

Alpha Chi Sigma Fraternity

Professional in the Chemical Sciences

Office of the
ASSISTANT
GRAND RECORDER



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Friends,

It is an honor to continue serving the fraternity into the 58th biennium. The fraternity has some outstanding leaders and diligent workers ensuring the success of the order. Personally, 2024 was a surprising year for me health-wise with the sudden need for a hip replacement going into conclave. I was out of commission in my facilitator role for conclave and I am very grateful for John Stipp, Erin Goodwin, Jen Showerman, and countless others stepping in and fulfilling my in-person duties at conclave. Highlighting efforts in 2024:

57th Biennial Conclave—From a conclave management and execution perspective, this was one of Alpha Chi Sigma's most accommodative conclaves in terms of serving members special needs. University of Illinois is the first venue that has hosted conclave that has allowed golf carts on campus for many biennia. Likewise this is the first venue in a long time to offer assigned handicap spaces, though at additional cost. Both resources made available to our members were utilized. Golf cart access in particular will be part of the screening for future venues. University of Illinois conference services also offered online services for our members to identify special dietary needs, which is a first in conclave offerings. While the quality and quantity of food may have been lacking, it was a fair attempt. Disappointingly, the entirety of conclave attendees that requested dorm amenities were not able to stay in the same dorm as a group, due to increased demand for single rooms. Residential life completely booked the conclave dorm with other groups in addition to our own, with no additional vacancy. This is highly unusual for a venue and came as a complete surprise to both Conference Services and the Fraternity. While this was unavailable on the Fraternity's end, it presented a last-minute issue that required quick resolution. Fortunately, the conclave attendees were generally gracious about the predicament of the Fraternity being split between two dorms. There are several lessons learned in this conclave's business planning, with documentation taken by the National Office, GR, and AGR, to work to improve conclave.

Future Conclaves—The experiences we have had in the bidding and planning process over the past few biennia have highlighted a need for a complete re-think of how conclave request for proposals and the event are handled. At the Winter 2025 Supreme Council meeting, the proposal of the GR/AGR/NO completely handing the financial bid process with final Supreme Council approval, as well as booking conclave two to three biennium in advance will be presented. The 2024 conclave was the result of an in-house request for proposal and bidding process which was revealing—most conference services will not seriously consider an event request for bid unless it is proffered by an individual with financial signatory ability. Conversations with one of the 2024 venues, as well as experience with other professional organizations, have shown that Alpha Chi Sigma should, when booking conclave for 2026, also do so for 2028 in the same time frame.

Requested analysis for Grand Chapter Motions

Grand Chapter Motion 16

Be it resolved that the national operations investigate a system for members of the fraternity to easily contact collegiate and professional chapters or groups and to standardize in a matter that is in a predictable format. The results of the investigation to be presented at the Winter 2025 Supreme Council meeting

Investigation Report

Chapters and national officers are listed in the back the Hexagon. The Hexagon is provided to all collegiate members and active professionals. In terms of other resources, the Fraternity has provided 18 google groups to collegiate and pro chapters over the years, on g-suites, the fraternity's email system. Most recently Beta Iota was provided a test group at the chapter's request after conclave that is self-administered. It wasn't used. There is an existing naming convention in g-suites for chapters, committees, and officers that the fraternity uses. If a chapter has a g-suite address, such as Alpha Beta, it will be either alphabeta@alphachisigma.org or alpha.beta@alphachisigma.org. All individual accounts in g-suites are in the format of first.lastname@alphachisigma.org. An audit of the 18 chapter google groups show that the chapters simply don't use them with any frequency. There will be a high administrative cost of maintaining google-groups for each chapter, especially when it is a service that the data clearly illustrates the chapters will not use, see below.

Alpha Beta, last post 5/6/22
Alpha Gamma, last post 9/23/24
Alpha Upsilon, last post 5/6/22
Beta Iota, last post 8/20/24 (note this was the post conclave test group)
Beta Nu, last post 8/25/24
Delta Mu, last post 5/6/22
Delta Theta, last post 5/6/22
Epsilon, last post 9/16/24
Gamma Nu, last post 5/6/22
Gamma Psi, last post 5/6/22
Indy Pro, last post 8/29/22
Iota, last post 8/25/24
KC Pro, last post 7/18/24
KC Pro Officers, last post 5/1/22
Pro Chapters, last post 2/12/24
Pro Groups, last post 7/27/23
SW Va Pro Group, no posts
Zeta, last post 8/25/24

The Fraternity cannot impose a product on the chapters that they will not use, it would be very wasteful in terms of scarce resources. It could also become a point of friction between the national office, email administrator, and chapters. In terms of email being a good format to reach our members, click data from various fraternity publications, such as The Chrome and Blue, show very little interest. College students, in general, do not use email as their preferred medium for communication, just ask. With the fraternity migrating to a new database provider, there may be some feasibility in revisiting this request more holistically. Right now, creating email addresses, as proposed, given current consumption, is wasteful.

Grand Chapter Motion 38

The Grand Chapter directs the Supreme Council to investigate with the goal of employing (or contracting) a virtual career fair consultant(s) including reviewing contract terms, cost parameters, platform technical expertise, employer contacts, potential fund raising, and partnership opportunities, etc. for the purpose of putting on the first annual Alpha Chi Sigma Virtual Career Fair. This research is to be reported out to the Grand Chapter by the start of the Winter SC meeting 2025 so that a decision can be made whether to move forward with such an endeavor.

Investigation Report

Other organizations, with much more financial resources, that many of our members are already provide career services for example:

<https://www.acs.org/careers.html>

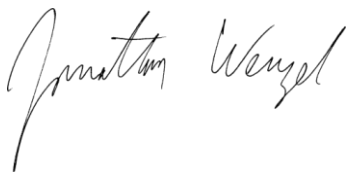
<https://www.aiche.org/resources/conferences/events/career-fair/2024-09-10>

These organizations collect annual membership dues from their members to fund high quality member services and offer a variety of career resources, including resume assistance. Alpha Chi Sigma providing a virtual career fair would be duplicative, our members would be better served working through professional organizations. Alpha Chi Sigma is a professional fraternity with a small active membership, not a professional organization like AIChE or ACS.

This motion is an expensive solution in search of a problem. Many of our members have searched for jobs recently, myself included. For a faculty position, look at HigherEdJobs and Academic Keys. For Federal jobs, use USAJobs.gov. For industrial jobs, used Indeed.com and also target several companies directly. A career fair is a one-off event, likely best suited for college students, not professionals. Professionals may have to look for a job under pressure at some other time. The career fair business model is that host organization provides a pool people for a company to access at a cost. The organization makes a profit by billing companies. More broadly, look at job sites such as Indeed. Indeed makes money by billing companies to use Indeed's platform to post and screen candidates. Alpha Chi Sigma has a far smaller number of active members. It is likely not worth a company's time to participate in an Alpha Chi Sigma event, compared to University-sponsored events for college students, or the myriad of resources companies have to recruit professionals. Mainly there are so many competing ways for Alpha Chi Sigma members to look for jobs, in addition to other professional organizations, such as Indeed, there will be little return on investment. There is actually risk to the fraternity's reputation by hosting a poorly attended event. Furthermore, the fraternity is not staffed to recruit companies and participants to take part in a career fair, nor do our volunteers have the time to pull off a quality event. Potential virtual career fair resources would be cvent.com, as an example.

Friends, it has been a wonderful year. I look forward to the great things to come.

Yours in the Double Bond,



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