



Vision

“THROUGH KNOWLEDGE, POWER.”

Out Standing Success Stories

Delta Mu Delta has had a lasting influence on the lives of many of its members. In this issue, that impact is seen through the eyes of two people - Arthur Richardson (below; story on pg. 7), whose vision is to change the future of China one student at a time, and Fred Trampert (right), whose recent DMD scholarship helped him set his sights on a higher goal.



When Fred J. Trampert graduated from high school in 1983, one of the last places it seemed he'd wind up was in college. At least for 13 years, it was. After a bit of soul searching and a dose or two of stark reality, Fred realized that his high school education would not be enough to advance his standard of living.

"I worked in inventory control and warehousing for several years, then as a dental lab technician for about six years," Fred said. "I didn't want to do that forever.

"But there were also times when I felt that I was not the college type. I believe I had a fear of college, that somehow college was above me."

He overcame those trepidations in 1996 and enrolled at Midwestern State University in Wichita Falls, Texas (see *Star Chapters* on page 5). Part of those earlier fears were assuaged when he received the results of his placement exams. "I realized I could do this."

Fred started slowly, taking just one class in political science his first semester. He gradually increased the class load to full-time. He's now in his junior year, and hopes to graduate next December.

"I look forward to each new challenge," he said. "When I started at MSU, my goal was to put forth a genuine effort to educate myself not only in the area of academics, but in the area of social communications as well. I knew I had to concentrate on my studies much more than I did in high school."

Of course, that meant lifestyle changes. "My wife and I have had to make some sacrifices in our lives in order to find the time to devote to studies. However, those sacrifices do not compare to an education. An education will be with a person all of their life, and no one can

ever take that away."

Fred, who is a member of several honor societies at MSU, says that the culture of the campus helped him transition back into college life. "MSU has a lot of 'non-traditional' students like myself; there are several people in their 40s, 50s and 60s in my classes. That made it a little easier."

Fred sees each day as an opportunity to road test his burgeoning self-confidence. "Every day brings new challenges, but today I look forward to those with the belief that I can succeed."

Delta Mu Delta played a key role in helping



Trampert

Fred see a vision of the future. "When I received notification of my Delta Mu Delta scholarship award, I realized someone else recognized my hard work. That is one of the greatest feelings in the world. I have already decided to

further my education and pursue a masters degree."

"It took me a long time to take that first step and enroll in college. Today, I feel as though my only limits are those I place upon myself. I feel very thankful and proud to be a recipient of the Delta Mu Delta Scholarship, because it tells me someone else has recognized my efforts. Today I have new hopes and new ideas for the future. My outlook for the future is much brighter, and I tackle each new day with greater enthusiasm."

INSIDE THIS ISSUE

President's Message Page 2

Chapter News Page 4

"The War for Talent" Page 6

Contributors Back Page

President's Message

Making the benefits of membership in Delta Mu Delta more tangible for students and alumni is an ongoing goal. As I mentioned in the last issue of *Vision*, the Society's Strategic Plan provides a map to help us develop and test new programs and benefits.

National Executive Council members are addressing important areas such as assessing members' needs before and after they graduate, how often national meetings should be held, and how best to increase awareness and participation in our scholarship program. One other area, perhaps the most important, is to ensure that we hear from faculty advisers, student members and alumni on how Delta Mu Delta can serve you better.

By answering the following survey questions, you will help determine the best direction for our future:

1. What do you consider the major strengths of Delta Mu Delta?
2. What improvements would you make to Delta Mu Delta?
3. How has Delta Mu Delta

helped you, either personally or professionally? Give as many examples as possible.

4. What can Delta Mu Delta do to better serve you?

5. How can we enhance the visibility (and thus the benefits of being a member) of Delta Mu Delta?



Send us your responses by Feb. 1, 2000. You may email us at: deltamudelta@deltamudelta.org or fax: 314-432-7083 or mail: Delta Mu Delta Central Office, PO Box

46935, St. Louis, MO 63146-6935. You may use the form on the facing page for your convenience.

Please be a part of the process that will enhance your membership in Delta Mu Delta and make it a lifelong reward for a job well done.

Randall M. McLeod
Delta Mu Delta President

Dr. Randall McLeod is the Dean of Harding University's School of Business.



Forever Dollars

The scholarship program depends on the kind gifts of our members. We would like to thank all of you 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. Through your generous contributions, 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, like those shown in this newsletter, continue their quest for academic excellence in business administration.

Delta Mu Delta Central Office

P.O. Box 46935
St. Louis, MO 63146-6935
Phone: (314) 432-8785
Fax: (314) 432-7083

E-mail:

deltamudelta@deltamudelta.org

Website:

www.deltamudelta.org

1999 Delta Mu Delta Scholarship Recipients



Michael J. Pellacciotti
Alfred University



Elizabeth D. Martin
Athens State
University



Bobbi Ivanov
University of
Central Oklahoma



Janel S. Dopheide
Dakota State
University



Kristen R. Gardner
Elizabethtown College



Karen Ann Deal
Grand Canyon
University

Key Notes

DMD Survey

Surfing the Net

In case you haven't dropped in yet, Delta Mu Delta now has a website. Check us out at:

<http://www.deltamudelta.org>

The site contains a good deal of information about the Society and its programs. It links our page to most schools that have member chapters. If your school is not linked, let us know. And alumni will appreciate expanded news on what the Society is doing.

In addition, the site has information and pictures of t-shirts, polo shirts and jewelry that can be ordered by members. Just go to the Delta Mu Delta website and click on the "DMD Merchandise" link. Show your pride by displaying your membership in Delta Mu Delta!

We also want to remind all of our members about our email address:

deltamudelta@deltamudelta.org

If you would like to update your address information, or if you are planning a move, email is the best way to do it. Just give us your new information and we'll do the rest. This will ensure you get all the information sent out by Delta Mu Delta.

If you don't have email, please send your news or ideas to: Delta Mu Delta Central Office, P.O. Box 46935, St. Louis, MO 63146-6935. You may also fax us at (314) 432-7083. Please be sure to let us know the year you became a DMD member and the name of your alma mater.

Please take a few minutes and respond to these five survey questions. Your input will help guide many of our future efforts, and make membership in Delta Mu Delta more valuable than ever.

1. *What do you consider the major strengths of Delta Mu Delta?*

2. *What improvements would you make to Delta Mu Delta?*

3. *How has Delta Mu Delta helped you, either personally or professionally? Give as many examples as possible?*

4. *What can Delta Mu Delta do to better serve you?*

5. *How can we enhance the visibility (and thus the benefits of being a member) of Delta Mu Delta?*

*Respond
by 2/1/00*

FAX 314-432-7083

E-MAIL deltamudelta@deltamudelta.org

MAIL Delta Mu Delta Central Office, PO
Box 46935, St. Louis, MO 63146



Cathy M. Ramsey
Indiana University East



Kristy Lynn Welch
Louisiana College



Caitlin Coakley
Marymount University



Karin C. Ottens
Mount Saint Mary's College



Andrew M. Van Horn
Nebraska Wesleyan
University



Joanne Ronsivalli
New Hampshire College

Chapter News



De Paul University – Eta Chapter
Delta Mu Delta Eta Chapter held its 46th annual banquet and awards ceremony Oct. 3 in Chicago. Over 400 people attended, including a record 188 grad and undergrad students who were 1999 inductees. Stacy Ann Epstein, undergraduate student, and Bradley John Schaufenbuel, graduate student, received the Eta Chapter Medallion Awards for their outstanding service to De Paul and the community. Pictured with them (from left) are Rev. John Minogue C.M., President of De Paul University, and Dr. Arthur Kraft, Dean of the College of Commerce, De Paul University.

Manhattan College – Alpha Kappa

Delta Mu Delta Alpha Kappa Chapter held its initial planning meeting in September in the office of James Suarez, Dean of Manhattan College School of Business. Chapter officers in attendance were (from left): Kristy Sivori, chapter president; Suarez; Tanya Panasyuk, secretary; Hazel Nussbaum, Treasurer; and Lisa Olsen, vice president. Lawrence Huggins, Professor of Managerial Services and faculty adviser to this chapter since 1988, said that he is constantly awed by the excellence displayed by the officers and members.



New Chapters

Welcome aboard to this year's new chapters of Delta Mu Delta:

Salem Teikyo University (WV)
January 1999

Millersville University (PA)
October 1999

Hardin-Simmons University (TX)
November 1999

Tiffin University (OH)
November 1999

Lycoming College (PA)
December 1999

Additional Scholarship Recipients

The following are Delta Mu Delta scholarship recipients not pictured in this issue:

Tamekeyo House
Alabama A&M University

Stacie R. Hughes
Athens State University

JoAn Elizabeth Mayes
Eastern New Mexico University

Oldriska Justikova
Elizabethtown College

Tracy L. Lambert
Elizabethtown College

Nadezhda Kikilo
Marymount University

Philip M. Hausler
Nebraska Wesleyan University

Anna D. Lovato
New Mexico Highlands University

Geoffrey O. Stallings
Oklahoma City University

Cristina G. Lazea
Salem State College

Jacqueline Too
University of St. Francis

Becky M. Watai
Southern Nazarene University

Theresa Graham
Western New England College

Megan J. McLaughlin
Youngstown State University

1999 Delta Mu Delta Scholarship Recipients



Jackie Carlson
Northwest Missouri State University



Shannon Tebbenkamp
Northwest Missouri State University



Susan E. Peters
Oklahoma Christian University



Lucretia R. Petrik
Oklahoma Christian University



Mendy Noelle Haskin
Oklahoma City University



Qiong Ji
Oklahoma City University

ACBSP, DMD Recognition Offer a Measure of Success for Students, Educators and Businesses

Quality has been a buzzword in manufacturing industries for several years, and more recently on the service side. For those involved in business education, it's a way of life.

"The importance of quality, and of recognizing quality, has never been higher," said Kenneth Armstrong, Dean of the School of Business and Professor of Management at Anderson University in Indiana, and a member of Delta Mu Delta's executive council.

"The business education world at the beginning of the 21st century is a dichotomous one. On one hand, technology makes it easier to enter the higher education marketplace as a provider or a customer. There are fewer 'standards' that can be used to represent quality. On the other hand, the workplace makes higher demands on its participants for 'zero defects,' 'best practices' and 'superior quality' in products and customer relationships. The need in business education for the objective 'gatekeeper' has never been more important."

Armstrong says the Association of Collegiate Business Schools and Programs can serve as that gatekeeper. "ACBSP is an objective organization that provides, through the accreditation process, assurance of institutional business program quality for student, parent and employer. Delta Mu Delta also provides that same kind of recognition and assurance for the outstanding students in these accredited institutions. This raises the

bar even higher, and provides recognition for students who have committed themselves to meet the 'job requirements' of the academic arena by performing at a superior level."

The value goes further, he adds. "As a national honor society, DMD recognition and membership also gives *objective* evidence to an employer that the student's accomplishments are of the very highest order, and worthy of strong

consideration."

The benefits of ACBSP and DMD offer something for everyone. "In this time when some things are becoming too easy, it is appropriate and exciting that DMD and ACBSP have formed a strong alliance together," Armstrong said. "The combination of institutional recognition by ACBSP, and individual recognition by DMD, is an exceptionally strong program for promoting and recognizing high levels of student achievement."

DMD Salutes Star Chapters

Star Chapter Awards are given in recognition of chapters that meet or exceed national standards for operation and administration.

The chapter criteria are:

- Complete at least one induction ceremony during the school year.
- Elect a full slate of officers for the year.
- Hold a minimum of two business meetings during the year.
- Submit annual and financial reports on or before due date of 9/30/99.
- Increase number of inductions over the preceding year, or have inducted 80% or more of the eligible candidates for the year.
- Submit Personal Data Cards for each new inductee.
- Participate in the most recent National Scholarship Program.
- Chapter attendance at the last National Chapter (Triennial) meeting.

Congratulations to the following chapters that have earned Delta Mu Delta's 1999-2000 Star Chapter Award:

Athens State University

(Athens, Alabama)

Indiana University East

(Richmond, Indiana)

Louisiana College

(Pineville, Louisiana)

Midwestern State University

(Wichita Falls, Texas)

Northwest Missouri State

University

(Maryville, Missouri)

Oklahoma Christian University

(Oklahoma City, Oklahoma)

Prairie View A&M University

(Prairie View, Texas)

Tarleton State University

(Stephenville, Texas)

Texas Lutheran University

(Seguin, Texas)



Marquard W. Perron
Prairie View A&M
University



Denise C. Klos
University of St. Francis



Kelli Marie Tyrz
University of St. Francis



Amy Danielle Wilson
Southern Nazarene
University



Sharon Denise Hartsell
Tarleton State University



Joni Lindsey
Tarleton State University

The War for Talent:

Preparing Our Workforce for the Next Millennium

The following excerpts are from a speech by Peter J. Pestillo, Vice Chairman and Chief of Staff, Ford Motor Company. It was delivered to the University of Michigan's Management Briefing Seminar on Aug. 4, 1999. The speech was originally published in the Oct. 15, 1999, edition of Vital Speeches of the Day.

I'm going to cover a topic that's critical to our industry – preparing our workforce for the next millennium. It's not news that the automotive industry is experiencing a severe talent shortage.

We must ask ourselves, how willing are we to make education and training a top priority in our organizations? How far back into the educational pipeline are we willing to reach to help our children learn the fundamental employability and life skills that so many students today simply do not have?

It's clear the auto industry has an image problem among so-called high tech people. They don't think of us as a technology industry, but we are.

The auto industry is one of the greatest consumers and producers of new technology. Microchips control nearly all systems on today's vehicles. They provide the logic behind the proper operation of such functions as emission controls and fuel management, anti-lock brakes, airbags, dynamics and ride control, sound systems, cruise control and on and on.

Despite the reality, the perception among the general public, including educators and students, is that auto manufacturing is a second-class industry . . . that it takes place in dark, dirty environments . . . that our workforce is uneducated and unskilled. Nothing could be farther from the truth. We need to do a better job of informing the outside world that our industry offers great opportunities for forward-thinkers.

In fact, today's hourly workers at Ford are required to demonstrate a high level of literacy and must understand statistics, metrics and elementary Boolean Algebra, among other subjects. Yet, the negative image lingers.

This war for talent is being felt in

the managerial ranks as well as on the plant floor. Look at these startling findings from a 1998 survey of U.S. MBA students at our top business schools.

When asked to name the field they most want to work in upon graduation:

- 22 percent said management consulting
- 15 percent said investment banking
- Do you know how many chose engineering and manufacturing? Four percent.

This seeming disdain for manufacturing is not unique to the United States. It's a worldwide problem. According to one European survey,

Our economy today is rewarding "ideas" the way it once rewarded the production of things.

only 8 percent of university graduates there aspire to careers in engineering and manufacturing.

I believe one of the reasons our industry is so affected by this talent shortage is, in part, a result of the shift in societal values. Our economy today is rewarding "ideas" the way it once rewarded the production of things. This is not a bad thing, obviously. It's just different. And it's come at us so quickly, so extensively, we didn't have time to prepare.

And now many of us are running to catch up. It seems we're running in place.

Alan Greenspan, Chairman of the Federal Reserve, said it so eloquently when he addressed Harvard's graduating class this spring: "The quintessential manifestations of America's

industrial might earlier this century – large steel mills, auto assembly plants, petrochemical complexes and skyscrapers – have been downsized, as ideas have replaced physical bulk and effort as creators of value . . . Most of what we currently perceive as value and wealth is intellectual."

I'm not suggesting for a moment that manufacturing is going away. We just have to make sure we keep it up-to-date. We've built a prosperous nation by making and selling things. Manufacturing continues to be the engine of our economic and social strength. Service economies arrive only after you've established successful manufacturing capabilities.

The point is this: the world is moving from valuing a manufacturing-driven economy to valuing a knowledge-based economy. Even in manufacturing, that means people – our human resources – are our capital, our "intellectual capital." And, as everything else in our business these days, competition for that capital is ruthless.

No one can argue that the world is a much different place than it was a century ago when manufacturing was redefining the economy. Our products are different. Our workplaces are different. Our employees must be different – they must be prepared.

Today's workplaces need people who are flexible and adaptable . . . who have an intuitive ability to solve problems and work in teams . . . who are independent, creative thinkers – and can communicate effectively. We need people who are trained to learn because we don't know what they will need to know over the course of their careers.

In the Information Age, worker knowledge is what will set companies and communities apart, regardless of geography.

The one sure way to be ready is through education – education of our children in our communities and of our employees at every level of their careers. In a word, that's the best way to ensure a bright and prosperous future for all of us.

Delta Mu Delta Member Helps Establish Private College on South China Island

It's not every day that you're asked to assist in establishing an institution of higher education, let alone to create a private college in the world's most populated country. Arthur Richardson was asked, and is answering the challenge.

So how did a guy from Oklahoma City get involved in the Haikou Higher Polytechnic College in China?



Richardson

Richardson is a member of the Board of Directors at Luoniushan Co., Ltd., for which he serves as chief economist for the board and the company based in Hainan Province, an island in southernmost China. The company is engaged primarily in agri-business as well as private and commercial real estate development. They were designated as one of the top 25 companies in China, and one of just two companies from that group to be listed on the Shenzhen Stock Exchange.

Dr. Wu Weixiong, CEO of Luoniushan Co., is fulfilling a lifelong goal in creating this school. "He is from a family of six that was raised in the traditional agri-based part of society," said Richardson. "Dr. Wu is a very down-to-earth gentleman, what we might call here in the Midwest a 'good ol' boy.' He has always wanted to create the opportunity for an excellent education that was available to everyone, not just the elite, such as the children of Communist Party members, for example."

Haikou College will compete for students and faculty with the many public colleges in China. "Our tuition is (the equivalent of) \$600 a year, which is somewhat higher than the public colleges, similar in relation to

what you'd see in the U.S.," he said. "One of our primary goals, as with any private institution, is to establish a permanent endowment for scholarships. The awards will be \$1,000, which would cover a year and a half of tuition."

The faculty will be mostly local professors who primarily speak English. "In the planning stages, we asked, 'How do we tailor the business school program to a Chinese curricula?' They said, 'Don't worry about that – make it an American curricula!'"

That philosophy helped define the other significant goal set during the school's blueprint stage – excellence of faculty. "The salaries (of staff) are slightly higher than at the public schools, but we need to be even higher," Richardson said. "We're encouraging the board to push the faculty salary to \$400 a month. Imagine that! We've even talked about trying to establish the first pension for faculty (in China) as a further means to attract and keep the finest."

It took about a year and a half for the college to secure the approval of all three levels of government in China – municipal, provincial and central. Today's market in China is ready for this level of commitment to education, says Richardson, because in the late 1980s Deng Xiaoping opened up the economy by opening up the trade barriers. Before then, the economy could not have supported a private college. Haikou Polytechnic, on an island of more than 6 million people, will open Feb. 1, 2000, with over 500 students. "We expect an enrollment of 3,000 by the fall of 2002," Richardson said. Boarding will be available when on-campus housing is completed on the 70-acre site. Right now, an eight-story brick classroom building is the campus.

Richardson also had to look beyond bricks and mortar. "It was vitally important (when designing the program) that the students who graduate can be accepted to MBA programs at U.S. universities," Richardson said.

Richardson received a bachelor's degree from Nebraska Wesleyan University and an MBA in International Business from Oklahoma City University. He also earned a doctorate in religion from Southern California School of Theology. He was president of Westmar University in LeMars, Iowa, for nearly 10 years, and later served as the Executive Assistant to the President for International Relations at Oklahoma City University.

Today, Richardson is the CEO of IBMI, a business management training company based in Oklahoma City.

A member of Delta Mu Delta through Oklahoma City University, Richardson says that the Society has enriched him both professionally and personally.

"The chance to network with the younger entrepreneurs has been very rewarding for me because we have the cream of the crop in Delta Mu Delta. The goal I think of any chapter should be the development of successful alumni and to honor those who have been successful."

"The chance to network with the younger entrepreneurs has been very rewarding for me because we have the cream of the crop in Delta Mu Delta."

CONTRIBUTORS

Delta Mu Delta would like to thank the following persons for contributing to the Society from April 1 to November 15, 1999.

\$500-\$999

Eastern Illinois University
James F. Giffin

\$100-\$499

Alabama A&M University
Hugh Rose
Augsburg College
Daniel P. Sullivan
Fontbonne College
Glenn C. Dyson
Mercy College
Diane M. Pergola
Midwestern State University
John C. Woodward II+
Mississippi College
Henry Hederman
Nichols College
Julie E. Pike
New York Institute of Technology
Ronald Carter
Kathy Tsao
Pepperdine University
George L. Graziadio
University of St. Francis
Bob Wysocki
Tarleton State University
Cindy S. Reed

\$25-\$99

Adelphi University
Frenando E. Gandarillas
Michael N. Katayanagi
Cecile L. Koehler
Alabama State University
Sandra Gatlin Whitley
Andrews University
Sallie W. Alger
Ashland University
Joseph A. Lapinski
Linda L. Mills
Athens State University
Barbara I. Engelbrecht
Sally C. Martin
Jane A. Wilson+
Augsburg College
Tara E. Cesaretti
Patricia M. Heinzmann
Paul M. Ives+
Deborah Knudson Seliski
Barry University
Marie A. Lee
Bloomsburg University
Corey J. Weaver
Bowie State University
Paulette J. Beckford
Bruce Laws
California Baptist University
Rose M. Harvey
California State University,
Dominguez Hills
Anders G. Carlson
Erika A. Daileida
Diane M. Maye
Chau Luong V. Nguyen
Mary J. Papavasiliou
Donald Q. Tran
Central Connecticut State University
Dean V. Gionfriddo
Lori A. Haddad
Central Methodist College
Angela C. Small
Chaminade University of Honolulu
Marybeth H. Schumann

University of Cincinnati
David Alex
E. Beyersdorfer
Donn Bolce
Virginia Budd
Jeffrey Bullock
Jean Downes Clark
Jane Collins
Helen Davis
Wayne Kreis+
Catherine Luedeke
Arthur Moorman
Harold Noble
Bruce Ring
College of New Jersey
Jill L. Walker
Dallas Baptist University
Stephen William Eckersley
Delta State University
Margarita S. Carter
De Paul University
John A. Beidelman
Thomas M. Driskill, Jr.
James J. Johnston
Robert A. Kilinskis
Jodie M. Korth
Jennifer B. Madrid
Robert P. Marcheschi
Ronald J. Pasowicz
Douglas J. Schaefer
Jay A. Smith
Julia A. Sudakova
University of the District of Columbia
Gracelyn G. Henry
Garicka L. Tyree
Dowling College
Sheikh Ali
Joseph W. Petrauskas
Mark J. Rampanelli
Ann Marie Ryan
Daniel E. Tortorella
East Central University
Constance D. Hall
Eastern College
Robin A. Loercher
Rebecca M. Scherek
Robert P. Van Der Kamp
Eastern New Mexico University
Patricia M. Bergstrom
Paul L. Neal
Elizabethtown College
Carl D. Herbein
Fairleigh Dickinson University-Madison
Mary Ann Kerins
Deborah K. McGrane
Fairleigh Dickinson University-Teaneck
Steven A. Baranowitz
William M. Brown
Elaine T. Rowin
Fayetteville State University
John F. Cavener
Fisk University
Tanya Francis
Deborah E. Story
Fontbonne College
Ruth E. Carmichael
Melissa K. Cokely
Michael E. Fears
Bernice F. Heavilin
Thomas L. Karl+
Jeffrey A. Renner
Beth Schlegel

Geneva College
Daniel H. Raver
Grand Valley State University
Patricia L. Murphy
University of the Incarnate Word
Pamela D. Aramburu
Karin F. Rowland
University of Indianapolis
William James Benedict
Scott L. Parker
New Jersey City State College
Sharen L. Glennon
King's College
Susan Ginzell Berdis
La Roche College
Sue A. Unterholzner
Long Island University/ C. W. Post Campus
Angela Economou
Linda A. Ferraro
Herbert Towne
Norman Wagner
Madonna University
Lynne M. Bain
James S. Bonadeo
Jane E. Caplinger
Janice M. Dandrea
Antoinette S. Knechtges
Denise A. Kulas
Akemi Kurumisawa
Patricia K. Kus
Martin F. Seitz
John H. Stern
Holly M. Tomasik
Manhattan College
Anton Kodraschov
Martha Ronaghan Mark
Mohamed N. Qualander
Marselen S. Sant'Anna
Marymount University
Mark S. Cecelski
Helen A. Clark
Nancy T. Kascak
Thomas D. Willson
Massachusetts College of Liberal Arts
Ruth P. Blodgett
Jeffrey P. Gallese
University of Massachusetts-Dartmouth
Julianne Bovat
Martha M. Connor
Deborah Lee Cottuli
Bruce J. Oliveira
John T. Tunney
Mercy College
Walter G. Cheney
Kevin S. Noonan
Beryl E. Weaver
Brigitte Weinberg
Midwestern State University
Christopher S. Bybee
Janna E. Rich
Louis J. Rodriguez
Monmouth University
Donna M. Bracchi
Martin F. Byrne
David S. Masarek
Moorhead State University
Patricia L. Anderson
Morehead State University
Tamra H. Broam
Christa D. Hollon
Mount Saint Mary College
Michelle M. McCourt
Regina M. Taylor

College of Mount Saint Vincent
Jeanne M. Iannucci
Nebraska Wesleyan University
Arlene Sorensen
New Hampshire College
Camille C. Blair
Peter Blunt
Craig W. Boyce
Mary R. Dufresne
Bonnie J. Gillett
Allison Gittens
Karl L. Joslin
Charles R. McGinnis
Marie C. Ouellette
Sharon A. Swanson
New York Institute of Technology
Joyce C. A. Ehrhardt
Raymond Stefanowicz
Nichols College
Errica M. Cerrone
David A. Dipilato
Jodi M. Laflash
Susan C. Ouellet
College of Notre Dame of Maryland
Cindy L. Ernest
Claudette C. Henderson
Barbara E. Henry
Linda Jean Heubeck
Amelia W. Maters
Janet A. Siebert
Ohio Northern University
Doris A. Amstutz
Joseph D. Selogy
Quinnipiac College
Jorge R. Adrian
Salvatore Amore
Jennifer L. Puma
Our Lady of the Lake University
Diane Alexander
Melissa A. Anderson
Linda A. Carrette
Vickie L. Harman
Richard I. Jones, Jr.
Estela G. Lomax
Christi J. Moseley
Feliz Ramos Rodriguez
Kay E. Simpson
Matthew P. Stregger
Cathleen C. Voltin
Edward S. Wilkins
Pepperdine University
Lou J. Krouse
Gunnar K. Nilsen
Cynthia L. Tahlrier
Philadelphia University
Gail M. Pellicchia
Donna M. Schreiner
Lawrence R. Snyder
Pittsburg State University
Janel M. Diskin
Prairie View A&M University
James F. Porter
Queens College
Keeron I. Emmanuel
Richard Stockton College of New Jersey
Raymond T. Burke, Jr.
Elan A. Carr
Sacred Heart University
Michael G. Kuruc
Catherine M. Smith
Sarah E. Solinsky

Saint Vincent College
Ann M. Giacobbi
Salem State College
Gail F. Caputo
Roccie A. Caputo
Jeff Civitarese
Cathy A. Zardas
University of Scranton
Joseph M. Vaszily
Southern Polytechnic State University
Tina M. Brooks
Dale Griffith
Tom Jackson
Southern Connecticut State University
Maureen C. Schaefer
Southern Nazarene University
John A. Coleman
The College of St. Catherine
Mary E. Peterson
Vicki E. Werner
St. Edward's University
Mike Kanetzky
Bryan D. Murphy
Leslie M. Ritter
Richard J. Wieland
University of St. Francis
Leslie A. Brinkman
Kenneth H. Whitman
University of St. Thomas
Veronica Y. Martinez
State University of New York at Fredonia
Lorraine Campese
State University of New York at Oswego
James M. Critelli
Suffolk University
Peter J. Schowalter
Sul Ross State University
Alma Rosa Baeza
Christopher Villanueva
Tarleton State University
Eva Z. Bark
Quenette L. Ferguson
Angelia D. Goss
Dorothy J. Granfor
Adriel C. Lam
Gaylene E. Nunn
Anita J. Terpstra
Donna Kay Thornbrue
Wagner College
Kathleen A. Ramirez
Walsh College
Thomas Balogh
Edward K. Dallwein
Ann M. Fraser
Rozanne Honecker
Wartburg College
Caryn L. Goettsch
Western New England College
Timothy J. Bannon
Cheryl-Ann Calabrese
Youngstown State University
Anne M. McMahon
Michael C. Villano

+Multiple contributions since the last newsletter.