

Enterprise Board Service Frequently Asked Questions

Alpha Chi Omega is an impactful women's organization led by three boards. The Enterprise needs talented, qualified women to serve on its boards and ensure that our organization can offer a relevant and meaningful sorority experience to prospective new members and lifetime members for many years.

On behalf of the three Enterprise boards, we seek to share valuable and relevant information about Alpha Chi Omega board service. Our goal is to clarify perceptions and hopefully increase the number of interested candidates for board service. This document intends to answer common questions and discuss perceptions about board service for our members.

Note that each board has a detailed job description found on the Alpha Chi Omega website in the Volunteer section. The job description shares the skills needed for service on that board as well as the time commitment required.

The three boards of the Alpha Chi Omega Enterprise are:

- Alpha Chi Omega National Council (NC)
- Alpha Chi Omega Foundation Board of Trustees (BOT)
- Alpha Chi Omega National Housing Corporation Board of Directors (NHC)

DOES A CANDIDATE NEED SPONSORSHIP BY A CURRENT BOARD MEMBER, PAST NATIONAL PRESIDENT, STAFF MEMBER OR SIMPLY SOMEONE OTHER THAN ONESELF IN ORDER TO BE CONSIDERED FOR BOARD SERVICE? IS IT ACCEPTABLE TO SELF-RECOMMEND FOR BOARD SERVICE?

It is completely acceptable to self-recommend for board service. In fact, you know yourself and your qualifications best, so it would be only natural for a candidate to recommend oneself. A candidate needs either a self-recommendation **or** a recommendation from another alumna member to be considered. A candidate does **not** need a recommendation from a current board member, Past National President or staff member.

DOES A CANDIDATE INTERESTED IN SERVING ON THE ALPHA CHI OMEGA NATIONAL COUNCIL NEED TO HAVE SERVED ON ANOTHER ALPHA CHI OMEGA BOARD PRIOR TO NATIONAL COUNCIL SERVICE? DOES A CANDIDATE NEED TO HAVE PRIOR BOARD SERVICE, WHETHER AT ALPHA CHI OMEGA OR ANOTHER ORGANIZATION?

A candidate interested in Alpha Chi Omega National Council board service is not required to have served on another Alpha Chi Omega board, though service on a board within or outside of Alpha Chi Omega is valuable experience. For candidates seeking a role with the Foundation or NHC, prior board service is helpful but not required.

DO ALPHA CHI OMEGA ENTERPRISE BOARDS OPERATE UNDER A GOVERNANCE MODEL?

Yes, the Alpha Chi Omega Enterprise boards operate under a governance mode. Board members' responsibilities focus on the duty of care, duty of loyalty and fiduciary responsibility. Enterprise board members focus on strategy while our talented professional staff focuses on operational responsibilities. Prior board experience under a governance model and/or knowledge of the governance model is recommended.

DOES ALPHA CHI OMEGA DESIRE TO HAVE ENTERPRISE BOARD MEMBERS THAT REPRESENT THE DIVERSITY OF OUR MEMBERSHIP AND COMMUNITIES?

Yes, Alpha Chi Omega desires to have boards representing the diversity of Alpha Chi Omega members through personal, professional and social identity lenses. Alpha Chi Omega is committed to diversity, equity and inclusion across all levels of the organization.

DOES A CANDIDATE NEED TO COME FROM A PARTICULAR GEOGRAPHIC AREA OR PARTICULAR CHAPTER?

Being from a particular chapter or geographic area is not required nor preferred for Alpha Chi Omega board service. In fact, Alpha Chi Omega Enterprise board members come from a variety of chapters and states. It is important that we have broad representation on the various boards through volunteers from chapters of different sizes and geographic locations. We also welcome alumnae initiates to consider board service.

DOES A CANDIDATE NEED TO HAVE SERVED IN PARTICULAR VOLUNTEER ROLES OR HAVE DEEP ALPHA CHI OMEGA VOLUNTEER EXPERIENCE AND KNOWLEDGE TO SERVE ON ANY OF OUR BOARDS?

The paths to Alpha Chi Omega board service are truly diverse. No specific volunteer roles are required to be considered for positions on any of Alpha Chi Omega's national boards, including the National Council. Knowledge of the Enterprise is helpful for board members to acclimate quicker, but it is not required; candidates may find that those volunteer service opportunities

provide insight into the various aspects of our organization and are therefore valuable during the interview process as well as board service.

CAN A CANDIDATE WHO WORKS FULL-TIME SERVE ON AN ALPHA CHI OMEGA BOARD? IS FULL-TIME EMPLOYMENT CONSIDERED A PREREQUISITE FOR BOARD SERVICE? IS THERE A PARTICULAR PROFESSIONAL FIELD REQUIRED FOR BOARD SERVICE?

Each Alpha Chi Omega national board welcomes women regardless of their employment status. Currently, there are board members who work full-time and those who do not. Further, there is no prerequisite for professional field experience. Each board, however, does seek out experience applicable to that board, which could include specific expertise in nonprofit board service, finance, law, fundraising, and construction or real estate, to name a few. Having a variety of backgrounds and experiences enables a board to be well-rounded and prepared for all issues or decisions that arise.

IS THERE A MINIMUM AGE FOR BOARD SERVICE?

There is no minimum age requirement. The candidate must be an alumna member and in good standing with Alpha Chi Omega.

ARE THERE PERSONAL WEALTH EXPECTATIONS AND/OR IS THERE A CUMULATIVE GIVING EXPECTATION EITHER PRIOR TO OR DURING BOARD SERVICE?

There is no minimum threshold of personal wealth to serve on the Foundation Board of Trustees or any Alpha Chi Omega board. There is also no cumulative giving level required of board members. There is, however, an expectation of minimum annual giving to the Alpha Chi Omega Foundation. Members of the National Council are expected to contribute a minimum gift of \$1,000 to the Real. Strong. Women. Fund annually. Members of the Foundation Board of Trustees are expected to make a minimum annual financial commitment of at least \$2,500 in unrestricted funds, specifically to the Real. Strong. Women. Fund. NHC board members are expected to contribute a minimum \$250 gift to the Real. Strong. Women. Fund annually. There is a further expectation of making a personally significant financial commitment to any comprehensive campaign occurring during each term of service, as relevant, and to supporting annual giving initiatives and other relevant Enterprise-supported fundraising initiatives.

IS THERE A FINANCIAL EXPECTATION OF GIVING TO THE FSPAC?

Enterprise board members are not required to give to the Fraternity/Sorority Political Action Committee (FSPAC).

DOES BOARD SERVICE REQUIRE TRAVEL AND IS THAT TRAVEL EXPENSE REIMBURSED?

The majority of board meetings are conducted virtually by video or conference call. The National Council meets three times annually in person, and the BOT and NHC meet at least

once annually in person. Alpha Chi Omega reimburses travel expenses for airline, auto mileage, hotel, etc. Enterprise board members are also expected to attend convention every two years, and Alpha Chi Omega provides a travel package allotment for reimbursable travel and hotel expenses and a reduced registration fee. There is an option for a board member to donate the expense reimbursement as an in-kind donation to the Foundation if desired.

IS THERE A SOCIAL MEDIA RESTRICTION FOR BOARD MEMBERS?

While board members are not prohibited from using social media, it should be noted that it is difficult for friends and followers to separate the individual member from the board member. Alpha Chi Omega does not take positions on social and political issues other than those that affect the business of Alpha Chi Omega. Board members as individuals are permitted to use social media but should avoid taking positions on social and political issues similar to how the Fraternity handles its social media practices.

ARE BOARD MEMBERS ALLOWED TO SERVE IN OTHER VOLUNTEER ROLES EITHER AT THE NATIONAL OR LOCAL LEVEL? WHAT IS THE “NO TWO HAT” POLICY AND DOES IT APPLY TO ALPHA CHI OMEGA BOARD SERVICE? IF SO, WHY?

Alpha Chi Omega board members have a fiduciary duty to the board they serve on. As such, Alpha Chi Omega has adopted a “no two hat” policy, which means that Enterprise board members are not permitted to serve in other Alpha Chi Omega volunteer roles at the national, regional or local level. This policy ensures that there is no conflict (or perception of conflict) in decision-making or duty between board and volunteer role. It should be noted that Enterprise board members do serve in additional roles such as task forces, committees and board liaisons.

ARE THERE PARTICULAR SKILLS THAT A CANDIDATE MUST POSSESS IN ORDER TO BE CONSIDERED FOR BOARD SERVICE?

There is not one predetermined set of skills necessary to serve on an Alpha Chi Omega board. Each board has its own mission and focus areas, and therefore the skills of the members on each particular board will vary. Each board has its board member job description that details the duties, responsibilities and decision-making unique to that board. Alpha Chi Omega is seeking alumnae members with diverse skills so that each board has a variety of skills and expertise available to that board as it carries out its work. In addition, Alpha Chi Omega operates under the governance model. Therefore, knowledge about governance is important.

ARE TECHNOLOGICAL SKILLS NECESSARY FOR BOARD SERVICE? WHAT FORMS OF TECHNOLOGY ARE USED AT ALPHA CHI OMEGA?

While a board member does not have to be a technical expert, an ability to function remotely and therefore virtually is required. Meetings are conducted both via video and conference call. Therefore, access to the internet and virtual platforms is necessary. Board materials are

disseminated through a shared Alpha Chi Omega portal site. Board members are expected to understand how to access, read and download, if desired, both PDF and Microsoft Office products such as spreadsheets (Excel), presentations (PowerPoint) and documents (Word). Also, meeting invitations are sent electronically; it should be noted that some email systems, like AOL, do not interact with calendar invitations well.