

Quill & Scroll

The background of the cover is a photograph of the St. Louis skyline at dusk. The Gateway Arch is the central focus, its massive steel structure arching over the city. The Missouri State Capitol building is visible in the center of the skyline, and several other skyscrapers are illuminated. The sky is a mix of blue and orange, reflecting the setting or rising sun. The water of the Mississippi River is in the foreground, with some cars and lights visible on the bridge.

THE MAGAZINE OF KAPPA DELTA RHO
SUMMER 2016

**2016 ORDO
HONORIS RECIPIENTS
PAGE 5**

**BOD SLATE OF
CANDIDATES
PAGE 9**

MEET US IN ST. LOUIS
AUGUST 4-7

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Lobby of the Claton Plaza Hotel in Clayton, Missouri.

ON THE COVER: St. Louis is often referred to as the Gateway of the West. This year we are bringing our convention to St. Louis as part of our commitment to be expanding in the western part of the country.

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WELCOME TO THE spring/summer edition of the *Quill & Scroll*, our largest and most visible means of communicating to our undergraduate and alumni Brothers about the work of Kappa Delta Rho.

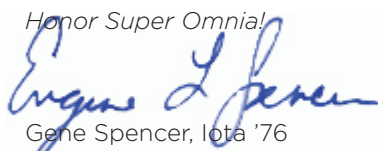
The primary purpose of this particular edition is to inform the Brotherhood of a number of issues that will come before our biennial Convention in August; we have significant business to conduct at our Business Meeting (changes to the Constitution and our Board structure, election of Board members, approval of an annual budget, etc.), as well as celebrating a new class of eight *Ordo Honoris* recipients. We are providing details in advance to allow for a fruitful discussion and an efficient Convention and Business Meeting.

As I review the articles that we have assembled here, I am struck once again about the great work that our Alumni are doing, both in their efforts for the Fraternity and in their personal lives. The stories about the eight Alumni recipients of the award show a commitment of excellence to their careers, their communities, and our Fraternity. The biographies of the candidates for Board of Directors tell of a similar commitment to a strong and growing Kappa Delta Rho and to their desire to continually advance the Fraternity.

The issues that will come before the convention Business Meeting represent complex considerations about the ways that the Fraternity must respond to the changing world around us, which involve changes to our Constitution, governing structures, and even our budgets:

- In a world of increasing legal risks, we need to replace our current three undergraduate Board of Directors with a robust Undergraduate Advisory Board that is legally an "arm's length" from the Board. We need to keep the concerns of our undergraduate Brothers front and center in the work of the Board, while also mitigating the significant liability that our current structure creates for the National Fraternity.
- As our society evolves in response to changing demographics and new social norms, we need to reaffirm our deep commitments to initiated Brothers and our sense of truth and justice within the Brotherhood. Changing campus climates concerning gender equity (Title IX), sexual assault, and gender identity require us to consider some of our foundational documents from time to time. This year we are considering a proposed position statement on transgender issues to protect and support currently initiated Brothers.
- The Alumni Committee has been working to support a formal definition of a Regional Alumni Associations that will be open to Alumni from all KDR Chapters in a geographic region. Our first formal regional group has been formed in the Indianapolis area, and constitutional changes are being made to support them wherever they may flourish.
- During each Convention, the Board of Directors proposes a budget that will carry the Fraternity until the next convention. The budget discussions this year must address the loss of two large chapters (Zeta at Penn State and Gamma Beta at Virginia Tech), as well as increasing insurance charges for every undergraduate member because of risk management problems surrounding the Zeta closure. Our financial position is healthy, but we have pressures coming from multiple directions.

We are expecting a large gathering for this Convention, and I look forward to outlining all of the progress we have made in the last two years and describing the work we plan for the next two years. I hope to see you in St. Louis.

Honor Super Omnia!


Gene Spencer, Iota '76
*Grand Worthy Consul of the National
Fraternity of Kappa Delta Rho*

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Brysen Keith, Alpha Gamma '15

Gerald L. Murray, Theta '66

Richard J. Petronis, Zeta Beta Honorary

Marco Pomposini, Tau Alpha '15

Randal S. Saunders, Sigma '79

Christopher Stewart, Nu '13

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Robert L. Swinney, Sigma '58

Director Emeritus Posthumous

Robert D. Corrie, Beta '53

Robert D. Lynd, Iota '67

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NATIONAL CONVENTION AND ELMON WILLIAMS LEADERSHIP ACADEMY

**August 4-7, 2016
Crown Plaza, Clayton, Missouri**

**Registration information for alumni:
Clayton Plaza Hotel
7750 Carondelet Avenue
Clayton, MO 63105**

Package Prices:

Thursday-Sunday Package: \$500.00 each

Friday-Sunday Package: \$300.00 each

Saturday Only Package: \$175.00 each

Ordo Banquet Only: \$75.00 each

**Go to kdr.com
to register and for more information**

BROTHERS, WE SALUTE YOU!



2016 Ordo Honoris Recipients



AS THE HISTORY OF THE NATIONAL FRATERNITY OF KAPPA DELTA RHO, INC. grows, we recognize alumni for notable achievements. Until 1982, there was not a formal way to recognize these alumni. Word of outstanding alumni achievements took the form of an occasional biography in the *Quill & Scroll*, or a personal appearance at a National Convention. Executive Director Donald Stohl, Zeta '54, corrected this lack of formal recognition by developing the Ordo Honoris and presenting it to the National Board of Directors. The *Ordo Honoris* provides the opportunity for the outstanding achievements of our Brothers to serve as an inspiration for current and future members. Previous Ordo Honoris recipients have indicated that KDR made an early and lasting impression, which helped them in their personal and professional development.

In an effort to reconnect with our Roman heritage, the National Board of Directors sought to find a meaningful term to recognize outstanding alumni. From the suggestion of a Benedictine monk at the Arch Abbey of St. Vincent College in Latrobe, Pennsylvania, the board decided on the distinction of **Ordo Honoris (Order of Honor)**, the honor given to Roman citizens for their contributions to state and community. On August 14, 1982, the first class of inductees received the official citation: "*Frater, te Salutamus — Brother, we salute you. Being persuaded of your honor, fidelity, and concern for your fellow man, we have caused these letters to be issued . . .*"

The first class of inductees, designated the Alpha Class, included 81 members and recognized notable achievements during the first 75 years of KDR history. Each year the Fraternity recognizes a new class of select inductees, designated by consecutive letters of the Greek alphabet.

Selection for membership in *Ordo Honoris* rests in the hands of one's peers. Each year individual chapters, alumni organizations, or individual Brothers in good standing submit nominations. Nominees must demonstrate exceptional personal or professional accomplishments, community involvement, or outstanding national or chapter involvement with the Fraternity. After the deadline for submissions passes, each nominee receives a letter notifying him of his nomination. The nominee submits a letter of acceptance of the nomination along with a complete biography. The *Ordo Honoris* Selection Committee, consisting of current *Ordo Honoris* members, receives the names of the nominees and their biographies to review and makes the final selections. Alumni selected for induction receive their recognition medal and plaque at the *Ordo Honoris* Banquet at the biennial National Convention.

This year Kappa Delta Rho has the honor to announce that the following Brothers will be inducted into the Ordo Honoris as the Epsilon Beta Class at a banquet on Saturday, August 6, at the Clayton Plaza in Clayton, Missouri: J. Gregory Carl, Theta '80; Scott L. Chesky, Iota '94; Mark N. Lundgren, Nu '70; Mark W. Paradies, Eta '78; William E. Powell, Omega '90; Scott M. Smaniotto, Alpha Beta '93; Joshua L. Smith, Alpha Beta '93; and Brian J. Stumm, Iota Beta '92.

BROTHER J. GREGORY CARL

graduated from Purdue University with a Bachelor of Science degree in 1980. After graduation Greg began his successful career with Hewlett-Packard as a systems engineer. During his time at Hewlett-Packard he specialized in computer system performance measurement and predication. In 2007 Greg retired from Hewlett-Packard.



Greg has found time to give back to Kappa Delta Rho in the midst of his busy professional life. As an undergraduate, he served the chapter as the Theta Chapter's House Manager and Social Chairman. During the early part of his professional career he found time to be involved with the Theta Alumni Corporation where he has been involved for more than 25 years. His involvement in the Theta Alumni Corporation included facilitating Theta's Alumni Fund solicitations, and serving as Vice President and the Financial Advisor to the Undergraduate Chapter.

Kappa Delta Rho was truly a family affair for Greg as his father John C. Carl was a Brother of the Fraternity and fellow *Ordo Honoris* recipient. When he began his involvement of facilitating the Theta Alumni Corporation Annual Fund he took over for his father who was responsible for maintaining it. During his service as the Financial Advisor for the undergraduate chapter Greg was able to collaborate with Purdue University and the undergraduates to move all of their financial activity online, including membership financial and housing agreements that Purdue University honored, and creating standard e-mails for the officers to maintain good communication within the chapter.

After his retirement Brother Carl's community involvement outside of KDR was and is extensive. In 2008, Greg became involved with the City of Olivette, Missouri's Planning and Community Design Commission. His involvement with the commission lasted until 2013 when he became a member of the City Council which he holds currently. As part of his involvement with the City Council Greg was elected to be the Chairman Pro Term of the Council in 2014.

BROTHER SCOTT L. CHESKY

began his career in public accounting at KPMG, where he performed financial statement audits for companies in a variety of industries and identified opportunities for improved efficiencies in financial reporting, internal controls and business operations. However, the vast majority of his career has been in investment banking, primarily focused on merger and acquisition advisory for middle-market healthcare and business services companies. Scott has advised clients on a wide variety of strategic transactions ranging in value from less than one million dollars to one billion dollars.

During his career Scott has gained significant corporate strategy and operating experience, having served as



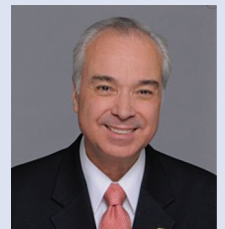
Executive Vice President of InfuSystem Holdings, Inc., a leading provider of infusion pumps and related services to hospitals, oncology practices and other alternate site healthcare providers. In this role, he was responsible for development and execution of the company's strategic direction through acquisitions, creation of new lines of business and formation of strategic partnerships. Scott was also an integral part of the senior management team and administered the full range of day to day operating issues faced by middle market companies.

Scott has found time to give back to Kappa Delta Rho in the midst of his busy professional life. As an undergraduate, he served the chapter as the Iota Chapter Consul. During the early part of his professional career he found time to be involved with the Iota Alumni Corporation where for several years he served as President. Currently he volunteers by co-facilitating an alumni gathering each summer for Iota Alumni from the 1990s.

Scott's community involvement outside of KDR is extensive. He is a member of the Family Advisory Council at New York-Presbyterian Hospital (NYP) Komansky Center for Children's Health. Scott founded the Family Faculty Program, which focuses on training healthcare professionals at NYP and medical students at Weill Cornell Medical College in the concepts of Patient & Family Centered Care. The program is an approach to the planning, delivery and evaluation of health care that is grounded in mutually beneficial partnerships among health care providers. Patients and families.

BROTHER MARK N. LUNDGREN

joined the Nu chapter at Indiana University during the 1966 -1967 academic year. During his time as an undergraduate he was highly involved and served as the chapter's Praetor. After graduating from Indiana University in 1971 he continued to pursue his education by obtaining the following: a Master's of Science with Distinction from DePaul University in 1978; a certificate in Advanced Management Program from the University of Chicago in 1987; a certificate in Executive Management Development from NAVFAC in 1992; and a certificate from the Lowry Mays Executive Program from Texas A&M University in 2002.



After graduation from Indiana University Mark had a highly successful professional career working for the U.S. General Services Administration until his retirement in 2011. During his time at the U.S. General Services Administration he was the recipient of numerous commendations and awards which included The White House Letter of Appreciation for establishing the President's Secondary Residence in 1989. Currently, he is the Co-Founder and President of Land Pointer, Ltd.

Mark has found time to give back to Kappa Delta Rho in the midst of his busy professional life. He served on the National Board of Directors from 1994 to 2008. During Mark's time on the board he served as the Vice President of Finance and Administration; Vice President

for Education; Expansion Director; Office Relocation Task Force; and the Long Range Planning Task Force.

Community involvement is at the core of Brother Lundgren. After graduation Mark became immediately involved with the Indiana University Alumni Association. When he relocated to the Philadelphia Region he became highly involved with the YMCA from 1985 to 1994. Raising a young family Mark became highly involved with the Upper Darby Home and School Association from 1985 to 1998. During this time period Mark served as the Vice President and Competition Announcer for the Upper Darby Band and Orchestra Parents Association from 1994 to 1998.

BROTHER MARK W. PARADIES is a professional success, beginning his career as a nuclear reactor officer in the U.S. Navy, and as an Assistant Professor of Naval Science at the University of Illinois. He then became an engineering manager at DuPont, before leaving to focus full-time on the company he started, System Improvements. Mark's company is a leading firm in the areas of root cause analysis and performance improvement, working with major companies across the world. He is a noted speaker in the areas of root cause analysis, human performance, process/nuclear safety, and high-reliability systems. He has authored two books and holds a patent in the area of root cause analysis.

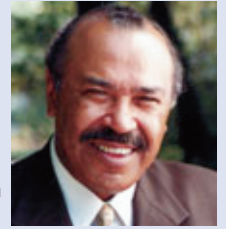


Mark has found time to give back to Kappa Delta Rho in the midst of his busy professional life. As an undergraduate, he served the chapter as Senior Tribune, Junior Tribune, Custodian, Social Chair, and Commissar. While simultaneously serving as a NROTC professor and attending graduate school in nuclear engineering at the University of Illinois, he volunteered as president of the Eta Building Association from 1984-88. He was also a member of the fundraising committee that spearheaded Eta's historic \$1.05 million capital campaign as part of the 2009-10 chapter house renovation project.

Mark's involvement in professional and nonprofit organizations has also been extensive, including the Institute of Electrical and Electronics Engineers, Human Factors & Ergonomics Society, American Society of Safety Engineers, American Nuclear Society, Institute of Occupational Safety & Health, American Institute of Chemical Engineers, Safety and Reliability Society, American Society for Quality, Institute of Industrial Engineers, Canadian Society of Safety Engineers, Auditing Roundtable, National Irish Safety Organization, Hazards Forum, Vistage International, European Health and Safety Committee of the Conference Board, and Center for Chemical Process Safety.

BROTHER WILLIAM E. POWELL began his career with General Motors in 1977 at Buick Motor Division in Flint, Michigan after graduation from Indiana University of Pennsylvania (IUP). He moved through a span of sales assignments prior to becoming general manager of

the Dealer Network Investment and Development Group and later the regional general manager of GM's Southeast region for the Vehicle Sales, Service and Marketing organization. At the time of retirement Brother Powell rose to the level of General Motors North America Vice President. General Motors Chairman and CEO Rick Wagoner, when announcing the retirement of Brother Powell said:



"Bill Powell has made tremendous contributions to GM in a variety of roles over the past 32 years, and we will miss his invaluable insights. Bill played a key role in the successful realignment of GM's Channel structure and dealer network during a challenging period for the industry. Importantly, he was instrumental in strengthening GM's dealer development program, which was the first in the industry."

Bill is a sought after public speaker and addresses forums supporting Minority Dealer Development and Women Affinity Groups, both external and internal to General Motors. He regularly serves as a keynote speaker for local, state, and national dealer organizations such as the National Automobile Dealers Association, state automobile dealer associations, and Automobile Retailing Today in Washington, DC. He has also volunteered his services representing General Motors in support of the United Way Foundation and as a guest speaker for Northwood University fundraisers.

Community Involvement is important to Bill which is evident by his membership in the United Negro College Fund, Inc., as a board member of Automotive Retailing Today, and as past board member of Judson Center, a Detroit nonprofit organization that helps children, families, and adults across six counties. In 2007 Bill was recognized by IUP with being honored with the IUP Distinguished Alumni Award.

Brother Powell has found time to give back to Kappa Delta Rho in the midst of his busy professional life and community involvement. As an undergraduate he served as the Chapter Pontifex. He has been involved with the Omega Alumni Association and has not missed the Omega Annual Reunion held each fall semester on the IUP campus. In addition to the bachelor's degree from IUP he earned a master's degree from Pacific Lutheran University.

BROTHER SCOTT M. SMANIOTTO began his professional career after graduation with The Bank of New York as a Forecasting Analyst. In short time he was promoted to Senior Credit Policy Analyst at the bank. In 1997 Scott left The Bank of New York and became the Vice President, High Risk Portfolio at Fleet Credit Services, LLC. He was at Fleet Credit Services for seven years and rose to the Vice President, Consumer Portfolio Risk Management. In 2004 Brother Smaniotto left Fleet Credit Card Services for Citicorp Credit Services where he assumed the position of Vice President for Bankcard Partnership Decision Management. Then in 2006 Scott left



Citicorp Credit Service for then GE Capital Retail Finance as the Senior Risk Manager for Account Management Risk Strategy. As Senior Risk Manager Scott received the GE Catalyst Award. He has been with GE, now Synchrony Financial, for eight years and is currently the Vice President for Consumer Portfolio Valuation and Analytics.

Brother Smaniotto has found time to give back to Kappa Delta Rho in the midst of a very successful professional life and busy family life. As an undergraduate he became a member of our Alpha Beta Chapter at the University of Delaware in 1990. While an undergraduate member he held the positions of Risk Management Chair, Historian, Praetor, and Advisory Chair. Immediately after graduation Scott became involved with the Alpha Beta Alumni Association where he held the position of Vice President. His involvement in KDR grew and he was elected to the National Board of Directors in 2002 where he served the Brotherhood for 12 years. While on the Board Scott served as Leadership Speaker, Finance Committee Member, Treasurer, Director of FRMT, and Vice President of Finance and Administration.

At Scott's core is his love of family and his involvement with his church. Scott married the love of his life Suzanne and they have two sons Christopher and Anthony. Scott is very engaged with his sons and led him to be an AYSO Soccer Coach, Cubscout Pack 167 Assistant Cub Master & Pack Treasurer, Pinewood Lake Association Board Member, and Trumbull Takedown Club Treasurer. He has been involved with his church by being a member of the Knights of Columbus since 1996. In 1998 Scott obtained 4th Degree where he held several positions.

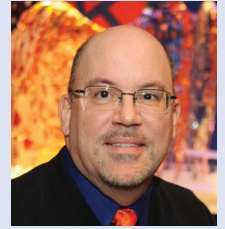
BROTHER JOSHUA L. SMITH

involvement with Kappa Delta Rho began with joining the Alpha Beta Chapter at the University of Delaware in 1990. As an undergraduate Josh was highly involved within the chapter serving as Senior Tribune and Quaestor. In 1992 he was elected to the National Board of Directors as an Undergraduate Board Member. After graduation he continued his service on the National Board by being elected as an Alumni member of the Board of Directors. Josh's service on the Board of Directors lasted for 13 years and culminated by attaining the position of National President in 2002.



Upon graduating the University of Delaware in 1993 with his Bachelor of Science in Business Administration Josh attended the Indiana University School of Law. He obtained his law degree in 1996 and began his distinguished law career at Peterson & Ross as an Associate Attorney. In 1999 Brother Smith joined the law firm of Wildman Harold Allen & Dixon as an Associate Attorney. After a successful career in private practice Josh in 2006 joined Yahoo!, Inc. as their Senior Legal Director for Privacy. He remained at Yahoo! for six years when in 2012 he left the company to work for Facebook, Inc. as their Director & Associate General Counsel for Privacy and Product.

BROTHER BRIAN J. STUMM embodies Kappa Delta Rho's value of lifelong learning. He obtained his Bachelors of Science in Engineering and his Masters of Science of Engineering at the Rochester Institute of Technology (RIT) in 1992 and 1993. Brian furthered his education by obtaining his Masters of Engineering in Electrical Engineering in 2006. He continued to pursue his education by obtaining his MBA in 2008 from Northeastern University.



Brother Stumm's engineering career spans more than 16 years from his start in 1993 at Applied Technology as Manager for Stamping & Forming Laboratory Project Development Engineer to his current position as Director of Engineering and Technology at UTC CCS in Brussels Belgium. His professional career is marked with six major publications, 26 trade secret inventions, filing of six US Patents of which three have been granted. In addition in 2005 he was awarded 2005 Best Technical Paper Award by the International Appliance Technical Conference.

Brian has found time to give back to Kappa Delta Rho in the midst of a very successful professional life. As an undergraduate Brother Stumm was a Founding Father of the Iota Beta Chapter at the Rochester Institute of Technology. During his undergraduate involvement with the Iota Beta Chapter he served as the Vice President of Rush, Praetor, Scholarship Chair, and Pontifex. In 1992 he received the chapter's Brother of the Year award. His involvement did not stop when he graduated from RIT. Upon graduation he served as the Iota Beta Chapter's Alumni Advisor for a year. He was instrumental in establishing the Iota Beta Alumni Corporation where he served as its Vice President and then President. Brian's involvement in Kappa Delta Rho was not limited to just the Iota Beta chapter but it extended to the National Fraternity. In 2000 he was elected to the National Board of Directors where he served the Fraternity for 14 years. His service on the National Board of Directors culminated in serving as Grand Worthy Counsel from 2010 to 2014. Brian's involvement within KDR did not end with the culmination of his term of office as Grand Worthy Counsel. After he completed his second term as Grand Worthy Counsel Brian continue his involvement with KDR by serving on the Board of Trustees of the Kappa Delta Rho Foundation where he currently serves as its Treasurer.

Even with his busy professional career and extensive involvement within KDR Brother Stumm finds time to give back to his local community. Brian's passion outside of KDR is fighting cancer through his involvement with the American Cancer Society and the Lymphoma & Leukemia Society of America. He served as a Board of Trustee for the Lymphoma & Leukemia Society from 1998 to 2004. It was during this time he served as the Treasurer for the nonprofit organization.

These eight Brothers certainly are an example of living the ritual and making it a part of their daily lives.

THE NATIONAL BOARD OF DIRECTORS is comprised of twelve Alumni Brothers, three undergraduate Brothers and the Executive Director. The Alumni Brothers serve on the Board of Directors for a term of four years while the undergraduate Brothers serve on the Board for two years. The undergraduate Brothers are slated and elected every two years. The twelve Alumni Brothers are comprised of two groups of six and are slated and elected in alternating elections.

The slate is determined by the National Fraternity's nominating committee which is comprised of the Past President, Executive Director and two Brothers at large. A call for nominations is placed in the Fraternity magazine the Quill & Scroll. The nominating committee reviews all of the material from the Brothers who have entered their name into nomination and decides which combination of Brothers would make the best slate of officers for the Board of Directors. This decision is based on the material presented; the skills and experiences the individual Brothers could bring to the Board of Directors, and the needs of the National Fraternity.

When the slate is determined it is communicated to the National President and to the Brotherhood prior to the National Convention. At the National Convention the Brotherhood can vote to approve the slate or a Brother can choose to run against the slate at the meeting. Below you will find the slate chosen by the nominating Committee for the 2016-2020 terms to be approved at the 103rd National Convention in Clayton, Missouri at the Clayton Plaza on August 6. There were no undergraduates who were qualified to be slated as an undergraduate Board of Director for the 2016-2020 term.

2016-2020 Proposed Slate BOARD OF DIRECTORS

JONATHAN BOYLE, PHI BETA '06

Brother Boyle is looking forward to continuing his service to the National Fraternity, which has been for more than seven years. He believes he can continue to contribute to the success of the Fraternity. As the past Grand Quaestor he has a good understanding of the financial operations of the National Fraternity and would like to focus on improving the Audit Committee. Involvement with the Audit Committee will allow him to complete the work that was started when we engaged Brown Edwards for our auditing needs.

Jonathan counts himself fortunate to have been a mentee of Brother Robert D. Corrie, Beta '53 and relies on that experience as a model for guidance, in how he incorporates KDR into his adult life. The primary lessons he learned from Brother Corrie was to give back and serve. During the past seven years Jonathan has served on the following committees: Education, Finance, Audit, Chapter Awards 2009 and 2010, and the Ad Hoc Convention Location 2010 and 2011 committees. In addition to service on these committees he also served as an alumnus advisor to the former provisional chapter at McDaniel College, attending their weekly chapter meetings and working with them through the chartering process.

The biggest strengths that Jonathan brings to the Board is his financial experience within the National Fraternity and his professional technical research background.



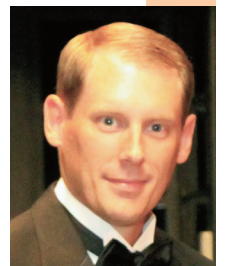
Boyle

SCOTT BRADLEY, ZETA BETA '99

"I have been continuously involved with Kappa Delta Rho since graduating from college in 1999. My first job was traveling for Kappa Delta Rho as a Programming Coordinator. Since leaving the National Office staff I have continued to be a facilitator for National Educational programs such as Elmon M. Williams Leadership Academy, Regional Conclaves and Consuls Academy." Scott also serves on the National awards committee and the Educational Leadership selection committee.

Since being elected to the Board of Director in 2012 Scott has been a part of the Judicial Committee, and is currently the Vice President of Standards and Risk Management. This experience provided Scott the opportunity to mentor some of the undergraduate members, as well as other alumni and new members on the Board of Directors.

Brother Bradley has a number of special talents that are valuable to Board of Directors. As mentioned he has been involved with the Fraternity since graduation and has more than ten years of sales experience providing the Board a different perspective when looking at situations.



Bradley



Stewart



Keith



Payne



Bodkin

CHRISTOPHER STEWART, NU '13

Brother Stewart has served on the National Board of Directors for four and a half years as an Undergraduate Board of Director and Alumni Board of Director. Currently, he serves as Grand Proprietor, during which time under his direction has improved Alumni operations. Moving forward he would continue to refine and expand the Regional Alumni Associations. In addition he has a goal to complete the alumni organization handbook to be a primary resource for our Alumni organizations.

Recently graduated, Chris brings an undergraduate perspective to the Board of Directors. Also, his energy and passion for assisting Alumni is important to keep the Board mindful of their needs.

BRYSEN KEITH, ALPHA GAMMA '15

Brother Keith has been on the Board of Directors for little more than a year and a half, as an Undergraduate Director. According to Brysen, having completed his term as an Undergraduate Director he has more inspiration to serve our Brothers than ever before.

Brysen would continue his work as the National Philanthropy Chair. Currently, there are many different ways that our chapters raise money for philanthropy that have differing levels of effectiveness. "I am looking forward to working with B+ foundation and the National Staff to investigate and develop ways to incorporate the most effective philanthropy events in a way that is adaptive to different chapters."

Brother Keith would bring consistency to our philanthropic efforts on a national level. Something we have needed badly for some time. Also, recently graduating he provides a balance with the older Brothers on the Board of Directors.

SCOTT PAYNE, ZETA BETA '03

Brother Scott Payne would be new to the Board of Directors. As a role model for commitment and involvement to KDR he has had Brother Richard Petronis who has served as chapter advisor and mentor to the Brothers from the Zeta Beta Chapter for more than 25 years.

As we continue to grow in the western region of the country it is important to have a voice on the board representing these Brothers and chapters. This was

Scott's reason for placing his name into consideration for the Board of Directors. This connection is crucial to bring awareness to the local chapter and alumni groups that they need to be closely aligned with the National Fraternity's strategic vision for the future.

In talking to Scott he had this to say about KDR:

"I want to give back to my Fraternity. The Fraternity has done so much for me along my life journey. I honestly feel that if it wasn't for having the opportunity to wear the Orange and Blue my freshman year of college, I may not have made it through college."

Scott will bring a strong work ethic and dedication to the Board of Directors that he has used as the Alumni Association President for the Zeta Beta Chapter. It is with this fresh perspective, work ethic, understanding how to engage young alumni and reengage older alumni to tackle the challenges in front of us and to continue to move the Fraternity forward.

BRIAN BODKIN, GAMMA GAMMA '07

Brother Brian Bodkin Jr. would be new to the Board of Directors. Currently he serves the Fraternity as an Alumni advisor to the Gamma Gamma Chapter. He also was critical in establishing the Gamma Gamma Alumni Corporation to support the undergraduate chapter.

Brian represented the Gamma Gamma Alumni Corporation at the past three KDR National Conventions and while attending he has met many Brothers who do great work for the National Fraternity. This experience has affirmed his belief that KDR is for life. His experience with Kappa Delta Rho at his alma mater York College of Pennsylvania has been unique and fulfilling. As a freshman, Brian was not very involved on campus. This changed after attending a recruitment event for KDR. He didn't know anyone at the event, strangers quickly became friends who then became lifelong friends; three of which were groomsmen at his recent wedding. Brian brings to the Board of Directors the experience of leading a group of men become a provisional chapter, then an active chapter at York College and then Consul. In addition to this experience he has that of successful chapter advisor and his professional experience with TABB Incorporated.

The National Fraternity is fortunate to have such Brothers to give of their time, talent and treasure to move KDR forward. All of them are a true example of our Credo and we are justly proud.

RECOMMENDATION REGARDING UNDERGRADUATE BOARD OF DIRECTORS

Thoughts from the consulting report in compressed form

by David Westol, Principal & Owner of Limberlost Consulting



The concept of undergraduate board members—as national officers—is neither new nor unique to national men's fraternities. To my knowledge a number of men's national fraternities have undergraduate directors. There are also a number of fraternities that allow alumnus members only as national officers or directors. Several men's fraternities have added undergraduate positions to their boards during the past 10 years, while at least one has eliminated undergraduate board members.

Following are the most frequently cited reasons for having undergraduate board members:

- 1) They bring a perspective to the discussions and deliberations of the board from the undergraduate point of view.
- 2) They help alumnus members understand the climate on campuses.
- 3) (*Less frequently cited*) The practice of having undergraduate board members serves as a recruitment tool for consultants or volunteers.
- 4) (*Less frequently cited*) Undergraduate board members are less political/more objective than some alumnus volunteers—their term of service is limited and they have little to gain from currying favor with alumnus board members.

However, there are a number of reasons for discontinuing the practice of allowing undergraduates to serve as board members in Kappa Delta Rho. Allow me to note that these reasons are in no way a reflection of current undergraduate board members—in fact, I haven't met any of your current U/G (undergraduate) board members. This is an objective analysis.

- 1) There are better ways to obtain undergraduate input for national officers. Several fraternities use an undergraduate advisory committee which may meet once or twice each academic year with a sub-group of the national board. If I was making the decision I would schedule those meetings for a weekend at the headquarters and I would insure that different national officers were present for each meeting

An undergraduate national officer remains involved with his chapter's high-risk behaviors.

along with the Executive Director. I would use an agenda with specific outcomes and have a facilitator (not the national president) conduct the meeting. The key: provide national leaders and undergraduate leaders with a forum for asking questions, exchanging opinions and educating each other.

- 2) An undergraduate national officer is a national officer. But, unlike alumnus members, an U/G national officer remains involved with his chapter on a day-to-day basis. That involvement includes activities associated with high risk behavior: parties, road trips, all aspects of pledging, big brother night, pre-initiation, and behavior that defines the acronym "YOLO" (You Only Live Once). This translates into liability for the national organization as it did nine years ago when an undergraduate national officer with a men's national fraternity was involved with a hazing death.

There are a number of reasons for discontinuing the practice of allowing undergraduates to serve as board members in Kappa Delta Rho.

Having a national officer living in a chapter house means the board can't deny any knowledge of what's going on.

Most lawsuits against national organizations are premised upon the tort of negligence. A key aspect in proving negligence is demonstrating that the organization knew or had reason to know about an issue. Having a national officer living in a chapter house or being involved with a chapter significantly limits the argument by a board of directors that "We didn't know this was going on." Yes, you did. Or the knowledge will arguably be imputed or attributed to the board based upon the facts.

- 3) There are awkward situations involved with undergraduate board members. The drinking age in the United States is 21. Unless an organization restricts service on the board to those 21 or over—which is unlikely—when board members go out for dinner and a few big orange drinks after a meeting, there will be at least two difficult choices to make for the undergraduates who are under 21 and the alumni who are with them.
- 4) An argument that is rarely considered: how would service as an undergraduate member of the board affect that undergraduate? Consider the scenarios: An undergraduate board member is suddenly transformed into "nationals" [sic]. He is not invited to certain chapter meetings, such as a meeting to plan pre-initiation. Or, he is asked to leave the chapter house during pre-initiation.

Most undergraduates have a narrow perspective...they lack the vision and experience of alumni.

What if he becomes aware of hazing or risk management violations at another chapter on another campus—what is his duty to report those situations? One would argue that his duty as a national officer is absolute—that his loyalty to the Fraternity is greater than his desire to be popular or accepted. But that also places a significant burden on the shoulders of a young man. He becomes persona non grata

regardless of what action he may take or what he chooses to do.

- 5) While the Sarbanes-Oxley Act of 2002 did not directly address association or non-profit boards of directors, that Act clearly expanded and further defined the ethical and fiduciary duties of directors. Do undergraduates possess the experience, expertise, judgment, sense of ethics, strategic view and objectivity associated with a member of a board of directors? Most undergraduates have a single, narrow perspective (which is to be expected) from their own experience. And, from my observations over the years, many undergraduate board members understand that they lack the

Every men's national fraternity needs to hear the voices of its undergraduate members.

vision and experience of alumni. Their role is necessarily limited not only by their status but also by their experience in life.

My recommendation to Kappa Delta Rho was simple: every men's national fraternity needs to hear the voices, thoughts, and opinions of its undergraduate members. There are good and proven ways to provide those to the board of directors in an organized and direct manner—using an undergraduate advisory committee is one of several ways to do so. If anything, an advisory committee enhances and clarifies those voices. We need to listen to our undergraduates.

But, while the theory of having undergraduate board members may resonate with some the practical aspects do not, and the challenges and concerns outweigh the positive aspects. If input and being heard are important—and your author believes that those are critically important—then the best way to channel those is through a means other than undergraduate board members.



Limberlost Consulting works with campuses, headquarters, chapters, groups, teams, alumnae and alumni corporations and boards of directors at all levels to provide strategic planning, consulting, governance and governance document review, presentations on a wide variety of topics and subjects.

THE NATIONAL FRATERNITY OF KAPPA DELTA RHO, INC. & FIPG, INC.

RISK MANAGEMENT POLICY

The Risk Management Policy of FIPG, Inc. includes provisions, which follow, and shall apply to all fraternity entities and all levels of fraternity membership.

IMPORTANT! Failure to comply with any of these provisions may result in a loss of any insurance coverage that may have existed.

ALCOHOL AND DRUGS

1. The possession, sale, use or consumption of **ALCOHOLIC BEVERAGES**, while on chapter premises, during a fraternity event, in any situation sponsored or endorsed by the chapter, or in any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city, and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.
2. No alcoholic beverages may be purchased through chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of, or on behalf of, the chapter. The purchase or use of a bulk quantity or common sources of such alcoholic beverage, i.e. kegs or cases, is prohibited.
3. **OPEN PARTIES**, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, where alcohol is present, shall be prohibited.
4. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e. those under the legal "drinking age").
5. The possession, sale, or use of any **ILLEGAL DRUGS** or **CONTROLLED SUBSTANCES** while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity, is strictly forbidden.
6. 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.
7. No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups or organizations.
8. All rush activities associated with any chapter will be a **DRY** rush function.
9. No member shall permit, tolerate, encourage, or participate in "drinking games."
10. No alcohol shall be present at any pledge/associate member/ novice program, activity or ritual of the chapter.

HAZING

No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Hazing activities are 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 may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution, or applicable state law."

SEXUAL ABUSE AND HARASSMENT

The fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its member, whether physical, mental or emotional. This is to include any actions which are demeaning to women or men including but not limited to date rape, gang rape, or verbal harassment.

FIRE, HEALTH, AND SAFETY

1. All chapter houses should meet all local fire and health codes and standards.
2. All chapters should have posted by common phones emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
3. All chapters should comply with engineering recommendations as reported by the insurance company.
4. The possession and/or use of firearms or explosive devices of any kind within the confines and premises of the chapter house is expressly forbidden.

EDUCATION

Each fraternity shall annually instruct its students and alumni in the Risk Management Policy of FIPG, Inc. Additionally, all students and alumni members shall annually receive a copy of said Risk Management Policy.

POLICY REVISED JULY 1997
MEMBERSHIP REVISED DECEMBER 1998

BUSINESS FOR CONSIDERATION AT THE NATIONAL CONVENTION

By Brian Heckman, Sigma Beta '05

ACCORDING TO OUR NATIONAL CONSTITUTION, that same constitution may be amended at an annual convention or a special convention upon the recommendation of the Board of Directors, or of any chapter, alumni corporation, or alumni association. The proposed amendments shall be submitted to the Board of Directors and to all chapters, alumni corporations, and alumni associations no later than April 1st prior to the convention, or have been published in the Fraternity magazine, or posted on the Fraternity web site at least thirty days prior to the convention. The intention of this article is to provide notice to the Brotherhood of several changes that are being considered under new business and one piece of business under old business to be reconsidered.

Throughout the past two years the Standards Committee has been tasked to handle several pressing issues. I have had the privilege to serve as the head of the Standards committee and our committee has worked diligently and deliberately to make the best decision on these issues for the Fraternity as a whole. The following items have been voted on and accepted by the Standards Committee and the Board of Directors for consideration at the 103rd National Convention: transgender position statement; constitution changes for Alumni Associations to include regional alumni associations, the addition of our foundation president to the board as an ex-officio member; and the removal of undergraduates from the Board of Directors and the development of an Undergraduate Advisory Board.

NEW BUSINESS

The first issue for consideration is the addition of the Foundation President to the Board of Directors as an ex-officio member. As a board we feel strongly about bringing this to the Brotherhood for consideration, as it will enable us to continue to grow and improve communication between the Board of Directors and the Foundation Trustees. The position has been added within the National Constitution under Article X, section 2.

Article X before the recommended revision:

Article X

Board of Directors

SECTION 1. There shall be a board of fifteen directors who shall manage the business affairs of the Fraternity in the interim between conventions. The Board of Directors shall be responsible to, and report to the Convention.

SECTION 2. Honorary, alumni, and undergraduate members in good standing shall be eligible for election as directors of the Fraternity. Three director seats shall be filled by undergraduate members, and the remaining director seats shall be filled by honorary and alumni members.

The revised Article X section 1,2 reads:

ARTICLE X

Board of Directors

SECTION 1. There shall be a board of twelve directors who shall manage the business affairs of the Fraternity in the interim between conventions. The Board of Directors shall be responsible to, and report to the Convention. Alumni and Honorary members in good standing shall be eligible for election as directors of the Fraternity. **In addition to the twelve directors the Foundation President shall serve as an ex-officio member of the board as a thirteenth member.**

SECTION 2. Term Length for directors elected by the convention shall have terms of four years' duration. **The Foundation President (ex-officio) shall serve as long as they are president of the foundation.**

The second issue regarding the composition of the Board of Directors stipulates that it no longer include three undergraduate members. For the reasoning we refer you to the article which was written by our outside independent legal counsel, Dave Westol. Following you will find the current amendment as it appear in the National Constitution in Article X, sections and the proposed change in language and the proposed new By-Law constituting the Advisory Board.

The current Article X; SECTION 2,3,4,5:

SECTION 2. Honorary, alumni, and undergraduate members in good standing shall be eligible for election as directors of the Fraternity. Three director seats shall be filled by undergraduate members, and the remaining director seats shall be filled by honorary and alumni members.

SECTION 3. Term Length Except for the three undergraduate directors, directors elected by the convention shall have terms of four years duration. The three undergraduate directors shall have terms of two years duration.

SECTION 4. Term Limits - Directors elected by the convention shall be eligible to serve three consecutive terms. These directors must be absent from the board for two consecutive years before being again eligible for election as a director. Service as a two-year undergraduate director and service commencing prior to the 2004 convention shall not be counted for the purpose of determining the limitation of consecutive terms for directors.

SECTION 5. Timing of elections - Six of the four-year directors and the three two-year undergraduate directors will be elected at each even numbered year convention.

The proposed revised Article X, section 2,3,4,5:

SECTION 2. Honorary and alumni members, and undergraduate members in good standing shall be eligible for election as directors of the Fraternity. Three director seats shall be filled by undergraduate members, and the remaining director seats shall be filled by honorary and alumni members.

SECTION 3. Term Length for Except for the three undergraduate directors the directors elected by the convention shall have terms of four years duration. The three undergraduate directors shall have terms of two years duration.

SECTION 4. Term Limits - Directors elected by the convention shall be eligible to serve three consecutive terms. These directors must be absent from the board for two consecutive years before being again eligible for election as a director. Service as a two-year undergraduate director and service commencing prior to the 2004 convention shall not be counted for the purpose of determining the limitation of consecutive terms for directors.

SECTION 5. Timing of elections - Six of the four-year directors and the three two-year undergraduate directors will be elected at each even numbered year convention.

To ensure the undergraduates are properly represented and have a voice we are proposing to create an Undergraduate Advisory Board. The following is the proposed National By-Law that would be added:

BY-LAW V

Board of Directors and Undergraduate Advisory Committee

SECTION 1. A director, unable to attend an annual or special meeting of the Board of Directors, shall be allowed to cast his vote in writing upon any question or matter to be acted upon at the said meeting and which has been included in the call for the meeting, provided, however, that such vote is received in advance of said meeting and is published to all the directors present at such meeting in advance of the consideration of the question as to which the vote is cast.

SECTION 2. Any question coming before the Board of Directors at an annual or special meeting may be decided by a majority vote of those present and those in writing in accordance with the permission granted in Section 1 of these By-laws.

SECTION 3. Undergraduate Advisory Committee. The purpose of the undergraduate advisory committee shall be to provide input, advice, recommendations and responses to various issues, situations and legislation that may be discussed or under consideration by the Board of Directors and the Fraternity.

3.A. The UAC (Undergraduate Advisory Committee) is an official committee within Kappa Delta Rho but does not have governance authority — the UAC may not adopt legislation or formally approve or disapprove actions—it remains an advisory committee.

3.B. It is composed of no fewer than six and no more than 10 undergraduate members who are in good standing with the Fraternity and at their respective institutions. Further, that their term of office is two years.

3.C. Members are appointed by the Board through an application process by a review group that includes one sitting member of the Board, the Executive Director and Board President.

3.D. The UAC will schedule monthly calls during the academic year and that a different member of the Board of Directors participate in each call.

3.E. The UAC will meet with a sub-group of board members at least once a year and that this meeting take place in the winter or spring.

3.F. The UAC provide a report to the Convention and via the Fraternity website each year as to the matters discussed and advice provided or recommendations made,

In an effort to increase Alumni participation within the National Fraternity and to provide a networking resource for our Brothers, a group of Brothers in the Indianapolis area led by Doug Rammel, Pi Alpha '90, the Alumni Committee and the Standards Committee collaborated to develop a Regional Alumni Association. The following are the constitutional changes to Article VII, Article VIII regarding Alumni Associations within the National Constitution and Article IX Convention:

The current articles:

ARTICLE VII

Alumni Associations

SECTION 1. Alumni associations of the Fraternity, each consisting of not less than ten members in the same locality, may be organized under the direction of the Executive Committee. A written application signed by the prospective members and showing their addresses and chapters shall be filed with the Executive Director. The Executive Committee shall act upon the application.

SECTION 2. There shall be not more than one alumni association for each chapter.

ARTICLE VIII

Alumni Corporations

SECTION 1. Alumni corporations may be formed for the benefit of the undergraduate membership of each respective chapter. The alumni corporation shall be incorporated for the purpose of purchasing, holding and/or managing real estate and other property as well as providing guidance and assistance to the undergraduate membership in all phases of chapter operation.

SECTION 2. There shall be not more than one Alumni Corporation for each chapter.

SECTION 3. Each alumni corporation shall pay an annual assessment(s) as determined by the Board of Directors of the National Fraternity.

SECTION 4. Any alumni corporation not in existence at the time of the adoption of this constitution; prior to using the Kappa Delta Rho name or likeness, must apply for and receive recognition by the Board of Directors.

ARTICLE IX

Conventions

SECTION 1. A national convention of the Fraternity shall be held biennially. The dates and places for holding the convention shall be fixed by the Board of Directors. Notice of a convention will be sent to each chapter by electronic mail on or before April 1 or by publication in the Fraternity magazine. Such notice shall specify the time and place of meeting and set forth any special business or amendments upon which action is to be taken. The convention may be held in such places in the United States or Canada as shall be selected by the Board of Directors.

SECTION 2. Undergraduate members of the Fraternity shall be entitled to representation at a national convention through delegates elected by the chapter to which they belong. Alumni and honorary members shall be entitled to representation at a national convention through delegates elected by the alumni association to which they belong. For voting purposes, even if the full quota of delegates from a given chapter, corporation or association be not present, five votes shall be assigned to each undergraduate chapter to be cast by the chairman of the delegation, three votes to each alumni corporation to be cast by the chairman of the delegation, one vote to each alumni association, and one vote to each director.

SECTION 3. At conventions, representation of chapters shall be by undergraduate member delegates only and alumni corporations and associations shall be represented by alumni and honorary member delegates only.

SECTION 4. The order of business at conventions shall be as follows:

- a. Opening Ritual
- b. Roll Call
- c. Reading of the minutes of the previous convention
- d. Reports of Board of Directors, all committees, officers, and Director of Operations
- e. Announcements and Appointments

- f. Unfinished Business
- g. New Business

By a majority vote of the members present at any convention, the above order of business may be dispensed with or modified for that occasion only.

SECTION 5. Special conventions may be called upon written request from at least five chapters by vote of a majority of the entire Board of Directors. They shall be subject to the same provisions respecting quorum, delegate representation, and other matters as an annual convention, but may not consider any matter not specifically set forth in the call of the meeting.

Proposed revisions for Article VII and Article VIII:

ARTICLE VII

Alumni Associations

SECTION 1. Alumni associations of the Fraternity, each consisting of not less than ten members in the same locality, may be organized under the direction of the Executive Committee. A written application signed by the prospective members and showing their addresses and chapters shall be filed with the Executive Director. The Executive Committee shall act upon the application.

SECTION 2. There shall be not more than one alumni association for each chapter

ARTICLE VIII

Regional Alumni Associations

SECTION 1. Regional alumni associations of the Fraternity may be organized, each consisting of not less than five members in the same locality. A written application signed by the prospective members and showing their mailing and email addresses and undergraduate chapters shall be filed with the National Office. The Executive Committee shall act upon the application.

SECTION 2. There shall not be more than one regional alumni association for each locality.

SECTION 3. Each regional alumni association shall pay an annual assessment(s) as determined by the Board of Directors of the National Fraternity.

SECTION 4. Any regional alumni association not in existence at the time of the adoption of this constitution; prior to using the Kappa Delta Rho name or likeness, must apply for and receive recognition by the Board of Directors

ARTICLE IX

Chapter Alumni Associations

SECTION 1. Chapter Alumni Associations may be formed for the benefit of the undergraduate and alumni membership of each respective chapter. The alumni association may be incorporated for the purpose of purchasing, holding, and/or managing real estate and other property. Additionally, the association shall provide guidance and assistance to the undergraduate membership in all phases of chapter operation.

SECTION 2. There shall not be more than one chapter alumni association for each chapter.

SECTION 3. Each chapter alumni association shall pay an annual assessment(s) as determined by the Board of Directors of the National Fraternity.

SECTION 4. Any chapter alumni association not in existence at the time of the adoption of this constitution; prior to using the Kappa Delta Rho name or likeness, must apply for and receive recognition by the Board of Directors.

ARTICLE X

Conventions

SECTION 1. A national convention of the Fraternity shall be held biennially. The dates and places for holding the convention shall be fixed by the Board of Directors. Notice of a convention will be sent to each chapter by electronic mail on or before April 1 or by publication in the Fraternity magazine. Such notice shall specify the time and place of meeting and set forth any special business or amendments upon which action is to be taken. The convention may be held in such places in the United States or Canada as shall be selected by the Board of Directors.

SECTION 2. Undergraduate members of the Fraternity shall be entitled to representation at a national convention through delegates elected by the chapter to which they belong. Alumni and honorary members shall be entitled to representation at a national convention through delegates elected by the alumni association to which they belong.

NATIONAL OFFICE

For voting purposes, even if the full quota of delegates from a given chapter or alumni association be not present, five votes shall be assigned to each undergraduate chapter to be cast by the chairman of the delegation, **three votes to each chapter-based alumni association**, **two votes to each regional alumni association**, and one vote to each director.

SECTION 3. At conventions, representation of chapters shall be by undergraduate member delegates only and alumni associations shall be represented by alumni and honorary member delegates only.

SECTION 4. The order of business at conventions shall be as follows:

- a. Opening Ritual
- b. Roll Call
- c. Reading of the minutes of the previous convention
- d. Reports of Board of Directors, all committees, officers, and Director of Operations
- e. Announcements and Appointments
- f. Unfinished Business
- g. New Business

By a majority vote of the members present at any convention, the above order of business may be dispensed with or modified for that occasion only.

SECTION 5. Special conventions may be called upon written request from at least five chapters by vote of a majority of the entire Board of Directors. They shall be subject to the same provisions respecting quorum, delegate representation, and other matters as an annual convention, but may not consider any matter not specifically set forth in the call of the meeting.



OLD BUSINESS:

At the 102nd National Convention in Phoenix, Arizona the National Fraternity began to discuss securing the rights of Brothers who chose to identify as being female instead of male. The discussion was brought forth by the undergraduates for us to consider how we could protect the rights and privileges of initiated Brothers who make the decision to either identify as female or go under gender reassignment surgery. After a long and authentic discussion we did make some revisions to our non-discrimination policies concerning veterans. However, we could not come to a decision on the issue of Transgender initiated Brothers. The issue was tabled and was moved to the Standards Committee to research and come back at the 103rd National Convention on a recommendation on the issue of gender expression among our initiated Brothers.

The Standards Committee thoroughly researched this issue by talking to LGBT offices at one of our host institutions, our in-house legal counsel, other National Fraternal Headquarters on how they are dealing with this issue, and outside independent consultants. The issue is quite complicated and littered with legal and cultural minefields that we need to be cognizant of as a Brotherhood. After the conclusion of our work on this issue the Standards Committee is proposing the following position statement to be adopted at the 103rd National Convention.

The National Fraternity of Kappa Delta Rho, Inc.

Position Statement on initiated Brother's membership under Article V of the Constitution of Kappa Delta Rho, Inc.

WHEREAS, the National Fraternity of Kappa Delta Rho, Inc. recognizes the importance of Transgender issues in the world, especially on college campuses; and

WHEREAS, so does Kappa Delta Rho recognize the nature of the current climate regarding issues of gender and gender identity as they apply to membership in an all-male organization; and

WHEREAS, Article IV of the Constitution of Kappa Delta Rho states that the vows of her members mean "KAPPA DELTA RHO IS FOR LIFE"

THEREFORE,

BE IT RESOLVED, that beyond the point of initiation, a member's change or changes in sex, gender, gender expression and/or gender identity shall not alter the membership status of a fully-initiated Brother; and

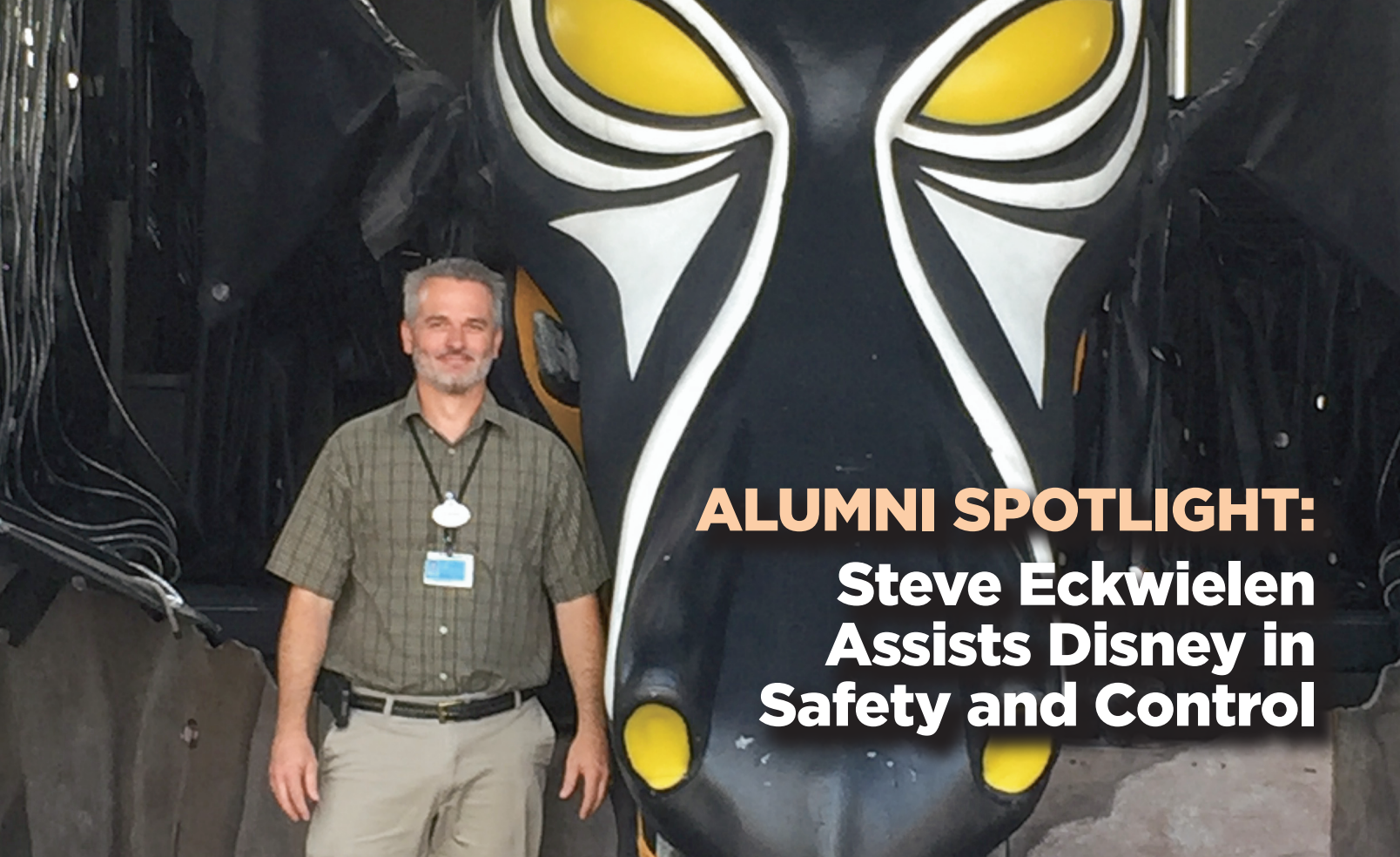
BE IT RESOLVED that Kappa Delta Rho continue to educate its members regarding transgender issues; and

BE IT RESOLVED, that Kappa Delta Rho implement the letter and spirit of this statement, as endorsed by the 103rd National Convention in St. Louis, MO, on August 6, 2016.

The Standards Committee and the Board of Directors believe this is only a stepping stone in the direction that is aligned with our values and will continue to move forward to address several aspects of Transgender matters that may affect our Brotherhood.

I would like to thank the following Brothers who served on the Standards Committee: Scott Bradley, Zeta Beta '99; Chris Burgener, Epsilon Beta '16; Shawn M. Hoke, Phi Alpha '95; Craig B. Huffman, Alpha Beta '95; Eric Simeonoglou, Beta '16; and Brian J. Stumm, Iota Beta '92.





ALUMNI SPOTLIGHT:

Steve Eckwielen Assists Disney in Safety and Control

DISNEY'S everyday commitment to building excellence in Guest service has been instrumental in driving Steve Eckwielen's passion for his career at Disney. "It's tremendously rewarding to know that we are able to create and, many times, even participate in creating lifelong memories at [Walt Disney World Resort]," Steve says. Since joining Disney in 2000, Steve has worked to provide many of the safety and control measures that make the rides and attractions at Disney theme parks so breathtaking and memorable. Thanks to his team's hard work and dedication, those rides and attractions remain safe and enjoyable day after day.

Steve joined Kappa Delta Rho as an undergraduate in 1990, becoming a member of the Epsilon class of the Iota Beta chapter at the Rochester Institute of Technology. He was immediately drawn to KDR's openness and the chapter's ability to embrace individuality. "I didn't have to change who I was to become a brother. They were already a part of me," Steve says. "It was amazing to walk into a rush event and see over 10 of your already close friends having a great time. I knew I was in the right place." As an undergraduate, he served as his chapter's Praetor and later as Consul. Steve graduated from RIT in 1997 with a degree in engineering and moved to Orlando to pursue a career in the theme park and entertainment industry.

Birket Engineering, a company specializing in the design, installation, and control of entertainment and amusement park attractions, was Steve Eckwielen's first stop along his career. He spent six years traveling the world, programming ride and show controls to ensure safety, working at a majority of the top amusement parks, including a theme park in Japan.

Steve began his work with Disney as a Birket consultant, providing safety programming and control for the pyrotechnics on "IllumiNations: Reflections of Earth" in Epcot Center at Walt Disney World Resort. In April 2000, Steve was hired full time with Walt Disney Imagineering, the branch responsible for the design and development of Disney theme parks and attractions. Steve has worked on Frontierland Shootin' Exposition and multiple park shows, including "Fantasmic!" and "Indiana Jones Epic Stunt Spectacular!" Today, Steve develops control systems in the company's Design & Engineering department, which he has been a part of for over a decade.

In his career, Steve still draws upon skills he learned as an undergraduate brother. To this day, Steve values the skills that he learned as an active member of Kappa Delta Rho, such as organizational leadership skills, time management, and risk management. "Being in a fraternity has helped me develop the skills necessary to work with many different diverse groups so, in the end, everyone can achieve a common goal" Steve says. The experience also taught Steve the importance of personal accountability and how one's individual actions can reflect on an organization. This has been a particularly important lesson to learn while pursuing a career.

After 15 years, Steve is still passionate about Disney and its focus on teamwork. "None of us can do it alone. It takes the whole group of us working together," Steve says. Through hard work and commitment to the organization, Steve Eckwielen will continue a highly successful career at Walt Disney World Resort and continue to serve as a role model for undergraduate members of Kappa Delta Rho to aspire to by exemplifying all of the values Kappa Delta Rho holds dear.

Moving Towards Our Philanthropic Future

by Brysen Keith, Alpha Gamma '15

As our National Fraternity and Brotherhood continue to grow, the impact our Fraternity makes on charitable organizations is immeasurable. During the 2000 National Convention in Philadelphia, KDR Kids was voted in as the National Philanthropy for Kappa Delta Rho with the idea that it would help each chapter to pick local charities that benefited kids in some way. More recently, we have partnered as an organization with the Andrew McDonough B+ Foundation to help raise funds and awareness for childhood cancer. To maximize our philanthropic ability of each chapter as a whole and as a National Chapter, the Board of Directors, under new business at the 2016 National Convention, voted to make the B+ Foundation our official national philanthropy. We anticipate that this move will increase national involvement and strengthen our philanthropic impact without affecting local charitable organizations with which our Brothers currently partner.

The B+ Foundation was started by an honorary Brother from Alpha Beta chapter at the University of Delaware, which honors the life of Andrew McDonough. Andrew battled leukemia, septic shock and complications of childhood cancer for 167 days before passing away on July 14, 2007, at the age of 14. Andrew's B+ blood type became his family's and friends' motto throughout his fight against childhood cancer — to "Be Positive".

We currently have a strong relationship with the B+ Foundation and many of our chapters already hold events to benefit this foundation. In recent years, the B+ Foundation has grown tremendously in size and philanthropic ability. We believe that by making the B+ Foundation the official

Kappa Delta Rho National Philanthropy, we can provide more fundraising opportunities and awareness, as well as receive national recognition as the organization grows. This is a move that mirrors other organizations such as St. Jude and Make a Wish Foundation in which we will provide symbiotic benefits to both organizations.

The Board fully understands that many chapters do have strong ties to local charitable organizations, which we believe to be a vital part of each chapter's identity. In making the B+ Foundation our National Philanthropy, we propose that by the next convention (two years from now) each chapter hold one event to benefit the B+ Foundation. In this way, each chapter will participate in raising awareness for childhood cancer but will also be able to maintain the events and relationships they may already have. As the National Philanthropy chair and recent graduate, I strongly believe that this is the best way to increase our philanthropic effort from a chapter and national level. Having an established philanthropic partner will provide increased support from the National Office for each chapters' philanthropies while allowing each chapter to maintain their current relationships.

As we move into the future, it is important for us as Brothers to remain competitive while remembering the oath that each of us swore to. In making the B+ Foundation our National Philanthropy we will continue to uphold this oath while maximizing our philanthropic efforts. This move will provide consistency and benefits to each Brother, chapter, and National Organization while providing priceless support to children battling cancer.

CHAPTER ETERNAL

ALPHA

Ferd B. Ensinger '44

DELTA

Elmer F. Heinlein '42

Donald B. McLagan '40

EPSILON

Wynn S. Cupp '58

ETA

Richard R. DeWitt '49

GAMMA

Sebastian A. Albrecht '36

LAMBDA

Robert L. Rose '52

NU

Richard E. Bishop '61

PSI

Fred T. Feighley '64

David E. Hughes '68

SIGMA

William C. Moller '52

THETA

Richard C. Talmadge '46

Earl E. Johnson '50

William C. Benton '59

IOTA ALPHA

Christopher M. Lenz '88

TAU BETA

Sean J. Pitman '97

UPSILON ALPHA

Dwayne C. Glover '90



THE KDR FOUNDATION: Building a bridge to the future

by Gregg M. Klein, Omicron Alpha '96
Foundation President

In 1994 and 1995, I attended the Elmon M. Williams Leadership Academy in Reston, Virginia, and Arlington, Illinois. Those two events provided my first experiences dealing with other chapters and realizing that I was a member of a national organization that was much bigger than my chapter at Rutgers University. Looking back, I have many pleasant memories from those two academies — meeting Brothers from other chapters, going to a White Sox game, and having the opportunity to talk to alumni.

At the Reston leadership academy I met, for the first time, Paul Downes, Gamma '68; Robert Corrie, Beta '53; Ray Hunt, Rho '53; Robert Lynd, Iota '67; James Edgeworth, Psi '56; and Lee Idleman, Iota '54. I remember being very impressed by their extraordinary commitment to Kappa Delta Rho. At that time, I never would have guessed that one day I would be following in their footsteps as one of the alumni leaders presiding over the Kappa Delta Rho Foundation.

Often I am asked, “How many hours do you volunteer?” and “Why do I and the other trustees remain so involved?” The quick answer is that from the day I pledged KDR, the Fraternity has equipped me with first-rate skills for my personal life and career. Over the years, Brothers Corrie and Downes, along with Ernie Reyes, Omicron Alpha '93; Thomas McComb, Nu '59; and James Hubbard, Psi '66, have taken time to mentor me, as well as many other Brothers, and I value their friendships and the support and wisdom that I have received from each of them. Unconditionally, I can say that KDR has fashioned me into the person I am today. That is the honest truth!

Twenty years later, our Fraternity has evolved and changed to meet new goals and expectations. Today, KDR undergraduates deal with many more challenges than we did “back in the day.” The Foundation, thanks to your support,

continues to fund Fraternity programs that concentrate on civics, the challenges that students face on campuses, and valuable leadership skills. While undergraduate KDRs may not realize it, they are being trained to become the future leaders of their communities and the nation.

This past academic year, the Foundation awarded the highest amount of scholarship dollars in the history of our Fraternity — more than \$100,000. In 2016, we expect to exceed that number with another record year. In addition, the Foundation provides funding to help pay for educational meetings at the National Convention. In fact, I enjoy attending these events today more than when I was an undergraduate, because I observe and appreciate the training and the benefits that we provide. Seeing firsthand the quality of today's undergraduates conveys to me one undeniable fact — ***We are making a difference!***

Brothers, I call on you to help promote the mission of our Fraternity, whether it is a financial commitment to the Foundation, volunteering to mentor undergraduates, or participating in alumni corporations and associations and networks. KDR needs you more than ever! And as Foundation president, I pledge to continue to improve our communications and reach out to you more often and more consistently. This past year, we sent out more letters and e-mails than ever before and hosted alumni events in Cincinnati, Ohio; Pittsburgh, Pennsylvania; and New Brunswick, New Jersey. Kappa Delta Rho is much stronger today and moving ahead with a well-guided, strategic plan! But, we need you to step on board and join us with your support.



THE ANNUAL FUND:

Donors investing in the lives of undergraduates

By David A. Clark, Iota Beta '01
Vice President of the Annual Fund



More than a year ago, I assumed the key position as vice president of the Annual Fund, coordinating the vital fundraising activities of the Kappa Delta Rho Foundation. The Annual Fund is the primary fundraising source “to keep the lights on” by helping to fund critical education programs for undergraduates, such as the Williams Leadership Academy and the Consuls Academy via grants to the National Fraternity. In this position, I have had the opportunity to talk with many of you while striving to fundraise for the Foundation. I have learned firsthand about your tremendous generosity and willingness to donate to the Foundation when asked by me or other volunteer trustees. You are the backbone of our annual fundraising, and you are greatly appreciated.

The 2014-15 fiscal year was a success for the Foundation because of your financial support. In fact, this past year we received more donations than in the last five years! Your investment in KDR has made a significant impact in the lives of more than 1,600 undergraduate Brothers. Last August, at the Elmon M. Williams Leadership Academy, the Foundation awarded more than \$100,000 in education scholarships. A list of the 2015 winners is available online at www.kdrfoundation.org/schol-awards.asp. Also, the Foundation provided \$13,500 in New Member Academic Achievement Scholarships over the past calendar year, which resulted in 105 undergraduate Brothers receiving financial support. This scholarship program offers a \$100 stipend to any new member from any chapter who attains a 3.0 GPA or higher during his pledge semester.

If you were one of the 600 Brothers who made a donation to the Foundation last year, we appreciate your generous support and say THANK YOU! If you didn't donate, please consider making a tax-deductible donation to the Foundation before June 30. Even a small gift can help us to achieve our long-term goals. Without the Foundation and the grants we provide to the National Fraternity, the dues for every undergraduate would have to increase

approximately \$100 to make up for the loss of income. If you are an undergraduate, consider joining the Order of the Peregrine Falcon (OPF), which was designed as a way for chapter Brothers to donate to the Foundation. When you join OPF, you will receive a lapel pin and also be eligible for the OPF Scholarship.

Recently, the Foundation made a few updates to its website by adding videos of Brothers reciting the Credo and the Precepts, and creating multiple pages for the different funds within the Foundation: Annual Fund, scholarships funds, Parents Fund, and the Order of the Peregrine Falcon to make the online donation process easier. At the same time, the donor levels were renamed to coincide with KDR's deep history. The new levels are:

- **Benefactor - \$5,000.00 and up**
- **1905 Society - \$2,500.00 to \$4,999.99**
- **Founder's Society - \$1,000.00 to \$2,499.99**
- **Old Painter Hall Society - \$500 to \$999.99**
- **Kimball Society - \$250 to \$499.99**
- **Red Rose Society - \$100 to \$249.99**
- **Supporting Brother - \$1 to \$99.99**

Your continued financial support is an essential part of KDR's ongoing success story. Every time I spoke with the late Robert Corrie, Beta '53, who served KDR faithfully for more than 55 years, he would ask me if I had donated to the Annual Fund. Today, I am asking you to help me perpetuate Brother Corrie's vision to promote a unique KDR Brotherhood. Moreover, you are an integral part of KDR's success. Remember, your annual donation is a two-fold LEGACY – repaying for the past and laying the foundation for the future. Again, join me in lending your support! If you have any questions, e-mail me at davidclark134@kdrib.org or call me at (703) 389-2350.

Your annual donation is a two-fold LEGACY — repaying for the past and laying the foundation for the future.

FERD ENSINGER: KDR's Faithful Servant

by Joseph S. Rosenberg, Xi Alpha '96

Brother Ferdinand Beaudry "Ferd" Ensinger, Alpha '44 died on Thursday, January 21, 2016, at the Exeter Hospital after a period of failing health.

Ferd was born in New Rochelle, N.Y., on September 27, 1922, the son of the late Ferdinand B. and Florence (Herrington) Ensinger.

Brother Ensinger began his college career at Middlebury College in 1940. As an undergraduate Ferd enlisted in the Army in September 1942 and was called to active service in May 1943. He entered the active duty Army ground forces during WWII and served his country honorably until his discharge in March 1944. Upon his return from the war he became Manager of Sales Production Coordination for the Fisk Tire Division of the U. S. Rubber Company. In March 1945 he resigned his position to return to Middlebury College, where he received his A. B. degree in October 1945.

In December, 1945 Ferd Ensinger was named Executive Secretary of Kappa Delta Rho by the Board of Directors. Upon accepting the responsibility of Executive Secretary he had the difficult task of initiating the reactivation of all KDR chapters closed for the duration of World War II. It was Ferd's belief that there was a definite place in the post-war university and college for fraternities, and that KDR with her high ideals would hold her place with the best of them. Due to his zeal and energy, and supplemented by the aid of alumni who believed in our fraternity, KDR was able to experience a resurgence after World War II.

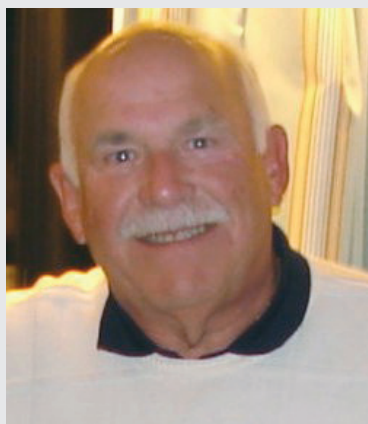
While serving as Executive Secretary he met the love of his life, the late Mary (Meade) Ensinger. Married on October 2, 1948, at the North Avenue Presbyterian Church in New Rochelle, N.Y., Ferd and Mary cherished each other and were inseparable, as they shared over 65 years together until Mary's death in 2014.

Ferd served Kappa Delta Rho faithfully for six years as Executive Director, successfully positioning the Fraternity to experience a time of growth and stability. After serving as Executive Secretary, Brother Ensinger became the Vice President of Sales, Security Mutual Life Insurance Company of New York, as well as Instructor and Seminar Leader at Boston University, UNH and Northeastern. He went on to a distinguished career as a member of the consulting group The Bigelow Company which he joined as a partner in 1980 and where he served as Chairman in 1991.



One of his passions was sharing his knowledge on leadership. Ferd published a number of articles on building organizational distinction, including "Why Mergers Fail", "Management by 'Culture or Cooler'", "Mission without a Cause", "Managing Uncertainty", "Following the Legend" and "The Implementation Gap". A prominent public speaker, Ferd had a national reputation in the business and education communities for his keynote addresses. Upon hearing of Brother Ensinger's death, longtime friend and business associate Pat Sullivan wrote, "No one could dispute that Ferd played a role in the 1986 appearance of the Patriots in Super Bowl XX. His consultancy led to a series of changes in how the Patriots dealt with their players, coaches, and even fans that added to that successful season."

Ferd will always be remembered for his enthusiastic and positive attitude, his friendly smile and his ability to make a difference in people's professional and personal lives. He will be sadly missed by his family, his many dear friends, his Brothers and his business associates.



THE HERITAGE SOCIETY

by Thomas McComb, Nu '59

When did you last review your estate plan? For many of us, it is easy to put the process of estate planning on the back burner. We feel there will always be

time, or we're not sure what we want to do, or we simply don't like to contemplate that far off day when we're no longer around.

As we begin to plan our summer vacations, it's a good time to give thought to your plans and whether they meet your needs and desires. In short, circumstances change for all of us. What is consistent is, when appropriate, perhaps the greatest organization impact we can have: a planned gift through our estate.

We understand, family comes first! But for many of us, once the home fires are tended to we look to organizations that are important to us or have had a dramatic impact on our life. For many of us, KDR is one such organization. It helped cultivate our maturity and in many cases enhanced the organizational and leadership skills which have benefited us throughout life. A gift through our estate allows us to pass that opportunity on to the next generation of KDR Brothers.

The Heritage Society is the planned giving arm of the Foundation, and an integral part of its activities and programming. A planned gift to the Foundation can provide the following:

- Add to the general program endowment to provide income in perpetuity;
- Add to a specific program endowment to support a specific program in perpetuity;
- Endow a scholarship for your chapter. (Note that you need to work with the foundation to execute a scholarship fund agreement. The minimum to endow a named scholarship is \$25,000); and
- Endow a scholarship for a specific major or area of study or available to the general members.

And, the best part of planned giving is that it takes none of your current income. Whether you utilize an insurance policy, 401(k), a bequest through your will or trust, it is entirely up to you and your family. Your estate will benefit tax-wise and the Foundation will greatly benefit from your thoughtfulness and generosity.

I suggest that you visit our website KDRFoundation.org and click on **Heritage Society** to discover the many ways in which you can choose a giving plan. It is concise, easy to understand and makes for some very interesting reading. I assure you that your time will not be wasted.

Thank you very much for your past and present support of the Kappa Delta Rho Foundation and please do not hesitate to contact me or Bill Paris if you have any questions. I can be reached at tomv6036@aol.com and Bill at bparis@elevateims.com. You'll receive our immediate attention.

The Heritage Society

David M. Bliley, Psi '62
Robert H. Boyer, Pi '60
J. Gregory Carl, Theta '80
James D. Carroll, Alpha Beta '93
Nien-tzu Chen, Alpha Alpha '97
Paul A. Downes, Gamma '68
Ronald C. Dunbar, Beta '57
Ferd B. Ensinger, Alpha '44
John S. Goodreds, Delta '56
Christopher Harley, Lambda '74
Cortland P. Hill, Beta '61
James C. Hubbard, Psi '66
Anthony E. Hudimac, Mu Alpha '85
Daniel R. Johnsen, Theta '62
James W. Kitchell, Alpha '51
Matthew W. Leiphart, Iota '92
Thomas C. Lockwood, Nu '56

Thomas V. McComb, Nu '59
Timothy F. Moore, Eta '68
Michael E. Mueller, Eta '95
Arthur S. Nelson, Eta '32
William J. Paris, Eta '87
Gaetano P. Piccirilli, Xi Alpha '01
Jason J. Pock, Ta '05
Michael P. Pumilia, Theta '72
Dean B. Rissolo, Rho Alpha '89
Joseph S. Rosenberg, Xi Alpha '96
Bimal N. Saraiya, Theta '00
Scott W. Schulze, Theta '80
Gerald E. Stebbins, Phi Alpha '88
Brian J. Stumm, Iota Beta '92
Lawrence L. Swearingen, Nu '64
John D. Winters, Theta '55
Bradley S. Witzel, Lambda Beta '94

NEW MEMBER SCHOLARSHIP RECIPIENTS 2015-2016

FALL 2015



Brayden Adair, Zeta Beta '17
Quinton Adlesh, Nu Alpha '19
Dennis P. Barba, Nu Alpha '19
Eric Barch, Phi Beta '18
Trond Berg, Phi Beta '19
Lorenzo Bradford, Nu Alpha '17
Christian Briody, Nu Alpha '19
Christopher Davis, Nu Alpha '19
Bradley Davison, Nu Alpha '17
Tyler DeCwikiel, Theta '19
Nicholas DePinto, Theta '15
Donald Donnelly, Nu Alpha '19
David Donovan, Nu Alpha '18
Liam R. Egan, Gamma Gamma '18
Brett H. Eyster, Gamma Gamma '17
Donald. W. Fraser, III, Eta '19
John Gillespie, Sigma Beta '17
Austin Honigford, Iota '18

Rodney Hunter, IV, Nu Alpha '19
Brenten R. Hurt, Beta Gamma '17
Alexander R. Jenkins, Eta Alpha '18
Justin Kim, Phi Beta '18
Ryan Kirby, Iota '18
Gavin Klumpp, Iota '18
Andrew C. Lee, Eta '19
Andrew W. Lee, Beta Gamma '17
Bradley Lovings, Sigma Beta '19
Justin Manhoff, Iota '18
Patrick Marquet, Phi Beta '19
Thomas Matera, Iota '18
Denver Mays, Theta '18
James R. McKinney, Epsilon '18
Lukas Meisner, Nu Alpha '19
Austin Moore, Sigma Beta '17
Jared K. Nelson, Lambda Beta '19
David Neustadt, Alpha Beta '19

Tyler Oberg, Nu Alpha '18
Anthony Omisore, Sigma Beta '18
Robert W. Price, Beta Gamma '18
Nathanael Rakos, Phi Beta '19
Daniel Reed, Nu Alpha '18
Philip L. Renn, Alpha Gamma '17
James Richardson, Iota '17
Christian S. Richmond, Pi Alpha '19
William Rosenbaum, Phi Beta '19
Zachary R. Seger, Eta Alpha '19
Daniel J. Shopshire, Pi Alpha '19
Abhijit S. Sokhi, Pi Alpha '18
Nathan Sternberg, Theta '19
Daniel L. Stevens, Zeta Gamma '18
Benjamin Torpey, Tau Alpha '18
Brandon Torres, Omicron Alpha '18
Hunter Wright, Epsilon Beta '19

SPRING 2016



Dennis P. Barba, Nu Alpha '19
Eric J. Basile, Nu Alpha '17
Harrison M. Bergman, Nu Alpha '16
Alex Bi, Omicron Alpha '19
Bryan J. Browne, Nu Alpha '16
Britain Carter, Nu Alpha '17
Wesley Chien, Phi Beta '19
Hyun Woo Choi, Nu Alpha '17
Adam W. Cline, Nu Alpha '16
Isaac Cohen, Nu Alpha '16
Brett Diener, Xi Alpha '19
Lucas Dimini, Gamma Gamma '17
Matthew Doggett, Nu Alpha '18
David Donovan, Nu Alpha '18
Dan W. Dunn, Omega Alpha '19
Nicolas Edwards, Nu Alpha '17
Isiah Fisher, Nu Alpha '19
Joshua A. Foster, Nu Alpha '16

Peter Frey, Xi Alpha '19
Zachary Goldberg, Eta '19
Corey F. Hammond, Nu Alpha '16
Drew Haney, Gamma Beta '19
Jacob Hoyle, Nu Alpha '16
Lord Hyeamang, Nu Alpha '18
Brett A. Hyman, Alpha Beta '18
Casey Krotoszynski, Kappa Beta '19
Noah Lartigue, Nu Alpha '17
Darin Lassiter, Tau Alpha '19
Kevin Leaswitch, Psi Beta '18
Gary Lin, Nu Alpha '17
Sean Mann, Xi Alpha '19
Bret P. McCarty, Nu Alpha '16
Lukas Meisner, Nu Alpha '19
Steven A. Morales, Alpha Gamma '19
Grant Mullins, Nu Alpha '16
John Pillar, Xi Alpha '19

Tyler Ponte, Nu Alpha '18
Padraic M. Quinn, Nu Alpha '16
Tyler Rasmussen, Eta '19
Daniel Reed, Nu Alpha '18
Arjay Richardson, Sigma Beta '19
Alex M. Rosenberg, Nu Alpha '16
Garrett Ryan, Nu Alpha '18
Noah Sample, Xi Alpha '19
Ronak Shah, Gamma Beta '19
Harrison Shih, Nu Alpha '16
John Sica, Nu Alpha '19
Fletcher C. Sims, Nu Alpha '16
Derek Sortor, Pi Alpha '18
Johnathan Tripp, Frostburg State '18
Joshua Truscinski, Pi Alpha '18
Randall T. Williams, Zeta Gamma '19
Billy Wong, Lambda '17
Brad Zimmer, Nu Alpha '18

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