

Sigma Tau Gamma Fraternity  
Board of Directors Candidate Filing Declaration  
June 2024 – June 2026 Term

Candidate Questions for Paul H Phillips III – Phi Chapter, 1992

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

I am not running for president elect; accordingly, I believe my role on the Board is to provide counsel and guidance, leveraging my skill set (a partner in a big 4 public accounting firm with over 30 years experience) to assist the Board in making better informed decisions. Nevertheless, one item that I am very interested in assisting with is the hiring of the next CEO and given my career experiences I believe I am uniquely positioned to assist.

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

Again, I believe the highest priority matter that the Board will face, which will also help in determining the direction and opportunities for the Fraternity, is the hiring of the next CEO.

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

Besides my previous experience as a member of the Sig Tau Board of Directors and Board of Trustees (previous and current appointments to the Sig Tau Foundation, the most immediate skill set that I will contribute is my experience as a CPA, business consultant and MBA. Given my 30+ years of experience within public accounting, nearly 20 of which are as a partner of a “Big 4” global firm, I have had thousands of opportunities to interact with executives of hundreds of companies, many within the Fortune 500. My strength is the ability to break down various complicated rules and explain them in simple English, this combined with my true desire to find solutions rather than problems has proven to be very valuable to the Boards that I have participated in. In addition to my accounting and finance skill set my experience with other non-profit boards, including the Sigma Tau Gamma Foundation, will provide me with meaningful and relevant insights that I can add to the conversations and deliberations of the Board of Directors.

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?

I believe the most critical external challenge is the occurrence of risk events, or losses due to a failure of proper risk management protocols and the negative publicity that may follow, this is regardless of if the event was related to Sigma Tau Gamma. We have already seen the impact that risk occurrences may have and the aftermath of media coverage. In today’s environment events can be uploaded real time and go viral in a matter of hours, if not minutes; additionally, the public is often allowed to make judgement on matters without knowing the context of the streaming video or the full facts of an event.

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I believe that we have done a good job in strengthening our own risk management protocols and that our culture has migrated toward being risk adverse in areas including hazing, alcohol abuse and sexual misconduct. Granted there is always work to be done as any skill, once obtained, needs practice and refinement. Accordingly, I would see Sig Tau has continuing its risk management journey while at the same time developing an offensive media relations plan. Being proactive in messaging and getting the good stuff in front of the media may condition the audience to not be as reactive when (and unfortunately it is probably when and not if) another risk event occurs.

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?

This is an excellent question and one that I don't take lightly; however, at my stage of life I believe I am best positioned to evaluate strategic business decisions that may be put before the Board by the CEO, Staff or Members as I acknowledge that I am 32 year removed from undergraduate education. Nevertheless, this exact question should be the foundation in evaluating the next CEO of Sigma Tau Gamma, and likely a solid question for the president elect.