

Attention Business Students, Educators and Professionals:

## Promoting Integrity in Business Decision-Making

*This article was contributed by Amy H. Moorman, J.D., MBA, Doane College, and Kevin J. McCarthy, Ph.D., Baker University. With the recent flood of negative news regarding some of the nation's largest and most prestigious corporations, this is a topic of value to all those involved in business - whether in an educational or professional setting.*

Not so long ago, the notion of teaching business ethics to college students was viewed by many observers as a rather good joke. “Business Ethics,” they would remark. “There’s no such thing; it’s an oxymoron.” This was, of course, a superficial and naïve view, even before the fall of Enron, Arthur Andersen and WorldCom caused the lack of integrity among business leaders to become front-page news and a source of enormous consternation for the investing public. Today, the goal of restoring public trust in business and business leaders is viewed by scholars, politicians, investors and others as a priority in order to maintain America’s financial well-being.

What role do business educators have in facilitating their students’ understanding of the importance of ethical decision-

making? Can ethics and integrity even be taught at the college level – or is it too late? For years, higher education professionals have asked these questions and the answers have become evident. Degree programs in business administration play a crucial role in helping students think strategically about how to forward organizational goals, including long-term profitability, while resolving ethical issues faced by managers in today’s competitive, global business environment. While individuals may develop their core values and basic notions of morality earlier in life, they have not learned how to apply them in organizational situations. In a business program, students should be afforded opportunities to use their knowledge of business principles, their leadership skills, and their personal sense of integrity to resolve moral dilemmas like those that arise in organizational settings.

Business students can learn from the mistakes of others before them: Doing the right thing may increase costs in the short run, but in the long run, it is usually good for business – and often essential for organizational survival.

Given modern case examples, it is certainly not difficult to teach students the consequences of failing to follow a sound, ethical decision-making process!

Today’s students confront practical challenges to their integrity during the education process itself. The Center for Academic Integrity has found that over half of college students admit to having engaged in some form of academic

**(see Ethics on page 6)**

intEgrity  
T  
H  
profits  
C  
reSponsibility

### INSIDE



3 Regional Reps

Tarleton State  
University  
Athletes/DMD  
Members Shine



4

Eta Chapter  
at DePaul

4



# President's Message

This issue of the DMD Vision highlights several improvements in the way the Society will communicate internally and externally. From changes in the structure of the Delta Mu Delta National Executive Council to the increased academic requirements for invitation to membership, Delta Mu Delta is implementing the foundation for the Society's future.

On page 3 of this issue, the new regional representatives are introduced and highlighted. It was important to everyone that the regional representatives be known to the membership because of the very vital roles they will play as Delta Mu Delta moves forward. The regional representatives are very important within the DMD structure because they must function as a two-way processor funneling information up and down. They must also work to ensure that Delta Mu Delta's chapters are operating smoothly and achieving the purposes of the Society.

We are indebted to this group of individuals who have volunteered their time, efforts and expertise. Without their support Delta Mu Delta would not be able to make the necessary changes and adjustments that will help us succeed in the future. I want to offer my personal thanks to each and every one of these talented individuals as we proceed forward in the next year.

The following is a list of functions that each regional representative has committed to perform. Regional representatives:

- Must foster and cultivate special relationships with chapters and

potential chapters within their regions, and the administrative officers associated with those chapters and the academic institutions.

- Must develop and maintain open communications with chapters and potential chapters within their regions and establish effective working relationships.
- Must maintain communications with the National Executive Council, other regional representatives and Central Office personnel.
- Must know and understand the history of Delta Mu Delta.
- Must know standard operating procedures for establishing DMD chapters, induction procedures and the ritual involved.
- Must be familiar with symbols, emblems, forms, jewelry and services available to members and chapters, and how to procure such items.
- Must be familiar with the National Policy Manual, Chapter Policy Manual, the charter and bylaws.
- Must be prepared and willing to install new chapters when appropriate, and work with all chapters when necessary. Must also be willing to request assistance as needed.
- Should develop their regional work structure and network in co-operation and coordination with the National Executive Council and the Association of Collegiate Business Schools and Programs (ACBSP).
- Should emphasize participation in DMD national meetings, regional meetings, and the general enhancement of Delta Mu Delta.

- Must provide whatever support is needed and appropriate to active and potential chapters and assist inactive chapters in becoming active.
- Must be familiar with the Delta Mu Delta scholarship program and application procedures.
- Must be familiar with the Delta Mu Delta Chapter Award program and procedures.

As you can probably tell from the list above, there are a great many responsibilities associated with the position of regional representative. I encourage each of you to carefully review the list of regional representatives on page 3. Identify YOUR regional representative; if you have questions or concerns, they should be the first person you contact for assistance.

**William H. Brunsen**  
*Eastern New Mexico University*

## Let Us Hear from You

Delta Mu Delta would like to hear your comments and suggestions. You can contact the Society in any of the following ways:

### Delta Mu Delta Central Office

P.O. Box 46935  
St. Louis, MO 63146-6935

Phone: (314) 432-8785

Fax: (314) 432-7083

Email:

[deltamudelta@deltamudelta.org](mailto:deltamudelta@deltamudelta.org)

Website:

[www.deltamudelta.org](http://www.deltamudelta.org)

## 2002 Delta Mu Delta Scholarship Recipients



**Vakela Kelly**  
Albany State University



**Kira P. Reed**  
Athens State University



**Sarah M. Osterhaus**  
Baker University



**Michelle Young**  
Dana College



**Vitor A. Gabrielli**  
Dowling College



**Michael Pollack**  
Eastern New Mexico  
University

# Qualifications for Membership Increased

One very important part of the recent bylaws changes was the approval to increase the required cumulative average grade record of a person to qualify for membership in Delta Mu Delta.

The new bylaws increased the minimum grade-point-average from .2 to .25 of a step above a B at the undergraduate level and from .25 to .6 of a step above a B at the graduate level. Students must also be in the top 20 percent of their college class.

When approaching this issue, the National Executive Council considered that student cumulative grade-point-averages have increased over the last several years. With that information, the National Executive Council recommended the increase in membership qualifications to better allow the Society to retain its high standards of membership, more appropriately bring the Society's requirements into conformance with what most schools require for "honors", and better reflect its quest for recruiting to lifetime membership the very top academic scholars from Delta Mu Delta chapter institutions.

Of course, chapters may still choose to set higher (but not lower) requirements than those established by Delta Mu Delta's governing documents. The change in membership qualifications goes into effect at the beginning of the Spring 2003 semester.

## DMD Regional Representatives

### Region 1

(Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Puerto Rico, Rhode Island, Vermont, Virgin Islands)



**Prof. B. Timothy Allport** serves Delta Mu Delta as the regional representative for Region 1, and recently completed his second term as

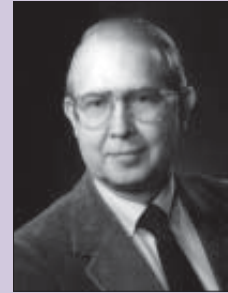
a Delta Mu Delta scholarship judge. Allport has volunteered his time and efforts for over 15 years as the faculty adviser of the Delta Mu Delta chapter at Mercy College, where he has risen to the level of Professor of Management. He has been instrumental in assisting Mercy College to receive a Mellon Grant to develop a student-mentoring program using Delta Mu Delta graduates as mentors to current students.

Allport has served Mercy College in a number of administrative positions, including Assistant Department Chairman, member of the Departmental Executive Committee, member of the Faculty Senate, and member of the Faculty Association. He also works as an Adjunct Professor of Mathematics at Concordia College and is a professional tutor in high school mathematics. In addition to his academic career, Prof. Allport has held a variety of managerial positions in major corporations in New York City.

Allport received an M.S. degree at New York University; an MBA from the Wharton School at the University of Pennsylvania; and a B.A. in mathematics from the University of Bridgeport.

### Region 2

(Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia)



**Dr. Terry L. Mendenhall** not only serves Delta Mu Delta as the representative of Region 2, he also serves as Vice President Extension and

Development, which oversees the work of all the regional representatives. He has been involved in the efforts and development of the Chi Chapter at Pittsburg State University since 1987.

Currently Dean Emeritus of the Gladys A. Kelce School of Business at Pittsburg State University, Mendenhall has served the university in a number of positions. He most recently was Vice President for Academic Affairs, and has been the Chair of the Department of Business Administration, Director of the Office of Management Development, and Director of the SBI Program. He has served Pittsburg State University continuously since 1966.

Mendenhall received his Ph.D. from Kansas State University; an M.A. from the University of Nebraska; and a B.S. from Midland Lutheran College.

### Region 3

(Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee)

**Dr. Sundar Fleming** has long been a supporter of Delta Mu Delta and its objectives, as he was the founding Dean for Eta Kappa Chapter of Delta

**(see Regional Reps on page 7)**



**Nathaniel K. MacPherson**  
Grand Canyon University



**Julia L. Filatova**  
Hawaii Pacific University



**Tesa E. Leonce**  
Midwestern State University



**Bobby Thomas**  
Midwestern State University



**Lorein C. Thomas**  
Midwestern State University



**Brandy Snyder**  
Mount Saint Mary's College

# Chapter News

Generalizations rarely capture the true nature of individuals. While athletes are generally referred to as “dumb jocks” and “simple-minded,” two Tarleton State University football players have proven that sentiment wrong. Chase Sugarek and Chris Evatt have excelled in the classroom and on the football field, and last year earned induction into Delta Mu Delta.



**Chase Sugarek**

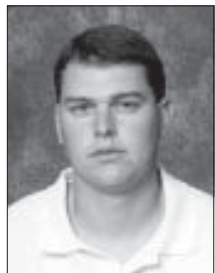
Evatt was named D2Football.com’s national Special Teams Player of the Week, Football Gazette’s NCAA Division II Special Teams Co-Player of the Week, and the Lone Star Conference special teams Player of the Week.

Sugarek, a senior and first-year starting quarterback for Tarleton State University, has been outstanding the entire season. While

maintaining his academic standing, he has led the Texans to a 7-2 record (at the time this article was written) and a No. 17 national ranking in the AFCA Division II Top 25 Football Poll.

Individually, Sugarek has put up some impressive numbers. He has thrown for over 1,800 yards while completing more than 65 percent of his passes, with 11 touchdowns against only five interceptions. In a one-point loss to Northeastern State University on October 26, Sugarek threw for 417 yards. On Oct. 5 against East Central University, in perhaps his finest outing of the season, Sugarek completed 16 of 23 passes for 303 yards and three touchdowns. For his efforts, the Lone Star Conference named him Offensive Player of the Week.

The Zeta Lambda Chapter of Delta Mu Delta at Tarleton State University is very proud of Chris and Chase’s academic and athletic accomplishments.



**Chris Evatt**

“Chase and Chris set a standard of excellence as much in the classroom as on the football field,” said Janis F. Petronis, Faculty Adviser of the chapter at Tarleton State University and Vice President of Delta Mu Delta. “They consistently make some of the highest grades in my classes, and are also the natural leaders on projects and in class discussions.”

While membership in the Society proves their commitment to academic excellence, their performances on the field have continued to improve. In a game against Abilene Christian University, Evatt, a senior punter, averaged 46.4 yards on eight punts in a 12-9 victory. For his performance,

## Eta Chapter at DePaul Celebrates

The Eta Chapter of Delta Mu Delta at DePaul University continued its tradition of gala events when over 200 people attended its 49<sup>th</sup> Annual Induction Banquet on September 22 at Chicago’s Hyatt Regency McCormick Place Hotel. One of the



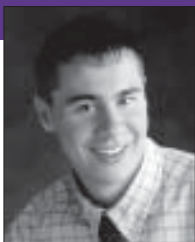
**Dr. Gemma Welsch (center), Eta Chapter Faculty Adviser, meets with new inductees and guests on Sept. 22, 2002 at the DePaul Induction Banquet.**

highlights of the evening was the keynote address given by James E. Oliff, Vice Chairman of the Chicago Mercantile Exchange. His timely message dealt with ethics in business, including references to many of the more highly publicized cases of recent ethical scandals.

## Eta Pi Chapter at Albany State is Rising Star

If Eta Pi Chapter at Albany State University can endure the Flint River floods of 1994 and 1998, it can also endure “new” management with the recent chapter reorganization. The new goals and visions for the chapter are to become a Star Chapter and to receive the Anthony J.

### 2002 Delta Mu Delta Scholarship Recipients (cont.)



**Joshua L. Berry**  
Nebraska Wesleyan University



**Katie McGinnis**  
Nebraska Wesleyan University



**Holly Wolf**  
Nebraska Wesleyan University



**Katie L. Burns**  
Northwest Missouri State University



**Cristina Livingston**  
Northwest Missouri State University



**Kelli J. Rowlands**  
Northwest Missouri State University

Jablonsky Award.

Since 1997, when Eta Pi chapter was chartered on the campus of Albany State University, it has been under the leadership of Dr. Don Snyder. Snyder deserves many thanks for his five outstanding years of service. As of January 2002, the chapter has been appointed a new chapter adviser (and co-adviser) with a new vision!

Dr. Kathaleena Edward Monds comes to Delta Mu Delta with previous



experience as the chapter adviser of Eta Rho Chapter at Grambling State University in 1996. She joined the faculty at Albany State in 2000 and was appointed to lead the chapter in 2002. She is supported with Marsha Lawrence, co-adviser.

In a very short period of time, the following **Star Chapter** accomplishments have been met:

- Completed a Spring 2002 induction of 24 students.
- Elected a full slate of chapter officers for the 2001-2002 year.
- Held three (3) business meetings during the 2001-2002 year.
- Submitted the 2001-2002 Annual Report and Financial Statement before

# Restructuring the DMD Management Team

There is much new information in this issue, including the introduction of the regional representatives and their roles, and the reflection on how the Vice President, Extension and Development, is the coordinator and mentor for the regional representatives' efforts.

With the recent approval of the Bylaws, which took place October 31, 2002, the offices of the Secretary and the Treasurer were separated into two positions. This adds another corporate officer to the National Executive Council and will provide the auditors with improved cash control and oversight of your Society's funds.

The Treasurer is an automatic member of the Investment Committee as well as the keeper of the accounting records, creator of the budget, overseer of all disbursements, coordinator with our outside auditing firm, etc. This is an important and significant role that will benefit from an expert who will not be distracted by performing several other functions.

The National Executive Council took another step forward by creating the role of the Director of Central Office, or DCO. This is a non-voting and paid, part-time, position that is presently being filled by the Secretary. In the future this position may be filled by a separate individual.

One of the important roles of the DCO is to provide constant communication between the Central Office and the various members of the National Executive Council, as needed. This person also needs to ensure that communications and workflow between the Central Office and Delta Mu Delta are smooth and timely.

We look forward to the next decade of expanded services to our DMD members.

**R. L. Sosnowski**  
DMD Secretary

- the due date of September 30, 2002.
- Increased inductions over the preceding year.
- Submitted the DMD Membership Data Profile forms for each new 2001-2002 inductee.
- Participated in the 2001-2002 Delta Mu Delta Scholarship Program with two students submitting applications. Vakela Kelly, a spring 2002 graduate, won a \$500 award.
- Participated in the 2001 National Triennial meeting in Nashville, Tenn. Five Eta Pi students went to Nashville and took part in the Triennial.

In furthering its goal to become recognized with the Jablonsky Award, the chapter has completed the following tasks:

- Begun collecting books for participation in the *Books for Belize* public service project in which books will be donated to schools in Belize, Central America.
- Created souvenir bookmarks.
- Developed a chapter PowerPoint slide presentation.
- Developed a chapter banner as a creative way to further chapter growth, development and visibility.



**Stephanie A. Tyler**  
Oklahoma Christian University



**Cindi L. Fleshman**  
Oklahoma City University



**Clement C. Henry**  
Prairie View A&M University



**Alexandra Pannhorst**  
Salem State College



**Jennifer Credille**  
Southwest Baptist University



**Emily C. Tucker**  
Wagner College

## Foranoco Gifts Continue to Assist Top Students

Delta Mu Delta has received a \$5,000 gift from the estate of A.J. Foranoco, President of Delta Mu Delta from 1983 to 1994. He served as Professor Emeritus of Accounting in the School of Management, New York Institute of Technology, and served as Alpha Xi Chapter faculty adviser from its installation in 1971 until 1994.

Prof. Foranoco was elected president of the Society in 1983, pledging to continue the expansion and growth of Delta Mu Delta. In his recognition of the potential role of Delta Mu Delta in higher education for business and management, he was unrelenting in his efforts to build a better and stronger Society for all members. This gift from Prof. Foranoco's estate will help the Society realize his goals and aspirations.

In addition to his other accomplishments, he sought the recognition for and funded the establishment of what has become the "Mildred R. Marion Scholarship Award" to acknowledge his deep respect for someone who served as our National Secretary across four decades.

## Forever Dollars

The scholarship program depends on the kind gifts of members like you. We would like to thank all those who have contributed to Delta Mu Delta.

Each dollar contributed adds to the principal balance of the scholarship fund, and the interest earned helps support outstanding students for generations to come, which means your dollars will pay off forever. Contributions of \$25 or more are recognized on the back cover of the *Vision*.

Please use the enclosed card and envelope to make your dollars live forever. Help our outstanding scholars continue their quest for academic excellence in business administration.

## 10K Gold DMD Keys

Delta Mu Delta would like to let all of its members know of an exciting and limited-time opportunity. Each member that donates at least \$200 to the Forever Dollars Scholarship Program will receive a 10-karat-gold Delta Mu Delta key - either a pendant, pin, or with tack back - while supplies last. These unique gifts will be sent to members upon receipt of their generous donation. Help the nation's most talented business students, and display your pride in membership by wearing this limited edition 10k gold DMD key to work or your next social function.

## Ethics (from page 1)

For more information, check these sites on the World Wide Web:

### The Institute for Business, Technology, and Ethics

[www.ethix.org](http://www.ethix.org). Many useful resources are offered.

### Center for Academic Integrity

[www.academicintegrity.org](http://www.academicintegrity.org). Defines academic integrity as a commitment, even in the face of adversity, to five fundamental values: honesty, trust, fairness, respect, and responsibility.

### The Institute for Global Ethics

[www.globoalethics.org](http://www.globoalethics.org). A global perspective is provided.

dishonesty. It has become ridiculously simple to plagiarize; one can use the Web to purchase and download a business ethics paper, which examines the socially responsible policies of Ben & Jerry's, Levi-Strauss, and Johnson & Johnson, for about \$220. Al Erisman, co-founder of the Institute for Business, Technology, and Ethics (IBTE), says that technology "... is at the heart of many of the toughest ethical issues."

"When technology enables new ways of doing business, new ways to 'beat the system' become apparent as well,"



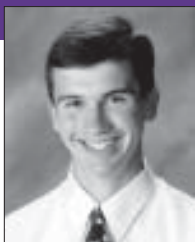
Amy Moorman

Erisman said. The speed and obscurity enabled by newer technologies will continue to present challenges to both the academic and business worlds.

Nonetheless, instilling in business students the importance of integrity is of paramount concern. Through honor codes, honor societies, teaching by example and establishing a climate to promote honesty, trust and responsibility, business educators can nurture in students an appropriate mindset and approach to decision-making that they will carry into the work place. The consequence of not doing so – of allowing dishonesty to exist simply because of its prevalence – is clearly unacceptable.

Today's business students are tomorrow's business leaders. They will play a key role in restoring a reputation for integrity to the business profession and regaining public trust in business leaders. Our business students and graduates – members of Delta Mu Delta – are up to this challenge. We urge them to accept it!

## 2002 Delta Mu Delta Scholarship Recipients (cont.)



Matthew Barnes  
Western New England  
College



Adrienne L. Smith  
Western New England  
College



Kristin M. Leitze  
William Jewell College

## Additional DMD Scholarship Recipients Not Pictured

Deidre N. Williams  
Benedict College

Neera Kapoor  
Bloomfield College

Carle Mock  
Dana College

William T. Mather  
Grand Canyon University

Georgia S. Tredway  
Grand Canyon University

Patricia Smith Reirson  
Marymount University

Athanasatos Nikoletta  
New York Institute of  
Technology

Jamie D. Buchmeier  
Northwest Missouri State  
University

Sabrina E. Marquess  
Northwest Missouri State  
University

Alicia A. Fields  
Prairie View A&M  
University

Tanikka Dennison  
Saint Augustine's College

Dena M. Manzo  
Western New England  
College

## Regional Reps (from page 3)

Mu Delta at North Carolina Central University and was inducted as an honorary member in 1994. He currently

serves the university as a Professor of Marketing, following more than 12 years as the Dean of the School of Business.

Prior to his tenure at North Carolina Central, Fleming served as Dean of the School of Business at South Carolina State University for more than four years. In total, Fleming has more than 28 years of academic experience. He also served as (ACBSP sponsored) FISPE Consultant to the business programs of Fisk University and St. Paul's College.

Fleming earned a Ph.D. in marketing from Duke University; an MBA from Washington University; and a B.A. in mathematics from Duke University.

## Region 4

(Illinois, Indiana, Minnesota, Michigan, Ohio, Wisconsin)

### Dr. Ashton I.

Veramallay serves Delta Mu Delta as the regional

representative for Region 4 and was instrumental in the establishment of the Theta Chi Chapter of Delta Mu Delta at Indiana University East. He currently serves the students as the chapter's faculty adviser at Indiana University East, where he is Professor of Economics and Director of the Center for Economic Education.

Veramallay is a member of the American Economic Association, Atlantic Economic Society, Midwest Economics Association, Eastern Economic Association, Western Economic Association International, National Association of Economic Educators, Indiana Council for Economic Education, Indiana Academy of the Social Sciences, Phi Beta Lambda, and Delta Mu Delta. He serves on the board of Habitat for Humanity of Greater Richmond, Richmond Hospital Authority, Small Business Development Center/Richmond-Wayne County Chamber of Commerce, and the International Association for Children's



Social and Economics Education (United Kingdom).

Veramallay earned both his Ph.D. and M.S. from Iowa State University, and a B.S. from the University of Wisconsin.

## Region 5

(Iowa, Kansas, Missouri, Nebraska, North Dakota, South Dakota)

**Dr. Kevin J. McCarthy** was the founding faculty adviser for Eta Phi Chapter of Delta Mu Delta at Baker University and was inducted as an honorary member in 1996. He presently serves the Society as regional representative of Region 5.

McCarthy is an Associate Professor of Business and Economics at Baker University, and prior to his tenure at Baker he taught at Saint Louis University, Creighton University and Shippensburg University.

Professional activities have included writing articles, conference presentations and reviews. He has served as a faculty "intern" at Foote Cone and Belding, Sprint and Archer Engineering. He has served the Association of Collegiate Business Schools and Programs (ACBSP) in a variety of roles at both the regional and national levels. He will teach the Spring 2003 semester in Great Britain at Harlaxton College.

McCarthy earned his Ph.D., MBA and B.A. from Saint Louis University.

## Region 6

(Arkansas, Louisiana, New Mexico, Oklahoma, Texas)

**Prof. Kathleen E. Bauer** has served the Zeta Phi Chapter of Delta Mu Delta at Midwestern State University as faculty adviser for the past three years, and now also serves as regional representative for Region 6. She is currently an Assistant Professor of Accounting at Midwestern State University.

Bauer is a member of the American Institute of Certified Public Accountants and the Texas Society of Certified Public Accountants. Her professional activities

include consulting, tax research, seminar presentations, and technical reviewer of continuing professional education courses. Her non-academic professional experience includes public accounting at Arthur Anderson LLP. She participated in the American Assembly of Collegiate Schools of Business Workshop on Microcomputer Teaching Applications in Accounting.

Bauer earned her CPA, CSEP and B.S. from Northwestern State University, and an M.A. from the University of Alabama.

## Regions 7 and 8

(Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming)

**Dr. Anne Smith** was instrumental in the establishment of the Eta Chi Chapter of Delta Mu Delta at Grand Canyon State University and served as its first faculty adviser. She was inducted as an honorary member of the Delta Kappa Chapter at the College of St. Francis. She is currently serving the Society as regional representative for Regions 7 and 8. She is a Professor of Accounting at Grand Canyon University.

Smith has held previous teaching positions at the College of St. Francis, Illinois Benedictine College and Joliet Junior College. She has also served on the Board of Directors for the Association of Collegiate Business Schools and Programs (ACBSP) for two years and on ACBSP's Board

of Commissioners for six years, chairing the Commission during 2000-01. She has been actively involved with the Institute of Management Accountants (IMA), serving as Faculty Mentor to Grand Canyon University's award-winning IMA Student Chapter, as a member of the local Board of Directors, as an officer for the Wild West Council, and as a member of the National Student Committee.

Smith earned her Ed.D. from Northern Illinois University; an MBA from Illinois Benedictine College; and a B.S. from Eastern Illinois University.



# CONTRIBUTORS

Delta Mu Delta would like to thank the following persons for contributing to the Society from December 1, 2001 - December 5, 2002.

## \$5,000+

**New York Institute of Technology**  
Estate of A.J. Foranoco

## \$1,000+

**DePaul University**  
Mr. and Mrs. Anthony J. Jablonsky  
**Wagner College**  
Alpha Beta Chapter

## \$100-\$499

**Central Connecticut State University**  
David H. Lyon  
**University of Cincinnati**  
Erroll J. Beyersdorfer  
**DePaul University**  
Edward A. Brennan  
**University of the District of Columbia**  
Johnny Grier, Jr.  
**Dowling College**  
Harrison P. Tarver  
**Eastern Illinois University**  
James F. Giffin  
**Fairleigh Dickinson University**  
Angelo M. Giordano  
**Fisk University**  
Deborah E. Story  
**Grand Canyon University**  
Brett D. Furniss  
**Marymount University**  
Louise Marshall  
**College of Notre Dame of Maryland**  
Mildred D. Owens  
Penelope J. Taylor  
**Pepperdine University**  
Hugh Rose  
**Richard Stockton College of New Jersey**  
Marilyn E. Vito  
**Tarleton State University**  
Cindy S. Reed  
**Wagner College**  
Edward A. Doxey

**\$25-\$99**  
**Adelphi University**  
Norma R. Kalkhoff  
**Ashland University**  
Diane L. Doll  
Amy E. Fisher  
Linda L. Mills  
Mark W. Whitfield  
**Athens State University**  
Barbara I. Engelbrecht  
Sally C. Martin  
William F. Pepper  
**Augsburg College**  
Connie J. Krause  
**Bowie State University**  
Keith I. Allen  
**Bucknell University**  
Debra Poskanzer

**California Baptist University**  
Rose M. Harvey  
**California State Univ.- Dominguez Hills**  
Jim R. Baber  
Diane M. Maye  
**Central Connecticut State University**  
Pasquale J. Sacchetta  
**University of Central Oklahoma**  
Mary D. Johnson  
**Chaminade University of Honolulu**  
Richard P. Campbell  
Paul R. Kobay  
**University of Cincinnati**  
Donn W. Bolce  
Virginia Budd  
Charles R. Laymon  
Catherine Luedeke  
Barry S. Porter  
Stanley J. Quay  
Cheryl Weisgerber  
Donald C. Wesley  
Katherine M. Westbrook  
**Delta State University**  
Brian M. Waldrop  
**DePaul University**  
John A. Beidelman  
Walter A. Gregory, Jr.  
James J. Johnston  
Martha A. Lenz  
Robert P. Nellis  
Kenneth R. Swan  
**University of the District of Columbia**  
Taunya M. Martin  
Delores Y. Watson  
**Dowling College**  
Dominic J. Feminella  
Antoinette R. Giordano  
Joseph W. Petrauskas, Sr.  
Mary Rosenberg  
**Eastern New Mexico University**  
Dale N. Davis  
**Eastern University**  
Sharon Berkowitz  
Constance F. Esmonde  
Eric P. Evans  
Dina M. Gribbin  
Jill M. Stanislaw  
Robert P. Van Der Kamp  
**Elmhurst College**  
Theodore C. Dixon, Jr.  
Kathryn M. Keebler  
Melanie A. Thelen  
**Fairleigh Dickinson University**  
Katherine A. Bayless  
Marguerite S. Bremner  
Melissa K. Cokely  
Brian J. Ferus  
Bernice F. Heavilin  
Barbara J. Hernandez  
Shelia D. Knowles  
Jeffrey P. Tremblay  
**Georgia College**  
John A. Ramirez

**University of the Incarnate Word**  
Pamela D. Aramburu  
Muriel L. Rhoder  
**University of Indianapolis**  
John T. Simpson  
**Keene State College**  
Thomas P. Putnam  
**La Roche College**  
Sue A. Unterholzner  
**Long Island University-C.W. Post Campus**  
Mark F. Basta  
Victor Brancu  
Patricia M. Byrne  
Linda A. Ferraro  
Melissa Roughley  
**Madonna University**  
Gene P. Biron  
Jane E. Caplinger  
Antoinette S. Knechtges  
Denise A. Kulas  
Janet R. MacDonald  
Linda Shaheen  
Holly M. Tomasik  
**Manhattan College**  
Anne C. Cehelsky  
**Marymount University**  
Helen A. Clark  
Suzanne K. Cseh  
Conrad A. Delateur  
Michael J. Parkinson  
Joan Smith  
Thomas D. Willson  
**University of Massachusetts-Dartmouth**  
Sarah P. Curley  
**Mercy College**  
B. Timothy Allport  
Priscilla Bonilla  
Daniel A. Ferguson  
Diane M. Pergola  
**Millersville University of Pennsylvania**  
Robert J. Devosa  
Kimberly J. Thomas  
**Minnesota State University Moorhead**  
Tamra H. Broam  
**Monmouth University**  
Donna M. Bracchi  
Martin F. Byrne  
**Mount Saint Mary College**  
M. Dunbar Ashbury, Jr.  
Rebecca A. Lewis  
**Nebraska Wesleyan University**  
Laverne C. Rudell  
**New Jersey City University**  
Good G. Anyanwu  
Marilyn J. Ettinger  
**The College of New Jersey**  
Linda N. Hannon  
**New York Institute of Technology**  
Denise D. Corvaia  
Raymond Stefanowicz  
**Nichols College**  
David A. Dipilato

Ronald W. Lantz  
**North Carolina Central University**  
Darde L. Hammie, Jr.  
**Northwest Missouri State University**  
Lori L. Snodgrass  
**College of Notre Dame of Maryland**  
Marilyn R. Courtney  
Cindy L. Ernest  
Barbara E. Henry  
Peggy A. Weber  
**Oklahoma City University**  
Mohd N. Mohd Yusof  
**Our Lady of the Lake University**  
Rose J. Aguilar  
Ben M. Barton, Jr.  
Edward E. Hester, Jr.  
Richard I. Jones, Jr.  
Michel P. Renfro  
Cynthia M. Stephens  
Matthew P. Streger  
**Pepperdine University**  
Drue S. Freeman  
Calvin C. Waller  
**Philadelphia University**  
Catherine V. Korman  
Jeremy A. Rosenau  
**Pittsburg State University**  
Debra E. Jarrett  
Kimberley L. Shipman  
Rose L. Stoughton  
**Queens College**  
Teresa H. Pace  
**Quinnipiac College**  
Jorge R. Adrian  
Marybeth Libonate  
Richard S. Mast  
**Richard Stockton College of New Jersey**  
Elan A. Carr  
Linda M. Schultz  
Louise Seitman  
Joseph C. Sluka  
**Sacred Heart University**  
Michael G. Kuruc  
William M. Lawler  
Maritza Ramirez  
Janice P. Stock  
**The College of St. Catherine**  
Jeanne E. Johnson  
**University of St. Francis**  
Sue H. Grate  
James R. Hamilton  
Robert J. Moore  
Lori A. Russ  
Kenneth H. Whitman  
**St. Edward's University**  
Rachel B. Berman  
Mark A. Martinets  
**Saint Vincent College**  
Robert J. De Pasquale  
Ann M. Giacobbi  
**Salem State College**  
Gail F. Caputo  
Roccie A. Caputo

Janice A. Crowley  
Jessica L. Faragi  
Ross D. Landers  
Cheryl L. Poppe  
Joyce M. Trapasso  
**Southern Nazarene University**  
Polly L. Jackson  
Paula Y. Mason  
Jessie L. McMullen  
Ann C. Owens  
**Southern New Hampshire University**  
Stacey Darlington  
Allison Gittens  
Timothy J. Korade  
Cynthia Pilla  
Marie C. Quелlette  
**Southern Polytechnic State University**  
Thomas J. Jackson  
**University of St. Thomas**  
Janet S. W. Cheung  
Becky W. Ruthven  
**Stonehill College**  
Giuseppe Femia  
**Sul Ross State University**  
Orlando G. Bueno  
Ellen A. Meyer  
**Tarleton State University**  
Stanton S. Bundy  
Angelia D. Goss  
Dorothy J. Granfor  
Robert Miranda Jr.  
Forest K. Naylor  
Gaylene E. Nunn  
Anita J. Terpstra-Meeves  
Cynthia A. Tippet  
Jade A. Wright  
**Tiffin University**  
Lucy J. Linn  
**Wagner College**  
Kathleen A. Ramirez  
William M. Stevens  
**Walsh College**  
Linda J. Carpenter  
Rodger Cie Chanski  
Ann M. Duran  
Ann M. Fraser  
Julia E. Kieler  
Anne Long  
Kenneth R. Mascia  
Susan B. Montgomery  
Judith K. Peshkopia  
Grant S. Sherman  
**Western New England College**  
Mary L. Yacovone  
**Woodbury University**  
Keith R. Crasnick  
Patricia A. Maskell

**\$50 Memorial Gift for Mildred McCall National Chapter**  
James A. Viehland