. "And after years of doing it that way," he says, "then come to me!" ▲

Above:
Schwensen with
Improv owner
Bud Friedman;
Left: with
"America's Funniest
People"
star Tawny Kittane



French philosopher Guillaume Appollinaire tells of a legendary leader who commanded "Come to the edge", but they held back. And they said, "It's dangerous." He said, "Come to the edge." And they said, "We may fall." And he said, "Come to the edge!" So they went to the edge...and he pushed them. And they flew!

Now, two centuries later, people are once again coming to The Edge to learn how to fly in the professional world.

The brainchild of a trio of Delts, the roots of the Illinois based career training company called simply "The Edge" go back to the spring of 1987 when Delts Mark Robinson, *Wisconsin '84*, and Greg Kazarian, *Illinois '84*, were working in Student Affairs for the University of Illinois and also serving as advisors to the local Delt chapter. Senior Fraternity members recognized that they could benefit from their advisors' experiences as they prepared for their job search. The result was a series of mock interviews, resume consulting sessions and related counseling sessions developed and delivered by Mark and Greg for the undergraduates.

Through that experience Mark and Greg recognized that there was indeed a need for this kind of personalized service in the general student population. Student/counselor ratios in career development centers, especially those at large public universities, did not allow for the kind of personalized attention which some students needed in shaping their job search and communicating their talents and experiences to potential employers. The decision was made to develop a service that would address that need.

In January of 1991 the core of The Edge team was assembled. Stan Telford, *Arizona '87*, was brought on to spearhead the effort and Cherie Travis and Kevin Santry, *Iowa '82*, were added in marketing and financial roles to assure that the enterprise kept its doors open. In the fall of 1991, The Edge Advisory Board was assembled to assure that the product being delivered was absolutely current and that it was providing the best information available anywhere. The ten member Board was comprised of corporate recruiters, senior student affairs personnel and several parents of college age students representing a wide variety of fields including accounting, education, sales, advertising, marketing, engineering and career placement.

In January of 1992, The Edge opened for business in Champaign, Illinois with one very simple goal. To assist each student in recognizing their unique talents and skills and to teach them how to communicate those qualities to potential employers.

Participants in the program learn how to prepare for the interview, how to conduct the interview itself, the career search program, industry research about various career fields, successful networking techniques and avenues and various aspects regarding company correspondence, as well as complete access to The Edge Resource Library.

Since it first opened The Edge staff has developed customized services to address the unique needs of certain clients. One such effort has been the development of The Edge-Plus

program which focuses on the unique challenges and opportunities which confront the fraternity and sorority chapter consultant. The Edge has a special commitment to this client group which is rooted in the fact that three of its founding partners are former chapter consultants themselves.

Members of the Fraternity who have completed the program claim that it has revolutionized their approach to the job search and career planning arena. For some participants, they are quick to attribute The Edge directly for their own personal success in identifying and landing their "dream jobs." One participant credits The Edge with helping him land a job so that, in his own words, "Now I can afford *Velveeta* macaroni and cheese!"

While The Edge counselors can't promise such an outstanding accomplishment to every participant, it does guarantee limitless support and encouragement, offering to be there when you need them, and, like Appollinaire, to give you the push you need to achieve your potential. The Edge team welcomes your inquiries at 1-217-355-3343. ▲

*It's a jungle
out there and now
there's an arsenal
of Delts...*

GIVING PEOPLE

THE EDGE



**Stan Telford,
seated, From
left: Kazarian,
Santry and
Robinson**

Cultivating Culture

Preparing GM's players for the global marketplace



One might say that Jim Fisher teaches people how to be tourists. In reality, James Fisher, Cincinnati '84, is responsible for untangling the complex social and psychological web for General Motors employees doing business abroad—whether it be for five days...or five years. His responsibilities include coordinating cross-cultural and foreign language training for GM employees and their families going on expatriate assignments, assessing candidates selected for overseas assignments relative to their cultural adaptability skills, conducting corporate personnel searches for overseas positions, developing and administering expatriate selection and repatriation policies and managing GM's recruiting activities at the American Graduate School of International Management (Thunderbird) in Glendale, AZ.

Most recently, he has been responsible for coordinating personnel activities between GM's European facilities and other operations worldwide, analyzing and recommending changes to employees' positions and compensation and administering compensation, progression and succession, managerial development and expatriate programs.

During the past five years Fisher has had the opportunity to visit Beijing, China; Taipei, Taiwan; and Hong Kong on "fact-finding" trips to study the cost of living, availability of housing, schooling, health care, personal goods and to meet with the U.S. consulate regarding security issues, etc., prior to assigning GM employees and their families there.

As part of his job, he has spoken at various personnel conferences around the country and has been included in various citations in magazine articles regarding international human resource management issues.

How did he *get* this job in the first place? Starting out in marketing, he completed his MBA thesis on how to select appropriate candidates for overseas assignments. Corporate headquarters got wind of the paper and, in January '88, the international personnel department needed someone with his background—so he went.

Fisher really likes his job. But why? "Personally," he says,

"I have a really great interest in different cultures and I enjoy giving other people the opportunity to be exposed to new cultures and languages and broadening their horizons."

Dealing with the nuances of the human psyche is always challenging, but it's not the most difficult aspect of Fisher's job. He reflects, "A lot of times management picks candidates solely on technical skills or abilities—wanting the best engineer or accountant to do the job. However, the best engineer in Detroit may not be the best engineer in Sao Paulo or Beijing — there's other criteria you have to consider—like adaptability. You have to tell an engineering manager that the potential for failure sometimes exists."

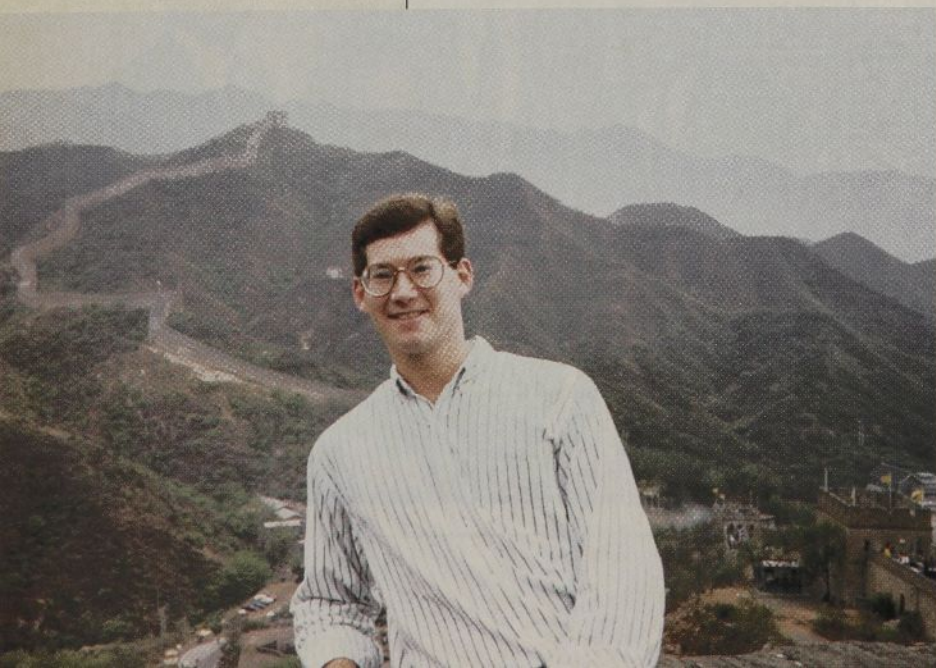
To help minimize that, one of the most important aspects of Fisher's job is making sure the employee *and* the employee's family have the appropriate adaptability skills. On that he comments, "Sometimes people just can't make the switch—that's why we place a lot of emphasis on screening. Overseas assignments are very expensive investments. For an employee, married with two kids, for a three year assignment, it can cost close to a million dollars. On another level, when they start developing business relationships as GM ambassadors and then suddenly leave, the cost in lost goodwill can be much greater."

In response to concerns that Fleet Street and Wall Street have regarding the health of his company, Fisher says, "From a global perspective the company is doing fine. GM Chairman J. F. Smith, Jr. was quoted recently as saying that the company is not global enough. If you look at GM's top layer of management, more of them have had overseas assignments than ever before. The firm is trying to move key executives through overseas assignments so that when they reach top management, they have a more global perspective."

From Fisher's perspective, where will the professional opportunities be at GM in the future? "Anymore, with hiring freezes, the few people you do bring on have similar credentials but foreign language skills will make people more competitive. The Asia-Pacific market is really opening up. People with Chinese or Japanese will always be valuable."

As he looks to the future, he's hopeful that GM people will continue to bring back the best management and technology ideas from where ever they are and at least put them on the table for discussion. Companies are learning more and more that when they send their people on an expatriate assignment, they're learning more about best practices in locality and will be better poised for change. The thing Fisher doesn't like to see is someone who thinks that just because we're American we know best. He laments, "We need to be open to implementing positive change using ideas regardless of where they come from. Ten, fifteen, twenty years ago, the failure rate, those who had to leave before their assignment was finished, was up around 30%. Today, the trend is much more manageable — our's is around one percent thanks to better selection and better cross cultural training. As to the latter, some companies forego it all together or give it just to the employee. We require it of the entire family and view it as an investment rather than expense. It pays off in the long run." ▲

Fisher, on the Great Wall of China, during a fact-finding mission for GM.



The adage around Washington is that "knowledge is power." That couldn't be more true than in Don DeBolt's case who, every other week, nearly a thousand people eagerly search their mail for his publication *CEO Update*.

Published every other Thursday, and officially called the *CEO Job Opportunities Update*, DeBolt's publication contains details about searches for CEO and senior staff talent to fill positions compensating above \$50,000 annually in associations, professional societies, foundations and other non-profit organizations.

Each issue usually contains information on 40 to 60 new openings, along with updated information on previously listed still active searches. Since its founding in January 1991, *CEO Update* has published information about more than 2,500 jobs with about 30% of the CEO and 60% of the senior staff positions located in the Washington, DC area.

The publication's beginnings stem back to 1986 when DeBolt retired as Executive Vice President of the National Pool and Spa Institute and moved from Alexandria, Virginia to Florida. Once there, he spent three years as Executive Director of the International Swimming Hall of Fame. When he got everything into place, he soon realized he was going to get bored. He and his wife, Jan, packed up and moved back to Washington to look for another CEO job with a trade association in Washington.

DeBolt had had a long and distinguished career in the association management arena. In addition to NSPI, he served as founder and president of the Credit Card Acceptors Corporation, executive director of the Menswear Retailers of America and on the boards of directors of 12 companies and organizations. He had also maintained memberships in the American Society of Association Executives and been designated a Certified Association Executive (CAE) by ASAE—accrediting body of the association management field.

He launched an aggressive job search, tapping into a network of friends whom he hadn't contacted in years. They were supportive and willing to share ideas and information. Then, something dawned on DeBolt. He realized that different people knew different things about specific jobs, but they didn't know the same thing.

He sent out 30-40 letters to people telling them what he'd discovered. Then he started sending out 150 letters to a group of old friends to sort of thank them for their help during his search. A couple friends sat him down and said "Listen—you're on to something here. People need this!"

In December 1990, his friends convinced him to turn his letters into a subscription based newsletter so he hired himself and went into the publishing business.

Since that time, subscriptions have burgeoned to up near a thousand with roughly 2,500 jobs going through *Update's* pages since he started it. Openings become known to DeBolt through his information network of *Update* subscribers, a number of "in the know" association professionals, executive recruiter search firms, and employers who seek exposure to his subscriber talent base. Because there are no listing fees or charges to organizations or executive recruiters, *CEO Update* is

considered their most cost-effective recruiting tool.

DeBolt imagines he'll keep publishing *Update* "forever" unless he makes some really stupid mistake. He says, "The beauty of doing a newsletter like this is you're not faced with any mandatory retirement age. As long as you have the basis for an informative newsletter you just keep going at it."

Part of the newsletter which sets DeBolt apart from his competitors is that he also announces who was selected for the job and where they came from. That helps people understand why they weren't selected and sometimes gives them a heads-up on where another job might be.

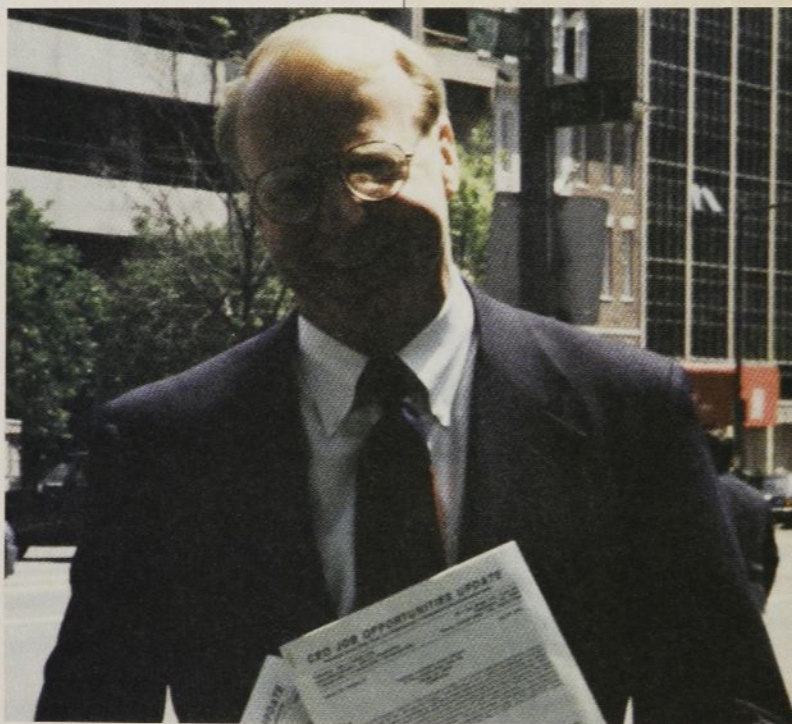
DeBolt recognizes that happy subscribers are his best marketers. All subscriptions are accepted on a "satisfaction guaranteed" basis and he'll refund the entire subscription fee if you notify him within seven days after receiving your first issue that you don't feel *CEO Update* will serve your needs.

As part of his subscription order form he talks about old-fashioned values like the Golden Rule and honoring copyright laws which prohibit reproduction. Hopefully, this open, trusting approach helps minimize copyright infringement, but it still probably goes on.

At a fundamental level, DeBolt's mission is to help the organization and the candidate find good fits. "It's like the Fourth of July when one of our subscribers finds a job through our publication," DeBolt says, "even though we don't have a role at all in the selection process. ▲

Editor's Note: For subscription information contact Don or Jan DeBolt at (202) 331-3828 or write to them at CEO Job Opportunities Update, 2011 Eye Street, NW, Suite 300, Washington, DC 20006. The subscription price is \$300 per year.

"Update"-ing His Resumé



Started as a thank-you note, this DeBolt's newsletter tells people where the jobs are.

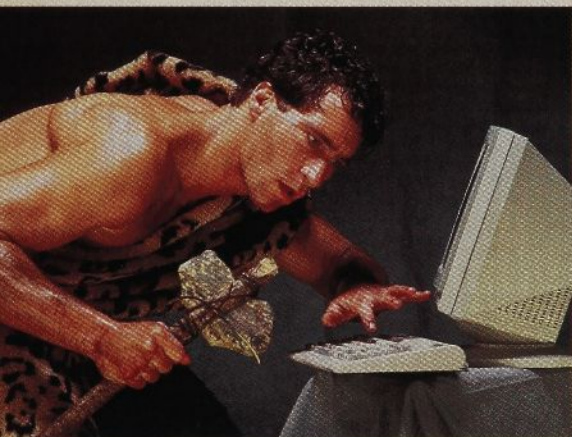
Fast Tracking Your Career

How to get more out of college than just a diploma

BY ROGER CAMERON

Everyone's talking about the economy and how increased competition, the deficit and globalization of markets have had a devastating effect on employment in the U.S. As a student, you probably have, or had, friends who graduated a year or two ago and still don't have jobs in the fields of their choice. You may even know of students who have gone abroad to work because of the lack of jobs here.

It's definitely survivor time—and the fittest will be those students who know what companies today are requiring and who have planned carefully to make sure they have the qualifications to get jobs. Now, if you are truly motivated and committed to your education, what are some of the strategies you can use for staying on track?



1 **PURCHASE A COMPUTER.** If your budget does not allow you to purchase your own system, then make good use of the equipment available on your campus. School assignments will be much easier to complete with word processing and spreadsheet applications, saving you time for other pursuits. Additionally, after you graduate, the experience you've gained with a computer will be an asset when you apply for a corporate position.

2 **TAKE COMPUTER CLASSES.** No matter what your degree, you need a thorough education in computer technology. Computers are everywhere. You will be in a more competitive position if you understand what computers can do, are well-versed in the latest software programs and are skilled in using computers.

3 **ORGANIZE YOUR ACTIVITIES.** College is a busy time, and it deserves the kind of careful planning and scheduling that you will give to your corporate job after graduation. Plus, using planning and time management skills in school is good experience for the years ahead. Observe successful people in your life. Consider the way they juggle the numerous appointments and obligations in their lives. I suggest you purchase a planning system, either paper or computer-based—and use it!

4 **STRIVE TO ACHIEVE THE HIGHEST GPA YOU CAN.** Not a small task you say. No, but you won't necessarily be given insignificant jobs in your corporate positions either. As I said earlier, your first priority must be your education if you hope to be among the elite to land a position of your choice.

Many companies have GPA limits as requirements for their entry-level positions. You are going to have a much better chance of being considered for interviews if you have a high GPA than if you don't. It may mean you have to hire tutors to achieve your grades. If so—do it. It won't be hard to evaluate your performance in your classes to determine whether you need a tutor or not. Another excellent strategy is to form study groups with others who you know will be good group members and from whom you can get assistance.

5 **EVALUATE EXTRACURRICULAR ACTIVITIES.** Second to getting a high GPA is developing leadership skills. Because corporations value these skills in their employees, it is important for you to take the opportunity in college to flex your leadership muscles.

Carefully consider the amount of time you can give to extracurricular activities. Select organizations based on those that interest you and to which you can make an important contribution within the time you have identified. Then get involved. If you become a strong contributor to the organization, people will recognize you for your hard work, dedication and leadership skills. Just remember that the position you attain will have little significance to an interviewer unless you have tackled tough objectives and attained outstanding achievements.

6 **DEVELOP A STRONG NETWORK OF BUSINESS CONTACTS.** Develop a network in many different career paths. It will be valuable to you in the future to have contacts in functions other than yours so that you can discuss issues that may influence your marketing decisions. Additionally, these contacts may help you identify available positions in their companies.

7 **INITIATE A MASTER MIND GROUP.** While master mind groups have been around for a while, college students have been slow to pick up on this excellent method of networking and learning about their fields of study. A master mind group is simply a group of individuals formed to help the members improve their opportunities for successful careers. Since the

synergy of a group often results in ideas that one individual might not have generated, being a member of a group can be very beneficial to you.

8 CHOOSE BUSINESS MENTORS. If you have not already established a close tie with at least two individuals in business positions, make a concentrated effort to do it now. Corporations are looking for people who have good "business sense." While you are in college you are in a rather insulated world. You need the contact with business people to be informed about the corporate world.

The people you choose to be your mentors should be busy, successful people. Keep in mind that most people want to help young people when they are beginning their careers and enjoy giving advice. Don't let the few who reject you sway you from asking others for help.

When you find people who agree to help you, be very aware of their time constraints. Make it as easy as possible for them to spend any time they can with you. Take time to write them thank-you letters within 24 to 48 hours of your meetings.

9 INVESTIGATE YOUR CAREER MARKET. In addition to networking with business contacts and participation in a master mind group, you need to gather as much information about job opportunities from other sources as possible. Register with your school's job referral office and work with them to set up interviews. Attend career conferences and job fairs presented by recruiters or consortiums of companies. Be sure to have several copies of your resume ready. Read and respond to classified ads. While the statistics indicate that most jobs are obtained through referrals, still there are many that are found as a result of ads in newspapers and professional magazines.

10 IMPROVE YOUR COMMUNICATION SKILLS. Take every opportunity to improve how you communicate to others. Presentations to classes and organizations are all good opportunities to practice your communication skills. As a student with little work experience, you must rely on your ability to convince interviewers that you are the outstanding candidate they want.

Students need to consider how their actions in college add to or subtract from their ability to perform well in an interview. One of the definitions of the word, "career," is the "course of your life." Your course begins when you are born.

Your inclination to be steadfast, enthusiastic, serious about your education, supportive of others, a problem-solver and a strong communicator are qualities that need cultivating all through your life. They are the qualities corporations need and are determined to get. Your job is to continually improve your skills and develop positive attitudes. Then, when you interview, you'll have the achievements required and the communication skills needed to present them effectively. ▲

***About the Author:** Roger Cameron is author of the best selling book Your Career Fast Track Starts in College: Develop Your Talents to Win in a Competitive World, published by Odenwald Press in Dallas, TX. To order contact Mary Jo Beebe at (214) 867-5782.*

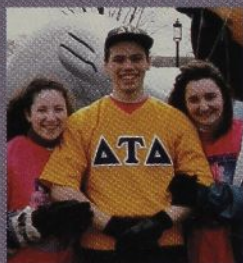


The Attitude Advantage

Sometimes it's more important than aptitude

BY MARK SINCEVICH

"I didn't magically gain a positive attitude simply by joining Delt, but it furnished the environment whereby I could develop my skills, and, most importantly, my attitude."



I pressed the small red door release, opened the door, and stepped outside. The chill of the air pierced my clothing like an alarm clock—it gave me a sudden jolt. I went to lunch at the local sandwich shop, in a distinct state of mind somewhat heightened by my rude afternoon awakening. I needed to hire an assistant for the type of work I was doing, marketing and sales at a computer company. It was a typical winter-time Washington, DC day, overcast with not even a hint of sunshine. I made an extra effort not to let the type of day influence my attitude. At that moment, I realized something that I had been aware of before, the importance of attitude.

I made up my mind that I was looking to hire someone with the right "attitude". Now if you ask your typical Human Resource Department, they might come back and say that "attitude" really isn't something one can put on a job description - it's too subjective — rubbish! I was the one conducting the interview for an assistant, so I wanted to make sure that the person I hired had many qualities that I had, many of which I had learned in the Fraternity. To remind myself of the importance of attitude, I keep a copy of what Charles Swindoll had to say about the subject. Here is an excerpt, "... we have a choice every day regarding the attitude we will embrace for that day". I wanted someone who chose to have a positive attitude, because my job is very demanding. The computer industry is fast-paced and requires a lot of energy and enthusiasm, the ability to go that extra mile.

Thinking about this initiative, I was ready for my first interview. My first candidate had a tremendous amount of industry experience: network administrator, computer handy-man, and various certificates as to what courses he had taken on the subject of computers. His resume listed his work experience, but nothing else. I pressed him for his outside interests only to learn that they were few. I asked him how he would handle various job situations. He answered with good ideas, but they sounded like they were from a textbook. He would solve the problem at hand, but nothing more. The interview went on for about 30 minutes and I even had him join me for a meeting with a potential customer. He seemed impressed with the amount of attention I was giving him, yet I couldn't help but think that there was something missing. I thanked him for coming to meet with me, and after he left, walked over to human resources. We both agreed that this candidate did not have what it took. He simply didn't have the right attitude.

I feel that attitude is so important that I was willing to give someone a chance without a

tremendous amount of "industry-experience". A few days later I had my second interview with a younger Fraternity brother from my chapter. I didn't really know him, but he was referred to me by another Fraternity brother. He was fresh out of school, so his resume didn't have a lot of experience. In fact, he didn't have any relevant experience whatsoever; except he had been using computers while in school to type term papers, and to draw charts and diagrams. His degree wasn't even in a computer or business-related field, but I saw that he had been accepted to various honorary societies. In addition, he held the offices of Pledge Class President, Social Chairman, and Pledge Educator. He was involved and had many social skills. These social skills became quite evident when I took him to meet the vice president and president of my company after the interview was over. During the interview, I couldn't help but notice his "can-do" attitude. The experience he lacked made up for itself through his attitude! After the interview, I had to pass my office and found the human resource director at my desk wanting to know my thoughts on the second candidate. I said, "I wanted to hire him immediately"— she couldn't have agreed more.

I remember that when I joined Delt, I never really paid much attention to making connections with Fraternity Brothers older than myself. I would only talk to my friends at Homecoming or Founder's Day. This networking actually makes a whole lot of sense. In fact, I got my present job because a Fraternity Brother recommended me for an interview. I mean, what a great way to get an interview, simply by being a member of Delt. I look back on the experience and realize that one of my qualities that sold my future employer on me was my attitude. One of the activities was to develop a seminar on Positive Mental Attitude. I gave this seminar to my undergraduate chapter and to various groups on campus. When asked about the details, I said that I show people how to recognize problems, setbacks, and disappointments — to turn these negative experiences into opportunities (a chance for personal growth). I went on to say that I would probably make many mistakes in my job, but I feel that this is the only way I will truly learn. I had a Fraternity Brother take a chance on me mainly due to my attitude, and now I was doing the same for another Fraternity Brother. In fact, I have been responsible for many interviews involving Deltas. I'm sure many of you have gotten Deltas interviews too. Remember, being a Delt may get you that interview, but there is a lot more to it than that.

What makes Deltas different? I feel there are certain qualities that bond each of us from various

chapters. I think Deltas (fraternity members) are more social. In fact, in a poll of the House of Representatives, a majority of its members were in a Fraternity or Sorority. I remember being at parties or desserts as a pledge, and talking to my Fraternity Brothers (mostly pledges and neophytes) in one corner of the room while all the sorority girls were in the other corner. I wasn't necessarily shy, but lacked a little confidence. I'm sure most of you remember wanting to talk to the beautiful girl on the other side of the room. We eventually did. Why? Because we developed the self-confidence to do so. I was able to develop my social skills through trial and error. I found out what worked and went with it. Now I can talk about a wide range of topics with just about anybody. Delt taught me to be more outgoing, to be more social. It also taught me to take responsibility in the form of committees, to become an officer, and even to volunteer for out-of-house leadership positions. I learned to do more than what I was originally capable of, to be more than I had once thought. I grew with Delt all the while developing the right "attitude". I feel working with Deltas provides a chance for greater interaction both on the job and after work. I am able to take that common bond of Brotherhood and develop it into one of confidence and trust.

I can honestly say that I wouldn't be where I am today without the Fraternity's help. Now, I didn't magically gain a positive attitude simply by joining Delt, but it furnished the environment whereby I could develop my skills, and, most important, my attitude. You may wonder what the basic recipe for job success is. It's not too difficult. I strongly recommend personal computer skills, the ability to write well, and to network as much as possible starting with your Fraternity Brothers. If you want to think of someone with a winning attitude, think of General Colin Powell. He started out poor and uneducated, but kept improving himself. He lives by a few simple reminders. They are as follows; it can be done, be careful what you choose cause you may get it, check small things, share credit, remain calm, be kind, and have a vision. General Powell's reminders certainly have aided his success. I think about success as I stare out of my window looking at the debris the wind blows by the building. Faint slivers of the sun's rays begin to reflect off of the metallic hues of the cars in the parking lot. I come to the conclusion that today I will eventually see sunshine, but it really isn't as important as having a winning attitude! ▲

About the Author: Mark Sincevich, Maryland '85, contributes regularly to *The Rainbow* on the practical applications of the Fraternity experience.

Blessed Be the Ties

Capitalizing on the Delt Network

BY MARK HELMUS

It is no secret that jobs are more difficult to find today than they were just a few years ago. Ask just about any graduating senior or recent graduate and they will tell you that earning a college degree today certainly does not guarantee finding gainful employment. For a variety of reasons, many employers have reduced their college recruitment efforts. This has been felt by undergraduates mostly in terms of the number of interviews conducted on campuses across the continent. While hopes are high that economic times are improving, it is far too early to assume recovery is here.

Given the difficult situation that many of our undergraduates are facing, and given the vast resources in terms of Delt alumni experience, Deltas Talking About Careers (DTAC) is in a prime position to become one of the Fraternity's most important programs. DTAC is unique in that it is designed to help undergraduates in a desperately needed area, career education and preparation, and provide excellent opportunities for alumni involvement.

DTAC was born out of the concern of one alumnus, Wade Neal, Purdue '43. Brother Neal saw an opportunity for Delta Tau Delta to "fill a void" that existed, that being a lack of (or failure to utilize) existing career counseling programs on the college and university campuses. The Educational Foundation then enlisted the services of professional career counselor Lucinda Maron. Four years ago, Maron, Neal and the Foundation collaborated on and eventually developed what is today Deltas Talking About Careers. The program has been successfully piloted in several cities and is now ready for implementation in those areas where it is needed by the undergraduates and the alumni desire to assist and counsel exists.

According to Maron, "The purpose of the program is to provide undergraduate Deltas an opportunity to make more educated career choices by exposing them to the career planning process and by pairing them with Delt alumni who will serve as professional advisors in areas of career interests." DTAC is not meant to be a placement program—its purpose is to educate undergraduates so that they are better prepared than their peers for the career opportunities that exist. DTAC was created with students in mind who are both undecided about their future plans as well as for those who have an idea of what they want to pursue.

There are four basic opportunities for alumni involvement through the DTAC program:

1. *Coordinating Alumnus*—Individual alumnus who will work with the chapter and area alumni in planning and implementing the program. He will explain the program to the chapter, as well as work with participants in skill and interest assessment. He should work closely with the Educational Foundation's Director of Alumni Development in the pre-planning stages. This position is essential—the program will not run effectively and will lack continuity without a dedicated alumnus in this position.

—continued next page



DTAC provides a "window of opportunity" for alumni to get involved and give back to the Fraternity in a way that is not overly demanding of their time or resources, but is rewarding and appreciated by the undergraduate brothers.

2. *Strategies Sessions*— Alumni will conduct sessions on resume writing, interviewing skills, job search strategies and networking. These alumni should be qualified through their profession, recruiting/ hiring experience, and by way of what they have learned through their own career paths.

3. *Career Exploration Nights*— A group of alumni will make presentations to undergraduates at the chapter house or at an alumnus' place of business. These presentations should expose undergraduates to a variety of career areas and provide an opportunity for undergraduates to ask questions. It might take the form of a panel discussion, with five to eight alumni talking in turn about their profession/career.

4. *Career Advisors*— Alumni will be paired with undergraduates on the basis of career interests. Once they have been introduced, they will be encouraged to meet where the alumnus works. Their meetings should occur during the course of the program, but hopefully relationships will be established and will continue beyond.

Alumni can of course participate in more than one component of the program. In cases where there is a small base of alumni, non-Delts and non-Greeks can be asked to assist in the program. A similar program can easily be established by an IFC, Panhellenic Council or Alumni IFC, utilizing all Greek alumni in the area. In geographically remote areas, a one day version of the program is suggested. Alumni can then come in from nearby areas, conduct the Strategies and Career Exploration Sessions, and undergraduates can possibly establish their own informal Career Advisor networks.

The program is designed to run over the course of a semester or entire school year. Each of its components are important as they serve as

"building blocks" for the ultimate goal of career education and preparation for each participant. It is recommended that all members of a chapter that are interested in the program go through each phase—strategies sessions, exploration nights and eventually career advisors, even if they feel they already know what career path they want to follow. Given the percentage of students who change majors, and the number of alumni who are working in jobs and careers they never imagined, it is of great importance to expose as many members as possible to all aspects of the career planning process.

Delts Talking About Careers offers to undergraduates an invaluable educational service, and eventually the opportunity to build and establish relationships with "mentors" who can counsel and advise them as they take their initial steps along their career paths. DTAC provides a "window of opportunity" for Delt alumni to get involved and give back to the Fraternity in a way that is not overly demanding of their time or resources, but is rewarding and appreciated by the undergraduate brothers. It is anticipated that alumni volunteers through the DTAC program will constitute a considerable portion of the Delt 2000 program, an alumni volunteer recruitment effort with the goal of involving 2000 alumni in the lives of our chapters.

Since the DTAC program is driven by alumni, it is essential that the Coordinating Alumni be committed to helping organize the program by working with the undergraduate chapter leadership. If you are interested in helping to get DTAC started with a chapter near you, please contact Mark Helmus, at 317/259-8062. ▲

About the Author: Mark Helmus, Ohio '86, currently serves as Director of Alumni Development for the Delta Tau Delta Educational Foundation.





Bubba, far left, and Hespos, center, on a camping trip together

GOODBYE, OLD FRIEND!

The Virginia institution of Washington & Lee recently said goodbye to a great man. I was sitting with two friends, reading the school newspaper after a rather pleasant meal. Bubba wandered up and told us that he had something to say. Whenever Bubba approached me, it was usually to tell me about something pleasant, like a party or a girl he had met. I was totally unprepared when he told me that he had to leave. He was shaking when he told us his reasons for leaving school. It didn't matter what those reasons were. All that mattered was that he had to leave. The familiar campus restaurant suddenly became a very uncomfortable place, and we paid our check before the tears welling in Bubba's eyes became too apparent.

As we walked outside, I fumbled with my car keys as Bubba told me that he would try to make it back to W&L next winter.

"Don't worry, Tom," he said, "Bubba will find his way home. Bubbas always do." We said goodbye and I promised to bid him farewell before his final departure.

Bubba was instrumental in helping me adjust to life at Washington & Lee. I first saw him at the Pavilion party my freshman year. He stuck out like a sore thumb in the large crowd of people and appeared to be handing out flyers. He approached me and gave me a strong handshake as he introduced himself. "My name is Jameson Jared Leonardi," he said in a booming voice, "But you can call me Bubba." He would always introduce himself that way, whether he was talking to a fellow student or to the President of the United States. Bubba handed me an invitation to Delta Tau Delta's party that weekend. Later that week, I remembered his firm handshake and friendly manner, and I made sure I stopped by to visit him.

As it turned out, Bubba had big plans for me. He was confident that I was "Delt material" and wanted me to join his fraternity. When the Delts extended a bid for membership, I was proud to accept.

In the coming weeks, Bubba would become a close friend and mentor. I asked him to be my Big Brother and he happily accepted, swearing to help me in my travel down the road

toward becoming a full-fledged brother.

I think Bubba's generosity and selflessness are what made him so popular on campus. Almost everyone knows him or at least who he is.

Bubba and I have done some pretty bizarre things together. Several of those memories were revived on Bubba's last night in Lexington. As we sat in a bar called The Bone, story after story would pour forth from the mouths of myself and my other fraternity brothers who showed up to see Bubba off. Neil, the bartender, even

presented Bubba with a complimentary T-shirt.

At 2:30 a.m., I decided that it was time to say my final goodbye. I thought we would both cry after we passed each other our Fraternity handshake, perhaps for the last time. As I walked away, Bubba called out after me, his last words reflecting our big brother/little brother relationship that had carried on from my freshman year.

"Don't do anything bad while I'm gone, Tom," he said. Even in our final moments together, Bubba was still trying to be the big brother I never had. I left the bar that night feeling like I had left something behind.

Bubba has, for me, always fulfilled the characteristics of a true friend. He always thought of those who were close to him before he thought of himself. He gave me support in everything that I did. He helped me in celebrating my victories and consoled me after my defeats.

I will miss Jameson Jared Leonardi. Washington & Lee just won't be the same without him. I will miss his booming voice, his firm handshake and his warm smile. But I take comfort in knowing that wherever he is, someone is enjoying his company. Good luck Bubba. I trust that one day you will find your way home, wherever that may be. Bubbas always do. ▲

About the Author: Tom Hespos, W&L '94, authors a regular column called Spots' Space in the Phi, the student newspaper of Washington & Lee University.

"Ug"

IN A BLINK OF THE COSMOLOGICAL EYE, THE HUMAN RACE HAS PROGRESSED FROM the first primitive grunts to nearly instantaneous data transmission via computer and telecommunications networks.

This communications revolution has had a profound effect on business. In the past decade, corporations have started to become truly global organizations. Front offices have assumed more back-office responsibilities. And in many cases, levels of productivity and customer service have soared.

As one of the world's largest business software companies, Delt Software is working to promote these changes—in its commitment to open systems, and in its emphasis on partnerships with customers and with other vendors, and in its emerging "SmartStream" line of client/server products.

For this reason, this issue of *World Tour* is a tribute to communication—perhaps our greatest gift as a race, and certainly our greatest hope as we approach the challenges, opportunities, and dangers of a new millennium.

Which brings to mind—what would you say if you had an opportunity to send a message to extraterrestrial civilizations, like the full-page messages elsewhere in this issue? What would you choose to communicate?

Well, here's your chance. Fax us a message, and on September 1 we'll transmit it to the stars. Some of the messages may be published in the next issue of *World Tour* as well.

And if there's something else on your mind—about *World Tour* or anything else—let us know. We'll appreciate every comment.

—Stephen B. Klein, Publisher

FAX TO THE STARS

In the August issue of *World Tour* magazine, an unusual notice caught W&L Delt Patrick McCabe's eye:

"In a blink of the cosmological eye, the human race has progressed from the first primitive grunts to nearly instantaneous data transmission via computer and telecommunications networks. For this reason, this issue of *World Tour* is a tribute to communication—perhaps our greatest gift as a race, and certainly our greatest hope as we approach the challenges, opportunities, and dangers of a new millennium.

Which brings to mind—what would you say if you had an opportunity to send a message to extraterrestrial civilizations, like the full-page messages elsewhere in this issue? What would you choose to

communicate?" Responding to their instructions to "fax us a message" Brother McCabe transmitted to the stars the following admonition: "Pledge Delt: *Thousands of Earthlings can't be wrong.*" He writes, "Perhaps other chapters could use the boost. Maybe diversity for the 90s means more than we may expect!"

Morehead Delts Spearhead Amnesty International

Members of the Morehead State University Chapter are spearheading the first Amnesty International Student Group in eastern Kentucky.

Amnesty International is a world wide nonpartisan organization of more than one million members and supporters in over 150 countries and territories. It is independent of any government, political faction, ideology, economic interest, or religious creed. AI was awarded the 1977 Nobel Peace Prize for its efforts to promote observance of the United Nations Declaration of Human Rights.

Amnesty International

works specifically for the release of prisoners of conscience who have not used or advocated violence, fair and prompt trials for all political prisoners and an end to all torture, "disappearances" and political executions.

The Delts will be 'Freedom Writing' for individual prisoners in the AI 'Urgent Action Network', by sending letters to government authorities and, when necessary, emergency airmail and telegrams on behalf of political prisoners that are in immediate danger of torture or execution. After an initial training period by an AI representative, the Delts will be working on campaigns to educate fellow students and the community on human rights issues and fund raising for the international human rights movement, (in addition to paying their group dues).

Project coordinator Greg La-Liberte remarks, "Even in today's modern world thousands of people are imprisoned because of their beliefs. Many are taken into custody without charges or trials. Torture and execution are common. In many countries men, women, and children have simply "disappeared" after being taken into custody. These horrors occur in countries of both the left and right ideologies, religious based and secular." Chapter president Ken Gallagher adds, "Much of the AI mission reflects our Fraternal ideals. Human rights should concern all people. This project is one of the best ways we can use our organization's structure to positively influence the world community. If you or your chapter are interested in participating, call Greg at (606) 783-4904.



Left: The Greek Classic delegation from Delta Epsilon Chapter at the University of Kentucky. Front row: Louie Stephens, Stephen Dawahare, Blaine Adamson; Second row: Ryne Thomas, Chip Schrader, Matt Mason, Kelly Palmer.

Kentucky Delts Attend Greek Classic

attending, representing 40 fraternities and sororities from more than 60 campuses, the event was sponsored by Campus Crusade for Christ, an international Christian organization that works on over 400 major university campuses in the United States.

Key speakers included Jonathan Brant, Executive Director of the National Interfraternity Conference; Adolph Coors IV, nationally known speaker and executive, and Tim Downs, former syndicated cartoonist and Director of the Communications Center for Campus Crusade for Christ Int'l. Also included were seminars by men and women given on such subjects as NIC Leadership Development, Finding Significance, Time Management, Eating Disorders, Understanding the Opposite Sex, and Dating with Discernment. Those interested in receiving information about next year's conference are encouraged to contact David English, conference director, at (919) 933-4209.

February 5-7 was an exciting weekend for many in the Greek system throughout the United States as they gathered at Loew's Vanderbilt Hotel in Nashville for the "Greek Classic," a national conference to encourage leadership development with a spiritual focus. With over 550 students

DISTRICT DELTS PLAN SUMMER OF BROTHERHOOD

Each summer, tens, if not hundreds of Delts come to Washington, DC from all over the United States and Canada. Other than the Greek Reception on Capitol Hill, there have not been any organized programs to bring Delts from disparate chapters together for fun and fellowship. Under the direction of Bill Mann, *American '92*, a group of Delt alumni from American University are setting out to change all that. They have already organized a summer jam-packed with Delt events and activities, and others still pending are meetings with Andrew Hove, Chairman—FDIC; Mike Mussina, *Stanford '90*, star pitcher for the Baltimore Orioles and Congressman Bill Richardson of New Mexico. For more info call Scotty Engelman at (703) 461-7654. A tentative schedule is listed below:

June 4	7:00 p.m.	Welcome to Washington party
June 12	NYA	Tour of State Department Diplomatic Reception Rooms, Hank Schnabel, <i>Ohio '50</i> , Curator
June 15		Softball on the Mall
June 22		Softball on the Mall
June 28		Famous Delt speaker
June 29		Softball on the Mall
July 2	9:00 p.m.-close	Party, The Crow Bar, owned by Steve Zarpas, <i>George Washington '86</i>
July 4	2:00 p.m.-10:00 pm.	Gather at the Mall for fireworks and sports extravaganza
July 6		Softball on the Mall
July 12	6:30 p.m.	Delt speaker
July 13		Softball on the Mall
July 20		Softball on the Mall
July 24	9:00 a.m.—2:00 p.m.	Tennis Tournament
July 31	8:00 a.m.	Golf at Rock Creek Golf Course
August 2	6:30 p.m.	Delt Speaker
August 3		Final Softball Game
August 6	TBA	Farewell Bash



RUSH RECOMMENDATIONS: A FREE DONATION

Many of our colleges and universities are experiencing a decline in enrollments. Consequently, we are seeing a declining number of young men participating in fraternity rush at many of our schools. Far too often this is resulting in our Delt chapters pledging fewer men.

One of the best and most effective means of improving rush for our chapters is for every Delt—alumni and undergraduates alike—to identify and recommend the names of good young men who are, or will be, attending colleges or universities where we have Delt chapters or colonies. One should not be so concerned with recommending only those young men who will be attending the school from which one graduated. Instead, it is best to recommend all young men who are, or will be, attending any school where we have a chapter.

Delta Tau Delta has approximately 75,000 living alumni and 7,000 undergraduates for a total of 82,000 living Deltas. If each Delt recommends just one prospective rushee, each year, our chapters would have 82,000 rushees to begin with. If just one out of ten pledged Delt, that would result in 8,200 new pledges each year. With 120 chapters, that would be an average of over 60 new pledges per year. In other words, if this program works as described above, we would more than double our undergraduate membership in one year.

To make it easier for every Delt to make a rush recommendation, a toll free "RUSH REC HOTLINE" has been established.

Whenever you come across a prospective rushee all you need do is call 1-800-562-1590, or in Atlanta call (404) 475-1108 and give the name of the rushee and the school he is, or will be, attending, along with any other information available. The information will be referred to the undergraduate chapter within three days and copied to the chapter advisor.

Many Deltas ask where to find rush prospects. The answer is "everywhere." Alumni are likely to hear of or know someone from work, church, civic clubs, or other activities whose son, nephew, brother, grandson, etc., is, or will be, attending a school where we have a Delt chapter. Undergraduates will meet them or learn of them in class, at home, from their high school or at their summer job. The key is to refer each and every young man who will be, or is already, attending a school where we have a chapter or colony.

Life itself is said to be the greatest gift anyone can give. By recommending good young men for rush, you will be providing life to our undergraduate chapters and the Fraternity as a whole.

**DELTA TAU DELTA
RUSH REC HOTLINE**

**1-800-475-1108
(404) 475-1108 (ATLANTA)**

KEEP THIS FORM IN YOUR WALLET



Ball State Shelter Wins Preservation Award

The 1992 Althea Stoeckel Memorial Award, the most prestigious award presented by the Muncie Historic Preservation and Rehabilitation Commission (MHPRC), was presented to Delta Tau Delta Fraternity for the recently completed addition to their house on Riverside Avenue.

Named for the (now deceased) long-time, former member of the Ball State history faculty, the award annually recognizes the most outstanding preservation, restoration and/or adaptive reuse project in Muncie. Professor Stoeckel championed the study of local history in Muncie and Delaware County and the Stoeckel Archives in Bracken Library are named in her honor.

Nominated by Andrew Seager, Professor of Architecture at Ball State, and designed by architect David Toth, a member of both Epsilon Mu Chapter and the first class ('71) to graduate from Ball State's College of Architecture & Planning, this project is the first addition to an historic structure to be so honored. Professor Seager's nominating letter noted the careful attention to: relationship to the existing historic house; placement on the site; overall form and massing; scale; placement and size of windows; and, use of compatible materials.

Tony Costello, AIA, the Irving Distinguished Professor of Architecture at Ball State and a member of the MHPRC, noted in his remarks at the presentation of the award at Muncie's annual Historic Washington Street Festival, "This project demonstrates that a well conceived and designed contemporary addition to a historic structure can, indeed, respect and add to the esthetic image of the resulting complex. This addition carefully builds upon the historic elements of the existing house without mimicking them. The fact that a Ball State alumnus and member of the Fraternity was the architect makes this project even more unique and gratifying."

Operating in the heart of the Nation's Capital is a man driven by the ideals of sacrifice and service. For those of you who think I mean Bill Clinton, you're wrong. A member of Theta Epsilon Chapter at American University, Danno Dupont, *American '94*, is a man with a mission. In the short time he's served as the chapter's Philanthropic Chairman he has been instrumental in raising not only money for a variety of philanthropic causes, but the level of campus awareness for some pretty tough social issues.

In the course of the year, Danno has spearheaded a variety of activities and events. Last fall, the AU Health Center sponsored Condom Awareness Week as part of its AIDS education program. In addition to participating in role-playing educational skits, Deltos were the only one with an information table addressing the broader issue of responsible interpersonal relationships with a variety of informative handouts. Dupont, and other AU Deltos, have become regular participants at Martha's Table, an afterschool program for at-risk children who don't have access to a Boys Club or whatever. Dupont says, "Our responsibility is to protect them, entertain them and be good role models during the time they're in our care."

As the Coordinator for the 1st Annual Red Cross Run, Dupont urged his fellow brothers to serve as the University's only volunteers, manning water tables, marking the route with ribbons and lining the entire route to make sure the race ran swiftly and smoothly. For their participation they were awarded the coveted Red Cross Silver Cup for outstanding participation—the only campus group ever to be so honored.

Perhaps Dupont's most extraordinary feat was a sobering program as part of the campus' annual Alcohol Awareness Week. Dupont brought together MADD speaker Dianne Kissel, Sheriff Vic Kennedy and Washington Redskin Terry Orr for a presentation at The Tavern, AU's student union, for which over 400 students turned out. The student newspaper cited Dupont's efforts in a front

page story the following day and quoted him as well: "Sometimes, when a fraternity does something like this, more people take notice," Dupont said. "We're not suggesting that people stop drinking or getting buzzed, just that they not abuse alcoholic drinks." Dupont began his personal campaign against DWI after losing a high school friend who was driving drunk from one party to another. The Tavern program was organized as part of his fraternity's campaign against date rape, hazing, alcohol abuse and drug use."

A more dramatic conclusion to the week's events was Dupont's, along with Social Chairman Greg Stein's procurement and placement, in the center of AU's grassy quad area, two totaled vehicles whose occupants had been killed in DWI crashes.

lasting, positive impression.

As his year as Philanthropy Chairman comes to a close, Dupont can look back with pride on what he has accomplished for the good of the community. And while he looks forward to training his successor, it's not because he's tired or bored with his Chair, but because he wants to give someone else the chance to take what he's accomplished and to build on it. The year has been good to him—he was crowned Homecoming King, nominated Greek Man of the Year and had the chance to interact with senior criminal justice and non-profit agency officials, building strong relationships in the process. His biggest accomplishment, however, may not have been for others, but for himself and his fellow Eagle Deltos. Struggling through the growing pains of a new chapter,

Theta Epsilon began the year under the cloud of an Alumni Supervisory Committee and a morale weak at best. Largely through Danno's efforts, the chapter has pulled together and, in a just a few short months, become strong, united, energized and most recently, voted the No. 1 chapter on campus by their peers.

Of himself, as Danno looks back, he says, "My father abandoned us when I was little, and my mom doesn't make a lot of money so I've always had to work to help out. Since I was 13, I wanted to go into law enforcement—that's why I came to AU—it's the second best criminal justice school in the country. Coming to a school that cost \$17,000 a year was almost out of the question, yet here I am. It's a miracle things worked out so I could come here. Every morning I wake up, I thank God I'm here at American University."

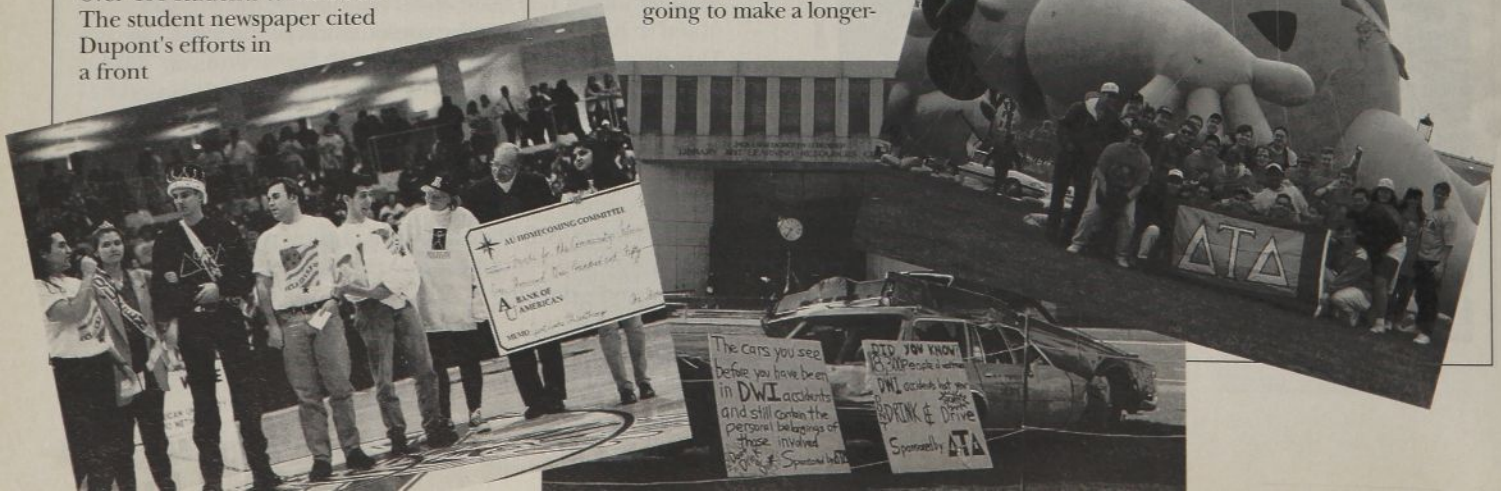
So do we, Danno...so do we. ▲

A "DANNO"-MITE DELT

BY KERRY HARDING

His real coup was winning the right for the Chapter to march in Washington's biggest annual philanthropic event—the Cherry Blossom Parade, toting a three story high balloon of Fred Flintstone. As the chapter led the parade down Pennsylvania Avenue, they were surprised to see many Delt signs of recognition from the crowd lining the parade route.

Dupont's inspiration and drive stem partially from Delta Gamma's "Anchor Clanchor." From his participation, he realized that to establish a difference between a campus social club and a fraternity, the best thing was to do something for somebody else. He reflects, "You don't need a million dollars to make a good impression. You can throw the best parties in the world but you only attract a certain crowd and the memory is fleeting—do something to help somebody else and it's going to make a longer-



In November 1988, Tony Monize visited John Paul Bailey, a good friend, at the University of Western Ontario, to attend homecoming. During his visit Bailey mentioned that a fraternity, Delta Tau Delta, had approached him to rush. The following summer, Monize was invited to one of the Western Ontario brothers' cottage, after meeting a few of them earlier that year.

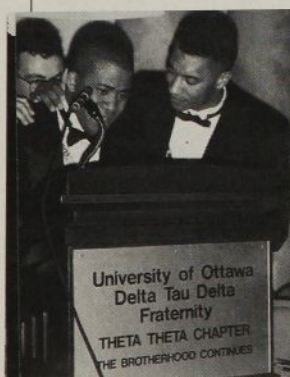
Beginning his academic career at the University of Ottawa in September 1989, Monize realized that it was definitely missing something. He had heard about a few fraternities at Carleton University, and thought they might be a great way to bring some unity to the University. He contacted John Paul and asked him if he could provide the address and phone number of Delta Tau Delta. Monize called the Central Office on October 23, 1989 to discuss the Fraternity's expansion to Ottawa with then Director of Program Development, John Rhoades.

Rhoades forwarded a Fraternity information packet although his letter cautioned that the Fraternity had an extremely controlled growth process. In the meantime, Monize had formed a social club called "Just Thankx." He must have phoned the Central Office twice a week for over a month to find out when someone would be coming to Ottawa. In mid-November, Rhoades called to say that Eastern Division Vice President Duncan Perry would soon be calling. He did and, in early December, Perry arrived at Ottawa.

To understand why the University of Ottawa was chosen as an ideal location for a new chapter, one must look at the city itself. The nation's capital, it is home to thousands of public servants, politicians

and government support staff, as well as the Supreme Court of

Founding president Tony Monize presents the chapter with a beautiful wood podium crafted by his hands.



Canada and prominent national museums.

The oldest and largest bilingual post-secondary institution in North America, the University has expanded to become one of the most respected educational institutions in Canada with an undergraduate population over 25,000. Located in the heart of Ottawa just

determination, struggling to dispel negative fraternity stereotypes. Internally, the Colony anchored itself with sound administration, fluid communications, and an honest work ethic. This cooperative effort resulted in numerous awards and citations within the Greek and university communities.

The Colony's delegation made a strong showing at the Karnea in Chicago and, on September 25, shortly after the Arch Chapter's meeting in Indianapolis, the Colony was informed that their petition for charter had been granted and installation set for April 4, 1993.

Held at the lavish Chateau Laurier Hotel, the installation of Theta Theta Chapter carries with it the proud distinction of being the second international fraternity on campus. In his remarks during the installation banquet,

Arch Chapter member David Hughes said, "I have to say to all of you here, you have or soon will have a most prized possession—a university education from Canada. It must be to you, the youth of Canada, that this great nation looks not only for

leadership but also for its sense of purpose, its sense of place, and its sense of pride."

The presentation of the Charter, membership certificates and academic awards was followed by a special ceremony. Founding Father Tony Monize presented the group with a handsome wood podium, made by his own hands, and emblazoned with an engraved bronze plaque which read, in part, "Theta Theta Chapter... The Brotherhood Continues." It was a fitting tribute to half a decade of sacrifice and service and a prophecy of decades to come. ▲

Above: The new chapter in all its splendor; Below: The charter is passed!

THETA THETA CHAPTER INSTALLED AT OTTAWA

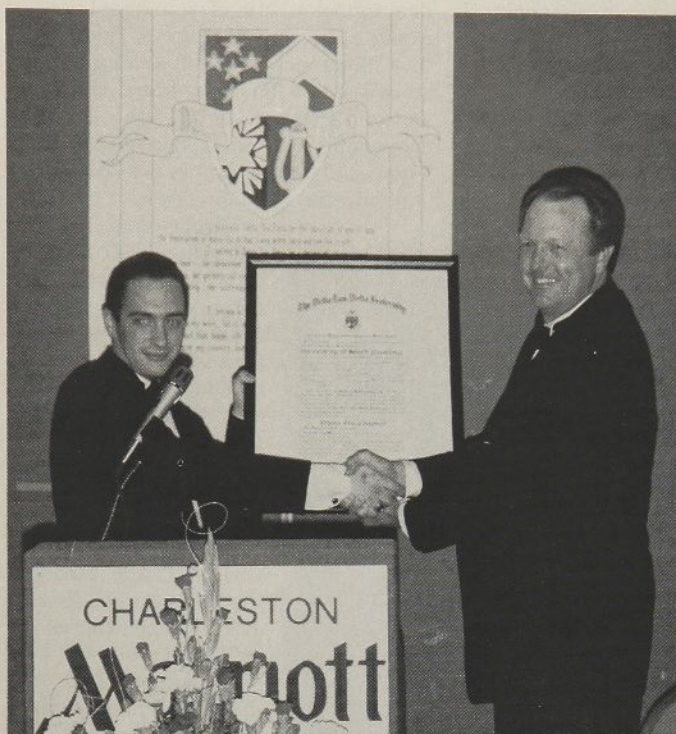
minutes from Parliament Hill, its graduates include prominent politicians, lawyers and doctors as well as "Jeopardy's" Alex Trebek.

Perry was not impressed. Of the ten men who showed up out of a possible 20 to the information meeting, only two were really interested. Somehow, Monize convinced him to come back again and when he returned in February, the turnout was much larger.

In September 1990, the group held its first Rush and, by mid-October, the membership had increased to 23. The group was invited by Perry to attend the division conference at Lehigh University the first of March. That weekend, the group received Interest Group status...and a standing ovation. Perry was elected Division President.

Focusing on increasing membership to the requisite 30 for Colony status, the group emphasized philanthropic activities and on November 9, 1991 met the criteria for Colony status. The group quickly established itself as a symbol of





THETA ETA INSTALLED AT SOUTH CAROLINA

On February 6, 1993, Delta Tau Delta Fraternity installed and welcomed into the brotherhood the Theta Eta Chapter at the University of South Carolina. However, the history of the new chapter is much older than the two hours which composed the installation ceremony.

The Crescent Colony of Delta Tau Delta Fraternity at the University of South Carolina was established in September of 1989, by Bill Costello, *Allegheny '89* and John Hancock *Whitman '87*. At that time, 55 men were pledged as Deltas of the new Colony. After some internal re-adjustment and strife, membership dropped to just 20 brothers, however the Deltas are on the rebound, eager to regain the Colony's original size. Today, 30 men represent a brotherhood smaller in size, but infinitely larger in strength.

Shortly after being established, Delta Tau Delta quickly gained recognition as a fraternity that was both aggressive and competitive. Barely a

month after the colony began, the men along with Kappa Delta Sorority won Second Place in the Homecoming Float Building Competition. In addition, the Colony began its strong participation in intramural sports. Most impressive however was the Deltas' timely assistance for five weeks following Hurricane Hugo, which struck South Carolina in September 1989. Throughout the remainder of the academic year, the Colony was involved in many other community service projects with a local children's home, senior citizen's home, and the Office of Drug and Alcohol Programs. The Colony also, for the first time, took an active role in "Riverfest," an annual festival

for charity. After three years of involvement, a Delt now serves on the planning committee for "Riverfest."

The following academic year the Deltas were eligible for, and won awards through participation in Fraternity Council activities. During Greek Week, Delta Tau Delta won the coveted "Greek Week Spirit Award". Then, several weeks later the Colony won the award for "Most Creative Social Event Without Alcohol", an annual program which still wins awards today.

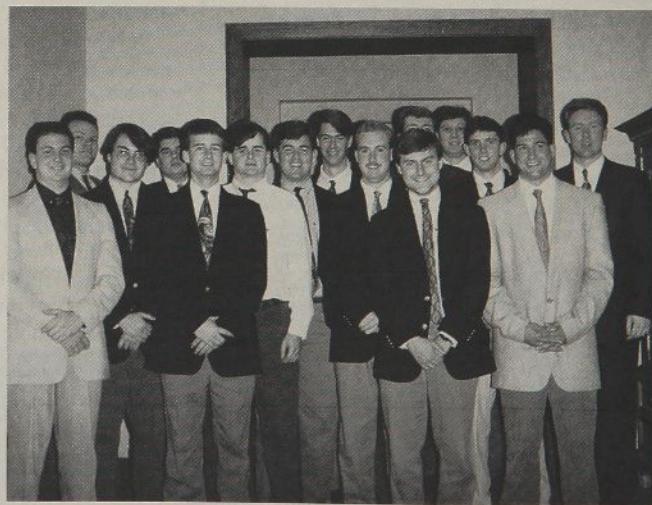
Although enjoying a rich social calendar, the Colony placed academics as their first and foremost priority.

In the Spring of 1990, the Colony ranked third out of the 19 fraternities on campus. Unfortunately, during internal problems, the Fraternity eventually dropped to fifteenth. However, with the creativity of the Colony's Academic Director, Todd Brown *Carolina '91*, the Fraternity jumped to sixth place, where the Chapter is currently ranked.

Finally, with the guidance received by their advisor, Frank Patton (U. Arizona '88), and the faith of the Arch Chapter, specifically Southern Division President Michael Deal (Georgia '72), the Colony was confirmed to receive their Charter at the Southern Division Conference. The initiation ceremony which was performed by Beta Epsilon was perfect, and provided a fantastic conclusion to four years as a Colony. However, the new Chapter realizes this is not necessarily a conclusion, but rather a new beginning in the brotherhood of Delta Tau Delta.

Delta Tau Delta continues to be a strong fraternity on the Carolina campus, and feels as though the security that comes with a Charter will only add to their zeal. The brotherhood is certain that their strength, enthusiasm and determination will be the support needed as they continue to grow.

As a Crescent Colony, the group faced and overcame many challenges. The Theta Eta Chapter sees the future as perhaps their biggest challenge yet, however they view it rather as an opportunity to grow together and in the international brotherhood of Delta Tau Delta Fraternity. ▲



Members of the newest Crescent Colony at Clemson University just after their colonization at the Southern Division Conference in Charleston.

Shirt Story

My mom's side of the family, for the last three generations, has been raised to say, "I love you," to all family members when leaving. Therefore, I always have since I've been old enough to talk. However, because I was raised that way, I had to learn for myself why I said that. My father is a very stoic man who believes a hard day's work takes an hour to scrub off. I never really got along with him, let alone told him how I felt about him. When I was eight, my father was in intensive care for two weeks. When they finally let me in to see him, he looked at me

with cold eyes and reached out his huge battered hand and pulled me closer. His arm covered me like a blanket.

For the first time, I felt like his son. I realized how

fragile love really is and it really is all right to say, "I love you."

Last semester, my chapter held its bi-annual senior wills/send-off where the graduating seniors give away their prized fraternity possessions and say their final words as active fraternity members and college students.

At the beginning of the semester, my roommate, Tim, found out that his father had cancer and he didn't have much time to live. Three months prior to finding out, Tim's dad went to a White Sox game with some friends and came home with a Sox T-shirt. He woke Tim and said, "I know I don't always show it or say it, but, I love you. By the way, here's a shirt for you."

When Tim heard his father was dying, that Sox T-shirt took on new meaning. You see, Tim loved his dad tremendously and always admired him a lot, but he could never tell him because it just wasn't done in the family.

When Tim took the stage for his final wills to the Fraternity, he went through the usual funny wills. Then he began to tear. I remember his words clearly, "Ya know, I always find it hard to express my feelings to anybody, even my family. I have this Sox shirt that my dad gave to me. It doesn't look like much, but this shirt means the world to me. Some of you probably know my dad is dying. He gave me this shirt and told me he loved me. He doesn't tell me he loves me too often. Then again, I don't tell him too often. I'm gonna give this shirt to a guy who always tells his dad he loves him before he hangs up. I wish I could do that."

Then he gave me the shirt. Occasionally, I wear that shirt and everybody sees just another Sox shirt in the crowd. But I know what that shirt represents and now you do. Maybe you find it hard to tell people close to you how you feel.

I beg of you, don't wait until it is too late... it really is all right to say, "I love you." ▲

BY RICH TOMLINSON



1992 ANNUAL REPORT SUMMARY

PURPOSE

The purpose of the Annual Report is to provide an opportunity for chapters to evaluate themselves in the structure of a solid, operable strategy. Chapters are further encouraged to use this evaluation tool to establish goals and plans for future programs. The report provides chapters the opportunity to make comparisons to other chapters within the Fraternity.

The Annual Report is also the basis for the awards which are distributed to deserving chapters. These awards include the Hugh Shields Award For Chapter Excellence, the Court of Honor, The John Venable Academic Improvement Award, Division Scholarship Awards, and various programming awards. The ranking of chapters is not used in any area of Fraternity programming other than to extend recognition to deserving chapters.

PROCESS

The processing of the Annual Reports begins with the chapters. Blank Annual Report forms were sent to each chapter and colony in December. Chapters then completed the forms and sent them with any additional materials to the Fraternity's Central Office. Sections A, B, C, D, and E were due December 1. Upon receipt, the report was divided by section and grouped with the reports of other chapters. To insure a proper evaluation process, all similar sections were reviewed by one individual, with the exception of Section C which was reviewed by the appropriate division president. After the reports are reviewed by each evaluator, they are assigned a score and returned to the Central Office. Scores are calculated for determining awards and the reports are recompiled and sent to the respective division vice president so they may be reviewed with each chapter. The division vice president then is to review the report with the executive committee analyzing last year's strengths and weaknesses, making plans for the current year.

AWARDS

After compiling all scores, Hugh Shields Awards, Court of Honor distinctions, and Academic Awards were presented on the basis of total scores. Other awards, including all programming awards, were given subjectively. The Annual Report evaluators nominated such awards to the Arch Chapter who verified, approved, and extended all awards. The following 1992 Awards Listing is published to encourage the exchange of ideas and development of new programs between chapters.

SOUTHERN DIVISION CONFERENCE

February 4-7, 1993

Charleston, South Carolina

PROGRAMMING AWARDS

Beta Iota Chapter	Virginia	Delt "A Team"
		Outstanding Campus Involvement (27.3% members are officers in other campus organization)
Delta Epsilon Chapter	Kentucky	Outstanding Achievements in Rush
Delta Phi Chapter	Florida State	Excellence in University Relations Exemplified by their Faculty of the Year Award
Epsilon Kappa Chapter	Louisiana State	Excellence in Campus Relations Delt "A Team"
		Judicial Board System
Zeta Beta Chapter	LaGrange	Outstanding Achievements in Rush
Zeta Chi Chapter	Southern Mississippi	Exemplary Campus and Community Service Projects
		Corporate Challenge (72% of all Community Service Dollars Donated by USM Fraternities came from DTD)

DIVISION AWARDS

Epsilon Kappa Chapter	Louisiana State	Most Improved Chapter
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COURT OF HONOR

Zeta Chi Chapter	Southern Mississippi (6th)
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ACADEMIC AWARDS

Beta Epsilon Chapter	Emory	Division Scholarship Award
		Academic Excellence and Division Academic Achievement

HUGH SHIELDS AWARD

Beta Epsilon Chapter	Emory University
Delta Phi Chapter	Florida State

NORTHERN DIVISION CONFERENCE

February 19-21, 1993

Minneapolis, Minnesota

PROGRAMMING AWARDS

Beta Chapter	Ohio	Study Buddy Program
Beta Alpha Chapter	Indiana	Delt Time Management Program
Beta Gamma Chapter	Wisconsin	Delt "A Team"
		Alumni Newsletter Excellence
		Campus Program Death by Hazing
Beta Pi Chapter	Northwestern	Delt Academic Affairs Survey
Beta Upsilon Chapter	Illinois	The Illinois Delt Scholars Program
Gamma Xi Chapter	Cincinnati	Most Improved Pledge Manual
Delta Omega Chapter	Kent State	Best Rush Academic Program
		Campus Service Seal Preservation
Epsilon Iota-B Chapter	GMI	Delt "A Team"
		Integration of CRG Literature in Chapter Pledge Manual
Epsilon Mu Chapter	Ball State	Rush Publications
		Member Education Program
Zeta Rho Chapter	Eastern Illinois	Community Service
		Campus Involvement
Zeta Omega Chapter	Bradley	Parent's Newsletter

DIVISION AWARDS

Delta Omega Chapter	Kent State	Northern Division Most Improved
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COURT OF HONOR

Delta Xi Chapter	North Dakota (3rd)
Epsilon Mu Chapter	Ball State (10th)
Zeta Rho Chapter	Eastern Illinois (7th)
Beta Psi Chapter	Wabash (2nd)

ACADEMIC AWARDS

Delta Chapter	Michigan	Division Scholarship Award
		Academic Excellence and Division Academic Achievement

HUGH SHIELDS AWARDS

Epsilon Upsilon Chapter	Marietta (2nd)
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WESTERN DIVISION CONFERENCE

February 25-28, 1993

Kansas City, Missouri

PROGRAMMING AWARDS

Gamma Theta Chapter	Baker	Elderly Yard Clean-up Program
Delta Mu Chapter	Idaho	The Five 90 Club
Delta Rho Chapter	Whitman	Finals Study Break Incentives and Senior Council Program
		Outstanding Public Relations
Delta Chi Chapter	Oklahoma State	Philanthropy—The Delt Dunk
		Outstanding Public Relations
Epsilon Delta Chapter	Texas Tech	Halloween Haunted House Program
Epsilon Eta Chapter	East Texas State	Best Use of Academic Advisors
Zeta Upsilon Chapter	Wyoming	Delt "A Team"
Zeta Psi Chapter	Stephen F. Austin	Delt "A Team"
Crescent Colony	Nebraska-Kearney	

DIVISION AWARDS

Theta Delta Chapter	Baylor	Western Division Most Improved
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COURT OF HONOR

Gamma Tau Chapter	Kansas (2nd)
Delta Chi Chapter	Oklahoma State (6th)
Epsilon Beta Chapter	Texas Christian (1st)
Theta Gamma Chapter	Arizona State (1st)

ACADEMIC AWARDS

Delta Mu Chapter	Idaho	Western Division Scholarship Award
		Academic Excellence and Division Academic Achievement

HUGH SHIELDS AWARDS

Beta Tau Chapter	Nebraska (13th)	Also note other programming awards they have excelled in are Gathering Place Project, Outstanding Public Relations Programming, and Pledge Class GPA of 2.163.
Gamma Kappa Chapter	Missouri (3rd)	The last time they won the flag was in 1981. They are also recognized for their Outstanding Public Relations Programming
Gamma Mu Chapter	Washington (5th)	This is Gamma Mu's fifth flag. This the second year in a row with all around excellence in programming with particular note of their achievement of a Delt "A Team"
Gamma Pi Chapter	Iowa State (11th)	This is Gamma Pi's 11th Flag in 22 years. They last won this award in 1987. In addition to their overall excellence the chapter excels in a Four Point Control System and the "Great Success" at the Annual Awards Banquet.



EASTERN DIVISION REGIONAL CONFERENCE

March 4-7, 1993 Pittsburgh, Pennsylvania

PROGRAMMING AWARDS

Alpha Chapter	Allegheny	Rush
Gamma Chapter	Washington & Jefferson	Use of Seniors as Mentors
Upsilon Chapter	RPI	Chapter Academic Excellence
		Rush
Gamma Nu Chapter	Maine	Academic Excellence and Campus Service
Gamma Omicron Chapter	Syracuse	Chapter House Renovation Project, Community Service, and Rush/Public Relations
Zeta Pi Chapter	Indiana—Pennsylvania	Frequency of Scholastic Competitions

DIVISION AWARDS

Gamma Chapter	Washington & Jefferson	Eastern Division Most Improved
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COURT OF HONOR

Gamma Nu Chapter	Maine (2nd)
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ACADEMIC AWARDS

Upsilon Chapter	RPI	The John Venable Award for Academic Improvement
Gamma Chapter	Washington & Jefferson	Eastern Division Scholarship Award
		Academic Excellence and Division Academic Achievement

HUGH SHIELDS AWARDS

Beta Lambda Chapter	Lehigh (7th)	In addition to their overall excellence this chapter excels in Best Library and Academic Resources
Beta Nu Chapter	MIT. (12th)	In addition to their overall excellence this chapter excels in Delt UROP Network and Excellence Alumni Programming
Gamma Sigma Chapter	Pittsburgh (5th)	In addition to their overall excellence this chapter excels in Best Computer Technology, Chapter Financial Management, Fire Prevention Week Project/Sponsorship, and Treasurer's Guide

1992 AWARDS LISTING

The Awards Listing is to provide valuable resources to undergraduate chapters. Listed below are all chapters receiving awards for the most recent calendar year. If you are interested in more information on any of the programs listed, you are encouraged to get in touch with the chapter. Call the Central Office at (317) 259-1187 to get phone numbers of other chapters. Chapters who won a Hugh Shields Award are not eligible for individual programming awards, but are listed here so chapters can tell what programs these chapters have that are of excellent quality.

HUGH SHIELDS AWARDS (Chapter and School)

Beta Epsilon Chapter	Emory University	(6th)
Beta Lambda Chapter	Lehigh University	(7th)
Beta Nu Chapter	Massachusetts Institute of Technology	(12th)
Beta Tau Chapter	University of Nebraska	(13th)
Gamma Kappa Chapter	University of Missouri	(3rd)
Gamma Mu Chapter	University of Washington	(5th)
Gamma Pi Chapter	Iowa State University	(11th)
Gamma Sigma Chapter	University of Pittsburgh	(5th)
Delta Phi Chapter	Florida State University	(4th)
Epsilon Upsilon Chapter	Marietta College	(2nd)

COURT OF HONOR (Chapter and School)

Beta Psi Chapter	Wabash College	(1st)
Gamma Nu Chapter	University of Maine	(2nd)
Gamma Tau Chapter	University of Kansas	(2nd)
Delta Xi Chapter	University of North Dakota	(3rd)
Delta Chi Chapter	Oklahoma State University	(6th)
Epsilon Beta Chapter	Texas Christian University	(1st)
Epsilon Mu Chapter	Ball State University	(10th)

Zeta Rho Chapter	Eastern Illinois University	(7th)
Zeta Chi Chapter	University of Southern Mississippi	(6th)
Theta Gamma Chapter	Arizona State	(1st)

ACADEMIC AWARDS (Chapter, School, Award)

Upsilon Chapter	RPI	The John Venable Award for Academic Improvement
Gamma Chapter	Washington & Jefferson	Eastern Div. Scholarship Award
Delta Chapter	Michigan	Northern Div. Scholarship Award
Beta Epsilon Chapter	Emory	Southern Div. Scholarship Award
Delta Mu Chapter	Idaho	Western Div. Scholarship Award

DIVISION AWARDS (Chapter, School, Award)

Delta Omega Chapter	Kent State	Most Improved Northern Division
Epsilon Kappa Chapter	Louisiana State	Most Improved Southern Division
Theta Delta Chapter	Baylor University	Most Improved Western Division
Gamma Chapter	Washington & Jefferson	Most Improved Eastern Division

PROGRAMMING AWARDS (Chapter, School, Award continued)

Alpha Chapter	Allegheny College	Rush
Beta Chapter	Ohio	Study Buddy Program
Gamma Chapter	Washington & Jefferson	Use of Seniors as Mentors
Upsilon Chapter	RPI	Chapter Academic Excellence
Upsilon Chapter	RPI	Rush
Beta Alpha Chapter	Indiana	Delt Time Management Program
Beta Gamma Chapter	Wisconsin	Delt "A Team"
Beta Gamma Chapter	Wisconsin	Alumni Newsletter Excellence
Beta Gamma Chapter	Wisconsin	Campus Program Death by Hazing
Beta Iota Chapter	Virginia	Delt "A Team"
Beta Iota Chapter	Virginia	Outstanding Campus Involvement
Beta Pi Chapter	Northwestern	Delt Academic Affairs Survey
Beta Upsilon Chapter	Illinois	Illinois Delt Scholars Program
Gamma Theta Chapter	Baker	Elderly Yard Clean-up Program
Gamma Nu Chapter	Maine	Academic Excellence
Gamma Xi Chapter	Cincinnati	Campus Service
Gamma Omicron Chapter	Syracuse	Most Improved Pledge Manual
Gamma Omicron Chapter	Syracuse	Chapter House Renovation Project
Gamma Omicron Chapter	Syracuse	Community Service
Gamma Tau Chapter	Kansas	Rush/Public Relations
Gamma Tau Chapter	Kansas	From 50th to 80th Percentile
Gamma Chi Chapter	Kansas State	SAID Program
Delta Epsilon Chapter	Kentucky	Save Trick or Treat Program
Delta Mu Chapter	Idaho	Outstanding Achievements in Rush
Delta Rho Chapter	Whitman	The Five 90 Club
Delta Rho Chapter	Whitman	Finals Study Break Incentives
Delta Phi Chapter	Florida State	Senior Council Program
Delta Phi Chapter	Florida State	Excellence in University Relations
Delta Chi Chapter	Oklahoma State	Excellence in Campus Relations
Delta Chi Chapter	Oklahoma State	Outstanding Public Relations
Delta Omega Chapter	Kent State	Philanthropy The Delt Dunk
Delta Omega Chapter	Kent State	Best Rush Academic Program
Preservation		Campus Service Seal
Epsilon Beta Chapter	Texas Christian	Best Study Room on Campus
Epsilon Beta Chapter	Texas Christian	Outstanding Public Relations
Epsilon Delta Chapter	Texas Tech	Outstanding Public Relations
Epsilon Eta Chapter	East Texas State	Halloween Haunted House Program
Epsilon Iota-B Chapter	GMI	Delt "A Team"
Epsilon Iota-B Chapter	GMI	Chapter Pledge Manual
Epsilon Iota-B Chapter	GMI	Rush Publications
Epsilon Kappa Chapter	Louisiana State	Delt "A Team"
Epsilon Kappa Chapter	Louisiana State	Judicial Board System
Epsilon Kappa Chapter	Louisiana State	Outstanding Achievements in Rush
Epsilon Mu Chapter	Ball State	Member Education Program
Zeta Beta Chapter	LaGrange	Exemplary Campus Relations
		Community Service Projects
Zeta Pi Chapter	Indiana of Pennsylvania	Scholastic Competitions Frequency
Zeta Rho Chapter	Eastern Illinois	Community Service
Zeta Rho Chapter	Eastern Illinois	Campus Involvement
Zeta Upsilon Chapter	Wyoming	Best Use of Academic Advisors
Zeta Chi Chapter	Southern Mississippi	Corporate Challenge
Zeta Psi Chapter	Stephen F. Austin	Delt "A Team"
Zeta Omega Chapter	Bradley	Parent's Newsletter
Theta Gamma Chapter	Arizona State	Delt "A Team"
Theta Gamma Chapter	Arizona State	Outstanding Public Relations

Rhoad Receives Fischbach Scholarship

The Delta Tau Delta Educational Foundation has announced that Robert C. Rhoad, *Virginia '88*, has been selected as the winner of a 1992-93 Fischbach Medical Foundation Scholarship. Scholarships are given in the form of outright grants to worthy Deltas pursuing their medical degree.

Mr. Rhoad graduated with Distinction from the University of Virginia and expects to obtain his M.D. this spring from the University of Pennsylvania School of Medicine. He is a member of Alpha Omega Alpha and has received Clinical Academic Honors in several areas of medicine.

His medical school activities/offices include Student Government Budget Committee, Stage III Course Representative-Surgery 200, Speaker-Medical School Forum "From



The Other Side Of The Bedpan," Admission Committee Student Interviewer, Student Advisor and Physical Exam Instructor to First and Second Year Students, intramural basketball, volleyball, football teams, keyboardist/drummer/guitarist/vocalist for the band "Go Do Go," and Penn Med Spool Annual Performance.

As an undergraduate, Rhoad served as Recording Secretary of Beta Iota Chapter. Campus activities included Treasurer of The Raven Society and Treasurer of The University Guide Service, as well as AED Premedical Advisor. Rhoad will begin his residency in Orthopaedic Surgery following his graduation from medical school this spring. His interests in Orthopaedic Surgery include a possible academic career and research in joint replacement surgery.

Marietta Phi Betes Announced

James Patrick Long, Andrew Stephen McIlvaine and Seth Howard Pitasky, Marietta College, have been selected for membership into Phi Beta Kappa. **Eric L. Strickland**, also of Marietta, has been elected chief justice of the Interfraternity Council.

Delt Heads Kansas IFC

Chad Seymour, a senior at the University of Kansas, was installed as president of the Interfraternity Council on November 17, 1992. Seymour is from Ottawa, Kansas.



Runkle Honored

Seth Runkle, president of the chapter at Western Illinois, was named Fraternity President of the Year at the recent campus Greek Awards Night.

The Fischbach Medical Scholarship

One of the most dedicated Deltas I have known was Dr. Howard P. Fischbach, *Chi (Kenyon) '06*. His two sons were Deltas from Dartmouth and the University of Cincinnati and practiced medicine with him in Cincinnati. I joined the group in 1947. Others later joined the Fischbach Medical Group who were not Deltas.

In 1947 Dr. Fischbach gave \$15,000 to the Delta Tau Delta Educational Foundation to establish grants to deserving Delt medical residents. The committee consisted of Dr. Howard P. Fischbach, his brother Dr. Victor W. Fischbach, and Dr. Ernest E. Irons. Income from the established fund was to be given to residents in surgery first. If any income was left, it was then given to other medical residents.

As time went on members of the original committee passed away, and I was added to the committee along with Dr. Howard Fischbach's son William, and other Delt doctors. Residents began to be paid a fairly good stipend (in the \$20,000 range) so their needs were less than earlier. Very few residents applied and the fund slowly built up.

In 1985 a meeting was held at the University Club in Cincinnati at the behest of Al Sheriff. Members of the committee were in attendance

including my son, F. A. Stine V, *Gamma Xi '72*, a federal attorney for some legal help. It was decided to see if the fund could be changed to one for third and fourth year medical students. The funds were to be repaid at some future time with interest to keep the fund growing. Al Sheriff met with Delt attorney Francis M. Hughes and it was determined that the original agreement could be amended to provide grants to third and fourth year medical students.

Through attrition new members have been appointed to the committee. They are Fred A. Stine IV, M.D., *Gamma Xi '36*, William J. Gerhardt, M.D., *Gamma Xi '50*, and Thomas C. Stine, M.D., *Gamma Xi '74*.

It is the hope of the Committee and the Foundation that funds can be raised to increase the fund so that enough money will be available from the interest to make the grants worthwhile. We would hope that a third and fourth year Delt medical student from each Division would be receiving grants. This is a great but reachable goal.

We look to all Delt doctors, especially those who received help in the past from the Fund, to support the Fischbach Medical Foundation.

—Fred A. Stine IV, M.D.
Cincinnati '36

GEOLOGICAL AND PETROLEUM ENGINEERING FUND SCHOLARSHIP

Scholarships are available from this fund on an annual basis, and the amount of the scholarship depends upon income available. Applicant must be majoring in the field of Geological and Petroleum Engineering.

Preference for scholarships is given to graduate students, with next preference given to undergraduate seniors. An applicant must be a member in good standing of Delta Tau Delta and of his undergraduate chapter, if applicable. He must be enrolled as a full-time student.

Scholarship recipients are selected on the following criteria:

- (1) Academic standing and achievement
- (2) Leadership record with importance attached to both campus, community and undergraduate chapter leadership experience
- (3) Financial need

Anyone interested in applying for this scholarship should contact Gale Wilkerson, President of the Delta Tau Delta Educational Foundation, 8250 Haverstick Road, Suite 155, Indianapolis, IN 46240.

BASKETBALL

Guard CHAD ESTIS had a good season for the 14-13 Ohio University squad. He led the team in assists (72) and free throw shooting (55 of 63, 87.3%) while ranking third in scoring



ESTIS

with 243 points (9.0 average). Chad's high game was 15 points versus Ball State. Teammate J. BARRY, a graduate student, appeared in 11 games at guard.

Forward DANNY ALLEN was a key regular for Butler University. He was the second leading

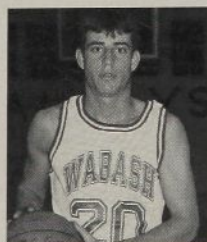
three point shooter and scored 154 points, a 5.5 average. Danny had a career best 17 points against Loyola of Chicago. Teammate BURDETTE PHILLIPS appeared in 10 games for the Bulldogs.

Guard BRETT PAGETT saw a lot of action once again for the University of Washington. He was second in assists (59) and free throw shooting (27 of 32, 84.4%), third in steals (28) and scored 91 points (3.4 average).

Center KEITH WHALEN had a great year, setting an M.I.T. freshman scoring record. He led the Engineers in scoring with 389 points (16.2 average), rebounding (139, 5.8 average) and field goal percentage (51.8%). Keith was named to the All-Constitutional Athletic Conference first team, received ECAC Rookie of the Week honors and was on the ECAC weekly honor roll. Among his top games were 27 points, 12 rebounds against Wentworth Institute; 26 points versus Brandeis; and 20 points, 8 rebounds against the Coast Guard Academy.

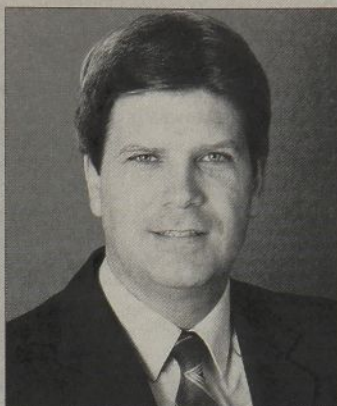
Two Delts were among the leading players at Bethany College. Forward JOE CHILDRESS led in field goal shooting (59.7%) and was second in scoring (348 points, 14.5 average) and rebounding (6.9 average).

Teammate JAY LOHAN led in free throw shooting (72.2%) and was third in scoring (290 points, 12.1 average) and rebounding (113, 4.7 average).



DUJOMICH

TOM DUJMOVICH was a key player as Wabash College posted a 16-10 mark, its most successful season in nine years. He was the team leader in blocked shots (13), handed out 71 assists and was fourth in scoring with 213 points (8.2 average). Tom had a



BY JAY LANGHAMMER

Texas Christian '66

career high 25 points versus Oakland. Teammate MARK DEAL was a valuable backup in the post, shooting 58.3% from the field and totaling 77 points.

Co-captain GEORGE SCHELL was Stevens Tech's top three point shooter and was third in scoring with 214 points (8.9 average). Guard JOE PEREZ was a good defensive player for Stevens and added 102 points (4.4 average) and 39 assists.

University of Nebraska at Kearney center KYLE SWANSON played in every game for the 20-6 Antelopes. He scored 89 points and grabbed 76 rebounds. Guard JOE GETTE and center SHAWN ROBERTS were key reserves for the 19-7 Allegheny College squad which won the North Coast Athletic Conference title.

Forward NICK ZUMBERGE was a good backup player, appearing in 20 contests for the 16-11 Kenyon College squad which had its winningest season since 1968 and was runnerup at the NCAC tournament.

Guards CHRIS BOLES and NEAL POTTER were valuable players off the bench for the LaGrange College squad which had a 21-10 regular season mark before moving into the NAIA District 25 playoffs.

In his first season as head coach at DePauw University, BILL FENLON,

Northwestern '79, posted a 19-7 record and took the Tigers to their fourth straight NCAA Division III tournament berth. He previously was head coach at the University of the South, Rose-Hulman Institute and Southwestern University. Bill's record after eight seasons as a head coach is 127-76.

The Fraternity's only pro basketball player, forward ED NEALY, *Kansas State '82*, completed his tenth season in the NBA. He signed with Golden State late in November then was traded to the Chicago Bulls on February 25th, marking his third different stint with them.

VOLLEYBALL

The most successful coach in women's college volleyball is ANDY BANACHOWSKI, *UCLA '68*. [See feature this section]. Andy's contributions as an advisor with the U.S. National team have included international competition in Spain, Russia, Switzerland, the 1990 Goodwill Games and the 1992 summer Olympic Games in Barcelona.

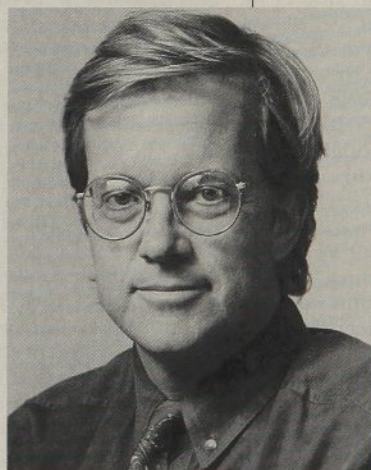
PRO FOOTBALL

The National Football League honored JOHN ELWAY, *Stanford '83*, as the Edge Man of the Year, a tribute to the one million dollars he has raised for child abuse programs. The Elway Foundation received a \$25,000 check from Edge, the program's sponsor and John accepted a bronze gladiator statue in a ceremony during Super Bowl week.

The Elway Foundation, started in 1988, helps abused and neglected Colorado youth and pays utility bills for other needy residents.

In early March, the Broncos signed John to a new four year contract for a reported \$20 million, which makes him the NFL's highest-paid player. During the 1992 season, he became the 15th player in league history to pass for more than 30,000 career yards. His 2,282 career rushing yardage total places him seventh among alltime NFL quarterbacks.

The Fraternity's other pro quarterback, MARK RYPIEN, *Washington State '86*, has created a \$150,000 athletic scholarship fund at his alma mater in memory of his late father. The Bob Rypien Family Endowed Athletic Scholarship will support scholarships for WSU athletes from the Spokane area and honors a longtime supporter of youth sports programs in Spokane. Mark said, "I made a lot of friendships at WSU and this is my way of saying



FENLON

thank you for the experience I gained, the friendships I made and all the fun I had during my five years at WSU."

Longtime NFL assistant coach HOWARD MUDD, *Hillsdale '64*, is back with the Seattle Seahawks after spending the last four years with the Kansas City Chiefs. He was on the Seahawks coaching staff from 1978 to 1982 before joining the Cleveland Browns for six seasons.

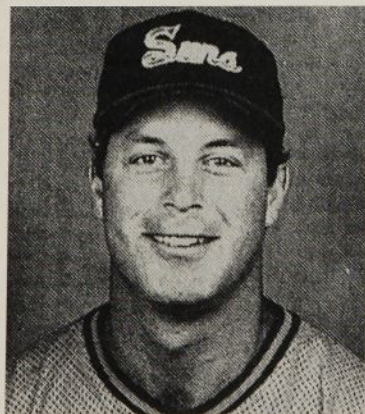
HOCKEY

Six Delt players played well for the Lawrence University squad which had its best seasons (16-4) since starting intercollegiate competition seven years ago. Captain SAM TIJAN set a single season for goals (32) and points (52) while tying the assist record (20). He scored four game-winning goals and, with one season left, is now the Vikings' career scoring leader with 93 points. Lawrence goalie JOHN SCHRULE appeared in 11 games and made 325 saves while giving up 60 goals. He moved into second place in career saves with 1,026.

Other Viking standouts were defenseman STEVE SPELLMAN (4 goals, 11 assists); defenseman MATT SMITH (4 goals, 10 assists); forward BILL PARKER (5 goals, 6 assists); and goalie BILL AURAND (124 saves, (166, 28 goals allowed in 5 games). Also playing well was M.I.T. co-captain MIKE MINI.

BASEBALL

Several Delt pro players found themselves in new surroundings this spring. In late January, the Baltimore Orioles traded catcher DOUG ROBBINS, *Stanford '89*, to the Oakland Athletics. Pitcher STAN SPENCER, *Stanford '91*, who missed all of last season following 1991 surgery on his elbow, signed with the Florida Marlins. Pitcher DREW HALL, *Morehead State '85*, signed a minor league contract with the Philadelphia Phillies. ▲



ROBBINS

Brother Banachowski's Bruins: Battling Better

Some coaches have a way of commanding respect, of leading and encouraging. Consider Andy Banachowski, *UCLA '68*, 26-year veteran UCLA women's volleyball coach. Banachowski had his 700th victory as UCLA coach when the Bruins defeated Oregon last November.

"[Banachowski] just has got a lot of class about him," said Dave Shoji, 17-year veteran Hawaii coach. "I just think he's a gentleman, and his demeanor is just what I think all of us should try to achieve. He's humble, but he's hard working."

Top-ranked UCLA is 25-0. It has won its last 14 consecutive matches in three games, including victories over second ranked Stanford and fifth ranked Nebraska and is seeking an unprecedented third consecutive NCAA title. But such success is not new to Banachowski.

His teams have placed in the top four nationally in 18 of the last 21 years. He is 107-18 in postseason play and has won six national championships as UCLA coach.

This from a man who learned how to play the sport in the back yard of his fraternity house at UCLA. Banachowski walked on to Al Scates' UCLA men's volleyball team in 1964. A two-time All-American setter, Banachowski helped the Bruins to two national championships.

Scates has compiled a record 786-129, including 15 national championships in his 30-year career. Scates is the American Volleyball Coaches Association's all-time winningest coach. Banachowski is 710-145 and in second place in career victories.

He is one of the pioneer coaches in college women's volleyball. When he started, he says, he never thought of his first victory. Working part time as a student in UCLA's intramural department in 1968, Banachowski was asked to start the women's volleyball program as an "extramural" sport.

After he graduated, he worked as manager of UCLA's Sunset Canyon Recreation Center, a job with flexible hours that enabled him to coach. At that time, UCLA had no scholarships and little recruiting.

But with Congress' passage of Title IX in 1972, Banachowski went from part-time to full-time coach, began recruiting and started winning national championships.

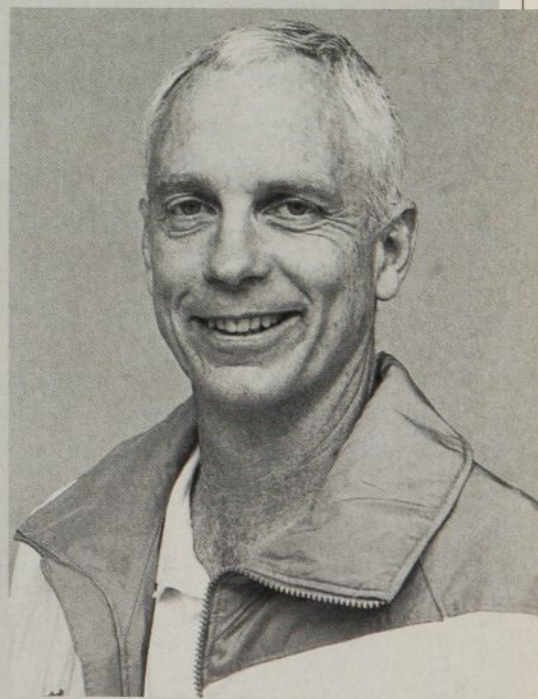
This season, UCLA could become the second team in NCAA history to go undefeated. Banachowski, usually conservative in giving praise, can't hide his excitement.

"I think this team is the biggest, strongest, most physical team I've ever had, and I also think it's the most solid, the most deep team I've ever had here at UCLA," he said. "If we can go on to win the national championship, there will be no question that this is the best team that UCLA has ever had."

Banachowski says retirement is still a long way off, but when the final story of his career is written, the 1992-93 season might be the highlight. ▲

—Wendy Witherspoon, reprinted with permission from the LOS ANGELES TIMES.

Banachowski's team finished the season second in the nation after a loss to UCLA in the final game.



Winning at the Game of Risk

Revisiting the Mission of the CRG

BY STEVEN P. NORTON

**Delta Tau Delta
is at the
forefront
of risk
management
for the
fraternity
world.**

RISK MANAGEMENT IS A TERM with which few people are familiar. Many believe it to be the practice of making wise investments in the stock market, while others believe it to be using good advice at the horse races.

Risk Management has truly come into being during the last ten years. Most major corporations have risk management departments to make certain the corporation is properly protected so it may conduct business without worrying about the implications of every move.

During the 1950s, few corporations, if any, had an individual designated as "Risk Manager." Typically, risk management consisted of buying insurance at the cheapest price without giving consideration to the coverages.

During the 1960s the insurance buying responsibilities were delegated to a clerk in the accounting department, but in the 1970s Corporate America woke up to substantial increases in premiums and litigation, and decided to hire insurance managers. These individuals had some insurance background, typically from an insurance company, so they knew what coverages they were buying and the areas they could cut without leaving the company totally exposed.

During the 1980s, while Corporate America was moving faster than ever and litigation prevalent, the Risk Manager became indispensable. Risk Managers usually came from insurance companies or had a degree in risk management from one of the few institutions offering them. The science of risk management began to flourish. Risk

THE RISK MANAGEMENT TRIPOD AS IT APPLIES TO DELTA TAU DELTA

	I. Risk Avoidance	II. Risk Transfer by Contract	III. Risk Finance
A. Hazing	The only logical choice: refer to the Chapter Responsibility	Guidelines (CRG) Not possible	Partially effective
B. Alcohol	The only logical choice: refer to Delts Talking About Alcohol Low Risk Guidelines if of age and the CRG if not.	Use of licensed and insured bar service	Partially effective
C. Sexual Assault	The only logical choice: refer to the CRG	Not possible	Partially effective
D. On-Premises Injury and Personal Injury	Not an effective manner to address exposure	Not possible for personal injury, and limited effectiveness for on-premises injuries not related to A, B, & C above.	Most effective way of addressing exposure after safety and loss prevention methods are exhausted. Losses, ones which the Fraternity did not expect, did not precipitate or had no control over.

Managers were called upon to organize cost effective and innovative ways to address risk.

Risk Management is defined as the organized approach to the conservation of an organization's or individual's assets. Its basic framework, as it relates to Delta Tau Delta, is outlined in the preceding table.

The Delt Insurance Program came into being in March 1991 after several years of work, research and consideration by the Fraternity's management and outside consultants. When the Fraternity as an organization began being named in actions resulting from incidents at the chapter level, much attention was drawn to the topic. During the research process, it was found that more than one-third of the Fraternity's chapters had no liability insurance. The Fraternity insurance carrier ended up paying for several losses for which the Central Office had no knowledge or control simply because it was the only insurance available, a "deep pocket."

This problem prevented the International Fraternity from obtaining insurance unless all chapters were known to be covered with satisfactory limits and coverages. During the research it was also found that more than half of the chapters that had insurance were not aware of the exclusions and restrictions on their policies which, in essence, deleted the very coverage they needed. It was also found that most policies did not afford protection to the individual members and alumni volunteers. Neither of these "gaps" in coverage are acceptable since the members generally paid for the coverage and in order to get more alumni to volunteer, they should not have to risk their own personal fortunes.

The Delt Insurance Program protects all members and alumni volunteers. It also protects the International Organization and Foundation's assets from liabilities arising at the chapter level. Special endorsements have been written to provide some coverage for those exposures not normally covered, i.e. deliberate acts.

Since March 1991, over 100 inspections of chapter properties have been conducted, along with risk management seminars at virtually every Fraternity conference. The Fraternity's risk management newsletter, *The Oracle*, is published three times a year to provide undergraduates and alumni volunteers key information, enabling them to make informed decisions regarding risk.

Corporations, organizations, and individuals are considering risk management a top priority since our communities are becoming ever more litigious. Delta Tau Delta is at the forefront of risk management in the Fraternity world. ▲

About the Author: Steven P. Norton is Vice President of Rollins, Hudig, Hall of Georgia, a division of Rollins, Hudig, Hall, Inc., the third largest insurance brokerage and risk management firm in the world. Steve, a graduate of the University of Georgia Risk Management Program, also services as the administrator of the Delt Insurance Program as well as a Southern Division Vice President.

CHAPTER RESPONSIBILITY GUIDELINES

Alcohol and Drugs

1. As to the possession, use and/or consumption of any alcoholic beverages by any Fraternity member or guest while on chapter premises, during chapter activities, or in any situation sponsored or endorsed by the chapter, each such member or guest shall comply fully with any and all laws and ordinances of the state, province, city, county, and host institution.

2. No chapter of Delta Tau Delta may purchase alcoholic beverages with Fraternity funds, nor may anyone in the name of or on behalf of the chapter coordinate the collection of any funds for such a purchase. This includes the purchase of kegs, party balls and other bulk quantities of alcoholic beverages. In addition, no alcohol may be served from common source containers (kegs, party balls or other bulk containers) on chapter property or at chapter events.

3. The sale of alcoholic beverages by any chapter of Delta Tau Delta is strictly forbidden. No chapter of Delta Tau Delta shall participate in any activity or action which creates the impression that the chapter is selling alcohol. Examples include, but are not limited to, charging admission to parties, passing the hat, selling empty cups, selling drink tickets, or having vending machines which dispense alcoholic beverages.

4. The use or possession of any unlawful drug in any form is not permitted at any Delta Tau Delta function or in any Delta Tau Delta shelter.

5. Parties and social activities should be open to members and invited guests only. Open parties, meaning those with unrestricted access by nonmembers of the Fraternity, without written individual invitations, are prohibited.

6. All rush functions associated with any undergraduate chapter or alumni association or alumni chapter of Delta Tau Delta will be dry, without the presence of alcoholic beverages.

7. No alcohol shall be present at any pledge program or initiation activity of the chapter.

8. No chapter may co-sponsor an event with an alcohol distributor, charitable organization or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present. Chapters also may not co-sponsor functions where alcohol is purchased by other fraternity chapters, groups or organizations.

9. Chapters are required to provide the Fraternity's alcohol and drug program (Delts Talking About Alcohol and Drugs) and its follow-up segments on progression of drinking choices and intervention. In addition

to this program, designed to reduce risks for all health and impairment problems, chapters are also encouraged to use local resources to help them reduce risks of legal problems through programs on liability, such as laws pertaining to the consumption of alcohol in the chapter's jurisdiction, dramshop liability, host liquor liability, responsibility toward the welfare of those who consume alcohol, intervention to prevent any person from drinking to excess, and the necessity to avoid any potentially dangerous activity, including driving a motor vehicle while under the influence of alcohol.

10. Compliance with items 1 through 9 is encouraged for immediate implementation by undergraduate chapters but will be mandated by July 1, 1991. In addition, prior to the July 1, 1991 deadline, all chapters are required to comply with any and all laws regarding the consumption, purchase or treatment of alcohol and drugs.

Hazing

No chapter of Delta Tau Delta shall indulge in any physical abuse or undignified treatment (hazing) of its pledges or members. Hazing is defined as any action taken or situation created intentionally, whether on or off Fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities and situations include paddling in any form, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips or any other such activities, kidnapping of actives by pledges or pledges by actives as well as the forced consumption of alcohol, wearing apparel which is conspicuous and not normally in good taste, engaging in any public stunts and buffoonery, morally degrading or humiliating games and activities, late work sessions which interfere with academic activity, and any other activities which are not consistent with Fraternal law, Ritual or policy with the regulations and policies of the host educational institution. Furthermore, chapters are to follow Delta Tau Delta's Delt Development Program.

Abusive Behavior

The Fraternity will not tolerate or condone any form of abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions directed toward members or nonmembers.

Property Management

The shelter, along with its furnishings and landscape, should provide for each member an environment for study, clean and safe living conditions, and recreational facilities. A sound program focused on proper maintenance of the property, along with due regard for host institution, health, or fire department regulations, must be followed in each chapter.

Approved by the Arch Chapter and Undergraduate Council on August 15, 1990 and confirmed by the 1990 Karnea.

ENFORCEMENT PROGRAM

A. Potential violations of The Guidelines shall be reported as soon as possible by anyone with knowledge thereof to the chapter's advisor, division vice president, division president or Fraternity's Central Office.

B. Whenever a potential violation of The Guidelines is reported, a division officer will make a reasonable effort to conduct, within two business days of learning of an incident, a preliminary investigation to determine if there is reason to believe that a violation of The Guidelines occurred.

C. If the preliminary investigation results in a determination that an upper level (3 or 4) violation of The Guidelines may have occurred, then a further investigation shall be undertaken by the Fraternity as follows:

1. Within three business days of completion of the preliminary investigation, an alumnus of the Fraternity appointed by the division president shall be on-site to conduct a further investigation of the possible violation. The Fraternity's legal counsel shall provide a copy of the privacy rights guidelines to be observed by the investigator prior to his arrival on site.

2. Upon completion of this investigation, the investigator shall provide a written report to the division president detailing his findings and any actions taken or proposed. This report shall, while protecting the privacy rights and confidentiality of individuals involved, include the following:

- a. The date and location of The Guidelines violation.
- b. A summary of the incident, events, and injuries, persons and organizations involved.
- c. Discussion of the scope of involvement of chapter members, officers and alumni.
- d. A summary of the specific sanctions recommended for the chapter or any individuals.
- e. Final disposition of the matter.
- f. Such other information as the Fraternity may request as necessary to review the incident and actions taken in response.

D. These reports will be maintained by the Fraternity and will be available for inspection by alumni advisors, division vice presidents, house corporation officers and undergraduate chapters for purposes of reducing risk and avoiding similar incidents, subject to certain limitations imposed for purposes of privacy and confidentiality.

E. Decisions reached by the investigator and confirmed by the division president may be appealed to the Arch Chapter.

F. All actions and decisions regarding sanctions by the Arch Chapter shall be final.



ENFORCEMENT CRITERIA

The following is a description of the levels of policy violations and suggested undergraduate chapter responses. Any violation of these criteria is viewed seriously, and it is the responsibility of every undergraduate chapter member and volunteer to see that The Guidelines are upheld, and more importantly, that the spirit of The Guidelines is met.

LEVEL ONE

- Minor in possession of alcohol

Appropriate response to be determined by the chapter advisor and the chapter honor board.

LEVEL TWO

- Purchase of alcohol with chapter funds (1st incident)
- Shelter management violation
- Co-sponsoring events with other organizations that purchase, sell or provide alcohol (1st incident)

Appropriate response to be determined by the division vice president in consultation with the division president.

LEVEL THREE

- Any violation with injury
- Presence and/or distribution of alcohol from common source containers (kegs, party balls, or other bulk containers or quantities)
- Sale of alcohol - open party
- Purchase of alcohol with chapter funds - (2nd incident)
- Alcohol present during pledge or initiation activities
- Alcohol present at rush functions
- Co-sponsoring events with other organizations that purchase alcohol (2nd incident)
- Presence of a slush fund (1st incident)
- Acts of hazing or abusive behavior
- Distribution of alcohol individually purchased by members or guests

The membership of those directly involved in the incident shall be reviewed either by the chapter, Arch Chapter or its designees. Additional educational programming shall be required as necessary, plus up to a \$50 per member fine. All fines will be paid to the division for the purpose of providing educational programs as specified by the division president. The Charter will be subject to review by the Arch Chapter.

LEVEL FOUR

- Purchase of alcohol with chapter funds (3rd incident)
- Organized deception to circumvent The Guidelines
- Purchase or sale of illegal drugs

Immediate suspension of charter. In addition, the membership of the chapter's executive committee shall be reviewed by the Arch Chapter or its designee. If full cooperation of the chapter is not forthcoming, expulsion proceedings shall be initiated against those responsible for the violation. Operating conditions shall be established for the chapter plus a fine of up to \$100 per member. All fines will be paid to the division for the purpose of educational programs as specified by the division president. The Charter will be subject to review by the Arch Chapter. ▲

Any revenue generated by or for the benefit of a chapter as a result of any violation is immediately payable to the Delta Tau Delta Educational Foundation.

Arch Chapter

Norval B. Stephens, Jr., DePauw '51, President, 107 Fox Hunt Trail, Barrington, IL 60010; **Jeff Heatherington**, Willamette '65, First Vice President, 9221 S.W. Barbur Blvd., Suite 310, Portland, OR 97219; **David B. Hughes**, Ohio Wesleyan '61, Second Vice President, Hughes & Hughes, 2 Meridian Plaza, Suite 202, 10401 N. Meridian Street, Indianapolis, IN 46290; **Steven W. Chandler**, Tufts University '62, Treasurer, 122 W. Emerson Street, Melrose, MA 02176; **Keith J. Steiner**, Allegheny College '73, Secretary, 5801 Boy Scout Road, Indianapolis, IN 46226; **Michael T. Deal**, Georgia '72, President Southern Division, 115 Fernbank Drive, Alpharetta, GA 30201; **Kenneth L. Clinton, Jr.**, East Texas State '65, President Western Division, 3008 Arapaho, Commerce, TX 75428; **Gregory N. Kazarian**, Illinois '84, President Northern Division, 180 N. LaSalle, Suite 3400, Chicago, IL 60601; **Duncan G. Perry**, Cornell '84, President Eastern Division, 7 Overbrook Drive, Apalachin, NY 13732; **Dr. Robert E. Roush, Jr.**, Sam Houston State '64, Director of Academic Affairs, 1003 Tulipree, Houston, TX 77090.

Division Vice Presidents

SOUTHERN DIVISION

Mark C. Aldridge, Georgia '70, 2916 MacAlpine Circle, Birmingham, AL 35243; **Lance K. Ford**, Florida '82, 7405 Honeywell Lane, Bethesda, MD 20814; **Bradley J. Harp**, Florida '87, 110 Locust Drive, Brandon, FL 33511; **J. Scott Herbert**, 315 James Robert Road, Hammond, LA 70403-9373; **David Williams**, Kansas '88, 801 N. Wayne Street, Arlington, VA 22201; **Sid J. Gonsoulin, Jr.**, Louisiana State '70, 712 Montrose, Hattiesburg, MS 39401; **Kendall L. Kaylor**, Tennessee '88, 721-C Mansion Circle, Chattanooga, TN 37405; **Kirk A. Knous**, Arizona '74, 10195 Crescent Hill Lane, Roswell, GA 30076; **R. William Lee, III**, Georgia '82, 240 Forest Hills Drive, NE, Atlanta, GA 30342; **James G. Mentzer**, 200 B South Lakeshore Drive, Whispering Pines, NC 28327; **Steven P. Norton**, Georgia '85, 100 Peachtree Street N.W., Suite 900, Equitable Building, Atlanta, GA 30303; **Vincent J. Pagliuca, III**, Lehigh '87, 13601 Lake Vining Drive, Apt. 10102, Orlando, FL 32821; **G. Michael Perros**, Kentucky '81, 301 West Main, Danville, KY 40422.

WESTERN DIVISION

Gregory K. Berry, Purdue '77, 1616 N. Fuller Avenue, Apt. #424, Los Angeles, CA 90046; **John W. Bickerstaff**, Arizona '75, 7809 North 21st Lane, Phoenix, AZ 85021; **James H. Bowersox**, Southern California '50, 4768 Noyes, San Diego, CA 92109; **James M. Emanuel**, Nebraska '82, 14560 Franklin, Omaha, NE 68154; **Gary J. Graeter**, Willamette '82, 7812 Forest Path, San Antonio, TX 78233; **Warren M. Hollrah**, Westminster '76, 726 Grand Avenue, Fulton, MO 65251-2049; **Robert L. Jenkins**, Sam Houston State '79, 8422 Pine Falls, Houston, TX 77095; **George A. Johnson**, Oregon State '84, 16300 S.W. 104th Tigard, OK 97223; **Robert L. Marwill**, Texas '59, 6516 Dartbrook Drive, Dallas, TX 75240; **David F. McClendon**, East Texas State '91, TCU PO Box 32919, Fort Worth, TX 76129; **John M. Myles**, III, Allegheny '73, 21526 W. Lost Lake Road, Snohomish, WA 98290; **George S. Reppas**, Stanford '51, 5 Thomas Mellon Circle, Suite 304, San Francisco, CA 94134; **James O. Selzer**, Esquire, Baker University '70, 604 NE Silverleaf Place, Lee's Summit, MO 64064; **B. Scot Smith**, Allegheny '73, 4270 Peach Way, Boulder, CO 80301; **G.L. Judge Verity**, Oklahoma '69, Big D Industries, Inc., 5620 S.W. 29th Street, Oklahoma City, OK 73148; **Dr. Richard L. Wall**, Oklahoma '57, 3610 63rd Drive, Lubbock, TX 79413; **Brian J. Weast**, East Texas State '89, PO Box 32919, Fort Worth, TX 76129.

NORTHERN DIVISION

David W. Amick, Ball State University '78, Society National Bank, 10 West Market, Suite 100, Indianapolis, IN 46240; **Thomas F. Calhoun II**, Ohio State '70, 4382 Dublin Road, The Woods, Hilliard, OH 43221; **Robert E. Carmean**, Miami '74, 5621 Monica Drive, Fairfield, OH

45014; **Robert G. Ferguson**, Cincinnati '71, 507 Wooster Street, Marietta, OH 45750; **Kenneth R. Glass**, Indiana '76, P.O. Box 657, Bank One Tower, Indianapolis, IN 46206; **Edward A. Grafton**, Michigan State '75, Landman, Latimer, Clink & Robb, 400 Terrace Plaza, P.O. Box 14888, Muskegon, MI 49443; **Stephen K. Hockett**, South Dakota '83, 1654 Seven Pines Road, Springfield, IL 62704; **Michael P. Madigan**, Eastern Illinois '86, 1400 Shiloh Drive, Apt. B, Springfield, IL 62704; **J. Drew McFarland**, Bethany '83, 120 E. Broadway, Suite 200, Granville, OH 43023-1304; **Lowell G. Oxtoby**, Western Illinois '57, 926 Stadium Drive, Macomb, IL 61455; **Gregory A. Peoples**, Allegheny '73, Assoc. Dean of Students, Eastern Michigan Univ., Goodson Hall, Ypsilanti, MI 48198; **Bruce L. Peterson**, Wisconsin '75, 500 West Madison Street, Suite #2700, Chicago, IL 60606; **Charles G. Pona**, Bowling Green State '82, 1304 West Miner Road, Mayfield Heights, OH 44124; **Kevin F. Santry**, Iowa '82, 2022 Clifton, Chicago, IL 60614.

EASTERN DIVISION

Brian P. Aiken, Indiana-Pennsylvania '90, 170 Brown Road, Wexford, PA 15090; **Christopher Besse**, Univ. Western Ontario '88, 164 Commander Blvd., Agincourt, ON M1S 3C7 Canada; **James D. Cataldi**, Temple '86, 1901 Walnut Street, 14C, Philadelphia, PA 19013; **Steven W. Chandler**, Tufts '62, 122 W. Emerson Street, Melrose, MA 02176; **Jeffrey S. Degler**, Lehigh '89, 3000 118th Ave., SE, Apt. A-202, Bellevue, WA 98005; **James W. Garboden**, Pittsburgh '88, 4041 Dublin Drive, Murrysville, PA 15668; **John S. Isherwood, III**, Wisconsin '88, 620 Blackburn Road, #3, Swickley, PA 15143; **Jonathon S. Lidz**, Tufts '87, 161 E. 25th Street, Apt. 2C, New York, NY 10010; **Louis K. McLinden**, Pittsburgh '51, 3373 Crestview Drive, Bethel Park, PA 15102; **Thomas L. Mennie**, 2220 Spruce Street, Apt. 3C, Philadelphia, PA 19103; **John W. Pirie**, Cornell '83, 65 Prospect Street, #7F, Stanford, CT 06901; **Craig S. Scholl**, Syracuse '82, 48 Gorham Avenue, Westport, CT 06880; **Terrence W. Slachta**, Tufts '86, 35 Hadley Road, Framingham, MA 01701; **Irwin J. Slotnick**, Penn State '82, 45 River Dr. South Apt. #908, Jersey City, NJ 07310; **Michael J. Sonnenstein**, Cornell '90, INCNB Plaza, Suite 3000, Charlotte, NC 20280; **Michael A. Szczepkowski**, Lehigh '88, 131 Pepper Tree Drive, Apt. #1, Amherst, NY 14228-2917.

Central Office

8250 Haverstick Road, Suite 150,
Indianapolis, IN 46240

Telephone: (317) 259-1187 FAX 317/251-2158

Kenneth A. File, Kansas State '81, Executive Vice President; **William R. Costello**, Allegheny '89, Director of Chapter Services; **Thomas S. Sharp**, Louisiana State '67, Director of Program Development; **John A. Hancock**, Whitman '87, Director of Leadership Development; **Kerry B. Harding**, Ball State '82, Editor; **Robert L. Hartford**, Ohio '36, Historian; **Garth B. Eberhart**, Wabash '92, Chapter Consultant; **E. Shane Kinkennon**, Stephen F. Austin State '92, Chapter Consultant; **D.J. Hodge**, Western Kentucky '91, Chapter Consultant; **Dane O. Roberts**, Kent State '92, Chapter Consultant; **Brent D. Trantum**, Ball State '91, **William J. Wischman, III**, Albion '91, Chapter Consultant

Delta Tau Delta
Educational Foundation

8250 Haverstick Road, Suite 155,
Indianapolis, IN 46240

Telephone: (317) 259-8062

This public foundation was incorporated and received IRS approval in 1981. It was formed to assist the Fraternity and its members in educationally related programs. Gifts and bequest are deductible for income and estate tax purposes. Further information may be obtained from:

Gale Wilkerson, Oklahoma State '66, President and Executive Officer
D. Mark Helms, Ohio '86, Director of Alumni Development
Foundation Board of Directors:
Edwin L. Heminger, Ohio Wesleyan '48, Chairman;

Richards D. Barger, Indiana '50; **Richard H. Englehart**, Indiana '47; **Gregory D. Fahlman**, Kent State '80; **John W. Fisher**, Tennessee '38; **Kenneth N. Folgers**, IIT '58; **Hoyt D. Gardner**, Westminster '46; **Jeffrey S. Heatherington**, Willamette '65; **W. James Host**, Kentucky '59; **David B. Hughes**, Ohio Wesleyan '61; **Donald G. Kress**, Lafayette '58; **Marno M. McDermott**, Minnesota '60; **David L. Nagel**, Iowa State '63; **John W. Nichols**, Oklahoma '36; **John G. Olin**, IIT '61; **Steven W. Chandler**, Tufts University '62; **Wayne A. Sinclair**, West Virginia '68; **Keith J. Steiner**, Allegheny College '73; **Norval B. Stephens, Jr.**, DePauw '51; **Fred C. Tucker, Jr.**, DePauw '40.

Undergraduate Council
Members 1992-93

NORTHERN DIVISION

Barry Ellinger, North Dakota '95, 2700 University Ave., Grand Forks, ND 58201, Delta Xi Chapter; **Todd Goodsell**, Michigan State '94, 330 North Harrison, East Lansing, MI 48823, Iota Chapter; **Blake Wood**, Eastern Illinois, 1707 9th Street, Charleston, IL 61920, Zeta Rho Chapter; **Mike Schmaltz**, Ball State University, 1001 Riverside Avenue, Muncie, IN 47303, Epsilon Mu Chapter

EASTERN DIVISION

Edward Charles Ifft, III, Pittsburgh '94, 3808 University Drive D, Pittsburgh, PA 15213, Gamma Sigma Chapter; **Adam Parker**, Rensselaer Polytechnic Institute '93, 3 Sunset Terrace Extension, Troy, NY 12180, Upsilon Chapter; **Derek Hansen**, University of Pennsylvania, 126 South 39th Street, Philadelphia, PA 19104, Omega Chapter

SOUTHERN DIVISION

Oliver "Chip" Dittus, Morehead State '95, 705 Mignon Tower, Morehead, KY 40351; **Brett Dyess**, Georgia Southern '94, 12302 Georgia Southern University, Statesboro, GA 30460, Epsilon Omega Chapter; **Tim Harmon**, American '94, 3911 Windom Place, NW, Washington, DC 20016, Theta Epsilon Chapter; **Chase Kibler**, Emory '94, 111 Thomson Hall, Box 22523, Emory University, Atlanta, GA 30322.

WESTERN DIVISION

Paul Kirchoff, Arizona, 1550 North Vine Avenue, Tucson, AZ 85719, Epsilon Epsilon Chapter; **Mike McCall**, Oklahoma, 1320 College, Norman, OK 73069, Delta Alpha Chapter; **Craig Dugan**, Kansas State University, 1001 N. Sunset Avenue, Manhattan, KS 66502; **Chris Jones**, Washington State University, NE 700 Campus, Pullman, WA 99163, Epsilon Gamma Chapter

Distinguished Service Chapter
Committee

Francis M. Hughes, Ohio Wesleyan '31, Chairman, 2 Meridian Plaza, Suite 202, 10401 N. Meridian St., Indianapolis, IN 46290; **Robert L. Hartford**, Ohio '36, 7979 S. Tamiami Trail, Sarasota, FL 34231; **G. Herbert McCracken**, Pittsburgh '21, Emeritus, 6830 N. Ocean Blvd., S-9, Ocean Ridge, FL 33435; **John W. Nichols**, Oklahoma '36, 7300 Nichols Rd., Oklahoma City, OK 73116

The Fraternity's Founding

Delta Tau Delta was founded at Bethany College, Bethany, Virginia (now West Virginia), February, 1858. Incorporated under the laws of the state of New York, December 1, 1911. The Fraternity is a charter member of the National Interfraternity Conference. Founders were:

Richard H. Alfred (1832-1914)
Eugene Tarr (1840-1914)
John C. Johnson (1840-1927)
Alexander C. Earle (1841-1916)
William R. Cunningham (1834-1919)
John L.N. Hunt (1838-1918)
Jacob S. Lowe (1839-1919)
Henry K. Bell (1839-1867)

CHAPTER ETERNAL

ALPHA-Allegheny College

Eugene A. Cease, 1939
Ralph A. Clark, 1924
Thomas H. Gates, 1933
Russell W. Graham, 1933

BETA-Ohio University

Lloyd C. Black, 1937

GAMMA-Washington & Jefferson

Reinhard B. Hissrich, 1927
Edmund M. Taylor, 1936

DELTA-University of Michigan

Dana B. Lemler, 1950

ZETA-Case Western Reserve University

Ray J. Plietchwait, 1950

KAPPA-Hillsdale College

Ralph O. Taylor, 1926

NU-Lafayette College

Harry L. Barton Jr, 1935

OMICRON-University of Iowa

Robert V. Sibert, 1928

RHO-Stevens Institute of Technology

E. Halsey Brister, 1929

TAU-Pennsylvania State University

Samuel A. Breene, 1937

UPSILON-RPI

William P. Johnson Jr, 1942

OMEGA-University of Pennsylvania

E. Pierce Myers Jr, 1946

BETA BETA-DePauw University

Dennis A. C. Hill, 1931
Kenneth R. Olsen, 1932

BETA GAMMA-University of Wisconsin

Walter H. Bissell, 1927
W. R. Todd, 1928

BETA ZETA-Butler University

Harold W. Gunderson, 1951

BETA MU-Tufts University

Stephen F. Lee, 1988
Michael E. McCabe, 1926
Donald E. Nickerson Jr, 1946

BETA NU-MIT

Harry E. Heiligenthal, 1933
Roscoe H. Smith, 1923

BETA XI-Tulane University

Charles L. Dumas, 1957

BETA RHO-Stanford University

Robert G. Beverly, 1946
John S. Reynard, 1961

BETA PHI-Ohio State University

Trevor T. Walton, 1934

BETA OMEGA-University of California

Richard B. Best, 1925

GAMMA DELTA-West Virginia

Harold P. Armbricht, 1930

GAMMA ZETA-Wesleyan University

Lockhart B. Rogers, 1939

GAMMA ETA-George Washington

George W. Askew, 1922
John G. Scharf, 1922

GAMMA IOTA-University of Texas

James Tr Cockrell, 1960
Frederick H. Eilenberger Jr, 1935
J. Wiley Taylor Jr, 1930

GAMMA KAPPA-University of Missouri

James R. McCann, 1935

GAMMA LAMBDA-Purdue University

L. Hugh Hutchinson, 1938

GAMMA NU-University of Maine

Ernest W. Johnson, 1953
Richard M. Spear, 1937
Walter J. St Onge Sr, 1907

GAMMA OMICRON-Syracuse University

Glenn W. Fish, 1932
Robert D. Keenan, 1936

GAMMA PI-Iowa State University

George R. Beese, 1924

Claude E. Drake, 1934

Hugh Webster, 1912

GAMMA SIGMA-Pittsburgh

Joseph A. Edmundson, 1952
John B. Stauff, 1942

GAMMA UPSILON-Miami University

Robert D. Haywood, 1933
Leslie S. Post, 1935

GAMMA CHI-Kansas State University

Harry B. Brandon Jr, 1934

GAMMA PSI-Georgia Tech

Fred W. Cox Jr, 1936
Charlie F. Hassler, 1957
Walter C. Reeves III, 1966

DELTA ALPHA-University of Oklahoma

Charles E. Harris, 1963
E. Howard Parson MD, 1964

DELTA BETA-Carnegie-Mellon

George S. Andrus Jr, 1929
William P. Rogers, 1953

DELTA GAMMA-South Dakota

Richard D. Kallestad, 1954

DELTA ZETA-University of Florida

Guy W. Botts, 1936
Willard M. Fifield, 1930

DELTA ETA-University of Alabama

Bill J. Abshire, 1933
George W. Brannon Jr, 1932
Earl L. Campbell, 1967
Roch E. E. Demontluzin Jr, 1931
Dan M. Gibson, 1931

Richard A. Groenendyke Jr, 1967

Richard L. Heffington Jr, 1950
George E. Merwin, 1943
Charles A. Moss, 1950
Louis J. Mueller, 1930
Paul Newell, 1933
Drewel G. Newsome, 1953
Edward R. Partridge, 1934
Harold L. Randall, 1926
William L. Yancey Jr, 1928

DELTA THETA-University of Toronto

Harold J. G. Jackson, 1933

DELTA IOTA-UCLA

Frank C. Prescott III, 1929
William C. Putnam, 1945
Frank A. Richardson Jr, 1928

DELTA KAPPA-Duke University

Frank H. Chamberlin, 1951
Robert J. Crews, 1958
John K. Hill, 1943

DELTA LAMBDA-Oregon State

Phillip D. Larson, 1945

DELTA XI-University of North Dakota

D. Wade Robinson MD, 1936

DELTA OMICRON-Westminster College

Lacy S. Noble Jr, 1933

DELTA TAU-Bowling Green State

Joseph J. Barnoski, 1966

EPSILON DELTA-Texas Tech

Merrick O. Witherspoon, 1994

EPSILON ZETA-Sam Houston State

Donny R. Scott, 1977

EPSILON KAPPA-Louisiana State

J. Forrest West, 1933

EPSILON SIGMA-Athens College

Douglas P. Mikell, 1973

ZETA IOTA-West Florida

Stephenson J. Brice, 1979

ZETA NU-Jacksonville State University

James E. Rodgers III, 1970

RESURRECTIONS!

We regret that, due to incorrect information provided by the U.S. Postmaster, brother Fred B. Wingate, *Epsilon Eta '61* was listed previously in the *Chapter Eternal*. We are relieved to note that he is alive and well, working as a physical therapist at the Wingate Physical Therapy Clinic in Jacksonville, Texas. He can be reached at 903-586-5997.

[Editor's Note: The Rainbow prints just about everything it receives for this section. Please note that there's a three month lead time. We ask that you not staple or paper clip photos to your information as well as not write on the backs of them with ball point or felt-tip pens.]

Auth, Dr. Vincent G., *Allegheny '84*, is currently serving in the U.S. Navy assigned to the U.S. Naval Academy. He and his wife Doris live in Laurel, MD.

Ball, Robert L., *Oklahoma '72*, has been named Staff Director, Welfare Benefit Plans for Phillips Petroleum Company. Mr. Ball is responsible for the design, funding and administration of Phillips' health, life, disability and dental insurance plans. He lives in Barlesville, OK with his wife and two sons.

Blythe, Bruce, *Iowa State '90*, has accepted a position with Futures World News in Chicago as a financial reporter, covering Treasury bonds, Eurodollars and other financial futures at the Chicago Board of Trade.

Brack, Robert W., Jr., *Florida '52*, has recently retired from the Life Underwriters Training Council in Bethesda, MD, where he served in various capacities since 1965,



most recently as Director of Field Administration.

Brew, Richard D., *UCLA '68*, is a partner in the law firm Jianelli Brew in Modesto, CA, specializing in corporate law. He and his wife Cathleen are the proud parents of a new baby girl, Francoise.

Clinton, Kenneth L., *East Texas State '65*, received East Texas State University's Gold Blazer Award for volunteer service to the ETSU Alumni Association and the university. A faculty member of the university's sociology, social work and criminal justice department, he currently serves the Fraternity as Western Division President.

Cacic, Brian, *Ball State '88*, is finishing up his training program with Jewell Food Stores and will be moving soon from Crown Point, IN to Mokena, IL.

Cox, Hugh L., *TCU '59*, lives in Anchorage, Alaska, where he serves on the governor's cabinet as Commissioner of Military and Veterans Affairs. He also commands the Alaska National Guard.

Cranmer, Robert M., *Missouri at Rolla '71*, has been recently appointed the Industrial Hygiene and Safety Manager for Proctor & Gamble's plant in Cape Girardeau, MO, where he has spent the last 21 years. He also serves as president

of the Southeast Missouri Business Group on Health and vice president of the Southeast Missouri Boy Scout Council.

Darnell, Eric, *Colorado '79*, has won first place in Computer Animation at the Animation Film Festival in Ottawa, Canada, for his film "Gas Planet." Darnell works for Pacific Data Images in Sunnyvale, CA.

Devine, C. R. *Texas A&I '68*, was elected vice president of oil and gas operations of KCS Energy, Inc. He will continue to be based in Houston, and to also serve as executive vice president and principal operating officer of Enercorp Resources, Inc.

Dettle, Phillip D., *Texas Tech '68*, has joined Northern Trust Bank of Texas as a private banker in Northern Trust's downtown Dallas office. With over 20 years of comprehensive banking experience in the Dallas area, Dettle previously served as vice president for Guaranty Federal Bank in Dallas.

Dover, C.J. "Mickey", *Kent State '48*, President of Mid American Communication Institute in Naples, Florida, has been tapped for inclusion in the 47th Edition of *Who's Who in America*. The listing cites Dover's achievements in four categories—(1) as a public and employee relations corporate executive; (2) as an author, speaker and educator; (3) as an organizational communication expert and consultant to executive management in top U.S. corporations; and (4) as an entrepreneur.

Evans, David T., Jr., *Texas '46*, has published his fourth book, *The Christian Year: Fact and Fiction*, containing stories and articles about the Christian year from Advent to Pentecost and about Christmas "from Isaiah to Bethlehem."

Fisher, John, *Ball State '89*, works for Merv Griffin Enterprises in Atlantic City, NJ, after returning from a one year stint in a Japanese resort where, coincidentally, he met his new wife.

Garzone, Fred, *Kent State '67*, was honored as the 1992 Health Care Professional for Dietary Services by the Arizona Health Care Association. The food service supervisor at Meadow Park Center, the award recognizes Brother Garzone for his commitment to providing quality care and quality of life for the elderly and chronically ill.



John W. Sherrod, Georgia '84 and Kenneth R. Bernard, Jr., Georgia '86, are pleased to announce their partnership, Sherrod & Bernard, Attorneys at Law. Their office is in Douglassville, GA.

Gleeson, John, *Illinois '68*, has been promoted to Vice President, Marketing Systems and Services for the Walgreen Co., after completing six years as Senior Project Director of the Components Strategic Inventory Management Systems. He lives with his family in Chicago.

Feil, Richard D., III, *Kenyon '88*, recently became associated with the law office of J. Drew McFarland, *Bethany '83*. Feil was granted a *juris doctorate* degree from the University of Toledo College of Law in 1992 and passed the bar exam last July.

Fieldker, Phil, *Texas Tech '74*, is manager of the Dallas accounting firm Lane Gorman Trubitt's Asset Search Services. He has been involved in more than 150 asset searches for law firms, banks, savings & loans, federal savings banks, government insuring agencies, insurance companies, and property managers resulting in the location of over \$200 million of assets.

Ford, Lance K., *Florida '80*, has been named Director of Commercial Leasing for The Cafritz Company, a Washington, DC-based full-service real estate firm. Mr. Ford is responsible for the leasing and marketing of the Commerical Properties in the Cafritz Company's 2.1million square foot commercial real estate portfolio.



Goodman, Bruce K., *Duke '47*, has received the 1993 Evanston Chamber of Commerce Community Leadership Award. Chairman of Bruce K. Goodman & Company, an Evanston, IL property management company, he received the award because over his career he has demonstrated an unusual ability to channel private sector resources, respond creatively and inspire others to become involved in making Evanston a better place for its people and institutions.



Harman, W.E.S., *Carnegie-Mellon '90*, is the Clearance Coordinator for the 13 state West Region at Westwood One/Mutual Broadcasting in Arlington, VA. He is a Big Brothers volunteer and is active in the literary community there.



JUSTICE BRENNAN RECEIVES FREEDOM FORUM HONORS

William J. Brennan, Jr., of the United States Supreme Court has been selected as a recipient of the Free Spirit Award by The Freedom Forum.

Allen H. Neuharth, chairman of The Freedom Forum, said the awards and \$100,000 for each recipient were presented to Justice Brennan at a dinner at the World Center in Arlington, Virginia on Thursday, February 11.

"Justices Brennan and Marshall's contributions to the history of our country testify to the power of an unyielding free spirit," said Neuharth.

The Free Spirit Award by the Freedom Forum recognizes extraordinary achievement by individuals who promote the values of free press, free speech, free spirit. Former hostage Terry Anderson received the first Free Spirit Award on May 7, 1992.

The Free Spirit Award recipients are selected by a committee composed of former astronaut Alan B. Shepard, Jr.; USA TODAY Editor Peter Prichard, University of Nebraska Journalism School Dean, Will Norton; author and Freedom Forum Trustee Bette Bao Lord; and journalist John C. Quinn, who is chairman of the committee and deputy chairman of The Freedom Forum.

Brennan, frequently described as a consensus builder on the Court, was appointed to the bench by President Dwight D. Eisenhower in 1956. He was the architect of many of the landmark decisions of the Warren Court. His decisions extended the protections of the First and Fourteenth Amendments by imposing restrictions in libel cases, restricting loyalty oaths and government regulation of pornography, supporting curbs on prayer in public schools and recognizing a broad interpretation of the freedom of association. He was instrumental in authoring civil rights decisions related to southern resistance to desegregation, reapportionment and establishment of the rule of "one person, one vote."

Justice Brennan's approach made manifest his belief that the Constitution embodies "a sparkling vision of the supremacy of the human dignity of every individual." He retired from the Court in July 1990.

The Freedom Forum is a nonpartisan, international organization dedicated to free press, free speech and free spirit for all people. It is supported entirely by an endowment established by Frank E. Gannett in 1935 that has grown to more than \$700 million in diversified managed assets. The Freedom Forum's main operating

Justice William J. Brennan, Jr. (center) and Allen H. L. Neuharth, chairman, The Freedom Forum at the 2nd Annual Free Spirit Awards Presentation.

programs are The Freedom Forum Media Studies Center, at Columbia University in New York City, the nation's first institute for the advanced study of mass communication and technological change; and The Freedom Forum First Amendment Center, at Vanderbilt University. ▲

FROM OUR READERS



The "Delts in the Balance" article in the Winter edition of *The Rainbow* is of extreme interest to me. Furthermore to have an expression from Gamma Upsilon demands my comments. I am *Gamma Upsilon* '42.

I cannot visualize the devastation of the greenery of the Amazon area as I knew it from July 1943 to October 1946...probably the only Delt alive to relate to that experience. Being 4-F in the service because of a deformed left arm, I did achieve a senior accounting position in the joint program of the U.S. and Brazil to get natural rubber out of the Amazon.

Those days of travel into the vast jungle areas to the borders of Bolivia and Peru, and what we accomplished, are still memorable.

Enclosed is a 1943 photo of my early Amazon hunting attire. The first time I fired the pistol I missed the Amazon River!

—Hal Ebersole
Miami of Ohio '42
Clearwater, FL

Triggered by the recent article on Gale Wilkerson and son, my son James, Jr., an Ohio '86 graduate, continued the Delt tradition started in '09 by my father, James R. It's a good question which was the bigger thrill—receiving my Dad's pin or pinning it on my son!

—James J. Stalker, Sr.
Illinois '44
Rocky River, OH

You are doing a great job with the *Rainbow*. I hope I do not go too far if I offer a bit of unsolicited advice: consider not printing pictures like this one in the last issue. They introduce an element of buffoonery and vulgarity into the magazine which was hitherto absent. The youngsters get enough of that from MTV and the *Rainbow* should operate on a higher plane. It should not confirm any immature tendency they have towards profanity; it has a higher purpose. As I said at the beginning, the magazine is a fine one, and I only mention this point because I am so pleased with it. You have me among your most committed readers.

—Tony LoBello
Alpha '88



Henderson, Bruce, *Wabash* '78, has been promoted to Sales Manager with Ivy Hill Packaging Company, a division of Time-Warner. He and his family will be relocated to Indianapolis from Charlotte, NC.

Hopkins, Jerry, *Georgia Tech* '66, captain of the U.S. Air Shuttle, was just selected to the Board of Directors of the New Hampshire Electric Cooperative.

Kahn, Laurence, *South Florida* '74, has opened his own firm for the acquisition of retail jewelry businesses nationwide. In the jewelry business for over a quarter of a century, he owned a retail jewelry store and has been in the business acquisition business for the past 13 years, involved in the acquisition of over 100 stores. The cadre of nationally known and recognized experts in the industry will specialize in old established stores.

Kneesi, Carl H., *George Washington* '64, has been named Senior Vice President of Leasing for the Bethesda, MD real estate firm of Dreyfuss, Zuckerman & Krondstadt, Inc.

Kotsatos, Peter V., *Bowling Green* '73, has been named president of Touchlantic International Entertainment, Inc., a tax consulting firm providing financial and tax services to foreign musicians, entertainers and athletes on tour in the United States.

TALKING TURKEY

James R. McCartney, *West Virginia* '41, (right), and Turgut Ozal, (left) enjoyed the Super Bowl together at a friend's home in Florida last January where Brother McCartney also bounced the idea off him of a Delt chapter in Ankara. President Ozal, long a fan of American football, died of heart problems in April. Becoming Prime Minister in 1983 after three years of military rule, the former engineer forged a working Turkish capitalism and brought roads and electricity to the remotest hamlets. A personal friend of George Bush and an important ally during the Gulf War, Ozal remained influential in international affairs. ■



Westminster Bestows Top Alumni Honor on Delt

The Honorable Clifford E. "Gene" Hamilton, *Westminster '64*, circuit judge of the Thirteenth Judicial Circuit in Missouri, has been chosen to receive an Alumni Achievement Award by Westminster College in recognition of his outstanding accomplishments in the field of law. The award, considered one of Westminster's highest honors, was presented during Alumni Weekend ceremonies on April 24 in the Winston Churchill Memorial Chapel.



One of Missouri's outstanding judges who is admired for the fairness, compassion and sense of humor he brings to the courtroom, Hamilton hears a wide variety of criminal and civil cases. He also serves as the presiding judge of the juvenile division of the Thirteenth Judicial Circuit.

Hamilton has served as vice chairman of the Missouri Bar Committee on Criminal Law and as an instructor in trial advocacy and criminal law for the University of Missouri and others. On behalf of the Missouri Supreme Court, Hamilton has chaired committees on criminal jury instructions and municipal court revisions. He also serves on the faculty of the Missouri Judicial College, which provides training for all judges in the state.

After serving as a captain in the U.S. Army Signal Corps, Hamilton was appointed prosecuting attorney of Callaway County in 1970, serving 11 years. He and his wife Marcia are the parents of three daughters.

Lash, W. Lewis II, *Ohio State '67*, is currently General Manager of Sales for Deluxe Data Systems, Inc. in Milwaukee, Wisconsin. He lives with his wife Susan [Orr] and daughter Sandra in Mequon, Wisconsin.

Littleton, Robert L., Jr., *Virginia '73*, is on active duty with the U.S. Army's Judge Advocate General's Corps, serving as the Deputy Staff Judge Advocate for Headquarters, Sixth U.S. Army, Presidio of San Francisco, CA.

Lupo, Mike, *West Virginia '91*, has been promoted to the National Hockey League Special Committee on Physical Abuse. He is currently living in Trenton, NJ.

Luptak, David, *Ohio '79*, has moved to Portland, OR to become production manager of Weiss Scientific Glassblowing, a company supplying materials to the semiconductor industry. He lives in Aloha, OR with his wife and four children.

McAndrews, Sean, *West Virginia '90*, has been named Director of Activities, Programming and a residence hall at Glenville State College in WV. Other duties include supervising student teachers, advisor to Greek Council and TKE Fraternity (!), volunteer assistant coach and administrator to the Athletic Department, as well as State Chairman

for Activities and Programming for West Virginia Association of Student Personnel Administrators.

Miller, Jeff, *Ball State '90*, is a salesman for Meyer Instruments, specializing in hospital computer systems. He lives in Houston and is engaged to Donna Fath, planning a 1994 wedding.

Montgomery, James M., *Alabama '53*, has received double honors for career accomplishment and service to advance his profession. Elected to the College of Fellows of the Public Relations Society of America, he becomes one of 208 of PRSA's 15,500 members to hold one of the Society's highest honors. In a separate election he became a member of the Phoenix, the Georgia Public Relations Hall of Fame. He is president of Montgomery & Associates public relations in Atlanta, GA.

Morikis, Nick, *Ball State '90*, is an account executive with AT&T in Des Moines, Iowa, and recently discovered that he and pledge brother Scott Mackeben are both members of the same YMCA there.

Moulton, Edward, *Tennessee '84*, has received Honeywell's Outstanding Engineer award for his work as technical

director of a new product development from a Strategic Defense Initiative contract. He and his wife are also the parents of a new baby girl.

Nasharr, Daniel J., *Hillsdale '85*, recently accepted an account executive position at Direct Marketing Technology, Inc. in Schaumburg, IL. His position involves developing marketing databases to enhance customer loyalty. He and his wife Jane live in Batavia, IL.

Newkirk, Mike, *Ball State '90*, is a key account manager for the Pepsi Cola Company in Indianapolis and was just named one of the company's top producers in the midwest.

Pemberton, Terry S., Jr., *Georgia '84*, has been named vice president of Georgia Mortgage Corporation, a mortgage banking firm based in Atlanta. He lives in Norcross, GA.

Pochatko, Thomas, PE, PLS, *Ohio '84*, recently accepted a position as Lead Engineer with G.A.I. Construction Monitoring Services, Inc. in Pittsburgh. He will manage and market construction services on a regional basis.

Ruehlman, Robert P., *Cincinnati '74*, has again been reelected to a second six year term as Judge of the Hamilton County Common Pleas Court. Prior to becoming a Judge in 1987, he was Chief Assistant Prosecutor of Hamilton County, OH.



Rife, Don, *Ball State '90*, is working as an architect in Newark, OH and currently designing a large agricultural research center in Indianapolis.

Riley, William III, *Ball State '90*, is a sales representative for Calmar, an Atlanta-based industrial manufacturer.

Sanders, LR, *USC '72*, has been elected president of the Society of Industrial and Office Realtors, Orange & South Counties Chapter. He is a senior vice president with Grubb & Ellis Company's Anaheim office.

Saunders, John B., *Maine '88*, has enrolled in Northwestern's Sports Marketing Graduate Program after five years of various sales positions throughout New England. He hopes to graduate in 1996 and begin a career as an athletic director at a private school or small college.

Snyder, William F., *Tau '49*, has formed Bill Snyder Associates, a consulting firm for the convention and tourism industry. Formerly the President and CEO of the Anaheim Area Visitor and Convention Bureau for the past 24 years, Snyder's firm will specialize in sales and marketing training and education, primarily focusing on convention and visitor bureaus, convention centers and hotels.

Stealey, Thomas R., M.D., *West Virginia '69*, was named one of the pediatricians most recommended by physicians and nurses in a recent article in *Minneapolis-St. Paul* magazine. Stealey is managing partner of Metropolitan Pediatric Specialists in Minneapolis.



Sublette, William, *Florida '85*, was elected to the Fortieth District seat in the Florida House of Representatives. He was previously practicing commercial litigation and construction law in Baker and Hostetler's Orlando office.

Taylor, Dr. D. Wayne, *Toronto '77*, has been appointed chairman of the marketing, business policy and international business department of the DeGroote School of Business at McMaster University in Hamilton, Ontario. He is an associate professor of business, public and health policy and remains director of the Health Services Management Program. Wayne served the Fraternity as Eastern Division President and International Director of Academic Affairs.

Usnik, Todd, *Texas A&M '83*, has moved with his family to Frankfort, Germ. where he is currently working as a guidance counselor for the Community College of the Air Force at Rhein-Main Air Base.

Vakiener, Bruce, *Lafayette '62*, has been named president of the Northern Asia/Pacific Region of Loctite Corporation. With 22 years at Loctite, in his new role, Vakiener will be responsible for Loctite activities in Japan, China, India and Korea. His manufacturing, systems and technical service background will be a major asset in these countries where Loctite has significant packaging, warehousing and new business development expansion plans. He and his family currently live in Hong Kong.

Vines, Brett, *Alabama '88*, was recently appointed as a Human Services Counselor for the City of Charlotte Employment and Training Department. He is attending the University of North Carolina at Charlotte pursuing a Master's of Public Administration degree.

Weinman, Peter Allen, *Case Western Reserve '83*, is an Assistant District Attorney in Buffalo, NY currently working in the sex crimes bureau.

Yakubik, Andy, *Ball State '90*, is a corporate recruiter for CPS in Chicago. He and his wife Annie live in Crown Point, IN.

Zander, Andrew T., *Illinois '69*, Research Director at the Varian Associates Corporate Research Center in Palo Alto, CA, has been selected for promotion to the rank of Captain, U.S. Naval Reserve. As a reservist, Andy has been affiliated with the Office of Naval Research and the Naval Research Laboratory for the last 10 years as a Scientific Liaison Officer in support of Analytical Chemistry programs.

WANTED!

We continue to have so much success with this column in requesting input for our theme issues we thought we'd try this approach again! The Summer '93 issue will focus on what the Fraternity and its members are doing in the arena of AIDS. If you have a relevant story idea or profile candidate, are a victim of AIDS or have someone from your chapter or your family who is and has a message to share, I'd like to hear from you. Also, we're still collecting info for our long-awaited feature, **DELT RESTAURATEURS!** Please mail your info to the Central Office or fax it to me ASAP at (301) 654-2385.
—Kerry Harding, Editor



Photo courtesy of Ewan Leslie

A group of Delt alumni from Western Kentucky recently completed their first season of competition in a local indoor soccer league. The team competed in the Men's "A" Division, and won the championship at Mockingbird Valley. They went on to win the Louisville Men's "A" Division Championship as well. League recognition went to Allan Florence/Best Goalie, Chip Poston/Best Offensive Player, Mark Stivers/ Best Defensive Player, and Paul Thompson/League MVP. Pictured from left to right, first row: Chip Polston, Xavier Bell, Paul Thompson, and Neil Keillern. Standing are Shane Koch, Joe Kiesler, Brian Monell (player/coach), Allan Florence, Mark Stivers, and Grady Browning.

I have just returned from the Western Division Conference held in Kansas City, Missouri, and want to report to you what happened.

At a business session the following report was given by Dr. Robert Roush, *Epsilon Zeta '64*, Director of Academic Affairs for the Fraternity.

An Open Letter to Alumni

BY GALE WILKERSON

1. Seventeen chapters were first on their campus academically.
2. 60% of all Delt Chapters were either above the All Mens' Average or All Fraternity Average, whichever was higher.
3. Our Delt chapter at the University of California-Berkeley had a grade point average exceeding 3.2 on a 4 point system.
4. Our Crescent Colony at the

University of Nebraska-Kearney had a colony grade point average in excess of 3.2 on a 4 point system.

John Hancock, Director of Leadership Development for the Fraternity, reported on the success of Delts Talking About Alcohol and the continued acclaim that this premier alcohol abuse prevention program

is receiving throughout the world of higher education. John reported on the results at the Leadership

Academy conducted last August and plans for the second edition of that very valuable leadership development program scheduled for August 1993. He also reported on the Chapter Consultant program and how each year the Chapter Consultants through their work and advising probably save two or three chapters from going out of existence.

As I was sitting there listening to these reports in anticipation of

having the chance to address the delegates to the conference, the thought ran through my mind that if I weren't a Delt and was a dental hygienist (they were meeting next door at the time) who knew only what we read in the newspapers about fraternity, I would be mighty surprised at the type programs mentioned during this session.

A rush of pride began forming about being a member of Delta Tau Delta. I wish all of you could have been there to hear what our undergraduates

were saying about the importance of alumni involvement in our brotherhood. Undergraduates are truly appreciative of the influence that alumni have both in time and dollars into

molding a fraternity with these type programs.

Undergraduates are genuinely reaching out for alumni help and assistance. A great deal of time was spent at this Division Conference focusing on programs to encourage alumni to return to the chapter and experience first hand fraternity and Delt brotherhood.

Please give our undergraduates a chance. They deserve it. If you will commit, I know that you will be pleased and greatly encouraged about tomorrow.

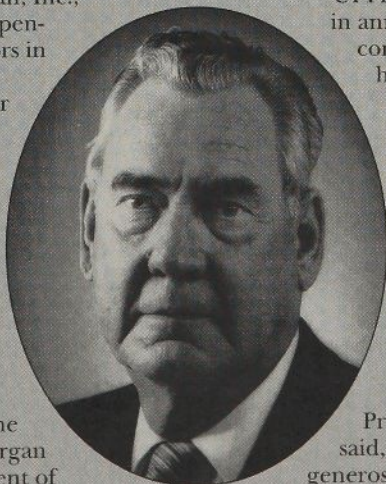
I told our undergraduate Delts at the Division Conference if it were not for loyal Delt alumni who give generously each year to the Annual Deltfund, that to receive the same programs they are receiving today, their annual dues would be \$67 a year higher.

Because of loyal Delt alumni, young and old, who believe in The Delt Creed and who believe in building bridges for those who follow, fraternity works. Thank you. ▲



Delt Alumnus' Bequest Largest in University History

Jack Morgan, *Idaho '34*, left a bequest to his alma mater that has become the largest single gift in the University's history. Morgan, who died in 1988, was owner of J.I. Morgan, Inc., one of the largest independent logging contractors in the Pacific Northwest. A former Idaho senator from Adams County, he received an honorary doctorate from the University of Idaho in 1982. At his passing, the bulk of his estate went to his wife of 45 years, Frances. A long time Idaho supporter, she died in Boise last year. Their estates created the Jack I. and Frances Morgan Endowment. Five percent of the endowment income will be directed to the Jack I. Morgan Delta Tau Delta Scholarship Fund, with officers of



the Fraternity's local chapter responsible for selecting the recipient. The scholarship will provide a "full ride" to the university for the outstanding Delt pledge.

UI President Elisabeth Zinser, in announcing the gift, commented, "The Morgans had a deep-rooted love of higher education and this university and their decision to dedicate a major portion of their assets to help the University accomplish its role and mission is heartening to everyone associated with this institution."

UI Foundation President Mack Redford said, "The remarkable generosity of the Morgans and their support will have a lasting impact not only on the institution, but on students from throughout the state."

Once, early in the emotion laden Indianapolis public schools desegregation case, federal agents stood guard over Judge S. Hugh Dillin and his family.

The desegregation case, filed in 1968, is Dillin's most visible. It is also his longest running. School officials even today are preparing a request the judge would have to approve to permit experimentation with school choice—an educational buzzword of the '90s in collision with a case from the '60s.

"The great mistake that the public makes is that judges can do anything they want to do in any given situation, which is so far from the truth that it's really laughable," he says.

"The judge does what he does ordinarily because the law says that's what he has to do. In the case of desegregation, the Supreme Court ruled clear back in 1954 that the schools have to be desegregated and if you had to do busing to do that—well, that's what you had to do."

IU Professor of Law Patrick Baude, writing earlier this year in support of the judge's nomination for an honorary degree from the University, cited the case—and the judge who handled it.

"The actual process of desegregating the Indianapolis public schools was remarkable for its peacefulness. There were neither riots nor politicians rising to public visibility with sleazy or rancorous attacks on the process...It was Judge Dillin's own integrity and character that protected the inevitable outcome of the case from becoming a political football. There are few judges in America who could have brought such dignity and honor to so potentially nasty a situation."

It's likely that few of America's judges had their first taste of law as early as Dillin, who got his in 1924, when he was 10.

That's when his father, Petersburg attorney Samuel E. Dillin, began taking his boy to watch trials at the Pike County Courthouse in Petersburg, the Dillin family home for six generations.

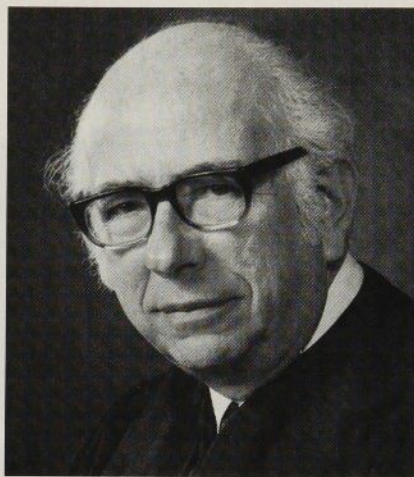
At home, the younger Dillin was steeped in the law, listening in on dinner time tales of his father, his father's second cousin, Pike Circuit Judge John F. Dillin, and Walter E. Treaner, then an Indiana Supreme Court justice and former Petersburg resident, a frequent guest at the table.

Dillin compares good trial work to playing a mean game of cards. "I have to draw on my background," he chuckles.

"I feel that if you've had a misspent youth playing poker and you were playing successfully, that's a big help, because in examining witnesses it's not just exactly what they say, it's how they say it and how they look. And you have to have a feel for this kind of thing...It's very hard to describe. There are lots of good books on how to play bridge, but none that I've every read on how to play poker—because it's a lot of intuition."

But, he admits, "There's an awful lot of work to it. I'll tell you the truth, compared to practicing the law, judging's a snap. They certainly have to work."

"The most important quality is to



A Judge for All Seasons

BY BILL STROTHER

prepare. You don't necessarily have to be a genius to prepare a case for trial, but you do have to know what the facts are. And of course, you need to know what the law is as applied to those facts."

Dillin was first elected to the Indiana Legislature in 1936 at age 21 while still in law school. After a stint in the Army, he was reelected to the House and eventually the Senate, where as president pro tem, he exerted a powerful influence on state politics. He almost became his party's candidate for governor before his appointment to the Federal bench by John F. Kennedy in 1961.

When Dillin first took the bench, standard federal jury selection rules were not yet in place. In those days, the newspapers had a name for the juries in federal court. They were "blue ribbon," Dillin recalls.

"It was generally known that they came from lists that they got from the school superintendent or the president of the Rotary Club. Well, the first thing I did, I called on a couple of black judges here in Indianapolis and I said, 'Hey, why don't you give me a list of a hundred names of people, of black people, that you think would make good jurors.' So they did. And those names went into the hat too, for the first time."

By the 1970s, Dillin had established himself as a judge and as a formidable presence in the courtroom.

For some, the experience is a sort of coming-of-age ritual, as evidenced from Baude's pen in his nomination letter. "A few months ago I was talking to a young lawyer in the Department of Justice. He told me that he spent as much time preparing for his case with Dillin as he had for all the others put together."

Dillin himself sees his job as being at least partly that of a teacher. "I like to help lawyers as much as I can when we're trying a case, and I never try to embarrass one when we're in the presence of a jury, certainly, and not in the presence of his client. Particularly with these young D.A.s who don't know A from B, I tell them if they'd like to come around after the trial, I'd be glad to discuss the case with them. Some have done that and some don't."

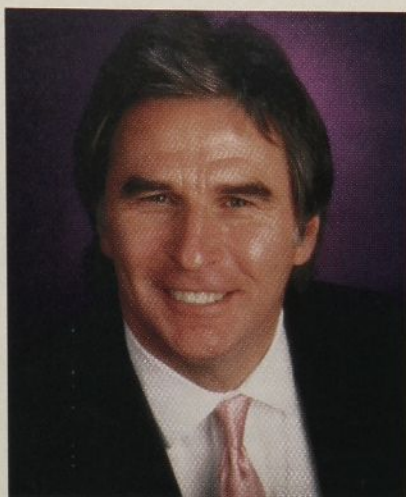
What makes a good judge? "Of course, everybody values something that he thinks he might be doing," Dillin says. "I think that I have a reasonably well developed sense of humor, and I think that's pretty important because otherwise you can be carried away with your own importance—and when that happens, it's pretty difficult for lawyers to try a case, I can assure you."

Dillin has seen many changes in the court system during his tenure. One is that fewer cases go to trial. Discovery has foreclosed the possibility of surprise and perhaps taken away some of the drama, too.

As he approaches 80, Dillin carries a full case load and shows no sign of slowing down. He still spends lots of weekends walking miles across the fields at his Petersburg farm.

Of his life, Dillin reflects, "The secret is being lucky—and I've been very lucky in my lifetime. I've enjoyed practically everything I ever did, and I've managed to forget the other things." ▲

This article is from Bill of Particulars, the magazine of the Indiana University Law School.



Patchen Named Chairman of Utah Technology Firm

Gregory M. Patchen, *Northwestern '69*, has been named Chairman of the Board and Chief Executive office of the Eyring Corporation, a multi-technology engineering services and software development company, headquartered in Provo, UT.

Mr. Patchen's experience includes substantial program and managerial responsibilities with the Federal government, both civilian and military. As an aide to the Undersecretary of Transportation, James M. Beggs, he participated in all phases of Departmental management. As Director of Facilities and Equipment for the U.S.R.A. and as Chief Engineer of Construction for Consolidated Rail Corporation, he was a key contributor to planning and implementing the turnaround of the \$4 billion corporation, thereby facilitating the largest, most successful IPO ever. At Sperry Corporation, (now Unisys), he successfully managed large numbers of employees grouped around the skills of manufacturing, software development, testing and systems integration.

The Eyring Company had long searched for a leader with a background in the successful turnaround of businesses focusing on advanced programming and modeling techniques to design, develop and integrate reliable, efficient hardware and software systems.

With his knowledge of Utah and the firm's key business areas, Mr. Patchen proved to be the ideal candidate.

Oklahoma Delt Elected To Statewide Office

Cody L. Graves, *Oklahoma '82*, was elected to serve on the Oklahoma Corporation Commission. The Commission consists of three commissioners elected statewide for six-year terms. The Commission is charged with the regulation of the oil and gas industry, public utilities and transportation in the state of Oklahoma.

As an undergraduate Delt, Graves served as pledge class president and chapter treasurer, as well as the chapter's delegate to the IFC. He was also selected as the Outstanding Senior Man and chairman of the Student Congress.

From 1981 to 1984, Graves served on the staff of Senator David L. Boren as a field representative in Oklahoma and from 1984 to 1990, he served as legislative director and legal counsel to Senator Boren in Washington, DC.

While working in Washington, DC, Graves attended law school at Georgetown University in the evening. He received his law degree in 1989 and was an editor of the *Law Review*.

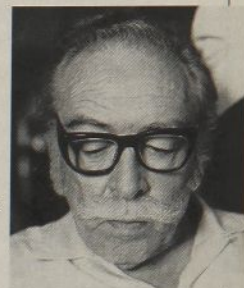


Trumbo Receives Oscar

The board of governors of the Academy of Motion Picture Arts and Sciences has voted unanimously to change its records and give the late blacklisted screenwriter Dalton Trumbo, *Colorado '28*, the best story Oscar for *Roman Holiday*.

The film won the Academy Award in 1953, but Mr. Trumbo didn't get the credit or the Oscar, both of which went to Ian McLellan Hunter, a longtime friend who had agreed to "front" for him on the film.

Mr. Trumbo, a member of the Hollywood Ten, was blacklisted and imprisoned in 1948 for refusing to cooperate with the House Un-American Activities Committee in its investigation of alleged Communists in Hollywood. A brilliant screenwriter, Trumbo won an Oscar for *The Brave One* but was more well-known for his screenplays of *Exodus*, *Spartacus*, *Hawaii*, *Papillon*, *The Sandpiper*, *Executive Action*, *Lonely are the Brave*, *Thirty Seconds Over Tokyo*, *Our Vines Have Tender Grapes*, *Kittie Foyle* and *Johnny Got His Gun*. Mr. Trumbo died in 1976.



Columbus Publisher Receives Dual Honors

John F. Wolfe, *Washington & Lee '65*, Publisher of *The Columbus Dispatch*, received two major awards within 30 days in Columbus, Ohio.

Wolfe received both awards for his community service and his contribution to the Quincentennial celebration of Christopher Columbus' voyage to America.

He received the Columbus Award from the Columbus Area Chamber of Commerce on February 19 and the Greater Columbus Hospitality Award from the Greater Columbus Convention and Visitors' Bureau on March 17. The Columbus Award was presented by Chamber Chairman William Lhota who said Wolfe "has taught us that supporting community efforts is good business and good community service."

Columbus Mayor Greg Lashutka, in presenting the Hospitality Award, said Wolfe "is a gentleman of quiet strength who has made this city a better place. Last year many seeds were planted. We saw the world come to Columbus."

Wolfe was Chairman of AmeriFlora 92 and President of the Quincentennial Jubilee Commission. Over two million people visited the AmeriFlora 92 exposition between April 20 through October 12, 1992.



One begins to notice a common thread as Craig Haffner, *Indiana* 74, talks about the varied projects he has undertaken since heading to Los Angeles nearly 19 years ago.

From his first script for CBS and "The Mary Tyler Moore Show" to his current hit series, "The Real West," on the Arts & Entertainment network, Haffner has focused on people and people stories.

"It is the common denominator," he agreed recently on his first trip back to Bloomington, IN since leaving in May 1974. "And it's what is so intriguing to people now about the way (my company) Greystone (Communications) produces documentaries, beginning with 'Remembering World War II.'"

"In making my sales pitch I said, 'Give me people who don't care anything about World War II and they're still going to love this show because the war is just the costume the story is wrapped in,'" Haffner said. "The fact is, you can take these people, pick them up and pluck them down in 1972 or 1872 and it's still going to be a good story, because it's a human story."

"Remembering World War II" is perhaps the most glittering example of Haffner's successful philosophy. Envisioned as a historically neutral counterpart to the BBC's excellent but British-based series "World at War," Haffner and his fledgling company produced two pilot episodes of their proposed series, focusing on people with first hand accounts of the rein of Adolph Hitler and the tragedies of Pearl Harbor.

"It was all a very emotional kind of building and weaving these people stories together," Haffner explained. "And it wound up with winning us three Emmys for these shows."

Haffner, president and executive producer at Greystone, also believes that his choice of people in actor-host Edward "The Equalizer" Woodward provided an important attractiveness to "Remembering World War II." So when it was time to produce Greystone's documentary series, "The Real West," country singer and actor Kenny Rogers seemed the perfect choice for the host.

"The show premiered in the fall of 1992 and after four weeks, had become the highest rated series in the history of

A&E," Haffner said.

Another Greystone series, about the history of military hardware, is called "Brute Force." George C. Scott narrated the first year's shows, followed this year by "Major Dad" actor Gerald McRaney.

A native of Portland, IN, Haffner came to IU in 1970 knowing that he was interested in a career in movies, television or mass communications. "I was really in love with movies and television and I felt that was what I wanted to do," he recalled. "What I

PEOPLE PERSON

BY MIKE LEONARD



Haffner, on location shooting "The Real West" with singer Kenny Rogers

thought I was going to do was be an actor. That's what I came here to study originally."

"But I wasn't getting all the parts I wanted here," he said. "And I ultimately decided that maybe the producer/writer/director direction was the way to go. And certainly you're better off in those areas if you understand what goes on for the actors."

Three weeks after driving out to Los Angeles in the summer of '74, Haffner landed a job as a page with CBS and was

assigned to the "Mary Tyler Moore" set. "That group of people happened to be very, very open to new talent," he said. "And actually, it helped when they found out you weren't from Los Angeles or that part of the country. I think they felt that you must have been motivated or your wouldn't be there."

Haffner contributed to a couple of MTM Productions shows and then accepted a staff position with CBS in the then-new area of network advertising and promotion. After a couple of years he was lured away to a better position at ABC and soon found himself in charge of production at KABC-TV, the network's superstation in Los Angeles.

Haffner performed a key role in the making of the pioneering talk show/magazine called "Eye on L.A."

"This was kind of neck-and-neck with that vanguard of "Miami Vice" and MTV. It was a new way to think about making

pictures move, which was to the pulse of music."

Among the projects Haffner would like to make some day is a new movie about Hoosier journalist Ernie Pyle. "I'll ultimately get it made," Haffner said. "It's the same old story. World War II will be part of the backdrop, but it won't be a story about World War II. It will be a story about an intriguing person who achieved great things in the face of some pretty tough personal adversity."

That Pyle and Haffner are both native Hoosiers with IU connections is almost immaterial.

What does matter to Haffner is Pyle's example. "The GIs loved him because of his people approach. The people at home loved it, too, because they were looking to get vicariously closer to their loved ones, whether he was talking about that person or not."

Haffner said he considers his Indiana upbringing to be a valuable asset in his view of the world and attitude toward other people. "Just last week I opened a meeting in Washington by explaining, 'I grew up in Indiana so don't hold it against me that I come here today from Los Angeles.'" ▲

About the Author: Mike Leonard is a columnist for the Bloomington Herald-Times in which this article originally appeared.

Pledgeship is foremost a time of changing. It will command you to grow. You will never again be the same after you experience brotherhood.

Before you received an invitation to pledge, the men of your chapter

THE MEANING OF

Brotherhood

AN ALUMNI PERSPECTIVE

BY JIM HARMON

reviewed your credentials and you were thought to be of high moral character. You now walk the path towards membership. Members must first become brothers. This answers the question every new pledge instinctively asks "What *are* the essentials of brotherhood?"

■ **Bonding**—Everyone has friends. Most are there for but a few short years. One's close friends are there for a lifetime—they are usually counted on one hand. No other life experience will enable you to acquire so many close friends as will Delta Tau Delta brotherhood. A close friend is someone who accepts you unconditionally—enjoys being around you, brings out the best in you, is always protective. He relates to your happiness and sadness, gives you the shirt off his back. He will always be there in time of need. A brother senses your mood and instinctively knows what to do. He will never intentionally hurt you. He will stand beside you in all situations. He will attend your wedding to be your best man. He will be there through illnesses and death. When you meet after a separation of some months, time will have stood still. Several thousand miles cannot separate brothers. Homecomings will uncontrollably summon your return. All of these are characteristics of Delta Tau Delta brotherhood.

■ **Becoming**—We become like those with which we associate. This is the rule: to become a brother, be around brothers. The membership of Delta Tau Delta is an exceptional lot. They are leaders, vigorous, sensitive, caring. They are loyal to high principles and grades come first—although they find time to develop a broad personality. Brothers never allow

a fraternity lifestyle to become a false "God," an excuse for unsavory behavior.

■ **Growing**—A brother must always strive to attain higher ideals. Soon, the fraternity will provide you with a role model. He is to be your personal Big Brother. You will soon grow into someone beyond your capabilities because you will stand on the shoulders of giants like your Big Brother.

■ **Special Obligations**—You must never take advantage of the bonds of brotherhood. When you make promises to brothers, keep them.

To become a brother, set good examples before everyone. Every image you project reflects upon your fraternity. We ask a lot of you. Everywhere you go, realize that you are an extension of our presence. You are now a Delta Tau Delta goodwill ambassador.

Brothers do not take each other for granted. Brothers are available at any hour for each other. There is no hour reserved from a brother in need.

Invite brothers into your family.

Let them be with your parents and make occasion for your parents to know them. Invite brothers home for a weekend and accept invitations.

Brothers are always there to give advice and listen. Do not discuss these confidences with outsiders under any instance. Otherwise you violate a basic trust.

Brothers keep all fraternity business strictly confidential. Do not discuss fraternity business with girlfriends, roommates, or non-fraternity friends. The consequences of breaking this rule can be most severe.

You are not a professional counselor; do not try to solve all person problems. Refer difficult problems to those more experienced.

Brothers are always there to shield the good name of one of their own. To have one brother speak unkindly of another is unthinkable. You are under obligation to speak out if this rule is ever violated.

Brotherhood is greater than the sum of its members. If someone leaves the ranks, a link is broken in the chain and the loss is immense; it can take years to mend the damage. Overall, the brotherhood will never turn their back on another. A brother is one for life.

Brotherhood: An Undergraduate Perspective

At the beginning of this, my sophomore year at Bowling Green State University, I decided to take a serious look at the possibility of "going Greek," or joining a fraternity. I had many questions about the Greek System, not the least of which being, "How will I benefit from joining a fraternity?" Certainly this decision must be somewhat self-centered: no one wants to donate their time and money to an organization that will not satisfy him in one way or another.

While evaluating Greek life, I found that in many ways it is very similar to the life I had been living. Fraternity men play sports, live together in a house, socialize with women, hold leadership positions, and party. All of these aspects of college life I had experienced as an independent freshman the previous school year. What made fraternity life unique? My question was answered when I discovered a phenomenon called brotherhood, which soon became the only reason I needed to join my fraternity.

Besides my parents, my family includes three younger sisters, whom I love dearly, but with whom I have never formed a very tight relationship. I have experienced male compassion from my father of course, but I don't believe that father-son relationships can accurately be described as "brotherhood."

Fraternity life has offered me, as it has offered others, the chance to form a close friendship, a fraternal bond, with other men. This is a topic that males from 8 to 80 seem to shy away from, for fear of not appearing "manly," and for fear of not being accepted. Although the subject is, in a way, an unspoken aspect of Greek Life, brotherhood is the trait that sets fraternity men apart from non-Greek college students.

Every man who has experienced fraternity life appreciates, deep down, the fact that he can count on his brothers to be there for him, to counsel him when he is confused, to praise him when he is triumphant, to assist him when he is in need, to console him when he is in despair, and to be in every way possible, his brother.

Mark DeChant is a member of Delta Tau Chapter at Bowling Green University.



■ **Diversity**—Delta Tau Delta can only be as strong as its capacity to mix men of varied backgrounds and insights. You must grow from knowing brothers different from yourself.

The world teaches us to wear protective "face masks." Fraternity brotherhood is a comfortable world abandoning face masks. Pledgeship enables you to be yourself. We don't expect you to become like the members. We encourage and insist on you being you.

There will be times when you will be injured by a careless remark of a brother. Love will allow you to forgive that brother. Forgive you must for this is a demand of brotherhood.

Brothers learn how to disagree among themselves without being disagreeable. Brothers carry this admirable trait into life—into relationships with girlfriends, family, etc. Brothers are able to dissolve relationships with girlfriends and leave not hard feelings. Keeping the door open after disagreements has led to many pleasant outcomes. Indeed, this is one of the most important brotherhood lessons to master. It will serve you well throughout life.

■ **Helping**—Accept others, encourage them. If a brother has bad breath, tell him in a kind manner! If he has dating problems, help him to take appropriate measures. This is the manner of brotherhood. Help others as you would want to be helped. Likewise allow brothers to improve your character.

Brotherhood helps in a supportive, caring manner. Suppose a brother is known to have a substance abuse problem or carries a reputation for street fighting. To ignore this problem is not brotherhood. Each chapter sponsors a "honor court" to address errant behavior—its purpose is to lend a hand. If conduct is unchangeable, the brother can be cast from the Fraternity. It is important to realize that brotherhood in Delta Tau Delta helps brothers in need but will not condone improper behavior.

■ **Values**—Delta Tau Delta brotherhood can accept only one value system for its brothers...that defined by our Creed. Always remember the emphasis toward integrity. What you do in the dark is a true reflection of your character.

■ **Knowing**—To become a brother you must first know your brothers.

The most common mistake by new pledges is they do not spend enough time to bond with their brothers. Avoid cliques. You will miss out on too much and not let others profit from knowing you. Everyone loses.

Don't let the Fraternity isolate you from your old friends. It sheds a bad light on the Fraternity and is not beneficial to you. Delta Tau Delta must be an extension of your lifestyle, not a replacement for old friends. We want you to become involved in other campus and community organizations.

■ **Loving**—Delta Tau Delta requires that every pledge must love his brothers like family. You see, you can give without loving but one cannot love without giving. Brotherhood is a giving relationship. The ultimate test of brotherly love is to love someone and not have it returned. Sometimes our brothers must struggle with dark personal barriers before they can love others. During this struggle, more than ever, they need love.

To quote Nazi concentration camp survivor Viktor Frankl, "Love is the only way to grasp another human being in the innermost core of his personality. No one can become fully aware of the very essence of another human being unless he loves him. By the spiritual act of love he is enabled to see the essential traits and features in that beloved person; and even more, he sees that which is potential in him, that which is not yet actualized but yet ought to be actualized...by making him aware of what he can be and what he should become, he makes these potentialities come true."

■ **Respect**—The relationship between pledges and members can be a most difficult concept to grasp. Essentially it is this: pledges must earn the respect of the members, while members in their charge to educate pledges have some rights to be respected. I submit to you that a pledge must respect the position the members hold, but reserve his personal respect for the person. It is every member's responsibility to conduct himself in a manner that would earn the respect of the pledges. Unfortunately some members unfairly demand respect and the pledge resists or refuses. Overall we must all earn respect through our attitude, our actions, and our

conversations. Brothers must never allow their ego to demand your respect. Nor will the Fraternity allow for this.

Do you understand brotherhood yet? Not quite. Your understanding of brotherhood today is little more than words. Soon brotherhood will become a flood of emotions. It will permit you to tell another brother "I love you." You will unashamedly embrace a brother in happiness and sorrow;



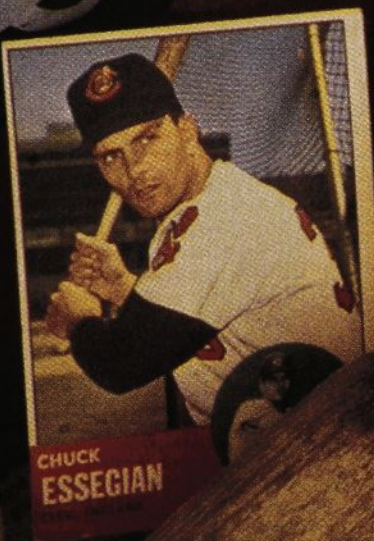
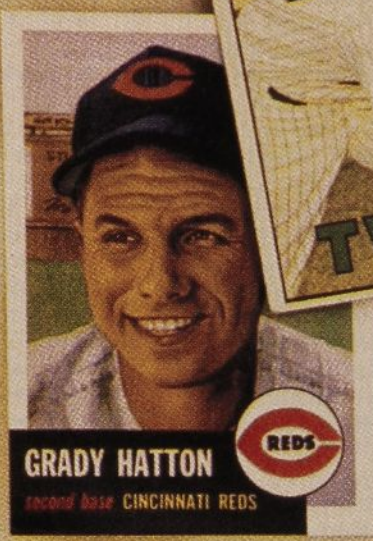
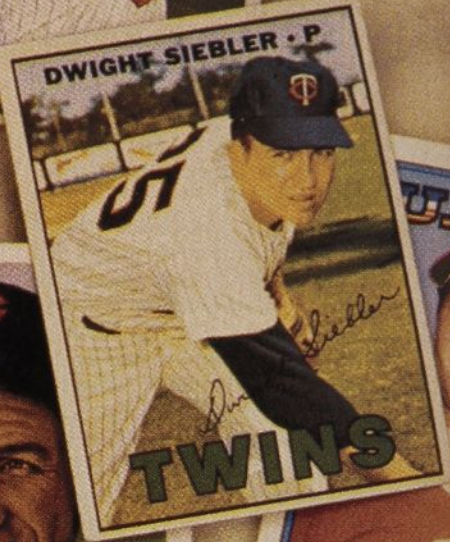
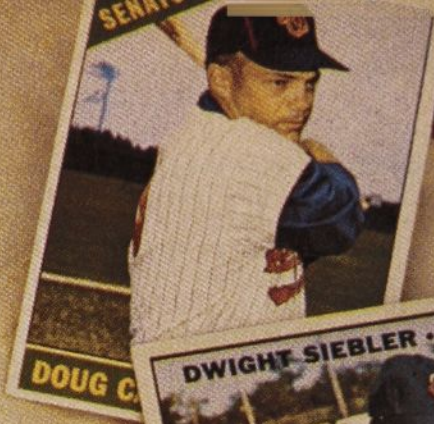
President Norval Stephens, Depauw '51, and his Fraternity roommate, Stan Barkley, have maintained a friendship spanning over 40 years after graduation.

you will laugh and cry together. Only when you deeply feel brotherhood will the members sense your readiness to bond with them and be initiated.

Brotherhood is not the our's to extend to new

pledges. Instead, it is a seed that must be planted and it must grow from within. What fruits it bears! It will change your very life!

Brotherhood must always be an upward climb—an ideal state never quite attained. After becoming a member you must continue to perfect the bonds of brotherhood or you will backslide. The more you give of yourself, the more you receive. In its fullest measure, brotherhood always brings returns far greater than what you give into it. It is a close love affair within a fraternity that bonds lifelong friends and refines one's personal character. ▲

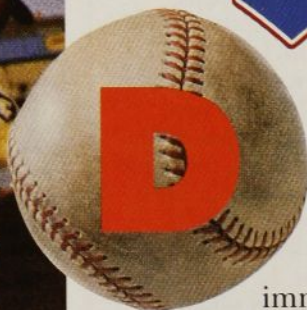


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BIG LEAGUE *Brothers*



DELTS HAVE HAD A MAJOR IMPACT on the history of major league baseball and now we present a comprehensive look at the Fraternity's big league players and executives.

For many years, it was thought that the immortal Hall of Fame executive Branch Rickey, *Ohio Wesleyan '04*, had been the first Delt to play in the majors. As it turns out, two brothers actually played big league ball before Rickey. The first Delt to break into the majors (and second known Greek) was outfielder Russ McKelvey, *Allegheny 1875*, who appeared in 63 games for Indianapolis of the National League in 1878 and one game with Pittsburgh of the American Association in 1882. Next came pitcher Bert Husting, *Wisconsin '00*, who broke in with Pittsburgh of the NL in 1900. He posted a 9-15 record for Milwaukee of the American League the following season, then was 14-6 with Boston and Philadelphia of the AL in 1902 before pursuing a law degree.

Catcher Branch Rickey appeared in one game for the St. Louis Browns in 1905, then hit .284 in 64 games the next season. He moved to the New York Highlanders in 1907 but an injured throwing arm brought his playing career to an end. That season, he allowed a still-standing AL record of 13 stolen bases by Washington in a game. Rickey returned to college, earned a law degree and coached the University of Michigan baseball team before becoming the Brown's manager for several seasons (1913-15).

In 1919, Rickey became President and manager of the St. Louis Cardinals for five seasons. He moved from the dugout to the front office and developed the procedure of "farming out" players into a network of 32 minor league clubs controlling some 600 players. Under his leadership, the Cardinals developed into a National League powerhouse that won five pennants between 1926 and 1934.

Moving to the Brooklyn Dodgers as a vice president in 1942, Rickey paved the way for blacks to play in major league baseball by signing Jackie Robinson in 1946. He also helped build the Dodgers' dynasty which won seven NL pennants from 1947 through 1956. He was later general manager of the Pittsburgh Pirates for six seasons and served the Cardinals as an advisor until his death in 1965. He was elected to the Baseball Hall of Fame in 1967.

The decade beginning in 1910 saw seven more Delts make their big league

BY JAY LANGHAMMER

debut. Pitcher Fred "Mysterious" Walker, *Chicago '08*, pitched for Cincinnati (1910) and Brooklyn (1913) of the NL then jumped to the shortlived Federal League with Pittsburgh (1914) and Brooklyn (1915). Infielder Edmund "Stubby" Magner, *Cornell '11*, got into 13 games with the AL New York Club in 1911.

Hall of Fame lefthander Eppa Rixey, *Virginia '14*, went directly from the campus to the majors, joining the Phillies in 1912. He continued in Philadelphia as an average pitcher for several seasons before going 22-10 with a 1.85 earned run average in 1916. He was traded to Cincinnati in 1921 and had eight fine years, including a league-best 25-13 mark in 1922 and 21-11 record in 1925. Rixey retired in 1933 and was baseball's winningest lefty (266-251) until

Warren Spahn passed him in 1959. He was voted into the Hall of Fame in 1963, the year of his death.

Pitcher George "Zip" Zabel, *Baker '12*, had a brief three year career with the Chicago Cubs (1913-15) but managed to set a big league record that will probably not be broken. On June 17, 1915, the righthander entered the game with two out in the first inning and hurled the longest relief stint ever (18 1/3 innings)

as the Cubs beat the Dodgers, 4-3, in 19 innings. Another righty, Joe Conzelman, *Brown '12*, was with the Pirates during the 1913 through 1915 seasons.

The Fraternity's third Hall of Famer, stylish first baseman George Sisler, *Michigan '15*, became a St. Louis Brown in 1915, joining his former college coach Branch Rickey.

He saw action on the mound as a rookie, winning four games, but his bat was needed in the lineup every day. In 1920, he won the batting title (.407) and set a still-standing AL record of 257 hits. He also drove in a career high 122 runs, had 399 total bases and stole 42 bases. George was named American League Most Valuable Player in 1922, again leading in hitting with a .420 mark. He also scored a league high 134 runs and had a 41 game hitting streak.

Prior to the start of the 1923 season, Sisler had a severe sinus problem which infected his optic nerves and caused him to miss the season. He returned as the Browns' player-manager in 1924 then regained

some of his old form with a .345 average and 224 hits in 1925. He later played with Washington and the Boston Braves, retiring after the 1930 season with a .340 career average (15th in history), 2,812 hits and 1,175 RBI. Sisler was elected to the Hall of Fame in 1939 and later worked for Branch Rickey as a scout and hitting instructor at Brooklyn and Pittsburgh.

Infielder Zeb Terry, *Stanford '16*, who reached the majors with the White Sox in 1916, had a good seven year career. After a brief stint (28 games, .305 average) with the Boston Bees in 1918, he was Pittsburgh's regular shortstop in 1919, then had three good years with the Cubs, hitting .280 in 1920, .275 in 1921, and .286 in 1922. Zeb's career average was .260 over 640 contests.

The '20s

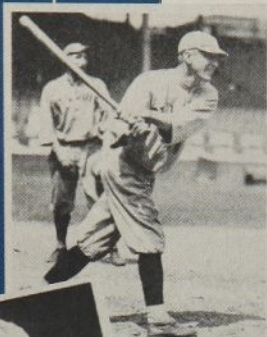
The 1920's proved to be the most active decade for Delt players with Rixey, Sisler and Terry continuing to be productive and nine additional Brothers joining the ranks. Vance McIlree, *Iowa '21*, pitched briefly for Washington in 1921 and infielder Howard "Ty" Freigau, *Ohio Wesleyan '24*, broke in with the 1922 Cardinals. He was a regular at shortstop or third base the next two seasons, hitting .263 in 1923 and .269 in 1924. Ty had his best year in 1925, hitting .299 with eight homers and 71 RBI with the Cardinals and Cubs. After a .270 season as the Cubs' third sacker in 1926, he later played with the Dodgers and Boston Braves. Ty's career mark was .272 over 579 games and seven seasons.

One of baseball's premier shortstops of the decade, Glenn Wright, *Missouri '24*, led the National League in at bats (616) while hitting .287 with 111 RBI as a rookie with Pittsburgh in 1924. He also led the NL in assists and double plays his first two seasons and pulled off an unassisted triple play against the Cardinals on May 7, 1925. That same season, he batted .308 with 18 homers and 121 RBI. Glenn had two more .300 seasons (and 105 RBI in 1927) before a trade sent him to the Dodgers in 1929. His final big season came with Brooklyn in 1930 as he had career highs of .321, 22 homers and 126 RBI. Arm problems forced

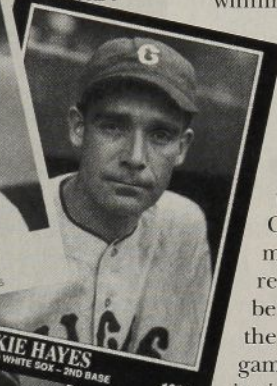
his early retirement (except for a nine game comeback attempt with the 1935 White Sox) and he remained in baseball as a minor league manager and scout for many years. Glenn's career average was .294 with 1,219 hits, 94 homers and 723 RBI.

Also debuting in 1924 was lefty Walter "Jake" Miller, *Ohio State '21*, who spent eight seasons with the Indians (1924-31) and one with the White Sox (1933).

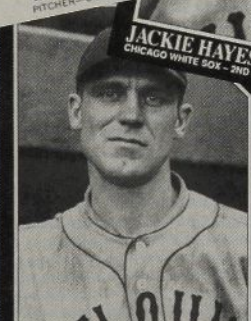
His best years were 10-13 in 1925, 10-8 in 1927 and 14-12 in 1929. Jake finished with a 60-59 record over 200 contests. His brother, Russ Miller, *Ohio State '25*, pitched in



BRANCH RICKEY



EPPA RIXEY
PITCHER—CINCINNATI REDS

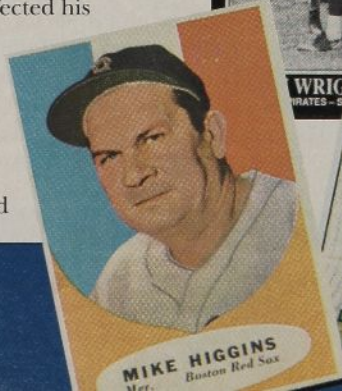


GEORGE SISLER
ST. LOUIS BROWNS—1ST BASE

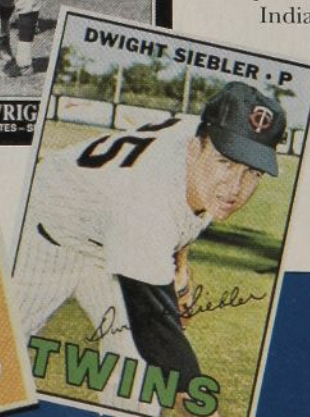
1925



WRIGHT
PIRATES—SS



MIKE HIGGINS
Ver.
Boston Red Sox



DWIGHT SIEBLER • P

TWINS

35 games for the Phillies in 1927-28. Righthander Bill Morrell, *Tufts '23*, appeared in 26 games (3-3 record) for the 1926 Senators, went back to the minors, then was with the New York Giants in 1930 and 1931 (5-3 in 20 games).

A trio of Alabama Delts made their debuts in 1927. The most successful was slick fielding second baseman Minter "Jackie" Hayes, *Alabama '29*, who was with the Senators (1927-31) and White Sox (1932-40). His best years were .312 with 84 RBI in 1936 and .328 in 62 games in 1938. Jackie ended his career with a .265 average and 1,069 hits in 1,091 contests. Outfielder Emil "Red" Barnes, *Alabama '26*, was briefly with the Senators in 1927, then hit .302 with 15 triples in 1928. Red ended his career in 1930, playing with the Senators and White Sox. Shortstop Grant Gillis, *Alabama '26*, played parts of three seasons with the Senators (1927-28) and Red Sox (1929).

The '30s

The 1930 season marked the debut of third baseman Mike "Pinky" Higgins, *Texas '31*, who got into 14 games for the Philadelphia Athletics. After two seasons in the minors, he became a regular for the A's in 1933, batting .314 with 14 homers and 99 RBI. A career best .330 average with 16 homers and 90 RBI followed in 1934. There were several other good seasons (including a career high 23 homers and .296 mark in 1935) before Pinky was traded to the Red Sox in 1937, where he hit .302 with 106 RBI. In 1938, he hit .303 with 106 RBI and set a major league record (since tied) with 12 consecutive hits.

Several other Delts played in the majors during the 1930s. First baseman Bruce Connatser, *Alabama '26*, made brief appearances with Cleveland in 1931 (12 games) and 1932 (23 games) before becoming a longtime minor league manager and scout until his death in 1971. Catcher William "Dutch" Fehring, *Purdue '34*, was with the Chicago White Sox for part of the 1934 season before going into college coaching for many years. Another catcher, Hal Spindel, *UCLA '36*, broke in with the 1939 St. Louis Browns, hitting .269 in 48 games, and later played for the Phillies (1945-46).

The '40s

Pinky Higgins joined the Tigers for six seasons, appearing in the 1940 World Series, then concluded his lengthy career with the Red Sox in the 1946 World Series. He later became a minor league manager, then moved into the Red Sox dugout in 1955, earning Manager of the Year honors from *The Sporting News*. Pinky managed until 1962, posting a 503-501 record, then served Boston as vice president and general manager. He later was a scout for the Houston Astros prior to his death in 1969.

Standout infielder Grady Hatton, *Texas '43*, joined the 1946 Cincinnati Reds after military service and hit .271 with 14 homers and 69 RBI. The following year, he reached career bests of

16 homers, 77 RBI, 91 runs scored and a .281 average. He was chosen for the 1952 All-Star Game and later played with the White Sox, Red Sox, Cardinals, Orioles and Cubs during his 12 big league seasons. Grady finished with a .254 average and 1,068 hits over 1,321 games. He later managed the Houston Astros (1966-68) and was a scout and consultant for several other clubs.

In 1946, John Galbreath, *Ohio '20*, along with Bing Crosby and two other partners, purchased the Pittsburgh Pirates. He served as President from 1950 through 1969 then continued as chairman of the board until the family sold the club in 1985. Several other Delts were prominent in the front office of the Pirates (and earlier the Dodgers), including Branch Rickey, Jr., *Ohio Wesleyan '35*; Bill Turner, *Ohio Wesleyan '36*; Don Beach, *Ohio Wesleyan '04*; and James Herron, *Carnegie-Mellon '32*.

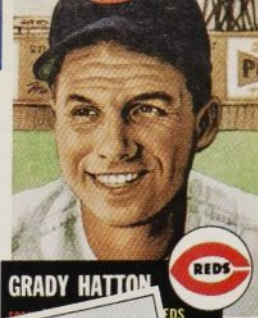
The '50s

Two Delt outfielders, who had also been fine football players, reached the major leagues in 1958. Chuck Essegian, *Stanford '52*, broke in with the Phillies then was with the Cardinals and Dodgers the next season. He gained his greatest fame by hitting two pinch home runs for Los Angeles in the '59 World Series. Chuck's best season was with the 1962 Indians (.274, 21 homers) and he also played for the Orioles, Athletics and Kintetsu Buffaloes in Japan. Carroll Hardy, *Colorado '55*, spent eight seasons in the majors between 1958 and 1967, playing for the Indians, Red Sox, Astros and Twins. Known more for his glove than bat, he was the only man to pinch hit for Ted Williams, finishing an at bat after Williams fouled a pitch off his foot.

The '60s

In 1960, Doug Camilli, *Stanford '58*, broke in with the Los Angeles Dodgers and was primarily a backup receiver through nine seasons with LA and the Senators. The high point of his career was catching Sandy Kofax's no-hitter in 1964. Doug later became a minor league manager and is currently a coach in the Red Sox farm system.

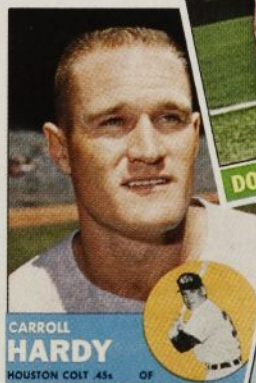
Ron Davis, *Duke '63*, was a good defensive outfielder with Houston, St. Louis and Pittsburgh between 1962 and 1969. He saw action for the



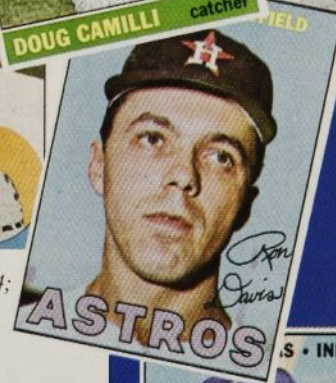
GRADY HATTON



DOUG CAMILLI catcher



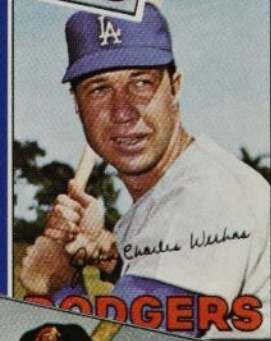
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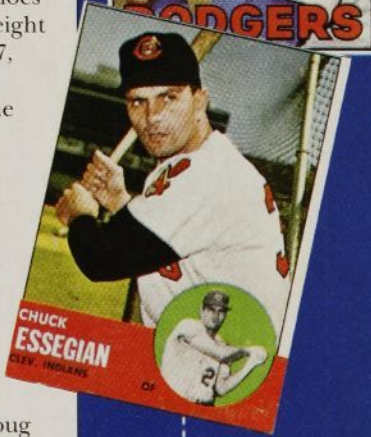
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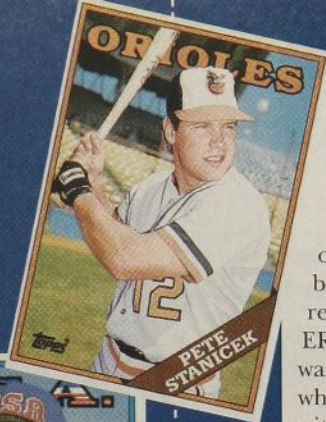
DOUG CAMILLI



CHUCK ESSEGIAN



CHUCK ESSEGIAN



Cardinals in the 1968 World Series. Righthander Dwight Siebler, *Nebraska '59*, pitched parts of five seasons (1963-67) for the Minnesota Twins, posting a 3.45 earned run average over 48 contests.

Righty Bill Wakefield, *Stanford '63*, only spent one season in the majors due to arm problems but was the New York Mets' most effective reliever in 1964, posting a 3-5 record and 3.45 ERA in 62 games. Also breaking in during 1964 was infielder John Werhas, *Southern California '59*, who spent parts of three seasons (1964-65, 1967) with the Dodgers and Angels. After several more minor league campaigns, he played for Japan's Taiyo Whales in 1971. John later was instrumental in founding the Baseball Chapel program.

The next three Delt big leaguers were products of the Big Ten Conference. Outfielder Russ Nagelson, *Ohio State '66*, was with the Cleveland Indians for parts of three seasons, beginning in 1968 and also was with Detroit briefly.

The '70s

Pitcher Steve Arlin, *Ohio State '67*, was with the San Diego Padres from 1969 to 1974 before a trade sent him to the Indians for 11 games. His best year was 1973, when he was 11-14. Lefty Rick Kreuger, *Michigan State '70*, appeared briefly with the Boston Red Sox for three seasons (1975-77), got into six games for the Indians in 1978 then pitched in Japan for the Yomiuri Giants in 1979.

The '80s

Veteran third baseman Steve Buechele, *Stanford '83*, made his debut with the Texas Rangers in 1985 and has since played for the Pirates and Cubs. His best season was 1991 as he hit .262 with 22 homers and 85 RBI while setting an AL fielding mark for third sackers (.991, 3 errors in 329 chances).

First baseman-outfielder Mike Aldrete, *Stanford '83*, joined the San Francisco Giants in 1986 and spent six years in the big leagues before returning to the minors last season. He has also played with Montreal, San Diego and Cleveland with a top year of .325 in 126 games during 1987. Mike's career mark is .268 in 618 games.

Also making the majors in 1986 was lefty Drew Hall, *Morehead State '85*. He was with the Cubs for parts of three seasons, then posted a 3.70 ERA in 38 games for Texas in 1989. Drew made 42 appearances for Montreal in 1990 but was in Triple A ball

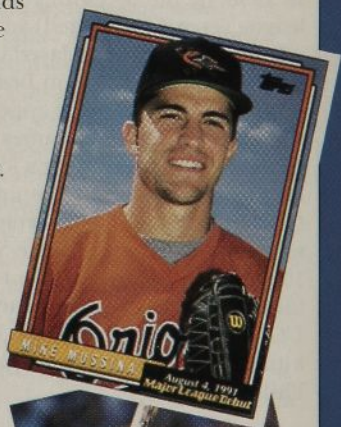
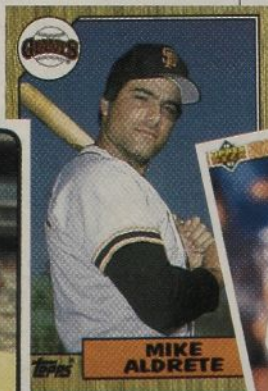
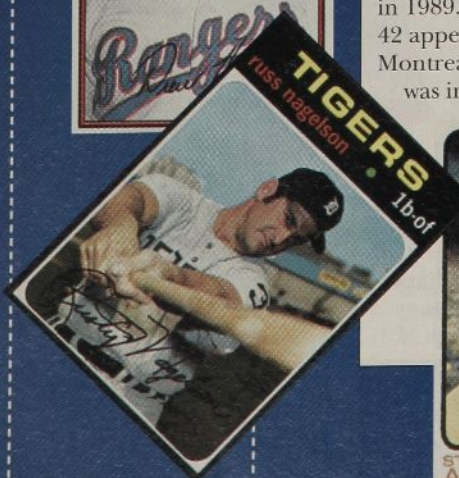
the last two years. Second baseman-outfielder Pete Stanicek, *Stanford '85*, showed promise by hitting .274 in 30 games for the 1987 Baltimore Orioles, then played 83 contests in 1988. He battled injuries in the minors the next two seasons before retiring.

The '90s

Three more Delts broke in during 1991. Orioles righthander Mike Mussina, *Stanford '91*, became one of baseball's top hurlers last summer, posting an 18-5 record and 2.54 ERA. He pitched in the All-Star Game and was fourth in AL Cy Young Award balloting. Catcher-infielder Ed Sprague, *Stanford '89*, hit .275 in 61 games for the Blue Jays in 1991, then helped them win the World Series last fall with a game-winning pinch homer in game two. First sacker Ron Witmeyer, *Stanford '89*, played in 16 games for the Oakland A's near the end of the '91 season but was back in Triple A last summer.

The 1992 season saw Branch Rickey III, *Ohio Wesleyan '67*, become president of the American Association. Like his grandfather and father before him, he had previously been involved in the front office of several big league clubs. Other Delts currently in key front office positions are Richard Deats, *Pennsylvania '69*, Phillies vice president, ticket sales and operations; Jeff Kline, *Ohio State '77*, Yankees executive director of ticket operations; and Joel Pieper, *Cincinnati '89*, Reds traveling secretary.

The 1993 season finds Delta Tau Delta in the enviable position of having the largest representation of professional players among all fraternities. Several more Delt prospects, such as outfielder David McCarty, *Stanford '92*, of the Twins and catcher Doug Robbins, *Stanford '88*, of the Oakland A's, should be promoted to the big leagues during the next several seasons, continuing the Fraternity's outstanding diamond legacy. ▲



Governing "Deltaware"

Tom Carper takes his place as head of the nation's first state

On January 19, Tom Carper, *Ohio State '68*, became Delaware's 71st Chief Executive after serving five terms as Delaware's Congressman in the U.S. House of Representatives and six years as State Treasurer. He has been elected to statewide office nine times—more than anyone in Delaware history.

Born in Beckley, West Virginia, Governor Carper grew up in Danville, Virginia and attended Ohio State, graduating with a B.A. in Economics. He served five years as a Naval flight officer and nearly two decades in the Naval Reserve, retiring with the rank of captain in 1991.

In 1973, following his tour of duty in the Navy, Carper moved to Delaware to pursue a Master's Degree in Business Administration. At age 29, he was nominated by the Democratic Party to run for State Treasurer and was subsequently elected. As State Treasurer, Carper helped manage the sale of the State-owned Farmers Bank and established Delaware's first cash management system to manage daily balances of \$200 million. He played a major role in improving the State's credit rating—from worst in the nation to a respectable "AA" rating in just five years.

In 1982, he won a seat in Congress by defeating a three-term incumbent. As a Congressman, Carper led efforts to overhaul the budget process and reduce the federal deficit. He played a key role in efforts to increase the availability of affordable housing; reform the welfare system; promote family self-sufficiency; and combat drug money laundering. To better protect the environment, Carper authored legislation to ban sewage sludge dumping in our oceans, and to safely manage hazardous waste disposal.

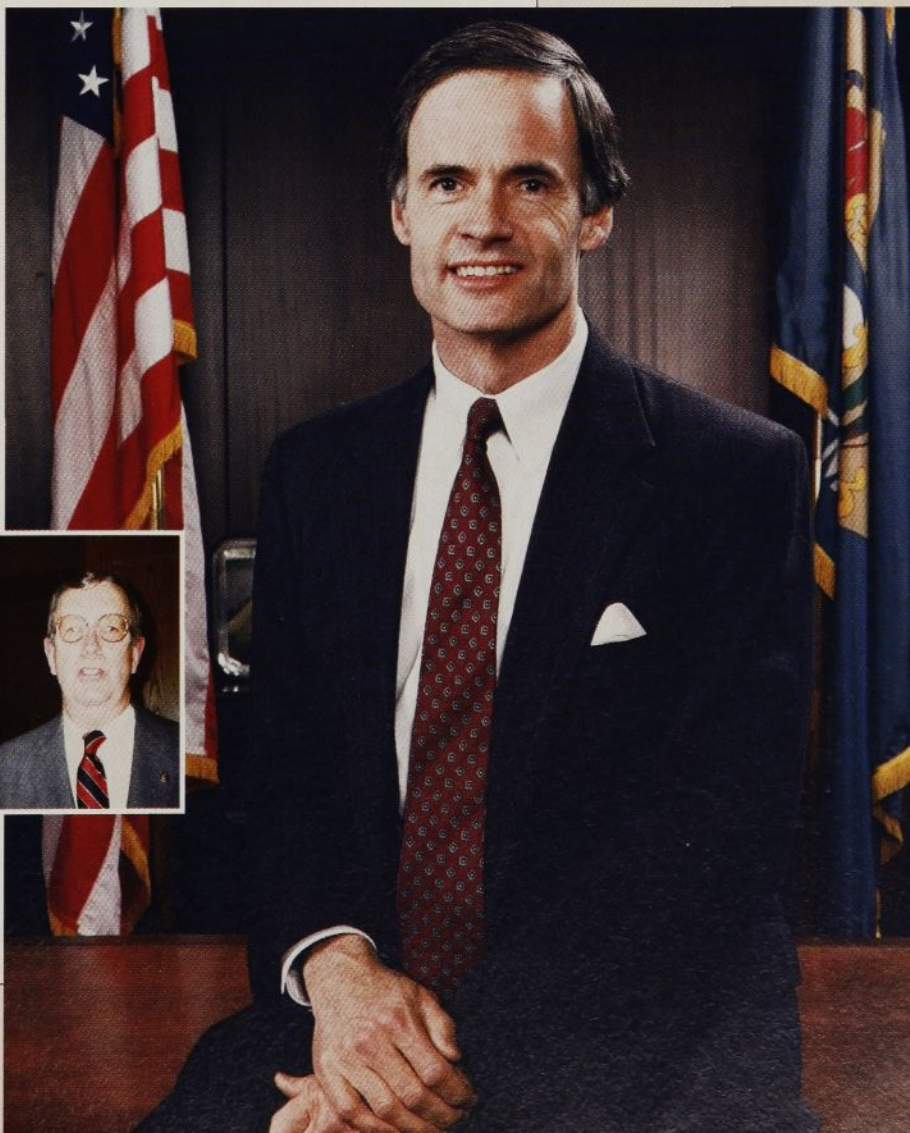
During the past decade, Governor Carper has chaired or co-chaired fundraising efforts for numerous Delaware organizations including the United Negro College Fund, Big Brothers/Big Sisters, and United Cerebral Palsy. He has served as honorary chairman of the Delaware Special Olympics, and the March of Dimes Walk America and is a participant in the Fraternity's Delt 2000 program.

Carper is a member of the Vietnam Veterans of America, the Veterans of Foreign Wars, the American Legion, the New Castle Presbyterian Church and Common Cause. He and his wife Martha have two young sons.

During the campaign, Carper outlined a four-part strategy that emphasized a top-notch workforce, responsive government, infrastructure development and a "grow our own" philosophy to create new jobs. As Governor, Carper's agenda also focuses on six key issues: balancing the State's 1994 budget; building a vibrant economy; promoting clean air for a healthy environment; improving the effectiveness and integrity of the government; strengthening families and revitalizing schools.

In his Inaugural Address, Carper said, "We want to leave a place that nurtures and cultivates a common community of caring, where we honor our differences, not allow them to divide us... where the dedication to the pursuit of excellence is so strong that we are able to succeed where others have not." ▲

Inset: Governor Carper, left, and David Kreidler, Duke '59, EVP of the Eastern Building Material Dealers Association at a campaign event last fall; Below: Tom Carper's official photo as the 71st Governor of Delaware.



Comedy of Errors

On the road doing stand-up can be filled with surprises

BY KERRY HARDING

"I had my motivational tapes stolen from my car. Great, now we've got thieves running around out there with goals."

ON AUGUST 10, 1964, Lawrence Adams Chinery, Jr. was born in Cincinnati, Ohio. Shortly thereafter, this "chip-off-the-old block" was given his official nickname. Suspicious of his parents claim that they were unaware of the similar sounding Mary Poppins Song, he did some research. They were cleared of all charges when he found that it wasn't until April, 1965 that "Chim Chim Cheree" hit the Bill Board Top Ten.

Life for this red-head was the same as for most midwestern kids growing up with a theme song, except for one thing. At age thirteen, Chip started writing jokes and three years later hit the stage for the first time.

Excluding the occasional talent show, performing stand-up was put on the back-burner after that rookie summer to finish high school and go to college.

Chinery pledged Delt as a freshman in January 1983. A videotape enthusiast, in Fall 1984 the chapter rented a video camera and Chinery shot, produced, edited, wrote and narrated a ten minute video "The Making of the Great Pumpkin" for the big fall date party. A fast-paced summation of the party, complete with time-lapse photography of the exterior construction/decoration of the house, it proved a big hit at Rush.

In the fall of '85, Chinery decided to produce a "day-by-day, year-in-the-life" video of life at the Delt House. He purchased a video camera and taped everything...EVERYTHING...including interviews with over fifty brothers. The project took eight months (including one six week stretch of eight hour, over-night editing sessions) to edit the 72 hours of sports, parties, philanthropies, etc., into a "brief" 14 hour program: "The Delt Time Capsule 1985-1986," a.k.a. "From Here to Fraternity." He sold copies to more than fifty brothers for what came out to be \$2/episode over cost. What made this saga extra special is that, while many universities sell video memories now, then there were no such things. At the time Chinery considered it his greatest achievement in life. And even though he's accomplished a great deal more since then, it still ranks up there near the top.

After graduating in 1986, Chinery became a studio cameraman and technician at WCPO, the CBS affiliate in Cincinnati. Several months later he sent a letter to all the parents of his fraternity brothers, telling them about "The Delt Time Capsule" and how it would make "the perfect stocking stuffer."

He received an enthusiastic letter, complete with a check for a copy, from then-pledge Keith Freeman's father, Dick. He was a Delt at Miami in

the 50s and CEO of The Bank Mart in Bridgeport, CT. He thought the video was great and said to give him a call if he ever needed a job. Realizing that he had learned all he could at the station and that he wanted to do stand-up for a living, Chinery recognized he needed about another year of amateur nights to develop to the point where he could do a quality job as an opening act and emcee on the road. Chinery responded to Freeman with a wacky, funny letter and Freeman asked him to come up for an interview. He did and was subsequently hired to become director of communications.

Had Chinery thought he'd ever work in a bank, he probably wouldn't have written the wacky letter. Once in Connecticut, he worked 9 to 5 at the bank and weekly on his act at a local comedy club. After a few months he finally started getting paying gigs. Looking back, he says, "I got a degree in psychology, worked as a TV cameraman for two years and then as a banker. That's pretty much the natural progression."

Like accountant Bob Newhart and mechanic Jay Leno, banker Chip Chinery heard the call and left his not-so-funny job for a career in comedy. After talking to Mr. Freeman about his dream to pursue comedy, Chinery gave his one month's notice. Freeman himself had always regretted not pursuing his own dream of being a baseball player so he understood how Chinery felt and was extremely supportive.

Chinery packed his bags and drove back home to Cincinnati, which, oddly enough, was very central to a lot of road work. He auditioned for a booking agent and, on October 17, 1988, in Clarksville, Tennessee, officially became a professional stand-up comedian.

Since then, Chinery has performed on 278 different stages, covering 183 different cities in 30 states, DC and the Bahamas. In the past four years, he has averaged 326 shows per year with a personal high of 355 shows in 1992.

His demo reel includes excerpts from his performances on the Johnnie Walker Comedy Search on Comedy Central, Caroline's Comedy Hour and "An Evening at the Improv"—the latter which, Chinery adds, he secured before Brother Schwensen became the talent coordinator.

In February, he taped "Comedy on the Road with John Byner" at the Tropicana in Las Vegas—his third A&E cable show in just under a year.

Next came Chinery's pet project — "Cincinnati's Comedy Relief." Gathering his colleagues from the local area, they recorded a live show for TV and audio tape release. On sale from Thanksgiving to Christmas, all proceeds went

to a local homeless charity. Chinery co-produced the TV shows as well, containing stand-up and sketches on location.

Chinery's latest project is a syndicated humor columnist. His first article, entitled "My Fellow Americans" appeared in *Everybody's News* in Cincinnati, part of a select group of 80+ "alternative" publications by the Alter-Net syndication. Who knows? He could be the next Dave Barry.

Chinery's act is clean and clever. Composed primarily of observational humor (he does four minutes on using a hand dryer in the restroom) about everyday stuff, he also does some silly stuff, too.

Chinery's rise to prominence has not been without its hard knocks. In a gig in Chickopee, there wasn't a mike stand so they duct-taped a goose neck microphone to a broom handle and jammed it through the lid of a case of beer bottles. But, at the time, fifty bucks was fifty bucks. Another time, he played The Wooden Nickel in Bristol, Tennessee and had two little kids run on stage with him. Their mom chased after them and they got loose again and she came up on stage again calling their names. There have been a lot of drunks and bad environments for comedy over the years but they start to blur after the first thousand shows. He's been booked into a club only to find out it was a diner in Virginia. They had taken out a booth and put in a stage and a microphone. He was only 10 feet from the salad bar!

Chinery played a one nighter in Munster, Indiana, a suburb of Chicago, that turned off the TV's to start the show. The only problem was it was the bottom of the 9th, tie game and the Cubs were coming up to bat. Chinery remembers, "Boy, were they glad to see me!"

He did a one-nighter in Cedar Falls, Iowa. The only thing the manager said was, "Don't walk between the aluminum palm trees (on stage) or the mike may cut out."

He worked a one-nighter in Woodbridge, VA. When he got to the housing, he discovered he was staying with a cook from the bar who was a Spanish speaking, illegal alien who seemed a bit hostile. Chinery quickly packed and ended up crashing on the couch of some Delts in nearby DC.

In his early years when times were leaner, he posed as an SAE in Nashville the night before his week started at the club. His hotel expenses were only covered the nights he was performing and, since there was no Delt chapter, what else was he to do? He's played to each class of a high school in Rochester, NY; a club in the basement of a Godfather's pizza in Evansville, IN, on tour boats in Chicago, Nashville and Cincinnati and worked the college lunch room during the change of



classes. He played the Sig Ep Rush at Purdue. Stage? No he stood on the front lawn, pitch dark with no spotlight, just a lamp on an end table for illumination and a microphone with an amplifier. These last two incidents both took place after taping national TV shows. Chinery realizes there is a time and place for everything, including comedy. The above places were neither and the dues keep getting paid.

Still, Chinery has had some great compliments along the way. Club owners and bookers know his comedy is accessible to all audiences. They have trusted his talents to complement shows featuring Steven Wright, Dennis Miller, John Byner, Louie Anderson, Rosie O'Donnell, Bobcat Goldthwait, Rita Rudner, Kevin Nealon, Rich Jeni, Jeff Cesario, Rob Schneider and (brace yourself) Donny Osmond!

One of the highlights of Chip's career came in the summer of '91 in Cincinnati. He was hosting The Riverbend Comedy Jam with Steven Wright, Dennis Miller, David Spade and Tom Kenny in front of 3000+ patrons. After Chip's opening monologue, Mr. Wright introduced himself to Chip and said: "I only caught the last few minutes of your set, but that was hilarious!" Encouraging words from the Academy Award winning comedian, to say the least.

For Chinery, as it has been for Seinfeld, Leno

and Letterman, it's been an interesting profession. If it were run as an ad in the "Help Wanted" column it might say

WANTED FOR POSITION

Work nights and weekends
No paid vacations
No medical and dental coverage
No retirement benefits.

In a more serious moment, Chinery acknowledges that the road is indeed tiring. Like in Simon and Garfunkel's "Homeward Bound," after a while "each town looks the same to me, the movies and the factories." And he agrees with Billy Crystal's character in "Mr. Saturday Night." When it's great—it's GREAT. "Every woman wants you and every guy wants to be your best friend." Maybe that isn't a 100% blanket statement for the audience but it conveys the feeling.

Jay Leno explains hecklers this way: "People don't heckle at a cello recital because it's not a very common talent. But everyone, at one time or another, has made someone laugh. So suddenly, you can find yourself in a room full of critics or worse—drunks. They don't respect your talent and art, so they're rude."

As Chinery looks forward, 1993 is a full year with every week booked into October except for two when he has weddings to attend. Many of these weeks are as the headliner.

Clearly not a product of the "comedy boom," Chip Chinery's shifting of career gears has finally settled in where he's supposed to be—on a stage and our television refreshing us with his clean and clever wit.

Chinery says, "Early on, friends encouraged me to get dirty. That just wasn't what I was into, thankfully. My strength lies in joke writing. Unfortunately, I have to follow a dirty act now and then. That requires a little more work on my part because the energy of the room is very different."

This may be the reason why the Sex Pistols never opened for Sinatra. You've got to be true to what you are. I think dirty is cheap."

One of my favorites is this Chinery quip: "I had my motivational tapes stolen from my car. Great, now we've got thieves running around out there with goals."

And Chinery, who serves as his own publicist, agent, business manager and chauffeur for that matter, acknowledges he is engaged in comedy combat. (That's what you do when you know you're funny but the rest of the world doesn't.) For information on booking Chinery you can reach him directly at (513) 231-7385. He probably won't be there, but, as I discovered, he will always call back. And, just like him, his answering machine is always on. ▲

Author's Note: To give you an example of Chinery's warped humor, his standard press package arrived with this brief note: "After using this stuff, keep it on file. Keep it on Ken File, for that matter!"

Chip Chinery's meteoric rise on the comedy circuit has included a stint on A&E's "Evening at the Improv."



READERSHIP SURVEY

We've heard your calls and read your letters and now you have the opportunity to shape the future of the Rainbow. Not since 1982 has the Rainbow asked you what you thought. Please take just five minutes to complete this anonymous survey and return it to the Central Office, 8250 Haverstick Road, Suite 150, Indianapolis, IN 46240, or fax your completed survey to 317.251.2158. Thanks for your time!

—The Editor

1 What types of articles and features do you find most interesting on a scale of 1 to 5 with 1 being the most interesting?

- ☐ Profiles on Fraternity programs
- ☐ Profiles on Fraternity volunteers
- ☐ Profiles on Issues facing fraternities
- ☐ Profiles on Distinguished Alumni
- ☐ Profiles on Individual Undergraduates
- ☐ Chapter Reports
- ☐ Columns

2 Please rank the following columns in the order you usually read them. If you never read them, leave blank.

- ☐ Delt Spotlight
- ☐ From the Crow's Nest
- ☐ Chapter Reports
- ☐ Greek World
- ☐ From our Readers
- ☐ Among the Alumni
- ☐ Chapter Eternal
- ☐ From the Archives of Memory
- ☐ Leadership Directory

3 What topics/issues would you like to see us cover more (put +) or less (put -)

- ☐ Alumni - Chapters
- ☐ Athletics - Professional
- ☐ Athletics - Undergraduate
- ☐ Athletics - Alumni Amateur
- ☐ Campus Involvement
- ☐ Careers - Employment Skills
- ☐ Careers - Entering various fields
- ☐ Chapter Anniversaries
- ☐ Chapter Consultants
- ☐ Chapter Eternal
- ☐ Chapter Homecomings
- ☐ Chapter Installations

- ☐ Conferences - Division
- ☐ Conferences - Karnea
- ☐ Conferences - Regional
- ☐ Educational Foundation Activities
- ☐ Educational Institutions
- ☐ Fraternity History
- ☐ Fundraising Activities
- ☐ House Corporation Management
- ☐ Housemothers
- ☐ Issues - AIDS
- ☐ Issues - Alcohol Awareness
- ☐ Issues - Date Rape
- ☐ Issues - Drug Abuse
- ☐ Issues - Environment
- ☐ Issues - Hazing
- ☐ Issues - Human Rights
- ☐ Issues - Legal
- ☐ Issues - Multiculturalism
- ☐ Issues - Politics
- ☐ Issues - Rush
- ☐ Leadership Academy
- ☐ Legacies
- ☐ Membership Education
- ☐ Philanthropics
- ☐ Profiles - Arch Chapter Members
- ☐ Profiles - Chapter Advisors
- ☐ Profiles - Division Officers
- ☐ Profiles - Prominent Alumni
- ☐ Resident Advisors
- ☐ Scholarship - Academic Awards
- ☐ Scholarship - Fraternity programs
- ☐ Scholarship - Honor Society Members
- ☐ Scholarship - Programs
- ☐ Shelter expansions/renovations
- ☐ Weddings/Births
- ☐
- ☐
- ☐
- ☐
- ☐

4 What types of advertising do you think would be appropriate for The Rainbow?

- ☐ Cause related
- ☐ Fraternity Sportswear
- ☐ Fraternity Jewelry
- ☐ Fraternity memorabilia
- ☐ Business Travel
- ☐ Delt Owned Products/Services

5 What three changes would you most like to see in The Rainbow? _____

6 What three things do you like most about The Rainbow? _____

7 What three things do you like least about The Rainbow? _____

Graduation Year _____

Chapter _____

Current State _____

Have you done volunteer work for the Fraternity as an alumnus?

☐ Yes ☐ No

What is your approximate annual income?

- ☐ 0,000 - 25,000
- ☐ 26,000 - 50,000
- ☐ 51,000 - 75,000
- ☐ 76,000 - 100,000
- ☐ 101,000 - 150,000
- ☐ 151,000 - 200,000
- ☐ 201,000 - 250,000

The President's Column



Dear Brothers:

I've just signed more than 700 certificates for brothers initiated in 1943, 50 years ago. Signing these brought home to me what a life-long experience membership in Delta Tau Delta really is.

Nothing could have made that more palpable than our experience at the winter divisional conferences. Up to 25% of the registrants have been alumni. Meetings were planned for House Corporation members at all four conferences this year. We are at last seeing the generations come back together to the benefit of the Fraternity. Our collegians now appreciate experience and advice on how to run their chapters. I am also seeing a renewed awareness among our alumni that the values that have defined our society must be passed from one generation to the next. To provide ourselves with the manpower to do that, Delta 2000 seeks to find 2,000 alumni who will work with our young men in their chapters and in the divisions, in the House Corporations and as mentors and advisors to insure that our young men can assume responsibilities as well-prepared leaders.

Visiting one chapter recently, I listened as the university president outlined what he expected of the Greeks on his campus: role models for citizenship, leadership and concern for women's safety. On the spot, I challenged our chapter to take this on as an assignment and asked the chapter and university presidents to write me at the end of the semester with a progress report. Then, during the Northern Division Conference, I heard the story of one young man who had pledged Delta Tau Delta because he had asked some sorority women which house they respected. He was told that sorority women on this campus, if they're out late at night, go to the Delta House where they know they will get an escort home safely at any time.

What we are doing in our conferences is telling the stories of good citizenship, good deeds and good chapters. What a difference it makes when we can spend our time bragging about our chapters rather than having to deal with discipline problems. The good news is that this is exactly what is happening. It's not only a great time to be a Delt, but it's a great time to consider your service as a Delt and to help our young men assume their places as committed adults.

Want to help? Want to work with a chapter or help us prepare our young men for job interviews or graduate school? Just call or write me. My address is in the back of the Rainbow. We'll find you a job whether you can give us two days a year or two days a month. In fact, some of our men who are giving as much as two nights a week need to be spelled. Won't you step forward?

Fraternally,

Norval

Norval Stephens

NEWS OR LETTER TO THE EDITOR?

Send to DELTA TAU DELTA FRATERNITY, 8250 Haverstick Road, Suite 150

Indianapolis, Indiana 46240 on the form below:

INFORMATION SENT WITHOUT SCHOOL / YEAR WILL NOT BE USED

Name _____

School and Year _____

Address _____

Daytime Phone _____

CHANGING ADDRESS?

Send to DELTA TAU DELTA FRATERNITY, 8250 Haverstick Road, Suite 150

Indianapolis, Indiana 46240 on the form below:

Name _____

Chapter and Year _____

New Address _____

Zip _____

Old Address (Tear out this form so that the address on the back cover is not damaged. Or fill in old address below):

Zip _____

Delta Tau Delta Fraternity

8250 Haverstick Road, Suite 150

Indianapolis, Indiana 46240

Address correction requested

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