

Leading Women Educators Impacting Education Worldwide

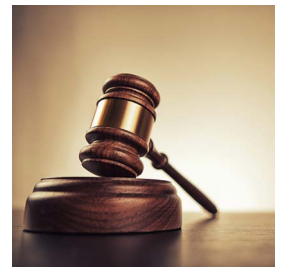


Sadowski Tops List of Candidates

Met the candidates! Elections for officers for the 2020-2022 biennium will feature a slate proposed by the International Nominations Committee that includes two nominees for Second Vice President; a nominee from the floor for the position of Member-at-Large; and an open nomination for the European Representative to the International Nominations Committee.



Achievement Winner Remembered



Why Proposed Amendments Matter

President | *Rebecca (Becky) Sadowski*

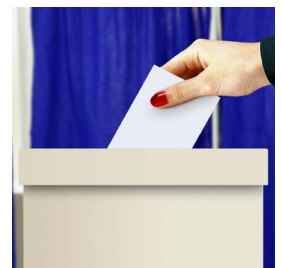
Becky, nominee for International President, currently serves as International First Vice President. A member since 1989, she previously served in leadership positions at all levels, including president of Tennessee State Organization, Southeast Regional Director, and International Second Vice President. She participated as a member of the Golden Gift Fund Committee and chaired the International Leadership Development and Membership committees. Sadowski is a retired university department of education chair. Committed to supporting DKG's mission and vision, she is dedicated to the Society's advancement.



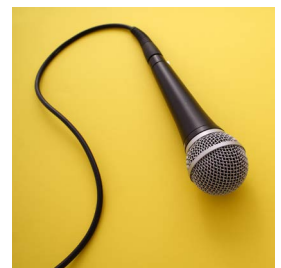
First Vice President *Dr. Lace Marie Brogden*

Lace, nominee for First Vice President, is Dean of Education at Laurentian University. A member for 25 years, she is a past president of Saskatchewan State Organization and presently serves as International Second Vice President. Other DKG positions include Northeast Regional Director, Canadian Area Representative, and International Leadership Development and International Scholarship committees.

See NOMS p. 4-6



Actions from Nov. Admin. Board Mtg.



2020 Convention Speakers Revealed

Mind the GAPP!

By **Cathy P. Daugherty, RP**
2018-2020 International President



Gaps create spaces between objects. Sometimes a gap is an irritant, a trap, or even a nuisance, such as a gap between teeth, buttons on a blouse, or a window and its sill on a cold, windy day. Quite often, however, gaps are useful as bridges from one segment to another or as a receptacle for materials that fit neither one area nor another. Slipping a piece of paper between two books on a shelf marks where to insert another item later. Filling a void with a plant provides visual appeal and cleaner air in a room. Gaps offer both challenges and solutions depending on their perception.

DKG has a gap – aptly named *GAPP: Guidelines And Policies/Procedures* – that functions as a depository for materials that are necessary for the function of the Society and its committees but not necessary for inclusion in our governing documents. GAPP includes international committee guidelines and general materials to aid in the Society’s operation. *GAPP* documents, housed on the website under [Governing Docs](#), come under the purview of one or the other of our elected boards, making it easier for necessary updates to be addressed in a timely fashion. They include such items as *Conflict of Interest, Hold Harmless, Non-dues Revenue Partnership Process, Investment Policy*, etc.

Through voting at the 2020 DKG International Convention in Philadelphia, members may add additional

items to *GAPP*. Many of the proposed amendments (PAs) to be addressed at this convention deal with moving items from the *Constitution/ISR* to *GAPP*. Most will be grouped in the consent agenda and fall into one of three categories: guidelines, policies, or procedures. Although some international committee duties need to be included in governing documents to maintain an informed voting body, the HOW of their implementation is better served in *GAPP*. Guidelines represent an overview of tasks and suggest ideas on how to approach them; policies provide overarching guiding principles; and procedures generally address steps for implementation and provide consistency during the process. The following explanation derived from several websites* illustrates the differences among the three terms.

<i>Guidelines</i>	<i>Policies</i>	<i>Procedures</i>
Have a general focus	Have widespread application	Have a narrower focus
Are recommended but not mandatory	Are non-negotiable, change infrequently	Are subject to change and continuous improvement
Can be detailed or open-ended for flexibility	Are expressed in broad terms	Are a more detailed description of activities
Can be statements of HOW, WHO, WHEN, WHERE, WHAT	Are statements of WHAT and/or WHY	Are statements of HOW, WHEN and/or WHO and sometimes WHAT
Suggest a process	Answer major operational issues	Detail a process

*Sources used for the table content:

<https://www.linkedin.com/pulse/20140611162901-223517409-difference-between-guideline-procedure-standard-and-policy>

<https://www.peerlyst.com/posts/the-difference-between-policies-standards-procedures-and-guidelines-chiheb-chebbi>

https://www.ucop.edu/ethics-compliance-audit-services/_files/policy-toolkit/policy-or-procedure.pdf

The speed at which our world operates dictates that DKG act more expediently than it has in the past. Retaining guidelines, policies, and procedures in our governing documents limits our flexibility as an organization. These can be more easily updated if they are included in *GAPP*. Minding the *GAPP* for DKG offers another solution for simplifying our governing documents and provides important operational information in a location maintained on the website and easily accessed by members.

2018-2020 ADMINISTRATIVE BOARD

International President

Cathy P. Daugherty, RP, Virginia
cathyd@dkg.org

First Vice President

Becky Sadowski, Tennessee
beckysadowski@hotmail.com

Second Vice President

Dr. Lace Marie Brogden, Saskatchewan
lbrogden@laurentian.ca

Executive Director

Nita R. Scott, CAE, Texas
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Parliamentarian

Dr. Helen Popovich, PRP, Florida
hpopovich@mac.com

Immediate Past President

Carolyn H. Pittman, Arkansas
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Regional Directors

Europe

Ingibjörg Jónasdóttir, Iceland
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Northeast

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Southwest

Marilyn Gregory, Texas
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Members-at-large

2016-2020

June M. Bowers, Nebraska
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2018-2022

Connie Rensink, Texas
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Area Representatives

Canada

Betty Rose, Alberta
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aurora.vignau.dkg@gmail.com

NEWS Editor | *Judith R. Merz, Ed.D.*

Assistant Editor and Graphic Design | *Taylor Osborn*

Whitney Remembered as Dynamic DKG Leader

Remembered for her dedication to DKG and Texas State Organization, 2006 International Achievement Award recipient Sandy Whitney died December 9, 2019 in El Paso, Texas.

Outstanding presenter, president, facilitator, chairman, and speaker are descriptors of Whitney's contributions to Texas State Organization, the Southwest Region, and the International Society. She was keynote speaker and workshop presenter at more than 23 state organizations and conventions during her service to the Society.

At the international level, Whitney served as 2004-2006 international first vice president and on the Educational Foundation Board of Trustees, 2002-2004 international second vice-president, and 2000-2002 southwest regional director. She also served on the International Leadership Development Committee, the ad hoc Focus 2000 Committee and the 1998 International Convention steering committee. *See WHITNEY p. 8*





From NOMS p.1

Second Vice President
June M. Bowers

June, a 42-year member, is nominated for Second Vice President. She has held all key offices in Nebraska State

Organization, served as Northwest Regional Director, and is currently completing her second term as International Member-at-Large. June was instrumental in the formation of the Arts and Humanities Jury, serving as its chair, and has also served as chair of the Strategic Plan Committee for the Administrative Board.



Second Vice President
Jane D. Tanner

Jane, nominated for Second Vice President, has served New York State Organization in many capacities. She has served on the International Finance Committee and the Golden Gift Fund

Committee. She has chaired the DKG Educational Foundation and is the current Northeast Regional Director.



Member-at-Large
Cynthia (Cyndy) Moore

Cynthia, Member-at-Large nominee, presently is an International Speakers Fund speaker and serves on the Alberta State Organization Constitution Bylaws Committee. She previously

served on the International Educational Excellence Committee as chair, on the International Membership Committee, and as Saskatchewan State Organization president and parliamentarian. Cyndy was inducted into the Society in 2004.



Member-at-Large
Elaine Warwick

Elaine Warwick, Tennessee, will be nominated from the floor for Member-at-Large for 2020-2024. She has been a member

since 1975, currently serves as Southeast Regional Director, and has previously served as chair of the International Educators Award Committee and member of the International Nominations and Personnel committees. A past president, first and second vice president, and executive secretary of Tennessee State Organization, she also received her state organization's achievement award.



Europe Regional Director
Margarita Hanschmidt

Margarita, nominee for Europe Regional Director, is a founding member of DKG Estonia State Organization and past state organization president.

Two Estonia chapters were organized under her leadership. Having served on the International Membership and Expansion committees, she hopes to encourage members to embrace benefits and leadership opportunities the Society offers.



NE Regional Director
Dr. Debra (Debbie) LeBlanc

Debbie, inducted in 1999, is nominated for Northeast Regional Director. She has served on three international committees and as Illinois State Organization president. She has an optimistic

perspective coupled with problem-solving and listening skills. Debbie states, "As regional director my goal is to strengthen and support women educators."



NW Regional Director
Barbara Clausen

Barbara, a 41-year member from Washington State Organization, is the nominee for Northwest Regional Director.

She served her state organization as president, first vice president, and parliamentarian. Currently serving as the World Fellowship Committee chair, she previously served on the Constitution Committee. Barbara will bring her strategic planning skills to the administrative board.



SE Regional Director
Candace (Candi) Martin

Candi, nominee for Southeast Regional Director, currently serves on the International Membership Committee. She has served as Southeast Representative to the U.S. Forum.

She was Arkansas State Organization president for two successive biennia from 2013-2017. Candi will nurture leadership potential in others.



SW Regional Director
Janis Barr

Janis, a 33-year member, is nominated for Southwest Regional Director. She has served California State Organization as president, second vice president, and recording secretary. As a

current member of the International Leadership Committee, she helped train new state organization presidents. A former school administrator, she has experience in leadership, technology, and mentoring.



Area Representative (Canada)
Marjorie Sinclair

Marjorie, nominated for Area Representative Canada, has presented workshops at DKG conferences since her induction in 2010. She was formerly the

New Brunswick School District Technology Supervisor and has mentored teachers at the Canadian School of Sino-Canada in Senzhen, China, and International School of Beijing, China.



Area Representative (Latin America) | **Grace Rodriguez-Mesa**

Grace, past state organization president of Panama, is the nominee for Area Representative Latin America. As chair of her school improvement plan, she helped Kobbe Elementary School

receive the Excellence in Education Award from the U.S. Department of Defense. Grace is eager to meet and work with other DKG members.



Finance | **Nancy Davis**

Nancy, past state organization president and treasurer of Tennessee for 10 years, is a nominee for the International Finance Committee. A music educator for 40 years, Nancy has shared her talent in workshops

and as the International Music Representative (now known as the Fine Arts Coordinator). She served on the International Educational Excellence Committee and has attended numerous conventions and conferences.



Finance | **Glenda Reynolds**

Glenda, nominee for the International Finance Committee, is a past Northwest Regional Director. She has held many positions in Wyoming State Organization and presently serves on the International

Non-Dues Revenue Committee. Glenda has served at the international level on the Educational Excellence Committee, Expansion Committee, and as chair of the former Communications and Publicity Committee.



Finance | Shelia Wilkinson

Shelia, Kentucky State Treasurer, is a nominee for the International Finance Committee. Her understanding of accounting makes her an experienced candidate for this position. Shelia is prepared to apply her 30 years of teaching upper-level math skills to assist in keeping the Society vibrant and viable.

NE Nominations | Karen Crumley



Karen, a past president and current executive secretary of New York State Organization, is the nominee for the International Nominations Committee representing the Northeast. She has served on the Holden Fund

Committee, including as chair in 2017. Karen is presently serving as the chair of the International Non-Dues Revenue Committee.

**NW Nominations
Dr. Phyllis VanBuren**



Phyllis, a past president of Minnesota State Organization and a past Northwest Regional Director, is the nominee for the International Nominations Committee representing the

Northwest. She is presently serving on the International Educators Book Award Committee. Phyllis has presented speeches in Spanish in Baja California, Costa Rica, and Nashville.

SE Nominations | Carrie Frye



Carrie is the nominee for the International Nominations Committee representing the Southeast. She has been active at all levels of the Society through workshops, committees, and participation at conventions and

conferences. Currently, Carrie is serving as the executive

secretary for Florida State Organization. Carrie views this role as requiring one to be confidential, impartial, and ethical.



**SW Nominations
Dr. Karen M. Duke**

Karen is the nominee for the International Nominations Committee representing the Southwest. She currently serves on the International Education Foundation Board of Trustees.

She was elected as the first Southwest Regional Representative to the U.S. Forum. Karen served as Program and Membership Services Administrator at Headquarters for 3 years.



**Educational Foundation
Dr. Judith (Judy) Carlson**

Judith, nominee for Trustee of the DKG Educational Foundation (EF), served as president of North Carolina State Organization. She was a driving force in establishing the North Carolina

DKG EF. Judith was a member of the U.S. Forum Steering Committee that planned the first National Legislative Seminar in Washington, D.C.



**Educational Foundation
Sandra (Sandi) Causey**

Sandra, nominee for Trustee of the DKG Educational Foundation, was a founding director and officer of the Texas State Organization Educational Foundation. She has chaired the International

Finance Committee. Sandi serves on the DKG ad hoc committee to pursue the merger of the DKG EF and the DKG Supporting Corporation.



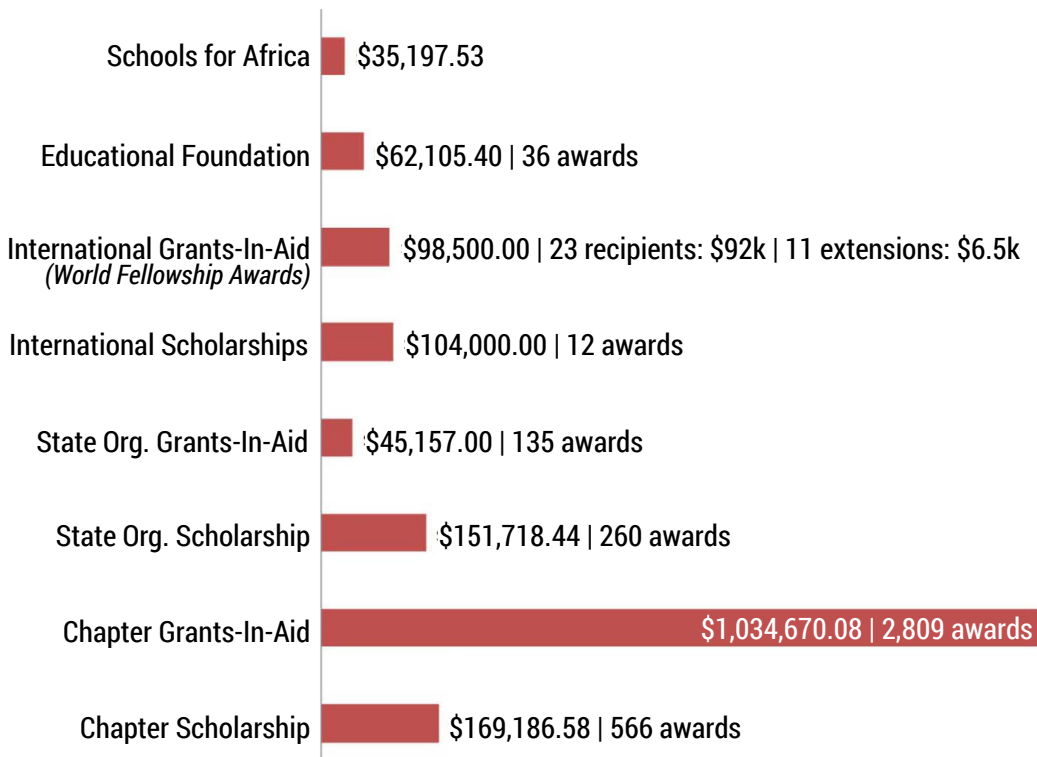
Phyllis Hickey,
Strategic Outreach
Director

From a Director's Desk

A newly developed Philanthropy Report provides a superior picture of the financial reach of DKG. This wonderful [marketing tool](#) for members and nonmembers alike is developed from reports submitted by chapters and state organizations. Each year, the chapter treasurer completes Form 15, which includes financial information sent to the state organization treasurer. The state organization treasurer then completes Form 16, a compilation of information at both the chapter and state organization level. The number and financial total of scholarships and grants-in-aid awarded each year are reported on the form sent yearly to International.

Many donate to the Society's international project, Schools for Africa. Since the program started in 2010, members have contributed \$419,449.28 (as of June 30, 2019). DKG is impacting education in 13 countries in sub-Saharan Africa. The Schools for Africa mission involves providing access to quality basic education for children, focusing on girls, orphans, and other vulnerable youngsters. More information is available on the [Society website](#).

DKG Philanthropy Report | 2018-2019 Fiscal Year



Total: \$1,700,535.03

The Delta Kappa Gamma Educational Foundation has awarded more than \$4.1 million since it started in 1964. The mission is to improve, enrich, and encourage intercultural understanding and educational excellence. For more information, [go to the DKGEF website](#).

International scholarships in the amount of \$5,750,000 have been awarded since 1940. This support is available only to members who are working on a doctorate or pursuing other graduate study. For more information, [view the flyer here](#).

World Fellowship awards have been given in the amount of \$3,699,600 since 1960. This program supports students from outside the United States in studying for advanced degrees or doctorates at a university in the United States or at specified universities in Canada.

In the 2018-2019 fiscal year, with 54 out of 78 state organizations reporting, DKG has distributed \$1,700,535.03. Wow! This is worth celebrating. We truly are a living example of the DKG vision statement: Leading Women Educators Impacting Education Worldwide.

Proposed Amendments 2020: Why they Matter

Again this biennium, members have proposed more than 100 amendments to the DKG governing documents. The good news is that more than half will be presented as consent agenda items – i.e., those that are not controversial but that convention attendees still have the right to pull, discuss, and vote on individually should they choose to do so. The remaining proposed amendments will go to the floor for discussion and vote. In most cases, these fall into a category designated by the topic they address. Some of the more interesting categories for members will be shared via this column in the next few issues of the *DKG NEWS* and also in the issue of the *Bulletin: Collegial Exchange* that will be published prior to the convention.

The stories behind these proposals represent the WHY of their being put forward and the anticipated results should they be approved in Philadelphia in 2020. The stories are told to inform, to prepare, and to clarify the issues surrounding each proposal as members prepare to vote at the 2020 DKG International Convention.

WHY Combine the Work of the Leadership Development and Golden Gift Fund Committees?

Providing professional leadership development opportunities is key to the mission and vision of DKG. Membership in the Society attracts women who elect to further their leadership experiences and make a difference in whatever they undertake. Currently, two international committees – Leadership Development and Golden Gift Fund – address similar purposes. They both provide professional leadership development for members throughout the organization. Leadership is their commonality.

In order to serve members better on a fiscal level, both committees have endorsed a merger. The Golden Gift Fund itself, which exists on donations from members, will remain intact; however, the work of the Golden Gift Fund Committee will become the responsibility of the Leadership Development Committee. During the first year of the biennium, the newly designed committee will focus on training elected/appointed officers at the state organization level, which the current Leadership Development Committee already addresses. In the second year of the biennium, the committee will select recipients of the Golden Gift Fund Awards, who will attend the biennial Leadership Management Seminar, now called *DKG Ignite: Leaders Empowering Leaders*.

Merging the Leadership Development and the Golden Gift Fund committees will bring DKG leadership training under one committee with one united message. This is a more cost-effective use of human resources and reflects the best stewardship of members' dues. Combining the work of these two committees makes sense and saves cents while simplifying the work of the Society.

From WHITNEY p.3

Whitney was described as the epitome of a dynamic DKG leader. Serving 6 years on the International Administrative Board while continuing her job as principal of a middle school demonstrated her commitment to both education and the Society. She served as leader or team member with equal aplomb. She applied her vast knowledge of DKG and offered logical thinking, realistic solutions, and optimistic visions for the organization.

From her induction into Texas Eta Kappa Chapter in 1975 to her death as a member of Texas Mu Kappa Chapter, she served her chapters in numerous positions, including president of Eta Kappa. She also assumed many leadership positions in Texas State Organization, including president from 1995 to 1997.

Whitney earned an undergraduate degree at Phillips University in Enid, Oklahoma, and a master's degree in educational administration from the University of Texas at El Paso. She became principal of Vista Hills Elementary School in 1990, and during her 13-year tenure, the school was recognized for exemplary status and high academic student performance.

Ask Annie

Dear Annie,

I was reading the major actions by the Administrative Board (November 2019) and saw an authorization for a real estate advisory group to “commence a marketing effort to sell the fee simple interest in the DKG downtown Austin campus.” I would like to know how you feel about this step in moving forward.

—*Cautiously Curious*

Dear *Cautiously Curious*,

Every step counts. I never had an office at headquarters but know its creation was a grand adventure and wise purchase. Sometimes we outgrow our ‘residences’ in many ways. The building has been well-cared for over the years, but expenses for maintenance and property taxes are very high. The estimated appraisal that has been shared by market professionals would be lucrative.



Remember my statement: “Be progressive. Keep up with the moving world while not discarding what in the old has value. But, don’t cling to the old when it’s worth has passed. Don’t be a person so set in your views that nothing can change you.” I would ask whether DKG is defined by our building or by our mission and vision? What are the possibilities of increasing our impact on education worldwide with the potential revenue?

Annie Webb Blanton

DEADLINES

January 3

DKGEF Project applications

January 6

Convention presentation proposals

February 1

DKGEF Professional Development applications

February 1

International Scholarship applications

February 15

Submissions to DKG Fine Arts Gallery

HQ CLOSED

December 21-January 5

Winter holidays

January 20

U.S. Martin Luther King Jr. holiday

February 17

U.S. Presidents’ holiday

Share Your Creative Talents this Spring

With the new year comes a new DKG Fine Arts Gallery. The submission period is from January 15-February 15. This is your opportunity to share creative and artistic talents with DKG members from around the world.

Interest in the gallery has been steadily growing over the past year. For the Fall 2019 Gallery, 104 artists submitted 174 works, of which 147 were accepted. The talents of these members are a joy to behold!

Whether your passion leans toward written or musical composition arts, performing arts, 2D or 3D visual arts, or even a combination of two of these, a category is available for you. Visit the DKG Fine Arts Gallery site at gallery.dkg.org to find out how to submit.

Find out more about submitting to the Fine Arts Gallery and meet some exhibitors and the Arts and Humanities Jury members by attending the workshop at the international convention in Philadelphia this summer. Get inspired and share your talents in a future gallery.

2019-2020 World Fellowship Recipients

Fellowship Recipients	Country	Field of Study	University
Narmeen Shafqat	Pakistan	Cyber Security	Northeastern University
Rohina Seduqui	Afghanistan	Curriculum & Instruction	Boston University
Tamoha Binte Siddiqui	Bangladesh	TESOL	Michigan State University
Quuakamon Dejatiqongse Na Ayudhya	Thailand	Human Development & Psychology	Harvard University
Jihyun Kwon	South Korea	Criminology & Sociological Studies	University of Toronto
Boluwatife Awnaile	Nigeria	Environmental Sciences	University of Toronto
Scarlette Fenella Rivera	Costa Rica	Teaching of English	American University
Ximena Carolina Pizarro Bore	Chile	Public Policy	Georgia State University
Angela Katherine Leech	Australia	Peace and Justice	University of San Diego
Dipela Jacoline Mondl	South Africa	TESOL and World Languages	University of Georgia
Mila Jazmin Cantar	Argentina	Public Administration	Cornell University
Neelam Moiz	Pakistan	Nursing	University of Alberta
Saniya Ashraf	Pakistan	Computer Science	Florida State University
Zhanar Tostubayeva	Kazakhstan	Special Education	Lehigh University
Luisa Rodrigues Felix Dalla Vecchia	Brazil	Environmental Design	University of Calgary
Fitria Andayani	Indonesia	Journalism	University of Missouri
Paola Lorena Carrion Aviles	Ecuador	Biology	McGill University
Sol Magali Lopez Cortez	Argentina	Linguistics	SUNY Buffalo
Monyrath Buntoun	Cambodia	Computer Science	Syracuse University
Fellowship Extension	Country	Field of Study	University
Deniz Akyel	Turkey	Early Childhood Education	Kent State University
Gugulethu Thandeka Moyo	Turkey	Nutritional Sciences	Texas Tech University
Tipsuda Chaomuangkhong	Thailand	TESOL	Arizona State University
Shikha Gupta	India	Rehabilitation Science	Queen's University
Quynh Nguyen	Vietnam	Art/Painting/Drawing	University of Tennessee
Shafinaz Sameen	Bangladesh	Urban Planning	University of Illinois
Saeideh Salimpour	Iran	Industrial & Manufacturing Systems Engineering	University of Windsor
Maria Elisa Dugo	Argentina	Global Environmental Policy	American University
Tanjheela Jahan	Bangladesh	Pharmaceutical Science Pharmaceutics	Queen's University
Antonella Pappolla	Argentina	Educational Policy Studies	University of Wisconsin

2020 Society Representative Assignments by State Organization

State Organization	Representative	Date	City
Alabama	Elaine Warwick	February 29	Montgomery
Alaska	Nita Scott	April 24-26	Ketchikan
Arizona	Connie Rensink	June 5-7	Phoenix
California	Trish Woodley	May 1-3	Santa Clara
Colorado	Marilyn Gregory	June 12-14	Montrose
Costa Rica	Marilyn Gregory	April 24-26	San José
Estonia	Betty Rose	March 7	Tallinn
Finland	Cathy Daugherty	October 19	Turku
Georgia	Phyllis Hickey	April 17-18	Warner Robins
Hawaii	Cathy Daugherty	April 3-4	Turku
Idaho	Becky Sadowski	June 16-18	Caldwell
Illinois	Cathy Daugherty	April 24-26	St. Louis, MO
Jalisco	Ingibjörg Jónasdóttir	February 15	Guadalajara
Kansas	Becky Sadowski	April 17-19	Wichita
Kentucky	Connie Rensink	March 20-22	Lexington
Louisiana	Trish Woodley	March 20-22	Alexandria
Maine	Phyllis Hickey	May 1-3	Bangor
Maryland	Lace Brogden	May 2	Bowie
Massachusetts	Jane Tanner	May 1-3	Plymouth
Michigan	Jane Tanner	April 24-26	Port Huron
Minnesota	June Bowers	June 16-17	St. Joseph
Montana	Donna Niday	June 15-16	Helena
Nebraska	Elaine Warwick	April 24-26	Grand Island
Nevada	Jane Tanner	March 27-28	Reno
New Brunswick	Donna Niday	May 29-30	Fredericton
New Jersey	Becky Sadowski	March 27-29	Somerset
New Mexico	Lace Brogden	April 24-26	Gallup
North Carolina	June Bowers	May 1-3	Greensboro
North Dakota	June Bowers	June 2-3	Bismarck
Ohio	Cathy Daugherty	March 20-22	Dublin
Oklahoma	Marilyn Gregory	June 5-6	Oklahoma City
Oregon	Aurora Vignau	April 24-26	Silverton
Pennsylvania	Connie Rensink	June 12-14	State College
Rhode Island	Dr. Lyn Schmid	April 30	Cranston
South Carolina	Betty Rose	February 29	Columbia
South Dakota	Becky Sadowski	June 4-5	Yankton
Tennessee	Trish Woodley	June 3-6	Sewanee
Texas	Aurora Vignau	June 17-19	McAllen
The Netherlands	Lyn Schmid	May 16	TBD
Washington	Helen Popovich	April 24-25	Olympia
Wyoming	Donna Niday	April 25	Virtual Meeting

Administrative Board Actions Nov. 2019

1. Adopted the items on the Consent Agenda:
 - a. 2018-2019 Audit.
 - b. Employee Handbook – Directors 2019.
 - c. Procedures for International Honorary Member Nomination (GAPP).
 - d. International Non-dues Revenue Partnership Process (GAPP).
 - e. The Delta Kappa Gamma International Scholarship Selection Process (GAPP).
 - f. The Delta Kappa Gamma World Fellowship Selection Process (GAPP).
2. Authorized the Sayers Real Estate Advisory Group to commence a marketing effort to sell the fee simple interest in the DKG downtown Austin campus.
3. Ratified a motion to merge the DKG Supporting Corporation into The DKG Educational Foundation with the new name, “The DKG International Educators Foundation,” being established July 1, 2020.
4. Implemented an official DKG Dues Collection Process based on the evaluation and revision of the process piloted by DKG Headquarters professional staff during the 2019 collection period.
5. Formed a task force to examine and analyze the elements of and needs for international member states/countries and to propose long-term practices and recommendations, for reporting at the May 2020 meeting.
6. Removed Society Endorsements, Executive Board, and Convention Actions from GAPP (Guidelines and Policies/Procedures).
7. Ratified the actions taken in Executive Session:
 - a. Created the professional staff position of Strategic Outreach Director and changed the title of Business Director to Finance Director.
 - b. Moved Phyllis Hickey to the position of Strategic Outreach Director and moved Peggy Jonas to the position of Finance Director, effective January 1, 2020.
 - c. Updated the Headquarters organizational chart to reflect personnel changes.
 - d. Approved professional staff salary adjustments.
8. Approved the collection of contributions to the Emergency Fund during the regional breakfasts at the 2020 DKG International Convention.
9. Appointed an ad hoc committee to evaluate the effectiveness of DKG publications with its report due at the May 2020 Administrative Board meeting.
10. Set the registration fees for the 2020 DKG International Convention as displayed:

Registration Only	
Early Bird (January 6 – March 6)	\$180 US
Regular (March 7 – June 7)	\$200 US
with Late Fee (June 8)	\$300 US
Collegiate Member	\$100 US
Collegiate Member with Late Fee (June 8)	\$150 US
Non-Member Registration Only	\$250 US
Non-Member Registration Only (Late fee)	\$375 US
Member One Day (Registration Only)	\$85 US
Member Two Day (Registration Only)	\$158 US
Combined Registration with Opening Night Event & Vision Luncheon – Early Bird	\$325 US
Combined Registration with Opening Night Event & Vision Luncheon – Regular	\$345 US
Combined Registration with Opening Night Event & Vision Luncheon – Late fee	\$450 US
Guest	\$ 20 US
11. Decided that one collegiate member registered by June 7th for the 2020 International Convention be awarded one (1) free “combined registration with opening night event and vision luncheon.”
12. Recommended the Executive Board approve Tampa, Florida, as a potential site for an international conference in 2021.
13. Approved as an option for members on the 2020 DKG International Convention registration form the inclusion of professional development clock hours (30 hours) at the cost of \$50 U.S.
14. Reviewed all proposed amendments to the DKG *Constitution* and *ISR* and recommended “to adopt” or “not to adopt” each one.

Educational Excellence, the Heartbeat of DKG

The Educational Excellence Committee (EEC) was originally proposed during the revision of the *Constitution* in 2010 and has been an integral part of the mission and Purposes of the Society since that time. Nevertheless, after 9 years of expected implementation, during EEC training the question still occasionally arises: “What is Educational Excellence?”

Perhaps the question comes because the questioner is new to the organization, or perhaps the questioner is a new chair for Educational Excellence and overwhelmed by the vast array of materials available on the website. Essentially, these many resources are available to help chapters and state organizations embrace the core of DKG’s effort to accomplish its mission through the Society’s programs, projects, and activities. Specifically, per the *Constitution* (Article VIII, C. 1), the EEC supports “excellence in education through programs of action that encourage leadership, personal and professional development, global involvement, educational law and policy, and projects.”

To avoid being overwhelmed by the breadth of choices and information available, EEC members are encouraged to select a focus. This biennium, the International EEC’s goals connect directly to the International Strategic Plan to include target areas in Goal 1: Support Members; Goal 2: Provide Global Opportunities; Goal 3: Develop Leaders; and Goal 4: Build Resources. Focus areas for this biennium include supporting the international projects, Schools for Africa and Supporting Early Educators (SEE); advocating for educational law and policy; and promoting U.N. activities.

EEC members are also encouraged to implement critical thinking as both a means and an end. For example, during EEC chair training, questions about the purposes of the committee are welcomed to provoke thinking and provide a chance for greater understanding. Once a level of knowledge is established, the questions can provoke insights, curiosity, clarity, and investment in outcomes. There is never enough time to cover the vast array of EEC resources and how best to implement committee work. However, participants can continue questions and conversations with their state organization leaders and committee members. In addition, participants can reach out to the International EEC and find support from their regional representative.

Imagine if the questions could continue within the state organizations to provoke deeper understanding among these

See EEC p. 14

31 ISF Speakers Eligible

In October, the International Speakers Fund (ISF) Committee was pleased to add 25 speakers to the official Speakers List for the next 2 years. Eligible speakers on the list, which is posted on the ISF page of dkg.org, now number 31. At the end of their 2 years, speakers are eligible to apply to be on the list again. Speakers may not serve more than two consecutive terms (a total of 4 years), but they may reapply after a 2-year hiatus. The fund pays for an approved speaker’s travel from her home country to the host country event. This is a wonderful opportunity for increased international understanding, program enrichment, and personal growth through the exchange of Society speakers among member countries.

The committee also approved three requests for speakers for 2020. By coincidence, all are from Canada. Cyndy Moore will be going to Michigan, Ardis Roote will speak in Finland, and Diane Phillips will present in Nuevo León. Each speaker’s transfers, housing, and meals are the responsibility of the host state organization during the agreed period of visitation. A speaker may be hosted in a member’s home during her stay. Many speakers tell of the enriching experiences they have enjoyed while sharing their expertise abroad.

The committee invites state organization presidents to consider requesting an ISF speaker for state organization events in 2020. The next deadline for requests is May 1. Speakers have taken part in cultural workshops, symposia, leadership training, keynote speeches, and more. State organizations are encouraged to make the most of a speaker’s experience by involving her in multiple ways.

Dues Process Affirmed

After discussing the newly implemented dues process and results of the survey completed by 853 chapter and state organization treasurers, 2018-2020 Administrative Board members approved the dues process in full at its November meeting. The new method will continue to be used to post dues.

The 2,180 chapter and state organization treasurers in DKG received the survey in early fall for their review of the new dues process. Graphs of overall results from 853 respondents (39%) were printed in the Nov/Dec issue of the *DKG NEWS*.

Treasurers were also asked what changes, if any, they would recommend to the program. Approximately 363 (46.6%) added comments that focused on five main areas:

1. Allowing electronic payments or bank drafts to reduce the number of checks written and sent to HQ for processing. Within this suggestion were some requests for members to be able to pay directly online.
2. Improving actual software functions, such as a user's ability to
 - a. save information and post payments later;
 - b. search by members' numbers;
 - c. drop members directly; and
 - d. separate current members from dropped members.

3. Improving HQ's side of the process by
 - a. confirming receipt of payment;
 - b. adding scholarship and other state fees to the program; and
 - c. tallying the number of each member type on an order.
4. Resolving various technical matters such as issues with passwords and the search feature.
5. Providing more information to members about the changes in the process.

Some respondents also noted a concern about due dates within the process and about members receiving reminder emails from HQ rather than from chapter treasurers. Praise for current training and assistance from HQ was balanced with requests for additional training. Twenty respondents (2.34%) expressed a preference for the old system.

Many of the changes recommended will be implemented with the software developer, such as adding the member ID number to the search field and correcting the search feature. HQ has added a training video link to the chapter treasurers' Chapter Connect and the state organization treasurers' State Connect in MyDKG. Training assistance will continue via chat, phone, and email, as well as through workshops at the international convention.

From EEC p.13 constituencies. What if the question evolved to "How can we best operationalize and empower Educational Excellence within the organization so that we attract new educators, inspire current members, and secure the future of DKG through continuous, strategic growth?" Imagine how the use of powerful questions or critical thinking questions could engage participants in thoughtful integration of resources and other committees' initiatives.

As educators, we understand the power of inquiry in the learning process. We also understand the positive impact of project or problem-based learning. Members still in the classroom will welcome the chance to share or lead activities that directly relate to what they are doing every day in their work. Most importantly, the planning and implementation actually develop into a living example of educational excellence.

From the City of Brotherly Love to the City that Never Sleeps—July 12-16, 2020

An amazing opportunity is available to DKG members following the international convention in Philadelphia in July 2020: five days in the Big Apple taking in the sights, sounds, and flavors of New York City.

Participants will take the train from Philadelphia to Penn Station on Sunday, July 12, and will gather that evening for a welcome dinner – a wonderful occasion to meet fellow travelers!



The first full day in New York City will begin with breakfast, followed by a walking tour of Central Park, Rockefeller Center, St. Patrick's Cathedral, and the Museum of Modern Art (MOMA). A Broadway show is on the agenda for Monday night.

Tuesday in the city will find attendees enjoying breakfast together and then exploring the 9/11 Memorial and Museum and One World Observatory. After they venture through Chinatown and Little Italy for lunch on their own, the evening will find participants enjoying another Broadway show.

Breakfast on Wednesday will be followed by ferry rides to Liberty Island to see Lady Liberty and Ellis Island, with some time spent inside the Ellis Island Immigration Museum. For their last night in the city, attendees will make their way to the Empire State Building and celebrate with a farewell dinner.

The last morning in New York City will be spent with a shared breakfast and some time at the American Museum of Natural History. Then it will be time to head back to Penn Station to board the train to Philadelphia.

The price of this trip is \$2,199 for double occupancy and \$2,699 for single occupancy. A deposit of \$450 is required. Final payment is due by April 13, 2020. Mastercard, Visa, and checks are accepted methods of payment.

The DKG Global Ambassador for this trip is Tracey Dusch. She can be contacted by email at trae917@brockwaytv.com. This trip is offered by Go Ahead Tours (617.619.1191). The DKG contact at Go Ahead Tours is Kristen Reilly – kristen.e.reilly@EF.com. Book your tour now through the DKG website under **Events** or by calling Kristen directly using the number listed above. Specific shows will be announced closer to departure.

Hotel REGISTRATION INFORMATION



PHILADELPHIA DOWNTOWN MARRIOTT

CONVENTION RATES APPLICABLE JULY 5-13

ONLINE (RECOMMENDED): [Click Here](#)

PHONE: +1 215-625-2900 (mention DKG)

SINGLE/DOUBLE OCCUPANCY: \$179/night

EACH ADDITIONAL PERSON: \$20/night

*GROUP RATE CUTOFF DATE: **June 15, 2020***

Brain Appeal: Speakers Both Right and Left!

Bring your brain, whether wired to the RIGHT or to the LEFT, to general sessions at the 2020 DKG International Convention in Philadelphia this summer! Keynote speakers Olympia LePoint and Jane Golden will each speak to a different “side” of the brain while challenging you to use your entire brain to get the most out of life. So, no matter your pleasure – STEM or the Arts – be prepared to learn more and engage actively as you listen to their stories.



Olympia LePoint: A Modern-Day ‘Hidden Figure’ STEM-ing the Tide

A school field trip, a knifing, and a math tutor propelled Olympia LePoint toward life as author, award-winning aerospace engineer, and professional speaker. Viewing a mission control room at the Jet Propulsion Lab in her home state of California at age 6 inspired LePoint to seek degrees in applied mathematics. Abuse at the hands of a gang member at age 10 dictated a school transfer that resulted in long hours of travel and lower scores in her favorite subject, math. A math tutor’s generous help during a winter break made the difference, and LePoint never looked back.

Like the lead characters in “Hidden Figures,” the awarding-winning movie depicting the true story of three highly intelligent African American women competing in the world of NASA in the early 1960s, LePoint found the same prejudices and barriers when she first began her work at NASA in her 20s. Women at NASA were still finding refuge in the ladies’ restroom to regroup, mentor, and inspire each other – shades of DKG’s founding in 1929 in the women’s lounge on the campus of the University of Texas!

Today, as the author of two books, “Mathaphobia: How You Can Overcome Your Math Fears and Become a Rocket Scientist” and “Answers Unleashed: The Science of Unleashing Your Brain’s Power,” LePoint believes everyone can overcome past issues and successfully move forward through “Triabrain,” the theory of relativity she developed in 2016 and a method she advocates “to rewire one’s brain and gain faith and intuition in overcoming challenges.” Through her presentation, LePoint will address this process, inspire attendees with her personal story, and note the STEM challenges still facing women and girls today.



Jane Golden: Urban Transformation Through ART

More than 4,000 murals liven the buildings in Philadelphia communities due to an idea put forward by Jane Golden, a keynote speaker at the upcoming international convention. Since 1984, Golden has been the brains behind the Mural Arts Philadelphia Program. Originally hired to address graffiti issues throughout the city, she approached the task as one of redirection, collaborating with local graffiti artists and capitalizing on their talents to create murals. Golden embraced muralism to address multiple community and public issues. In 1996, the Anti-Graffiti Network was placed under the jurisdiction of the city’s Department of Recreation. Under the restructured program, not only graffiti artists but also children found an outlet for their talents. The program in this new phase has served thousands of youth and has transformed neighborhoods and the lives of those painting in them.

Golden’s presentation will be a visual feast featuring pictures of murals throughout the city. The stories of their creation will enlighten convention attendees and inspire a walk around the city to view these works of public art up close during the stay in Philadelphia.

Discovering Philadelphia

More than 500 attractions await when you visit Philadelphia, most recently recognized by National Geographic as one of the top 20 places to visit in 2020 AND the only U.S. city so designated. Here are a few places you will DISCOVER in Philadelphia:



PHILADELPHIA MUSEUM OF ART and "ROCKY" STATUE

Waiting for you are more than 227,000 art objects spanning 2,000 years of history and ranging from China to Japan, Persia to Turkey, and Korea to India. "Rocky" greets you from the steps as you enter this Philadelphia landmark. *HINT: The main building is open until 8:45 p.m. on Wednesday/Friday!*



INDEPENDENCE HALL

This building may be dear to U.S. citizens, but to world travelers it is also known as a UNESCO World Heritage Centre! See George Washington's Rising Sun Chair and the inkstand used for the signing of The Declaration

of Independence. *HINT: Make a reservation online...it's the only way to tour this site!*



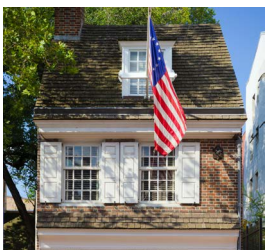
LIBERTY BELL

Cast in 1752, this bell is believed to be one of those rung during the reading of The Declaration of Independence. It has been a symbol of freedom during the Cold War, printed on U.S. currency, and used on stamps. Its famous crack still warms the hearts of those who view it. *HINT: The Independence Visitors Center has the nearest restroom!*



THE FRANKLIN INSTITUTE

Science lovers and Ben Franklin admirers will love this site! A giant heart, a train factory, and interactive displays are just a few reasons to bring children and those "young at heart" adults who are curious to understand the world around them. *HINT: The second-oldest planetarium in the United States is located here!*



BETSY ROSS HOUSE

This house is believed to be where the famous seamstress lived and sewed flags. Look for costumed characters to greet you as history comes alive. Expect to be transported by the experience. *HINT: Use the Hop-On Hop-Off bus to see this and other sites!*

Convention Upfront Dates

Convention-related deadlines will be updated with each issue of the *DKG NEWS* between now and the start of the 2020 DKG International Convention!

DECEMBER 1, 2019

[Hotel registration](#) opened

JANUARY 6, 2020

Convention [presentation proposals](#) due

Convention registration: EARLY BIRD registration, Jan. 6 – March 6

MARCH 7, 2020

Convention registration: REGULAR registration, March 7 – June 7

APRIL 15, 2020

Vendor/exhibitor applications due
Convention program ads due

APRIL 30, 2020

Dissertation recognition due (see *ISR* 13.5 for details).

JUNE 8, 2020

Convention registration: LATE registration, June 8 – July 11

“Bee” Keeping, DKG Style

During the 2020 DKG International Convention, attendees will be hearing about hives, bees, and keepers in connection with events planned for members attending their first international convention. Traditionally known as “First Timers,” these members will sport “New BEE” ribbons, be teamed with veteran convention attendees (“Keepers”), and have a room (“HIVE”) set aside for networking and seeking information designed to enhance their total convention experience.

Piggybacking on a similar concept used during the 2018 International Convention, first-time convention attendees will be con-

tacted prior to their arrival in Philadelphia to receive tips as they prepare for the trip. Infographics on the DKG website and app will point them in the right direction once they arrive. A special meet-and-greet from 3-4 p.m. on Tuesday, July 7, will focus on the convention program and how best to navigate the packed schedule. At this event, New BEEs will meet their Keepers face-to-face for the first time. Throughout the convention, Keepers will arrange to be available to assist New BEEs as needed. New BEEs will have options to share their convention experiences through social media and the DKG phone app. Follow-up between Keepers and New BEEs after the convention will be encouraged.

Attending one’s first convention should lead to multiple experiences beyond the chapter level. A New BEE in 2020 might just be a Keeper at a future convention!

WANT TO BE A “KEEPER” AT THE 2020 DKG INTERNATIONAL CONVENTION?

As a Keeper, you must be able to attend the Meet-and-Greet event for New BEEs from 3-4 p.m. on July 7, 2020, at the Marriott Downtown Hotel in Philadelphia. Also, you will be asked to be available for HIVE duty for 1 hour (Wed. – Fri.) at a time that fits your schedule. [Click here to apply.](#)

Send the following information in an email to Trish Woodley, Membership Director, at trishw@dkg.org by March 1, 2020: **name, state organization (geographic), email address, and cell phone number.**

INTERNATIONAL UPDATE: LATIN AMERICA

This column is submitted on a rotating basis by the Europe Regional Director, the area representatives for Canada and Latin America, and Japan.

Latin American state organizations continue to support key women educators in a variety of ways. In addition to pursuing specific programs, most states are hosting monthly educator “Get Togethers” to discuss and get feedback on a topic of interest and to get to know one another.

Puerto Rico has been helping schools by contributing financially, donating school supplies, and adopting kindergarten and special education classrooms. Some donations brought by members from other state organizations as part of the Post Maria Project have gone to repair a Braille reproduction machine, replace a photocopier, provide air conditioners for special education kindergarten classrooms, and make other improvements.

For more than 20 years, DKG members of San Diego and Baja California have met for the event “Hands Across the Border” to help

with school supplies for schools in Tijuana and Ensenada.

Panamá celebrated its tenth anniversary hosting the VIII Latin American Conference in October with an excellent program and participation by members from several countries and guests. Attendees also had the opportunity to visit the Panama Canal on Sunday after work and were rewarded with several ships crossing the canal during the visit.

Puebla, a beautiful city with enthusiastic members, will host the 2021 Latin America Conference.

See IU p. 19

From IU p.16

Guatemala has been focused on the topic “Education of Girls and Women” and the idea of creating spaces to empower women.

In Nuevo León, all 10 committees in the state organization are active. Thanks to a donation, they are getting ready to offer scholarships to female students in the education field. Several more actions are underway as part of the “Charter for Compassion,” such as helping create an interactive library-playroom for low income children, helping provide food for a small group of immigrants, and working on a newly emerging program titled “Actively Breaking the Cycle of Bullying.”

Costa Rica State Organization held its annual Distinguished Educator Ceremony to recognize a nonmember educator from the community and a forum on “Challenges and Perspectives of Dual Education.”

Mexico City members have been advising educators at a newly created school in order to incorporate STEAM methodology. Soon they will have an intervention with teachers to share experiences on the challenge of teaching.

El Salvador State Organization recently held a conference on key topics of neuroscience and positive discipline, focused on ADD, ADHD, and classroom behavior management.

Jalisco’s theme was “Redoing your life plan to live in fullness.”



Are you using the DKG App?

- Stay up-to-date on the most recent DKG news and deadlines.
- Find a roommate for convention by coordinating with other members on the discussion board.
- Quickly access governing documents like the *Constitution* and *ISR*.
- Links to all DKG publications allow members to read from mobile devices.
- 2020 Convention App will launch soon, putting information about schedules, speakers, registration, and more right at your fingertips.



WE WON'T STOP UNTIL EVERY CHILD IS EDUCATED

THANKS TO THE DELTA KAPPA GAMMA SOCIETY INTERNATIONAL'S SUPPORT, MORE THAN 30 MILLION CHILDREN HAVE RECEIVED AN EDUCATION THROUGH SCHOOLS FOR AFRICA.



2020 International Convention Schedule at a Glance

MON. 7/6

10:00-11:30 a.m.
Administrative Board brunch
12:00-5:00 p.m.
Administrative Board meeting
3:00-6:00 p.m.
Registration open
6:00-8:00 p.m.
Administrative Board dinner

WED. 7/8

7:00 a.m.-6:00 p.m.
Registration open
8:00-11:00 a.m.
Second General meeting
10:00-11:00 a.m.
DKG Guests: Meeting 1
11:00-11:30 a.m.
Break

THU. 7/9

7:00 a.m.-5:00 p.m.
Registration open
6:00 a.m.-12:00 p.m.
Marketplace Set up
6:30-9:00 a.m.
Elections
7:00-9:00 a.m.
Regional Breakfasts
9:45-11:45 a.m.
Third General meeting

FRI. 7/10

7:00 a.m.-4:00 p.m.
Registration open
8:30-10:30 a.m.
Fourth General meeting
10:00-11:00 a.m.
DKG Guests: Meeting 2
10:30-11:45 a.m.
Marketplace
10:30-11:50 a.m.
Learning Lounges, Talks
(multiple sessions/times)

SAT. 7/11

8:00 a.m.-12:00 p.m.
Registration open
8:30-9:30 a.m.
Celebration of Life
10:00 a.m.-12:00 p.m.
Fifth General meeting
Flag recessional
12:00-1:00 p.m.
Finance Committee &
Executive Board Lunch
12:30-1:15 p.m.
Credentials table open

SUN. 7/12

7:00-8:00 a.m.
2020-2022 Foundation
Meeting
8:00-9:00 a.m.
Breakfast for 2018-2020 &
2020-2022 Administrative
Boards, Society Headquarters
Directors; 2020-2022
Foundation Directors
9:15 a.m.
2020-2022 Administrative
Board Meeting

TUE. 7/7

7:00 a.m.-6:00 p.m.
Registration open
7:00-9:00 a.m.
Credentials table open
7:00-8:15 a.m.
Executive Board breakfast
8:30-11:30 a.m.
Executive Board Meeting 1
12:00 p.m.
Executive Board lunch
1:00-3:00 p.m.
Executive Board Meeting 2
3:00-4:00 p.m.
DKG New-BEES
4:00-4:30 p.m.
App primer
4:00-5:00 p.m.
Proposed Amendments Q&A
4:30-5:30 p.m.
Flag rehearsal
5:00-5:30 p.m.
"Clicker" 101
6:00 p.m.
Opening General Meeting &
Market Event

11:30 a.m.-12:30 p.m.
Forum Event: "Embracing
Diversity"
1:00-2:30 p.m.
Tech help station
2:00-4:00 p.m.
Panels, Policy Forums
(multiple sessions/times)
2:00-4:00 p.m.
Learning Lounges, Talks
(multiple sessions/times)
2:00-4:45 p.m.
Workshops, Campfires
(multiple sessions/times)
4:30-5:30 p.m.
Proposed Amendments Q&A
5:00-6:00 p.m.
Chorus rehearsal
6:00-7:00 p.m.
Appreciation Reception
(by invitation)
7:00 p.m.
Past International Presidents'
Dinner (by invitation)

1:00-2:30 p.m.
Tech help station
1:30-4:00 p.m.
Panels, Policy Forums
(multiple sessions/times)
1:10-4:00 p.m.
Learning Lounges, Talks
(multiple sessions/times)
1:30-4:15 p.m.
Workshops, Campfires
(multiple sessions/times)
4:30-6:00 p.m.
Chorus rehearsal
7:00-8:00 p.m.
"Founding Luminary"
Reception (by invitation)

10:45-11:45 a.m.
Panels, Policy Forums
(by invitation)
12:00-6:00 p.m.
Marketplace
1:00-2:30 p.m.
Tech help station
1:30-4:00 p.m.
Panels, Policy Forums
(multiple sessions/times)
2:30-4:30 p.m.
Learning Lounges, Talks
(multiple sessions/times)
2:30-4:15 p.m.
Workshops, Campfires
(multiple sessions/times)
2:00-6:00 p.m.
Marketplace
3:00-4:00 p.m.
Celebration of Life Rehearsal
3:30-5:00 p.m.
Chorus Rehearsal
4:30-5:30 p.m.
Installation Rehearsal

1:15-1:45 p.m.
Executive Board meeting 3
2:00-4:00 p.m.
Forum Meetings
4:00-5:00 p.m.
Chorus Rehearsal
5:00-6:00 p.m.
Installation Ceremony &
2020-2022 IP Speech
6:00-7:00 p.m.
DKG Society Reception
7:00 p.m.
DKG Society Dinner

Meeting of the 2020-2022
Regional Directors to follow.
9:15 a.m.
2020-2022 Administrative
Board Meeting

DAILY

Stress-Free Zone
Open Wednesday, July 8,
through Friday, July 10, for all
from **9:00 a.m.-5:00 p.m.**

Hive
Open Wednesday, July 8,
through Friday, July 10, for
New BEES and their Keepers
from **9:00 a.m.-5:00 p.m.**

Tech Charging Station
Open daily for all near the
registration area; hours will
be posted

**Preconvention Event
sponsored by the Foundation**
10:00 a.m. and 1:00 p.m. on
Tuesday, July 7, with a pre-
tour event on Monday from
7:00-8:00 p.m.