

INTERNATIONAL FRATERNITY OF DELTA SIGMA PI, INC.
MINUTES
WESTERN PROVINCIAL COUNCIL MEETING
MARCH 3, 2024
RENO, NV

The Western Provincial Council Meeting of the International Fraternity of Delta Sigma Pi, Inc. was called to order according to Ritual at 9:07 AM on Sunday, March 3, 2024, by Western Provincial Vice President Erica Kolsrud at the Nugget Casino Resort in Reno, NV.

Present and in person at this meeting were the following officers of the Western Province:

Erica Kolsrud	Provincial Vice President
Melanie Parazo	Bay Area Regional Vice President
Davis Levy	Desert Mountain Regional Vice President
Tim Beasley	Pacific Coast Regional Vice President
Jazzle Paraiso	Pacific Northwest Regional Vice President
Austin Odle	Rocky Mountain Regional Vice President
Cody Heimerdinger	Sierra Nevada Regional Vice President
Julian Reyes-Cruz	South Pacific Regional Vice President

Other positions were as follows:

Carley Haro	Chancellor
Andrew Amazeen	Recording Secretary
Hunter Weber	Credentials Chair

ROLL CALL OF THE DELEGATES

At this time, Brother Kolsrud relinquished the chair to Chancellor Haro, who introduced Secretary Amazeen. Brother Amazeen then conducted the Roll Call of Delegates and announced 39 delegates present and eligible to vote. **See ADDENDUM A for the DELEGATE ROLL SHEET.**

ADOPTION OF THE AGENDA

Mu Rho moved to adopt the Agenda as presented. The motion was seconded by Upsilon Chi and approved. **See ADDENDUM B for the AGENDA (AS ORIGINALLY DISTRIBUTED).**

APPROVAL OF THE MINUTES OF THE PREVIOUS COUNCIL MEETING

Rho Phi moved to approve of the minutes of the 2023 Western Provincial Council Meeting as previously distributed. The motion was seconded by Epsilon Upsilon and approved.

REVIEW OF VOTES TAKEN SINCE THE LAST MEETING

Chancellor Haro announced that there have been no votes taken since the previous Western Provincial Council Meeting.

REPORTS OF THE PROVINCIAL & REGIONAL VICE PRESIDENTS

Lambda Psi moved to receive the printed Official Reports as distributed to the delegates. Pi Chi seconded and the motion was adopted. **See ADDENDUM C for the WESTERN PROVINCE ANNUAL REPORT.**

Chancellor Haro yielded the floor to Brother Kolsrud to discuss the Western Province Annual Report.

QUASI COMMITTEE OF THE WHOLE

Brother Kolsrud moved to open a Quasi Committee of the Whole for 30 minutes. Seconded by Gamma Omega and approved.

Brother Kolsrud appointed Chancellor Haro as chair of the Quasi Committee of the Whole.

Question 1: What does a healthy chapter look like to you?

- ALPHA RHO: Engagement, leadership being open to feedback
- EPSILON THETA: What people are putting into the chapter and getting out of it – no freeloading
- RHO UPSILON: Professionalism and personal relationships/bonds, viewing the world through a professional lens
- DELTA PI: Committed not only to the chapter, but also to each other
- PI CHI: Checking in with the chapter members to gauge the common sentiment. And financially healthy to survive. Open communication and no judgement
- GAMMA OMEGA: Alumni engagement, which provides a sense of community. Engaging pledges to help them integrate. Doing DEI to cover many different aspects, not just one. Consistency in chapter practices
- RHO PHI: Percentage of brothers who take on a position at some point during their collegiate career
- UPSILON PSI: High chapter engagement, being there for each other, and having each other's best interests at heart

Question 2: How would you like to interact with your own chapter alumni as well any other alumni?

- ALPHA NU: Using an alumni panel during recruitment to communicate the benefits of Deltasig, and how it can benefit in the long run. Also social events with alumni when possible
- TAU CHI: Give the alumni something to support, make them want to come back. Introduce them and create connections with chapter brothers. Engaging some alumni to lay the foundation for bringing more alumni in

- DELTA SIGMA: Starts when they are collegiate brothers. Foster a relationship so that you want to see how the chapter evolves after you graduate, maybe having reunions. Alumni also love to be recognized for their accomplishments
- LAMBDA SIGMA: Events for alumni are important, as well as newsletters and social media outreach
- PI CHI: Distance matters for events, engaging local alumni. Newsletters too. Asking alumni to share what they are currently up to so that it can be shared in the newsletter as well
- GAMMA PSI: Hard to engage alumni in college towns. Capitalizing on homecoming or virtual visits. Also coffee chats between collegiate and alumni brothers
- LAMBDA PI: Engaging alumni beyond 3 or 4 years. Alumni social media master list, to connect brothers via LinkedIn or such
- LAMBDA PSI: Working on electronic communication, telling a story that collegiate brothers are here and doing good things

Question 3: How would you and your chapters like to receive communication around reports and strategic priority progress communication?

- SIGMA UPSILON: Emails are great, allowing for the most detail. As long as it is being passed along to brothers, that should be fine
- RHO PHI: Emails
- EPSILON UPSILON: Talking directly from DDs to Presidents and VPs. And maybe another tab in the HUB, while still utilizing email. Giving as many options as possible
- PI CHI: Sending to all members, not just Execs. Make the Execs more knowledgeable about what they're doing, maybe through workshops
- LAMBDA SIGMA: Email to everyone in the chapter, maybe DDs or RVPs can present to the chapter if reports are more urgent
- EPSILON THETA: Might prefer a text if it is more urgent, so that we do not rely on one person to communicate
- MU CHI: Sending to a main email for the chapter, not to many email addresses, but a central email for the chapter
- DELTA SIGMA: Communication is one thing, but we want to see more engagement from the national level. Trickle down, knowing that leadership is there to help chapters. As far as individuals who should get the emails, Chapter Operations should be included to ensure we meet CMP

Mu Rho motioned to extend the Quasi Committee of the Whole by 10 minutes. Seconded by Gamma Iota.

Question 4: What resources and trainings help or could help your chapter officers in their roles?

- RHO CHI: Already a lot of resources such as LEAD and online videos. But they would like to see more specific examples or case studies about fundraising or alumni engagement. Learning how to become more integrated with Deltasig especially on a national level

- OMICRON SIGMA: Old Exec helps New Exec
- ZETA OMEGA: Shared Google Drive within the chapter to pass down information
- PI CHI: Transitions between Execs, passing down information including incomplete goals, as well as Standard Operating Procedures
- ALPHA RHO: Transition documents between positions, adding more information as you learn things. From Nationals, might be good to have a document with all of the forms and deadlines for a central all-in-one guide
- TAU CHI: Transition meetings when new executives are elected. Having the President or Chancellor sit in on those meetings to make sure they are conducted correctly
- ETA CHI: Encourage chapter officers to be bold and come up with new ideas. Easy to fall into a routine, but they should try to make the position their own

OLD & NEW BUSINESS

Chancellor Haro then noted there was no old business and moved into new business.

Lambda Pi then moved **the 2024-2025 Provincial Budget**. The motion was seconded by Hawaii.

Mu Chi left early, changing the number of voting eligible delegates to 38.

The 2024-2025 Provincial Budget was then not adopted (placard vote no, 3-35). See ADDENDUM D for the PROPOSED PROVINCIAL BUDGET (AS ORIGINALLY DISTRIBUTED).

The Pacific Coast Regional Vice President moved to assign the decision for **the Location and Date of the 2026 Provincial Conference and Council Meeting** to the Executive Director. The motion was seconded by Lambda Pi.

The Pacific Coast Regional Vice President moved to lay this motion on the table indefinitely. The motion was seconded by Hawaii. No objections.

Rho Phi then moved to have the Executive Director select three plausible cities and dates to send to the Provincial Council by mail vote, to be voted on in the future. Seconded by Alpha Nu.

The motion was then **adopted (placard vote yes, 38-0)**.

Mu Rho then moved **Proposal 1** to add a line to Bylaws blocking Grand Officers from serving as a delegate or alternate from any chapter. The motion was seconded by Rho Phi.

Omicron Sigma left early, changing the number of voting eligible delegates to 37.

Proposal 1 was then **adopted (placard vote yes 37-0)**. See **ADDENDUM E** for **PROPOSAL 1**.

Lambda Pi then moved **Proposal 3** to delegate the responsibility of selecting LEAD Provincial locations and dates to the Executive Director. The motion was seconded by Gamma Psi.

Lambda Pi then moved to amend Proposal 3 to send the selections for LEAD to the Western Provincial Council for a mail vote. Seconded by Upsilon Chi.

The amendment was then **adopted (placard vote yes 37-0)**.

Proposal 3 was then **adopted (placard vote yes 37-0)**. See **ADDENDUM G** for **PROPOSAL 3**.

Rho Phi then moved **Proposal 2** concerning chapter debt write-offs. The motion was seconded by Alpha Rho.

Proposal 2 was then **adopted (placard vote yes 37-0)**. See **ADDENDUM F** for **PROPOSAL 2**.

Gamma Omega then moved **Proposal 4** to change the order of Ritual to place and clasp the badge before describing it. The motion was seconded by Iota Pi. **These minutes are purposely vague in places to honor the secrecy of Ritual.**

Proposal 4 was then **adopted (placard vote yes 22-9)**.

Brother Kolsrud made announcements and then Chancellor Haro invited others to make announcements.

Brother Weber: We are reinvigorating DEI Initiatives, with motion being taken on the matter
Western PVP: Upcoming events:

- Alumni Day – Everywhere (April 25, 2024)
- 2024 National Volunteer Leadership Retreat – Las Vegas (August 2-4, 2024)
- 2025 Western Provincial Conference – Portland, OR (February 7-9, 2025)

Gamma Phi: Regional initiation on March 23 in Flagstaff with Grand President Paul Carpinella

Chancellor Haro then adjourned the Western Provincial Council Meeting at 11:02 AM after a motion by Lambda Pi. Lambda Psi seconded, and the motion was approved by consensus. Brother Kolsrud then closed the meeting according to Ritual.

Erica Kolsrud

Erica Kolsrud, Provincial Vice President

Andrew Amazeen

Andrew Amazeen, Recording Secretary

**ADDENDUM A
DELEGATE ROLL SHEET**

Chapter	Eligible	Seated
Alpha Nu (University of Denver)	Yes	Yes
Alpha Rho (University of Colorado-Boulder)	Yes	Yes
Gamma Iota (University of New Mexico)	Yes	Yes
Gamma Xi (Santa Clara University)	Yes	No
Gamma Phi (University of Texas-El Paso)	Yes	Yes
Gamma Psi (University of Arizona)	Yes	Yes
Gamma Omega (Arizona State University)	Yes	Yes
Delta Omicron (San Francisco State University)	Yes	No
Delta Pi (University of Nevada-Reno)	No	Yes
Delta Sigma (Loyola Marymount University)	Yes	Yes
Epsilon Theta (Cal State University-Chico)	Yes	Yes
Epsilon Upsilon (New Mexico State University)	Yes	Yes
Epsilon Phi (Cal State University-Sacramento)	No	No
Zeta Tau (Cal State University-East Bay)	Yes	No
Zeta Omega (Northern Arizona University)	Yes	Yes
Eta Chi (Cal State Poly University-Pomona)	Yes	Yes
Theta Chi (San Jose State University)	Yes	No
Iota Pi (San Diego State University)	Yes	Yes
Iota Upsilon (Cal State University-Northridge)	Yes	Yes
Iota Phi (Cal State University-Fresno)	Yes	No
Kappa Mu (Cal Poly State University-San Luis Obispo)	Yes	No
Lambda Mu (University of the Pacific)	No	No
Lambda Pi (University of San Diego)	Yes	Yes
Lambda Sigma (Cal State University-Fullerton)	No	Yes
Lambda Phi (Cal State University-Long Beach)	Yes	Yes

Lambda Psi (University of Hawaii-Hilo)	Yes	Yes
Mu Rho (Colorado State University)	Yes	Yes
Mu Chi (University of Colorado-Colorado Springs)	Yes	Yes
Nu Phi (University of Northern Colorado)	Yes	No
Xi Omicron (University of California-Los Angeles)	No	No
Xi Pi (University of Redlands)	No	No
Omicron Sigma (University of California-San Diego)	Yes	Yes
Omicron Psi (Washington State University)	No	No
Pi Sigma (University of California-Irvine)	Yes	Yes
Pi Chi (University of California-Santa Cruz)	Yes	Yes
Rho Sigma (University of California-Santa Barbara)	Yes	No
Rho Upsilon (Pepperdine University)	Yes	Yes
Rho Phi (Concordia University)	Yes	Yes
Rho Chi (University of Hawaii-Manoa)	Yes	Yes
Sigma Upsilon (University of Washington-Seattle)	Yes	Yes
Sigma Phi (Chapman University)	Yes	Yes
Tau Chi (University of California-Merced)	Yes	Yes
Tau Omega (University of La Verne)	No	No
Upsilon Chi (California Lutheran University)	Yes	Yes
Upsilon Psi (University of Washington-Bothell)	Yes	Yes
North Hollywood (CA) Alumni Chapter	Yes	No
Denver Alumni Chapter	Yes	No
Hawaii Alumni Chapter	Yes	Yes
Orange County (CA) Alumni Chapter	Yes	No
Phoenix-Thunderbird Alumni Chapter	Yes	Yes
Reno Sierra Nevada Alumni Chapter	Yes	No
Sacramento Valley Alumni Chapter	Yes	No
San Francisco Bay Area Alumni Chapter	Yes	No

Los Angeles Alumni Chapter	Yes	No
Inland Empire (CA) Alumni Chapter	Yes	No
Fresno-CenCal Alumni Chapter	Yes	No
Seattle Start Up(Seattle University)	No	No
Stanislaus Start Up (Cal State University-Stanislaus)	No	No
Western Province Provincial Vice President	Yes	Yes
Sierra Nevada Regional Vice President	Yes	Yes
Bay Area Regional Vice President	Yes	Yes
Desert Mountain Regional Vice President	Yes	Yes
Pacific Northwest Regional Vice President	Yes	Yes
Pacific Coast Regional Vice President	Yes	Yes
Rocky Mountain Regional Vice President	Yes	Yes
South Pacific Regional Vice President	Yes	Yes

ADDENDUM B
AGENDA (AS ORIGINALLY DISTRIBUTED)

DELTA SIGMA PI
WESTERN PROVINCE
Provincial Council Meeting Agenda
March 3, 2024
Reno, NV

- I. Opening Ritual
- II. Call the meeting to order
- III. Roll call of the Delegates
- IV. Adopt the agenda
- V. Approve the minutes of the previous Western Provincial Council Meeting
- VI. Review Votes Taken Since the Last Meeting
- VII. Report of the Western Province Team
- VIII. Old Business
- IX. New Business
 - A. Approve the 2024-2025 Provincial Budget
 - B. Determine date and location choices for 2026 LEAD Provincial Conference and Council Meeting
 - City Recommendations: Move to assign decision to the Executive Director**
 - Date Recommendations: Move to assign decision to the Executive Director**
 - C. Legislative Proposals
 - i. Grand Officer Delegate Proposal
 - ii. Date and Location vote at Provincial Councils
 - iii. Collegiate Dues Exceptions – Bad Debt
 - D. Ritual Proposals
 - i. Ritual Proposal 1
- X. General announcements
- XI. Review schedule of upcoming meetings and events
 - A. Alumni Day – Everywhere (April 25, 2024)
 - B. 2024 National Volunteer Leadership Retreat – Las Vegas (August 2-4, 2024)
 - C. 2025 Western Provincial Conference – Portland, OR (February 7-9, 2025)
- XII. Other chapter announcements
- XIII. Adjournment
- XIV. Closing Ritual

ADDENDUM C
WESTERN PROVINCE ANNUAL REPORT

2024

Western Province

Annual Report



DELTA SIGMA PI®



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Strategic Priorities Overview

Membership Education

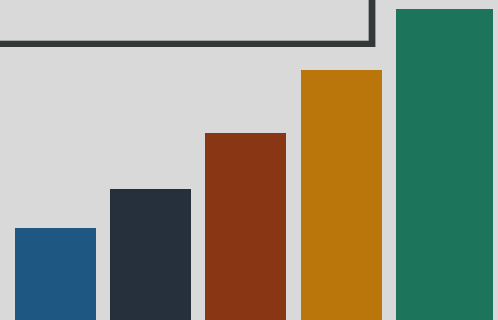
Membership Growth

- **Pledge Retention and Chapter Size**
- **Hearings, Inactive Status & Voluntary Withdrawal**
- **Data Chapter Dues vs. Average Family Income**
- **Province Qualified Programs**

Member Engagement

- **Chapter Event Data**
 - Professional
 - Community Service
 - Diversity, Equity, Inclusion

Organizational Excellence



Introduction

Last year, we tried a new format for the Provincial Report and are excited to continue to use it this year, with additional benchmarks.

It is a new biennium and we are excited about where this province and fraternity is heading! We are identifying our weak spots and your leadership team is working hard with staff to combine resources to help members and chapters succeed.

In this document, you will read about data on pledge retention, dues, engagement, events, and leadership team demographics. We hope your chapter goes through this and engages with your DDs/ADDs/RVPs/Committee Chairs and PVP about what trends you are seeing and where you want us to improve, what to continue, what hurdles or barriers your chapter or you may be facing, or things you want to see changed. Our intention is to use this as a tool to have conversations around.

A few highlights from the past year in the province:

- Collectively, this province has over \$31,000 in Chapter Leadership Funds
- Leads the way in training completion rate for the new Standards program
- 8 brothers were awarded scholarships from the Leadership Foundation

Thank you to everyone from our alumni leaders who volunteer countless hours to serve the fraternity, our collegiate brothers for embodying the purpose of the fraternity, and our alumni chapters who demonstrate what "It's not just four years, it's for life" truly means.

We look forward to engaging with your chapters ahead of Provincial Council!

Fraternally,

Western Province
Leadership Team



Strategic Priorities



Goals for strategic priorities are as follows:

Member development: Increase the annual number of overall learners through live events and webinars by at least 5% each year and 50% over the term of the priorities.

Leadership Development: Provide training for chapter officers and volunteer leaders, with 95% participation

Chapter Expansion: Install or reactivate at least 30 collegiate chapters over the term of the priorities.

Membership: Increase combined fall and spring dues paying collegiate members by 10% over the term of the priorities.

Alumni Engagement: Generate trackable engagement of 30,000 alumni over the term of the priorities with an increase of 10% every year as they interact with the organization via channels including but not limited to volunteers, donors, event participants, supporters of chapter or regional activities, or otherwise engaging in national initiatives.

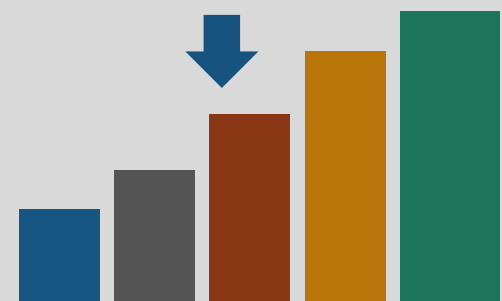
Member Retention: Engage 50% of new alumni within three years after their graduation, while retaining annually 45% of the prior year's overall engaged alumni.

Financial: Decrease financial dependence on revenue from members by annually increasing non-dues/fees revenue by 5%. On the Provincial level, this is measured by Chapter Leadership Fund dollars granted to chapters and money raised by chapters through fundraising.

Fraternal Organization: 75% of collegiate and alumni chapters achieve established minimum health indicator.



Look at the bottom of each page to see which Priority that section is supporting

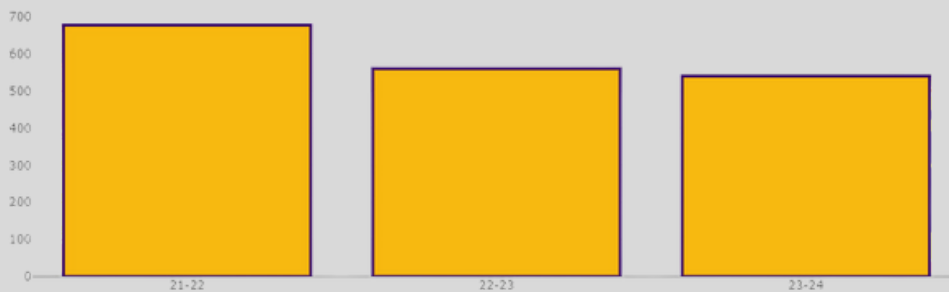


Member Education

Equip members to excel as ethical leaders on campus and in the community.

Educating members to stand out as ethical leaders on campus and beyond is about educating all members (pledges, collegiate, alumni, faculty, and volunteers), providing easily available access when needed. Education should include training for all aspects of the fraternal lifecycle, including the skills needed for academic, career, and life success.

GOAL: Member Development: Increase the annual number of overall learners through live events and webinars by at least 5% each year and 50% over the term of the priorities.



Year	Annual Learners	Yearly Growth	Overall Growth
21-22	677	--	--
22-23	560	-17.28%	-17.28%
23-24	540	-3.57%	-20.24%

GOAL: Leadership Development: Provide training for chapter officers and volunteer leaders, with 95% participation

PROVINCIAL STATUS:

**34% of 465 officers
have completed their designated pieces of training**

We have seen a steady decline in leaders attending events and completing officer training year-over-year. Western Province saw a growth decline of 20% from last year in relation to events, which is 1.5% better than the National tracking of 21.5% decline.

Contributing factors could be barriers to access and entry to events and learning. Whether that be the frequency of events online, costs of traveling to in-person learnings, or dates of in-person events conflicting with other obligations.

Concerning officer training, more can be done to examine the content of current pieces of training being offered and the ROI and helpfulness of them. We are seeing success with volunteer leader training as well as Standards Trainings and will examine that later in this report.

Member Growth

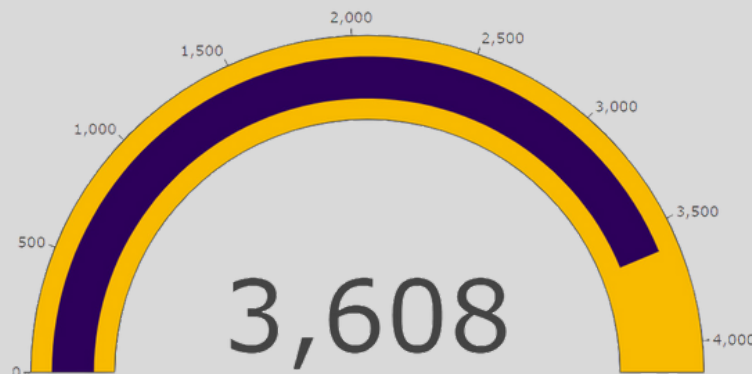
Attract and retain diverse students, alumni, and community leaders.

Increasing diverse membership in local chapters ensures unique perspectives and enhances the member experience. Opening chapters at new campuses and returning to campuses that have previously closed, enhances brand recognition and opens doors within additional communities and business communities.

GOAL: Chapter Expansion: Install or reactivate at least 30 collegiate chapters over the term of the priorities.

	▲ Chapters Installed Since 7/1/21	◆ Current Startup Groups	◆ Targets for Future Expansion
1	No New Chapters Yet	Cal State University-Stanislaus	Boise State University
2		Seattle University	California State University-Stanislaus
3			Central Washington University
4			Eastern Washington University
5			Idaho State University
6			Montana State University
7			Oregon State University
8			University of Montana
9			University of Oregon
10			University of Utah
11			Utah State University
12			Western Washington University

GOAL: Membership: Increase combined fall and spring dues paying collegiate members by 10% over the term of the priorities.



Goal: 4,124 total dues members (fall and spring combined) by 25-26

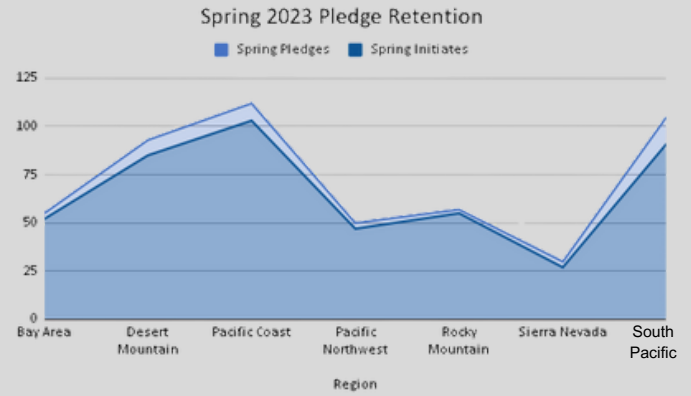
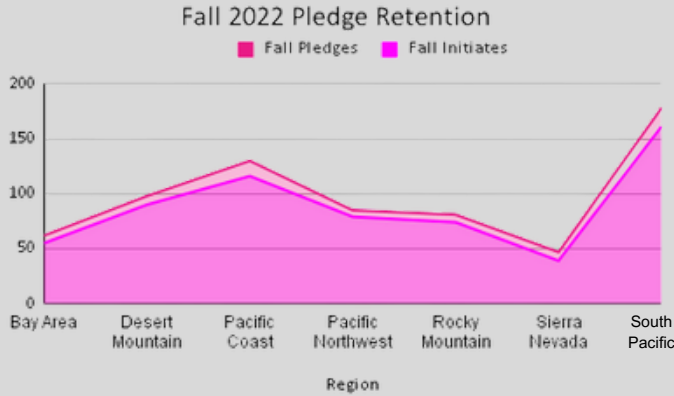
The next few pages will look at contributing factors to the membership goal. Data of Pledge Retention, Ideal Chapter Size, Hearings/VW/Inactive Status, Dues vs. Income, and Qualified Programs were examined to create a base point for chapter growth.

Those data points create a bridge to the Membership Engagement and Organization Excellence Strategic Priorities and how they factor into an overall picture of the fraternal experience.

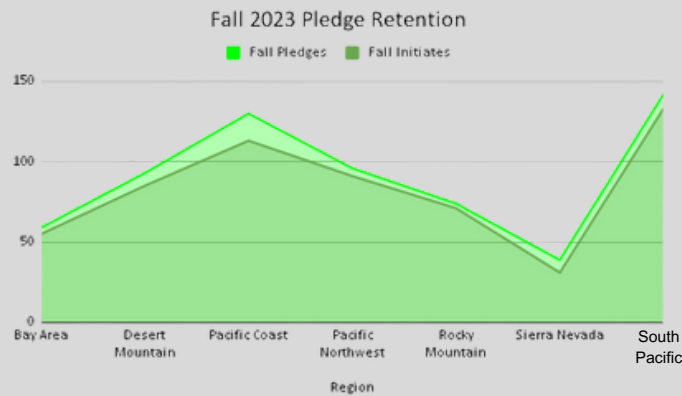
Pledge Retention and Chapter Size



The pledge retention rate within the Western Province continues to stay above 90% year-over-year. In the 2023 fiscal/academic year, the province initiated 91% of those who pledged the fraternity that year, a 1% decrease from FY 2022. The Rocky Mountain and Pacific Northwest Regions had the highest percentage with 94% retention, with the South Pacific and Sierra Nevada Regions the lowest with 89% and 86%, respectively.



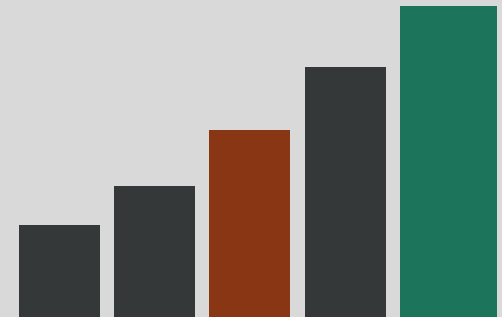
The province seems to be off to a strong start for the 2024 fiscal/academic year. The fall term saw an overall 91.47% pledge retention rate, with the Rocky Mountain Region leading at 96%. Improvements are being tracked for the South Pacific Region at 94% for the fall term and a decline with the Pacific Coast and Sierra Nevada Regions the lowest with 87% and 79.5% respectively.



When it comes to chapter size, we are seeing a trend of extremes. Chapters are either getting smaller or larger than ideal. Currently, 6 chapters are higher than their ideal member size, while 15 chapters are below the ideal size. This leaves 24 chapters in the ideal member range (+/- 20 from ideal size). Ideal size is based on enrollment numbers.



*Desert Mountain Regional
Initiation Spring 2023 at
University of Arizona.
Over 300 brother attended
to welcome 80 new brothers
in April 2023*



Hearings/Inactive Status/ Voluntary Withdrawal



With the new standards policy in effect, the Western Province has started tracking the number of chapters that are currently following the correct procedures for holding hearings.

75% of Western Chapters had a Chancellor complete their training and had a fully trained committee by the end of the semester. Of the chapters that held a hearing, 61% were fully trained by the date of the hearing. We will strive to improve this number for the Spring of 2024.

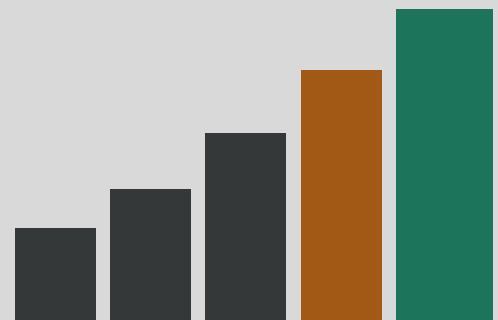
	Within Policy by 12/4	Within policy for hearing	Administrative Meetings	Hearings	Appeals	Expulsions	Suspensions	Fines	Probations	Reprimands	Not Guilty/No Penalty
Fall 2023	75.56%	61.54%	40	3	0	32	0	0	2	0	6

FY 2023 saw an increase in Voluntary Withdrawal requests submitted. However, fewer were approved in FY 23 versus FY 22.

Voluntary Withdrawal	Requests Submitted	Approved	EC Approved	Denied	EC Denied	Initial Submission
Spring 2023	15	0	0	14	1	0
Fall 2023	17	3	0	12	2	0
Spring 2022	8	3	6	3	2	0
Fall 2022	13	3	0	10	0	0

FY 2023 saw a decrease in the number of inactive status requests submitted. The approval rate remains steady at close to 50%. The decrease could be a result of improved recruiting practices

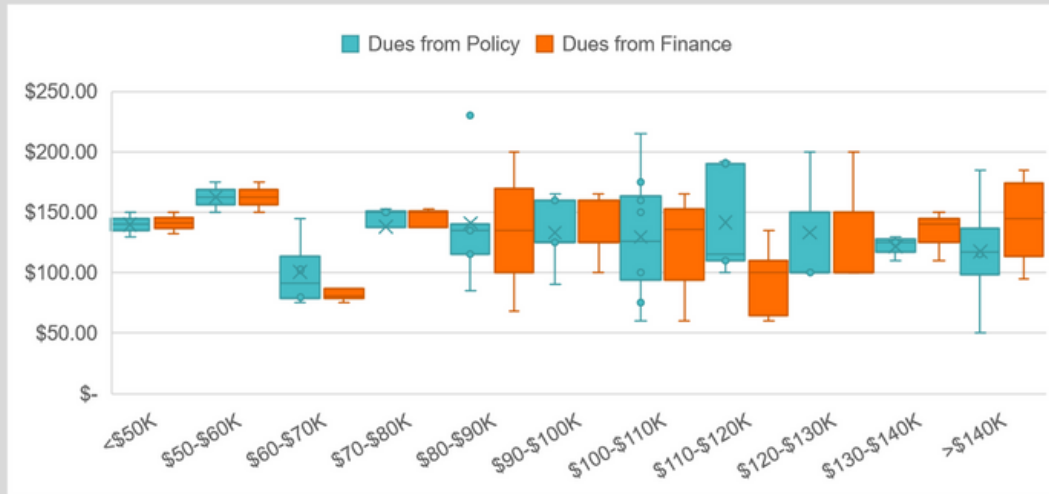
Inactive Status	Requests Submitted	Approved	EC Approved	Denied	EC Denied	Initial Submission
Spring 2023	26	11	0	11	2	2
Fall 2023	27	10	0	14	3	0
Spring 2022	46	25	43	18	3	0
Fall 2022	24	10	15	5	6	3



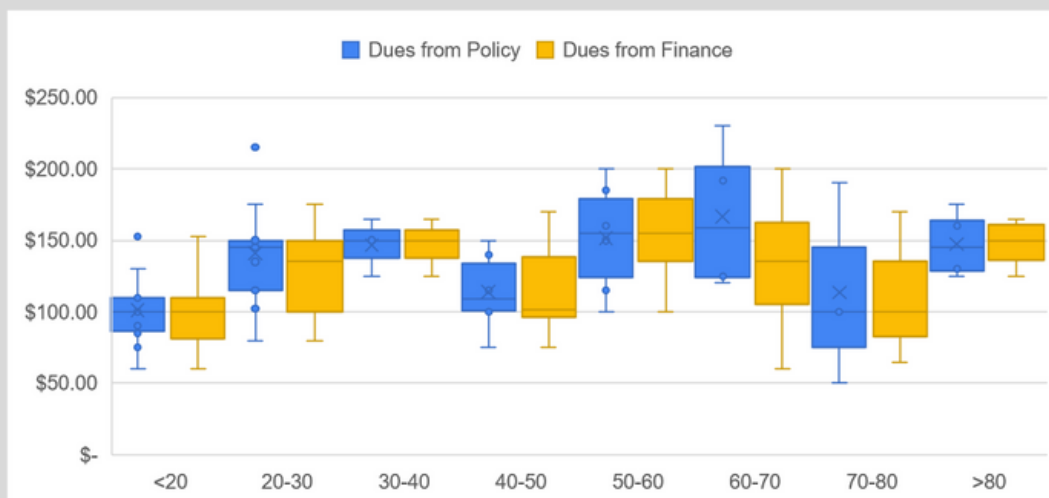
Chapter Dues vs. Avg Family Income



One of the barriers to participation in Delta Sigma Pi can be tied to finances and the cost of participating. Eleven chapters reported spring term dues on their budgets that matched their chapter policies. 17% of chapters reported a higher due amount for spring than stated in their policies and 22% reported dues lower than their policy.

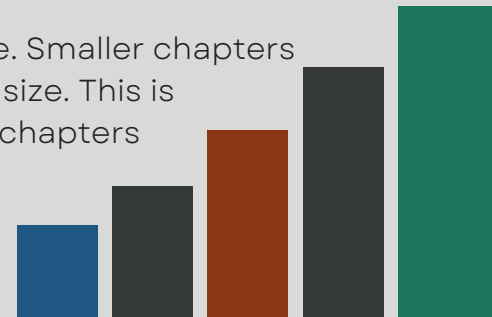


Looking at those reported dues in comparison to the Median Student Family Income* of the universities within the province, we see that dues are not proportionate to income, but rather are near equal across incomes.



The same looks to hold true as well based on chapter size. Smaller chapters are near equal to chapters that may be three times their size. This is just the base dues, and does not include any extra costs chapters may charge for events during the term.

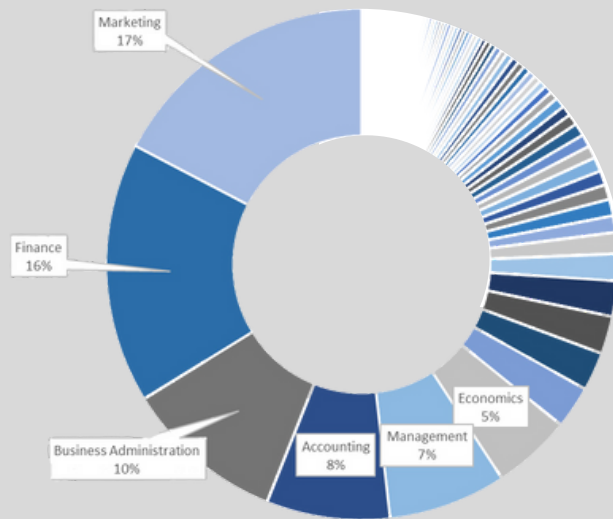
*Based on a study released by opportunity in sights.org through a Harvard study in 2017



Western Province Qualified Programs



There are 106 different qualified programs represented in the Western Province. 63% of our current collegiate members are reported to be either Accounting, Finance, Marketing, Management, Business Administration, or Economics major which has lowered from last year's 72.7%. 67 of our qualified programs report five or fewer in the program, which shows an improvement from last year's 33.

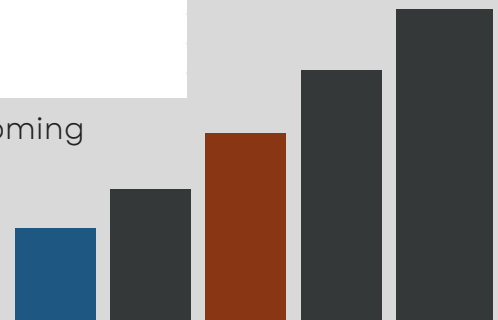


During the 2023 Fiscal/Academic Year, 72 qualified program requests were submitted. 43 were approved and 29 were not approved. Of those 72, 15 requests came from the Western Province.

So far the 2024 Fiscal/Academy Year has had 46 submitted so far. Of those 16 have been approved and 29 have not been approved.

FY 23	Omicron Sigma	Business Economics	FY 23	Iota Upsilon	Business Analytics
FY 23	Rho Upsilon	Finance	FY 23	Rho Upsilon	Sport Admin
FY 23	Nu Phi	Software Engineering			
FY 23	Epsilon Upsilon	Natural Resource Economics			
FY 23	Lambda Psi	Management			
FY 23	Lambda Psi	Marketing			
FY 23	Iota Pi	General Business Admin			
FY 23	Upsilon Chi	Accounting			
FY 23	Omicron Psi	Economic Sciences			
FY 23	Omicron Psi	Agricultural & Food Business			
FY 23	Omicron Psi	Wine & Beverage Mgmt			
FY 23	Omicron Psi	Senior Living Mgmt			
FY 23	Omicron Psi	Management			
FY 23	Omicron Psi	AMDT - Merchandising			
FY 23	Lambda Phi	Graduate MBA Business			

And we hope to see the number continue to grow in the coming year (SVP can submit programs via HUB, the qualified program must meet the 50% qualification ratio as outlined on the form)!



Member Engagement

Provide members with meaningful involvement opportunities at every stage in life.

Lifelong member engagement encompasses the ongoing interaction and emotional commitment between our members and Delta Sigma Pi. This involves developing a deeper understanding of how and why members are and want to participate, and better aligning activities with varied interests and experiences - especially offering opportunities that don't require overwhelming time, financial, or travel commitments.

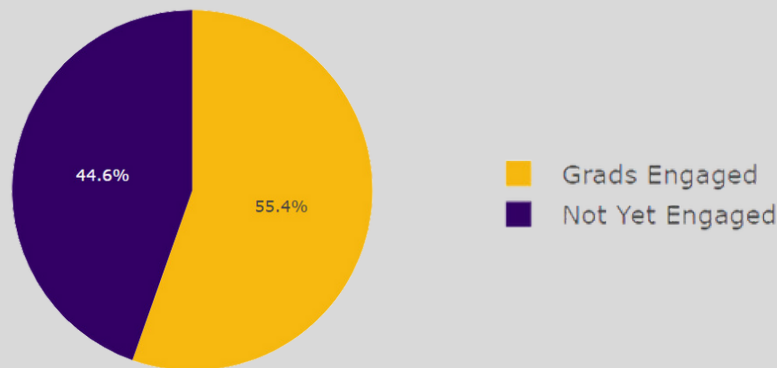
GOAL: Alumni Engagement: Generate trackable engagement of 30,000 alumni over the term of the priorities with an increase of 10% every year as they interact with the organization via channels including but not limited to volunteers, donors, event participants, supporters of chapter or regional activities, or otherwise engaging in national initiatives.

7051 alumni engaged since 7/1/21 from the Western Province

Year	Total Alumni Engaged	Annual % Growth	Alumni Engaged For First Time
21-22	3,856	--	3,856
22-23	4,023	4.330%	2,207
23-24	2,874	-28.5%	988

GOAL: Member Retention: Engage 50% of new alumni within three years after their graduation, while retaining annually 45% of the prior year's overall engaged alumni.

1,604 of 2,896 recent grads have engaged as alumni



There is a decline in activity from a large number of alumni chapters within the Western Province over the last few years. The hope is it is temporary and an uptick in events and engagement will happen in the near future.

The Western Province Alumni Development Chair will be holding monthly office hours to help collegiate and alumni chapter talks and develop a network to help support engagement.

Western Province Chapter's Events Data



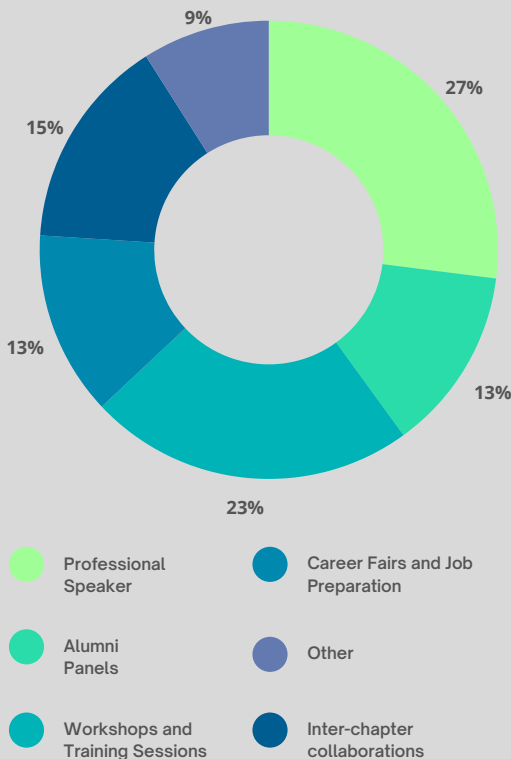
A major theme we see within the Western Province is events that generate ROI and Real-World transferable skills. So what do we do well? Consistent programming for essential basic professional skills; resume writing and mock interviews, learning about Diversity, Equity, and Inclusion and how it applies in companies as well as our chapters, service events that give back, and alumni engagement during recruitment.

Where can we improve? At the end of each section is a recommendation for an area of improvement that we hope chapters will consider for the upcoming year.

Each event data is based on forms submitted through the HUB during the Spring 23 Team and Fall 2024 Term.

Professional

In the Western Province, the total number of events organized by its chapters amounted to 359. On average, each chapter conducted approximately 8.3 events. The distribution between in-chapter and off-site events revealed that chapters, on average, held 52% of their events within their chapters and 48% off-site. A notable aspect is the high level of alumni engagement, with 36 out of 43 chapters actively involving alumni in their events, showcasing a positive trend across the region. Approximately 70% of chapters included alumni in their activities. Inter-chapter collaboration was observed in around 15% of chapters, indicating a willingness to collaborate with other chapters or universities.



The distribution of event types demonstrated a diverse set of activities, with professional speaking events comprising 27%, alumni panels 13%, workshops and training sessions 23%, career fairs and job preparation 13%, and inter-chapter collaborations 15%. Furthermore, approximately 13% of chapters engaged in collaborations with other universities. The events covered a broad range of topics, including professional development, career paths, resume building, DEI collaboration, and more. Noteworthy formats such as mock interviews, alumni panels, workshops, and collaborations underscore a commitment to holistic professional development across the Western Province chapters.

Chapters are encouraged to find new opportunities related to Professional Development Events. We also encourage both collegian and alumni brothers to sign up to be part of the Western Province Professional Development Committee, by contacting Brady Turpen at western.professionaldevelopment@dsp.org.

Community Service

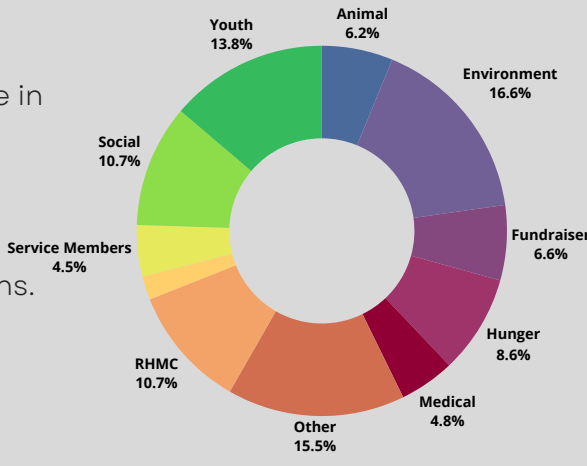
The three areas where chapters made the largest impact in 2023 include in the environment, youth programs, and other social issues including homelessness, women's rights, and socioeconomic hardships. About 41% of all community service in the Western Province are in these areas of focus. Types of events included in the areas of high impact include making feminine hygiene kits, food-drives and packaging, and beach clean-ups. In the previous year, the high impacted areas benefited medical, environmental, and homeless organizations. We are seeing a large increase in the benefitting the youth.

We see a high number of chapters doing community service events with other organizations on their campuses and with other Delta Sigma Pi chapters in their region.

The Tau Chi Chapter at University of California-Merced partnered with professional service fraternity, Alpha Phi Omega, to clean Lake Yosemite Park.

Chapters are encouraged to find new opportunities related to the Fraternity's Community Service National Initiative. We also encourage both collegian and alumni brothers to sign up to be part of the Western Province Community Service Committee, by contacting Katie Liu at western.communityservice@dsp.org.

We are seeing a decrease in service events with Ronald McDonald House Charities (RMHC). Last year about 20.7% of community service events were with RMHC, while this year we saw a decrease to 10.7%. Most chapters are participating in the RMHC focused community service events at National Events.



Tau Chi chapter at Lake Yosemite Spring 2023



Iota Upsilon chapter Fall 2023



Gamma Phi chapter Spring 2023

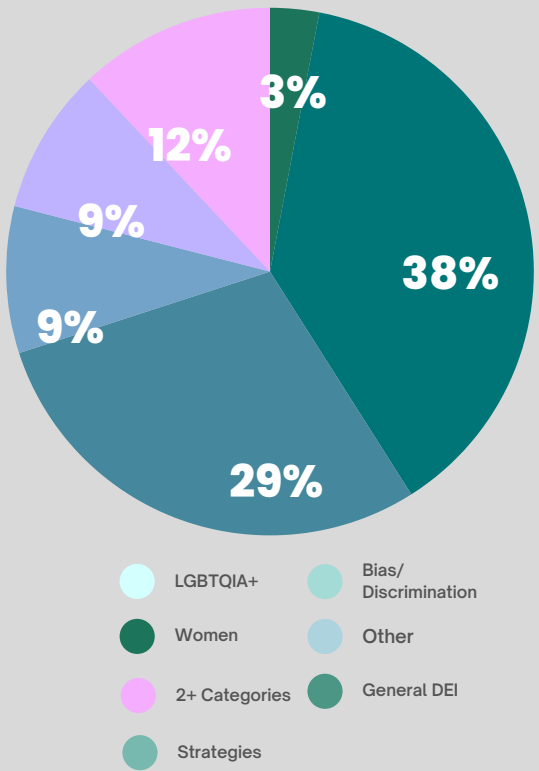
Diversity, Equity, and Inclusion



In the realm of diversity, equity, and inclusion initiatives, 34 chapters successfully implemented at least one initiative. Among them, 29 chapters organized diversity training events, facilitating discussions with experts on fundamental diversity, equity, and inclusion-related aspects like microaggressions, macroaggressions, unconscious bias, and stereotypes. Additionally, four chapters hosted panel events, where members interacted with professionals and scholars, exploring how to champion DEI in the workplace and navigate spaces lacking proper diversity, equity, and inclusion practices. One chapter stood out for sending its members to a Diversity Leadership Conference, offering a diverse range of seminars and workshops on diversity, equity, and inclusion topics.

During discussions with chapter leaders overseeing diversity, equity, and inclusion operations, concerns surfaced about the challenges of excelling in their relatively new and nuanced roles. Many expressed frustrations with maintaining momentum due to membership and leadership turnover. Furthermore, there's a desire among members to better understand how both national and chapter-level diversity, equity, and inclusion initiatives complement each other.

Feedback on the diversity, equity, and inclusion requirement, as seen on Delta Sigma Pi's Hub platform, reflects mixed sentiments among chapter leaders. While acknowledging the value of prioritizing diversity, equity, and inclusion, some feel the requirement tends to checklist diversity, equity, and inclusion efforts rather than holistically embedding them in the fraternity. Chapter leaders seek more resources from national leadership to advance diversity, equity, and inclusion initiatives and contemplate the formalization of a DEI-specific position at the chapter level. Additionally, they are interested in appointing Diversity, Equity, and Inclusion Chairs for each province to foster collaboration and resource sharing. Questions also arise about how diversity, equity, and inclusion is integrated into regional and national events like LEAD and Grand Chapter Congress.



Organization Excellence



Strengthen infrastructure to support priorities.

While the other three pillars are important building blocks of the growth and success of Delta Sigma Pi, ensuring organizational excellence is vital to keeping our organization thriving.

GOAL: Financial: Decrease financial dependence on revenue from members by annually increasing non-dues/fees revenue by 5%. On the Provincial level, this is measured by Chapter Leadership Fund dollars granted to chapters and money raised by chapters through fundraising

PROVINCIAL STATUS:

\$55,973.55 Granted From Chapter Leadership Funds Since 7/1/21

\$113,164.80 Raised from Chapter Fundraising Activities Since 7/1/21

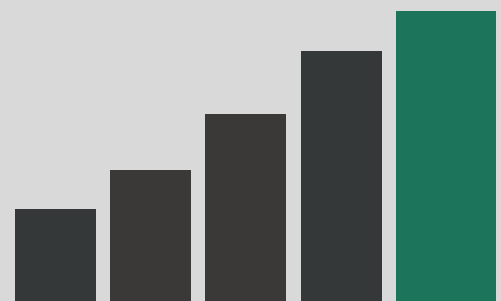
GOAL: Fraternal Organization: 75% of collegiate and alumni chapters achieve established minimum health indicator.

Expectation	% Of Collegiate & Alumni Chapters Meeting Expectation
Chapter Is In Good Standing	97%
Collegiate Chapters Meeting Accredited Level of CMP Last Year	49%
In Good Financial Standing	88%
Minimum Membership Size	81%

We are excited about the direction the Western Province is headed and are confident we will see improvements year-over-year.

We do want to take a deeper look at what makes a chapter “healthy” and how our members can get the most out of Delta Sigma Pi.

If you think there is a data point we overlooked, please let us know so we can continue to work towards improving the province and fraternity as a whole.



ADDENDUM D
PROPOSED PROVINCIAL BUDGET (AS ORIGINALLY DISTRIBUTED)

2024-2025 Western Province Budget	Approved 2023-2024	Proposed 2024-2025
Provincial Vice President Travel Budget	\$ 2,500.00	\$ 2,500.00
RVP Travel Allowance^		
Bay Area Region (6 Chapters)	\$ 732.00	\$ 732.00
Desert Mountain Region (6 Chapters)	\$ 732.00	\$ 732.00
Pacific Coast Region (8 Chapters)	\$ 976.00	\$ 976.00
Pacific Northwest Region (5 Chapters)	\$ 500.00	\$ 500.00
Rocky Mountain Region (5 Chapters)	\$ 610.00	\$ 610.00
Sierra Nevada Region (6 Chapters)	\$ 730.00	\$ 730.00
South Pacific Region (9 Chapters)	\$ 1,220.00	\$ 1,220.00
RVP Travel Allowance Subtotal	\$ 5,500.00	\$ 5,500.00
Provincial Leadership Meetings	\$ 2,000.00	\$ 2,000.00
Long Distance Exception Travel Budget*	\$ 750.00	\$ 750.00
Other (Committees)	\$ 250.00	\$ 250.00
Total Provincial Expenses	\$ 11,000.00	\$ 11,000.00

*Air & Hotel Only

*Long Distance does NOT include Hawaii

Hawaii comes from National Budget up to \$2,000 for all travel expenses

^RVP budget at \$122/chapter with a minimum of \$500

ADDENDUM E
PROPOSAL 1

PROPOSAL 1 – Bylaws Article III and Article VII

Submitted By: Austin Odle, Rocky Mountain Regional Vice President – RockyMountainRVP@dsp.org;
Davis Levy, Desert Mountain Regional Vice President – DesertMountainRVP@dsp.org;
Jazzle Paraiso, Pacific Northwest Regional Vice President – PacificNorthwestRVP@dsp.org;
Julian Reyez-Crus, South Pacific Regional Vice President – SouthPacificRVP@dsp.org;
Melanie Parazo, Bay Area Regional Vice President – BayAreaRVP@dsp.org;
Tim Beasley, Pacific Coast Regional Vice President – PacificCoastRVP@dsp.org;
Carley Haro, Orange County Alumni Chapter – western.standards@dsp.org

Date: January 3, 2024

What does this proposal do?

Adds a line to Bylaws blocking Grand Officers from serving as a delegate or alternate from any chapter.

The purpose of this proposal is to ensure the Grand Officers at Grand Chapter Congress and Provincial Council Meetings are seated in their respective positions and not as a delegate of a chapter. Grand Officers are expected to be present at Grand Chapter Congress and Provincial Council Meetings and to serve as a resource for collegiate members during business sessions. If a Grand Officer were to sit as a delegate for a chapter, they are then removing themselves as that resource. Additionally, they are provided with a budget specifically to be present and participate. They should not be permitted to participate in any capacity at Grand Chapter Congress or Provincial Council Meetings outside of the expectations of their elected role.

In addition, Grand Officers are specifically removed from the delegate count of the Grand Chapter and therefore should not be allowed to cast a vote as a delegate of a chapter.

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

This improves our Member Engagement by helping involve more members in the voting process by making sure that people already seated in a Grand Officer role cannot vote on behalf of a chapter, therefore encouraging them to send another representative.

Next Steps if Approved:

If approved by the Provincial Council, it will be debated at the 2025 Grand Chapter Congress.

History of Proposal:

At the 2023 Grand Chapter Congress, multiple Regional Vice Presidents decided to exploit this loophole in the current Bylaws and, instead of sitting amongst the delegates as a Regional Vice President, they sat as a credentialed delegate for their respective alumni chapters. Some also voted in Grand Officer races where they themselves were candidates. We feel that it is not appropriate for Grand Officers who are reimbursed from the national budget to be at Grand Chapter Congress or Provincial Council Meetings to be able to vote.

Positive aspects of implementing Proposal/Recommendation:

More members will potentially be engaged in the voting and decision-making process at Grand Chapter Congress and Provincial Council Meetings. This helps level the playing field - incumbent Grand Officers cannot vote for themselves while being reimbursed for their travel arrangements to Grand Chapter Congress or Provincial Council Meetings for leadership purposes, therefore providing them with an advantage over other candidates.

Negatives aspects of implementing Proposal/Recommendation:

Some alumni chapters might not send any members except Grand Officer and therefore, will not have a vote.

Financial Impact:

Financial impact to the national fraternity would be minimal, if any. Potential cost of staff time to update documents. Grand Officers are already expected to attend Grand Chapter Congress and Provincial Council Meetings.

Recommended implementation date and logic for selecting this date:

At the conclusion of the 2025 Grand Chapter Congress, if approved by the Grand Chapter.

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

National Bylaws

Article III Grand Chapter and Grand Chapter Congress

Section 3. Representation and Participation --- To be entitled to any representation or vote in the Grand Chapter Congress, a Collegiate Chapter shall be in good standing and shall send one (1) delegate who shall be a Collegiate Member of the chapter represented and who will return the following academic term as a student in a qualified program where the chapter is situated. In order to be entitled to any representation, or vote in the Grand Chapter Congress, an Alumni Chapter shall be in good standing, shall have a minimum membership of ten (10), and shall send one (1) delegate who shall be a member of the chapter represented and who will return to the locality in which the chapter is situated as a member of that chapter. **CURRENT GRAND OFFICERS MAY NOT SERVE AS A DELEGATE OR ALTERNATE FOR ANY CHAPTER.** No member of this Fraternity except official delegates and Grand Officers shall have the right to introduce or second motions, or to make nominations on the floor of the Grand Chapter Congress. Any Collegiate Member, Alumni Member, Faculty Member, or Honorary Member in good standing may be present at or speak to any question before the Congress.

Article VII Provincial Councils

Section 3. Delegates —The Delegates of a Provincial Council shall be in good standing with the Fraternity and shall include the Provincial Vice President, who shall serve as chair, the Regional Vice Presidents and the President of each Collegiate and Alumni Chapter, in good standing, within the Province. **CURRENT GRAND OFFICERS MAY NOT SERVE AS A DELEGATE OR ALTERNATE FOR ANY CHAPTER.** Should a chapter President be unable to attend a Provincial Council Meeting, the chapter may select another of its members to serve as Delegate as hereafter prescribed in these Bylaws.

ADDENDUM F
PROPOSAL 2

PROPOSAL 2 – Policy T. 1.

Submitted By: Cody Heimerdinger, Sierra Nevada RVP (SierraNevadaRVP@dsp.org; 775-412-2584)

Date: January 17, 2024

What does this proposal do?

As Regional Vice President of the Sierra Nevada Region with Delta Sigma Pi, I am writing to request an expanded interpretation of Section T, Policy 1 (Collegiate Dues Exceptions) of the National Policy & Procedures Manual. The proposal suggests considering this policy at the chapter level, specifically during periods of university suspension, where participation in Delta Sigma Pi as a student organization is prohibited.

How does this proposal support our Ritual? By not accruing collegiate dues debt during a chapter's suspension, the Fraternity upholds a higher standard of commercial ethics. Pursuing debt when collegiate members are instructed not to engage in any activities as a Delta Sigma Pi chapter is unreasonable and economically unsustainable during transitions into disciplinary probation.

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

This proposal aligns with organizational priorities, fostering membership growth, engagement, and organizational excellence during transitions from suspension to probation. It promotes inclusivity by encouraging chapters and members to rebuild positive momentum after a period of inactivity.

Next Steps if Approved:

This recommendation respectfully requests the Board of Directors to establish a higher standard and a new policy direction for the Central Office to prevent invoicing collegiate member dues during a chapter's disciplinary suspension.

History of Proposal:

This proposal draws on past precedence of writing off chapter debt for chapters transitioning from disciplinary suspension to disciplinary probation.

Positive aspects of implementing Proposal/Recommendation

Re-building positive momentum for previously suspended chapters on their respective university campuses.

Retaining members during the transitional period from disciplinary suspension to disciplinary probation.

Furthering a higher standard of commercial ethics and organizational excellence in our current Policies & Procedures.

Teaching and providing an example of the first rule of accounting as an important concept of Delta Sigma Pi.

Negative aspects of implementing Proposal/Recommendation

Loss of revenue to the Fraternity while a chapter is on suspension.

Financial Impact:

Loss of revenue to the Fraternity while a chapter is on suspension.

Recommended implementation date and logic for selecting this date:

Next implementation date if approved by Board.

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

T. FINANCES AND INVESTMENTS Policy 1. Collegiate Dues Exceptions—If a member OR CHAPTER is on university suspension or probation, they (THE MEMBERS) are required to pay dues unless the terms of the discipline do not allow participation in student organizations. IF THE UNIVERSITY PROHIBITS THE CHAPTER OVERALL FROM PARTICIPATION FROM CAMPUS INVOLVEMENT, THEN THIS QUALIFIES AS AN EXCEPTION TO ACCRUE COLLEGIATE DUES DURING THE SUSPENSIONARY TERM. Members on probation will be counted for dues.

ADDENDUM G PROPOSAL 3

PROPOSAL 3 – Policy Q. 2.

Submitted By: Melanie Parazo, Bay Area Regional Vice President – BayAreaRVP@dsp.org;
Erica Kolsrud, Western Provincial Vice President – WesternPVP@dsp.org

Date: January 9, 2024

What does this proposal do?

The purpose of this proposal is to remove the voting of future LEAD Provincial dates and locations from the Provincial Council agenda. The location and dates of future LEAD Provincial Conferences should be decided by the Executive Director to ensure that ALL options within the province are considered, thus:

- Preventing the same locations from being chosen repeatedly.
- Choosing the most favorable accommodations.
- Ensuring that the dates do not cause interference with.

As Provincial LEAD budgets now are apart of the national budget, rather than individual provincial budgets, this move aligns with how other National Event locations are chosen. Furthermore, it is nonrational for students to vote on dates and locations two years into the future when it is most probable that they themselves will have graduated and will no longer be attending LEAD Provincial Conference. And time during council meetings could be better used.

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

This would help play a role in the Member Education Strategic Priority:

Equip members to excel as ethical leaders on campus and in the community.

Educating members to stand out as ethical leaders on campus and beyond is about educating all members (pledges, collegiate, alumni, faculty, and volunteers), providing easily available access when needed. Education should include training for all aspects of fraternal lifecycle, including the skills needed for academic, career and life success.

GOAL: Member Development: Increase the annual number of overall learners through live events and webinars by at least 5% each year and 50% over the term of the priorities.

By allowing staff to select locations, they are able to analyze financial and accessibility impact as trends in the nation develop and alleviate them being tied to a specific area based on a vote that may occur without full data or context.

Next Steps if Approved:

The National Policies and Procedures Manual will need to be updated. And this item would be removed from Provincial Council agendas by 2025.

History of Proposal:

No significant history to this proposal. The item was added to agendas to help make sure councils had at least one item to discuss and vote on at even year council meetings. Each LEAD Provincial had a budget determined by their prior year LEAD Provincial surplus and actuals. To help move to a more standardized budgeting, these five LEAD Provincial conferences and council meetings now reside in the national budget.

Positive aspects of implementing Proposal/Recommendation

Helps staff make equitable and profitable decisions in relations to where LEAD Provincial is held. Example - Northeastern province had chose Boston for an upcoming LEAD Provincial and staff had to reach out to over 15 different hotels in that area to try and find reasonable pricing and availability. This causes additional time spent on research due to a vote from two years prior. Aligns this policy with other National Events.

Negative aspects of implementing Proposal/Recommendation

Calls to question who should have a say in where provincial events are held.

Council meetings during even years may not have agenda items to vote on due to the removal.

Financial Impact:

Staff time to update policy.

Recommended implementation date and logic for selecting this date:

Next implementation date, if approved by Board.

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

Delta Sigma Pi Policy and Procedures Manual

Q. PROVINCIAL COUNCILS

Policy 2. Council Meeting Agenda—The agenda of the Annual Provincial Council Meeting must include the following, with additional items at the discretion of the Provincial Vice President.

- a. Opening Ritual.
- b. Call the meeting to order.
- c. Roll call of delegates.
- d. Adopt agenda.
- e. Approve the minutes of the previous Council meeting.

- f. Review votes taken since the last meeting.
- g. Receive the report of the Provincial Vice President, including an update on National Fraternity and Leadership Foundation issues.
- h. Receive or distribute the reports of the Regional Vice Presidents.
- i. Receive or distribute a Provincial Financial Report.
- j. Receive or distribute the reports of the provincial committees.
- k. Old business.
- l. New business.
- m. Legislative review (for Grand Chapter Congress).
- ~~n. Determine the date and location of future Annual Meetings.~~
- o N. General announcements.
- p O. Closing Ritual.
- q P. Adjournment.

The order of the Annual Meeting agenda may be proposed by the Provincial Vice President, but must be adopted by the Council at the beginning of the meeting in accordance with the standing rules.

The agenda of any other Provincial Council Meeting will be proposed by the Provincial Vice President and adopted by the Council at the beginning of such meeting.

~~Policy 9. Annual Meeting Selection—Provincial Councils will provide the Executive Director a list of two or three cities and at least three dates for consideration for the Provincial Conference no later than 18 months prior to the event date. Cities are limited to those located within the geographic boundaries of the Province, unless a joint meeting of two or more Provinces is being proposed. The list of cities and dates is determined by a majority vote of the Provincial Council.—~~

~~The Executive Director will use every good faith effort to secure favorable accommodations according to the priorities listed.~~ THE EXECUTIVE DIRECTOR IS AUTHORIZED TO RECOMMEND SITES FOR PROVINCIAL CONFERENCES THAT BEST FIT THE FRATERNITY'S NEEDS AND SEND AS A MAIL VOTE TO PROVINCIAL COUNCIL DELEGATES, WITH REGARD TO GEOGRAPHIC ROTATION.