

The Kleos



EXPANSION ACTIVE IN 1985

New Colony And A Reactivation Highlight Year

by Joseph Rossi, Vice-President for Expansion

The Alpha Phi Delta expansion office continued its recent success by adding a new chapter and rescuing another.

Eastern College, a small school in St. David's, Pa., came on board in early spring. The project actually began over a year earlier when Beta Phi transfer David Cooper notified the expansion office of a group of men eager to become fraternity members.

Several phone calls and letters later, a group was formed. Although Brother Cooper has since left Eastern, his help and guidance of the new men was the

key to the project. Freshman Matt Iacoviello took over as leader of the group. (Being the only Italian, perhaps he felt it was his duty!). Iacoviello did a tremendous job gathering the group, keeping them ready for my visits and preparing them for the ever-grueling national initiation night.

Since St. David's is very close to Villanova, Pa., I received assistance from the Gamma Zeta Brothers in an evening of inquisition. As always, the presence of Jim Bloemker, Rich Primiano and Steve Gerace made my job

much easier.

National initiation night brought nerves and tension to the group. It happened to fall on the same night that the Villanova University basketball team defeated favored Memphis State University. The televised game kept the host Gamma Zeta Brothers busy for most of the evening. Questioning eas provided by an impressive group which included Matt LaMonaco, Ronald Sme, Richard Primiano, Albert Palazzo, Richard Esposito, Anthony Campione, Michael

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APD Takes Stand On Alcohol Abuse On Campuses

by A. Joseph Creston, National Chaplain

This past school year many campuses across the country have been plagued with student abuse of alcohol. Several of our national officers are currently involved with college administrators in assisting them with this problem. It is important the the brotherhood understands that our concern is not only for the undergraduate brothers of Alpha Phi Delta but for all college students. Our current involvement on campuses is not because APD is the violator (in some cases it is quite the contrary), but because we have taken it upon ourselves to offer our assistance to colleges before alcohol abuse destroys the fraternity system. If it is not checked, fraternities and sororities will be put off campuses and the establishment of colonies will not be permitted in new areas.

What can you personally do?

Each alumnus should return to his school and speak to his chapter about this issue and alert them to the fact that, if the drinking is not controlled, not only could the individuals destroy themselves but also the fraternity system. Follow up the visit with a letter

A SERIOUS SUBJECT

Alcohol abuse of underage drinkers, particularly on college campuses, is becoming a national issue. President Reagan has signed a bill that is trying to urge all states to pass a 21 drinking age law. As of this writing only 23 states have, and the other 27 have until October 1986 to comply.

The National Fraternity system is also urging individuals to start participating in a "dry rush". As the term implies, alcohol should not be used in rushing. Pledges and new members would not be enticed to our fraternities due to beer parties. The fraternities have more to offer than that.

Our own fraternity has become involved in a very serious situation. St. Francis of Loretto, Beta Lambda chapter, is being sued due to the death of a young man on their campus. This student, not a brother, was killed in a car accident. The driver of the vehicle was intoxicated and was supposedly served alcohol at a fraternity function.

National President Richard Primiano has stated in a letter to the administration of St. Francis, "As a national fraternity, we are concerned with alcohol abuse and have embarked on an educational campaign to make our chapters aware of our position on the subject. . . . most of the brothers tend to be mature and mannerly, but a few irresponsible people can ruin the reputation of the entire group." Curtailing alcohol abuse is a cause that we should all embrace.

Editor

to the Dean of Student Affairs advising him that you spoke to the chapter and offer your services to his office on this issue.

We should remind the upperclassmen that we are there because we are their big brothers and they in turn must remember that they are the big brothers of the newer brothers. They should attempt to monitor the drinking of these younger brothers instead of letting them learn on their own.

There are many more things I can say on this subject and, to many of you, the above may sound like a lot of motherhood, but the bottom line is that we are special people, Alpha Phi Delta Brothers, and I believe we should become nationally involved in this special effort.

Many of us have ancestors who came from the old country so that we could have a better life than they had. They would indeed be proud that we are making this commitment to curtail alcohol abuse by young students. If we reach one student through our efforts and save him from destroying himself, our efforts were worth it.

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Expansion Active In 1985

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Ceciliani and James Bloemker. As the questioning began, I was forced to call a quick time-out as the group seemed to wilt under the heat of interrogation.

Throughout the ordeal, a tall, skinny man with glasses stood quietly in the rear of the jury. He stared coldly at the group, uttering not a single syllable. "Be careful of that guy," I warned the group during the next intermission. "He's tough on pledges and he isn't easily pleased."

Sure enough, the Ronald Sme show soon began. He rifled questions faster than Chuck Connors ever did. He stared and growled with Dick Butkus-like intensity. We began checking the floor for wet spots as the pledges began to weaken, and their dimly lit candles headed south. I knew the pressure was building when one of the pledges uttered, "don't they need us?"

As Brother Sme had them locked in a trance, he quickly reversed his field with O. J. Simpson-like swiftness and welcomed them into the fraternity. What a proud time for everyone in the room. We all came together in the traditional handclap and handshake. The Gamma Zeta Brothers had returned from their own ecstasy of basketball victory to join in the celebration.

The new brothers displayed excellent paddles and two-page papers written on a famous Italian person of their choice.

The brothers of Eastern College are: Matthew Iacoviello, Jeffrey Kerstetter, Bruce Hohman, Thomas H. Brubaker, G. Scott McKelvie and Charles Nipps.

The expansion office moved its next effort to the land of the cheese steak, South Philadelphia, where once again the Beta Delta flame was re-lit.

The project was geared behind the solid efforts of the last surviving Beta Delta undergraduate, Randy Giancaterino. He gathered a large group of men who were addressed by Richard Primiano and John Carosiello. Soon, the group wittled down to five — five good men.

Several visits and phone calls followed. The process was slow at times but things kept coming out okay. We spent many nights going over history in the Giancaterino family living room, a cozy little home located two relay throws from Veterans Stadium. The family was very nice, letting us in. We as a fraternity should be thankful for people like the Giancaterino's.

National initiation night found us in the friendly confines of Glassboro, NJ. The Beta Phi boys welcomed us for an evening of hard questioning. The pledges somehow got lost on the way to the apartment, and we ended up starting the production at 10:30 p.m. Brother Albert Palazzo assisted Matt LaMonaco, Richard Primiano and James Bloemker with the interrogation.

After a bit of a misunderstanding, the evening flowed smoothly. The group was intent on staying together, even if it meant missing important questions.

With the wax melting on Bob Previdi's carpet, and the audience beginning to dwindle due to a nearby party, the Beta Delta Chapter came back to life. We again celebrated in joyous fashion. Brothers Primiano and LaMonaco seemed especially proud of their mother chapter, as did late-arrival Steve Gerace.

The new Beta Delta Brothers are: Dominic Rosati, Robert Fortino, Raymond Rizzo, Nicholas Russo and Vincent Rizzo.

Expansion will continue to develop because I am blessed with good, solid brothers like Jim Bloemker, Rich Primiano, Matt LaMonaco and Steve Gerace living so close. And the visits of people like Ron Sme and Al Palazzo must be witnessed, for they can not be properly described.

Please keep an eye out for expansion. Transfers, friends, friends of friends, anything can get a chapter started. A great organization like Alpha Phi Delta must continue to grow and it is within our grasp to make it happen.

NEXT KLEOS DEADLINE IS OCTOBER 1
Please submit your articles or interest
to this office by that date.

The Myth of The Fraternity Whistle Is Unveiled

by Stanley W. Raffa

As a person deeply involved with the History of Alpha Phi Delta, I have been asked from time to time about "The Fraternity Whistle." It seems that the Brothers keep asking the pledges to find out about "The Fraternity Whistle", and the pledges dutifully ask everybody in sight but can't find out anything about it. Even when they refer to the History, it comes to no avail. The Brothers themselves, of course, are no help.

The last time I was asked about "The Whistle" was by Chris Pinchiaroli, a Brother of Beta Omega Chapter, at Chi Chapter's South Sea Island weekend. He was somewhat disappointed when I raised my eyebrows and frowned, getting another blank to the oft posed question.

I am determined to end this elusive mystery once and for all for at least two reasons: to keep the pledges from being further harrassed when they come up with no answer; and to save me any further embarrassment.

Why not a Fraternity Whistle? After all, we have fraternity songs, a fraternity handclap and a fraternity handclasp, so why not a fraternity whistle? The real question is what it should sound like!

After serious deliberation I have come up with the solution: the "Fraternity Whistle" should be whistled to the tune of "The Cuckoos". To those of you who don't know that tune, go see any Laurel and Hardy movie and listen to the music when the titles come on. That is "The Cuckoos". It should be whistled only when someone asks the question "What is the Fraternity Whistle"? It is mandatory that all pledges know it, memorize it, and whistle it to the best of their ability; and from time to time they should be asked to gather together for an ensemble rendition of it. The entire Fraternity will eventually know it as a result of this. All they have to do is ask the question, and immediately the respondents should go into a rendition of "The Cuckoos".

If anything, that should put an end to the myth of "What is the Fraternity Whistle?" Now let's see what happens at this convention.

LIAC Honors Stan Raffa

by Joseph Randazzo

One of the most popular social functions of the Long Island Alumni Club is the Annual Cocktail Party. This year, it was held at the Elk's Club in Hempstead on a beautiful Sunday on the last day of March which weather-wise tried to condone for the uncertainties and discomforts with which this month usually punishes us.

A total of 45 brothers and wives thoroughly enjoyed an afternoon-evening of good food and drink, and the warm informality that always accompanies these festivities. It has often been proclaimed that the cocktail party was invented because people like people. The brotherhood of Alpha Phi Delta can never deny this.

As honored guest, the LIAC was proud to salute Stan Raffa as Man of the Year. After a few words from President Jim Soviero, PNP Frank Paladino was introduced to tell the assemblage why Brother Raffa has always been held in high esteem not only by the LIAC, but also by the entire fraternity.

He spoke of his 13 years as Kleos Editor, two terms as Third District Governor and his election to the National Vice Presidency and Presidency. Not content with these laurels, he recently completed a six-year stint as Executive Secretary.

During all these terms of office, he always published a monthly newsletter to keep his brothers informed of his activities. One of his major achievements

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PNP Frank Paladino congratulates PNP Stan Raffa, LIAC Man of the Year.

ACTIVE ENTITIES OF ALPHA PHI DELTA

Chapters

- Xi** - Ohio State University
- Omicron** - University of Michigan
- Chi** - Penn State University
- Psi** - Duqueshe University
- Theta Beta** - New York University
- Beta Beta** - Manhattan College
- Beta Delta** - Temple University
- Beta Eta** - Brooklyn College
- Beta Theta** - University of Steubenville
- Beta Iota** - Utica College
- Beta Lambda** - St. Francis of Loretto
- Beta XI** - New Jersey Institute of Technology
- Beta Omicron** - Youngstown State University
- Beta Rho** - Gannon College
- Beta Sigma** - St. Francis of Brooklyn
- Beta Phi** - Glassboro State
- Beta Chi** - SUNY Polytechnical Institute
- Beta Psi** - Catholic University
- Beta Omega** - Pace University
- Gamma Delta** - Waynesburg College
- Gamma Epsilon** - Cleveland State University
- Gamma Zeta** - Villanova University
- Gamma Eta** - Trenton State College

Alumni Clubs

- Boston**
- Brooklyn**
- Central West Virginia**
- Cleveland**
- Chicago**
- Columbus**
- Delaware Valley**
- Long Island**
- Mohawk Valley**
- National Capital**
- New York**
- North Jersey**
- Penn State**
- Pittsburgh**
- Southern California**
- Steubenville**
- Weirton**
- Westchester Fairfield**

CHAPTER CHATTER

XI

Ohio State University

The undergrads from Xi chapter had the party of the semester. On February 16th, the fraternity house was the scene of an all out beach party, complete with four tons of sand spread over the living room floor, and a life-guard chair from which one could easily keep an eye on the beautiful bronze beach bunnies frolicking about. The fireplace helped to keep the temperature nice and balmy inside while it was still winter outside. In addition to having a big crowd of Ohio State students, brothers from Pace, St. Francis, Manhattan, N.J.I.T., and S.U.N.Y. of Utica were in attendance.

The brothers also had an Appalachian Party in April, a Parents Weekend, an Alumni Golf Outing in May, and a Canoe Outing in June. Michael Flavin is Chapter President.

OMICRON

University of Michigan

Omicron had a pledge class of four in the spring after bringing in 12 in the fall. Spring rush is traditionally weaker at U of M. They participated in a brother-pledge football game, treasure hunt, a semi-formal dinner and "Greek Week". They have six brothers living together in a house that they hope will be their "headquarters" for the upcoming fall semester.

CHI

Penn State

Chi chapter organized their annual South Seas celebration weekend again this year in April during the Penn State Blue-White football game. They also held their annual Sweetheart Ball at the house on February 15th. Jerry Britton was honored as Brother of the Year.

Brothers from other chapters have expressed a willingness to help fix up the Chi house. A "National Work Party" is being scheduled for the fall when all chapters will be asked to come to Penn State for a weekend to help work on the house.

On the 56th anniversary of the chapter's founding, March 16, two new brothers, John Dolheimer and James Stanek, were welcomed into the bond of brotherhood. This class brings to nine the number of undergraduate brothers at Chi. Peter Rawson is Chapter President.

PSI

Duquesne University

Psi brothers once again sponsored the annual Valentine Ball for Duquesne. It was a huge success with over 500 people in attendance. They also won the fraternity basketball trophy. They brought in five new brothers in the spring, putting total membership at 56. Chapter President is Dennis Allison.

THETA BETA

New York University

This chapter continued to lead the fraternity in communication with the issuance of seven Theta Beta Newsletters over the course of the year. They have issued challenges to all entities to help improve communications between our chapters.

They held several parties during the semester highlighted by a "Come as your favorite Roman" toga party on March 15th. Attendance was outrageous with brothers from Beta Omega, Beta Eta and Beta Xi included.

During the week of March 4-7, the chapter held an Italian Culture Week. They are proud to announce that it was a great success. Theta Beta won the Third District Bowling Tournament in March. They also held a formal Alumni Awards Dinner June 7 in Brooklyn. And they are still working on contributing to the Ronald McDonald House.

On March 29th twelve brothers embarked on a three day Road Trip which embodied the spirit of a National Fraternity. Their journey led them to the Chi house, the Beta Lambda house, and the Rich Primiano house on the return home.

The brothers were quite active in sports. They participated in basketball, co-ed volleyball, softball, pool, and Thursday night poker.

One new brother was inducted in February and four more in May.

BETA BETA

Manhattan College

Chapter newsletter not submitted.

BETA DELTA

Temple University

This chapter had been down to only two brothers in the fall of 1984. Thanks to Joseph Rossi, Vice-President of Expansion, and Rich Primiano, National President, the chapter was kept alive

with the initiation of five new men in the spring pledge class (See story on page one.)

BETA ETA

Brooklyn College

Chapter newsletter not submitted.

BETA THETA

University of Steubenville

Chapter newsletter not submitted.

BETA IOTA

Utica College

Chapter newsletter not submitted.

BETA LAMBDA

St. Francis of Loretto

The news out of this chapter is not good. The school put the chapter on probation because of a liquor violation. The school has listed various conditions that must be met by the brothers of Beta Lambda when school convenes in September. Restrictions have been put on them concerning housing, rushing, parties, and most fraternity activities. The brothers will have to abide by these university guidelines for the coming year if the chapter is to survive.

The chapter did bring in three new brothers on March 25th bringing their total membership to 26. Twenty are scheduled to return in the fall. Jeff Boyer is the Chapter President who will have to lead them during their probationary period.

BETA XI

New Jersey Institute of Technology

Beta Xi had a group of ten brothers take a "Road Trip" this past semester to the Ohio State Beach Party. They started out the winter semester with 13 brothers, but had a pledge class of 10. Out of the 10, eight were inducted for one of Beta Xi's largest classes in recent years.

They continued the year doing well in sports. After beating the North Jersey Alumni Club in both basketball and football in the fall, they beat them in the spring in softball, but lost in volleyball. They also had a good intramural basketball team. Chapter President is Rob Foti.

BETA OMICRON

Youngstown State

Chapter newsletter not submitted.

CHAPTER CHATTER

BETA RHO

Gannon College

Chapter newsletter not submitted.

BETA SIGMA

St. Francis of Brooklyn

Chapter newsletter not submitted.

BETA PHI

Glassboro State

Beta Phi brothers were active helping their alumnus brother Joe Rossi in expansion. The chapter was holding a Summer Bash in July.

BETA CHI

SUNY Polytechnical Institute

Beta Chi started the school year with 12 brothers — all seniors. That being the case, the group knew they had to work hard to keep APD alive on campus. They developed a plan to build a strong foundation while executing an intense rushing campaign. The most important factor was exposure throughout the entire campus of who Alpha Phi Delta is and what do they have to offer.

To accomplish this, brothers became active in facets of student government and planning committees. The entire school newspaper staff was comprised of brothers. As a result of their leadership involvement throughout campus, they earned the respect and cooperation of the entire administration. Many of the brothers volunteered to be orientation guides for incoming students. For many new people, their first contacts on campus were APD brothers.

The chapter brought in three new brothers in the fall and six more were added in the spring. Through parties and fund-raising events they managed to raise over \$1600. They are targeting some of this money to try to buy a house in 1987.

On April 19th, Beta Chi held the 6th Annual Superdance USA, a dance-athon to raise money for the Muscular Dystrophy Association. And April 27th was the date for their 8th Swampwater Party which featured their famous (secret recipe) Swampwater punch.

BETA OMEGA

Pace University

Beta Omega took first prize in a Pace University blood drive. They were awarded this recognition as a result of donating more blood than any other student organization on campus. A sister

sorority group, Kappa Alpha Tau, sponsored a fashion show, and donated the proceeds to Cancer Research in the name of past Beta Omega president Vinny Gutilla.

GAMMA DELTA

Waynesburg College

Gamma Delta initiated four new brothers in the spring pledge class. This brought their membership up to 25 brothers of whom about 15 will return in the fall. Most of the returning brothers are upperclassmen so the chapter is anticipating a strong rush in the coming semester. New president Steve Tuminello will be leading them.

GAMMA EPSILON

Cleveland State

Chapter newsletter not submitted.

GAMMA ZETA

Villanova University

The chapter's remedial reading program continued this past year under the tutelage of 74 year old undergrad brother Frank Ferrari with 20 students from local grammar schools attending each week. Frank also organized a fund raising raffle to help finance the remedial reading program and for the spring charity basketball tournament.

Gamma Zeta chapter ranked second among Villanova's 13 fraternities in average GPA. Chapter president for



The Brothers of Gamma Delta, Waynesburg College, participate in a Tug of War at Greek Olympics.

1985 is Larry Worth. And of course this chapter is proud of their university's championship in the NCAA basketball tournament.

GAMMA ETA

Trenton State

Chapter newsletter not submitted.

Eastern College

Our new colony from St. David's, PA. went into their second semester. They are six strong and determined men who have always wanted to be involved in a fraternity. Since there were no fraternities existing on campus, they decided to join APD. They feel that APD will be successful for them and that they have a lot to offer to APD.

They have 15 prospective pledges for Fall 1985. They have hosted several activities on campus and raised over \$500 for their college's jog-a-thon. The men are looking forward to the convention in Wildwood Crest where they are hopeful of getting chapter status.

St. John's (Staten Island)

Rich Esposito, a New York Alumni Club brother, is trying to get a colony started here. He has an interest group of fourteen men, and they are trying to get colony status by convention time.

Contributions from Michael Flavin, Joseph Malecki, Todd Muche, John Dolheimer, Theta Beta chapter, Al Fafara, Chris Pinchiarolli, Scott McKelvie, James Bloemker, and John Russo. Note to undergrads: Send your chapter newsletter, events and happenings to the Kleos editor. Your input is needed to make this a viable column. Pictures are welcomed.

CHALLENGE TO UNDERGRADS

The next chapter chatter article will be printed in January. All chapters should have an article in this. If every chapter submits an article and pictures, this section will be enlarged to more pages. The Kleos challenges all chapters to have 100% participation in the next chapter chatter.

The Story That Needs To Be Told Over And Over!

by Professor Philip J. Di Novo

My grandparents came from Italy and even though I was the first grandchild, they had been in America for twenty-five years before I was born. While I recall how hard they worked, I wasn't around during those first twenty-five years which were the most difficult for the immigrant.

Recently, I read George Schiro's book, **Americans by Choice**. It is about the history of the Italians in Utica, N.Y. I am sure that no matter what part of the country, the Italian immigrant had generally the same difficult life.

Rocco Perretta said, "We were terribly handicapped by our lack of familiarity with the English language. I went to a mill to find a job. The foreman asked me if I was looking for work. Not understanding what he asked, my answer was, "No." A friend of mine came to the rescue and explained the situation. Think of it! I was refusing the very job for which I came to look! It certainly was tough for us in those days."

"No, I never got back to Italy again. You see, in the old days, we used to get \$1.25 a day working ten or twelve hours. I used to have to save money so that I could send my children to school", said Rocco Salbitano.

Raffaele De Rosa said, "We worked very hard, used to get little food and we used to sleep on the ground or on top of some hay in old barns. Very often, when the end of the month came, we would not get any pay because the man had 'skipped' away with the money. That left us without food and without money. We were lucky enough to get a job shoveling the snow all night long at the railroad. In the morning we got \$3.00 for working all that night. We bought a sack of flour for \$2.00, then we spent 50¢ for lard. We mixed the flour and fried it into pizza and satisfied our hunger that way."

As we look back, it is quite clear that the key ingredient in the Italian immigrant success was their willingness to work longer and harder than others. They did not merely work, but they also saved.

Their story must be told to all, especially to the young. Because of Italian immigrant efforts, Italian-Americans have not only caught up to, but have overtaken most other ethnic groups in the 1980's. America did prove to be a land of opportunity for those who came from Italy. Yet our progress was brought about by great toil, sacrifice and persistence by the Italian immigrant, and we must never forget them. The idea that one's remembrance of their suffering should sensitize us. We have an obligation to acquaint our children with the history of our people, especially in an age where people are so disassociated from the past. The difficult times and suffering of the Italian immigrant is a reminder that we all owe a great deal to our past, and that we are the heirs of that past.

Professor Philip J. DiNovo is a guest columnist for the Kleos. He is a professor at State University of New York at Morrisville. He is also president of the Central New York American-Italian Historical Association (AIHA).

Anyone interested in joining the AIHA and receive their bi-monthly newsletter focusing on Italian heritage can fill out the following application.

Cultural Affairs: Who Needs It?

by John Muffo, Vice President for Cultural Affairs

Probably the last thing on the mind of most Alpha Phi Delta undergraduate brothers is the cultural affairs arm of the fraternity. Grades, jobs, dates, and drinks, not necessarily in that order, are often the most pressing concerns. It is not the time in life that one normally spends pondering cultural heritage. Despite this obvious fact, all brothers are deeply affected by their own cultural heritage, as well as that of the fraternity, whether they think about it often or not. One of the primary functions of the Vice President for Cultural Affairs is to remind all undergraduate and graduate brothers of this.

It is interesting to me to talk to people who have little or no knowledge of their own ethnic background, yet can discuss at length the unique features of their own families and communities. A little exploration into their heritage often shows them that their own families and friends are not so unique after all, that they share certain attitudes, beliefs, and values with people of similar heritage, even if they are a thousand miles away. Such a discovery helps each person put his or her own attitudes, beliefs, and values into a broader context and provides a more complete understanding of their sources. A closer examination of what one believes is one of the maturing processes that takes place, in one degree or another, in most college students.

The brothers of Alpha Phi Delta have a particular responsibility to examine their common culture in that the roots of the fraternity lie in brotherhood born of discrimination against a particular ethnic group. It is inconceivable to most undergraduate brothers today that Italian-Americans could be treated shabbily because of their ethnic heritage, yet many of the older alumni can remember such overt discrimination all too vividly. More recently initiated brothers belonging to other ethnic groups continue to know such treatment firsthand. While Italian-Americans were not the first group to be ostracized on college campuses and elsewhere in American society, and have certainly not been the last, the history of the fraternity is rooted in that experience. Therefore each brother benefits from an awareness of the cultural heritage of the fraternity as well as his own, in order that he might better understand APD's context in the modern world.

The evolution of the fraternity from a close-knit group of men with a common ethnic heritage to a family of men from different backgrounds has been a long and sometimes painful one. It is important, however, to recognize that the strong brotherhood characteristic of Alpha Phi Delta is a product of that transition, and as such the fraternity in 1985 owes much to its cultural heritage.

Name _____

Address _____

Phone _____

Mail to: American-Italian Historical Association
Central New York Chapter
Box 419, Morrisville, New York 13408

Personal Dynamics and Career Development

Changing Jobs? — Here Are Some Thoughts

by Glenn Boyles, Guest Columnist

The restructuring of our economy from assembly lines and steel furnaces to service industries and silicon chips is resulting in some of the most dramatic changes our country has experienced since the industrial revolution. Change always demands adjustment and employees as well as employers are having difficulty. Articles in business publications frequently document the experiences of employers who look to more productive supervision, flex-time scheduling, work at home options, day care centers and assistance programs for troubled employees for improved performance and increased productivity. These well intentioned programs do ease the responsibilities of private individuals in making the transition to employee, however, they do little to cure a more insidious problem — job dissatisfaction.

Experts agree that job dissatisfaction is rampant from coast-to-coast, with some claiming that ninety percent of the American workforce is unhappy. For the employee who is dissatisfied, the choices are limited — stay or leave — and if he leaves, there is an ever present possibility that the employee may be jumping from the frying pan into the fire. A composite option often overlooked is for the employee to stay where he is, to give their present employer the benefit of the doubt, to make more of an effort, and to implement a discrete, well planned, personal development

program designed to increase the employees marketability. If the situation is past saving, or does not improve as time passes, the employee should, in all good conscience, determine where their strengths, abilities, and preferences lie and then objectively plan a search for a new position.

Here are a few ideas to get you started on the right foot:

- Mend your fences with both your superiors and co-workers. If you have had differences of opinion with your superiors be aware of any opportunity to be sincerely supportive of them. Consider confronting co-workers discretely, and letting them know that you are desirous of a more harmonious relationship between the two of you. Ask them if they would care to discuss it. Do not allow your discussion to develop into an unpleasant exchange!
- Change your bad habits. Bosses despise arrogance, absenteeism, tardiness, not following directives and policies, whining and complaining, a lack of commitment, and laziness.
- Determine where you want to go. Did you ever develop a profile of your desired position? If you don't know exactly where you want to go, the likelihood of your ever getting there is certainly remote!
- Establish a time frame — when do you expect to begin making the necessary changes to reach your objective?
- Periodically review your progress. If changes appear to be in order, then make them. If your situation is obviously not improving, implement a planned career change.
- Keep your plans, thoughts, and feelings to yourself. Definitely do not reveal what you are doing to anyone who might accidentally let it slip that you are planning a change.

What price does the dissatisfied employee have to pay? Extra effort at his present position (which will produce a good reference if he decides to leave!) some mental effort and time to assess his strengths, weaknesses and preferences; time to establish a program of self development; and a few months time to implement it all. What does the employee have to gain? How about an improved attitude at work and at home, increased self awareness, an enjoyment of and enthusiasm for their work, and career advancement for a start.

To some degree, success at any worthwhile endeavor carries with it the risk of jumping from the frying pan into the fire — improve your odds, look before you leap and know where you want to land!

**Look at all the things we could do
without alumni dues.**

The Fraternity Scoop:

The Fraternity Scoop is a regular feature of the KLEOS in response to reader demand. Contributions to this column can be sent directly to the KLEOS Office, 201 Verdant Street, North Huntingdon, PA 15642. Photographs are also encouraged.

Vito J. Titone, Theta Beta '49, was nominated to the Court of Appeals of the State of New York which is the highest court in the New York State. Judge Titone, a state appellate judge already, was nominated by Governor Mario Cuomo in April. He is a resident of Staten Island.

Vito spent his undergraduate years at New York University where he pledged the Theta Beta chapter. He received his law degree at St. John's University where he was a classmate of Mario Cuomo. After graduation, Vito joined his father's law firm in Brooklyn.

In 1969 he left the law firm to sit on the bench of the State Supreme Court. He served there for six years until an appointment in 1975 as justice in the Appellate Division. Justice Titone is also an adjunct professor of law at St. John's.

Justice Titone and his wife Margaret have four children.

Fraternity Jewelry Prices

Fraternity jewelry from Balfour's is available to interested brothers. From time to time, brothers wish to replace fraternity pins or buy better ones. The following is the price list from the past school year. Jewelry may be purchased from our Executive Secretary (address on page two).

- Official plain badge,
Zircon Star, 10K \$54.60
- Official badge, crown pearl,
Zircon Star, 10K 129.75
- Official badge, crown pearl,
Diamond Star, 10K 139.65
- APD Monogram button 6.00

Obituary

DR. VINCENT J. DeLUCA XI '27

Dr. Vincent J. DeLuca, one of the charter members of the Steubenville Alumni Club, passed away on June 24, 1985 at the age of 79. He had been a practicing dentist in Steubenville for 57 years prior to his retirement in May, only one month before his death. He had received his degree in dental surgery in 1928 at Ohio State University, where he had pledged Alpha Phi Delta in 1927.

Besides dentistry, Dr. DeLuca was also an actor and a teacher. He participated in the Steubenville Little Theater where he was known as the "professional Amateur". He also taught a dental assistant program at Jefferson Technical College from 1968 to 1976. He was a member of the American Dental Society, the Ohio Dental Society, the Knights of Columbus, the Serra Club, the Italian-American Cultural Club, and a commissioner in the Boy Scouts. He was also a member of our Steubenville Alumni Club.

He is survived by a son, four daughters, and eleven grandchildren.

ALUMNI SUPPORT NEEDED

40 % of the Fraternity's yearly expenses are supported by alumni contributions.

So the next time you read of a chapter being formed, or a scholarship being given, remember, without alumni dues, it probably would have never happened.

Help support Alpha Phi Delta's 1985 scholarship, expansion and chapter programs by sending your \$25 check to:

Alpha Phi Delta
Box 356
7401-D Metropolitan Avenue
Middle Village, NY 11379

RAFFA HONORED

(continued from page 3)

was the compiling and writing of the History of Alpha Phi Delta.

Twelve years ago, at the 1973 Convention, Stan was voted Outstanding Alumnus. That coveted accolade should have been further embellished. He should have been chosen the Most Outstanding of the Outstanding.

As a memento, Stan was presented with a desk set appropriately engraved to commemorate the occasion.

ALPHA PHI DELTA FRATERNITY

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Middle Village, NY 11379

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