

Southern– 2023 Provincial Council Meeting

HOW TO USE THIS LEGISLATION BOOKLET AT PROVINCIAL COUNCILS

This document describes in detail a Bylaw amendment submitted to the Southern Provincial Council for consideration. Any amendment that passes will be considered at the 2023 Grand Chapter Congress in August. Bylaw amendments must achieve a 2/3 majority vote at Congress to pass.

Proposals related to National Policy and Procedures may be discussed and voted upon by the Council, but ultimately all National Policy and Procedures are administered by the Fraternity's elected Board of Directors. The Board, of course, will take any recommendation passed by a majority vote of the Provincial Council very seriously.

- Any language with ~~strikethroughs~~ would be deleted if the proposal or amendment passes.
- Any language listed in ALL CAPS indicates language that would be added if the amendment or proposal was adopted.
- Language in *italics* is included occasionally for explanatory purposes.

EXAMPLE:

~~Bylaw~~ - would be deleted

BYLAW - would be added

Bylaw - would be an explanatory note offering more detail or interpretation

PROPOSALS

PROPOSAL 1 – CMP Guide

SUBMITTED BY:

Zeta Theta Chapter, Shelby Markus, slmarkus212@gmail.com, 618-980-7007

DATE: February 16, 2023

Summarization of the Proposal/Recommendation.

This recommendation proposes to move the CMP requirement of initiation ritual memorization from Accredited Chapter to Chapter of Recognition. Accredited Chapter is the minimum expectation for all chapters to demonstrate they can be self-sustaining, and believe that can be achieved without ritual memorization. After multiple conversations with chapters spanning the nation, there is a collective agreeance that chapters would rather focus on the pillars of our Fraternity and providing meaningful interactions and opportunities.

While we understand the purpose of memorizing ritual is to give new brothers a positive experience, we believe chapters can be operationally sound and meet the strategic priorities of the Fraternity without memorizing ritual, which often is considered a daunting task that creates stress for current brothers.

Proposal Details (and/or exact Policy or Bylaw Language proposed -- use ALL CAPS for new language and ~~strikethrough~~ for deletions.)

The Board approved R17-25 at the March 6, 2017 meeting to move Initiation Memorization from the Chapter of Excellence CMP-tier to the Accredited Chapter CMP-tier. The purpose of the proposal was to emphasize the importance of memorizing initiation and to require a volunteer leader to attend initiation

ACCREDITED CHAPTER (TIER 1)

Pledging/Initiation

CHAPTER OF RECOGNITION (TIER 2)

REQUIRED ITEMS:

Initiation Ritual Memorized

Description of Submission:

The Initiation Ritual is STRONGLY ENCOURAGED to be memorized whenever conducted. Memorization of the Ritual not only makes a favorable and lasting impression, but also serves to instill a greater appreciation of the true significance of the objectives and purposes of the Fraternity.

How to Submit: Initiation Ritual Memorized Hub Form

Note: The chapter will submit contact information for the verifier, which should be a National Officer (Provincial Vice President, Regional Vice President, and District Director) or Chapter Advisor in attendance at the ceremony. The chapter's District Director will follow-up with the verifier, if necessary, and approve the item via the Hub for CMP Credit. If none of these officers listed above are available for verification, please contact your Regional Vice President or Central Office.

Due Date: *Fall*- Within 14 days after initiation, suggested; January 31, final

Spring- Within 14 days after initiation, suggested; June 1, final

Responsibility: Chancellor

Recommended implementation date and logic for selecting this date

To be in effect the academic semester following approval. Implementing change during the current academic term would create confusion for chapters, CO Staff will have at least 5 weeks to make appropriate changes to the Hub and the change announced before initiation ceremonies began.

Positive aspects of implementing Proposal/Recommendation

- Chapters will be able to focus on the Fraternity's purpose, mission, and core values which include professional development, diversity, service, social activities, and scholarship for their brothers, as well as allow brothers to focus on academic success on top of their other responsibilities.
- Brothers who are more committed to their chapters, that typically are used to memorize ritual, are able to focus their time on other initiatives such as growing the chapter, strengthening partnerships, and helping guide the planning for meaningful opportunities and experiences.
- Rather than spend time memorizing ritual in preparation of new brothers joining , chapters can focus their time on integrating pledges
- Chapters can spend more time focusing on integrating new brothers and encouraging friendships within each chapter, rather than spending that time memorizing ritual to present to the new brothers
- According to the CMP Guide, Chapter of Recognition is for chapters who "focus on alumni, faculty, and New Brothers." Initiation is performed exclusively for new brothers, so the requirement would be more at home here.
- Chapters that make the commitment to memorize ritual will still be rewarded for their efforts as a requirement of Chapter of Recognition.

Negative aspects of implementing Proposal/Recommendation

- Some may feel removing ritual memorization from Accredited Chapter may lower the ritual's significance.
- Potentially allows for Initiation practices to not occur as often, which can result in chapters scrambling to practice right before the ceremony.

Provide a brief cost analysis of the Proposal/Recommendation (if applicable)

\$500 for system changes.

NOTES:

Passed

Passed as amended

Failed

PROPOSAL 2 – Regions

SUBMITTED BY:

Kyle Bischoff, Central Gulf Regional Vice President, CentralGulfRVP@dsp.org
Chelsey Fix, Mid-Atlantic Regional Vice President, MidAtlanticRVP@dsp.org
Madison Whitehouse Monnin, Mid-South Regional Vice President, MidSouthRVP@dsp.org
C.J. Cook, Southeastern Regional Vice President, SoutheasternRVP@dsp.org
Trina Kirk, Atlantic Coast Regional Vice President, AtlanticCoastRVP@dsp.org
Ron Neto-Taylor South Atlantic Regional Vice President, SouthAtlanticRVP@dsp.org

DATE: January 2023

What does this proposal do?

This proposal realigns the regional boundaries to optimize the level of support that chapters receive from their elected leaders. This will increase number of regions in the Southern Province by one, to seven (7), which aligns with provinces of similar size. The boundaries were redrawn to balance the number of chapters which must be supported by each Regional Vice President.

How does this proposal impact our organizational Strategic Priorities and Diversity, Equity and Inclusion initiatives?

This realignment is being proposed to better serve the chapters of the Southern Province. It positively impacts three of the pillars of the Strategic Priorities of Delta Sigma Pi: Organizational Excellence, Membership Growth and Membership Engagement. This proposal would allow the RVPs to focus on assisting chapters in attracting and retaining diverse students, alumni, and community leaders. This would be accomplished by installing or reactivating collegiate and alumni chapters and working with chapter leaders on their recruitment efforts. Elected leaders would also be able to spend more time helping chapters achieve Organizational Excellence by ensuring the chapters are operationally sound.

Two regions, the Mid-Atlantic and Southeastern Regions, have a higher than average number of chapters per region. These same regions have been expanding even further recently. The chapters in these regions would be better served by adding a new region called the East Coast Region. Thus, aligning the scope of the volunteer leaders with the national average of seven chapters per region.

Table 1: Currently Active Chapters & Startups

Region	Current Chapters Per Region	Chapters per region after realignment
Mid-Atlantic	12	8
Mid-South	6	5
Southeastern	10	8
Central Gulf	6	7
East Coast	0	6
Atlantic Coast	6	6
South Atlantic	7	7

In creating the new East Coast Region, the proposal makes the division of North Carolina at the mountains, as brothers in Eastern Tennessee frequently have events in the western North Carolina territory and it keeps like-minded chapters together in the Mid-South Region. Also, this recommendation keeps Kappa Tau (Clemson) in the Southeastern Region because of its proximity to Pi (Georgia) Chapter and northern Georgia and distance from major population centers from which an RVP is likely to come from the new East Coast Region.

Additionally, this proposal recognizes that the last three Regional Vice Presidents from the Mid-South Region have all lived in Louisville. This puts the Memphis metropolitan area and western Tennessee at a disadvantage because the RVP is 378 miles away from the Epsilon Psi (Christian Brothers) Chapter. The proposal moves this chapter and the surrounding area into the Central Gulf (along with the northern Mississippi territory). The past three Central Gulf Regional Vice Presidents have come from the Birmingham or Montgomery areas, which is roughly 220 miles away from Epsilon Psi and the Memphis area. In addition to having a volunteer leader closer to the area, this also reduces the organizations financial burden in mileage reimbursement.

This realignment also supports the organizations desire for expansion by freeing up volunteer leaders to focus on these activities. Currently, on the Delta Sigma Pi website, there are 20 colleges on the “high interest” list in the regions affected by this proposal. See appendix A for the list of “high interest” college and universities in the Southern Province states. Eight of those are in the current Mid-Atlantic Region, another eight are in the current Mid-South Region and four in the current Central Gulf Region. This proposal would continue to bring more balance to the regions even after expansion, ensuring stability.

Table 2: Chapter count in realigned regions after potential expansion

Region	Current	Proposed
Mid-Atlantic	20	10
Mid-South	14	13
Southeastern	10	8
Central Gulf	10	12
East Coast	0	11

****Positive aspects of implementing Proposal/Recommendation***

- The new regional boundaries will better take into account demographic similarities of chapters, as well as the historical center of gravity of volunteer leaders
- Reducing the number of chapters in the large regions gives volunteer leaders more freedom to focus on Membership Growth and Membership Engagement
- Rebalanced regions will make it easier to support installation or reactivation of chapters
- Geographic density as well as travel times were taken into account when proposing new regions

****Negative aspects of implementing Proposal/Recommendation***

- Regional stability. These regions have been unchanged for a long time.
- Additional volunteer leaders need to fill RVP and regional chair roles
- Increases annual run cost for operations

****Provide a brief financial analysis (cost and benefits) of the Proposal/Recommendation (if applicable). Contact Central Office staff to discuss details as warranted.***

- Initial one-time cost of adding a new region and redrawing boundaries - \$600
 - This includes artwork/time to redraw/adjust regional boundaries, and staff/vendor/volunteer time for adjustments to records, files, reporting, systems, etc.
- Annualized costs of adding a new region - \$3,800
 - This includes additional regional awards presented by National Fraternity, additional Regional COY badge, certificate, and scholarship, funds for new RVP

Recommended implementation date and logic for selecting this date

We recommend that the proposed changes go into effect at the conclusion of the 55th Grand Chapter Congress in Houston so as to coincide with the installation of newly elected leadership. Nominations for office and elections for the next biennium would be to support the new regional structure.

****Proposal Details (and/or exact Policy, Bylaw or Ritual Language proposed -- use ALL CAPS for new language and strikethrough for deletions.)***

Region #1: Central Gulf

Alpha Sigma	University of Alabama
Beta Lambda	Auburn University
*Epsilon Psi	Christian Brothers University
Eta Kappa	Troy University
Eta Upsilon	University of West Florida
Gamma Tau	University of Southern Mississippi
Tau Phi	Jacksonville State University

To comprise the chapters in the states of Alabama and Mississippi, the Florida panhandle west of the Apalachicola River, and in the state Tennessee west of US highway 45 to US highway 70 in Huntington, and west of state highway 22 from Huntington to Union City, then US highway 51 to the Kentucky border

Region #2: Mid-Atlantic

Alpha Xi	University of Virginia
Zeta Upsilon	Virginia Polytechnic Institute
Kappa Nu	Longwood University
Nu Chi	University of Lynchburg
Omicron Pi	Radford University
Rho Omega	University of Richmond
Chi Omega	Old Dominion University
William & Mary Startup	The College of William and Mary

To comprise the chapters in the state of Virginia south of Interstate Highway 64, but including the metropolitan areas of Charlottesville and Richmond.

Region #3: Mid-South

Omicron	Vanderbilt University
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Alpha Zeta	University of Tennessee
Kappa Psi	Bellarmino University
Zeta Theta	Western Kentucky University
Tau Upsilon	University of Louisville

To comprise the chapters in the state of Kentucky (except the Cincinnati metropolitan area, counties Kenton, Campbell, and Boone); in the state of North Carolina west of US highway 321; and in the state Tennessee, except west of US highway 45 to US highway 70 in Huntington, then west of state highway 22 from Huntington to Union City, then US highway 51 to the Kentucky border.

Region #4: Southeastern

Kappa	Georgia State University
Pi	University of Georgia
Alpha Tau	Mercer University
Zeta Lambda	Georgia Tech
Iota Mu	Georgia College & State Univ.
Kappa Tau	Clemson University
Nu Pi	Kennesaw State University
Clark Atlanta Startup	Clark Atlanta

To comprise the chapters in the state of Georgia north of US Hwy 280 from Columbus to Claxton and northwest of US Hwy 301 from Claxton to the South Carolina border; and west of US Highway 176 / State Highway 121 from the North Carolina border to Augusta in South Carolina, but including the metropolitan area of Spartanburg, SC

Region #5: East Coast

**Alpha Lambda	University of NC Chapel Hill
***Beta Gamma	Univ. of South Carolina
**Iota Omega	University of NC Greensboro
**Sigma Tau	Duke University
***Tau Psi	Coastal Carolina University
**East Carolina Startup	East Carolina University

To comprise the chapters in the states of North Carolina, except west of US highway 221 from the South Carolina border to the Virginia border; and South Carolina, except west of US Highway 176 / State Highway 121 from the North Carolina border to Augusta, and excluding the metropolitan area of Spartanburg, SC.

- * - Moving from the Mid-South Region
- ** - Moving from the Mid-Atlantic Region
- *** - Moving from the Southeastern Region

Appendix A

Source: dsp.org (as of Nov, 2022)

Alabama:

University of North Alabama, Florence
 Tuskegee University, Tuskegee
 University of Alabama, Birmingham

Florida:

Florida A&M University, Tallahassee
Florida Gulf Coast University, Ft. Myers

Kentucky:

*University of Kentucky, Lexington
Eastern Kentucky University, Richmond

Mississippi:

*Mississippi State University, Starkville

North Carolina:

Appalachian State University, Boone
*North Carolina State University, Raleigh
University of North Carolina, Charlotte
University of North Carolina, Wilmington

Tennessee:

Austin Peay State University, Clarksville
*East Tennessee State University, Johnson City
Middle Tennessee State University, Murfreesboro
Tennessee State University, Nashville
University of Tennessee, Chattanooga
*University of Memphis, Memphis

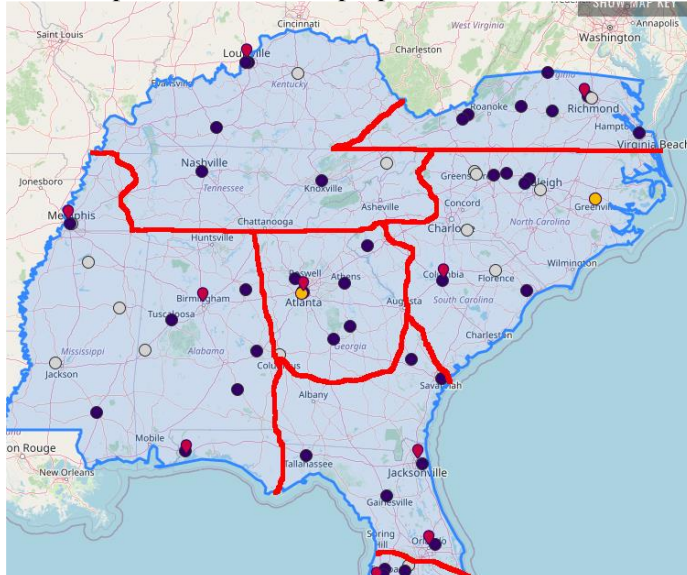
Virginia:

*Virginia Commonwealth University, Richmond
Hampton University, Hampton

* indicates a closed chapter with interest to reactivate

Appendix B

Visual representation of the proposed new boundaries for the regions of the Southern Province



NOTES:

Passed

Passed as amended

Failed

PROPOSAL 3

SUBMITTED BY:

Jenna Markowitz, Louisville Alumni Chapter

DATE: January 17, 2023

What does this proposal do?

Feedback was provided to the Board of Directors during the quasi committee of the whole by the Grand Chapter in 2022. This feedback noted the delegates of the Grand Chapter were interested in undertaking a review of our governance structure to diversify our Board. In addition, this review will consider ways to lessen the burden on our current volunteers to remediate against burn out. The feedback was provided in July 2022, yet as of December 2022, actionable steps have not yet been taken by the Board of Directors towards remediation. Therefore, this resolution is intended to provide specific feedback to the Board of Directors, with actionable steps and timetables, to address the wishes of the 2022 Grand Chapter.

How does this proposal impact our organizational Strategic Priorities and Diversity, Equity and Inclusion initiatives?

This resolution perfectly aligns with Delta Sigma Pi's DEI initiatives. The resolution outlines a plan to undertake a complete review of our governance structure, with DEI initiatives at the forefront to ensure an equal opportunity for all brothers to participate in governing our Fraternity and remove barriers to entry.

Next Steps if Approved:

This resolution would go to the 2023 Grand Chapter to be debated and voted on. If approved by the 2023 Grand Chapter, the Board of Directors would be required to report to the 2025 Grand Chapter their decision to act or not act on the resolution.

History of Proposal:

Discussion at 2022 Grand Chapter, recommendation presented to the Grand President.

Positive Considerations:

- Identify opportunities to level the playing field to allow all brothers the opportunity to serve
- Identify opportunities to lessen the burden on current volunteers to prevent burn out on the current volunteer base, which will position the Fraternity for growth and sustainability.
- Identify opportunities to diversify thought on the strategic advancement of our Fraternity
- Provide clear guidance to the Board of Directors

Negative Considerations:

- Some may feel that review of governance is not necessary, simple adjustments to leadership culture, including removal of added responsibilities that are not defined in Bylaw and Policy would meet the same objectives.

Recommended implementation date and logic for selecting this date

The resolution would go to the 2023 Grand Chapter Conference.

Financial Impact:

Approval of the resolution does not have a direct cost beyond time of staff and delegates. If the Board were to determine that outside governance consultation was necessary to support the task force, cost could be in excess of \$100,000. Improving efficiency and effectiveness of the Fraternity structure could have immeasurable cost savings over time.

Proposal Details: (add/or exact Policy, Bylaw or Ritual Language proposed – use ALL CAPS for new language and strikethrough for deletions.)

Resolution:

The Board of Directors/Grand President shall name a task force to complete a comprehensive and independent review of our governance structure, with the intent to bring holistic proposals back to the Grand Chapter for consideration. This review should include reviewing 1) governance structure of similar Greek organization, 2) governance structure of similar size non-profit organization, and 3) governance structure aligned with for-profit organizations, including a Board of Directors (responsible for strategic advancement) separate from a management team (responsible for day-to-day activities). This task force shall report to the Grand Chapter in 2025. Members of the task force shall not have held an elected position in the Fraternity in the past five years.

NOTES:

Passed

Passed as amended

Failed