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Remember 300 word max per question

1) Articulate your vision for the Fraternity in the next 5 – 10 years.

-Operations Excellence – Zero Hazing, Zero past due, 100% graduation rate, Retention of Top Tier Staff, develop measurements for a successful chapter where they can see it in real time, create the Road Show – develop a map of stops / micro events across the nation to see chapters and connect with Alumni, re-develop a regional volunteer structure to better support our chapter operations.

- Growth – expand to small regional universities, complete acquisitions of “local” fraternities, look at mergers with organization with less than 5 chapters or limited national staff.

- Brand – who are we? Increase visibility of our brand. Utilize more strategic social media campaigns and new avenues like a podcast that interviews brothers to shares who we are, where we came from, and where we are going.

-Member Engagement and development – develop value-add micro “classes” for undergrads, develop a networking portal for hiring Sig Tau’s, Volunteer University for Alumni, Parent’s Club – news, connection, and donation.

-Member Safety and wellness – No Brother Left behind: physically, or mentally, Zero member safety events.

- Foundation- create lifetime giving for alumni with “alumni dues”, fund NMI 100%, tap into the hundreds of parents to participate in giving to the foundation, 100% undergraduate giving \$19.20.

-WPN – what does fraternity housing really look like? Lodges, QUADS, using dorm floors (right in the heart of campus).

2) Explain what you believe is the most exciting opportunity for the Fraternity. How should Sig Tau prioritize this opportunity?

-Growing the fraternity by stabilizing the current fraternity operations through operational excellence. OpEx (operational excellence) is a term that hundreds of world class organizations use to operate. It increases visibility by allowing them to see current state in real time, so that they know how to best help, invest, or drive new incentives. Sig Tau can and should start immediately measuring the health of chapters, so the national organization can help stabilize current existing chapters. Once the current chapters have a measurement, next is to analyze the state they are in. If they are healthy then identify what those drivers are to start sharing across the organization and if they are unhealthy, we can begin to understand the drivers that pull them down. Additionally, this is where the plan is built to understand how many people we need, how many dollars must be invested, and how fast we must execute the plan. Now we can start working on improving the opportunities identified in the analyze phase. During the improve phase we will start to see some leveling / stabilizing of the current fraternity operations. As we start to do so, we want to put controls in place so that organization does not go in reverse. Great organizations normally fail here because they have exhausted themselves during the process. The controls we put in place should eliminate the opportunity for failure to creep back in. From here, at this point, we can use all the lessons learned to launch new chapters.

3) Explain what specific skill set(s) and career experiences have you had that would most beneficially contribute to the deliberations and decisions of the Board?

For almost 20 years I have been driving transformative change as a Senior Leader. Spearheading process improvements, cost saving and cost avoidance projects, strategy deployment and product quality enhancements have been part of my daily responsibilities. I have been implementing Lean Six Sigma methodologies and tools across the organization's divisions and supply chains for most of my career. Establishing strategic direction, developing people, and creating operational excellence in organizations has been my specialty for the past 6 years. As a Master Black Belt in Lean Six Sigma my goal is to create environments that respect people and thrive in excellence.

4) Explain what you believe is the most critical external challenge faced by the Fraternity? How should Sig Tau position itself to successfully deal with this challenge?

Changing Social Dynamics is a critical external challenge for the Fraternity. Societal attitudes towards Greek life and college culture can evolve over time, presenting challenges for fraternities to adapt and remain relevant. Issues such as diversity, inclusion, and gender equality have become increasingly important topics for Greek organizations to address. We should take advantage of the reach of social media / podcasting. Out in front leading the way is the way to deal with this. If we are out in front, if we have a platform, and if we can build trust with an audience then we may have a chance to fight for what we stand for and believe in. Let us not forget that the pressures of finances goes hand in hand with the changing social dynamics. Maintaining financial stability is a challenge for fraternities, as we must cover operational costs, maintain their chapter houses, and support various activities and events. Economic downturns or changes in alumni giving can impact the financial health of the organization. Again, I believe we can lead the way in dealing with these. Just like how fraternities and other Greeks have joined to make an insurance company, in collaboration we can band together to find ways to give relief to us. Addressing these challenges requires proactive leadership, effective risk management strategies, and a commitment to upholding the values and principles of the fraternity.

5) With undergraduate enrollment expected to decrease and as generational preferences evolve, how can Sig Tau strategically enhance its membership experience to attract new members, stay relevant, stand out from the competition, and keep existing members engaged?

Our founders have been described as not being ordinary men. They were not a group of starry-eyed children. Those men were not naïve, they understood the reality of the current situation. Our founders had just arrived back in the land of the free from the land of the trenches from the first World War. They were veterans who fully realized the essence of a life worth living and that they must continue the bonds of brotherhood that they created in those trenches by caring for our fellow man. We must embrace our original creation to stay relevant, we must be unwavering in the care of our members / brothers. We must embrace the idea that life is worth living with brothers that are united and cared for. Our brand must reflect the very essence of why we were founded. Early I shared what I believe would be my vision for the next 5-10 years, in that I shared a handful of things that would help address this coming issue.

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- Operations Excellence – Zero Hazing, Zero past due, 100% graduation rate, Retention of Top Tier Staff, develop measurements for a successful chapter where they can see it in real time, create the Road Show – develop a map of stops / micro events across the nation to see chapters and connect with Alumni, re-develop a regional volunteer structure to better support our chapter operations.