

**Spring 2020 Nominated Officer Questionnaire**

**INSTRUCTIONS**

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

This questionnaire is due **no later than** **SUNDAY, November 24th 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.

*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 November 24th at 11:59 PM** to [president.apousc@gmail.com](mailto:president.apousc@gmail.com). You will not be allowed to pass out additional materials or papers during your speech.

**PART I: GENERAL INFORMATION**

Name: Matthew Ayala

Year: Sophomore

Major: Political Science

Pledge Class (Year): Alpha Xi/ Spring 2019

Have you finished requirements?: YES.

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

[ ]  President

[  ]  Pledgemaster

[  ]  VP of Service

[X]  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):

James Tang

Are you running all or nothing (leave blank if not applicable)?: YES.

**PART II: SHORT ANSWER QUESTIONS**

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

Intellection. Focus. Input. Command. Achiever.

I believe that my natural skills above lend themselves to the expected and unexpected challenges of serving as the Vice President of Membership for the Alpha Kappa Chapter. As an individual with a keen sense of introspection, I am committed to approaching our organizational culture through a multitude of perspectives with an emphasis on the creation of engaging, long-term solutions. Applied to our internal relations, this skill—coupled with James’ personal insight—will help us increase the quality of executive-level communication, membership retention, and professional development within our organization. From analyzing the causation of membership decline to promoting active and pledge education, I am driven to providing direction for other individuals on my team while making corrections to stay on track. I look at the vision of our team and prioritize my actions. Additionally, I am skilled in accumulating a myriad of data through information, ideas, and relationships; this competence applied to Alpha Phi Omega would refine my expertise in engaging both new and old members to increase member morale within the chapter. Aside from my non-academic skills, I believe that my superior work ethic characterizes the upper echelon of learning and professional development, for I pursue my projects with vigor and attention to detail. With these concrete skills and a desire to learn, I believe I can be an asset as the VP of Membership of Alpha Phi Omega.

I hope to couple my experience as the Diversity and Inclusion Chair with VP of Membership to enhance my sense of communication and social responsibility at the professional and humanitarian level. I believe that APO can provide the framework where my personal skills and professional ambitions integrate to incite social change in my personal passions. As a self-proclaimed humanist, I am eager in dealing with the intangible—our chapter’s culture—with tangible results. The ability to connect actives and pledges with the character and awareness of a greater purpose and responsibility only draws me more to serves as the VP of Membership.

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

By serving as the Co-Vice President of Membership, I hope to increase the camaraderie, communication, and professional development within the Alpha Kappa chapter. We hope to increase the presence of the executive committee within the active body by fostering collaboration with other officers to create more events and opportunities that will help our brothers develop personally and professionally. The Alpha Kappa chapter should be a organization where our members see their membership as a source of pride, camaraderie, and leadership. To instill this greater sense of purpose, we want to implement a cultural shift within our chapter that promotes a greater sense of self-awareness.

**Our Goals/Prospective Spring 2020 Schedule**

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| **Before Semester:** APO Leads [Executive Committee] |
| **Week 1:** Active Retreat |
| **Week 2:** Active Roundtable |
| **Week 3:** Active “Funtivities” |
| **Week 4:** Wild Card Survey 1   * *End of Rush* |
| **Week 5:** Pledges vs. Active Event |
| **Week 6:**   * *Retreat Weekend* |
| **Week 7:** Pairings   * *DTA* |
| **Week 8:** Chapter Leadership Workshops; Wild Card Survey 2 |
| **Week 9:** Midsemester Reviews; Pledge vs. Active Event |
| **Week 10:** Midsemester Reviews |
| **Week 11:** Fam Competition |
| **Week 12:** Networking Panel\*\* |
| **Week 13:**   * *Final Boards* |
| **Week 14:** Wild Card Survey 3; Fam Competition |
| **Week 15: ----** |

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

*We hope to increase vertical and horizontal communication efforts by expanding our contact with other executive-level positions and providing opportunities for actives to voice their concerns of the chapter.*

* **Active Roundtable**—Multiple open discussion periods at the beginning of the semester where members have the opportunity to sit down and voice their concerns of the Alpha Kappa chapter. What should we continue doing? What should we start doing? What should we stop doing? We will take this information and relay it to the president and respective executive officers to help them further refine their plan for the semester to come. We notice that some issues are difficult to communicate through a written platform, so we hope to supplement the current semester survey with this method.
* **Wild Card Surveys**—We will implement a new channel of feedback communication in which the active body will have the opportunity to evaluate the executive board and specific events every three to four weeks. This open feedback will allow the executive committee to keep track of their progress throughout the semester, effectively instilling a sense of accountability. Pledges will also have the opportunity to complete the survey; we believe their perspective will provide insight into how the Alpha Kappa can better our internal and external relations. In order to incentivize this, members who complete the survey will be entered into a wild card raffle in which the winner(s) will be able to remove a small part of the requirements for the semester; pledges will be given enrichment points. The requirement that will be deducted is contingent upon the respective officer and whether they choose to participate in this program. The number of winners will be at the discretion of VPs of Membership depending on the pool of completed surveys.
* **Mid-Semester Reviews**

*We hope to provide ample opportunities for brothers to develop both personally and professionally.*

* **Workshops and Networking Panel**—Our traditional professional development workshops will continue to occur throughout the semester. The workshops will include, but not be limited to the following topics: Adobe graphic design, HTML website building, pre-medicine, pre-law, and entrepreneurship. These workshops will allow our talented active body to showcase their personal and professional skills while allowing their fellow brothers to pick up some new skills along the way! We also want to increase our collaboration with the Alumni Liaison by setting up networking panel for our actives to gain greater insight on the given industries they hope to enter upon graduation. The networking panel is contingent upon the Alumni Liason’s participation in our executive plans.
* **Chapter Leadership Workshops**—We want to create a leadership summit for our active body that will feature a variety of workshops pertaining to personal and professional development. This event will allow pledges and active to fulfill their membership requirements in one day as the summit will contain a substantial amount of activities for the common good of the chapter. These workshops will be similar in nature to Adulting 101, yet have a greater focus on leadership development. Prospective topics include, but are not limited to the following: APO LEADS, public speaking, resume building, and networking skills.
* **APO Leads [executive committee]**— APO LEADS is a free leadership development program that consists of five modular components of leadership development hosted by counselors from the national office. LEADS is an acronym for Launch, Explore, Achieve, Discover, and Serve. These courses are open to all members of APO, educating them on topics such as what it means to be a Servant Leader, the skills to effectively resolve and manage confice, the advantages of generating a team-like atmosphere, the strategies of assertive communication and self-motivation, project and meeting management and delegation, and more. Each of the components address a different aspect of leadership growth them to continue developing skills no matter their level of experience and to be successful leaders and team members in any situation they encounter in college and beyond. We think it would be to the chapter’s advantage if members of the executive committee participated in these workshops that can be taught onsite or online.

*We hope to instill a sense of camaraderie among actives and between the three families of our chapter.*

* **Increase Family Competitions and Events**—The point of families within APO is to provide a form of infrastructure within the chapter to support members’ desire for community and camaraderie. They play an integral part in the APO experience of being a member as each family has a family head and their own traditions and/or events. They help these people with shared experiences develop an even deeper set of relationships within the chapter. In order to future build these relationships and promote interactions among the three different families in APO, we hope to increase the amount of family competitions and events as they seem to have been lacking these past few semesters. We hope to work with fellowship to incentivize members to want to come to these events which although might be longer would earn more than one requirement point.
* **Better Associate/Transfer Integration**—Just like active and pledges, associates and transfers are integral members of the fraternity. Most times, members become associate because they feel they have no reason to come out to events if they are not on the executive committee or allowed to pick up. Transfers likewise have a similar issue of being integrated into a new environment and group of people. Pledges and their interview requirements are one of the main reasons for active retention as current members can meet and befriend more people with similar interests they would never have known beforehand. We believe likewise can be said of associates and transfers. Thus, we would like to work with pledge team to offer enrichment points for interviewing more associates and transfers rather than making it mandatory as that has been an issue in the past. Additionally, we would like to find a way to incentivize associates and transfers to meet and interact with pledges and actives either through fun bonding activities or creating interest groups for activities such as photography, music, etc.
* **Active Retreat**—Chapter retreat is always one event every member of APO looks forward or wants to go to in order to have fun and bond over through service and other enjoyable activities. However, it seems chapter retreat is mainly for actives to meet and interview pledges, creating new relationships, rather than progressing old ones. We believe it is just as important for actives to feel welcomed and part of a community they can call their home after pledging. Actives would spend an entire day or specific period of time during rush somewhere affordable such as the beach or park engaging with one another. We hope to work together with SEC and/or finance to possibly subsidize such a feat, yet we also believe this would help to retain more members as well as foster better relations among the active body.

**Active “Funtivities”**—As a central tradition of the new member education process, we believe that active communication can be enhanced by introducing “funtivities” to the active body. Actives would be paired with other actives that they are not close in relation with (pledge class, year, etc).  We believe this would be a better alternative to the current membership activities that take place, as actives will have the freedom to take part in events they enjoy or explore new interests with their fellow brothers. Actives will be held accountable for their commitments through membership points.

1. **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.**

From past leadership positions, I have gained a critical understanding of the fundamental skills necessary to perform as a team leader in regard to diversity, inclusion, and equity. During the past year, I have had the opportunity of working with residential assistants and have developed the interpersonal skills needed to encourage, support, and celebrate the diverse voices in a large organization. From learning about the various identities of students to refining my knowledge of systematic oppression, I am dedicated to continually building an environment that supports one goal: the inclusion and retention of members.

While serving as the Alpha Kappa Diversity & Inclusion Chair, I completed the following:

* Organized over 15+ diversity events collaborating on LGBTQIA+ Awareness, Women’s Rights, and Ethnic Identity; expanding executive-level communication efforts
* Designed and implemented a strategic initiative to start philanthropic efforts with the Downtown Women’s Center, resulting in extended community outreach through a food drive for 100+ women
* Collaborated with recruitment and PR team to expand outreach to different communities and organizations on campus, creating an applicant pool of 80+ prospective members
* Served as a liaison with other campus organizations, community groups, and coalitions, implementing new service and identity events with USC APASS

1. **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?**

In the spring, I will continue to serve as a Resident Assistant at Parkside Arts and Humanities; however, this takes up a minimal amount of my time which does not interfere with my other commitments. This semester I was able to balance 18 units, an internship and served as an RA⎯all while expanding the Diversity & Inclusion position in our chapter. Alpha Phi Omega is an organization where personal investment and an openness to improvement have characterized my commitment to my fellow brothers. I believe that my keen ability to balance my multiple time commitments will continue to guide my system of prioritization and time management in the semesters to come. By utilizing Notion⎯a note-taking and collaboration application with markdown support that also integrates tasks, wikis, and databases⎯and Apple Calendar, I hope to make smarter decisions in evaluating my personal and professional commitments. Next semester, I also hope to join a student organization in the Marshall School of Business to expand my professional pursuits, yet this commitment is dependent on a successful recruitment process.