

**2019 EASTERN DIVISION CONFERENCE SCHEDULE**  
**DoubleTree Hilton**  
**Pittsburgh, PA**

**Thursday, February 14**

6:00 p.m. – 9:00 p.m.	<b>Conference Registration</b>	Rotunda
8:00 p.m. – 9:00 p.m.	<b>Conference Kick-Off</b>  Welcome and Introductions <i>Eastern Division President Bryan Adams</i> The Delt Creed <i>Undergraduate Council Member Jared Jacobson</i> Roll Call <i>Conference Secretary Evan Finkelstein</i> Appointments of Committee Chairs and Officers <i>Eastern Division President Bryan Adams</i> Nominations for Division President <i>Nominations Chair Jim Garboden</i> Conference Programming Overview <i>Director of Leadership Education Tiffani Ziemann</i> Announcements <i>Conference Secretary Even Finkelstein</i>	Oakmont Ballroom
9:00 p.m. – 10:00 p.m.	<b>Chapter Planning Session 1</b> Work with your chapter and advisor to review your accomplishments and challenges from the previous term. Identify key focus areas for your time at division conference and plan for your time at conference this weekend.	
10:15 p.m. – 11:30 p.m.	<b><i>Ritual Practice</i></b>	Thompson Room

## Friday, February 15

8:00 a.m. – 9:00 a.m.	<b>Breakfast</b> Conference Registration Late Registration Committee Meetings	Oakmont Ballroom Rotunda
9:00 a.m. – 9:45 a.m.	<b>General Session</b> Opening Comments <i>Eastern Division President Bryan Adams</i> Roll Call <i>Conference Secretary Evan Finkelstein</i> Committee Reports Delta Tau Delta Leadership Experiences <i>Direct of Leadership Education Tiffani Ziemann</i> <i>State of the Fraternity</i> <i>Chief Executive Officer Jack Kreman</i> Announcements <i>Conference Secretary Evan Finkelstein</i>	Oakmont Ballroom
10:00 a.m.–11:00 a.m.	<b>Educational Session #1</b> <b>That's my Job? Essential Duties of a Chapter President</b> Congratulations! You are chapter president! Now what? In this session, participants will identify the essential duties of a chapter president. Participants will learn how to prioritize those responsibilities. Additionally, presidents will make a plan to effectively utilize the executive board to meet the various expectations of leading a chapter. <i>Recommended for chapter presidents</i> <i>Presented by former International President Jim Garboden</i>  <b>Managing and Leading: The Role of the Vice President</b> The vice president role has many components. In addition to be the president's right-hand man, the vice president also has to lead and manage the administrative board. This session will explore the essential elements of the vice president position and help vice presidents identify times they can be a leader and times they need to be a manager. <i>Recommended for vice presidents</i> <i>Presented by Greg Lucsko</i>  <b>The Ins &amp; Outs of the Treasurer Role</b> The role of the treasurer is extremely important to the success of the chapter and has many duties and responsibilities. Learn how to get it done with ease and success. This session will be the first of a three-part series. In the first hour, you will focus on the administrative tasks a treasurer must complete. <i>Recommended for treasurers, assistant treasurers, finance committee members</i> <i>Presented by Senior Leadership Consultant Bobby Mussa</i>	Ohio Room  Monongahela Room  Interstate Room

**Building the Foundation: Why we Recruit** Salk Room  
The first in a three-part series designed for recruitment chairmen, this session will focus on the elements of a strong recruitment including why we recruit and who we recruit. This session will help chapters create a foundation for an effective recruitment strategy.  
*Recommended for recruitment chairs and undergraduate members*  
*Presented by Division Vice President Jeff Andritz*

**Director of Risk Management Training** Allegheny Room  
The Member Responsibility Guidelines (MRG), campus policies, insurance, etc. is a lot for the director of risk management to know. While the knowledge is important you have to also know how to manage events. This session will overview the role of the director of risk management and highlight other programming that will be important for you to attend throughout the conference.  
*Recommended for directors of risk management, honor board chairs and undergraduate members*  
*Presented by Director of Risk Prevention and Education Ken Tubbs*

**Introduction to The Road: Journey to Excellence** Linc Room  
This session will introduce attendees to The Road: The Journey to Excellence, the Fraternity's member education program. Attendees will be able to articulate each of the four sections of The Road, navigate deltroad.org, and be able to identify and utilize the resources on the website.  
*Recommended for directors of member education and undergraduate members*  
*Presented by Beta Sigma (Boston University) Chapter Advisor John Laputz*

**Alumni & Volunteer Town Hall** PPG Room  
Welcome to the 2019 Division Conference! This session provides alumni and volunteers with updates on the Fraternity's ongoing commitment to improving the volunteer/alumni experience, previews all conference volunteer session programming, and offers an open forum for sharing and discussing topics of interest or concern.  
*Recommended for all alumni and volunteers.*  
*Presented by Director of Alumni Initiatives Michael Carey*

11:15 a.m.–12:15 p.m.

**Educational Session #2**

**President Roundtables** Ohio Room  
A chapter president can often feel like he is on his own trying to manage all aspects of the chapter. In reality, many chapter presidents are dealing with the same challenges and opportunities. In this session, chapter presidents can talk with each other about the major issues facing their chapter and utilize others' experiences to develop a plan of action for responding to the needs of their own chapter.  
*Recommended for chapter presidents*  
*Presented by Former International President Jim Garboden*

### **Running an Effective Administrative Board**

Monongahela Room

Overseeing the administrative board is a major responsibility for the vice president. This session will take a deeper dive into the administrative board and the vice president's role in keeping it moving. During this session, attendees will explore meeting management, goal-setting, creating committees to support the work of the administrative board.

*Recommended for vice presidents*

*Presented by Greg Lucsko*

### **Give me Budgets or Give Me Ineffective Fiscal Management: Creating and Maintaining Chapter Budgets**

Interstate Room

No matter what industry you enter after graduation, it will operate off organizational budgets. Utilize your chapter's budget as an opportunity to gain experience creating and working within a financial plan. This session will focus on not only identifying the best way to create your chapter's annual budget but also how to stay current with the budget and utilize it throughout the school year.

*Recommended for treasurers, assistant treasurers, finance committee members*

*Presented by Senior Leadership Consultant Bobby Mussa*

### **Engaging All Members in the Recruitment Process**

Salk Room

Now that we know the why and the who of the recruitment process, it is time to figure out the how. The second in a three-part recruitment series, this session will focus on how we recruit members, including how to get the entire chapter engaged in the recruitment process

*Recommended for recruitment chairs and undergraduate members*

*Presented by Division Vice President Jeff Andritz*

### **Planning Social Events**

Allegheny Room

Alcohol can pose quite a risk to chapters. Officers must be prepared to confront issues with alcohol, discuss alcohol with members and effectively plan events with alcohol. This session will cover these topics and will allow officers to consider how alcohol affects chapter members and programming.

*Recommended for directors of risk management, honor board chairs and undergraduate members*

*Presented by Director of Risk Prevention and Education Ken Tubbs*

### **Planning a year-long member development calendar**

Linc Room

This session will help attendees learn to plan a yearlong member development calendar. Attendees will utilize the FAAR as well as resources on deltroad.org to plan programs that meet the chapter's goals for member development while also providing meaningful and interesting programs for members.

*Recommended for directors of member education and undergraduate members*

*Presented by Beta Sigma (Boston University) Chapter Advisor John Laputz*

### **Officer Structure**

PPG Room

Come get an exclusive first look into the new officer structure! This session will help advisors understand why the structure is being rolled out as well as how it will benefit chapters moving forward.

*Recommended for all alumni and volunteers*

*Presented by Director of Leadership Education Tiffani Ziemann*

12:30 p.m. – 2:15 p.m.

### **Conference Luncheon**

Oakmont Ballroom

Invocation

*Western Plains Division President Dan Loving*

Educational Foundation Report

*Director of Leadership Gifts Dylan Pyne*

JDRF Presentation

*International President Steve Paquette*

Awards

*Eastern Division President Bryan Adams*

Announcements

*Conference Secretary Evan Finkelstein*

2:30 p.m. – 3:30 p.m.

### **Educational Session #3**

#### **Strategic Planning for Your Chapter**

Ohio Room

One of the most difficult aspects of being a leader is creating a vision for your team and helping them move to that goal. In this session, chapter presidents will learn how to develop SMART goals for their chapter and begin the process of goal-setting for their term.

*Recommended for chapter presidents*

*Presented by Former International President Jim Garboden*

#### **Ethical Decision-Making**

Monongahela Room

As an officer, you will be asked to make decisions every day. Some of those decisions will impact just a few of your brothers, and some of those decisions will impact your entire chapter. Sometimes the decisions you make might benefit some people while hurting others. So how do you decide what to do? This session will explore how to utilize ethics and values in your decision-making as a chapter officer.

*Recommended for vice presidents*

*Presented by Greg Lucsko*

#### **Beyond the Basics: Managing A/R and Effective Finance Committees**

Interstate Room

One of the most time-consuming aspects of the treasurer's job is collecting money from delinquent members. This can cause a lot of frustration for the treasurer, but there are ways to relieve the pain. This one-hour session will focus on the Fraternity's best practices for lowering the chapter's A/R and show how the finance committee can be utilized to relieve stress from the treasurer.

*Recommended for treasurers, assistant treasurers, finance committee members*

*Presented by Senior Leadership Consultant Bobby Mussa*

### **Developing Your Recruitment Tool-kit**

Salk Room

The final program in the three-part recruitment series will take the questions we answered in the first session (Why do we recruit? Who do we recruit? How do we recruit?) and bring them together to create a comprehensive recruitment process for your chapter. Attendees will examine the tools and strategies they can implement in their chapter to have an effective recruitment plan that extends beyond the formal recruitment process on their campus.

*Recommended for recruitment chairs and undergraduate members  
Presented by Division Vice President Jeff Andritz*

### **Hazing: Core Concepts & Intervention Strategies**

Allegheny Room

If there were hazing activities happening in your chapter right now, would you be able to intervene and stop them? Would you be able to challenge your members to stop if they were hazing other members? Do you want to be a hero and stop a tragedy from occurring? If you answered "yes" to any of these, then you should join this session where participants will learn about the current state of hazing, develop tools to identify hazing practices and work with other Delts to discuss best ways to prevent hazing in a chapter. This session is open to undergraduate members and alumni members.

*Recommended for directors of risk management, honor board chairs and undergraduate members  
Presented by Director of Risk Prevention and Education Ken Tubbs*

### **Let's Talk about New Member Education**

Linc Room

Do you have opinions on new member education? We want to hear them! This session will give the opportunity for attendees to provide much needed thoughts and feedback on new member education, including what works well and how it can be improved. Attendees can also share amongst each other best practices in their own chapters. Be prepared to share ideas and take some new ones home.

*Recommended for directors of member education and undergraduate members  
Presented by Beta Sigma (Boston Univ) Chapter Advisor John Laputz*

### **What is the Advisor Development Program?**

PPG Room

The Advisor Development Program is a new initiative to better support and assist chapter advisors in their essential roles as undergraduate mentors. Designed by current Delt volunteers, the program strengthens the supportive relationship between division vice presidents by providing a framework for engaging in focused and constructive conversations to help advisors in further developing their mentoring skills. This session provides an overview of the Advisor Development Program and explores how it encourages advisors to develop their own goals for helping their chapters toward achieving excellence.

*Recommended for all alumni and volunteers  
Presented by Director of Alumni Initiatives Michael Carey & Omega (University of Penn.) Chapter Advisor Norm Hetrick*

3:45 p.m. – 4:45 p.m.	<b>Educational Session #4</b>	Oakmont Ballroom
	<p><b>Brotherhood Networking</b>          Division Conference provides a unique opportunity to meet current members, alumni and staff beyond your chapter. Join us for an opportunity to engage with Delts from your division, Arch Chapter members, and Central Office staff and expand your Delt network.</p>	
5:00 p.m. – 6:00 p.m.	<b>Educational Session #5</b>	Oakmont Ballroom
	<p><b>Officer Structure overview</b>          You talked and Delt listened. Officers are wanting better transitions, more training, and more relevant resources. To deliver those, we are excited to launch a new officer structure in fall 2019. Get excited to learn more about how this change can improve your chapter and provide better resources to officers.</p>	
6:30 p.m. – 7:45 p.m.	<b>Dinner</b>	Oakmont Ballroom
8:15 p.m. – 9:15 p.m.	<b><i>Ritual Practice and Chapter Meetings</i></b>	Thompson Room





### **Coaching and Mentoring Peers**

Salk Room

Mentoring and coaching your chapter members is crucial to ensuring the longevity of your chapter. As a chapter leader it is important for you to think about the concepts of mentoring and coaching as you work with the chapter to achieve success. During this session you will learn why mentoring is important and some mentoring truths that will help you be a mentor to your brothers.

*Recommended for all undergraduate members*

*Presented by Chapter Advisor, Delta Beta (Carnegie Mellon University) Evan Finkelstein*

### **The Art of Giving and Receiving Feedback**

Allegheny Room

Giving and receiving feedback is a true art. The good news is that once you learn more about yourself it gets easier. In this session you will learn about the Johari Window as a model for giving and receiving feedback.

*Recommended for all undergraduate members*

*Presented by International Secretary Anthony Albanese*

### **Chapter Officer Structure (Undergraduates)**

Linc Room

You've heard about how this structure will help you, but this session is geared towards helping chapters learn to implement! Come armed with questions and be prepared to leave with next steps to help your chapter get excited about the new changes and resources on their way.

*Recommended for all undergraduate members*

*Presented by Director of Leadership Education Tiffani Ziemann*

### **Be a Man: Masculinity in an Age of Change**

PPG Room

What do young men think about being men today? What do they imagine is expected of them? Who do they look up to? This session explores these questions and suggests ways to deconstruct definitions of masculinity that impact young men and how it affects both their fraternity experience and role as a mentor.

*Recommended for all alumni and volunteers*

*Presented by International Treasurer Rosario Palmieri*

### **New Advisor Development Institute 1**

Mellon Room

Geared toward new volunteers appointed within the last six months, this session focuses on the role of the chapter advisor. You will learn how to help manage expectations between chapter officers and the chapter advisor. You will also explore the support structure within the Fraternity and learn resources available to you.

*Recommended for recently appointed advisors*

*Presented by Director of Alumni Initiatives Michael Carey and Chapter Advisor, Omega (University of Penn.) Norm Hetrick*

11:15 a.m.–12:15 p.m.

## Educational Session #7

### **Maintaining A Positive Relationship with Your Greek Advisor and Other Campus Partners**

Ohio Room

Your campus fraternity and sorority life staff can be one of your best advocates if the relationship is developed and maintained well. Other on-campus staff members can also help keep the chapter connected and exposed to helpful resources. Attendees will diagnose the state of their current relationship with the Greek Life Office or staff on their respective campuses, and then develop a plan for improving that relationship to benefit the chapter and the campus Greek community

*Recommended for all undergraduate members*

*Presented by Assistant Advisor, Iota Omicron (Babson College) Rey Benschop*

### **Networking and Relationships: Leveraging the Power of Conversations**

Monongahela Room

Networking is all about relationships, and great relationships are built upon authentic conversations. This session will provide you some great skills to help you leverage the power of conversations in building strong relationships and making you an expert networker.

*Recommended for all undergraduate members*

*Presented by Division Vice President Tim Poellmann*

### **Varsity Facilitation: From Good to Great**

Allegheny Room

As a chapter leader you need to be a confident facilitator. This session is a must to help you identify the characteristics of a great facilitator and identify areas where you can improve and move from okay to outstanding!

*Recommended for all undergraduate members*

*Presented by Western Plains Division President Dan Loving*

### **How do we get from here...to there...? Project Management 101**

Salk Room

“Planning without action is futile, action without planning is fatal” U.S. News & World Report identifies Project Management as #1 in their list of 7 Key Skills You Need to Get Hired Right Now. In their article, Demand for Project Managers Continues to Grow Globally, ITpreneurs predicts more than 1.3 million new project management roles will be created by 2020. In addition, project management skills are invaluable for handling school assignments and ultimately, the demands of everyday adult life. During this session, participants will learn steps to manage projects and the implications learning this skill might have on chapter planning, operations, and success.

*Recommended for all undergraduate members*

*Presented by Greg Lucsko*

### **Leadership Styles 101**

Interstate Room

In order to be a successful chapter leader, we need to know what makes us tick. As individuals, we all have preferred leadership styles and we will inevitably work with other leaders in our chapters, on campus, and in our communities. We must have a

good understanding of our own leadership styles, as well as foundational knowledge of the leadership styles of others. This session will allow attendees to identify their personal leadership style, its strengths and challenges, and the leadership styles of others they may work with on a regular basis.

*Recommended for all undergraduate members*

*Presented by Chapter Advisor, Delta Beta (Carnegie Mellon University) Evan Finkelstein*

**Undergraduate Roundtable**

Linc Room

Hosted by your Undergraduate Council (UGC) representatives, come learn about their role in the Fraternity, and what the UGC can do for you and your chapter.

*For all undergraduate members*

*Presented by UGC Member Jared Jacobson*

**Delta Tau Delta Leadership Experiences**

PPG Room

Ignite. The Charge. PAR. You've heard the names, but what are these programs? This session will provide a comprehensive overview of Delta Tau Delta Leadership experiences and how they benefit our undergraduate members. Additionally, alumni and volunteers will learn how they support undergraduate attendance and/or participate in the programs themselves.

*For all alumni and volunteers*

*Presented by Director of Leadership Education Tiffani Ziemann*

**New Advisor Development Institute 2**

Mellon Room

Geared toward new volunteers appointed within the last six months, this session focuses on the role of the chapter advisor. You will learn how to help manage expectations between chapter officers and the chapter advisor. You will also explore the support structure within the Fraternity and learn resources available to you.

*Recommended for recently appointed advisors*

*Presented by Director of Alumni Initiatives Michael Carey and Omega (University of Penn.) Chapter Advisor Norm Hetrick*

12:30 p.m. – 1:30 p.m.

**Conference Luncheon**

Oakmont Ballroom

Invocation

*International Secretary Anthony Albanese*

Educational Foundation Report

*Director of Leadership Gifts Dylan Pyne*

Announcements

*Conference Secretary Evan Finkelstein*

1:30 p.m. – 2:30 p.m.

**Educational session #8**

Oakmont Ballroom

**“Love Mom & Dad”**

**A Conversation about Hazing**

Too many lives have been cut short because of hazing. Several families impacted by hazing joined together to form The Anti-Hazing Collation to spread their message and expand awareness that this type of behavior has no place in fraternity/sorority life. Through these efforts, they call on students to finally put an end to this behavior that has shattered lives for far too long.

Joining us is Richard Braham. His son, Marquise, was a student at Penn State University - Altoona in 2014 when he died after a being hazed in his fraternity. Since his son's death, Rich and his wife have worked with fraternal organizations and throughout the country to share their story and seek reforms.

Please welcome Richard Braham as he shares his story and discuss how Delta Tau Delta students and alumni can help facilitate change.

2:45 p.m. – 4:00 p.m.	<b>Educational Breakouts #9 - Chapter Planning 2</b> Work with your chapter brothers to review what you have learned throughout the weekend and identify focus areas for the remainder of your term.	Breakout Rooms
4:15 p.m. – 5:15 p.m.	<b>Final Business Session</b> Call to Order <i>Eastern Division President Bryan Adams</i> Final Committee Reports Election New Business Announcements <i>Division Secretary Evan Finkelstein</i>	Oakmont Ballroom
5:30 p.m. – 7:00 p.m.	<b>Model <i>Ritual</i> and Rite of Iris</b> <i>Rite of Iris presented by Zeta Mu at Robert Morris University</i> <i>Ritual presented by Delta Beta at Carnegie Mellon University</i>	Salon A
7:30 p.m. – 9:15 p.m.	<b>Banquet</b> Invocation <i>International Treasurer Rosario Palmieri</i> Keynote Address <i>International President Steve Paquette</i> Awards Closing <i>Eastern Division President Bryan Adams</i>	Oakmont Ballroom