

12 Global Citizenship at
the United Nations

20 The Transition from
Student to Professional

41 People Make
DZ Home



the Lamp

OF DELTA ZETA



GENERATIONS

WHAT DOES THE FUTURE LOOK LIKE?

AT WORK

SPRING/SUMMER 2019

OUR ΔZ LAMP
HER GUIDING LIGHT

ARCHIVAL

In 1944, the Detroit Alumnae Chapter provided a hearing aid for a child in the name of Delta Zeta, promoting the project with posters like this one. At the time, there was little state or federal aid for those with hearing loss, and these types of projects spread to other collegiate and alumnae chapters. The 1954 National Convention voted to make speech and hearing our National Philanthropy.

THE HEARING-AID
ΔZ PROVIDED
HELPS HER LEAD
HER CLASS



Betty Lou Sandberg K

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Our world is rapidly changing, influencing the minds, behaviors and values of generations. We see this in our workplaces, but as a multi-generational organization, Delta Zeta members are already ready to meet the future together.

20 The Transition from Student to Professional

You've completed your degree. The coursework is finished. Now on to the next step—landing that professional job. Here are some tips for moving yourself from student to career professional.

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THE LAMP

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The LAMP of Delta Zeta

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Iota Alpha-Texas State
National Vice President of Membership

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Mary Collins Galbraith, 1879-1963
Anna Keen Davis, 1884-1949
Julia Bishop Coleman, 1881-1959
Mabelle Minton Hagemann, 1880-1929
Anne Simmons Friedline, 1879-1932

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Epsilon-Indiana

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Alpha-Miami (OH)

Myrtle Graeter Hinkly
Delta-DePauw (IN)

Norma Minch Andrisek
Gamma Alpha-Baldwin Wallace (OH)

FROM THE PRESIDENT

We belong for life

As National President, I have had the honor of attending events where I have heard stories about how Delta Zeta is positively impacting lives. As we say in the Creed, "to those whom my life may touch in slight measure." I thought about how, because of Delta Zeta, we are truly making connections and touching lives around the world. From members who demonstrate true friendship with shared experiences, to recently initiated sisters who are making a difference globally because of their drive to change the world, these stories demonstrate how our sisterhood transcends generations. We can't wait to share those stories with you in The LAMP and to hear how Delta Zeta has truly touched your life.



There are not many other organizations where you can sit and have lunch with both an advisor, who has volunteered her time for decades, and her newly elected chapter president, that may be just a few years into college. Though the world was much different 10, 15, 20 or more years ago, our common bond as sisters helps create the strong foundation which makes Delta Zeta as relevant for today's college generations as it was decades ago.

As I reflect on my collegiate years, the relationship I had with alumnae from our dedicated CCD, Janice Smith Harris, Theta Iota-Western Carolina (NC), to our RCD, Debra Wood Pressley, Theta Iota-Western Carolina (NC), encouraged me to volunteer for Delta Zeta. Both gave their time and talents and were instrumental alumnae superstars from my collegiate days. I only hope to be as good of a mentor to others as they were to me. In fact, I'm so excited to have a communications major, from Delta Zeta's Lambda Phi Chapter at Appalachian State University, interning in my office this summer! That is what I love about Delta Zeta ... mentorship comes in many different forms, transcends across generations and no matter when we were initiated, we have one common bond: our beloved sisterhood.

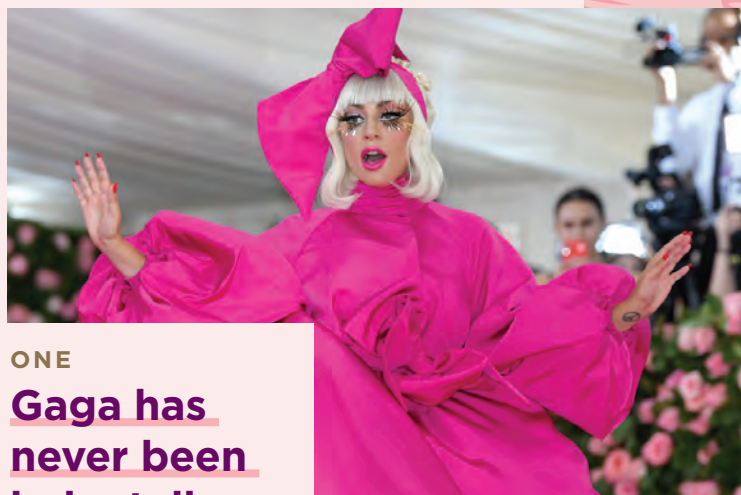
I strongly believe Delta Zeta provides its members an opportunity to gain valuable life experiences. What a perfect opportunity to learn how to work with others, in an environment which fosters communication and collaboration among different ages and generations. Where you can lead large teams and help everyone work toward a common goal. These are wonderful opportunities to build your resume and leadership portfolio.

Delta Zeta continues to evolve for our members, just as our world around us does. So, branch out, meet your sisters, stay involved in whatever way you can give back to Delta Zeta and, remember, we are truly connected for life through this amazing sisterhood!

Christy M. Phillips-Brown
National President

ALFA

This issue of The LAMP highlights Generation Z, typically born after 1995, and makes up most of our current collegiate membership. Here are six (plus one) things to know about Gen Z:



ONE

Gaga has never been baby talk.



TWO

GM isn't a car company but food that is genetically modified.

THREE

"Press pound" on the phone is now translated as "hit hashtag."

FOUR

They have never licked a postage stamp.



FIVE

"The Lion King" has always been on Broadway.

Six (Plus One)

THE PLUS ONE ...

Though they might be just finishing third grade, the first members of the next generation, Generation Alpha, will start college as early as 2028 and join our Delta Zeta chapters! 🔥

SIX

If you say "around the turn of the century," they may well ask you, "Which one?"

ALFA



Delta Zeta Presidents Academy Prepares Leaders



Much of the role of a leader involves interacting and working with others to achieve goals. During the 2019 Delta Zeta Presidents Academy, held February 22-24 at the Hyatt Regency at the Dallas-Fort Worth International Airport, the more than 300 attendees participated in both small group and large group sessions which both challenged and inspired them to reach their goals and create transformational change. Our collegiate chapter leaders, Chapter Presidents and College Chapter Directors, engaged with each other to delve into what their roles entail, and how they can work with Executive Boards, Advisory Boards, committees, chapter members, other groups on campus and with each other.

"What we learned at Presidents Academy will help the women in our chapter to understand that Delta Zeta is a lot more than just the 70 women in little Ashland, Ohio and that we are making huge global impacts," said Theta Psi CCD Alexis Berdine, Theta Psi-Ashland (OH).

The keynote presentation Friday night took a different format than usual by showing Delta Zeta's livable brand, Truly. Attendees heard stories from Delta Zeta members as they related to our shared values of friendship, curiosity, generosity, citizenship, empowerment and belonging. Our shared values animate our purpose, inspire our vision and connect us to one another. Watch our Digital Exclusive on how our shared values come to life through Delta Zeta members' actions.

Also launched during Presidents Academy was Delta Zeta's partnership with DignityU. We have heard the resounding requests for character and leadership building resources. DignityU will help fill those needs. A facilitated discussion, the program can be hosted with our chapters, and Presidents Academy attendees learned more about bringing it to their chapters.

"Delta Zeta is continuing to move forward because of the commitment of our members. We know as leaders that it's important to ask good questions," said National President



We have heard the resounding requests for character and leadership building resources. DignityU will help fill those needs.

Christy Phillips-Brown. "Through the curriculum and the breakout sessions this weekend, we know our leaders are ready to go back to their chapters asking good questions."

As Presidents Academy closed, participants were reminded that we all have a part to play in the development of others. As leaders, we should listen, share feedback and acknowledge commitment. 🌸

Delta Zeta's Presidents Academy is generously funded by the Delta Zeta Foundation. Find out how you can support innovative programming like this at www.deltazeta.org/give-graciously.

Take Note

Browse The LAMP Archives Online

Have you ever been looking for a bit more history on your chapter? Or, remember an article that caught your eye in a past issue of The LAMP, but that was three moves ago, and you can't find the box where they were packed away? It is now possible to read all past issues online! The LAMP of Delta Zeta has been telling our story since 1910, and now thanks to ARCHEIOS, a digital archive company, we have been able to digitize the entire catalog of The LAMP for reading and searching. [The archive is available at www.deltazetaarchive.org](http://www.deltazetaarchive.org). Happy reading!



Emerging Leaders will gather at the Norma Minch Andrisek Leadership Conference



The conference, named for Norma Minch Andrisek, Gamma Alpha-Baldwin Wallace (OH), Past National President and Order of the Laurel, will be

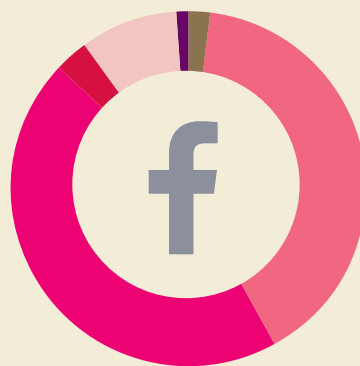
held at Miami University in Oxford, Ohio July 18-21. It is the premier leadership event for Delta Zeta's collegiate leaders, supported by the Delta Zeta Foundation and an essential element of Delta Zeta's commitment to leadership.

Emerging leaders from our collegiate chapters are encouraged to attend. [More information can be found at www.deltazeta.org/nmalc](http://www.deltazeta.org/nmalc).

Show of Hands

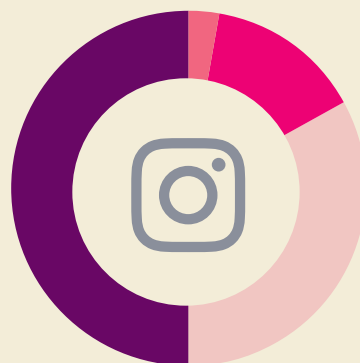
We wanted to see how our social media audience defined their own generation. And, we are not surprised at how you defined yourselves in our Facebook and Instagram polls. Though unscientific, the responses below show us that Facebook might rule with Baby Boomers and Gen X, but Instagram is where our Gen Z students are engaging with Delta Zeta online.

Generation Facebook:



Greatest Generation: 0%
 Silent Generation: 2%
 Baby Boomers: 40%
 Generation X: 45%
 Millennial: 9%
 Gen Z: 1%
 Xennial (we had some alumnae identify themselves on the cusp of Gen X and Millennial): 3%

Generation Instagram:



Greatest Generation: 0%
 Silent Generation: 0%
 Baby Boomers: 3%
 Generation X: 14%
 Millennial: 33%
 Gen Z: 50%

ALFA

Your Words & Pictures



Delta Zeta Sorority National



The Winter 2018-2019 LAMP with alumnae Mary Lou Cleland Hedrick's, Alpha Chi-California/Los Angeles, story of survival started a conversation with many on our Facebook page.

Alumna Mary Lou Cleland Hedrick's story of survival during WWII touches on a period of history that should never be forgotten. Thank you to Mrs. Hedrick and The LAMP for sharing it.

— **Carrie Ethridge Soltay,**
Lambda Pi-Georgia
College & State

I loved reading the survival story! Thanks for sharing and highlighting her story!

— **Amanda Moser Lenhart,**
Epsilon Zeta-Drexel (PA)

WOW. Looking forward to reading about an amΔZing Sister.

— **Susan Patterson Perry-Lindle,**
Epsilon Omega-Wisconsin/
Eau Claire



LAMP@deltazeta.org

I often fondly remember my days at North Texas State University and especially my time with my Kappa Zeta Chapter sisters. I feel all of my college experiences contributed to a very rewarding life!

— **Jeri Hall Kirby, Kappa Zeta-North Texas, who received her Golden Rose for 50 years of membership in 2018**



I picked up a copy of The LAMP [Fall 2018 issue] at the AFLV conference for the trip home to Arkansas from Indiana. This edition is absolutely BEAUTIFUL. I loved all of the stories relevant to Speech and Hearing, the colors and the tidbits of history throughout. Keep up the good work sisters! It's not going unnoticed! We look GREAT.

— **Stacey Mott, Omicron Epsilon-Arkansas State**



@DeltaZetaNatl



With our sisters by our side, we smile brighter, laugh louder and "walk #truly in the light of the flame."

#TrulyDZ

@deltazetasdsu



Flying into this week with confidence and style!

#TrulyDZ

@dzauburn



Our days are always brighter because we have each other.

#TrulyDZ

@csusmdz

Correction

In the story, Turning a Problem into a Business, on Page 27 of the Winter 2018-2019 LAMP, we incorrectly identified Saxby Sperau's chapter. She is an alumna of the Alpha Gamma Chapter from the University of Alabama.

Authentic

Lindsey Morton

Omicron Lambda-North Carolina State



**STAFF ASSISTANT TO THE PRESIDENT IN THE
WHITE HOUSE OFFICE OF LEGISLATIVE AFFAIRS**

After receiving her Decade Membership Certificate last year, Lindsey reflected back on her time in Delta Zeta as a collegiate member and how it helped her to make the biggest leap of her life.

LAMP: WHAT HAS BEEN YOUR BIGGEST CHALLENGE SO FAR PROFESSIONALLY?

I started my career working for the Governor of North Carolina and, as anyone in politics understands, if your candidate does not win reelection, you are faced with change. I had a choice to stay in North Carolina or take a chance to pursue my goals and move to Washington, D.C. with no job and no network. I moved, took the leap of faith, and I am so glad I did! After much hard work and persistence, I landed my dream job. I am honored to currently work at The White House as a Staff Assistant to the President in the Office of Legislative Affairs.

LAMP: CAN YOU SHARE ADVICE FOR OTHER YOUNG WOMEN JUST STARTING ON THEIR CAREER PATHS?

My advice is to have thick skin and a good handshake! I have always worked in a male-dominated world, but I have never let that intimidate me. Quite often, I am the only female in the room and one of the few under the age of 30. I have learned to have a strong voice and presence along with confidence to make sound decisions.

LAMP: TELL US A LITTLE BIT ABOUT WHAT DELTA ZETA MEMBERSHIP MEANS TO YOU.

I joined my freshman year because I wanted to be a part of something bigger than myself. The first person I met in my recruitment group lived down the hall from me, and we both received invitations to join Delta Zeta. Since day one, our new member class has been very close, supporting each other through life events. My Delta Zeta sisters were a big support system from afar when I moved. (Thank goodness for our group message chain.)

LAMP: CAN YOU SHARE A LITTLE BIT ABOUT A TYPICAL DAY?

If anybody knows me, they know that I am not a morning person, but I do like to ground myself with prayer to get my day started. My work days can be a bit of a blur, and every day is different. There is no manual or training, you just have to figure it out and get it done! At the end of a long day, you can find me in comfy clothes, curled up watching a reality show, most likely eating tacos.

LAMP: NOW THAT YOU ARE 10 YEARS AWAY FROM YOUR DELTA ZETA INITIATION, WHERE DO YOU SEE YOURSELF IN ANOTHER 10 YEARS?

I see myself back home, in North Carolina, raising a cute family and still involved in civic life, maybe planning a run for elective office. I hope to always give back and make an impact in the community that I love so much and that helped to make me into the woman that I am today. ♡

“Quite often, I am the only female in the room and one of the few under the age of 30

ALFA

Chit Chat

We asked current Generation Z students what shows they are watching these days. We then posed the same question to their advisors asking what they were watching with sisters when they were in college! We learned that **"The Bachelor"** reigns supreme regardless of generations, and the oldie but goodie shows that advisors watched while in college are coming back in a big way because of streaming apps. ♡

I was watching **Penguins hockey** while in college (I'm from Pittsburgh), **"Beverly Hills 90210," "Cheers," "Seinfeld"** and **"Law and Order."**

— **Jamie Winters,**
College Chapter Director,
Omicron Pi-
Frostburg State (MD)

Currently between homework, classes and sorority, I watch **"Grey's Anatomy," "The Good Doctor"** or **"The Bachelor"** with my sisters. We mainly watch these from our computer by streaming it through the TV.

— **McKayla McGee,**
Chapter President,
Gamma Omega-
Southern Illinois

My sisters and I like to watch reality TV shows like **"The Bachelor"**, so we can talk about the contestants and really immerse ourselves in the experience. It's fun because we can watch it directly on TV or on the ABC app on any device.

— **Estefania Aguirre,**
Chapter President,
Theta Rho-
California State/
Los Angeles



We were watching **"Friends"** and **"ER"** (both on Thursday nights!) at my best friend's apartment in 2000.

— **Jen Zamora,**
College Chapter
Director,
Iota Alpha-
Texas State

We all watch **"The Bachelor"** together more than any other show. We love to cuddle up in our informal living of the house on Monday nights!

— **Emily Daigle,**
Chapter President,
Iota Alpha-
Texas State



The beginning of the Norma Minch Andrisek Leadership Conference

Heritage

The Summer of 1980 saw the beginnings of what would eventually become the Norma Minch Andrisek Leadership Conference (NMALC). That year, 140 collegians attended one of three Regional Leadership Workshops held at Epsilon-Indiana, Beta Tau-Nebraska Wesleyan and Alpha Gamma-Alabama chapter houses. Now held biennially at Miami University, more than 400 undergraduate members take part in this leadership experience. In the Fall 1980 issue of *The LAMP*, then National President Norma Minch Andrisek, Gamma Alpha-Baldwin Wallace (OH), wrote the following in her President Message:

Experiences in Delta Zeta are many and varied. High on the list of the best are this year's first Leadership Workshops. Their acceptance by all who participated has been most significant.

The determination that there was a need for such meetings was confirmed overwhelmingly. Those who participated were eager and responsive. Our confidence that those in a position to help would do so was strengthened when local alumnae volunteered their support. And, finally, a belief in the value of the workshops was affirmed by an endorsement from all of those present that they continue to be an important part of Delta Zeta's future plans.

The most rewarding and beneficial part of the workshops was the bringing together, in work and fun, of Delta Zetas who have a variety of responsibilities. National and chapter officers became real people to one another, not just names on a report. All agreed that it was great to know that National Council members really cared and, according to one comment, "are human."

Other comments which reflect the tone of the meetings included, "I learned that the National Organization isn't untouchable and uncaring," "every question imaginable was answered," and "I've realized again and again how lucky I am to be a Delta Zeta."

Perhaps the words that best express what we hoped would happen as a result of the workshops came in a letter from a College Chapter Director (CCD) who said, "The knowledge and ideas acquired will be beneficial in the chapter's progress; yet the confidence and hope with which they left will be invaluable qualities that can turn the chapter into the group that it has the potential to be. Because you helped our chapter, through the workshops, and your display of contagious enthusiasm and concern, I offer my thanks. Because you once again stirred in me my own pride and love of Delta Zeta, I offer my personal thanks."

Many expressions of thanks came to the national officers. They mean a great deal for they strengthen our belief in what Delta Zeta can do and



what Delta Zeta can be. However, those of us who directed these meetings receive far more than is given, and we offer our appreciation to all who made them possible. To the alumnae who provided everything from fans to cool us in a warm house to delicious treats to eat, to the house corporation members who saw to the cleaning and care of the house, to Cathi Lynch, Marvona Tavlin and Patti DeWitt, the CCDs who assumed so much of the overall local planning and responsibility, a very special thank you. And most especially, to each one of you who attended, thank you for coming, for caring and for sharing. You are Delta Zeta, and you made it happen. ♡

Top: Participants at the 2015 NMALC Conference with keynote speaker Erin Fischer.

Above: The first NMALC attendees in 1980 pictured in *The LAMP*.



Truly.

*Inspired by our Founders and
the spirit of our Creed, Truly revolves around
authentic pursuit of living our shared values.*

FRIENDSHIP

CURIOSITY

GENEROSITY

EMPOWERMENT

CITIZENSHIP

BELONGING





DELTA ZETA

*A clear mission and
a bold new vision
serve to remind us
who we are and who
we can be.*

*We're Delta Zeta
now and forever.
And it's truly
amazing.*



Our Mission
**A LIFELONG,
VALUES-BASED
MEMBERSHIP
EXPERIENCE
FOR WOMEN.**



Our Vision
**A GLOBAL
WOMEN'S
ORGANIZATION
WHOSE SHARED
VALUES TRULY
INSPIRE ACTION
AND IMPACT
LIVES.**

*Brand assets
to help share
your story:*

**DELTAZETA.
ORG/BRAND**

GLOBAL CITIZEN



Extending Our Reach Through Our Global Networks

Above: Alumnae, like Lisa B.E. McCarthy, Xi Alpha-Massachusetts, interacted with collegians and guest speakers during the Truly Connected event held on March 16, 2019.

Delta Zeta Co-sponsors program at the United Nations



Delta Zeta is part of a larger global network of people and organizations which share the same vision—to inspire action and impact lives. Because of that network, Delta Zeta was invited to co-sponsor a program at the United Nations where we poised sorority women to have conversations with global leaders addressing the very real, and sometimes dangerous, issues facing women in communities around the globe.

Mentoring and Inspiring Women and Girls to be Future Leaders was held in partnership with the International

Federation for Peace and Sustainable Development (IFPSD) and its President, Sally Kader, during the United Nation's 63rd Commission on the Status of Women in New York, New York on Friday, March 15, 2019.

The IFPSD is a non-profit organization in consultative status with the United Nations Economic and Social Council. It seeks to promote and reinforce the United Nation's commitment to international peace, security and justice through educational programs, public relations and community outreach initiatives. Ms. Kader, the founder of the IFPSD, is a peace activist, and under

We're global citizens. And, we have a part to play in creating positive change in the world. It includes expanding our network by recognizing and connecting with like-minded individuals working to also do meaningful things in the lives of others.

her leadership and strength, the organization has become a successful non-political and non-profit organization.

"Delta Zeta empowers women. We are pleased that we can be a part of this conversation with global leaders committed to addressing important issues facing women," said Delta Zeta National President, Christy Phillips-Brown.

66


We need to understand we are a part of something really much bigger than ourselves and through our networks and connections have an opportunity to create change in the world.

Jenni Luke, Xi Omicron-Loyola Marymount delivered the program as a part of a panel which included the Honorable Maudline Castico, Minister for Labour, Empowerment, Elders, Women and Children, Tanzania; Lazarous Kapambwe, Permanent Representative of Zambia to the United Nations, and Modest Jonathan Mero, Permanent Representative of the United Republic of Tanzania to the United Nations. Jenni is no stranger to organizations which inspire women to lead. As the CEO of Step Up, she leads one of the nation's most sought-after mentorship organizations.

Ten Delta Zeta collegiate members served as interns assisting the IFPSD during the program. Members with interests in global issues, international relations and communications applied for the opportunity and joined Delta Zeta alumnae at the UN. "This weekend has been an incredible opportunity with the United Nations and the IFPSD for me to learn more about what non-profit work really looks like, what it does and how to apply it to my professional life after leaving university," said Kate Hadwin. Omicron Nu-Windsor (Canada).

Delta Zeta invited Carole Jones, Chairman, and Dani Weatherford, Chief Executive Officer, from the National Panhellenic Conference (NPC) and Ginny Carroll, Founder and Executive Director of Circle of Sisterhood, to be our guests at the event. NPC represents 26 member groups representing more than five million women. Circle of Sisterhood is a non-profit organization founded and powered by sorority women on a mission to raise financial resources to help remove education barriers for girls and women facing poverty and oppression.

In conjunction with the UN Program, Delta Zeta and the Delta Zeta Foundation also hosted its fourth professional women's conference, Truly Connected, on Saturday, March 16. The goal of Truly Connected is to connect with members, build skills necessary for navigating a career post college and provide professional growth to our members. Jenni provided another inspiring message to attendees

challenging them to build upon the connections made because of Delta Zeta. "We need to understand we are a part of something really much bigger than ourselves and through our networks and connections have an opportunity to create change in the world," she shared. 

Below: Delta Zeta National President Christy Phillips-Brown, IFPSD President Sally Kader, Circle of Sisterhood Founder Ginny Carroll and Delta Zeta Executive Director Cindy Winslow Menges.

Digital Exclusive




Practicing Global Citizenship

The world starts right next door and then it's just across town before we make our way to the other side of the planet. We're global citizens. It's part declaration and part mindfulness. We're aware that we're part of something bigger and know that we have a part to play in tending to it.

Visit vimeo.com/deltazeta to see how we put this into action this spring in NYC at the United Nations.



A photograph of two women standing back-to-back, smiling at the camera. The woman on the left has long brown hair and is wearing a teal floral dress. The woman on the right has short grey hair, wears glasses, and a purple vest over a black top. They are both standing with their arms crossed. The background is a dark purple space with a bright blue nebula or starburst effect behind them.

GENERATIONS

WHAT DOES THE FUTURE LOOK LIKE?

AT WORK

by Allison Lynch St. Germain, Alpha Upsilon-Maine, Managing Editor

Photos by Ryan McGuire, Digital Pix



hen Baby Boomer,
and current College
Chapter Director for
the Delta Xi Chapter
at the University of
Northern Colorado,

Deb Clayton, Epsilon Omicron-Western Illinois (pictured opposite, at right), graduated from college in the late 1970s, gas cost about 63 cents a gallon, "Star Wars" was one of the most popular movies, multiple books by author Stephen King topped best-seller lists and NASA had named the first group of women astronauts but the first American woman in space wouldn't happen until Sally Ride in 1983 ¹.

Fast forward 20 years to 1998 and Deb's current Chapter President, Madison Herbers, Delta Xi-Northern Colorado (pictured opposite, at left), was born. Gas prices had risen to \$1.15 a gallon, "Star Wars: The Phantom Menace" was in production providing a back story to the original movie, J.K. Rowling published the first installment of her Harry Potter series a year ago and NASA sent a team into space to begin construction of the International Space Station, including one female mission specialist ¹.

Our world is rapidly changing,
influencing the minds, behaviors
and values of generations.

GENERATIONS CHANGING THE WORKPLACE

There are currently five living generations, the Silent Generation, Baby Boomers, Generation X, Millennial and now Generation Z, in most workplaces. Discussing generations helps organizations make sense of the groups of individuals which make them up. In their new book, "Generation Z: A Century in the Making," Corey Seemiller and Meghan Grace follow up their previous work, "Generation Z Goes to College," further expanding our knowledge of the current generation of college students. Generation Z started graduating from traditional four-year institutions in 2017 and have begun to enter the workplace. Like other generations, Generation Z continues to mature and age, bringing their unique characteristics to the workplace.

OUR WORLD IS RAPIDLY CHANGING, INFLUENCING THE MINDS, BEHAVIORS AND VALUES OF GENERATIONS.

Every generation is influenced by those that have come before them and by the societal climate which forms the tapestry of their childhood and young adult lives. Just think, generally the students who form the class of 2019 think that Wi-Fi is a necessity, smartphones have almost always been in their hands and Google has always existed ². Today's graduates have mainly been raised by Gen X'er parents, who saw the Berlin Wall fall and always seemed to have their MTV. Generation X is typically thought of as cynical, independent and family focused ³. But, they have been raising children during the largest economic downturn in a century, against a backdrop of war and terrorism, with more variety and choice of digital communications than any other generation previously. And, they've passed along to their

Generation Z children many of the characteristics which drive their choices in the professional workplace.

“What Generation Z wants out of work and value in the workplace is different than other generations,” says Meghan Grace. “They want to make an impact in their work. But, they also want to have financial security, clear opportunities for growth and enter a very fluid work-world.” Generation Z graduates are entering a workplace with entrepreneurial tendencies, are accustomed to sharing their messages across digital mediums, and expect that their work will be fulfilling. The work environment that advisor Deb faced as a young professional was a far cry from what collegiate Madison expects she will encounter when she leaves campus.

DIFFERENT DECADES, DIFFERENT WORKPLACES

When Deb graduated, she immediately accepted a scholarship to study Communication and Aging in the Graduate School at Southern Illinois University - Edwardsville. For her, it was an exciting time in a new area of study, intergenerational communication, where she helped develop a model program intended for college undergraduates and older residents in a multi-level community where they met weekly and connected with each other through the stories they would share. After receiving her masters, Deb was offered her first professional position as Director of Recreational and Occupational Services at a 119-bed long-term care facility.

“The world wasn’t quite ready for young, social gerontologists like me,” Deb says. “We were quickly hired because our education and resumes were attractive to employers. However, once on staff, the institutions who hired us weren’t exactly sure what to do! Our innovations were considered radical and risky.” The workplace was still very structured and experimenting or working differently was not as commonplace as it has now become.

According to Meghan, employers and organizational leaders have the opportunity to design jobs that are fulfilling and tap into the passions of Generation Z. Deb says, “I wish that

The Silent Generation

BORN:
1925-1945

SOCIETAL CONTEXT AND HISTORICAL EVENTS:

- World War II
- Prosperous job market

CHARACTERISTICS:

- Risk-adverse
- Conforming
- Financial stability

Baby Boomer Generation

BORN:
1946-1964

SOCIETAL CONTEXT AND HISTORICAL EVENTS:

- Civil Rights Movement
- Vietnam War
- Space Race

CHARACTERISTICS:

- Individualistic
- Strong work ethic
- Competitive

Generation X

BORN:
1965-1980

SOCIETAL CONTEXT AND HISTORICAL EVENTS:

- High divorce rates
- Watergate scandal
- AIDS epidemic

CHARACTERISTICS:

- Cynical
- Independent
- Family focused

Back Row: McKayla McGee, Gamma Omega-Southern Illinois; Jennifer Zamora, Iota Alpha-Texas State; Alexandra Raphael, Theta Psi-Ashland (OH); Laura Lange Chamness, Gamma Omega-Southern Illinois.

Middle Row: Jamie Metz Winters, Omicron Pi-Frostburg (MD); Estefania Aguirre, Theta Rho-California State/Los Angeles.

Front: Sonah Che, Omicron Pi-Frostburg (MD)



Millennials, **Generation Y**

BORN:
1981-1994

SOCIETAL CONTEXT AND HISTORICAL EVENTS:

- High loan debt
- Declining job market
- Helicopter parents

CHARACTERISTICS:

- Digitally connected
- Optimistic
- Focused on self

Generation Z

BORN:
1995-2012

SOCIETAL CONTEXT AND HISTORICAL EVENTS:

- Post September 11 War on Terror world
- Great Recession

CHARACTERISTICS:

- Entrepreneurial
- Digitally infused
- Racially diverse

DATA FROM SEEMILLER AND GRACE, 2019.

there was a collaborative, team atmosphere in the workplace like there is now." Supervisors and employers from older generations, like Deb, who entered a very traditional workplace, are now able to change the work experience for future generations based on their experiences.

"I want to work for someone that cares about me and appreciates my work ethic," says Madison. As a member of Generation Z, she anticipates that her career will mirror her personal goal of helping others. "Currently, I'm studying Elementary Education, but I would love to work with a culturally and linguistically diverse student population anywhere within elementary and high school settings. In my ideal school, the faculty works as part of a collaborative team and support one another, while the teaching philosophy of my school district and principle are in line with my own."

"Generation Z graduates are looking to continue making an impact through their chosen professions. They want to work for organizations that are inclusive and welcoming. Additionally, today's connected economy has presented more opportunities for fluid and flexible work situations," says Meghan.

CELEBRATING ONLYNESS

Multiple generations can work together effectively if they take the time to learn about the life experiences of other generations. Beyond that, they should also invest in honestly building relationships with individuals that make up their teams.

"We often take groups of people and assign roles to them," says Leah Skovran Georges, Ph.D., Theta Eta-Creighton (NE), who

is a professor in the Department of Interdisciplinary Studies at Creighton University and has specialized in generational research and leadership. "It is easy to forget that generations are made up of individuals, and we need to meet them where they are. I love the work of Nilofer Merchant who wrote 'The Power of Onlyness' in which she describes that we each have a distinct history and experiences, visions and hopes which can make change in this world."

MULTIPLE GENERATIONS CAN WORK TOGETHER EFFECTIVELY IF THEY TAKE THE TIME TO LEARN ABOUT THE LIFE EXPERIENCES OF OTHER GENERATIONS.

Onlyness is an idea that every individual has a uniqueness, or curiosity, that they bring to the table, in any organization they are associated with that has the potential to create the change needed in this world. If Generation Z are the problem-solvers, then celebrating their unique onlyness is a powerful way to harness their creativity.

Leah says, "When we surround ourselves with the same, or like, things, we don't see anything different. There are lots of ways to do things well." Generation Z is poised to bring their curiosity to the workplace, and organizations that embrace their questions can harness innovation. Long-standing corporations and organizations shouldn't look at the "Why" posed by Generation Z as a question on their traditions and way of operating, but rather an

opportunity to improve and solve long-standing problems.

LOOKING THROUGH THE MIRROR TOGETHER

In "Harry Potter and the Sorcerers Stone," author J.K. Rowling introduces the Mirror of Erised when her main character Harry is searching late at night in his quest to solve the mystery facing Hogwarts School. The mirror shows the viewer what their deepest yearning might be. For Harry, he sees his deceased parents in the

mirror and comes back night after night to catch a glimpse of them. And, as headmaster Dumbledore warns Harry, while what the mirror shows is tantalizing, it is not reality.

It might be tantalizing to place the burden of solving workplace issues squarely in the hands of Generation Z, identified as having the potential to help address issues facing our complex society. However, we all have a collective responsibility to make sure that this generation, and the ones that come after, are successful. Older generations can provide their life experience and provide mentorship to those who are entering into their organizations. Perhaps, they can play the Dumbledore to the new Harrys being sorted into their offices.

Most workplaces today are designed and run by non-

Generation Z employers. Organization leaders need to be mindful of the younger generations joining their teams. Are they building workplaces that foster trust among staff members? Are communication systems set up to help all employees succeed? Do employees feel a sense of connection which allows them to freely offer up potential thoughts and ideas to move organizations forward?

For members of Generation Z entering the workplace, it is important for them to recognize the skills they possess, but be open to learning from the experiences and guidance of older generations in the workplace. From both ends, effectively managing multi-generational workspaces requires focused attention on relationship building.

It takes time to build relationships among generations of people in teams. But, when done the right way, it can transform not only the workplace, but the world, for generations to come. 🔥

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HOW TO NAVIGATE THE MULTIGENERATIONAL WORKPLACE

by Leah C. Georges, Ph.D., M.L.S. Theta Eta-Creighton (NE)

INDIVIDUALIZE YOUR APPROACH

We don't work with generations—we work with *people*. An overreliance on generational stereotypes might work on average, but ladies, we don't *do* average. Meet people where they are—and where they are might just surprise you!

STOP TRYING TO FIT A SQUARE PEG INTO A ROUND HOLE

People show us how they want to communicate—if we are patient enough to listen. If a coworker calls you, leaves a voicemail, and you respond with an email—you are not honoring her communication preference. Just give her a call.

BE WILLING TO TEACH

It's easy to complain about our coworkers' skills or work-related behaviors. Instead of griping, teach! And, this doesn't require some formal day-long training snooze-fest. People are happy to learn something new when pitched in a kind and thoughtful way.

BE WILLING TO LEARN

Millennials and Generation Z, I'm talking to you! As a function of our age, we do not have two things—wisdom or history. Soon, both wisdom and history will be walking out the door to a well-earned retirement. Let's take advantage of that deep Boomer knowledge while we still can!

EMBRACE GENERATIONAL DIFFERENCES

Sure, humans are 99.9 percent exactly the same, but that 0.1 percent? *That's* where interesting happens. That's where onlyness drives innovation. That's why celebrating the things that make us unique—generation and all—makes going to work a whole lot more productive (and fun)!

Professionally, Leah is an Assistant Professor in the Interdisciplinary Ed.D. Program in Leadership at Creighton University. She has been a volunteer with Delta Zeta in various roles, from College Chapter Director (CCD) to National Recruitment Committee member. Her research specializes in generations and she was thrilled to contribute to this issue of The LAMP.



congratulations! You've completed your degree. Four years and the coursework is finished. Now on to the next step—

landing that professional job. Moving yourself from student to career professional.

Looking for a job can appear to be a daunting task. It's true; there are some steps to get you there. It's important to create a plan and be organized about your search. Here are some guidelines that can help.

GET YOUR CREDENTIALS IN ORDER

Your resume and cover letter will be the first introduction a potential employee has to you, so make them amazing. Your resume needs to be a reflection of you and the skills and strengths that you bring to the job. It should be customized for the particular job for which you are applying. Often, new graduates don't have work experience related to their major, so include everything that shows your preparation: specialized coursework, internships, research, academic projects and organizations and volunteer activities. Including a cover letter allows you to bring something to life from your resume, and focusing on a particular strength or experience shows your unique qualifications for the position.

NETWORK!

Studies show that nearly fifty percent of all jobs are never advertised. Employers often rely on recommendations from colleagues instead of traditional recruiting. For this reason, you must let many people know you are searching for a position and what kind. Begin with individuals, who you know, that work in your field—family friends and neighbors, community members, faculty and staff and fellow students at your school. Attend conferences, and seek out professional organizations where you can meet others working in your field and potential employers.

THE TRANSITION FROM STUDENT TO PROFESSIONAL

TIPS TO HELP LAND YOUR FIRST JOB

by Diana Airgood Barnett, Gamma Chi-Ball State (IN)



USE SOCIAL MEDIA

Companies and organizations frequently have Facebook accounts set up to showcase work projects, highlight employees and share their involvement in the local community. Employers also use Facebook as a screening tool, checking out applicants before narrowing down their list of candidates and deciding whom to interview. If your Facebook page contains images and links that you would not want a potential employer to view, you may want to do some cleanup work before sending out your resume.

LinkedIn is the professional version of Facebook, and it would be to your advantage to have a presence there. Creating an account is free. You can upload your resume, add a professional looking photo and highlight major accomplishments and skills that you would like a potential employer to see. You can also import media if you have a portfolio to share. You will want to include your LinkedIn URL as part of your contact information at the top of your resume.

Creating a professional profile is just the beginning. Thousands of companies have a presence on LinkedIn. Many of their employees also have accounts. You can learn a lot about an organization and its leaders by visiting their LinkedIn accounts. Take advantage of the professional groups available on LinkedIn. Find one or two and ask to become a member. Through these groups, you can follow current discussion in the industry, learn about job openings and network with professionals in your field.

PLAN YOUR JOB SEARCH

Searching for a professional job is almost a full-time job. You'll need to look in a variety of places and document with whom you have applied, contact information and dates. Treat each application process as an opportunity for networking. The more professionals you meet, the better your chances of being considered for that professional position.

If you have a company or organization in mind, for whom you'd like to work, target that employer directly. Even if you find there are no current jobs listed on their

website, arrange for an informational interview to visit with someone from human resources. Bring questions you have about the company, and perhaps take a tour. Provide them a copy of your resume and cover letter, and let them know you would be very interested in working for them.

NEARLY FIFTY PERCENT OF ALL JOBS ARE NEVER ADVERTISED.

Career fairs are great opportunities to meet a variety of employers with jobs to fill. Fairs are held on college campuses, at community job centers, by professional associations and individual companies. When attending a job fair, treat it as an interview opportunity. Have copies of your paperwork and be prepared to share a brief statement about yourself—sometimes called an elevator pitch—with each potential employer.

Your college career center professionals provide all job searching services, and often host their own online job-posting site. Even if you are no longer on campus, you still have access to these services.

A multitude of job searching sites are available online. Find the ones that provide the best return for your time, and visit those regularly. LinkedIn provides job listings and allows professionals to view your online profile as well.

SHARE YOUR STORY

Your resume shows that you have the qualifications for the job, but an interview is your opportunity to convince a prospective employer that you are the best one for the job. Be prepared with your *story*, which can be a meaningful internship experience, a relevant accomplishment that reveals a personal strength or an example of the passion you have for your field of study, that will leave no doubt in the

mind of your interviewer that you are the best choice.

There are interview questions that are common to every interview. Google them and become familiar with them, as they are often the stumper questions. Almost every interview leads off with an icebreaker question. *Tell us about yourself, or tell about your preparation for this position.* Both are asking for a similar response. Start out with a brief statement about yourself, but quickly jump to what sparked your interest in this career, your college preparation and any internship, related job or volunteer experience that confirms this is the right match for you. This is the question where you can include your story that confirms your passion and suitability for this position.

Don't leave your interview success to fate. Practice common interview questions so you can hear your voice answering with confidence. Many chapters, such as Gamma Chi at Ball State University, have instituted a career event where students are paired with alumni who provide helpful feedback on resumes and cover letters and offer mock interview practice. Take advantage of the professional expertise of alumnae sisters and prepare yourself to land that professional job. ♡



After a career as a K-12 educator, Diana Airgood Barnett, Gamma Chi-Ball State (IN), continued her professional life as a career counselor at Colorado Mesa University in Grand

Junction. In an effort to reach students who did not take advantage of career guidance at the university, she wrote her first book, "Landing That Professional Job: A Career Guide for College Students," to lead them through the entire process from choosing an appropriate major to searching, applying and interviewing for professional positions. The book is currently used by numerous high school and college instructors. Diana also launched Red Rocks Career Coaching to assist individuals in the community, as well as college students, in their job search process. She lives adjacent to the Colorado National Monument with her artist husband, Great Pyrenees, and two cats.

Sondra Gloden Bass

Sondra (Sandy) Gloden Bass (Beta Lambda-Tennessee/Knoxville), Past National Officer, passed away on February 8, 2019. After initiating into Beta Lambda at the University of Tennessee/Knoxville in 1954, she transferred to Florida State University where she graduated in 1956. She served on our National Council as a National Director from 1973 to 1977. After her time on National Council, Sandy served as a Province Collegiate Director until 1986.

In 1956, Sandy married J. Albert Bass, Jr. She taught school for more than 33 years in North Carolina. She had two Delta Zeta daughters, Susan, Zeta Lambda-East Carolina University (NC) and Lee Ann, Omicron Lambda-North Carolina State University.

Sandy was predeceased by her son, Benjamin, her sister and parents. She is survived by her husband, Al and her two daughters, Susan Bass (Jeanne) and Lee Ann Shearon (Patrick), three granddaughters, a niece and a nephew.

Obituaries reported from November 1, 2018 to
February 28, 2019. Year of Initiation shown after name.

FLAME ETERNAL

ALPHA

Lois Ruffner Plank,
1941
Barbara Brown Blust,
1943
Ruth Helwig Morrison,
1949

GAMMA

Mary Fedora Gregory,
1946
Norma Johnson
Haggstrom, 1956

DELTA

Madelyn Hatch Bogue,
1950
Elizabeth Class Payne,
1950
Sherrin Seabolt Kraus,
1960

ZETA

Claudia Galbraith
Wortman, 1967

THETA

Martha Tilton Reissig,
1947
Susan Heskett
McDonnell, 1955
Eileen Hughes Evans,
1962

IOTA

Verda Inez James, 1922
Helen Jean Smith
Clem, 1959

MU

Dorris Trogon Hensel,
1944
Nelda Pramme Finney,
1947
Greta Anderson
Tveitmo, 1947
Lois VonHusen
Lehman, 1951

OMICRON

Thelma King Gill, 1955

PI

Bertha Laws Kinsinger,
1942
Margaret Buck Wenz,
1950

SIGMA

Olive Trigg Willis, 1937
F. Anne Donnes
Higdon, 1967

TAU

Lois Muldner Egan,
1947
Florence Carr Schaller,
1950
Martha Weisse Moody,
1952
Martha Bullamore
Stoltenberg, 1957

UPSILON

Phyllis Kjerstad Power,
1948

CHI

Betty Jane Tumlin,
1974

PSI

Joan Strahlem
Schmidt, 1945
Phyllis Siebert Gerline,
1949
Terry Tull Wells, 1949

OMEGA

Susan Starlund
Woodward, 1953

ALPHA ALPHA

Evelyn Sholtes
Kritchevsky, 1941
Libby Stratton
Anderson, 1945
Paula Zehrer
Pennington, 1956

ALPHA GAMMA

Norma Jean Prater,
1954
Kerri Dyan Gentine,
1987

ALPHA DELTA

Alice Waldron Wallace,
1941

ALPHA EPSILON

Roberta Gray
Schoenfeld, 1945
Helen Click
Summerour, 1951

ALPHA THETA

Jane Finley Bone, 1946
Ardith Bates Scott,
1960

ALPHA IOTA

Dorothy Mae
Hutchinson, 1947

ALPHA KAPPA

Florence Bielen Reid,
1947

ALPHA OMICRON

Lucille Wampler
Coppock, 1926

ALPHA PI

Alice Frost Huycke,
1946

ALPHA SIGMA

Mary Row Bazzell,
1959

ALPHA CHI

Mildred Dean Glenn,
1947

ALPHA PSI

Margaret Wre
Sutherland, 1950

BETA BETA

Nita Posey Jones, 1942

BETA GAMMA

Otelia Wallbrecht
Cook, 1944
Margaret Lucas Mertz,
1963

BETA THETA

Mary Green
Woodworth, 1943
Doris Lyngaas
Caldwell, 1945
Barbara Noxon Hohe,
1953

BETA IOTA

Janice Hedeman Lahr,
1973

BETA KAPPA

Nancy McClaughry
Mahnke, 1949
Rosemary Clark
Kellenberger, 1954

BETA LAMBDA

Sondra Golden Bass,
1954
Lisa Sherrill Richter,
1988

BETA NU

Herta Deichmann
Holly, 1955

BETA XI

Susan Smith Hopson,
1959

BETA RHO

Mary Lindke
Leenhouts, 1943
JoAnn Hoffman Clark,
1951
Carolyn Neuhauser
Lammy, 1952
Zita Allen Lewis, 1953
Colette Jackman Miller,
1954

BETA SIGMA

Janet Kunckel Lowe,
1969

BETA CHI

Janette Printz Snyder,
1961

BETA PSI

Mary Santos
Blanchard, 1948

GAMMA ALPHA

Frances Wackerman
Keller, 1943
Betty Wackerman
Bazur, 1944
Ruth Maple Braunagel,
1944
Margery Cochran
Craven, 1953

GAMMA BETA

Ann Collins Gill, 1950

GAMMA DELTA

Jan Louise Linsky,
1969

GAMMA EPSILON

Janice Weir Weaver,
1951
Connie Fey Thullen,
1955
Judy Hamilton Studer,
1966

GAMMA ZETA

Paula Foust Oliver,
1955

GAMMA KAPPA

Dorothy Parker Baier,
1950
Sally Thomas Bertolo,
1965

GAMMA NU

Yvonne Fehrenbacher
Thormahlen, 1951
Maureen Kelly
Ankenbrand, 1961

GAMMA XI

Joy Miller Bell, 1953

GAMMA PI

Julie Collins Gasta,
1997

GAMMA CHI

Barbara Good
Hastings, 1956

DELTA BETA

Janice White Bistriz,
1996

DELTA THETA

Kathleen Whitson
Albrecht, 1977

DELTA KAPPA

Loretta Schiller
Debaillon, 1970

DELTA LAMBDA

Carol Hall Mazzola,
1965

DELTA OMICRON

Betty Harrover
Beasley, 1957

DELTA PI

Dolores Rock Field,
1957
Linda McDonald
Moore, 1964

DELTA RHO

Elizabeth Mestas Schill,
1958

DELTA TAU

Rosemary Walsh
Hossack, 1957
Melba Agnes Grafius,
1962

DELTA UPSILON

Sandra Strohmeier
Smith, 1958

DELTA PSI

Helen Hatch Webb,
1956

EPSILON GAMMA

Peggy Cock Maggio,
1957

EPSILON EPSILON

Maurine Pymm
Erickson, 1956

EPSILON KAPPA

Lavon Berryman
Paulson, 1957
Joanie Jackson Witzig,
1958

EPSILON OMICRON

Virginia Bradford, 1958

EPSILON SIGMA

Carol Degen
Leininger, 1959

EPSILON UPSILON

Leta Scott Capps, 1957
Carol Fulbright Stone,
1960

Bonnie Denisoff
Ottosen, 1970

ZETA DELTA

Doris Nancy
Blomstrom Carlton,
1962

ZETA ETA

Vickie Brooks
Cunningham, 1971

ZETA LAMBDA

Nancy Garner Moseley,
1963

ZETA MU

Penny Hunter Gibbs,
1961

ZETA UPSILON

Rita McCauley-
Redmond, 1969

ZETA CHI

Lois Blashka Rogacki,
1966

THETA GAMMA

Marjorie Wheeler
Kopka, 1963

THETA EPSILON

Mary Catherine
McGinty Jones, 1939

THETA NU

Lynne Doxey Kovash,
1971

THETA OMICRON

Helen Krell Decker,
1968

THETA SIGMA

Carol DiCicco
McMillan, 1965

THETA PSI

Stephany Christy Wall,
1967

THETA OMEGA

DeAnna Bowen Smith,
1991

IOTA ALPHA

Elizabeth Kay Brown
Woodley, 1968
Janella Beyer Haun,
1974

KAPPA LAMBDA

Pam Huffman Ujhazy,
1976

KAPPA XI

Amy Williams
Fitzgerald, 1969

KAPPA RHO

Henriette Rieger
Engelson, 1972


LAMBDA EPSILON

Suzanne Deale
Potorski, 1973

XI SIGMA

Robyn Paige Womble,
1990

XI UPSILON

Michaela Langley
McLaughlin, 2016 

ROSE & GREEN

Learning and Growing Through an International Experience

Delta Zetas Studying Abroad

By Kayla Ray, Theta Psi-Ashland (OH),
Communications Coordinator

Each semester, many Delta Zeta members study abroad for a once in a lifetime experience to submerge themselves in a new culture. Each experience is different, and each has its own set of challenges. "There is something that no one tells you about studying abroad — how unbelievably tough it is going to be at first," said Claire Kaelin, Pi Chi-Western Kentucky, who spent a semester studying in France. Many might face the hardship of homesickness or the feeling of missing out. Claire said, "The hardest part of being abroad is the feeling that you're missing out on fun times and people back home, like bid day and recruitment and my sisters." Thankfully, technology allows us to connect with our loved ones. According to Sophie Pinneke, Xi Theta-North Carolina/Wilmington, being able to talk with her sisters regularly helped her feel as if she were still back home even though she was halfway across the world.

For several of our sisters, it is not only an opportunity to see a new part of the world, but also



to learn more about themselves as a person. Sophie reflected on her personal growth while abroad. "While I was in New Zealand, I learned how to be more independent and confident with my everyday actions. I can bring back the confidence and good memories I have to the sisters of my chapter, encouraging them to study abroad and explore the world in a similar way."

Studying abroad can seem daunting because of not being in an environment of people you know, but fate may connect you with people who share your interests. This was the case for Danni Yang, Pi Sigma-Texas/Dallas, who had the good fortune to meet a Delta Zeta from another chapter while studying abroad! "On my first day of classes in Barcelona, I happened to be wearing one of my Delta Zeta shirts.

66

For several of our sisters, it is not only an opportunity to see a new part of the world, but also to learn more about themselves as a person.

Left: Claire Kaelin, Pi Chi-Western Kentucky, kept connected while studying aboard. Below: Danni Yang, Pi Sigma-Texas/Dallas, (right) met another Delta Zeta in Spain.



At the end of class as I was getting up to leave, a girl tapped me on the back and said, "Oh, my gosh, are you a DZ? Me, too!" Danni had met a Delta Zeta from Colorado named Rachel, and the two became very close during their semester in Spain. Whether

it's learning more about one's self, overcoming homesickness, meeting new friends or experiencing a new way of life, studying abroad can be one of the most challenging, exciting and rewarding experiences all wrapped into one. 🔥

Above:
Sophie Penneke, Xi
Theta-North Carolina/
Wilmington, learned
independence studying
in New Zealand.

ROSE & GREEN

Blooming as a Golden Rose

When Jana Hahn Enright, Delta Pi—Emporia (KS), attended Kansas State Teachers College (now Emporia State University), the choices available to major in were business or teaching. So, she chose teaching and earned a Bachelor of Science in Education and Minor in Psychology. Now a Golden Rose recipient, more than fifty years after her initiation, Jana is in a position to help today's students in a unique way using that education background.

While living in the Houston, Texas suburbs in the 1980s, Jana was a stay-at-home mom looking to supplement her income. "I answered a help wanted ad for education majors and ended up connecting with a woman who provided vision and hearing screenings in local schools," she said. In 1988, when her colleague made the decision to move on, Jana took the leap and invested in the business herself.

Since that time, Pinewoods Screening Services has worked with over 300 schools administering vision and hearing screenings. They have since expanded their services to include spinal, color deficiency and prediabetic screenings as well.

"I find it rewarding to know that children we might identify with possible problems are directed to get the help they need because of what we do," Jana says, "and, I've often pondered the irony of being a Delta Zeta, with our speech and hearing philanthropy, knowing that I have now spent my life helping children with hearing needs."

From left front row: Jana Hahn Enright, Delta Pi—Emporia (KS), first row fourth from left, at the 1975 Delta Zeta Convention.



Honoring Military Veterans

In the fall of 2018, Sara Reitz, Xi Beta—Eastern Kentucky, participated in the Honor Flight trip to Washington D.C. as a companion for Vietnam War Army veteran, Ken Barnett.

Sara was quite familiar with Honor Flight from attending numerous send-offs in the past as the Xi Beta Chapter supports the organization with donations and volunteers. However, this experience really gave her a deeper appreciation for this trip. A trip such as this required a great deal of planning and preparation with many volunteers, like Sara, making it possible. With many of the veterans being older in age, a full medical team had to remain on standby should

any complications arise. The itinerary also had to be organized and followed exactly to keep on schedule.

Although the entire trip was an unforgettable event, Sara was able to pinpoint one particular moment which stood out. While at a wreath laying ceremony at the Tomb of the Unknown Soldier, several of the veterans placed wreaths. However, one wheelchair-bound veteran was actually able to stand and walk to lay his wreath. According to Sara, "His actions helped put into perspective just what this nation meant to those who fought so hard for it."

Prior to the trip, Sara had obviously been knowledgeable and appreciative of the work that the men and women in the military had done for our country. However, she said that it was entirely different to "put names and faces to the wars only previously talked about in history class."

At left: Xi Beta Chapter members honor military veterans at Eastern Kentucky University.





20 Years of LSU's Largest Philanthropic Event

Twenty years ago, the Sigma Chapter at Louisiana State University took over the Miss LSU-USA pageant as their philanthropic endeavor. Now, the pageant, raising nearly \$100,000 each year, has become the most successful Greek philanthropy event on the campus.

Mary Frances Aucoin, Sigma-Louisiana, executive director of the pageant says, "Being Miss LSU-USA is about taking on a role greater than yourself. As a chapter, we put in so much work to make the pageant a success and being able to see how that work we put in translates to the philanthropy we love so much is beautiful."

The 20th anniversary pageant was held on March 31, 2019. It marks the culmination of years of dedication and hard work and reminds the chapter of what it means to live out the Delta Zeta Creed.

Left: Miss LSU celebrated the 20th anniversary of the pageant this spring.

ROSE & GREEN

Celebrating Truly Forever Friendship

By Kathy Butler Kuenzer, Beta Kappa-Iowa State
and Carole Doll Cameron, Beta Kappa-Iowa State

Fifty plus years, nine reunions and a thousand memories. For those of us who graduated from the Beta Kappa Chapter at Iowa State University in 1965, we have shared all of that because of our wish to keep in touch, despite living great distances apart.

More than 30 years after graduation, we reconnected in 1996 and renewed old friendships, saw the Las Vegas, Nevada sights and resolved that this would be only the first of many reunions in the years to come.

Since that gathering, many more sisters, and sometimes husbands, have joined us at reunion destinations around the country, with attendance ranging from smaller groups of eight to the largest at 29. Planning for the next meeting usually happens at the end of the last reunion, when dates, a location and hosts are agreed upon. Several sisters have lost their husbands and one sister has passed away. But despite hearing aids, cataract surgeries and joint replacements, the group remains young at heart.

Carole Doll Cameron, who has missed only one reunion, sums it up saying, "Those college years in the Delta Zeta house cemented forever friendships."



Top: Beta Kappa alumnae gather in Ames, Iowa during one of their many reunions spanning 30 years.

Middle: 2002 Reunion of Beta Kappa alumnae in front of the chapter house in Ames, Iowa.

Bottom: Beta Kappa alumnae gather in Estes Park, Colorado for one of their many reunions over the years.

Supporting Nova's Hearing Journey

By Melissa Barber, Iota Rho-West Chester (PA)



Clam Chowder Feed for Philanthropy

The Kappa Chapter at the University of Washington held an unusual fundraiser to raise money for Delta Zeta's national philanthropy. Courtney Porter, Philanthropy Chairman, worked with Ivars Seafood Restaurant and was able to have 25 gallons of clam chowder donated for a Clam Chowder Feed. They raised over \$400 and got to interact with many people in the Greek system along with each other.

Above: Kappa Chapter's Clam Chowder feed at the University of Washington.

STEADFAST LOVE



Through one of our sisters, the Iota Rho Chapter at West Chester University met a little girl named Nova, an outgoing and talkative two-year-old who loves makeup, makeup tutorials and her dollies. Soon after being born, Nova failed her hearing screenings at the hospital. She was diagnosed with a bilateral sensorineural hearing loss with mild hearing loss in her left

ear and severe hearing loss in her right ear. Nova received her first pair of hearing aids at three months of age. Then the doctors discovered her hearing was getting worse. When Nova was 15 months old, she received a cochlear implant in her right ear, when activated she immediately responded to sounds.

When the chapter learned about Nova's hearing journey, they were ecstatic to start supporting her. We wanted her to know who we were as soon as we could, so over the holidays we gave her a gift to introduce ourselves. We were able to give her a personalized American Girl Doll to look just like her with hearing aids, which she loved!

"The sisters of Delta Zeta have shown our family so much love and support throughout our daughter Nova's hearing journey. Being connected to such a powerful group of women who advocate, support and give hope to individuals and families with hearing loss is something we will forever be grateful for," says Nova's mother Cassandra.

Above left and right: Iota Rho's new friend, Nova, who now has a doll with matching hearing aids because of the chapter's support.



ROSE & GREEN

From Camper to Sister

During middle school, Katelyn Stephens, Iota Upsilon-California State/Fullerton, was diagnosed with a chronic illness and was learning how to balance her new life for the first time when she had the opportunity to attend The Painted Turtle (TPT) camp. Delta Zeta's national service project, TPT, is a camp for children, with serious medical conditions, which provides a fun summer camp experience for those who otherwise might not have a chance to attend camp. Thanks in part to the generous donations and volunteers from Delta Zeta, children can attend TPT at no cost to their families.

Although 13-year old Katelyn cried on the way to camp, she also cried on the bus ride back home because she did not want to leave. She met her closest friends at The Painted Turtle. Her new friends were the first uniquely relatable people she had met who still support her to this day. The

welcoming staff and volunteers modeled acceptance and taught her how to both cope with the fact that she had an illness, but still experience the fun of being a kid.

When Katelyn started college at California State University/Fullerton, she realized that Delta Zeta had a chapter on campus. She knew that she had to sign up for recruitment. Joining Delta Zeta would allow her give back to TPT so that other kids in similar situations could have the experiences she had at camp.

"Before all my sisters met me, they were changing my life, and they didn't even know it. They were supporting me by sending me to camp for free. They are the ones who gave me my best friend, and that is something I am going to be forever grateful for," shares Katelyn.

Today, Katelyn lives in the Iota Upsilon Chapter house with her sisters and her service dog, Sophie. After one year in Delta



Zeta, Katelyn was nominated and accepted the position of Vice President of Philanthropy for her chapter. She plans to help chapter members volunteer as camp counselors at TPT.

Katelyn was first inspired by The Painted Turtle, and now is inspiring her chapter to continue the mission and service that brought her home to Delta Zeta.

Above: Katelyn Stephens, Iota Upsilon-California State/Fullerton



Anniversary Dinner Celebration Supports Starkey

Theta Nu-Minnesota/Moorhead celebrated their 55th Anniversary with a formal dinner which also served as a fundraiser for the Starkey Hearing Foundation. Alumnae and collegiate members were encouraged to make donations and take part in a fun basket raffle opportunity. Emily Hintz, Vice President of Philanthropy, planned the event which raised about \$1,600 for Starkey.

Left: Theta Nu-Minnesota/Moorehead celebrates their anniversary for Starkey.



Honoring a Lifetime of Photography

Lynn Troy Maniscalco, Gamma Delta-Pennsylvania State, was honored with the 2018 Photographic Society of America's (PSA) Lifetime Achievement Award for her body of work as a professional photographer for the past 35 years. She is the seventh recipient and first woman to be honored. After a long career, Lynn says, "My photography has come full circle, back to its original purpose of capturing family moments and travel memories."

Above: One of Lynn Troy Maniscalco's, Gamma Delta-Pennsylvania State, award-winning photos, Gas Stop.

Celebrating a Special Delta Zeta at Gallaudet

As the first deaf dance director of the Gallaudet Dance Company, Sue Gill-Doleac, Omicron Sigma-Gallaudet (DC), is celebrating 33 years working with Gallaudet University.

Sue took over as the Director of the Gallaudet Dance Company in 2011 and is the founder and director of the National Deaf Dance Academy and the founder of the National Deaf Dance Theatre.

As a performer, Sue has danced with the Gallaudet Dance Company at the White House, the Kennedy Center, Lincoln Center and on stages in Egypt, Costa Rica, Canada, Denmark, Barbados, St. Lucia, Brazil, South Korea, Guatemala, the Bahamas and France.

The Gallaudet Dance Company was founded in 1955 and is one of the most creative and challenging extracurricular activities available for students at the university. Under Sue's leadership, the Gallaudet Dance Company looks forward to its 65th anniversary in 2020. Follow them on Facebook at www.facebook.com/GallyDanceCo.



Above: Sue Gill-Doleac, Omicron Sigma-Gallaudet (DC)

ROSE & GREEN

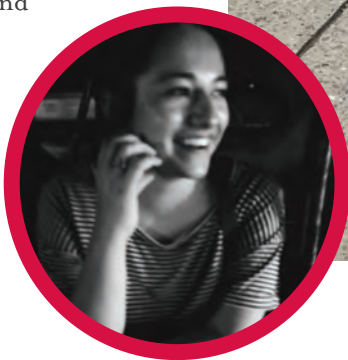
WALK TRULY

Red Lights in the City

The photo at right was taken immediately after Olivia Waddell, Epsilon Gamma –Central Missouri (pictured at right, on the left), had stepped off Walking Street, one of the largest red-light districts in the Philippines.

"A red-light district is an area in the city that has a very high concentration of sex trafficking," Olivia comments. "Sex trafficking is not limited to just one gender, both men and women are trapped in sexual slavery. Most are there to provide for their families or have no other means of survival. On that stretch of road, there are thousands and thousands of people being trafficked for sex. I heard and saw stories of pain and suffering, but also stories full of justice and restoration. The joy on my face shows how much hope I found on that street. This fight is where my heart is and with every story I hear or read, my heart breaks all over again for those still trapped. But, we keep fighting because we know freedom and justice are possible."

Olivia has been passionately working to fight this issue since she was a junior in high school. She spent three weeks in the Philippines exploring the deepest parts of this issue, speaking with survivors and offering current victims a way out of the life. It was a trip that both broke her heart and warmed it at the same time, and she relied mainly on her faith, family and sisters to help her process all that she had witnessed and experienced.



One of the most amazing parts of the trip came before Olivia ever left the country. She was fundraising money to cover the costs, and, when she told her chapter about the work she would be doing, every single one of the members donated. The chapter LAMP Editor, Keely Elsbury, said, "This was something so important to us because of how important it was to our sister. It sparked a fire in our hearts to empower our women to change the world, and to support the ones who are already doing so, as much as we possibly can. Truly a sweet reminder of why we all chose to be Delta Zetas!"

“To My Friends, Understanding and Appreciation”

The Lambda Psi Chapter at Columbus State University (GA) may be a small chapter, but they are one big family that truly understands one specific line in our Creed. To help each other understand and appreciate one another better and to promote positivity within the chapter, their Risk Management Chairmen provided an activity called Positive Sister Talk at a chapter meeting. Each sister blindly drew a name from a cup, wrote at least three positive qualities about the sister they chose, and then shared it with that sister. The activity was a hit! Each sister was able to “love [themselves] more” and see just how much love their sisters have for them. Everyone enjoyed being able to discuss with each other the special qualities they saw in another sister. Not just one sister was recognized in this activity, everyone was. No one was left out of the bonding opportunity. “With busy schedules and lack of time on our hands, we don’t always get the time to actually show our appreciation for each other,” said Kayla Brown, Secretary. “One of our sisters pointed out we were able to ‘talk to a sister [we] hadn’t had a chance to connect with before.’ Our chapter was close before but has grown so much closer with activities such as this.”

Right: Members from Lambda Psi-Columbus State (GA) promote Positive Sister Talk.



PHOTO COURTESY OF UNIVERSITY OF IDAHO THEATER DEPARTMENT

Young Alumna Making Her Mark on the Stage

While she was still in high school, Whitney Holland, Pi Kappa-Idaho, immersed herself in theater, attending an intensive two-week summer program at the Oregon Shakespeare Festival (OSF). It was an enlightening experience for the young thespian. Now, after graduating from the University of Idaho with a Bachelor of Fine Arts, Whitney will return to OSF as a Rex Rabold Fellow. The fellowship is provided to a graduating student and provides an acting stipend and housing for one year with OSF in Ashland, Oregon. For more information on the award, and Whitney’s story, visit the University of Idaho’s Theater Arts department page <https://bit.ly/2Ubyfpc>.

Above: Whitney Holland, Pi Kappa-Idaho, onstage during a production at the University of Idaho.

ROSE & GREEN



A Sister's Journey to Becoming a United States Citizen

After a 13-and-a-half-year process, Pi Sigma-Texas/Dallas Chapter President Karla Campos Ugarte became a United States citizen.

For those who do not know the overall process, to become a U.S. citizen has four different steps. First, you have to complete an N-400 naturalization application and submit it to U.S. citizenship and immigration services (USCIS). The second step is to wait until you get called in for your biometrics appointment (this consists of fingerprints, a photo and electronic signature for their records which are then sent to the FBI to perform a background check). The third step is an interview at the USCIS office. During this interview, applicants are examined to make sure they have a basic understanding of U.S. history and government as well as the English language.

"I was asked several questions, and then had to read and write a sentence in English. Right after

the interview, they told me that they were going to recommend me for U.S. citizenship," said Karla.

The fourth and final step was to attend the oath-taking ceremony where applicants turn in their permanent resident card, take the Oath of Allegiance to the United States of America and receive their naturalization certificate.

Karla reflected saying, "Receiving that certificate was one of the happiest moments in my life. I was finally able to call myself a U.S. citizen, and it has all kind of felt like a dream. Becoming a U.S. citizen was a lengthy and at times stressful process, but in the end, it was all worth it. I love this country and words can't describe how thankful I am for all of the opportunities that it has given me, and I cannot wait to give back to it in return."

Above: Karla Campos Ugarte, Pi Sigma-Texas/Dallas, with her mother upon becoming a U.S. citizen.

Healing Hands Worldwide

Kelly Godwin, Xi Sigma-North Carolina/Chapel Hill, is a Certified Hand and Occupational Therapist with a private practice in Hawaii. After graduation, she had dreams of joining the Peace Corp. While that didn't happen, she is fulfilling those dreams in another way now as a volunteer on international teams dedicated to rehabilitating patients with hand needs. In 2017, she traveled to Honduras with an organization named Touching Hands. Even more impressive is that she did it right after finishing the Boston Marathon. She rose to the challenges she faced there and made splints and set up rehab plans for all of the patients. Since that trip, Kelly has continued to volunteer her time for other organizations, such as Health Volunteers Overseas, where she traveled to Africa in December of 2018 to help teach other therapists. If that wasn't enough, Kelly is an active member of her community on the North Shore of Oahu where she is a member of the Hawaii Area Panhellenic Association as well as the Junior League of Hawaii. And, you can often find her pursuing her passions of surf paddling and marathon running. Kelly says, "I'm called to do this work. I've been able to give back to people who might not have been able to

use their hands.

To see them be able to do the simple things, like brush their teeth, to having the opportunity to attend college, it is a blessing."

Left: Kelly Godwin, Xi Sigma-North Carolina/Chapel Hill, has traveled worldwide volunteering her time with organizations like Touching Hands, which brought her to Honduras to help with this patient's hand rehabilitation.



DISPLAYING TRUE STRENGTH

Jamie Bero, Epsilon Theta-Clarion (PA), is the definition of a woman who displays true strength. She serves as the College Chapter Director for the Delta Upsilon Chapter and was named the 2018 Advisor of the Year at Marshall University. Jamie still finds time to do good things for her community. Recently, she was voted into the Tyler Mountain (WV) Volunteer Fire Department, where she will be saving lives every day. Along with that, she is the University of Charleston's cheering coach and works at the University of Charleston School of Pharmacy. The chapter says, "We are so proud of Jamie for all of her accomplishments. We cannot wait to see what she is going to do this year to help her community thrive and our chapter become the best that it can be."

Above: Jamie Bero, Epsilon Theta-Clarion (PA)

ROSE & GREEN

Philanthropic Fun with Pancakes

Ears filled with the sound of laughter, eyes beaming from the sight of colorful pajamas and stuffed animals, noses consumed with the smell of pancakes with sugary, sweet syrup. This is exactly what it was like to walk into Ray Miller Elementary School's gym during this past November. All around, children could be found happily eating freshly prepared pancakes in their cozy pajamas while reading their favorite book with a Delta Zeta sister. With the help of Truman State's Beta Theta Pi and Tau Lambda Sigma, the Delta Sigma Chapter prepared pancakes and read books during a fantastic and heartwarming new event titled "Pancakes and Pajamas."

Anna Mercer, Delta Sigma-Truman (MO), said, "Sometimes, campus can feel like a bubble, so it's nice to get out of that and show the city of Kirksville how dedicated Delta Zeta is to service and sisterhood."



Above: Members of the Delta Sigma Chapter at Truman State (MO) reading books with local elementary school children.



Smooch a Pooch

The Omicron Omicron Chapter at Lindenwood University hosted their third annual Smooch a Pooch event!

"Each year we host Smooch a Pooch during the week of Valentine's Day. We have tried various philanthropy events to raise awareness and money for the Starkey Hearing Foundation, but realized it is hard to ask college students to take time out of an already stressful day. Smooch a Pooch was a great addition to our chapter because what college student wouldn't want to make a quick stop and play with some pups? This event has become a great mid-day stress reliever for the students on our campus and a great way for our members to start up conversations regarding Starkey!" says Vice President of Philanthropy, Anna Caleca.

The chapter hung posters with facts about Starkey at their table to spread awareness and spark conversations regarding their philanthropy.

Anna says, "The dogs involved with Smooch a Pooch are our members' furry friends. It has become a way for our sisters to share their cherished pets with our chapter. The sisters of Omicron Omicron look forward to this fun and interactive philanthropy event every year!"

Above: Omicron Omicron Chapter's third annual Smooch a Pooch event at Lindenwood University.

Seen on the Cover of Today's Woman

Haley Harkins, Beta Gamma-Louisville (KY), a sophomore marketing major, was featured in the February 2019 issue of Today's Woman magazine as "The Next" for Marketing Professionals. She joined the Student Marketing Association as a freshman which led to a marketing lead position with Stacks Mobile, a local fintech startup, as they launched an automated group savings app, Stacks: Save Better, and needed someone to help with their social media. "My supervisors have such confidence in my abilities and their guidance and mentorship has been invaluable. They make it possible for me to be a prominent member of our team while also being a full-time student," Haley said. "The most amazing part of this experience is that I am able to directly apply what I'm learning in class to my job. Not many students get the chance to apply their lessons so immediately."

For more information, please visit www.todayswomannow.com.

Right: Sophomore Haley Harkins, Beta Gamma-Louisville (KY), poses with the February 2019 issue of Today's Woman magazine, in which she is featured.



ROSE & GREEN



Sarina Kshatri from Alpha Sigma-Florida State participated in a medical mission trip to Cambodia.

Alpha Sigma Member Travels to Cambodia on Medical Mission Trip

Sarina Kshatri, Alpha Sigma-Florida State, spent a week of her winter break traveling with a group from International Medical Relief to Cambodia. The medical team spent time in two towns setting up primary care clinics. Sarina's favorite opportunity at the clinics was having the ability to perform checkups independently. She enjoyed making personal connections with the patients and observing all the providers on her team.

Sarina and her team made many memories while bonding on the long, four-hour bus rides to and from the towns. On their last day, the team was exhausted from their successful trip, but decided to celebrate all they had accomplished that week by putting on some music and having a karaoke and dance party on the bus. The local medical student translators taught them Cambodian songs and dance moves. This is one of Sarina's favorite memories with her team. She is very grateful for the relationships she formed with her team and the opportunity to make a difference in the world.



Jenna Libman (right) and Hannah Wilde (left), from Xi Xi-North Georgia are empowered to lead professionally.

Empowered to Lead

Jenna Libman and Hannah Wilde from the Xi Xi Chapter at the University of North Georgia are growing their small businesses while balancing busy college careers.

Jenna founded her business Driven to Style at the age of sixteen by selling secondhand clothing from thrift stores on an Instagram page. She explained that her business began as a side hustle, but

once she began selling clothes through Poshmark and gained a following of over 159,000 people, she realized that her once hobby was now a business that she wanted to pursue as her career. "I hope to see small business owners and entrepreneurship grow and become more reputable in the business world. Ideally, I want to run my business full-time and create my own website. I also want to own a warehouse that doubles as my living space so that I can expand my business while keeping it personalized."

Hannah also founded her own business creating handmade jewelry. She started by selling her jewelry to family and friends and decided to create her business HanMade Beads after receiving encouragement from her Delta Zeta sisters. Although running a business while being a full-time college student can be challenging, Hannah says creating jewelry is therapeutic and helps her deal with the stress of school. "Delta Zeta has helped me enter the business world by teaching me how to dress as a business professional and how to carry myself respectfully." Hannah has also found the Delta Zeta alumnae connections to benefit the growth of her business. "Having the ability to connect with other entrepreneur Delta Zeta sisters has helped guide me in the professional world."

Follow Jenna (@driventostyle_) and Hannah (@han.made.beads) on Instagram!



DIVERSITY, INCLUSION AND BELONGING

The Alpha Alpha Chapter at Northwestern University in Illinois recently elected Erika Barrios to the Executive Board as their very first Director of Diversity, Inclusion and Belonging. The purpose of this position is to ensure that their chapter functions in a way that is welcoming and accepting of members from all backgrounds. Erika was the perfect fit for this new position to provide this perspective, having a deep background in allyship and facilitation on Northwestern's campus. When asked what it means to her to represent this new journey for her chapter, Erika said, "I am really excited to elevate and deepen the boundaries of this position through its role on the Executive Board. This role is as much mine to build as it is the chapter members to shape to their individual needs. I am hoping to make Diversity, Inclusion and Belonging a more integral part of Alpha Alpha's daily operations. I wish to motivate other chapters on our campus and my sisters nationally to engage with Diversity and Inclusion within their own communities more critically and with more depth."

Below: Erika Barrios, Alpha Alpha-Northwestern (IL) is the first Director of Diversity, Inclusion and Belonging for her chapter.



Dog Determination

Claudia Goodwin, Zeta Pi-Georgia, has always loved dogs, and she decided to use her passion for animals in order to benefit others. This year, Claudia has been an active member of the Guide Dog Foundation, serving as a Guide Dog Trainer. This organization aims to help those who are blind or have other special needs by providing them with service dogs without cost to them. Through her involvement, Claudia has trained and cared for a black lab named Digger. "I am so honored to be a part of an organization that aims to help so many people in the most incredible way! My once adorable, clueless puppy is now a mature, handsome, brilliant game-changer who is going to make a difference in the world for the rest of his life!" said Claudia. After months of hard work and determination, she has prepared Digger for his next steps, recently handing over Digger's leash to continue his journey with the Guide Dog Foundation in New York. Digger will soon graduate from the program, ready to serve his owner well.

Above: Claudia Goodwin, Zeta Pi-Georgia, and Digger, who she trained as a guide dog.

ALUMNAE IN ALABAMA SPREAD HEARING LOSS AWARENESS

The Huntsville (AL) Alumnae Chapter supported the collaborative efforts of Downtown Huntsville, Inc. to create a vibrant, diverse and economic revitalization of the city with their own tree on the 2018-2019 Tinsel Trail. The Tinsel Trail is a display of over 300 live Christmas trees in a local park and is intended to promote community. The tree was themed "Do You Hear What I Hear" and was decorated in Delta Zeta colors. Statistics and facts about hearing loss, Delta Zeta and the chapter hung on its branches so all visiting the Trail would become aware of our national philanthropy supporting speech and hearing.

Below: The Huntsville Alumnae Chapter members participated in Tinsel Trail in Downtown Huntsville, Alabama.



Home over house

It doesn't matter what house you live in,
it's the people that make it home

By Alex Brizee, Pi Kappa-Idaho

ee II

f the house burned down tomorrow, would you still want to be part of their sisterhood?"

It's a question I was asked before the second day of my sorority's recruitment four years ago.

A Greek mentor, who helped during recruitment, asked this of possible new members as house tours were about to begin.

The Pi Kappa Chapter of Delta Zeta may not have been new in 2015, but the three-story building at the corner of Elm and 7th Streets was new.

They asked this question in the hopes of teaching us that the house is just a structure we live in, but our sisterhood or brotherhood will be what creates a home.

So, if you asked me "does a house make a home," I would say it doesn't. Because a house isn't a home, and a home isn't a house.

If Delta Zeta was just a house, all you would see is four walls, three stories and a roof. There's so much behind those walls. There's laughter, tears and happy memories.

Every tear was not always a cheerful one. Being Greek doesn't mean every moment worked perfectly, but it's a commitment someone makes to strive for excellence in their lives with people just as excellent.

My chapter did not always have a shiny new house on Greek Row. We started in the residence halls like many students and other organizations. We had our foot in two doors: Greek life and residence life.



This opinion piece originally appeared in the University of Idaho's student newspaper, *The Argonaut*, where Alex is the Photo Editor.

66

We still hold the values of sisterhood over the materialism of a new house.




Now, I never lived in the residence hall, Wallace, but I was the first new member class to live in our new house. I have watched our chapter grow into our house. We still hold the values of sisterhood over the materialism of a new house.

I remember giving tours to other chapters on campus just because they wanted to see our polished new house. The most exciting detail? "A breathtaking third floor bathroom."

But the house is not what makes us friends or even family.

We're women who hide toy dinosaurs all over the house, who race to the first floor at the words of "free cookies in the dining room" and, most importantly, women that have not only supported each other through all our successes, but held each other during the difficult times.

The four walls for any organization to call home is not what makes it a home — it's the people.

So, if I was asked the same question I was asked four years ago, I would still be so proud to call myself a Delta Zeta — with or without the shiny new house on Greek Row. 

35 UNDER 35

Young Alumnae Achievers

D

elta Zeta's
35 Under 35
recognition
program

highlights outstanding young alumnae who have achieved success by making a significant impact in their professional industry, before the age of 35.

These are women who have demonstrated leadership, initiative and dedication to their careers, are motivated by challenges, serve as volunteers in their communities and are role models for their peers.

In this issue, some of our 35 Under 35 recipients from 2018 shared with us thoughts about experiences which have impacted them the most professionally and have helped them in their careers. Watch for our next issue when the 2019 honorees are announced!

Do you know a member who should be nominated for their professional achievements? Nomination information for the 2019 program can be found on our website at www.deltazeta.org/lead-serve/35under35.



Being hands-on during my undergraduate experience most certainly changed my life. Between Delta Zeta, cheerleading, class president etc., I was always on the move. That prepped me for a fast-paced career. All that campus experience made me an attractive candidate for an internship that led me to become LeBron James' first intern! Don't nap, slay on campus!

▲ **Ashlee Ammons,**
Gamma Alpha-Baldwin Wallace (OH),
Founder, Mixtroz

As a sales rep, my job came naturally to me. I learned early on, sales is what you put into it. If I worked hard, the results would show. I got promoted into management at the age of 25. Management didn't come as naturally to me. In fact, I struggled. It took me a while to figure out that everyone has different motivations, work ethics and ways of doing things. My first year of management really pushed me out of my comfort zone. I had to push through the feelings of doubt and frustration and persevere. I look back on that first year and I can see how far I've come. Without the struggle, I wouldn't be where I am today.

► **Lauren**
Hanna Masuga,
Gamma Alpha-
Baldwin Wallace (OH),
Director of Sales,
Blue Technologies



Not only has moving to and living in Nepal to work full-time in anti-trafficking work changed my life both professionally and personally, but the work has allowed me to travel to India, Bangladesh, Kenya, Uganda, South Africa, Zimbabwe, and Malawi.

◀ **Hannah Husmann,**
Beta Tau-Nebraska Wesleyan,
Engagement Manager/Border
Monitoring Analyst, Love
Justice International



I was given the opportunity for professional growth before I thought I was ready. A company, I had been with for quite some time, saw something in me that I did not yet see. They trained me and took a leap of faith with me and gave me all the tools necessary to meet their expectations. For that I am forever grateful. Sometimes we can be our own worst enemy, and it takes the trust of others to help show what we are capable of.

▲ **Aymsley Brien Mahoney,**
Pi Beta-Hartford (CT),
Executive Director,
Alliance Health at Braintree

35 UNDER 35

It's not so much a single experience, but a theme of having generous mentors that has had a huge impact on my professional life. From DZ alumnae who gave me advice as a collegian about applying to graduate school, to my doctoral advisor who served as an amazing role model for balancing professional success with a personal life, to the more senior- and peer-level mentors who have supported me as a junior faculty member, all have had an incredibly powerful impact on my career.

► **Jada Hamilton,**
Alpha Rho-Ohio Wesleyan,
Assistant Attending
Psychologist,
Memorial Sloan Kettering
Cancer Center



Mentoring my undergraduate researchers at University of California/Berkeley has been amazing. I've watched them grow from being very dependent on me in the lab to becoming independent chemists with their own research ideas. I've also learned a lot from them. My undergraduates are both really organized and great at "working smart" over working endless hours. I think the best experiences are yet to come though. I recently accepted a job offer in medicinal chemistry, and I'm incredibly excited to work on new treatments for life-threatening and chronic diseases.

► **Jenna Franke,**
Alpha Alpha-Northwestern (IL),
Doctorate Student,
University of California/Berkeley





My collegiate experience taught me to try out for anything I thought might help me. I applied for a very competitive program called the Leadership Academy within the State Bar and was accepted. I met more future friends and colleagues through that experience than any other in my life. Don't be afraid to take a risk and try something. Getting out of your comfort zone is the best way to learn and evolve.

▲ **Katie Kiihnl Leonard,**
Beta Lambda-
Tennessee/Knoxville,
Attorney,
Boyd Collar Nolen & Tuggle



Getting fired was an opportunity to find my inner compass again. Our cells are constantly vibrating. Everything we say and do is vibrating out into the universe. If we are on the wrong wavelength, then all we get is static. I was living in a constant state of static in that job. When I lost it, I took it as an opportunity to get tuned up and clear. It was the best and most challenging thing to happen so far in my career.

▲ **Maya Clifford,**
Alpha Upsilon-Maine,
Chemist/Lab Technician,
Maine Water Company

During my last duty station, I had an amazing leader that saw potential in me and encouraged me to take some risks and helped pull me up. Having people speak words of confidence into my life and heart along the way has made an enormous difference, and I always try to make the time to do the same for those coming after me.

► **Shay Kirwan Moore,**
Alpha Alpha-Northwestern (IL),
Physician,
United States Air Force



35 UNDER 35



As a single parent and Non Commissioned Officer (NCO) in the United States Army, I couldn't do my job without my parents, who step in and fill my "boots" with their grandson when I am deployed overseas or on a mission. I depend on my sisters more than a normal Delta Zeta alumnae. My nanny, turned sister when she joined Delta Zeta at Murray State (KY), is someone I can always count on to help when I am tied up in the unique nature of working for Special Operations Forces (SOF).

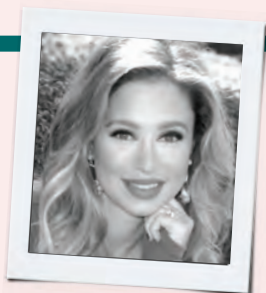
◀ **Samantha Stiles Kanatzar, Epsilon Nu-Missouri State, Budget Analyst, United States Army**

I love the saying, "You win or you learn." I've learned to cultivate a growth mindset by welcoming criticism with a grain of salt and turning perceived failure into a lesson learned. My approach to my first job out of college was suboptimal in so many ways! Acting on what I thought I could do better on launched me to where I am today.

► **Kim Concillado, Theta-Ohio State, Controls Engineer, Wynright Robotics**



READING ROOM



Traveling Leads to Creating Story on Friendship

Kristin Locklear Greene, Beta Delta-South Carolina, grew up as the child of an active duty Army Officer and, living abroad, she learned at a young age that adventure is best served with friends, and that while those friends may come from different lands, they are likely not so different after all. That experience, combined with her passion for writing, has led to her first book, "The Ogurt Shop: A Tale of Two Villages." Calvin the bunny and Benny the bluebird leave their beautiful home and venture out over the mountain to where a village of ogres live. They learn some valuable lessons about friendship along the way. Find out more about Kristin and her book at www.facebook.com/TheOgurtShop/.



Changing the World with Her First Children's Book

Cari Chadwick Deal, Iota Alpha-Texas State, graduated with a degree in education and is now a published author. A stay-at-home mom and raising three kids and running her in-home Kinder Prep for children, she published her first book, "One Boy's Magic," in December 2018.

"The world today faces many challenges that can make us all feel a little helpless at times," Cari says. "A young boy realizes this and decides that only magic can be the solution to end such troubles. If it can't, then what will? His determination to better the world is fierce and eventually leads to the only answer that's needed."

Cari actually wrote this book over twenty years ago and not a word of it was changed in its recent publication. It has a timely manner and will impact any heart that longs for a more peaceful world.

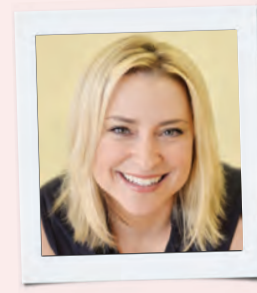
Available wherever books are sold.

Weaving ASL into Children's Gospel Stories


"The Very Best Story Ever Told" by Robin Hunt Currie, Epsilon Omicron-Western Illinois, shares the Gospel story in a unique and creative way. Each line of this story includes important words reinforced with American Sign Language. As kids learn the signs and repeat the words, visual learning, auditory learning and kinesthetic learning are fully engaged to equip them to retell the Gospel story again and again. It is available from the publisher at www.beamingbooks.com.



Are you a Delta Zeta author? Share your publications with us by emailing LAMP@deltazeta.org



Sharing Healthy Healing Techniques

Emily Smith Francis, Lambda Gamma-Jacksonville State (AL), graduated with a degree in Exercise Science and Wellness and also received her masters degree in Physical Education/ Human Performance Concentration from Jacksonville State. She is a clinical massage therapist specializing in manual lymph drainage working on people post cancer treatment with a chronic condition called Lymphedema. Emily is the author of two books, "The Body Heals Itself: How Deeper Awareness of Your Muscles and Their Emotional Connection Can Help You Heal" published by Llewellyn Worldwide in December 2017 and "Stretch Therapy: A Comprehensive Guide for Individual and Assisted Stretching" published by Blue River Press in 2012. Learn more about Emily at www.emilyfrancisbooks.com. 

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Barbara Poremba, Gamma Beta-Connecticut, is the Vice President National Retail Sales, CVS Health at The Coca-Cola Company and recently finished her 12-year term as a Delta Zeta Foundation Trustee. She provides countless young women advice and guidance, on everything from careers to life, as her way of giving back, based on experiences she has had with Delta Zeta.

LAMP: What was your favorite role in the Sorority?

BP: Field Representative (now Educational Leadership Consultant). In my career, it's the job I was paid the least, enjoyed the most and gained transferable life skills that helped me be successful in career and life. The VTQs (Vast Traveling Queens) were the women I worked with in this role and remain close friends today.

LAMP: Why did you join Delta Zeta?

BP: As a freshman, I wanted to get involved on campus, make new friends and join a community which made a large campus feel like home.

LAMP: Who are your mentors in life?

BP: There are several people, whom I consult with based on life circumstances. I call them my "Personal Board of Directors." There is no greater gift than trusted advisors, who challenge me to think bigger or stretch towards a goal that might seem unattainable.

Within Delta Zeta, there have been many individuals I have learned from. One in particular was Norma Minch Andrisek, Past National President and Order of the Laurel, Gamma Alpha-



Above: Barbara with the woman she traveled with who called themselves the Vast Traveling Queens.



Baldwin Wallace (OH). She was a modest, inspirational leader who was instrumental in building the framework for Delta Zeta's future.

LAMP: What's your favorite line of the Creed? How do you work to practice that line in your everyday life?

BARBARA POREMBA: To those whom my life may touch in slight measure, May I give graciously of what is mine ... I have been fortunate personally and professionally and believe it's important to "pay it forward" by investing my time, talent and treasure to help our next generation of leaders be successful.

LAMP: What most excites you about Delta Zeta today?

BP: The investments we are making in experiences, like the Presidents Academy or officer training for our chapter leaders provide transferable content and experiences that are valuable today and in their lives after graduation.

Delta Zetas of all ages are also taking part in Truly Connected, our evolving networking platform, which helps expand their personal connections. There are countless occasions where our Delta Zeta connections can make a difference.

LAMP: What is something most people don't know about you?

BP: Delta Zeta's "network" has been instrumental in my professional growth. One of my closest friends, and advisors, Susan Pearson Gambardella, Gamma Beta-Connecticut and 2015 Delta Zeta Woman of the Year, was an advocate for me as I was being considered for roles at Coca-Cola. Ironically, my first position was in the role she vacated. (She was promoted within the company.) Over our 30-year friendship, she has been a confidant, coach and inspiration to me and many others.

LAMP: Finally—Pink or green?

BP: Pink! 💖



Why I Give

The Delta Zeta Foundation's inaugural day of giving in 2018 was so successful that we will be holding the Founders Day Challenge on October 24, 2019. Find out how you can support innovative programming by visiting dz.trulygiving.org

"Empower the woman means investing in our people. Delta Zeta has been doing that with great programming! It has been rewarding to see the benefits for myself, coming to Presidents Academy with my Chapter President, but also with CORE training where our chapter officers were able to learn from others across the country. I'll be supporting these opportunities on the Founders Day Challenge."

- JeanMarie DeLuca,
Xi Iota-Muhlenberg
(PA), College
Chapter Director,
Pi Upsilon-Long
Island Post (NY)

 DELTA ZETA
FOUNDATION
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POSTMASTER: Please send changes to:
Delta Zeta National Headquarters,
202 East Church Street, Oxford, OH 45056

If you would like to read The LAMP online to help the Sorority to go green, please email us at GreenLAMP@deltazeta.org.

