

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

The next 5-10 years will be significant years for higher education, the fraternity industry, and, most importantly, our organization. My vision for Sigma Tau Gamma over the next 5-10 years includes the following:

- Supporting the next CEO and depending on their background/experience and helping them understand the nature of higher education
- Ensure a strong financial standing of our organization with a specific focus on creative ways that lessen the burden on undergraduate costs
- Return of alumni engagement in chapter and national levels
- Evaluate existing chapter support models and build out expansion models that ensure, regardless of age of chapter, chapters can thrive at host institutions

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

The hiring of our next CEO is an exciting opportunity. In the hiring of our next CEO we are charting our future vision for the organization. Their background, style, and acumen that they will bring to the position will contribute immensely to the culture of our organization (from undergraduate experiences to alumni involvement and giving) and we have to get it right. The executive search is already a top priority for the board and organization but rather than it being ‘a board job’ it really ought to be an opportunity for all members (young and old) to discuss and nudge brothers, professionals, counterparts, etc. to apply.

Outside of the executive search, which must occur, not being constrained with a mortgage and headquarters building does present a great opportunity for our organization. Investing in the membership (undergraduate and alumni) experience is paramount for us to strengthen brotherhood and relevance in 2024. While there are operational aspects of that, how the expectation or prioritization is set in our strategic plan is the board’s responsibility.

**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?**

I have a unique array of experiences as a professional and volunteer that I feel could greatly contribute to the deliberations and decisions of the Board. I am a passionate volunteer for our organization and served in many of the roles and volunteer opportunities offered within our beloved fraternity over the past 10+ years – most recently as a chapter advisor and board member. Prior to my more recent volunteer roles, I was a staff member at Headquarters working with collegiate services, conduct/member-safety, educational programs, and alumni engagement. I have unique perspective of the operational side and great appreciation and recognition of the roles/responsibilities of staff vs. Board. I am aware of our (and other) governance model and role it plays within our organization.

As a higher education professional for more than 10 years and having worked on several college campuses, I understand the systems and structures where our chapters exist. I have experiences navigating difficult (risky, political, public relations, etc.) terrain and the countless stakeholders within these spaces. I see and work with fraternity/sorority life and their headquarters staff (not just Sig Tau) on a regular basis. These experiences provide insight into the resourcing and directions of these institutions. Furthermore, working on a college campus allows me to interact with students and understand the 2024 college-student experience much more readily than those in other fields. I am regularly at the table for conversations about admission and orientation trends, campus

recruiting and marketing, building community via college [student] unions, academic and support needs, risk and policy needs/trends, etc. When we need colleges for our organization to exist and thrive, having perspective from a university is invaluable.

**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?**

The greatest external challenge we face as a fraternity is the shifting landscape of higher education. While there are many influences for this (enrollment shifts, cost/value proposition, funding, politics, societal changes, job markets, etc.), we need to ready ourselves for the areas we have control or influence on within our chapters and in our industry. The skill set, style, and focus areas of our next executive coupled with the next iteration of a strategic plan will be how we position ourselves against the challenge.

**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?**

Sig Tau can strategically enhance its membership experience to attract new members, stay relevant, keep existing members engaged, and stand out from the competition by investing in the alumni experience more fully and seeing alumni engagement as a tool for aiding undergraduate involvement. Let me explain: chapters that have alumni involvement, such as a house corp board or a chapter advisor (better yet, an advisory team) are more successful. Mentorship opportunities happen organically, academic support is typically stronger, checks and balances more regularly occur, and a model plays out that sends a message to undergraduate members that they too should remain involved after graduation and even can be a chapter advisor to carry the organization forward. The aforementioned perspective is powerful. As a professional working with fraternal organizations in higher education, I know (via evidence and anecdotally) that chapters with involved (not overbearing) advisors have less members/safety violations, stronger academic performance, and a greater pool of involved/knowledgeable alumni to step in from time to time (financially or with their time). If we want stronger, healthier, more successful chapters, we need engaged alumni. If we want to better support and prop up existing chapters, they need more support that is not HQ staff or a campus professional. If we want to expand to new campuses, the campus will likely want to know how many alumni within a certain radius and/or how many alumni are committed to assisting the chapter. If we mean what we say during recruitment that being a member gets you connected to a whole alumni network, we need alumni active in the network for the talking point to be actualized. We cannot say we have a brotherhood of 65,000 when intentional efforts are made for the 2,500 undergraduates and the remaining 62,000 of the brotherhood falls on happenstance and good will.