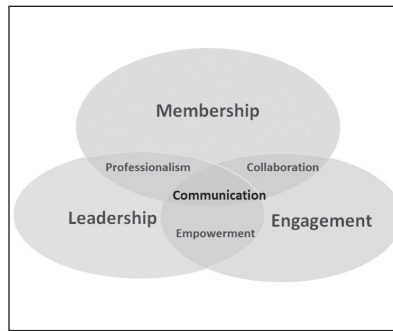




VOL 72 NO 1

JAN/FEB 2015

ID# required for conference registration, 7



How do you answer the question “Why be a member?”

■ See *Membership is about the member* for details, 4

Peace advocate Weiss becomes member

The honor of membership became an honor for DKG with the initiation of Cora Weiss as an International Honorary Member on November 1 in Connecticut.

An honorary patron of CTAUN, the Committee on Teaching About the United Nations, Weiss has devoted her life to civil and human rights, the peace movement, gender equality and women’s participation in decision-making on a global scale. Her initiation was a highlight for the 80-plus participants attending Alpha Kappa State Organization’s 2014 Fall Conference, following her acceptance of an invitation to honorary membership approved by the International Executive Board.

As the UN representative to the International Peace Bureau, Weiss has been an advocate for world peace for over 50 years. She is president of the Hague Appeal for Peace that produced the Hague Agenda for Peace and Justice for the



Jeanne Morascini, sponsor; Cora Weiss, international honorary member; and Anita Satriano, sponsor, are pictured following Weiss’ initiation.

21st Century, a 50-point agenda for moving from a culture of violence to a culture of peace. She leads the campaign dedicated to the abolition of war through teaching peace. Weiss, in remarks to the audience, noted that, “... education for peace is the most sustainable activity we can engage in that has the greatest chance of creating a peaceful society, a peaceful world.”

Since 1999 Weiss has been involved with the Working Group on See **WEISS**, 3

INTERNATIONAL • LEADERSHIP

Leading from any chair, being ‘truly present’

Can all DKG members lead? Where do they lead? At church, in the classroom, at home, in the community; in sports and theaters, hospitals and businesses. In short, everywhere!

What would it look like if members used their leadership skills in the chapter?

Excellent attendance! Endless ideas for programs! Positive conversations! Educators begging to join!

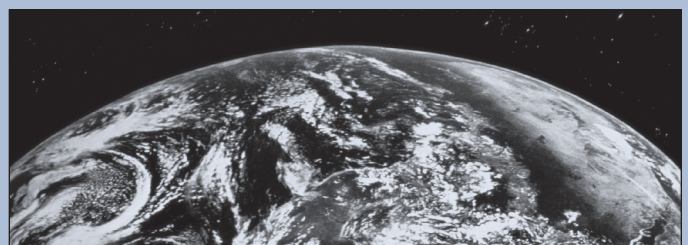
Can members lead from any chair in the organization? Yes, leaders are everywhere, no podium or title needed! A leader can be sitting quietly on the edge of any chair, listening passionately and with commitment, fully prepared to lead. The leader is any one of us.

Being “truly present” in chapters is more than attending; it is See **LEAD**, 4

 INTERNATIONAL SOCIETY FOR KEY WOMEN EDUCATORS

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

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



The new 3 M's of membership engagement

By **Dr. Lyn Babb Schmid**

2014-2016 INTERNATIONAL PRESIDENT

Sarah Sladek's book, *Knowing Y: Engage the Next Generation Now*, offers examples of organizations that have favorably turned the tide of membership by creating relevance in just one demographic. At first dismissing this as stereotyping, I discovered substantial data to indicate otherwise.

Membership decline is not happening in the Boomer and Veteran generations, but associations are struggling to engage younger members. DKG peaked in 1991 at 166,000 members; today, 81,000 members. Surprising is the lack of response to change in our membership when it is our current leadership generation, Baby Boomers, who influenced significant waves of change.

Redefining "engagement"

Our organization must evolve with the rest of the world. Ignoring changing demographics risks becoming obsolete. Sladek's research on the next generation to move our Society forward, young women educators, has convinced me: we must redefine membership engagement in chapters, state organizations, and the international Society.

We have always defined engaged members as those who pay dues, attend meetings, take leadership roles, or read the newsletters. Sladek's defines current membership engagement as *the emotional commitment the member has to the Society mission and Purposes*.

Membership engagement has evolved into something that positively impacts the member, the Society, community, and field of education. Do we focus on recruiting without focusing on generating meaningful relationships and relevancy within chapters and state organizations?

Dropped members speak

From the *DKG Survey of Dropped Members* come heartbreaking quotes:

"... thank you for noticing. I have been disappointed that there has been NO response from my local chapter. I thought they could have responded to my email in some way."

"I just wish someone had asked me to DO something."

"My main issue was my chapter. I never bonded with women there and they never opened the door to let me in. I really don't want to be a part of an organization and feel like an outsider."

"Lack of welcome from other members, nothing explained, business carried on as if I knew exactly what was going on."

Hurdles to commitment

All members, especially younger ones, expect a significant return on investment: feedback, attention, guidance, and opportunity--all relationship-based. It is difficult to foster emotional commitment to DKG mission and Purposes when these hurdles stand in the way:

- **Distrust**—Be transparent! Don't keep executive board meetings and decisions private. If you commit to doing something as a chapter, do it.
- **Hierarchy**—Members must feel a part of the DKG community from day one. Keeping young members from participating simply because they have less workforce experience tells them that they are just dues payers.
- **Offline**—Those under age 32 have never known a world without technology. If your chapter or state organization is not using updated technology, you aren't speaking the same language as young educators.
- **Minimal Return on Investment (ROI)**—Insurance and member directories were once enough, but younger members expect great things in return for their time and resources, an emotional



commitment to DKG mission and Purposes.

The three M's of membership

Membership must be

meaningful, motivational and memorable. Stop approaching growth from a recruitment position; instead, identify ways to inspire and include members. Focus on members' chapter-meeting experience, giving them the opportunity to make a difference. Address the challenges your members, especially young members, face in their work.

See **3 M's**, 3

2014-2016 ADMINISTRATIVE BOARD

International President: Dr. Lyn Babb Schmid, Pennsylvania

First Vice President: Cathy P. Daugherty, Virginia

Second Vice President: Jeannette Zúñiga, Costa Rica

Executive Director (Interim): Sandra Smith Bull, Texas

Regional Directors

Europe: Marianne Skardéus, Sweden

Northeast: Dr. Kay Clawson, West Virginia

Northwest: Dr. Phyllis VanBuren, Minnesota

Southeast: Becky Sadowski, Tennessee

Southwest: Beth Schieber, Oklahoma

Immediate Past President: Dr. Beverly H. Helms, Florida

Members-at-Large

2012-2016: Barbara L. Whiting, Minnesota

2014-2018: Dr. Hanna Fowler, Georgia

Area Representatives

Canada: Dr. Donna-Faye Madhosingh

Latin America: Tamara Flores Hernández, San Luis Potosí

Parliamentarian: Dr. Gwen Simmons, North Carolina

Find administrative board members' email 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 Dr. Jensi Souders, editor, at the address below.

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

Have you applied for CIPD?

Cornet Individual Professional Development Awards (CIPD) are granted three times a year by the DKG Educational Foundation. These one-time grants fund up to \$2,000 for an outstanding professional development opportunity unrelated to the Society and are available to members and non-members, women and men educators.

Eight educators (six members and two non-members) from all five regions received awards in the September 2014 cycle.

If you have not been awarded a CIPD, apply. If you have applied and not received a grant, apply again! Take advantage of this member benefit.

Bohman, Gull	Sweden	EU	\$1,480	Annual International IATEFL Conference and Exhibition
Carey, Stephanie	FL	SE	\$2,000	TASIS Campo Science Center Opening/TEXUS 51 Sounding Rocket Program
Englund, Ann	Sweden	EU	\$1,472	Annual International IATEFL Conference and Exhibition
Grace, Barbara	MI		\$2,000	Leaning and Brain Conference
Heavner, Millicent	NC	SE	\$950	Certification Renewal, Nat. Bd. for Professional Teaching Standards (NBPTS)
Lippitt, Janice	MN	NW	\$2,000	Nat. Assoc. of School Psychologists (NASP) Annual Convention
Sherrill, Melanie	NC	SE	\$950	Certification Renewal, NBPTS
Willis, Audra	TX		\$388	Fitting It All In: Teach Smarter Not Harder for K-1st Grade

Total September Awards \$11,240

*Recipients with no region listed are non-members.



Int. 1st VP Cathy Daugherty presents Cora Weiss with her member certificate.

WEISS From Page 1

Women, Peace, and Security, a non-governmental organization (NGO) of the UN. In 2000 Weiss was a drafter of what became **Security Council Resolution 1325** addressing these three issues. The resolution ensured that women from around the world would be included in matters of war and peace.

While most members will recognize the acronym www as “world wide web,” Weiss has dubbed www to mean “world without war,” protesting nuclear weapons and power while keeping the public aware and educated. She lives to teach peace, knowing that war is not a solution to conflict. She spoke to this topic following her initiation.

Weiss was sponsored by Jeanne Morascini, Founder of the Curriculum of Hope Committee and a past New Jersey State Organization president and Anita Satriano, Chair of the Curriculum of Hope Committee.

International First Vice-President Cathy Daugherty, representing DKG at the initiation, commented, “Cora Weiss honors DKG with her initiation into the Society. Her desire to influence public opinion and move policy on a global scale through teaching peace meshes perfectly with the Society’s Mission and Vision. She honors us with her membership.”

3 M's From Page 2

Are we serious about making our Society a **meaningful, motivational** and **memorable** place for key women educators of the future? I hope so.

DEADLINES

February 1-Scholarship Application

February 1-Lucile Cornetet Award for Professional Development Application

February 1-Chapter President & Necrology Annual Report Forms due

March 1-International Achievement Award Recommendation Form due

March 1-State Organization President & Necrology Annual Report Form due

May 1-Lucile Cornetet Award for Professional Development Application

June 8-Northeast Regional Conference Early Bird Registration

June 15-Southeast Regional Conference Early Bird Registration

June 22-Southwest Regional Conference Early Bird Registration

June 29-Northwest Regional Conference Early Bird Registration

July 5-Europe Regional Conference Early Bird Registration

LEAD From Page 1

watching, learning and being willing to take our turn to serve the Society with our skills when it is time.

Goals set for biennium

Using the “truly present” concept, the International Leadership Development Committee has set four goals for the biennium:

1. To have each state organization president enjoy the journey of leadership as she understands, develops, implements and cultivates her skills;
2. To provide a model of a powerful DKG leader for state organization presidents and all members to make a difference in chapters, communities and schools;
3. To address the needs of all members as each seeks her own level of involvement; and
4. To develop a framework that identifies members’ potential to lead from any part of the organization.

Committee members look forward to working with the 2015-2017 state organization presidents before and after the regional conferences. The committee’s breakout session, “How to Run an Effective Meeting” is for state organization and chapter parliamentarians and all who wish to learn about Robert’s Rules of Order, planning an agenda and conducting a meeting.

“Yes, leaders are everywhere, no podium or title needed... The leader is any one of us.”



Membership is about the member

Why be members of DKG? What can **membership** offer? Each member has her own stories, her own reasons, her own goals and *she* is the focus of the International Membership Committee.

Is it the networking?

Networking links members to all aspects of the Society, to women in similar positions in DKG and to women educators beyond the local community. A key element is **communication** through today’s various media. Email, letters and phone calls can be enhanced by the use of blogs, Facebook, Instagram, Twitter, YouTube and any new medium developed in the future. By using a variety of media, chapters can reach out to all generations.

Is it the collaboration?

Reaching across the Society to collaborate provides opportunities to further each member’s professional development. Chapters can collaborate throughout the Society to achieve shared goals through common programs and projects.

Is it the engagement?

Dynamic programs/projects engage members, attract new members. Through DKG Collaborative Communities, the

committee plans to connect members both professionally and personally to provide enrichment opportunities in communication and leadership skills.

Is it the opportunities DKG provides?

DKG helps members to realize and reach their full leadership potential. Every two years new opportunities open for members to build *leadership* capacity and further personal development through service at chapter, state organization and international levels. The *professionalism* members can develop by serving *empowers* them to accept leadership responsibilities throughout the Society, the profession and the world.

Or, is it the genuine spiritual fellowship?

Members indicate that a primary reason for maintaining membership is the fellowship and personal relationships cultivated through DKG. Personal connections bridge generations, promote personal and professional growth and are the key to growing membership.

Find more ways to engage, empower and attract members at www.dkg.org under **Committees and Membership**.

Contributions change lives

Members who contribute to a DKG fund are making an investment in the future of our organization, the lives of our members and in the case of certain funds, positively affecting lives of non-members.

The DKG Supporting Corporation includes eight Society funds: the Emergency, Golden Gift, Scholarship, World Fellowship, International Speakers, Eunah Temple Holden, Loretta Halek and Educators Award funds.

The Corporation was initiated, primarily, to provide a tax benefit for those in the US who contributed toward the funds. Among actions taken recently by the board of directors, the restricted funds in each were enabled to work more aggressively for the Society.

Other actions were taken by the board:

- Accepted the 2013-2014 Audit;
- Agreed to review and update the Corporation's Strategic Plan;
- Recommended specific amounts from each of the eight funds in the supporting corporation for investment purposes;
- Approved percentages for the three asset classes (Equities, Fixed-Income, Cash) into which the

investments for the supporting corporation would be placed;

- Approved that \$1,000 from the operating account of the DKG Supporting Corporation be transferred to the Society's Available fund for Headquarters Administrative support;
- Recommended to the Administrative Board that, of the \$14,000 of the contingency funds allocated by the international finance committee for work of the Society, \$7,000 be given to the Eunah Temple Holden Leadership Fund and \$7,000 to the World Fellowship Fund; and
- Agreed to explore a Legacy Development Board. A session involving an individual with experience in Legacy Development is to be held during the biennium.

Your contributions are appreciated and corporation board anticipates a higher yield on the wise investments of the restricted amounts in each fund.

The board is composed of Dr. Beverly Helms, chair; Dr. Lyn Schmid, international president; Sandra Smith Bull, interim executive director; Sandi Causey, finance committee chair; Phyllis Hickey, operations services administrator; and Ariana O'Neal, financial supervisor.

Conference registration requires member ID

Enhancing the international database software with new features and updated technology will require members to know their member ID number.

New software features will engage more members in an improved online experience. A "member portal" will allow members to access personal data, interact in a secure social network and member communities, interface with the Society Store and register online for conferences and conventions.

The public website will be available without logging in, but member interaction through the portal will be accessible only by logging in. To create a secure environment and protect member data, the log in will require the use of the six-digit ID number assigned to each member, found on the membership card or by contacting Society Headquarters.

For security reasons, a default password will be available through publications mailed directly to chapter and state organization presidents. Members should change their passwords later but will need to use the default password for the first log in. The member ID number and password will be required in order to register online for any of the five regional conferences in 2015.

Conference registration will be available in the *DKG NEWS* and at www.dkg.org in March 2015. Be prepared to register online with a member ID and the default password shared by your chapter president. For additional assistance, call Society Headquarters or email mem@dkg.org.

222,608

amount in dollars donated to SFA to date

5 NUMBER IN ATTENDANCE AT 2014

1 INTERNATIONAL CONVENTION

20-total number of headquarters employees

254

members
serving on
international
committees,
boards,
and juries

number of
members
needed to
nominate
a potential
member

'Change' is key word for regional conferences

Experience the difference. Join a diverse group of Key Women Educators as we promote learning to make an impact in education worldwide. Network, learn from educational sessions on technology, 21st century teaching and learning, the DKG Society and personal/professional growth, and enjoy an interactive info fair. Change is in the air!

EUROPE

Welcome August 5-8 to Sweden and to Borås, a center of textile and design, a green city with an amazing collection of sculptures. Listen, laugh, learn when marveling at the different aspects of education. Enjoy the spectacular archipelago of Göteborg and the unique table mountains!



Borås visual interests include unusual outdoor sculptures throughout the city.

NORTHEAST

COME! Collaborate with educators at the Hyatt Regency in Baltimore's Inner Harbor, July 8-11. Hear *Original* ideas from the 2014 National Teacher of Year, hear about advancing educational trends and hear from a panel on the perception of DKG. *Mentor* or be mentored in leadership. *Experience* change with a networking reception, a first timer's surprise and creative arrangements.



Baltimore's Inner Harbor is surrounded by history, culture and shopping. (Photo courtesy of Baltimore Bureau of Tourism.)

NORTHWEST

It's time... Regina, Saskatchewan - a bustling oasis on the plains with 350,000 hand-planted trees; unique attractions; international cuisine; shopping at the mall and conference; inspiring, informative sessions; distinguished speakers; fellowship and surprises... Yes, it's time... to plan your visit July 29-August 1... to celebrate DKG.



Regina's iconic clock counts the time to your attendance at the regional conference. (Photo courtesy of Regina Convention and Visitors Bureau.)

SOUTHEAST

Come to Savannah and check this historical destination off your bucket list! Enjoy courageous keynote speakers and a panel discussion



Forsyth Park and its splendid fountain are but two of the attractions in Savannah. (Photo courtesy of Savannah Convention and Tourism Bureau.)

delving into generational differences. Embrace the "faces of change." Surprises will abound around every corner to advance member connections. This conference promises to be like a box of chocolates!

SOUTHWEST

Surrender to the call of the Kansas prairie July 22-25 in Wichita, where the Spirit of the Old West lives on and the Power of Key Women Educators influences education worldwide. Experience the unique diversity of the Southwest and the fellowship of its members while you network and share ideas.



Who can resist being "up close and personal" with giraffes in Wichita's Tanganyika Wildlife Park? (Photo courtesy of Tanganyika Wildlife Park.)



Pick your passion!

How do you, a member of DKG, pick your passion of service within your chapter? How does your chapter define itself as part of DKG in choosing projects that require collaboration and connected passion?

The mission of the Educational Excellence Committee (EEC) is to promote programs and activities that provide empowerment for women, advance excellence in education, and increase knowledge and awareness of changing global issues. There is a world of possibilities and opportunities provided by our Society or available through local community resources; all of these may connect in some way with our seven Purposes. So, pick your passion!

Whatever programs or services you or your chapter decides to support, each will add to educational excellence. Choose from scholarships; grants-in-aid; arts and humanities; local or national legislative issues affecting educators, schools, children, and women; educational law and policies; professional growth development; leadership training; support and mentorship for early-

career educators; continued support for veteran educators; education in developing countries; safety in schools; gender equality; or poverty and basic human rights of food, clothing, shelter, and clean drinking water...pick your passion!

A chapter can take many pathways in directing members' energy and resources to promote and support the mission of the EEC; you do not have "to do it all." Create a community of collaboration within your chapter, directed toward one or two projects that can lead to a higher level of excellence and success in accomplishing chapter's goals...pick your passion!

For updated EEC information on programs and activities, contact your state organization EEC chair or committee member. The DKG website posts a wealth of ideas and resources. Connect with the DKG social network to share ideas and bond with like-minded members. Opportunities are everywhere for you and your chapter to make a difference...pick your passion!

Give members a unique experience

Great opportunities are available to promote cultural understanding! A visit by a DKG International Speaker to your state organization can help members share and strengthen relationships and exchange cultural experiences.

How? In two ways:

1. Email a request for hosting an international speaker to Society Headquarters by May 1, and/or
2. Recommend that a member from your state organization apply to become an international speaker.

Just download an ISF application form. For further information visit www.dkg.org

Quebec has taken advantage of the International Speakers Fund by hosting a speaker from Panama. Another speaker from Puerto Rico spoke at a leadership seminar in Costa Rica.

Give your members this wonderful experience! Don't miss the chance to enhance member opportunities through these excellent speakers! **Caring is sharing!**

Your money business

What is your DKG financial IQ? When the international portion of a dues check arrives at DKG headquarters in Austin, in which fund is it deposited and on what is it spent? How do your dues support the work of the Society? You should make it your business to know and the International Finance Committee wants to help.

To assist you in boosting your DKG financial IQ, the committee is launching three initiatives:

- A "Money Matters for Members" page in the committee publication, *Focus on Finance*. Written by the committee, *Focus on Finance* is e-mailed quarterly to state organization treasurers and finance chairs who are asked to forward it to chapter treasurers and finance chairs. Look for the first edition in March 2015;
- A short PowerPoint presentation on financial topics available to members through the DKG website – for your own education or to present to members at a chapter meeting; and
- A regular column on Society finances in *DKG NEWS*.

If you have a question about Society finances or have a topic you would like addressed through one of the initiatives above, email it to societyoper@dkg.org.



Hawaii, Estonia, Texas chosen for future international meetings

At its November 13-15, 2014, meeting, the Administrative Board moved the Society forward through the following actions:

1. Recommended that the cost for the replacement of carpet at Society Headquarters, not to exceed \$29,000, be taken from the Permanent Fund.
2. Approved list #1 of vendors/exhibitors for the 2015 Regional Conferences.
3. Set a Guest Fee of \$5.00 USD for a guest badge that includes the ability to purchase tickets for events at each 2015 Regional Conference.
4. Set a Non-Member registration fee at \$140.00 USD for all 2015 Regional Conferences that includes the ability to purchase clock hours.
5. Set a Two-Day registration fee of \$120.00 USD for the 2015 Regional Conferences.
6. Set a \$40.00 USD processing fee on all cancellations pertaining to the 2015 Regional Conferences.
7. Approved the collection for the Emergency Fund at all 2015 Regional Conferences.
8. Approved the sale of items associated with the 2015 Regional Conferences (e.g. favors, tote bags, etc.)
9. Recommended that the International Executive Board approve Hawaii as the host state organization for the 2017 Southwest Regional Conference, contingent upon consensus of the Southwest State Organization presidents.
10. Recommended that the International Executive Board approve Estonia as the host state organization for the 2017 Europe Regional Conference.
11. Recommended that the International Executive Board accept the invitation of the Texas State Organization to host the 2018 International Convention.
12. Approved that of the \$14,000 of the contingency funds allocated by the International Finance Committee for the work of the Society, \$7,000 be given to the Eunah Temple Holden Leadership Fund and \$7,000 to the World Fellowship Fund.

The 2014 *Constitution and International Standing Rules* electronic version has been posted on the DKG website and members are encouraged to download copies. Many have expressed concern about the time taken to finish the update. There were changes resulting from 2014 convention action; however, editorial and style issues were also researched and corrected. Special commendation goes to Dr. Mary Jane Kaufman, Constitution Committee chair members of the committee and Int. Parliamentarian Dr. Gwen Simmons who were all instrumental in completing this process.

Assets and Actions Marketing Our Pride

Is there a way to actively engage community members in an event? Have you ever come away from a chapter program saying, "That was fabulous! I wish more people had been here"? The answer to both is "Yes"!

Many chapters have given an open invitation to the public to attend a program with an exceptional speaker, or one that celebrates local cultural diversity. Has your chapter planned such an event? Members could provide light refreshments and, perhaps, facilitate some group discussions with local educators and community members. Members or groups in the community could be invited to share a dance or song as entertainment. A small admission fee or voluntary donations could support a local cause. DKG brochures could be displayed for guests to pick up during the evening.

These are many wonderful ways to share the good news about DKG, and local news outlets are more apt to give space or time to a community event than just to a chapter program.

Share your successful chapter marketing ideas by sending them to societypoper@dkg.org.



17 countries represented in 23 World Fellowships

Thank you!! Because of your donations, women from Africa, Asia, Central and South America, Europe and the Middle East have received \$4,000 each in 2014-2015 World Fellowship grants for graduate study at universities in Canada and the United States. Recipients' home countries, fields of study and universities show the vast impact DKG and the International World Fellowship Program have on education.

Recipients

- ✦ Catherine Man Chuen Cheng, China, Sociology, University of Toronto
- ✦ Lisa Veronica Decenteceo, Philippines, Ethnomusicology, University of Michigan
- ✦ Ines De Marcos, Argentina, Public Policy, Georgetown University
- ✦ Hanita Djaya, Indonesia, Humanities Interdisciplinary Disability Studies, University at Buffalo
- ✦ Afrooz Farjoo, Iran, Chemical Engineering, University of Alberta
- ✦ Eliska Holubova, Czech Republic, Law, Yale Law School
- ✦ Ju Huang, China, Education, University of Windsor
- ✦ Ika Kadariswantiningsih, Indonesia, Immunology, Harvard University
- ✦ Miriam Lavi Zucker, Israel, Law, University of Toronto
- ✦ Gunta Liepina, Latvia, Dance, University of California

- ✦ Silvia Mata-Marin, Costa Rica, Social Design, Maryland Institute College of Art
- ✦ Agness Mzyece, Zambia, Agriculture Economics, Kansas State University
- ✦ Sun Young Pyo, Republic of Korea, Public Policy, University of New York
- ✦ Meltem Sahin, Turkey, Illustration Practice, Maryland Institute College of Art
- ✦ Zun Phyu Chit Saw, Myanmar, TESOL, Saint Michael's College
- ✦ Judith Sempa, Uganda, Public Health, Kansas State University
- ✦ Margarita Troetsch, Panama, Classical Performance, Queens College
- ✦ Trang Vuong, Vietnam, Urban Planning, Tufts University
- ✦ Altynay Zhanayeva, Kazakhstan, Plant Biology, University of Massachusetts

Extensions

- ✦ Yadamjav Chunag, Mongolia, Public Health, University of South Florida
- ✦ Didem Egemen, Turkey, Statistics, George Washington University
- ✦ Jiwon Park, Republic of Korea, International Relations, University of Toronto
- ✦ Zainab Ruhwanya, Tanzania, Computer Science, Kansas State University

Making members matter

Like the first day at a new school or job, walking into a chapter meeting as a new member can be daunting. Make it easier for new members to become engaged and active with some simple but effective strategies:

- ✦ Assign each new member a mentor who can remind her of meetings, offer assistance and just be a friend.
- ✦ Engage each new member in the work of the chapter by asking for her help on a committee, as a greeter or helping with simple responsibilities.
- ✦ Explore ways to meet expectations of new members: survey them regarding their professional development needs, their membership expectations, and their preferences regarding meeting logistics.
- ✦ Provide clear information regarding meetings, special events, contact persons, and dues deadlines.

A smooth transition from "new member" to "long-time member" requires intentional effort by chapter members. Keep all members involved with activities appropriate to the chapter's needs turns personal connections into meaningful relationships.

How would you complete this sentence:

"You're so DKG if..."

Send your answers to jsouders3@comcast.net and you may see yourself in print in our next edition!

"You're so DKG if you show up at a conference without a hotel reservation, knowing some member will offer to let you stay in her room."

Society Representatives assigned to 2015 state organization meetings

- ♦ Alabama—Dr. Lyn Babb Schmid
February 27-March 1, 2015
- ♦ Alaska—Dr. Phyllis E. VanBuren
April 17-18, 2015
- ♦ Alberta—Dr. Phyllis E. VanBuren
April 24-25, 2015
- ♦ Arizona—Nita R. Scott
April 24-26, 2015
- ♦ Arkansas—Dr. Hanna Fowler
June 12-14, 2015
- ♦ Baja California—Jeannette Zúñiga
March 14, 2015
- ♦ California—Dr. Lyn Babb Schmid
May 1-3, 2015
- ♦ Colorado—Dr. Beverly H. Helms
June 5-7, 2015
- ♦ Costa Rica—Beth Schieber
April 16-19, 2015
- ♦ Delaware—Phyllis A. Hickey
April 25, 2015
- ♦ El Salvador—Tamara Flores Hernández
April 24-26, 2015
- ♦ Estonia—Marianne Skardéus
March 7, 2015
- ♦ Finland—Marianne Skardéus
April 11, 2015
- ♦ Florida—Dr. Kay Clawson
April 17-19, 2015
- ♦ Georgia—Becky Sadowski
April 17-19, 2015
- ♦ Great Britain—Marianne Skardéus
March 28, 2015
- ♦ Hawaii—Dr. Lyn Babb Schmid
April 10-11, 2015
- ♦ Idaho—Dr. Phyllis E. VanBuren
June 16-18, 2015
- ♦ Illinois—Dr. Donna-Faye Madhosingh
April 24-26, 2015
- ♦ Indiana—Cathy P. Daugherty
March 13-15, 2015
- ♦ Iowa—Dr. Donna-Faye Madhosingh
June 12-14, 2015
- ♦ Kansas—Beth Schieber
April 10-12, 2015
- ♦ Kentucky—Cathy P. Daugherty
April 16-18, 2015
- ♦ Louisiana—Phyllis A. Hickey
March 13-15, 2015
- ♦ Maine—Sandra Smith Bull
May 1-3, 2015
- ♦ Maryland—Dr. Kay Clawson
April 24-26, 2015
- ♦ Michigan—Dr. Hanna Fowler
May 1-3, 2015
- ♦ Minnesota—Jeannette Zúñiga
April 17-19, 2015
- ♦ Mississippi—Becky Sadowski
April 10-11, 2015
- ♦ Missouri—Dr. Donna-Faye Madhosingh
April 10-12, 2015
- ♦ Montana—Sandra Smith Bull
June 12-14, 2015
- ♦ Nebraska—Barbara L. Whiting
April 17-19, 2015
- ♦ New Brunswick—Dr. Hanna Fowler
May 29-30, 2015
- ♦ New Jersey—Dr. Beverly H. Helms
April 17-19, 2015
- ♦ New Mexico—Dr. Lyn Babb Schmid
April 24-26, 2015
- ♦ New York—Dr. Gwen Simmons
April 24-26, 2015
- ♦ North Carolina—Becky Sadowski
April 24-26, 2015
- ♦ North Dakota—Barbara L. Whiting
June 10-11, 2015
- ♦ Norway—Dr. Lyn Babb Schmid
April 18-19, 2015
- ♦ Nuevo Leon—Nita R. Scott
April 17-18, 2015
- ♦ Ohio—Dr. Kay Clawson
April 10-12, 2015
- ♦ Oklahoma—Beth Schieber
June 11-13, 2015
- ♦ Ontario—Dr. Beverly H. Helms
April 24-26, 2015
- ♦ Oregon—Tamara Flores Hernández
April 17-19, 2015
- ♦ Pennsylvania—Cathy P. Daugherty
June 12-14, 2015
- ♦ San Luis Potosi—Jeannette Zúñiga
July 17, 2015
- ♦ Saskatchewan—Dr. Phyllis E. VanBuren
May 2, 2015
- ♦ South Carolina—Dr. Beverly H. Helms
March 20-21, 2015
- ♦ South Dakota—Dr. Lyn Babb Schmid
June 12-13, 2015
- ♦ Tennessee—Barbara L. Whiting
June 4-6, 2015
- ♦ Texas—Beth Schieber
June 25-27, 2015
- ♦ The Netherlands—Jeannette Zúñiga
May 30, 2015
- ♦ Vermont—Becky Sadowski
May 2, 2015
- ♦ Virginia—Dr. Hanna Fowler
April 24-26, 2015
- ♦ Washington—Dr. Donna-Faye Madhosingh
April 17-18, 2015
- ♦ West Virginia—Dr. Kay Clawson
May 1-3, 2015
- ♦ Wisconsin—Sandra Smith Bull
April 24-26, 2015
- ♦ Wyoming—Barbara L. Whiting
April 24-26, 2015

Why does my chapter need to sign the Society Hold Harmless Agreement?

Signing the Society Hold Harmless Agreement will protect *your* dues money in a number of ways. The agreement builds awareness on the part of all levels of the Society about the seriousness of copyright laws and the liabilities and penalties that may occur as a result of breaking them. By signing the agreement, members develop a richer understanding of copyright infringement as it applies to chapter activities.

The agreement specifies by the word “indemnify” that each state organization and chapter agrees to answer for and assume potential liability to third parties. Because each

state organization also falls under its own jurisdiction, the international tier of the Society will not always be held harmless, even if the state organization/chapter has signed the indemnity clause. However, as the “parent” of the organization, it must assume the ultimate financial responsibility as well as making the entire organization aware, not only of the liability that we all have, but also the responsibility we have to be within intellectual property.

Upon receipt of the signed Hold Harmless agreements, the international tier of the Society as the parent company will send a Hold Harmless Agreement, signed by the interim executive director and international president. This agreement assures that International will assume potential liability to third parties and save both state organization and chapters defense costs, damages, etc. that occur as a result of breeches in intellectual property law.

WORKING From Page 12

blood will improve our survival rate! We are going to make this an annual event.”

“Wine, Cheese and Decadent Desserts”

To meet the challenge to bring in younger members, Sigma Chapter (NJ) realized that adopting a new culture of membership that appeals to Generations X and Y was necessary.

Two informal get-togethers were planned in members’ homes. Six early-career, Gen Y educators were invited to an August “Wine, Cheese and Decadent Desserts” event. A small number of members met with them in small groups to give the young women a chance to tell about themselves. The young guests learned benefits of DKG membership and were asked how chapter members could support them in their classrooms and what programs would help them.

The guests told of challenges faced and shared concerns and fears about teaching; rich conversations resulted. They asked questions, sought advice and were very appreciative, expressing an interest in becoming a part of DKG.

The process was repeated with a potluck dinner to target six seasoned Gen X teachers and administrators. Four of the early-career teachers returned. “All age barriers disappeared and the energy and passion for teaching was so evident,” said Chapter President Charlotte Orfe. “People were reluctant to leave.”

All ten teachers who attended expressed a desire to become a part of DKG. Orfe concluded that “the energy evident in these multi-generational gatherings expressed the very spirit and purpose of DKG.”

For more information about membership recruitment, attend your regional conference this summer. *Send what’s working in your chapter to jsouders3@comcast.net, so your success can help others succeed.*

Fact or Fiction - the Scoop on Nominations!

Nominees for elected positions will be voted on at the International Convention in 2016. The task of the International Nominations Committee is to ensure that the **most suitable** members should be nominated for every available position.

In recent years, some capable members have hesitated to be recommended for nomination because they have heard and believed rumors about the process. So that everyone is clear about which rumors are fiction, and which are fact, test yourself on the following statements – are they **fact** or **fiction**?

1. The reputation and position of the nominator and the endorser are weighted in the selection process.
2. Nominees with doctoral degrees are shown favor.
3. The nominations committee is a part of the election process.
4. The nominations committee gives the names of nominees not selected

to the incoming International President for selection to appointed committees.

5. The more **conventions and conferences** a nominee has attended, the more her nomination is weighted.
6. Use of *it is recommended* in the qualifications of international nominees, such as “*it is recommended* that vice-presidents have served as a state president,” means that the nominee **must** have met that criterion.
7. The **more endorsements** a nominee has, the better her chances.

Now check your answers against **the facts!**

Answers: 1. No 2. No 3. No 4. No 5. No 6. No 7. No

All seven statements are fiction! Proceed with nominations in 2015 for others, or for yourself, knowing the facts about any rumors you may have heard!

CHAPTER ■ SUCCESS STORIES

What's working Chapter Strengthening

How to attract potential members ... Hum, how about inviting them to a night at the local museum or to a wine and cheese tasting?

"A Night at the Museum"

Lambda Eta Chapter (TX) paid a \$30 museum rental fee for an evening. "It did take some pulling and prodding, but [we] were able to get 26 names from members," said Rita Galloway, chapter president. Invitations to a "Night at the Museum" were sent.

Eight prospects attended, and four others with prior commitments attended a later orientation. The chapter provided refreshments, time for socializing and the presentation

of *Pride in the Big Picture*, followed by invitation to membership, all in under an hour. The museum tour followed.

As a result, five new members were initiated in November, and four will be initiated later in the year. "I had hoped for a better turnout, but when

I thought about nine new members from different places, I knew they have colleagues that none of us know," said Galloway. "This opens up so many possibilities for reaching other women! We have a stable and dedicated group, but an infusion of new See **WORKING**, 11



The Delta Kappa Gamma Society International (USPS 715-830)

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INTERNATIONAL ■ UPDATE

European state organizations celebrate, attract members

"Touch of Time—Time for Contact" was the theme of the Estonian Song and Dance Festival 2014. The theme is in line with DKG's need to support one another and discussing how to keep our Society on pace.

We celebrated in Malmö with Sweden on its 40th anniversary, with members from Sweden, Finland, Germany, The Netherlands and Norway attending a dinner at the Town Hall, followed by lectures on sustainable environment. DKG member Dr. Ingrid Stjernquist was

one of the speakers. Past international president Dr. Beverly Helms talked about membership sustainability and pictured an international perspective of decreasing membership in our Society.

Recruiting new members is a big issue for Europe. The high quality programmes state organizations and chapters are presenting do not seem to be sufficient. We now need new and more activating marketing strategies and energetic DKG ambassadors for DKG to recruit more members.

Great efforts are being made: Germany is setting up a new website, a good tool in the marketing process. The Netherlands have been able to recruit ten new members with the help of a school network. The "trick" was to invite to a free meal and then inform about DKG. Great

Britain is strengthening its links with institutions of importance like Plymouth University and the British Institute of Education. All are good strategies to make DKG more visible.

To raise awareness and add value to the teaching profession, Beta members in Estonia conducted research among the local graduates to learn about attitudes towards the teaching profession. To learn about the results visit www.dkgeurope.org (*EuForia*, Oct 2014).

The European newsletter *EuForia* is celebrating its 15th anniversary thanks to the indefatigable work of Joan Carroll.

DKG in Europe can move on only if we find new ways to attract members. DKG needs to connect with educators in a changing world—"Touch of Time—Time for Contact"