



VOL 68 NO 3

MAY/JUNE 2011

Scholarship recipients announced, 3



Learn from a renowned speaker at a regional conference

■ details inside, 4

Agenda packed for Board meeting

Are you still wondering what, exactly, your international officers and Headquarters staff do in two-and-one-half days of meetings twice a year? We can report that they do not just twiddle their thumbs!

As this edition of the NEWS goes to press, your Administrative Board has a wealth of topics on its May 19-21 agenda. Topics up for discussion and action include

- Administrative Board Policies revision update
- Board member and professional staff reports
- Conference vendor approval
- Forum Guidelines update/ approval
- Headquarters technology replacement schedule approval
- International Honorary Member nomination
- Japan expansion study update
- Membership Services Administrator applicant interviews

- Non-Dues Revenue Guidelines for Partnerships approval
- Proposed World Fellowship University Process approval
- Regional Conference updates
- Report of mail vote on translation of governing documents into Spanish
- Revised Expansion Committee Guidelines approval to send to Executive Board
- Society Headquarters application for National Register of Historic Places
- State Organization Convention reports
- Strategic Action Plan update and review
- Suggested revision of recommendation/endorsement forms and nominations process

These items reflect the work of your international Society—boards, committees, officers, Headquarters staff—just since the board's November 2010 meeting. As you might expect, many hours of work precede each item on the list. Twiddle their thumbs?

Not!

INTERNATIONAL • TECHNOLOGY

Social network reaches landmark

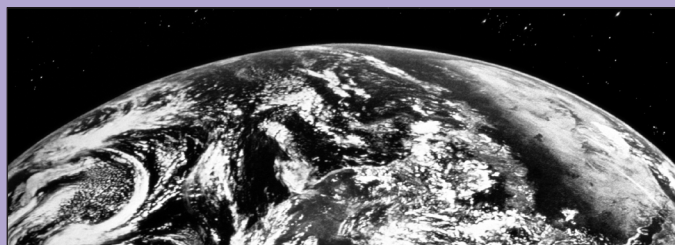
Get ready, engage and collaborate. Are you familiar with Digg, Skype, LinkedIn, Facebook, Qzone, Justin.tv, Blogger, Slideshare, YouTube, Flickr, Animoto or GoogleTalk? Social media tools help share information, discuss topics of importance and build a network of personal and professional connections. The DKGnetwork, the Society social network, hit a 1,000 members in March 2011. What a landmark to celebrate.

Jessica Chickering, Beta Rho, Iowa, states, "We can quickly look to see if a meeting was canceled, or the program for a meeting. The chapter felt good about the security of the DKGnetwork. Many of our members do not belong to other social media sites because of security and privacy issues, but the DKGnetwork meets those needs." Jessica's chapter chose to use the network as a means of disseminating information to members who teach in different buildings and towns. Join the social revolution.

 INTERNATIONAL SOCIETY FOR KEY WOMEN EDUCATORS

Delta Kappa Gamma promotes professional and personal growth of women educators and excellence in education.

Visit our Web site at www.dkg.org for the latest news and information



Taking pride in our profession

By Dr. JenSI P. Souders

2010-2012 INTERNATIONAL PRESIDENT

“Hello to a wonderful teacher who spoke some words to me one day that helped make me the person I am today. Your impact on people’s lives is bigger than you could imagine.”

Massive education cuts: almost-new school buildings closed, educator positions slashed, benefits reduced or eliminated, and the pressure on those remaining increased by larger class sizes, higher test benchmarks, increased paperwork and longer hours.

The positive impact we make on the lives of students is being lost in the outcry over tenure law, collective bargaining, and budget deficits--this, in addition to the “shotgun” approach that targets educators every time something goes wrong in schools or in society. How did society’s perception go from an apple for the teacher being a symbol of respect to one bad teacher/apple spoiling the whole barrel/profession?

A former student posted the above comment on my Facebook wall a while ago. Another (that same day, strangely enough), posted, “Thanks for being such a positive influence in my life. You’re the best!” While it was wonderful to hear from them, I realized that every person who has been to school can tell a story about the positive impact made by one or more educators.

Isn’t it sad that we don’t hear those stories to counter the negative ones about poor teachers being retained because of tenure, or those crossing the boundary between personal and professional? Every law maker, doctor, lawyer, financial advisor, hair stylist, executive assistant, and . . . is who he/she is today because one or more educators made a positive impact

on their lives.

Our society learned a valuable lesson after Viet Nam—don’t equate the warrior with the policy. After spitting on and name calling servicemen and women for doing nothing more than serving their country, we have learned to thank them for their dedication and sacrifice, whether they be armed forces personnel, nurses, or firefighters. We may vociferously disagree with policies that govern their actions, but we honor their service. Educators should be included in that respected group.

I became a professional educator because of the outstanding examples and mentoring given me by teachers (often, I found out later, they were Society members). My husband, also a career educator, was set on that path by a former teacher. In spite of extra hours and low pay, we loved what we were doing, believed we were making a difference, and never thought to do anything else.

Each person is positively impacted by educators who endure lack of support, lack of respect, lack of recompense commensurate with their training, and lack of a hearty pat on the back every once in a while.

We are losing early-career educators at a rate of 50% within their first three years. Before we lose another generation of potentially outstanding educators to better paying, more respected careers, we, as Society members, need to “adopt” young professionals, encourage and help them through those early years. We, as former students, parents and grandparents, also need to let those who made a difference in our lives and in the lives of our loved ones know that they are appreciated for their service.



I am proud of the educators who made me who I am, and proud to have made a positive difference in the lives of my own students. It is time to tell our stories. Then, perhaps, others will begin to tell theirs.

2010-2012 ADMINISTRATIVE BOARD

International President: Dr. JenSI Souders, Tennessee
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Latin America: Claudia Estrada, Guatemala
 Parliamentarian: Jean Gray, Maryland

Find administrative board members’ e-mail addresses at www.dkg.org

Toll-free phone: 888.762.4685

DKG NEWS (ISSN 0747-184X) is published by The Delta Kappa Gamma Society International bimonthly in January/February, March/April, May/June, July/August (online only), September/October, and November/December at 416 West Twelfth Street, Austin, TX 78701. Periodicals Postage paid at Austin, TX. Annual international membership dues include subscription to DKG NEWS. Send news items to Linda Eller, editor, at the address below.

POSTMASTER: Send address changes to DKG NEWS, P.O. Box 1589, Austin TX 78767-1589.

Scholarship recipients announced

The International Scholarship Committee is pleased to announce and offer congratulations to the 26 Delta Kappa Gamma members selected to receive \$6,000 each for post-graduate studies during 2011-2012. They are

- ♦ Fannie Albert, Delta Rho, Texas, the Mamie Sue Bastian Scholarship
- ♦ Barbara Andrews, Chi, Pennsylvania, the M. Margaret Stroh
- ♦ Riitta-Liisa Arpiainen, Zeta, Finland, the J. Marie Pierce Scholarship
- ♦ Melinda Barnett, Eta, Texas, the Annie Webb Blanton Scholarship
- ♦ Jamie Bielecki-Quinn, Alpha Lambda, Pennsylvania, the Dr. Evelyn L. Milam Scholarship
- ♦ Cheryl Bowman, Upsilon, Arizona, the Founders Scholarship
- ♦ Marlene Chavez-Toivanen, Psi, New Mexico, the Eunah Temple Holden Scholarship
- ♦ Amie Cox, Iota, Indiana, the Lettie P. Trefz Scholarship
- ♦ Dedra Davis, Alpha Iota, North Carolina, the Blanton Centennial Scholarship
- ♦ Erin Dehart, Alpha, Nebraska, the Berneta Minkwitz Scholarship
- ♦ Ashley Ellis, Gamma Phi, Virginia, the Marjorie Jeanne Allen Scholarship
- ♦ Ann Gaffney, Epsilon, New Hampshire, the Carolyn Guss Scholarship
- ♦ Ruth Ann Horn, Tau, Virginia, the Lois and Marguerite Morse Scholarship
- ♦ Janice Jobey, Epsilon, Oklahoma, the Eula Lee Carter Scholarship
- ♦ Patricia Jones, Zeta, Tennessee, the Maycie K. Southall Scholarship
- ♦ Theresa McCormick, Omega, Tennessee, the Norma Bristow Salter Scholarship
- ♦ Christine Smith, Alpha Lambda, North Carolina, the Zora Ellis Scholarship
- ♦ Katherine Nunn, Epsilon, Connecticut, the Golden Anniversary Scholarship
- ♦ Jennifer Pugh, Beta Phi, Indiana, the Mary Katherine Shoup Scholarship
- ♦ Mandy Redfern, Alpha Upsilon, California, the Alida W. Parker Scholarship
- ♦ Shirley Simpson, Beta Xi, North Carolina, the Edna McGuire Boyd Scholarship
- ♦ Ressie Thomas, Nu, West Virginia, the Emma Giles Scholarship
- ♦ Lisa M.N. Tomita, Xi, Hawaii, the Catherine Nutterville Scholarship
- ♦ Mary Elaine Vaughan, Alpha Epsilon, Tennessee, the Ola B. Hiller Scholarship
- ♦ Laura Woolfolk, Theta, Kansas, the Mary Frances White Scholarship
- ♦ Teresa Young, Alpha Kappa, Tennessee, the Emma Reinhardt Scholarship



Imagine excellence

Can you imagine improving education with a new donkey-cart? The trustees of the Educational Foundation can.

This new donkey cart, complete with donkeys, food and books, will provide first-time access to reading materials for children in rural Ethiopian communities. Otherwise, these children learn to read by rote with no opportunity to practice reading and experience the joy of stories and facts. Imagine the educational excellence this program can bring to these impoverished children!

This is just one of 56 projects to receive a total of \$117,845 in 2011. Renewed projects numbered 23 for a total of \$46,780. This Educational Foundation funding continues work on providing day camps, museum inventory, math and science programs, numerous literacy projects, storytelling festivals and many other projects.

The 33 new projects will receive \$71,065 to help prevent bullying, to support early-career educators and to provide playground equipment. Holocaust studies, environmental projects and the donkey-cart book mobile are among new projects funded.

Projects will support and help people from infants to older adults. All DKG regions received grants: Europe – 3, Northeast – 21, Northwest – 20, Southeast – 4, and Southwest – 7.

Some of the grants will go to support partnerships with projects in Mexico, Afghanistan, Gambia, Ethiopia, Uganda, Egypt and other countries.

The Foundation also awarded \$25,064 in Cornetet Individual Professional Development Awards to 26 employed educators, 18 members and eight non-members.

DEADLINES

May 2- Early Registration ends for SWRC

June 13- Early Registration ends for SERC

June 15- State Organization Editors Label order form

June 20- Early Registration ends for NERC

June 27- Early Registration ends for NWRC

July 2- Early Registration ends for EURC

July 15- Chapter Treasurer Annual Report-Form 15

September 1- Lucile Cornetet Award for Professional Development Application

September 1- State Organization Treasurer Annual Report-Form 16

September 15- ISF Speaker Application

Speakers teach about diversity in Denver

Dr. Janet D. Williams currently serves as Director for the Office of Field



Dr. Janet Williams has worked in Louisiana, Florida and Colorado.

Experiences at Walden University. Previously, she has held the position of Associate Dean of the College of Education at the University of New Orleans. During her tenure at the University of New Orleans, she was instrumental in the management of two low-performing schools. Williams' work at the Louisiana Department of Education included collaboration with higher education in redesigning teacher education.

Pamela Turner served as the

principal of Rangeview High School in Aurora, Colorado, for five years. During her administration, standards-based grading, professional learning communities, diversity and earning *No Place for Hate* status were top reform efforts. Before her administrative work at Rangeview, she served as department chair and taught science at Gateway High School for 23 years. Turner received her Bachelor of Science in Education degree from Southeastern Oklahoma State University and her Masters of Science from the University of Northern Colorado.



Pamela Turner shares experiences as panel member.

Lisa Grosz, principal of Murphy Creek PreK-8 School in Aurora, Colorado, served as an assistant principal at Rangeview High School for eight years prior to her appointment as principal. She worked in that position with staff, students, and the Anti-Defamation League to make Rangeview High School the first Aurora Public School to be a *No Place for Hate* school. Grosz is a graduate of Rangeview High School, holds a Bachelor of Arts and a Master of Arts from the University of Northern Colorado.



Lisa Grosz adds to panel discussion with her experiences.

Society project moves forward

Cathy Daugherty currently serves as an adjunct instructor in the Classics and Education Departments at Randolph-Macon College in Virginia. During her public school career she taught via the state's television network reaching classrooms as far west as Washington state and as far south as Alabama. She spent five years as a foreign language specialist.

Daugherty has served at all levels of the Society, most recently as a member of the 2010-2012 Educational Excellence Committee. She first became interested in UNICEF's Schools for Africa (SFA) campaign last biennium when she chaired the Administrative Board's ad hoc committee searching for an international project. Since then



Daugherty speaks on Friday, July 15 at the Third General Session.

Daugherty has developed ideas such as the *SFA Newsette* and the SFA Blog, to encourage members throughout the Society to embrace this first official international project. Raising awareness and supporting education world-wide motivate her service to DKG.

Speaking to members and sharing what she has learned provides Daugherty the opportunity to pay forward her experiences since becoming a member in 1989. Beyond her work with the Society, she and her husband of 30 years spend weekends maintaining a 100-year old converted schoolhouse. Needlecrafts, reading, and gardening also occupy her "down" time.

Daugherty speaks on "Transforming Lives the DKG Way!"

Attend a workshop

Regional Conferences offer workshops from technology and Society information to retirement and current educational trends.

Get details of all workshops at www.dkg.org

Pinpoint the topics that interest you.

Northwest provides stimulating renewal

“Embracing Our Future ~ Designing Our Future ~ Mentoring for All” begins with an energizing address, Mentoring

on Purpose with Purpose, by noted psychologist and educator, **Dr. Patti Hill**. She says, “Each of us has been influenced by Mentors: Tormentors, De-mentors, and Com-mentors.

Our challenge is to embrace the vision, and mentor on purpose with purpose.”

“Mentoring for All,” Dr. Hill’s presentation, provides the springboard for three breakout seminars

Dr. Kay Byers, Nebraska,



Dr. Hill speaks about “Mentoring for All” on Thursday, July 28.

focuses her session on early-career educators. She serves as Supervisor of Elementary Personnel Services for Lincoln Public Schools. She has mentored cooperating teachers and has developed a substitute teacher program that is nationally recognized.

Dr. Lace Brogden, Saskatchewan, leads experienced teachers. She is Associate Professor of French education in minority language contexts at the University of Regina. Brogden believes that experienced educators need a support network as they are called upon to provide support to others.

Dr. Carolyn Rants, Iowa, directs seminars with retired teachers. She worked as Vice-President for Instruction and Student Services at Western Iowa Tech Community College. Rants believes that retired educators still have much to contribute

to education, particularly in support of early-career educators. Not part of the school system, a retired teacher is a safe person with whom new teachers can share concerns and feelings of frustration, and those “dumb” questions.



Paula Simons, Keynote speaker, will be featured at the NW Regional Brunch.

Paula Simons of The Edmonton Journal is the keynote speaker at the Northwest Regional Brunch. She attained a BA Honors degree at the University of Alberta, MA at Stanford, and

was a fellow at Poynton Institute of Media Studies.

Souders featured as speaker

International President **Jensi Souders** is a native Tennessean and a 30-year-career Georgia educator. She has a B.A. and M.A. from Middle Tennessee State University and an Ed.D. from the University of Tennessee.

From her home in Chattanooga, Souders drove every day into Georgia to teach high school English (ten years), serve as a high school media specialist (ten years), and district-level curriculum and instruction specialist (ten years).

Active in Delta Kappa Gamma since her initiation in 1975, Souders has been everything from chapter newsletter editor and president to state organization newsletter editor, executive secretary and president; from state organization area



Dr. Jensi Souders scheduled to speak at the NE and NW conferences.

workshop coordinator to international member-at-large, regional director, and first vice president.

As international president, Souders is eager to ensure organizational success at all levels of the Society. Every activity and thrust this biennium (educational excellence focus through early-career educator support, Schools for Africa international project and outstanding programs; new member orientation, initiation and reorientation materials; “broadcasting the buzz” and a focus on chapter strengthening by every international committee) is designed to energize members and chapters.

WGAL-TV will receive award in Hershey

Hearst Broadcasting Channel 8, WGAL-TV, will receive the Northeast Regional Conference Media Award. The station’s selection stems from a news segment, *Learning Matters*, aired every week night, and the annual Teacher Impact Awards. The segment sponsors *One for the Community Coupon Book* that this year helped local schools raise over \$250,000.

The station also sponsors the *Best of the Class* valedictorian salute for all schools in the viewing area. During the school year, WGAL’s *Learning Matters* is following a first-year teacher through the experiences of being a teacher. The story is reported by Lori Burkholder in short video episodes. You can follow Darryl Wendé’s story at www.wgal.com/learningmatters



Embrace your vision at the European conference

Join members and non-members Tuesday, August 2, for the all-day Literacy Seminar, sponsored by the European Forum with a cost of 20 euros. Literacy challenges every teacher at every level. Speakers will approach the topic from different perspectives. The day includes lunch and coffee.

On Thursday, August 4, Educational Focus Day, guests are invited. Keynote speaker **Professor Carl Parsons** will feature exclusion from school, taking perspectives from the UK, USA and mainland Europe. An introductory presentation of her Numberland concept by **Barbara Schindelbauer** will close the first General Session, leading into a workshop session for those interested in exploring the topic further but, as there are two sets of eight different workshops with an educational focus

following, choosing will be hard.

The schedule for Friday morning has been slightly modified. At the second General Session, **Brynhildur Ragnarsdottir** will present an approach to a growing challenge for all member countries – the successful integration and mastery of a new language for families moving to new countries, and strategies for teaching children in their second language. Workshops



Brynhildur Ragnarsdottir will speak at the Second General Session on Friday.

will feature International Committees and general interest topics.

Saturday starts with the European Forum meeting. The keynote speaker for the third General Session, **Prof Christian Pfeiffer**, will focus on the impact of media use on school achievement, a growing challenge in today's technological world.

A word about registration: There are two online forms – one for **bank transfer payment** and the other for **credit cards**. Whichever method you select, please make sure that you send your form electronically,

Attention: Our conference venue is a sports college. Some rooms have sprung wooden floors for gymnastics, so please wear soft soles, not high heels with metal tips.

Join Kate York, Europe Regional Director and the Germany Steering Committee for an eventful conference.

Add DKG to planned giving

Are there roses growing near you? A metal and glass sculpture entitled, Wall of Roses, now hangs at International Headquarters. The massive sculpture covers the entire wall of the stairway. One hundred leaves in shades of green will name a member and fund for whom a donation honors. The colored leaves correspond with the following donations:

Emerald – \$50,000 or more

Garnet – \$25,000 - \$49,999

Jade – \$10,000-\$24,999

Donations of \$1,000-\$24,999 or more will be listed in a leather-bound book at the top of the stairs near the Wall of Roses.

Attend a regional conference and plan to stop by the Non-Dues-Revenue Committee table at the info fair to view photographs of the sculpture. After a visit to the studio of the Austin sculptor, Susan Wallace, the committee members discussed ways of sharing the program with members.

For additional information about the planning giving program or other non-dues initiatives, contact Phyllis Hickey at phyllish@dkg.org



Mounted in the stairwell at Society Headquarters, a sculpture of roses remembers members.

Ad hoc committee conducts study

How does a committee that has never met face-to-face accomplish its work? The ad hoc committee to study electronic election process says, "Use Go-To-Meeting!"

Committee members meet electronically to discuss and review information discovered and plan the next course of action for the possible future electronic election process for the Society. They have used information from member questionnaires to determine vendors, costs, procedures, and methods of electronic voting. Interviews with company representatives have produced a vast array of information as the committee continues to dig through the offerings.

The committee has studied the current DKG election timeline and governing documents to determine what may need to change. The research continues!

'Sharpen your wits' at pre-con

By Corlea S. Plowman
EXECUTIVE DIRECTOR

So you are an incoming officer or committee chair, and you don't remember any information being shared with you about pre-conference training. Current state organization presidents have forms to send to Society Headquarters with information about 2011-2013 officers and other positions. They can help.

Schedules at a Glance for regionals include the pre-con meetings, and we have included an article or two in the *NEWS* previously. But now that you are nominated, elected or installed, you read material with a different mindset.

Members who are incoming state organization officers or committee chairs for 2011-2013 will find valuable resources at the regional pre-conference trainings. Committees are preparing a multitude of activities and information for you. Be sure that your state organization sends a representative to each of the six sessions. (Eight if you count SAP... Strategic Action Plans.)

State organization presidents and incoming executive secretaries begin with a dinner and introductory session at 5:30 p.m. Monday prior to their respective regional. They will continue at 8:15 a.m. Tuesday and work until 9 p.m., pausing for lunch and dinner. Yes, we encourage you to wear comfortable clothing. Leadership Development Committee members have been working for months to fine tune your materials and to keep you engaged.

Wednesday the group will begin at 8:15 and end at 3:30 p.m. Lunch will be included. Continuing executive secretaries are offered the opportunity to attend the training if they pay for meals and materials. (A continuing executive secretary has attended the training previously; incoming has not attended the pre-conference training.)

A new twist for the pre-con sessions: If a participant or her state organization has sent a positive RSVP for any of the pre-conference training and a representative does not attend, the state organization will be charged for the meal expenses. Keeping up with the attendees can be difficult at best, but letting state organizations share the responsibility for participant attendance may help us tighten up our meal costs.

Five groups join the training Wednesday. They each are provided lunch from noon to 1 p.m. **Membership and Educational Excellence (program)** committee chairs will begin with breakfast Wednesday morning at 7:30 and work to 3:30 p.m. These two committees will enjoy many fresh ideas and new materials created for them.

Editors meet Wednesday at 8:15 a.m. and end with lunch. **Webmasters** start with lunch and meet 1 - 3:30 p.m. From *Broadcasting the Buzz* to creating layouts and using technology, the Communications Committee has planned hands-on learning activities and updates for you.

Treasurers begin with lunch and work until 3:30 p.m. New IRS laws for U.S. treasurers and resulting reports will be among information made available. Budgets, bookkeeping and forms round out the path through financial jeopardy for this group.

These training sessions represent fine-tuned curriculum with experienced presenters who bring a variety of presentation styles to participants. Don't think you will just take notes or absorb the "wisdom" of the "sages." You will be involved, working, thinking, learning and enjoying. Sharpen your wits, put on your smile and plan for an extremely worthwhile pre-con training in 2011.

Embracing Our Vision
Designing Our Future

Empower one to empower many

The ripple effect empowers. Former World Fellowship recipient, Alberta Jules, returned to Haiti actively participating in relief efforts following the horrific earthquake by opening a summer camp originally for 88 children. One hundred thirty come on a daily basis.

Twenty World Fellowship grants and 10 extensions will be awarded for the 2011-2012 academic year. A list of the new recipients will be available in October of 2011. Watch for the update on the Web site.

Empower others. Do you have a story to share about a World Fellowship recipient? Contact Vicki Stemm at dltarose12@aol.com

Handbook revision seeking feedback

With the revision of the *Constitution* and *International Standing Rules*, the *Handbook* became the next official publication on the list for a complete overhaul (revision). The third draft is currently available for chapter presidents to review online. The second draft was reviewed by the International Executive Board and international committees.

Chair of the Ad Hoc Handbook Revision Committee, Dr. Carolyn Rants, said, "We are very interested in receiving feedback from many groups on this revision. It needs to be useable for the members."

The committee has labeled the working document a "Go To Guide" with the idea of making it an easy to understand resource that is basically in alphabetical order. Research continues. The committee has rearranged items several times, looking for the most logical order. Feedback from reviewers is also assisting in various aspects of the document.

INTERNATIONAL ■ UPDATE

Canadians stay connected

Did you know there are DKG state organizations in eight Canadian provinces, spanning a distance of 3828 km (2358 miles)? That's quite a potential communication gap! Fortunately, though we are still working on our goal reported last fall, over 75 members have joined the Canadiana-Online Group of the DKG Network, taking advantage of the Society's social network to post information and share news.

This spring, six Canadian provinces across the country will be busy welcoming, sharing with and learning from International representatives at their respective spring conferences and conventions.

During this time, Canadian members will also be keeping a watchful eye on Manitoba weather. The Manitoba State Organization has made the proactive decision to move their usual spring convention to early September due to anticipated flooding this spring. We will be hoping for a slow, steady thaw for members living in the Red River basin and tributary areas, including members in Minnesota and North Dakota.

Canada's biggest international endeavour this year is on the Prairies. Zeta province, Alberta, is gearing up for the NW Regional Conference in Edmonton. Working with the fantastic leadership of NW Regional Director June Bowers, Alberta will be welcoming members from the NW Region and beyond to Alberta's provincial capitol July 27-31. Terrific workshops and speakers, open city

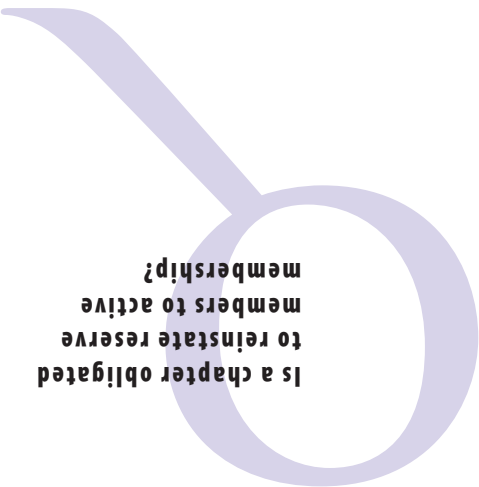
vistas and day trips to the Rockies Mountains are just some of the highlights awaiting members - and Zeta province hospitality of course! Alberta welcomes all members to Edmonton this July!



Austin area hosts CTAUN conference, April 2, 2011. Joan Hester, (Alpha President), the Honorable Teta V. Banks and Kim Thonhoff (Epsilon Kappa president) attend as two of the DKG participants.

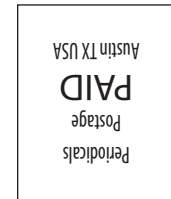
This column is submitted on a rotating basis by the Europe regional director and the area representatives for Canada and Latin America.

A reserve member, so requesting, shall be restored to active membership. The chapter does not take a vote. The chapter treasurer submits proper forms and fees to the state treasurer.



Is a chapter obligated to reinstate reserve members to active membership?

Chapters are accountable for the work defined by designated international committee descriptions. How the chapter organizes to accomplish that work or how it names its committees is purely the decision of the chapter.



The Delta Kappa Gamma Society International (USPS 715-830)
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State organizations and chapters shall be responsible, at their respective levels, for any state organization and/or chapter duties represented by the international committee descriptions. State organizations and chapters may fulfill their constitutional responsibilities by establishing committees as needed.

The Society committee structure has changed at the international level but my state organization has decided to continue with its present structure. My chapter prefers the language of the international structure for what was previously "program of work." Can a chapter's committee structure be different from that of the state organization?