

Candidate Questionnaire

*This questionnaire is to provide an opportunity for NO candidates to answer the most commonly asked questions before Convention. It should allow the candidate more time to think about their answers, and the Brotherhood more time to consider each candidate's merits. **This questionnaire is voluntary.***

Give an example of a conflict between two or more people who worked for you or with you, the actions you took to affect a resolution, and the end result of those actions.

Worked with Me: Last semester, I had a student staff member who was underperforming in her position. Due to her consecutive "needs for improvement" status on her evaluation, I tried to release her from the position. She combated everything I said, deflected heavily, and made claims that she was not aware of certain standards or policies (which was absurd as this was her second year in the position). Seeing that she was unwilling to take accountability for the parts she did do wrong, I took accountability and apologized for the parts where she felt I was not supporting her in the position and the parts that she was not aware of. I allowed her to stay in the position, but we laid everything out to ensure that there was no confusion on the expectations and policies. The point here is that I know that these things were previously communicated, but in order to be a boss who wanted to do right by the student, I showed them that I believed them and made sure that there was written record that they received those materials a second time around.

Describe your familiarity with the National Goals as they pertain to the office you seek.

If I can be candid, I didn't know what the National Goals were as a collegiate Brother until I was a proxy for a couple of BOT meetings. From what I do know, there is a diversity, equity, inclusion, and belonging part of our 2023-2028 strategic plan that I hope I can contribute to. I think one huge part here is representation, and even if that's very surface level it speaks volumes to see a visual representation of diversity on our national board. On top of this, I hope to highlight music during heritage and history months. Even though this is something that should be done every day, we haven't always done it so this can be the first step.

If you can only accomplish one thing during your term in the office, what would you want it to be?

I want to increase our social media presence so that those who are not part of the fraternity don't need to ask someone who we are or what we do. I'm not saying that the current materials don't already show that, but there's so much we do that people don't see. Similarly to when I was at Nu Chapter, I want people to know who we are before they see the Brothers in letters. On top of this, I want to make sure that efforts

from every sector of the fraternity are seen since we all put in so much work on the projects we take on.

Are you anticipating any life transitions during the term office you are seeking that would affect your ability to do your job?

I am still in the middle of finishing my MA with an anticipated graduation in December 2025. That being said, I'll probably be working on my thesis or cumulative project in that calendar year. At my full-time job, we recently lost a staff member which has caused me to take on an extra building as a Hall Director meaning double residents and student staff members. This should resolve over the summer, but it has increased my day-to-day workload.

Give a brief example of the last team project you led. How did you approach the team dynamics?

Whenever my co-workers and I plan events, the conversations go very slowly. I tend to end up leading efforts for a project, and we discuss what we think would be good event ideas that students will enjoy. It's great to collect everyone's perspective, but it's even better to see how we can fit our ideas together. Once we settle on event ideas, I see who's up to do what task. Personally, I end up doing the flyers and mass communications for the event, another co-worker will do the logistics bookings for rooms and catering, one will contact any external partners we have, and the last one will buy supplies and do the heavy lifting for set up. I think when you work as a leader in a group setting, it's important to gauge different people's strengths to see what tasks fit for them. On top of this, you have to see which members of your team are the ones who "get shit done" no matter the cost in case another member falls flat. I don't mean that in a negative way, but we're all trying to accomplish the same goal there, so failure in doing the bare minimum of execution is never an option.

Give a brief example of the last team project you participated in but did not lead. How did you contribute?

Working in Higher Education, I serve on many committees for conference planning. In an effort to not overextend myself, I usually try to not take lead in anything unless it's marketing or programming related. When this happens, I like trying to be the person that you can throw onto any project. I like to think of myself as a small errand runner. In these cases, I make a program here or there, check grammar and spelling on programs, check spacing on graphics to make sure things are aligned, or I'll even just take minutes and spark conversations between needed parties. When I'm not leading, I like being a support! Whether it's tasks that seem tedious, emotionally supporting a colleague by listening to them, or even being on a call with them for accountability, I believe all these parts count as contributions.

Without mentioning any names, describe a time when you felt the Fraternity's reputation was threatened. What did YOU do?

At the beginning of this school year, one of the organizations that Nu Chapter collaborates with regularly was contacting me since posters for an upcoming show had not been hung up in over a week. This was an organization that took a lot of time and effort to build positive rapport with, so I felt my own heart sink when I saw an email from their director. I quickly got Brothers to hang up remaining posters, but the director still emailed me that there were posters missing. We found out that there were two sets of posters for different events, and quickly found the missing set. I knew based on the language in her email that if these did not get hung up, then they would not want to work with the Brotherhood again. I want to note that in this situation, I was over an hour and a half away from the campus, but I had a Brother that was on-campus helping to distribute building sets to other Brothers that had availability. I did threaten to cancel one of our rush events that day since I do believe that we have to be able to do the serious stuff (service) if we want to have the fun stuff (rush events). A small group of Brothers were able to get them up that same afternoon, and I helped the Brother who lost the posters communicate with the organization's director. They had the option of having me email the director on their behalf, but chose to do it themselves which was a first for them. It was both a learning experience for that Brother in taking accountability, and for the Brothers in remembering that we are a service organization.

How do you plan to handle the transition between you and your predecessor and/or successor?

If elected, I hope to spend more time with the current NCO to see what projects are in-progress or unfinished and see where I can help her out as she transitions out. If I were to have a successor, I would leave them a drive of every resource that I regularly use, and make sure that I have at least one session where I show them everything hands-on.

What do you perceive to be the weekly time commitment of the office for which you are running? How will you ensure your availability and accessibility?

I plan on dedicating weeknights after 4:30pm to working on things for this position. I also typically end up doing some tasks during the work day when things are slow, or on the weekends when I've run out of things to do (or am procrastinating cleaning). As for accessibility for speaking with me, my fraternal resume included both of my phone numbers, all three of my regularly checked email addresses, and my four main social media accounts. I'm on my phone the majority of the day (probably playing Monopoly GO) and will typically reply within 48 hours. I will say though, if it has been longer than that feel free to nudge someone to nudge me because I'll always at least inform you if I'm in a busy season and need some extra time to reply.

To what extent are you willing to spend your own money to execute the responsibilities of your office, especially regarding travel?

While I am lucky enough to be in a good financial position to provide my own travel expenses, I do believe that this is something that I should not have to offer up on my own. I'm more than willing to put my own funds forward to help advance the fraternity, but the hopeful goal one day is that we're in a good financial position so that those in office are not needed to do so.

NCO Specific

Describe your familiarity, experience, and proficiency with any publishing software.

I haven't used that many publishing softwares, but I am highly proficient with canva in creating materials that I can send to print really easily. On top of that, I'm willing to learn how to use more mass communication softwares that I've previously lightly used in other jobs I've had such as Constant Contact (email), Social Pilot (social media), etc. I'm a quick learner with different social media platforms and softwares, and I'm excited to be able to use them at a larger capacity.

List some article and non-article ideas you have for future editions of The Clef.

Using some ideas from when I tried to create an alumni newsletter for Nu, I'd like to see Alumni Spotlights, major college events (move-in day, first meetings of the year, banquet, initiations and other member education events, involvement fairs, etc). I would like to do interview-like articles with national officers so that collegiates can read about them and hopefully bridge that gap so that both sides seem more human to each other. I would also like to see celebrations of heritage and history months to increase some diversity points. I remember when some of my own friends at Nu would do a "historian minute" and I'd love to give our National Historian his own corner to have a history highlight. Lastly, can we PLEASE get a Brother's fashion column?! Everyone has their own style and all, but I'd love to also see how people style their letters!