

Alpha Chi Sigma Fraternity

Professional in the Chemical Sciences

Office of the

**GRAND
PROFESSIONAL ALCHEMIST**



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GPA Biennial Report - 56th Biennium (2020 - 2022)

Brothers,

I have had the absolute honor and pleasure to serve the Fraternity as Grand Professional Alchemist for this biennium. As this biennium has come to an end I'd like to update you on the work that I've undertaken as a Grand Professional Alchemist. Overall it has been a difficult but rewarding biennium for the professional branch.

Professional Fundraising Campaign

As the 2021 - 2022 Fundraising campaign comes to a close, we have continued to iterate on the excitement of the success that the 2020 campaign brought us. While we are still facing a global pandemic which has caused devastating job loss and reduction in wages for millions, including our brothers, we have a member base that is excited and eager to help out the best they can. We decided to lean into a new fundraising methodology for our Fraternity where we didn't just ask once a year by mailer as we have done in the past. Building on the methods that the previous GPA started we were able to exceed our fundraising expectation this biennium. In 2020 we raised over \$100,000 for the Fraternity, including \$16,000 for Giving Tuesday. Thanks in large part to maintaining the aggressive approach in our messaging, we have raised over \$96,000 in 2021, including over \$18,000 from Giving 'Twosday' and over \$8,000 from Founders Day. We had matching grants from several SC members as well as members of the Order of Altotus. A special thanks to all of them for helping to bring excitement to those days' campaigns. During the normally quiet time from January to July, we wanted to invite brothers who have never donated and welcome back brothers who may have lapsed to help support the Fraternity during these times. We have seen an increase in donations from newer members who have never donated before.

I am ecstatic with the work that Amy and Erin did polishing my thoughts and delivering a fundraising campaign that was incredibly successful. Our plan of attack of multiple "touch points" to remind those Brothers of the hardships that the Fraternity has been facing with lowered initiates while also inviting them to be active in ways other than financially has been incredibly successful. I look forward to the next GPA continuing and building on these successful campaigns to help the Fraternity be in a better financial position moving forward.

One area where we focused on this Spring was enabling the Fraternity to obtain increased financial support through developing tools to obtain corporate donations through employee matching or through direct donations that are sought out during annual campaigns. I have discussed with the nominee(s) for next biennium's GPA position the work that GMA Nalley and I have done for the Conclave prospectus and to build on that for direct corporate donations. They have both also met with me so that they are up-to-date on the Campaign process, since it traditionally begins shortly after Conclave, as well as have their input on the Corporate Prospectus.

Professional Representatives

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I wish to thank the Professional Representatives for their work throughout the year. I'd like to thank Samantha McKenna for being the PR chair since January. She has done a great job with the Professional Newsletter and we've seen some great interactions driven by that.

One of the big projects that I've been working on with the PR group is evaluating the PR position and how it fits into the Fraternity. We spent four months meeting on various topics. From these meetings legislation and discussions will be brought to Conclave by the Professional Representatives in order for the Grand Chapter to discuss and vote. We recorded all of these meetings and they are available for review by the SC and PRs on request. A full report on the legislation and Manual of Procedure work that the PRs have undertaken can be found in Samantha McKenna's report to GMA Nalley. Some of the highlights from each of the meetings follow:

- In September, we discussed how PRs are selected. The consensus was that national elections are still the best way to select PRs. However it was noted that when an opening comes additional means need to be enumerated in order to fill open positions if there are no additional candidates that received votes in the PR election. We also discussed the need to offer more and more varied ways for professional members to learn about the election, nominations, and candidates. We currently post on our national social media profiles, our website, as well as in the newsletters. Nominations committees in the past have also used the database to seek out candidates. We also feel more video and interactive media could be useful but there was also a point made about fatigue with these methods due to the pandemic.
- In October, the discussion focused on the function of PRs. We had a large focus on accountability as the PR position is the only one without a method of holding those members accountable for not performing their duties. It was agreed that the ultimate goal of this legislation would be to empower the PR group and Professional Branch to be the final arbiters of their members. We also discussed the development of a more thorough Manual of Procedure for PRs that I put together and then collaborated with the PR group to flesh out. It was then introduced for further development along with the new class of PRs during the Spring 2022 period and will be reviewed at Conclave. This will include mentorship goals, duties of the PR chair, as well as a calendar of events.
- In November, we reviewed the draft of the MOP that I began in order to flesh it out and add to it for completion's sake. We also reviewed draft legislation brought forth by PR members based on our discussions. This meeting while short on highlights included a lot of great discussion on the legislation.
- In December, we focused our discussions on PR nominations, elections, and equity. AGR Wenzel had requested that the PRs review the nominations process in the spring as a lead-in to Conclave. This included a focus on expanding our base of brothers who

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feel empowered to run for PR. The largest part of the discussion after this was on what makes an “active” professional and whether renaming what is commonly called active in the C&B as a “giving” professional and creating an actual “active” professional designation for anyone who also donates time, regardless of whether they donate money. This would be organized between the GPA, PR chair, and the volunteer chair. The PRs have done an excellent job so far and I look forward to seeing the work they continue to perform during the rest of their terms. The discussions that we had during the PR meetings have been great in informing me on my goals for the future.

Professional Chapters and Groups

One area that I most recently worked on was reaching out to the Pro Chapters and Groups for virtual visits. I have really enjoyed meeting with the chapters that were able to host me for a meeting. One subgroup that I have tried to focus on are chapters and groups that have had a very serious blow to their activities and outreach the past biennium. Once strong chapters such as Chicago Pro have seen dwindling numbers and members who are burned out. Smaller Groups such as Pittsburgh Pro have experienced a reset of memberships as some of the older members have moved on to other careers. I had a great meeting with Kansas City Pro along with GMA Kip Nalley in December where we were able to discuss some issues that came up with communication on the national level. My goal is to visit with each of these groups or chapters before Conclave. I hope that with some time and assistance from the national organization we can bolster their numbers and help them be successful.

Deactivation of Professional Chapters

Despite the troubles that COVID brought we only deactivated one chapter, Boston Professional, that had actually been in danger pre-pandemic. Hopefully as we increase professional expansion we will see more of our Professional Chapters thrive as they did and increase interest in Groups as well.

Professional Resources and Assistance

One area that I have worked on is increasing the ways the Professional Branch lives the Three Objects for its brothers. One avenue is establishing a Resume review service that has now gone live this Spring. We have seen interest from brothers to help by being reviewers. The PRs and SC have been incredibly helpful in outlining how we need to provide experts who cover not only industry and academia but also understanding that different industrial, government, and academic tracts need different experts. I look forward to the initial pilot program results, feedback, and then adapting

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and improving it as we bring on brothers willing to aid its members in the attainment of their career ambitions. I hope that this provides an incredibly useful tool for future GPAs to grow and iterate in order to assist our brothers.

Professional Newsletter - Double Bond

The Double Bond has been our main communication tool to our professional members throughout the biennium. During the biennium I tried a different approach at one point to try and gain more varied input and features and this did not go as expected and caused us to miss several months in the middle of the biennium. I took back over in the fall and curated submissions from our professional brothers including PRs, Pro Chapters, and individuals. I have to thank PR Chair Sam McKenna and PR Kerri Federico who have excitedly provided content for most of the past year. One area that we have tried to increase focus on is our social media profiles. We have discussed following the Alpha Chi Sigma national page as well as joining the closed Alpha Chi Sigma group on LinkedIn. These have been great experiences for brothers who have followed up and joined. Members regularly post job postings, connect with pros in their area, and ask questions of other members in the group. It's really been rewarding to see our Third Object in action. I look forward to seeing what the next GPA does to iterate on this newsletter and how they increase our communication outreach.

Pro Branch Town Hall

One of the more fun things that I was able to do this biennium was hold an open Pro Branch Town Hall on Zoom for all professional brothers to come and ask questions, provide comments and suggestions, and generally enjoy time with other Professional Brothers. Grand Historian Mitch Levings started the night off with a history of the Professional Branch and the GPA position which came about formally in 1922. The history was a great way to start the night off as well as being informative and a great way to find out it was the Pro Branch's 100th anniversary this year! After Mitch's deep dive into the history of the Pro branch, Grand Vizier Helen Webster, OA, hosted the evening and asked me questions submitted ahead of time and during the evening. We talked about the GPA position, why I am active in the Fraternity, and other topics of interest to those who attended or submitted questions. I think this is a great tool to hold at least yearly by not just the GPA but other SC positions as well. They can all be geared towards their respective audiences or to the fraternity at large.

This biennium started off with a lot of unknowns given the pandemic and how it was going to affect the Fraternity and our subordinate chapters. The fact that two years in we are still seeing the effects of COVID on our Fraternity would normally be disheartening, but I am amazed and humbled with how the Fraternity has stepped forward despite the trying

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circumstances. I look forward to the novel ways that we will continue to move the Fraternity forward even if it means that change makes us uncomfortable. I thank all of you who put your trust in me the past biennium, the GPA role has been incredibly rewarding. I look forward to continuing to serve the Fraternity and helping us advance our Objects.

Yours in the Double Bond,



Dr. Sean C. Pawlowski, *Gamma Upsilon '06*