



## Fall 2020 Executive Board Application

### INSTRUCTIONS

Please attach your **current résumé** and **Fall 2020 schedule** (class, work, other extracurricular activities).

This questionnaire is due **no later than SUNDAY, APRIL 19th at 11:59 PM**. Please send this document and all supplemental materials to [president.apousc@gmail.com](mailto:president.apousc@gmail.com) and cc [webmaster.apousc@gmail.com](mailto:webmaster.apousc@gmail.com).

**Election Day:** Candidates for President and Pledgemaster will have three minutes to give their speeches. Candidates for all other positions will have two minutes.

You may present **one slide per position** you run for at the time of your speech. If you are running all or nothing for a co position, you may share a speech with your running mate and have **up to two slides**. If you are not running all or nothing, you must have a separate speech and slide. Slides are due by **SUNDAY APRIL 19th at 11:59 PM** to [president.apousc@gmail.com](mailto:president.apousc@gmail.com). No changes to your slide may be made after this date. You will not be allowed to pass out additional materials or papers during your speech.

### PART I: GENERAL INFORMATION

Name: Arnold Chang

Year: Senior (staying extra)

Major: Biological Sciences

Pledge Class (Year): Alpha Nu

Will you have finished your requirements by April 27<sup>th</sup>? Yes.

**Please mark which elected position(s) you are running for with an X:**

☒ President

☐ Pledgemaster

☐ VP of Service

☐ Co-VP of Membership

☐ VP of Fellowship

☐ Co-VP of Finance

☐ VP of Communications

☐ IC Chair

Name of person you are running with (leave blank if no running partners):  
Are you running all or nothing (leave blank if not applicable)?:

## **PART II: SHORT ANSWER QUESTIONS**

### **1. Why do you want the position(s) you are running for?**

Since joining APO I have heard countless times that this organization has many issues. I think it is great that people are willing to make notice of their dissatisfaction with the organization but it is all ultimately wasted if APO does not move towards solving those issues. Many social issues have often been written off as unsolvable or that they are just part of being in a large social group but I think it is somewhat irresponsible to not at least attempt to address these issues. Furthermore, being someone who has been in ex-comm for a year I have seen APO drifting further and further away from the ideals of LFS that it was founded on so I want to be a catalyst to help us return to form. Having been in ex-comm for service related positions successfully I can lead by example in LFS as well as be able to influence our active body to pursue service more passionately than before.

### **2. What is your vision for APO and what are your goals for the position(s)?**

I want APO to continue to improve in being the accepting and friendly community that we should have the reputation of being. Broadly speaking, I want to be able to strengthen APO's identity as a service organization and to do so I believe we have to work on inclusiveness for all groups as well as many members and prospective members aware of the high standard we hold ourselves to.

### **3. What new ideas can you bring to the position and organization as a whole? Please provide examples.**

I want to preface this by saying I understand that many of these ideas involve a lot of change, some may even be seen as radical so I want to emphasize that none of these ideas are absolute. I am working with the intention of helping the chapter. I will not be forcing these ideas on other ex-comm members. If the respective Excomm or active members feel they would not benefit the chapter or that they should be tweaked we can discuss and try to adjust the ideas. I just want to bring these points up for discussion and move forward with these ideas in consideration.

I formatted each section as a topic of discussion within APO I have gathered from various APO members. The points under it are descriptions of the issue, my stance, and potential remedies.

Underlines are my proposed solutions. *Italicized* are my core personal opinions.

### **Weak Excomm Transition**

- Description: Excomm members can sometimes feel detached from previous people holding the same role leading to them walking into and experiencing the same issues that previous excomms have already experienced ultimately wasting time when they can use past people's experience to avoid future issues.
- Opinion: We should restart the combined document (not sure if it should be one for all of excomm or one for each excomm role) where each VP lists the issues they encountered over the semester, why it happened, what they did to fix or remedy it, and how to prevent it in the future. *To improve APO new excomm needs to know the mistakes older*

*excomm has made.* The goal is to have a document that chronicles the problems, solutions, and mistakes from every past excomm of that role (NOT JUST THE ONE DIRECTLY BEFORE THEM) so that future excomm can see a huge history of issues they can read about from many semesters back.

### **Excomm Update Report**

- Description: Disorganization and laziness on excomm.
- Opinion: Create a common document separated with each ex-comm member having it's own section where they update every 2 weeks what they have done and what they hope to do in the next 2 weeks (this time interval is up for discussion).

### **Pledge Integration**

- Description: In recent semesters the entering pledge class have had issues bonding with the active body which creates an environment where they feel less likely to stay due to them not being accepted.
- Opinion: *Pledges can sometimes have a disconnect with the active body with certain pledges being left out.* We should move forward with chapter-wide invitations to even non-APO events. Try to have more larger scale fellowship events for actives and pledges to bond. Our big fellowship events after rush really only consist of Retreat. Also we should make more frequent funtivities that can be smaller scale and have set ideas ahead for actives to use in case they don't feel like they should sign up due to not having a good idea for a funtivity.

### **Accepting People for LFS instead of Social Values**

- Description: There have been issues with the people we accept into APO not being chosen based on qualities of LFS.
- Opinion: As an organization we have an issue with our responsibilities not being taken care of. Some examples are *lack of attendance in service events, weak role model attitudes as actives before and after rush, drivers not driving to events, approachability of active body, and gossip.* In my opinion the only way to fix those issues in the long term is to *find better LFS oriented entering classes.* This is why the way we select people in recruitment needs to be worked on. Of course it is insanely difficult to narrow down people who truly care about LFS, not just during recruitment since they can just put up a face during that time. So, I think the best way to move forward is to try to get as many personality groups and people as possible a fair chance at getting in. Right now our recruitment system is biased towards more extroverted people since we expect pledges to approach us most of the time instead of us going out of our way to approach new people. (I know this isn't done maliciously. People just have a harder time approaching new people.) I think one way we can even the playing field is to create a system where active and rushees can sign up to be "matched" so to speak. We would pair actives and rushees randomly (accounting for if they already know each other) so that the active can kind of be their "guide" through recruitment. They would cycle every info session (this will be naturally up for discussion with Recruitment). So that the rushee can know that even if they don't know anyone they can still confide in this person if they feel uncomfortable or are just not as good socially as others. They would not be ok'd to friend each other on social media but can email for contact. I will also try to push the attitude that they should still be friends even if that

person does not get in. Another group that ends up excluded are non-asian ethnicities or LGBTQ+ individuals. To work towards that we should incorporate more diversity events into recruitment. Like maybe have a large scale cultural potluck with as much equal representation of different culture foods (Not all asian food. Create a spreadsheet of different cultures and try to get people to fill as much area as possible. Just because you're asian does not mean you can only make asian food.). Also we could have recruitment events that are purely just coffee chats or other discussions about the LGBTQ+, other cultures, and social issues we see today. We can try to invite people from their respective group to talk on the topic in these meetings or also have day fundraisers where the profit is donated directly to an organization helping that group of people.

### **Excomm Communication Issues**

- Description: Social pressures can make it difficult for people in excomm to give serious criticism against others.
- Opinion: *I believe I am a drama-free person and do not spread rumors so I want to more publicly make myself open so that anyone on excomm can talk to me about an issue with another excomm member and I can talk to that excomm member directly or bring it up to the rest of excomm at ebm (push anonymous evaluations). Whichever way the person asking me feels the most comfortable (this will be on a case-by-case basis).*

### **Continuity for Pi Class Into New Semester Due to Corona**

- Description: Coronavirus cut their semester short so there is worry that since they did not get as much time to connect to the org, they will more likely have a lower retention rate.
- Opinion: *Pledgemaster feels that they are very close to each other so this may turn out to not be as much of an issue but I feel there should still be some extra effort made in that area. There should be events tailored to them from the beginning of the semester through recruitment like social events or 36 Questions. Mainly just events to help them associate more with the active body.*

### **AK IC Presence**

- Description: AK chapter has the reputation of not really caring about IC and hardly existing on the APO National scale.
- Opinion: *I do think there should be a larger push for our IC presence in APO National. We are looked up to as a chapter with a high retention rate so I feel it would be good for us to interact with other chapters and potentially help them with retention rates as well. Furthermore, I think *having our chapter more bonded with ICs will gain more pride for people in APO as a whole and help members of our org network further beyond the bubble of USC. I believe this will increase our retention rate and open opportunities for larger scale events due to being more in tune with APO National grants and other resources we are currently making use of. I want to push to get funding for the big IC event that semester which is Fall Fellowship. This will lower the previously large cost barrier that discouraged people from going. We can potentially give enrichment points for pledges that attend and also give more IC points for all that attend as well.* Naturally this is all up to the IC Chair so I would suggest this to them as they plan their semester.*

### **Rumor Spreading**

- Description: There have been issues of rumor spreading that have hurt pledges and actives in the past.
- Opinion: *Rumors are childish. If you have an issue either do something about it or tell someone who can.* If rumors are persisting through the chapter and it involves APO then I will go talk directly with the people perpetuating the rumor and bring it up at GBM if it doesn't stop. I do not plan on spreading the rumors. I will collect information by letting people know that I am opening and willing to talk in person or digitally about any rumors or issues they are concerned about. If they prefer to be anonymous they can submit an anonymous evaluation form describing it. In general I want to make it more well known the use of anonymous evaluations and what they do. If I gather enough information and evidence to clearly understand how it is detrimental to APO I will approach those involved directly in an attempt to solve it. Also, of course, *If the rumor ends up not necessarily relating to APO or affecting APO I will not act on it.*

### **Big/Little Pairing**

- Description: Actives that end up not being able to pick up have a higher tendency to phase out of the chapter. The way some people are chosen as a big are inconsistent as people have said they have seen others get littles when they did not finish requirements. People stop paying dues after not getting a little.
- Opinion: *While Bigs and Littles are a great way for us to bond the chapter together and create lasting relationships, it can create its own cliques as Littles naturally gravitate more towards their Big. This makes people who did not pick up feel somewhat neglected which makes them more likely to leave the org. There can also be more efforts to help actives and pledges find Bigs/Littles.* Of course not everyone can get a little since there are only so many pledges but we should make more of an effort to “distribute it evenly.” There are people in APO that are able to pick up almost every semester and that is great for them but it makes it all the more frustrating for those that have not picked up. Not to mention the fact that the more littles you have the less time you can give to each. I think we should give more consideration to people who have never picked up but only should be used as a last deciding factor or if someone doesn't match with anyone. Of course if two people match really well that match holds priority. Also, people who have not finished reqs should not be especially considered even if they never had a little. I want it to be a hard rule that those who have not finished big reqs can not pick up. This makes it the most fair for everyone and also their lack of will to finish big reqs lends me to believe that they aren't here for APO but just to get a little. A person of that attitude would likely not make a very good APO big and may perpetuate the retention issues. People that don't finish paying dues should be demoted in priority order for picking up in the future. Also there should be some more clarity in who is interested in picking up. I think we can do this by having a section of the membership survey that asks “what they are as a big and what they want as a little”. This information would be released to pledges along with the Big/Little form. If an active realizes they want to pick up after they fill out the survey they can just contact either the President, Pledge Team, or Rush. Can consider changing the questions to more personality/interests based so that there is less room for people to make a bunch of bs about themselves as bigs.

### **APO Budget**

- Description: Many people have no idea what is going on in the budget both in its creation and during the regular semester. Also excomm does not discuss the budget very much leading to over budgeting issues in the semester.
- Opinion: I think there should be a record of a formal description for reasoning of why your budget proposal was either accepted or decreased. This should include discussion between the respective excomm member and Finance to ensure people had fair input. I think the active body should know where the money is going when the budget gets decreased for certain areas of APO. This is naturally up to Finance but I think there should also be weekly updates on the budget so people can follow along with how we are doing financially throughout the semester. Many excomm members just copy-and-paste last semester's budget and submit it without knowing what is in it which obviously leads to issues in the future. There should be either an excomm wide or personal meeting before the beginning of the semester where each excomm member describes their budget and why they are asking for the amount in their budget so we know they at least know what their budget includes.

#### **Robert's Rule**

- Description: We do not use this meeting format which may be a reason why our meeting can be seen as incredibly inorganized.
- Opinion: *In talking to our advisor, he believes implementing Robert's Rule can make GBM more organized as well as make GBMs more comfortable for people who are not as well integrated in the chapter to be able to speak about their ideas.* This would definitely help transfers feel a lot better entering our chapter which has also been an issue. Of course this is under the jurisdiction of the SAA if that is how they want to run GBM but I want to at least try it for one meeting and vote as a chapter to see if we want to continue it. I think it will increase active body compliance in GBMs as well as give us another APO tradition that can make our APO feel more special and serious as an organization.

#### **Voting on Requirement Changes**

- Description: We basically use the same reqs for each semester regardless of the current atmosphere of APO (with the exception of Coronavirus semester).
- Opinion: *Requirements are a large part of how we as an organization can make our members participate in various activities. We have had issues with people not attending certain events or have had difficulty with pushing certain aspects of our org that we are trying to increase/improve (ex. IC presence).* Every semester at the beginning of the semester we should meet to decide on if we want to increase or decrease certain requirements. If that excomm member wants to then we can vote as a chapter.

#### **APO Awards for Recognition of LFS**

- Description: We do not give a serious congratulation to members of our organization who go above and beyond the call of LFS.
- Opinion: *There is very little incentive right now for anyone in APO to go past requirements and those that do surpass that get hardly any recognition.* We should create awards for exceptional examples of LFS. For example, we can try to create pins or patches for people who have held a wide amount of leadership roles, people who have created exceptional levels of fellowship, and people who have completed a large amount of service

hours. This can be added onto their chapter letter, on their senior chord, or just kept by itself. It's possible to do some small trophies, plaques, or certificates. It really all depends on how much money we have to do this but I think its worth it to recognize those who did great things in and for this org. This recognition helps make people want to come back because it shows that you value them.

#### **APO National: Chapter of Excellence and Pledge Program of Excellence**

- Description: APO National gives out awards and accolades to chapters that complete various levels of leadership, friendship, and service.
- Opinion: APO National awards levels of excellence in Blue, Gold, and Diamond that we can apply for that we happen to already meet a lot of requirements for. This heightens the sense of pride in our chapter of APO and increases our standing among ICs and APO National.

#### **APO National: Grants**

- Description: There are grants that APO offer but we do not have good use of.
- Opinion: There are three grants that apply to us: The John Mack Scholarship, Service Innovation Grant, Youth Service Grant. The John Mack Scholarship is for individual people who achieve LFS excellence and are in financial need. The Service Innovation Grant is an award for the creation of a new original service event. The Youth Service Grant is an award for creation of an event that involves service to the youth.

#### **Cliques, Lack of Inclusivity**

- Description: APO has an issue of non-inclusive cliques that make many people feel left out which perpetuates ideas contrary to what we hold as values in APO.
- Opinion: *People will naturally gravitate towards people that are like them or people that they easily get along with but even so that shouldn't happen on the scale that it begins to affect members of APO's self esteem.* I plan to continue Alpha Pi's pledgemaster idea where he wanted to have a chat with all APO members to let all people know when a big social event is happening. If I hear that people are being purposely excluded I will approach them to talk about it directly. As stated before this does not apply to non-APO recognized events.

#### **Poor Handling of Conflict**

- Description: People feel that when large issues occur in APO is not handled well by excomm.
- Opinion: *In my opinion situations like that occurred due to a lack of hard set-in-stone standards for excomm to follow by.* Concerning those situations we need to establish a stance that if a member whether pledge or active performs unacceptable actions. We will have to examine the situation to make sure that the allegations are true and then move to remove that individual from the organization. The process for removal of a member of our organization is detailed in the bylaws (discussion with excomm and vote by the chapter). Softness in these areas is not only unfair to the victims but also totally undermines what we value as an org. Keeping those people in APO weakens the integrity of the organization and is unacceptable.

#### **Dues and Membership Status Deadlines**

- Description: Sometimes people are unaware of deadlines and end up not paying for dues or not changing their membership status to what they truly intended.

- Opinion: *While it is true that it is up to the responsibilities of the respective APO member to follow these deadlines when they are announced at GBM or in minutes, it is still very easy for people to miss these messages. Furthermore, we are not in the position as an org to just have people not pay dues due to lack of knowledge. There should be an effort made to directly contact APO members who have not finished dues or changed membership status in a group message on messenger or another platform. People who find out they do not have the time in the semester to finish active reqs but forget to switch to associate before deadlines don't finish reqs and end up in bad standing making it difficult for them to want to return to the org in the future.*

### **Delibs**

- Description: People can have trouble expressing their opinions due to social pressures.
- Opinion: *People sometimes feel too afraid to talk negatively about certain people due to social pressure which leads to an inaccurate vote that is unfair to the rushees and those comments could drastically change who does and doesn't get selected in delibs. Right after Speed Dating and through delibs there should be an anonymous Google Form for comments that people feel uncomfortable to say personally that Rush can say out loud for that person during open discussion. Of course this is only if that person absolutely can't bring themselves to say it themselves. Rush probably can not argue for that point and personal statements tend to have more impact.*

### **Active Accountability**

- Description: When an active messes up no matter the severity there is no established punishment.
- Opinion: *This allows actives to ignore issues we need help with in the organization. Pledges had to go alone to certain service events which is sad because how can we hold pledges to a standard when the rest of the org fails to meet it. Actives can flake events as well with only minus hours which pales in comparison to the effect on the event especially if they were a driver. An idea I have for flakes is that it increases each time. If they flake once it is the standard "minus the same hours of the event" currently in place but for each additional flake it increases by a multiple. So 2x the event's hours for the 2nd flake, 3x the event's hours for the 3rd flake and so on. For active service attendance, the punishment I think makes sense is also a 3 strike system. If three events have no active attendance, the whole chapter loses 3 hours. This action would have to be voted by the organization and I would only submit it to be voted if it is in the best interest of the chapter.*

### **Coronavirus Related University Shutdown Continues Into Fall 2020**

- Issue: There is a very real chance that the current US shutdown of outside activity lasts into next semester.
- Opinion: We will vote as a chapter whether we want to continue doing virtual requirements like we have this semester or if we would rather just cancel APO for that semester. This is a decision that everyone in APO deserves a say in, not just excomm. In the case that we do decide to continue digitally I plan on keeping the requirements the same but excomm will meet to discuss the feasibility of that and then we will vote as a chapter on proposed changes from the respective excomm member. In the case that we do decide to



cancel APO for the semester, each excomm member will be given the choice to decide whether they want to continue that role into the following semester or if they will give up their position to be either elected or interviewed for at a later date. Personally I would like our chapter to continue doing service during this time but I would not want this to hinder people who are already experiencing hardships as a result of the current COVID-19 pandemic.

4. **What relevant experience, if any, have you had working in committees or other organizations for the position(s) you are running for? Please be specific.**

Outside of APO, I have been a Finance intern and SCPPS intern for the Pre-Pharmacy Society at USC. In these roles I had to manage fundraising for the organization as well as help run and prepare for a large pharmacy symposium. In another club called C.A.R.P. from when I was in community college, I was an IC Chair who was someone responsible for communicating and collaborating with other clubs on campus as well as the school's Inter-Club Council to get our club funding and other opportunities supplied to the school. These experiences helped me gain skills in campus-wide communication as well as skills in fundraising, both independently and through the school's student governing body.

Within APO, I served as a Co-Chair of Philanthropy and am currently serving as VP of Service. As Philanthropy Co-Chair I was responsible for the organization and operation of APO's independently run service events. This included Skid Row food and clothing distributions and our flagship event, KEDS, which involved a large science and learning based field trip on USC campus. These experiences gave me a very good idea of where our chapter is both strong and weak in regards to service so I think I have a good angle in targeting service related issues like attendance in the future. Also, being that I have been on APO ex-comm for 2 semesters I am very familiar with how our ex-comm runs so I won't need any time to adjust. Having been on both E-board and A-board I have a good idea of what ex-comm members could need help on both sides.

5. **What other time commitments will you have next semester (i.e. other student organizations, work, research, etc.)? How do you plan to balance APO executive board duties with those commitments?**

Next semester I will have 12 units so classes will not be much of a concern since I had 16 units during my Philanthropy Co-Chair semester, which was my most time consuming Excomm role, and was able to successfully manage that. I will also have research likely two times a week but they will be in the morning on weekdays so they will not interfere with most of our club operations as most of our events happen noon or after. I am also applying for an E-board position for the Pre-Pharmacy Society but that organization meets only once a week during Tuesday evenings and has very lax requirements so I believe it will not be hard to tackle. In both APO and Pre-Pharmacy Society, I have talked to individuals that have held those positions so I have a good estimation of what the workload will be like. I plan

to balance my APO commitments with my other commitments by setting clear allotted times where I need to devote myself to each organization so that I waste no time in the day. I am confident I will not have an issue since I have experienced a harsher workload in the past and managed it successfully.