

2025

Western Province

Annual Report



DELTA SIGMA PI®



Table Of Contents

Introduction

Strategic Priorities Overview

Membership Education

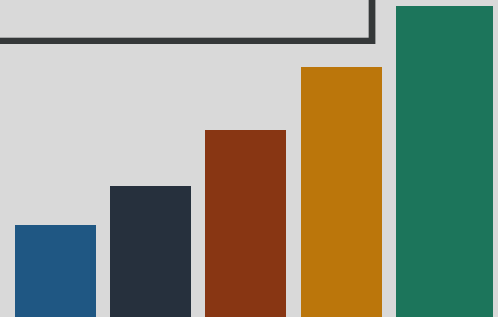
Membership Growth

- **Pledge Retention and Chapter Size**
- **Hearings, Inactive Status & Voluntary Withdrawal**
- **Data Chapter Dues vs. Average Family Income**
- **Province Qualified Programs**

Member Engagement

- **Chapter Event Data**
 - Professional
 - Community Service
 - Diversity, Equity, Inclusion

Organizational Excellence



Introduction

Last year, we embraced a new format for the Provincial Report, and we're thrilled to continue it this year with additional benchmarks to guide our progress.

As we embark on another year of growth and development, we remain committed to identifying areas of improvement and leveraging our strengths. Your leadership team is working diligently with staff to combine resources and provide members and chapters with the tools they need to succeed.

In this report, you'll find data on pledge retention, dues, engagement, events, and leadership team demographics. We encourage your chapter to review this information and engage with your DDs, ADDs, RVPs, and PVP to discuss trends, identify challenges or barriers, and share ideas for improvement. Our aim is to use this document as a catalyst for meaningful conversations and actionable insights.

Here are a few highlights from the past year in the province:

- Collectively, chapters in the Western Province have over \$43,000 in Chapter Leadership Funds.
- Over \$64,000 in Chapter Leadership Funds have been utilized for scholarships and programming, reflecting strong engagement with the Leadership Foundation's opportunities.
- The province's Standards training completion rate is now at 83%, up by 8% from last year, demonstrating an ongoing commitment to excellence.
- 9 brothers were awarded scholarships from the Leadership Foundation.
- 2 Chapters won National Awards - Tau Chi for Professional Activities and Gamma Psi for Financial Operations and Scholastic Development!

Thank you to everyone who contributes to our success—from alumni leaders who volunteer countless hours to serve the fraternity to collegiate brothers who embody the purpose of Delta Sigma Pi, and our alumni chapters who exemplify the motto, "It's not just four years; it's for life."

We look forward to connecting with your chapters as we approach Provincial Council!

Fraternally,

Western Province
Leadership Team



Strategic Priorities



Goals for strategic priorities are as follows:

Member development: Increase the annual number of overall learners through live events and webinars by at least 5% each year and 50% over the term of the priorities.

Leadership Development: Provide training for chapter officers and volunteer leaders, with 95% participation

Chapter Expansion: Install or reactivate at least 30 collegiate chapters over the term of the priorities.

Membership: Increase combined fall and spring dues paying collegiate members by 10% over the term of the priorities.

Alumni Engagement: Generate trackable engagement of 30,000 alumni over the term of the priorities with an increase of 10% every year as they interact with the organization via channels including but not limited to volunteers, donors, event participants, supporters of chapter or regional activities, or otherwise engaging in national initiatives.

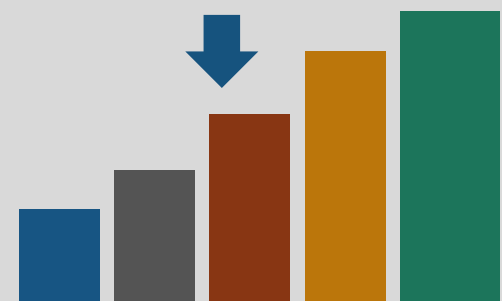
Member Retention: Engage 50% of new alumni within three years after their graduation, while retaining annually 45% of the prior year's overall engaged alumni.

Financial: Decrease financial dependence on revenue from members by annually increasing non-dues/fees revenue by 5%. On the Provincial level, this is measured by Chapter Leadership Fund dollars granted to chapters and money raised by chapters through fundraising.

Fraternal Organization: 75% of collegiate and alumni chapters achieve established minimum health indicator.



Look at the bottom of each page to see which Priority that section is supporting



Member Education

Equip members to excel as ethical leaders on campus and in the community.

Educating members to stand out as ethical leaders on campus and beyond is about educating all members (pledges, collegiate, alumni, faculty, and volunteers), providing easily available access when needed. Education should include training for all aspects of the fraternal lifecycle, including the skills needed for academic, career, and life success.

GOAL: Member Development: Increase the annual number of overall learners through live events and webinars by at least 5% each year and 50% over the term of the priorities.



Year	Annual Learners	Yearly Growth	Overall Growth
21-22	677	--	--
22-23	560	-17.28%	-17.28%
23-24	578	3.21%	-14.62%
24-25	354	-38.75%	-47.71%

GOAL: Leadership Development: Provide training for chapter officers and volunteer leaders, with 95% participation

PROVINCIAL STATUS:

**38% of 440 officers
have completed their designated pieces of training**

We have seen a steady decline in leaders attending events and completing officer training year-over-year. Western Province saw a growth decline of 47% from last year in relation to events, which is 7.04% worse than the National tracking of 40.67% decline.

Contributing factors could be barriers to access and entry to events and learning. Whether that be the frequency of events online, costs of traveling to in-person learnings, or dates of in-person events conflicting with other obligations.

Concerning officer training, more can be done to examine the content of current pieces of training being offered and the ROI and helpfulness of them. Additionally, we have been unable to reach out to officers who have not completed their training as the HUB reporting broke in 2023.

Member Growth

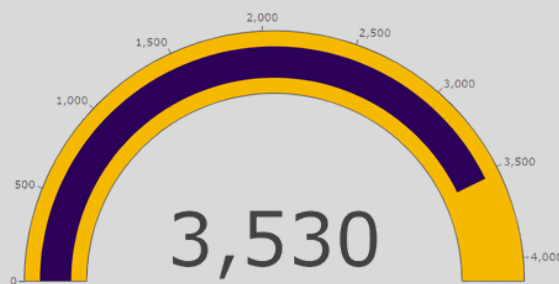
Attract and retain diverse students, alumni, and community leaders.

Increasing diverse membership in local chapters ensures unique perspectives and enhances the member experience. Opening chapters at new campuses and returning to campuses that have previously closed, enhances brand recognition and opens doors within additional communities and business communities.

GOAL: Chapter Expansion: Install or reactivate at least 30 collegiate chapters over the term of the priorities.

	▲ Chapters Installed Since 7/1/21	◆ Current Startup Groups	◆ Targets for Future Expansion
1	No New Chapters Yet	No Active Startup Groups Yet	Boise State University
2			California State University-Stanislaus
3			Central Washington University
4			Eastern Washington University
5			Idaho State University
6			Montana State University
7			Oregon State University
8			University of Montana
9			University of Oregon
10			University of Utah
11			Utah State University
12			Western Washington University

GOAL: Membership: Increase combined fall and spring dues paying collegiate members by 10% over the term of the priorities.



Goal: 4,124 total dues members (fall and spring combined) by 25-26

The next few pages will look at contributing factors to the membership goal. Data of Pledge Retention, Ideal Chapter Size, Hearings/VW/Inactive Status, Dues vs. Income, and Qualified Programs were examined to create a base point for chapter growth.

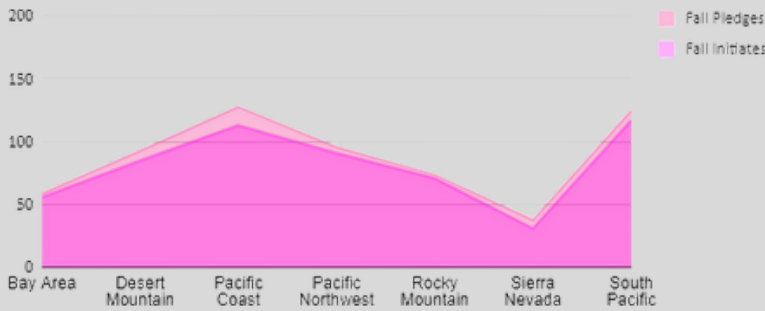
Those data points create a bridge to the Membership Engagement and Organization Excellence Strategic Priorities and how they factor into an overall picture of the fraternal experience.

Pledge Retention and Chapter Size

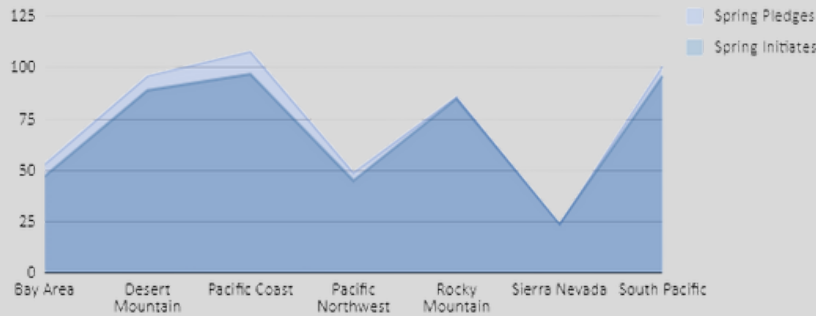


The pledge retention rate within the Western Province continues to stay above 90% year-over-year. In the 2024 fiscal/academic year, the province initiated 92% of those who pledged the fraternity that year, a 1% increase from FY 2023. The Rocky Mountain and South Pacific Regions had the highest percentage with 95% retention, with the Pacific Coast and Sierra Nevada Regions the lowest with 88% and 81% respectively.

Fall 2023 Pledge Retention

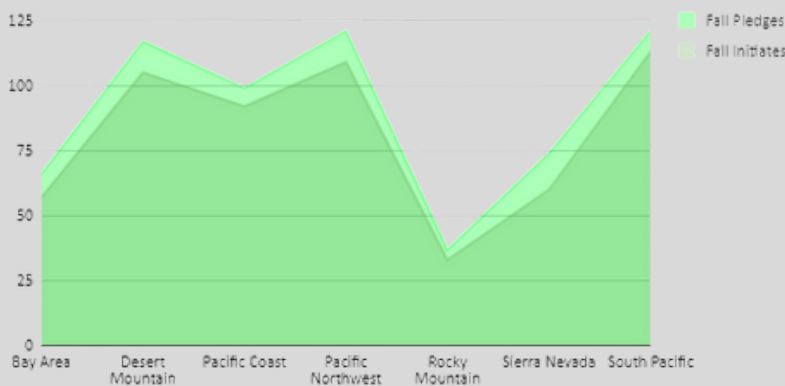


Spring 2024 Pledge Retention



The province seems to be off to a strong start for the 2024 fiscal/academic year. The fall term saw an overall 89.05% pledge retention rate, with the South Pacific Region leading at 93%. Improvements are being tracked for the Pacific Coast Region at 92% for the fall term and a decline with the Desert Mountain and Sierra Nevada Regions the lowest with 89% and 81.08% respectively.

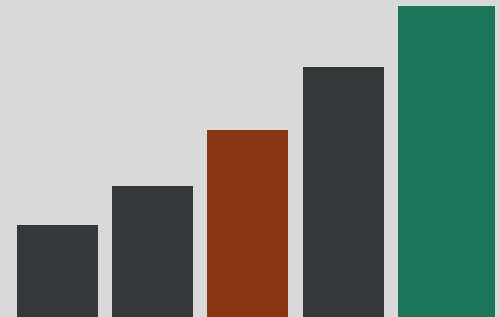
Fall 2024 Pledge Retention



Currently, 2 chapters are higher than their ideal member size, while only 3 chapters are below the ideal size. This leaves 38 chapters in the ideal member range (+/- 20 from ideal size). This is a large improvement from last year. Ideal size is based on enrollment numbers.



Sigma Phi chapter at the Pacific Coast Joint Initiation Fall 2024 at Cal State Fullerton. Over 150 brother attended to welcome 40+ new brothers in November 2024



Hearings/Inactive Status/ Voluntary Withdrawal



83% of Western Chapters had a Chancellor complete their training and had a fully trained committee by the end of the fall semester. This is up from 75% last year. Of the chapters that held a hearing, 75% were fully trained by the date of the hearing, an improvement from 61% last year.

Of the 118 hearings conducted in the last year, a staggering 68% resulted in an expulsion. There were no appeals although many could have been appealed on the basis of the Chapter Standards Committee not following policy.

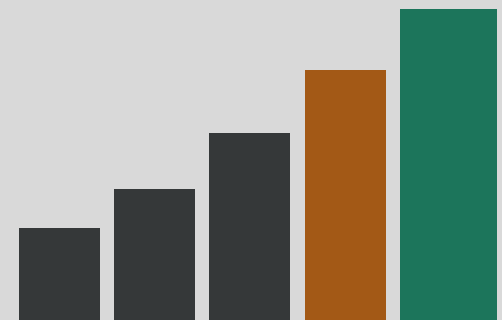
	Within Policy by semester start	Within Policy by semester end	Within policy for hearing	Hearings	Appeals	Expulsions	Suspensions	Fines	Probations	Reprimands	Not Guilty/No Penalty
Fall 24	79.07%	83.00%	75.00%	57	0	43	1	8	3	2	0
Spring 24	75.56%	88.00%	70.50%	61	0	38	0	0	10	12	1
Fall 23		75.56%	61.54%	3	0	32	0	0	2	0	6

2024 saw an decrease in Voluntary Withdrawal requests submitted. However, more were approved in 2024 than 2023.

Voluntary Withdrawl	Requests Submitted	Approved	Denied
Spring 2024	11	4	7
Fall 2024	12	1	11
Spring 2023	15	0	14
Fall 2023	17	3	12

2024 saw an increase in the number of inactive status requests submitted.

Inactive Status	Requests Submitted	Approved	Denied
Spring 2024	11	4	7
Fall 2024	41	30	11
Spring 2023	26	11	11
Fall 2023	27	10	14



Chapter Dues vs. Avg Family Income



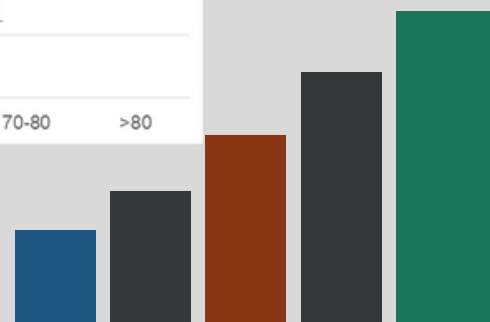
The cost of participation in Delta Sigma Pi varies across chapters within the Western Province. When analyzing the average dues reported across the province, we observed that these dues show little correlation to the Median Student Family Income* of the universities. For instance, chapters at universities with a median family income below \$50,000 reported dues averaging \$140, while chapters at universities where the median family income exceeded \$140,000 reported dues of \$142 on average. This lack of proportionality highlights a potential inequity, where chapters at lower-income universities may face a higher financial burden relative to their members' family income.



A different trend emerges when considering chapter size in relation to dues. While smaller chapters with fewer than 20 members report dues that are comparable to those of larger chapters with 60 or more members, their overall operating budgets are significantly smaller. Larger chapters benefit from economies of scale, where the cumulative dues from more members result in a much larger gross budget. In contrast, smaller chapters must operate with significantly fewer resources, even though their members face similar financial obligations. This dynamic underscores the financial challenges smaller chapters face in maintaining operations and organizing impactful programming with limited funds.



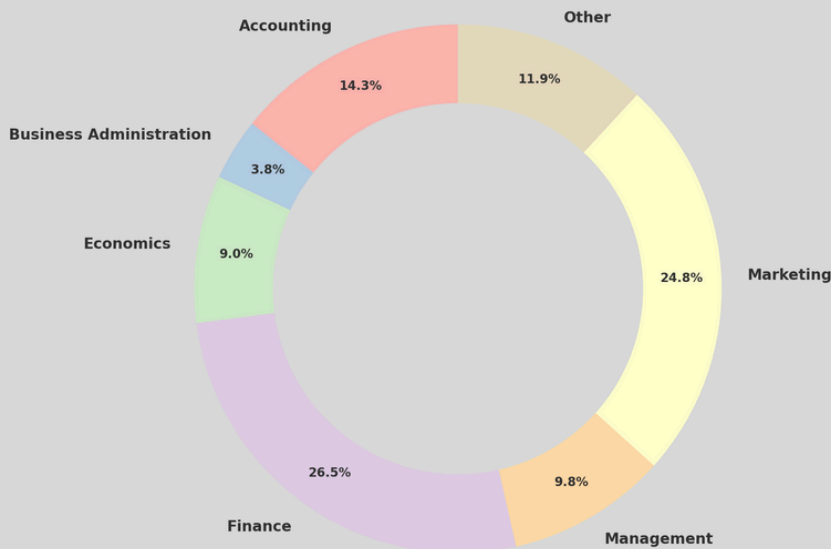
*Based on a study released by opportunity in sights.org through a Harvard study in 2017



Western Province Qualified Programs



There are 111 different qualified programs represented in the Western Province. A significant 88.1% of our current collegiate members are concentrated in just six majors: Accounting, Finance, Marketing, Management, Business Administration, and Economics. This leaves only 11.9% of members representing all other programs, highlighting the underrepresentation of brothers from diverse academic disciplines.



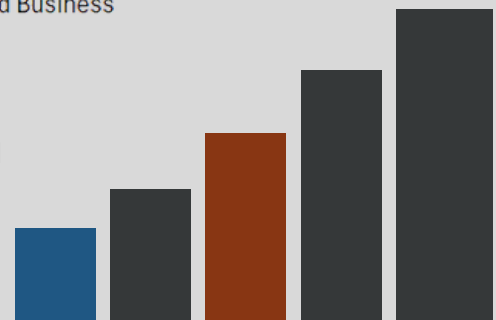
During the 2024 Fiscal/Academic Year, 20 qualified program requests were submitted in the Western Province. 15 were approved, and 5 were not approved.

Two have been submitted for the 2025 Fiscal/Academic Year, and both have been approved.

FY 24 & FY 25 Approved Programs

Chapter Name	School	Program Name
Zeta Omega	Northern Arizona	Business Analytics
Gamma Psi	Arizona	Agribusiness Economics and Man
Gamma Omega	Arizona State	Business Entrepreneurship
Gamma Omega	Arizona State	Business Data Analytics
Gamma Omega	Arizona State	Sports Business
Iota Upsilon	Cal State-Northridge	Business Analytics
Rho Upsilon	Pepperdine (CA)	Sport Administration
Lambda Phi	Cal State-Long Beach	Graduate MBA Business
Omicron Psi	Washington State	AMDT - Merchandising
Omicron Psi	Washington State	Management
Omicron Psi	Washington State	Senior Living Management
Omicron Psi	Washington State	Wine & Beverage Business Mgmt
Omicron Psi	Washington State	Agricultural and Food Business
Omicron Psi	Washington State	Economic Sciences
Upsilon Chi	California Lutheran	Accounting

And we hope to see the number continue to grow in the coming year! Chapter's SVPs can submit programs via HUB, the qualified program must meet the 50% qualification ratio as outlined on the form. We recommend checking for programs before the start of each academic year.



Member Engagement

Provide members with meaningful involvement opportunities at every stage in life.

Lifelong member engagement encompasses the ongoing interaction and emotional commitment between our members and Delta Sigma Pi. This involves developing a deeper understanding of how and why members are and want to participate, and better aligning activities with varied interests and experiences - especially offering opportunities that don't require overwhelming time, financial, or travel commitments.

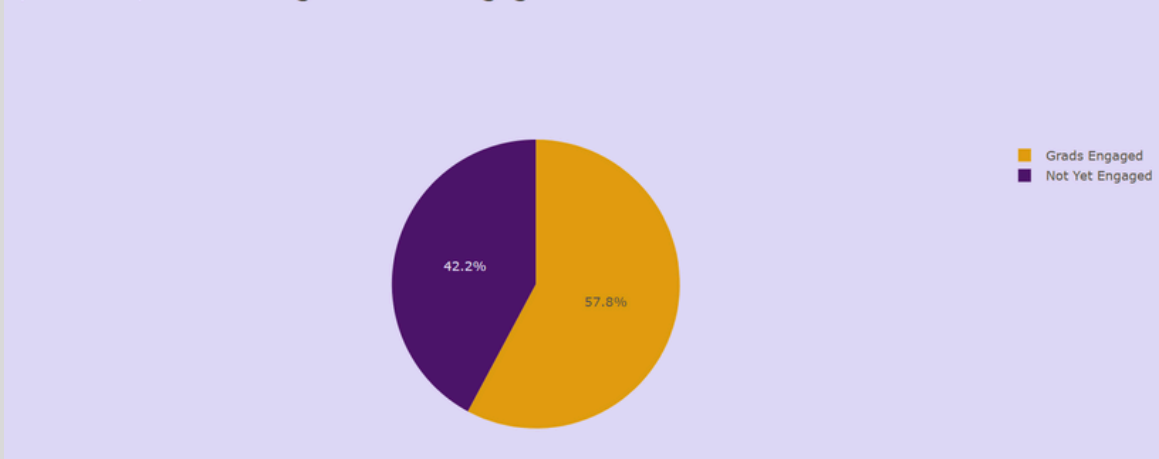
GOAL: Alumni Engagement: Generate trackable engagement of 30,000 alumni over the term of the priorities with an increase of 10% every year as they interact with the organization via channels including but not limited to volunteers, donors, event participants, supporters of chapter or regional activities, or otherwise engaging in national initiatives.

9256 alumni engaged since 7/1/21 from the Western Province

Year	Total Alumni Engaged	Annual % Growth	Alumni Engaged For First Time
21-22	3,857	--	3,857
22-23	4,024	4.329%	2,207
23-24	4,160	3.379%	1,771
24-25	3,501	-15.8%	1,421

GOAL: Member Retention: Engage 50% of new alumni within three years after their graduation, while retaining annually 45% of the prior year's overall engaged alumni.

1,587 of 2,744 recent grads have engaged as alumni



There is a decline in activity from a large number of alumni chapters within the Western Province over the last few years. The hope is it is temporary and an uptick in events and engagement will happen in the near future.

The Western Province Alumni Development Chair hopes to see growth in franchised alumni chapters for the next fiscal year and would love to hear how their committee can help support chapters with alumni engagement.

Western Province Chapter's Events Data



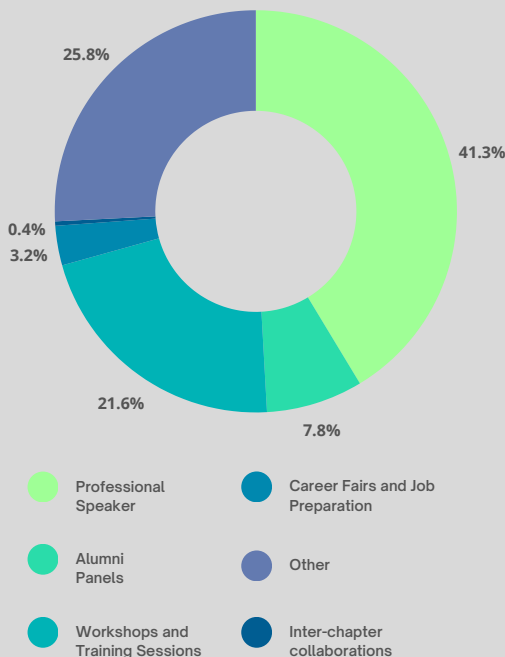
A major theme we see within the Western Province is events that generate ROI and Real-World transferable skills. So what do we do well? Consistent programming for essential basic professional skills; resume writing and mock interviews, learning about Diversity, Equity, and Inclusion and how it applies in companies as well as our chapters, service events that give back, and alumni engagement during recruitment.

Where can we improve? At the end of each section is a recommendation for an area of improvement that we hope chapters will consider for the upcoming year.

Each event data is based on forms submitted through the HUB during the Fall 23/Spring 24 and Fall 2024 Term.

Professional

In the Western Province, chapters organized a total of **283 professional events** during the fiscal year. On average, each chapter conducted approximately 6.6 professional events. Chapters held a mix of in-chapter and off-site events, with approximately 52% of events hosted within the chapter and 48% held off-site. Alumni engagement remained a strong focus, with 36 out of 43 chapters actively involving alumni in their events, showcasing a positive trend across the region. Approximately 70% of chapters included alumni in their activities. However, inter-chapter collaboration was observed in only 2% of events, highlighting an area with potential for growth.



The distribution of event types revealed a diverse array of activities. **Professional speakers made up the majority of events at 41%**, followed by workshops and training sessions at 22%, alumni panels at 8%, and career fairs or job preparation events at 3%. Inter-chapter collaborations were notably rare, accounting for less than 1% of events. Topics covered in these activities ranged from professional development and career pathways to resume building and DEI collaboration. Formats such as mock interviews, alumni panels, and workshops underscore the chapters' commitment to providing holistic professional development opportunities for their members.

As the Western Province continues to prioritize professional development, chapters are encouraged to broaden their outreach, foster deeper collaborations with alumni and other chapters, and integrate innovative formats into their programming. By leveraging the shared knowledge and experience within Delta Sigma Pi, chapters can enhance the value of their events for members and guests alike. For additional support or to share ideas, please contact David Pratt at western.professionaldevelopment@dsp.org.

Community Service

The three areas where chapters made the largest impact in 2024 include youth programs, hunger relief efforts, and environmental initiatives. Together, these areas account for about 43% of all community service in the Western Province. High-impact events included making feminine hygiene kits, organizing food drives and packaging meals for the homeless, and participating in beach cleanups. Compared to the previous year, we are seeing a notable increase in efforts focused on benefiting youth, including programs for children in hospice, literacy events, and educational outreach activities.

In 2024, chapters collectively contributed over **4,603 hours** to community service projects, building on the impressive **4,958 hours** logged in 2023. This dedication showcases the enduring commitment of brothers across the Western Province to making a difference in their communities.

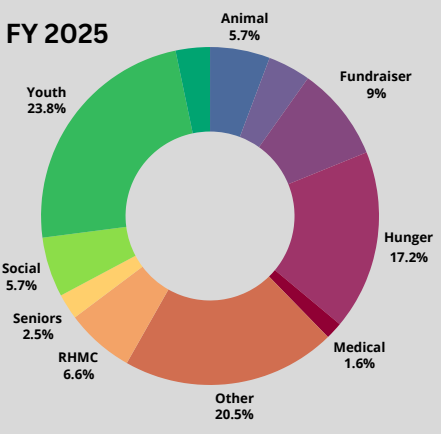
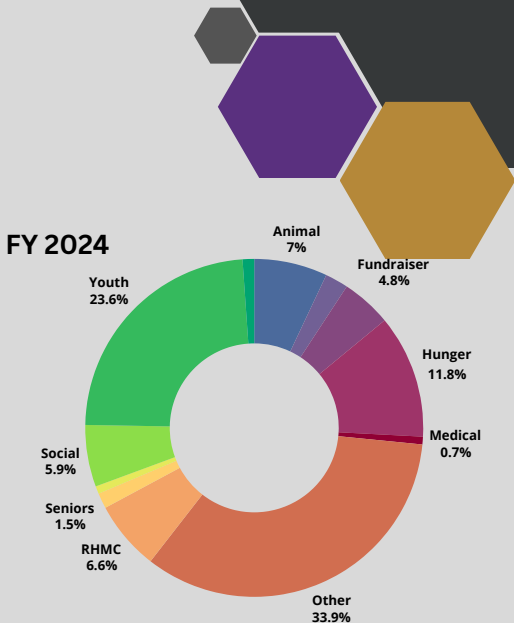
Additionally, chapters continue to collaborate with other organizations and Delta Sigma Pi chapters in their regions to expand their impact. For example, the Lambda Pi Chapter at the University of San Diego volunteered at the Pacific Beach Cleanup organized by Surfrider San Diego. Members of the chapter collected trash on Pacific Beach and in the surrounding area, contributing to a cleaner, healthier environment.

Starting in FY 2025, Delta Sigma Pi will introduce a new national service initiative focused on promoting literacy in all its forms, replacing Ronald McDonald House Charities (RMHC) as the primary national initiative. The new literacy initiative encompasses traditional literacy, financial literacy, health literacy, and other educational efforts. Chapters are encouraged to engage with local schools, libraries, and literacy organizations to coordinate impactful projects.

While we have seen a steady decline in RMHC-focused service events—dropping from 20.7% of all projects in 2023 to 10.7% in 2024—many chapters continue to participate in RMHC events through National programming. This transition highlights the need for reinvigorated local engagement alongside the launch of our new literacy-focused initiative.

We encourage both collegian and alumni brothers to participate actively in this new endeavor and to join the Western Province Community Service Committee by contacting Katie Liu at western.communityservice@dsp.org.

Let's work together to promote all forms of literacy and demonstrate Delta Sigma Pi's commitment to enhancing educational opportunities for all.



Lambda Phi chapter
Fall 2024



Alpha Rho chapter
Boulder Marathon
Fall 2024



Gamma Psi chapter
Spring 2024

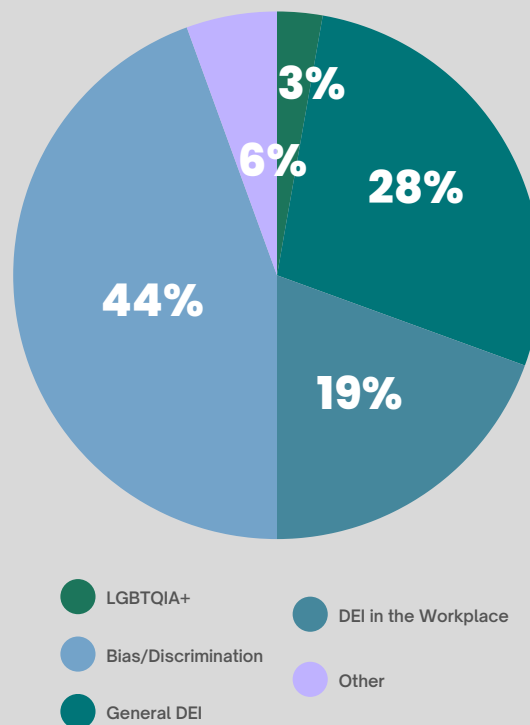
Diversity, Equity, and Inclusion

In the realm of diversity, equity, and inclusion initiatives, **36 chapters** successfully implemented at least one initiative. Among them, **27 chapters** organized diversity training events, facilitating discussions with experts on fundamental diversity, equity, and inclusion-related aspects like microaggressions, macroaggressions, unconscious bias, and stereotypes. Additionally, **three chapters** hosted panel events, where members interacted with professionals and scholars, exploring how to champion DEI in the workplace and navigate spaces lacking proper diversity, equity, and inclusion practices. One chapter stood out for sending its members to a Diversity Leadership Conference, offering a diverse range of seminars and workshops on diversity, equity, and inclusion topics.

Conversations with chapter leaders overseeing DEI initiatives revealed common challenges. Many leaders expressed difficulties excelling in their roles, given the evolving nature of these positions. Concerns about sustaining momentum amid membership and leadership turnover were prominent. Furthermore, members sought a clearer understanding of how national-level DEI initiatives align with chapter-specific efforts.

Feedback on the DEI requirement, as documented on Delta Sigma Pi's Hub platform, highlighted mixed sentiments. While many leaders appreciate the emphasis on DEI, some feel the current requirement reduces efforts to a checklist, rather than fostering a holistic and integrated approach. There is a strong desire for additional resources and support from national leadership to advance DEI initiatives effectively. Chapter leaders have proposed formalizing a DEI-specific position at the chapter level and appointing Diversity, Equity, and Inclusion Chairs for each province to facilitate collaboration and resource sharing.

Additionally, questions have been raised about how DEI is incorporated into national and regional events like LEAD and Grand Chapter Congress. Leaders hope to see a more prominent integration of DEI topics in these programs, ensuring that diversity, equity, and inclusion remain central to Delta Sigma Pi's mission and values.



Organization Excellence



Strengthen infrastructure to support priorities.

While the other three pillars are important building blocks of the growth and success of Delta Sigma Pi, ensuring organizational excellence is vital to keeping our organization thriving.

GOAL: Financial: Decrease financial dependence on revenue from members by annually increasing non-dues/fees revenue by 5%. On the Provincial level, this is measured by Chapter Leadership Fund dollars granted to chapters and money raised by chapters through fundraising

PROVINCIAL STATUS:

\$85,986.50 Granted From Chapter Leadership Funds Since 7/1/21

\$136,232.98 Raised from Chapter Fundraising Activities Since 7/1/21

GOAL: Fraternal Organization: 75% of collegiate and alumni chapters achieve established minimum health indicator.

Expectation	% Of Collegiate & Alumni Chapters Meeting Expectation
Chapter Is In Good Standing	91%
Collegiate Chapters Meeting Accredited Level of CMP Last Year	45%
In Good Financial Standing	89%
Minimum Membership Size	76%

We are excited about the direction the Western Province is headed and are confident we will see improvements year-over-year.

The Chapter Services team has been working on a new health indicator for chapters and our team is meeting with them before Provincial LEAD to discuss how our two teams can support chapters continued success.

If you think there is a data point we overlooked, please let us know so we can continue to work towards improving the province and fraternity as a whole.

