

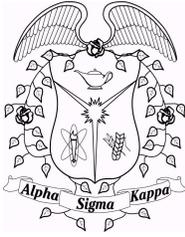
# State of Alpha Sigma Kappa – Women in Technical Studies

Date: January 2024

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### National Board of Directors

**Savannah Bradley, Executive Director**

[exdir@ask-wits.com](mailto:exdir@ask-wits.com)

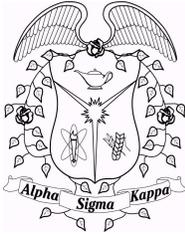
#### *Outgoing NDoA Statement - Piper Blackburn*

It's usually only in hindsight that we can properly define historical periods of transitions—usually being the keyword. In my time as NDoA, I felt my role was to facilitate the transition and growth of this organization into its next form. I was elected during the second virtual National Convention and my successor was elected during our second hybrid National Convention. Prior to my election, we were beginning to have conversations about how to make our organization more inclusive; through language and diversity education. Now we have new documents and a greater understanding of the tools and responsibilities each Member has to make this organization as inclusive as we can. None of these changes would have been possible if it were not for the expansion of the National Board of Directors. Adding and reconfiguring the responsibilities of the board has set up the organization to undertake these changes and has set the stage for the next chapter of the organization.

The end of my term signifies the end of an era, the namesake “Director of Administration” has officially been retired. When I took office, it was clear where we were going—the COVID-19 pandemic was ending and DEI initiatives were beginning. I’m excited to say that I don’t see a finish line or a well-defined “what’s next”. Not unlike our incoming Members, I am feeling giddy by not knowing what’s in store but knowing that this community is special so whatever it might be is something worth seeing. I am beyond grateful for the opportunity to call myself the last NDoA and can’t wait for what’s to come.

#### *Incoming Executive Director Statement - Savannah Bradley*

With the new year comes new opportunities, adventures, and challenges. This year I am thrilled to embark on a new journey as the Executive Director of Alpha Sigma Kappa - Women in Technical Studies. In this role, I aim to foster a culture of respect, support, and friendship within the organization. I plan to continue the DEI initiatives that Piper started while spearheading new initiatives specifically



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aimed at promoting professional development and personal growth for our Members. I hope to continue to build the support network within our organization and foster a sense of belonging and siblinghood among our Members.

Specifically, within the next three years, I plan to forge partnerships with professional development organizations, add more bonding opportunities to the National Convention, and work towards streamlining more processes within the organization. As I begin my term, I see a bright future for our organization that promotes inclusivity and the professional and academic advancement of our Members. I am always looking for new ways to support our organization. If you have any ideas, please let me know.

I am passionate about Alpha Sigma Kappa and the future that lies ahead. Thank you all for the opportunity to serve as your first Executive Director!

### **Sukhmani Singh, National Director of Expansion**

[ndoe@ask-wits.com](mailto:ndoe@ask-wits.com)

#### *Outgoing NDoE Statement - Misty Lam*

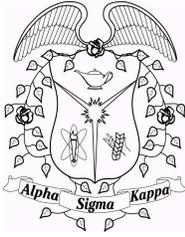
Hello all, and happy new year!

I wanted to thank you all for letting me lead our newer groups and for all the trust you had in me to grow not only these groups, but our National Organization. I am very proud to have installed the Rho, Pi, and Sigma Active Chapters as well as establish the Tau Petitioning Group during my transition and term as NDoE. I'm looking forward to seeing Sukh do great things as she installs Tau soon and brings on new Petitioning Groups!

It was an honor to serve on the NBoD and I can't wait for you all to come down to Florida for convention this upcoming year!

#### *Incoming NDoE Statement - Sukhmani Singh*

Hello All! I am excited to serve as your National Director of Expansion for the next two years! I was a part of the Alpha Chapter at the University of Minnesota and soon after graduating took on the role of being an expansion representative. I am excited to take my role further within the organization and work among a group of talented women.



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I am looking forward to being a part of the Tau Petitioning Group's journey and looking to install them on March 30th, 2022. We have one new Interest Group that I am working with at the University of Maryland, College Park and they are slowly expanding within their university to become a Petitioning Group. I am excited and honored to watch both groups grow and foster the values that are important to our organization.

### **Audrey Heuser, National Director of Finance**

[ndof@ask-wits.com](mailto:ndof@ask-wits.com)

Hi Everyone! Thank you for all your patience during my first year on the board and all the changes that came with it. Your adaptability does not go unnoticed, and we appreciate your efforts to make positive changes on both local and national levels.

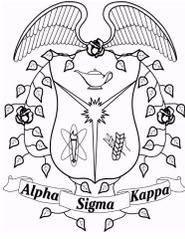
Throughout the past year, we have switched our national bank account to a more nationwide bank, changed our invoicing software, and increased dues to account for both inflation and the exciting projects the National Board has planned. Further, we've had to restock our recognition pins twice this year, a great indication of our growth! Most Chapters have turned in dues, budgets, and 990-Ns, but we have room to improve this year. I recommend Chapters turn in their 990-Ns before January 1st, if possible, in future years to account for the IRS's system maintenance shutdown, which frequently happens the first few weeks in January. As always, please continue to reach out with questions!

This is the last year of my term as NDoF. Please consider running for the position or recommend another Member to run! Feel free to reach out with any questions about the role or what it's like to be on the National Board.

### **Emma Bachman, National Director of Operations**

[ndoo@ask-wits.com](mailto:ndoo@ask-wits.com)

Happy New Year! This has been a hectic year for me as my first year in the role of National Director of Operations, but has been a great year for the majority of our Chapters. Recruitment has been very successful across the organization, thanks to the hard work of our VPs of Recruitment. As a result of our landmark year, many of our Chapters are facing new challenges with their increased sizes. I am confident that we'll be able to navigate these changes, and we've been hard at work on continuous education and resources for our newly large Chapters. Several Chapters have been struggling with executive board member retention and managing workloads across their leadership, but our Leadership Consultants have stepped in and helped them to reprioritize and stay on track. We've made



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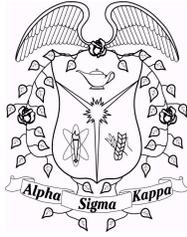
some updates to the Leadership Consultant program, with additional training and a monthly Operations Team meeting to help keep the whole team informed.

On the administrative side, we've gotten set up with a free travel management system that allows Leadership Consultants to travel without having to front the money and get reimbursed. We've also done a lot of work behind the scenes to update how we track documents and activity for all our Chapters with updated operations tracking spreadsheets and an updated Chapter document tracking system. Another major milestone of the year was the rollout of our DEI activation guides created by the Parallel Agency, which I talk more about below. In feedback collected at the end of the semester, more than 80% of Chapters felt like they had been well supported by the Operations Team, and we're working hard to address the issues raised by other Chapters.

One of the largest challenges of being NDoO is managing the workload and demands from all of the different facets of the role as our number of Chapters continues to increase. My goal for next year is to keep working on ways to delegate tasks and create better systems to try to reduce and distribute the workload of this role so that it becomes more sustainable with a larger organization. Part of this is going to be a collaboration with our incoming NDoM to come up with a sustainable system to ensure that our continuous education modules are updated frequently and have value to our Chapters. It is also always a priority of mine to ensure that our Chapters have the resources they need to succeed and that they feel connected to and supported by the National Organization. I look forward to the upcoming year and all the amazing things that our Chapters are going to accomplish!

As I mentioned to Chapters at the beginning of the semester, we have collected feedback from as many participants as possible in the initial rollout of our Activation Guides program. We had 169 survey responses, with at least one survey response from each Chapter. In general, feedback was mixed. We asked Members to rate on a scale of 1-5, with 1 as "definitely not" and 5 as "absolutely", whether they thought they learned something new and whether they thought the program was a good use of their time. I separated the data by Chapter for some of the analysis as there was a wide range in the number of responses per Chapter. In general, responses were mixed with an average of 3.5 on both questions (so slightly better than neutral).

While general feedback on the program was mixed, most of the comment responses were nearly unanimous. People had a variety of objections to the video portion of the Activation Guides, but generally disliked them. Most of the positive feedback centered around the discussion questions and hearing the



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experiences of other sisters/siblings. We also received feedback from some Chapters that there were better campus resources available to them than those provided in our guides. Following this feedback, the board is making a number of changes to how we are implementing the program next semester. We will be allowing Chapters to substitute our requirement with other programs available on campus or through an alternative legitimate source. We will also allow Chapters to replace the video portion of the guides with other resources, or forgo the video portion in favor of holding longer discussions.

Another important comment received suggested that we add a DEI chair position to the required/suggested Executive Board Members across the organization. I suggest that we consider this addition at our next National Convention as a way to actively support our ideals of equity and inclusivity. As always, I am always available to discuss Member concerns and suggestions regarding this program and operations in general - I'm here to support you, and want to make sure we're giving our Chapters the best possible resources!

DEI Program Data:

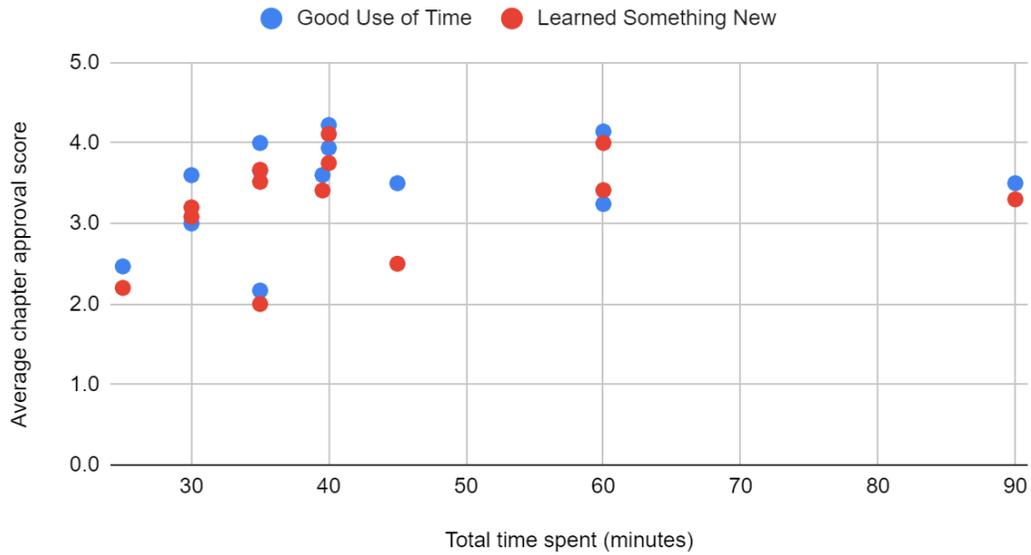
Chapter Averages			
Chapter	Learned Something New	Good Use of Time	Time Spent (minutes)
Alpha	4.0	4.0	N/A
Beta	3.3	3.5	90
Epsilon	4.1	4.2	40
Eta	3.2	3.6	30
Theta	2.5	3.5	45
Iota	3.1	3.0	30
Kappa	3.5	3.7	35
Mu	3.8	3.9	40
Nu	2.0	2.2	35
Xi	3.7	4.0	35
Omicron	3.4	3.2	60
Pi	4.0	4.1	60
Rho	2.2	2.5	25
Sigma	5.0	5.0	N/A
<b>TOTAL</b>	<b>3.4</b>	<b>3.6</b>	<b>40</b>



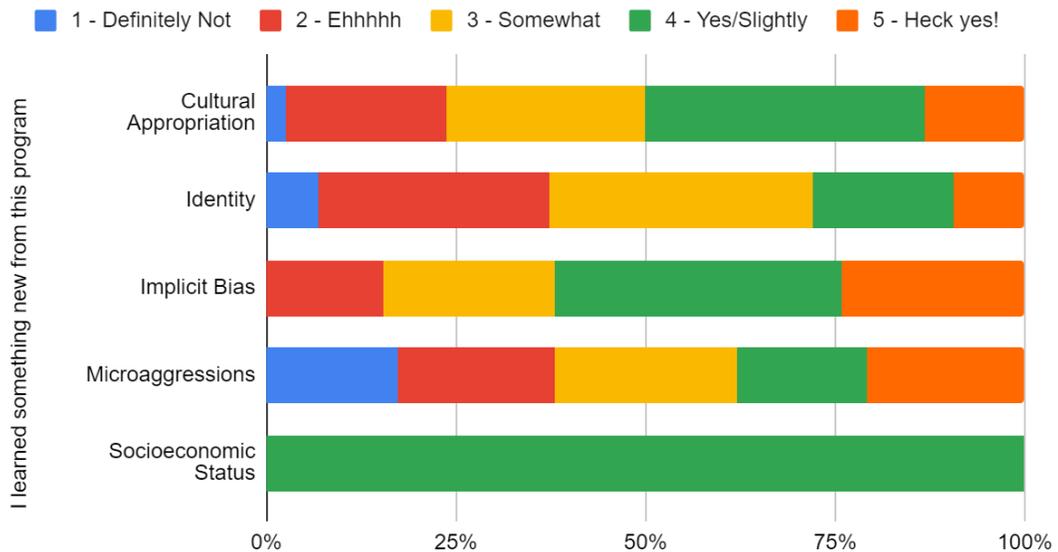
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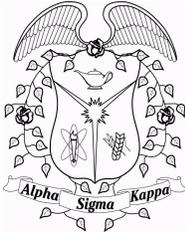
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## Chapter Time Spent vs. Approval



## Activation Guide Approval by Topic

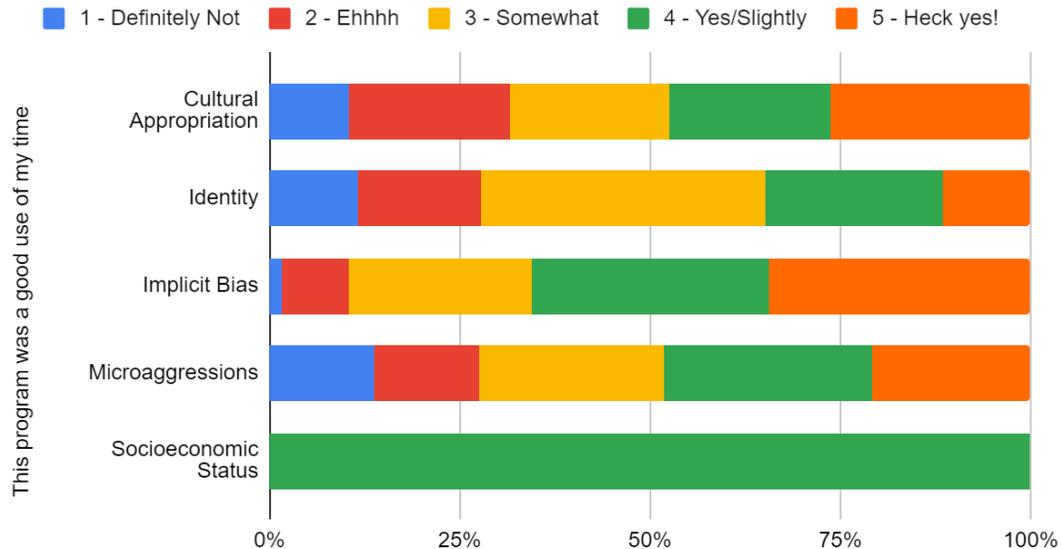




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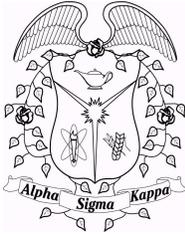
### Activation Guide Approval by Topic



### Ally DiCarlo, National Director of Records

[ndor@ask-wits.com](mailto:ndor@ask-wits.com)

Hello, lovely lionesses! This year was definitely a bit of a learning curve for me as I stepped into the role of the National Director of Records. After I finally got into the swing of the immediate duties, like bothering everyone about Membership and Ceremony form due dates (sorry!), I turned to organizing our National drive. It took almost the entire year, but I was finally able to sort through all of the submitted Chapter Reports, Ceremony notifications, and Membership forms from each Chapter's installation and organized it accordingly. The Executive Boards of all the various Active and Alumnae Chapters have been a tremendous help in filling the gaps where we had missing forms and Members disappear from records, and I'm excited to say that we finally have a plan in place for assigning statuses to Members lacking the proper Membership forms! Emails will be sent out soon, but hopefully this is the only time this kind of practice will ever have to happen. Henceforth, we will have all ASK Member's statuses accounted for! I have also invested time into seeking a better option for Chapter Report submissions. Come the June 1 deadline, we will be testing a new method of filling out and submitting Chapter Reports and Officer Transitions, whether that be with a Google Form or a different online platform has yet to be determined. We want the process of form submissions to be as easy as possible and also to



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make it easier for future NDoRs to sort through the information to award Chapter Awards before summer convention.

As always, reach out to me if you have any questions about membership statuses or other NDoR duties! I am happy to run for another term to solidify the records keeping procedure, but would also gladly relinquish the role to someone who is just as passionate about getting this role up to modern times and beyond the thousands of emails it currently is.

### **Samara Haenggi, National Director of Communications**

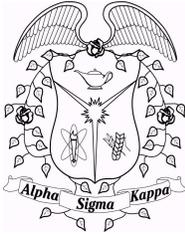
[ndoc@ask-wits.com](mailto:ndoc@ask-wits.com)

#### *Outgoing NDoC Statement - Gwen Kidder*

Thank you to everyone for helping to kick off this position this past year! With your help we were able to better assess how effectively our National communications are serving our community and identify areas for improvement.

This year we launched two National email groups (National Updates and Convention Updates) which are currently helping to reach 200 individual Members who have signed up to receive communications in addition to Chapter leadership, National leadership, and committee members. We are continuing to look for ways to expand these groups so that Members do not lose their ability to receive National communications post-graduation. Additionally, as the National Organization prioritizes expansion of committees we sought to ease communication and collaboration between committee members with Committee Google Groups.

Through our National Communications survey, we received feedback on the types of communication Members want to see more of going forward including updates from Chapters, professional opportunities, Chapter merchandise, and networking opportunities. We want to continue to improve our utilization of our existing platforms like Instagram, Facebook, and LinkedIn for such communications, but also understand that these platforms are not allowing our newer Members to connect with each other and the greater organization. To improve our Members' ability to connect, network, and socialize, we launched a Discord pilot this fall for our Chapter leadership and committee members. We are expanding the Discord to the full Membership now and are looking forward to what it may bring to our Organization.



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I am happy to see the progress we have made this year and look forward to seeing the continued growth that Samara will bring in her term!

### *Incoming NDoC Statement - Samara Haenggi*

Hi everyone and happy 2024! I'm so excited to be serving as the National Director of Communications for the next 2 years! Just a little bit about me: I'm from the Kappa Alumnae Chapter and currently reside in Wichita, Kansas. I'm working as a Medical Assistant in the Pediatric subunit of a primary care facility while studying for the MCAT on my way to medical school!

I'm super excited to find better ways to contact everyone across the Organization and facilitate open communication between the National Board and Active/Alum Members. Additionally, I'm going to be working on exploring Chapter Management solutions that could be helpful to our Organization at large. Lastly, I'm looking forward to helping my committees grow and fulfill their goals for the year.

Thank you so much for allowing me to be on the National Board for the next couple of years, I'm excited to see how the Organization grows!

### **Samantha LoPilato, National Director of Membership** [ndom@ask-wits.com](mailto:ndom@ask-wits.com)

In 2023, Alyssa DePaola served as the National Director of Membership, a newer role in the National Board of Directors focused on building better post-graduation connections in our Organization. Sam LoPilato transitioned into the position in 2024.

In 2023, Alyssa made great strides in strengthening the NDoM role by gathering substantial information about the Alumnae in our organization into a database and compiling information like names and email addresses for an Auxiliary Alumnae email list. She also started to send emails to some of those Auxiliary Alumnae Members to get up-to-date contact information and availabilities.

In 2024, Sam hopes to use the outreach done by Alyssa to create opportunities to create online social and academic events for Alumnae Members, both for our Auxiliary Alumnae Members and for inter-Alum Chapter events. They also plan to

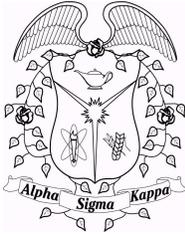


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start doing Chapter Chats similar to those of the Active Chapters with the Alumnae to keep better track of what is going on at the local level of the different alumnae groups.

If you're interested in helping with some of the online networking and social events, reach out to Sam at [ndom@ask-wits.com](mailto:ndom@ask-wits.com).



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### Chapter Reports

#### Alpha Active

We had a successful recruitment and retained those candidates through initiation. We were challenged with new recruitment rules from our university's Greek Council that favored formal recruitment chapters which caused stress for us. We were able to work with the Greek Council and joined with the other informal recruitment chapters to express our concerns. We had our first joint recruitment event with one of the multicultural chapters on campus.

#### Alpha Alumnae

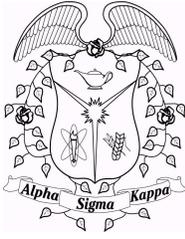
We welcomed 4 new Members. We have been experiencing challenges with event involvement, so we plan to continue brainstorming ideas on how to increase involvement and make events more attainable. We also plan to reach out to new graduates earlier to increase involvement.

#### Beta Active

The overall connection between siblings seems to be a lot greater than in previous semesters, classes are of course closer than with other classes but there is plenty of intermingling. Older classes still need to interact more with newer classes but that is becoming less and less of a problem with all of the social events.

Overall, there was some frustration on some Siblings' parts due to some Executive and Chair Members not doing the required hours or attending enough events, though of course there was usually a valid excuse. The attendance policy was not followed the way it should have been and that caused some tension.

Though a new attendance policy was created, it was not implemented quickly nor were certain Members in important positions following the attendance policies, making everyone else not want to commit. In the future, properly implementing these attendance policies and sticking to them will improve this. Additionally, facilitating interaction between Members outside of ASK-related events will improve overall involvement. In the future, there will be a strong focus on this and ensuring the attendance policy is followed strictly.



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### Beta Alumnae

We have had interest from a couple of newer Alum Members to take on setting up social events. We're still working on our communication, trying to determine the best way to reach all Members with all updates. Information is currently posted to our Alum e-mail list, Facebook Group, and our Chapter Slack channels.

We held our Fall Meeting with two in attendance. We attended Initiation and Alum Ceremonies for the Active Chapter. We also provided an overview of the Alum Chapter at Candidate Education for the second time.

We welcomed 6 new Alum Members.

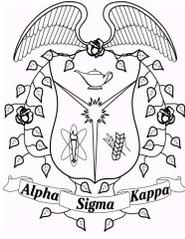
### Epsilon Active

We had productive discussions during Closed Chapter and our Fall Gear Up Retreat where everyone voiced opinions. We noticed how much more comfortable people were with speaking during discussions. We had much better attendance during non-mandatory events compared to last semester. We worked towards a common goal during recruitment season and new Members expressed interest in Chapter involvement and attended socials and sisterhood events.

Our biggest challenge this year was burnout, especially for position holders. We had many Members holding multiple positions and faced severe burnout after recruitment. Two Members who served on the Executive Board stepped down at the beginning of the semester. This meant the remaining Executive Board Members had to pick up extra responsibility. To address these challenges in the future, we plan to check in with position holders more often and format the meetings in a more productive way. This would consist of utilizing our position holder monthly meeting forms more.

### Epsilon Alumnae

Our Sisterhood retreat/20-year anniversary is currently in the strong planning stages. We are looking at having our retreat correspond with our Establishment Date as it does not interfere with Homecoming festivities like our Installation Date. We have many Sisters/Siblings who would be busy with Homecoming Activities if we went with our Installation Date. We are looking at having a 2-day retreat in the Des Moines area. We would have our Fall 2024 Chapter meeting during this time as well as social activities (dinners, brunches, Saturday afternoon outing, all Alumnae picture). More information to come as the planning process continues!



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We got 5 new Alumnae from the Active Chapter. We helped the Active Chapter with some financing to offset their recruitment efforts. We made a point of being more present and involved with the Active Chapter while following the guidelines that they work under - Greek Life, ISU University Guidelines, and CPC guidelines. We participated in their Fall Initiation in November. We had our Fall meeting the day after their Initiation. We made sure that the date was broadcast to all Alum. We also invited any Active Member to attend as they wanted. We had 2 Active Members attend our Fall meeting; one who has since gone Alum and one who was studying abroad in Greece. After our Fall meeting, some Members went to lunch at a local restaurant to hang out - this was not mandatory just whomever was free and available. We had a Closed Meeting that corresponded with our Fall Open meeting where we discussed the Closed Items from Convention.

We are looking at planning our Spring Meeting to correspond with the Active Chapter's Alumnae Ceremony in the spring.

### Zeta Alumnae

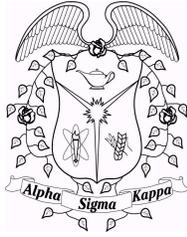
Alum Sisterhood and Chapter Health have been fine. The Chapter has stopped hosting Virtual social events due to a lack of interest. We hope to start planning events again at our next meeting to promote sisterhood and increase Alum participation.

### Eta Active

The group is united in the opinion that we need to survive this hurdle to give this Chapter to future generations. Members come to meetings with a positive attitude, and we are always happy to see each other. We do a brief rose, bud, thorn (one per person) before opening each meeting. Our Sisterhood Chair from Spring 2023, planned and hosted the Sisterhood trip we had this fall, and people really enjoyed it.

Getting Chairs to hold their respective events was a bit difficult, between our unusual transition of leadership and the many obligations of school. Some Members went Alum due to emergency circumstances. Previously, Chairs weren't held to their duties as strictly. This semester, we adhered more strictly to our bylaws.

We had a lack of events, but Sisterhood is achieved through the work and activities we do as women and nonbinary people in various technical majors, like



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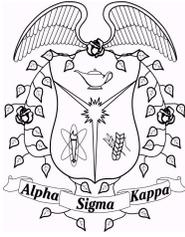
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coming together to volunteer, host events, study, and hang out. At the beginning of the Spring semester, we plan to talk through ideas during our meetings about what other Chapters are doing and how we can incorporate these ideas into our Chapter. It may be easier to picture what we're all here for if we review some more information from the National website.

### Theta Active

Recruitment was definitely one of the main things that helped promote sisterhood and Chapter health this past semester. We recruited 10 Members, but only had 7 of them complete Candidate Education and go on to be initiated. Our goal with this class was to thoroughly educate them on the Chapter as well as our National Organization and the rest of Fraternity and Sorority Life at CSU. This was to ensure that the new Members were fully aware of our purpose and practices so that issues like what happened in Fall 2022 wouldn't occur again. The Candidate Education was definitely a lot better and we found the Candidates wanting to be more involved. We even have two who are holding positions this coming year which is exciting. Our Vice President of Recruitment once again outdid herself with the planning of the events given the situation she was placed in. The previous Vice President of Recruitment became an Alumnae last semester since she was graduating this semester and she chose to take over the remainder of her term. The events were so much fun and they seemed to provide a great atmosphere for both the New Members and the Actives. The President also led the Chapter in modules from Nationals during our Closed meetings. This allowed Members to have meaningful discussions and learn things about one another. It helped us grow closer with each other and more trusting. We also had some amazing socials this past semester which allowed us to not only bond more with each other but establish relationships with other chapters in our community. We had a couple of socials with our brother fraternity, Triangle. We also had a social with Sigma Alpha Epsilon Pi, a Jewish sorority, and another one with Kappa Delta a NPC chapter.

Attendance and involvement in Chapter and officer meetings is definitely something we struggled with this past semester. We found that our event attendance was a lot better to special events and Members seemed to be engaged with those. However, required events still appear to be an issue even after adopting a new system. Another issue we found was with our officers completing duties and attending meetings on time and prepared. Some officers would not utilize their transition packets or plan accordingly. Our President would have to step in a lot to complete tasks and make sure things were submitted. This would occur even after sending out reminders in both Discord and email and also delegating ahead of time. O/E and E were not utilized correctly as officers



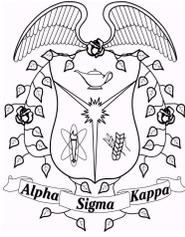
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would not have points prepared for the meeting or would show up late. We also felt like the intermingling between Active classes and Candidate classes needed to be improved more. We ended up not doing PNM Partners this past semester like we did in the Spring. However, we feel this should be utilized again next year because it worked so well. Pride Pals did happen and went well. Through this, potential Bigs were able to interact with the Candidates and establish relationships even before Lioness Week and Big Little Reveal.

One way to address attendance involvement issues would be to make edits to our current requirements system. There was a lot of pushback last semester from our Chapter when a point system was created. As a result, we ended up using Google Sheets and making a checklist with a percentage completed tracker. There are still some flaws with the system but we hope edits can be made that will fix these. We fixed the issue of having a way for Members to track requirements in a fun and satisfying way. However, we need to hold Members accountable if they don't complete requirements and the President and the VP need to be willing to do so. It currently starts with a rollover meeting with the VP and loss of voting privileges, then a J-Board infraction, and then goes on to Default Inactive. However, there has been the suggestion that Members should lose the privilege of attending something fun like formal or socials. We have found that Members make time for these events but will not participate in philanthropy or attend recruitment events or even Chapter. A J-Board infraction doesn't seem to mean anything to Members anymore and frankly many of the officers, including the VP, did not know what an infraction entailed for a Member. J-Board shouldn't be the main answer but there needs to be other accountability measures taken here or else Members are going to keep getting away with not completing requirements. It is not fair to those who are completing requirements. Overall, the President has noticed that our Chapter struggles with differentiating friendships and business relationships. If an officer is friends with a Member, then they will likely not hold them accountable. Officers need to be willing to learn to separate these types of relationships or else the Chapter will not function properly.

Having an O/E meeting at the beginning of each semester to plan and also review duties would be beneficial so officers are aware of what they should be doing. Updating our Attendance SOP with a section for officers specifically would also help them understand the importance of being on time and prepared.



## State of Alpha Sigma Kappa – Women in Technical Studies

Date: January 2024

### Theta Alum

In the Fall, the Chapter had a successful Alumnae Chapter leadership retreat and Biannual Chapter meeting. Unfortunately, there have been some challenges with Board Members balancing other conflicting responsibilities, limiting their availability. We have also had some challenges with timely communication and following through with the Theta Active Chapter for event planning.

In the future, we would like to attempt to create legacy events for the Alumnae Chapter that Members can participate in and plan on every year. The Chapter's Vice President met with the outgoing and incoming Vice President of Operations from the Theta Active Chapter to discuss the upcoming semester and expectations. We also plan to send out the National Discord platform to utilize for communication between Members.

### Iota Active

The Iota Chapter was able to gain 4 new Members this semester, all of whom are heavily involved in our Chapter. We were also planning on taking in around 4 Members, so we reached our goal. In terms of Sisterhood and Chapter Health, our Chapter was pretty successful this semester. Social events, recruitment, as well as requirements were completed.

Some challenges that our Chapter faced this semester included communication between Members, both on the executive board and not on the executive board. To mitigate these challenges, our Chapter has an anonymous tip jar in which Actives can address concerns or receive feedback anonymously which are attached to our Chapter's meeting minutes that are reviewed by the Vice President of Operations. Additionally, if there are conversations that need to be had between Members, both the President and the VP of Operations are available to mediate the conversation if both parties want a mediator.

### Iota Alum

There have been no events recently as the Chapter is currently working on reorganization. We are excited to see the Chapter's progress and are working towards regaining good standing within the Organization.



## State of Alpha Sigma Kappa – Women in Technical Studies

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### Kappa Active

We were able to incorporate smaller social events to allow for more bonding and got more feedback about how much they were enjoyed. As we grow, the cliques seem to grow stronger and more Members have mentioned this challenge. This has also led to groups of Members dropping when one Member does and impacts Member retention. We've also had complaints about some officers, but we did not get as much feedback in the continuous feedback form.

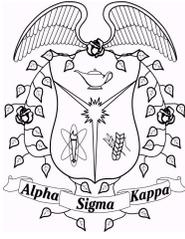
We plan to possibly incorporate more bonding events. We plan to continue with the officer feedback form because we did not get good feedback when given to the Chapter. We are unsure how else to improve the feedback process.

### Kappa Alum

Successes for our newly established Alum Chapter are not as common as our challenges at the moment. Our big goal for 2023 was to become an official Alum Chapter. After that goal was completed, our Sisterhood gained some needed motivation to become a stronger Chapter to represent our Kappa family. We can now go into 2024 focusing on our internal goals of increasing Member involvement and Sisterhood bonding. Another success we had in 2023 was tracking down current contact information for our Members. While we still have a few missing Members, our Member information spreadsheet is much more comprehensive.

Overall, our Chapter has been challenged with a slow beginning. Our current Professional Members would like to see our Chapter thrive, but we sometimes lack the human resources to get big goals completed. We aim to have an executive board with more time on their hands coming into 2024.

With the addition of Kappa Active Members seeking Alum Status, we hope to increase our Alum Chapter numbers and enthusiasm for involvement. We have considered long-distance and virtual bonding activities in the past for our Chapter, so that is still a possibility on how to improve our Chapter Health. Time to establish ourselves and our procedures will also make our Members more excited to get involved and innovate on how to become even stronger. The 2024 Exec Team looks forward to working with the Chapter to identify the connection points people are most excited about and establish the framework for a sustainable community.



## State of Alpha Sigma Kappa – Women in Technical Studies

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### Mu Active

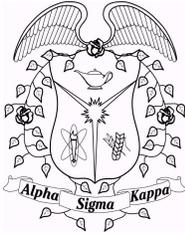
Overall Chapter health has been great. The Chapter had a very successful recruitment season with 24 new Members. The newly initiated Members were able to enjoy an on-campus Bid Night, a Halloween Social, and a Mamma Mia themed social, all of which were very fun and well attended. We tried to have some new events based on past feedback. These included a cooking night, a restaurant outing, an intramural soccer team, an alumni networking workshop, and other social events. Overall ratings for these events were high.

For some of these events, attendance was low. We did face some hiccups with setting up and tearing down for social events. We have brainstormed ways to motivate Members, such as offering an excused Chapter absence. Future Execs and Chairs will continue to brainstorm solutions.

The Mu Chapter conducted an anonymous survey at the end of the semester and received constructive feedback on the semester's events. Members indicated some frustrations with social events which were due to our growing size. We will be incorporating this feedback and ideas as well as a social committee next semester to encourage attendance and Chapter cohesion. We have also established the Professional Development Chair who will work to address our Chapter's desire for information on future careers and networking.

### Nu Active

We are very healthy currently. Our numbers are on the rise and we are still hoping to grow. This time last year, we were very worried about that and were concerned that we did not have enough people to fill positions and function on the whole. Now, we are having competitive elections and people are excited about getting involved in committees. There has been very little drama as of late; of course, some minor things, but nothing that required major mediation. A lot of our problems stemmed from E-Board Members being stretched too thin and not communicating their worries. However, committee members and other officers were able to catch it with enough time to pull off any affected events. Even though we did not have any major issues, it is still a priority to get a judicial board in order. We have no real way to punish Members who violate rules. The most common violations include late dues, not paying for extra events that require payment, and tardiness. We definitely need written documents that outline punishments for these violations and more. Overall though, our Members feel very satisfied within the organization and are ready for what the future may hold for us.



## State of Alpha Sigma Kappa – Women in Technical Studies

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### Nu Alum

One of the main challenges we have is how to engage Alumnae Sisters in a way that is meaningful. We would like to have more engagement.

### Xi Active

Recruitment this quarter was on par with what we expected. Academic and Philanthropy Chairs have had a lot of improvements in encouraging people to attend events and putting together fun events, thanks to our new officers!

### Omicron Active

We had a sisterhood retreat at a campground that went very well although there were some issues with a few girls getting the stomach bug. It only seemed to have come from one cabin and they were fine the next day. These individuals left the campground without telling the Exec Board or Retreat Chair so they were issued a formal warning for these actions which they were all very understanding of.

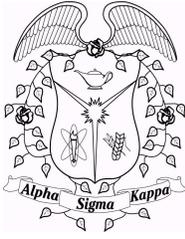
There were some issues with cliques, which was something that we were already dealing with, but it got a little out of hand this semester with name-calling and just bad-mouthing in general. The President had a formal talk with the Exec Board and then later with the Active Members. After that, things seemed to have settled. The incoming President is aware of this situation and will keep an eye on it.

Overall, there was more bonding between Members due to more events and mingling that was done by the Exec Team. We received compliments from the Members about how the semester was run and how much more active we have become as a Chapter in general.

### Pi Active

Some successes were that we were able to increase participation, especially in Chapter meetings, by the end of the semester. We found out what ways to communicate with each other were best. We had some initial challenges with Member participation, especially outside of Chapter meetings; however, we were able to talk to our LC and the Chapter about how to improve this.

In the future, we would like to make the marketing for outside of Chapter/required events more fun. We plan to have more frequent small-to-midsized events for



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Members to attend so they can feel more involved. Also, we want to make sure these events are in the calendar early, so Members can decide which ones fit their schedule the best.

### Rho Active

Some of our successes in sisterhood and Chapter health this semester come from the focus on inclusivity. Last semester Members felt that we were not doing enough to be inclusive through the heightened tensions in Florida. This semester doing better in that aspect was our primary focus. Several Members went Inactive to see how we did, all have come back and said that they feel heard and supported. Another success was an incredibly impactful DEI module run by our Professional Development Chair.

We have had some challenges with our voting process and plan to implement stricter voting procedures in the future.

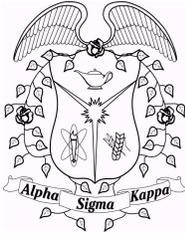
### Sigma Active

The Sigma Chapter has continued to improve a lot by closing the gap that much of the general body felt between the Executive Board and general Members, especially with our open meetings. We have seen an increase in attendance and involvement in events and our Chapter committees as well as a push for even more events in the future. The main thing a lot of people want more focus on is our Professional Developments Mentorship and Study Program which we have already started revising. Overall, there is a stronger connection among Siblings with a few concerns that were minor and were resolved.

### Tau Petitioning Group

Petitioning Group morale is currently moderate, with consistent attendance for weekly meetings and positive feedback on events. Attendance at non-mandatory events, on the other hand, has been somewhat inconsistent. We always experience a lull in attendance during the last month of the semester, which is to be expected due to finals. Members feel like the Petitioning Group is moving in a good direction, but there is still room to improve and create a stable foundation.

Started the Fall semester with 6 Members (2 founders, 4 Alphas). 4 of our Members became Inactive at the end of the Spring due to graduation, but we gained 5 during Fall recruitment, exceeding our original goal of 4 Members for the Beta class.

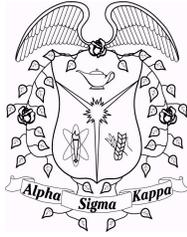


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The emphasis this semester on building siblinghood received positive feedback. Successful events include Founders Day Celebration, and our Holiday Party, which consisted of a public speaking practice activity where Members were paired up at random to present on any subject of their preference, a Secret Santa gift exchange, and a group outing to dinner.

Members appreciate current operations and have given positive feedback on newly implemented communication methods, such as weekly summary emails and Google Classroom for tracking requirements, but find there is still room to grow when it comes to streamlining operations.



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### National Foundation Update

#### 2024 NATIONAL SCHOLARSHIP

As announced on January 15, the essay topic for the 2024 ASK National Scholarship is "Friendship with the Greek Community."

Essays are due May 1st by 11:59pm Central time. Please submit your scholarship essay using the Scholarship tab at [www.askwits.org/scholarships/](http://www.askwits.org/scholarships/).

Note: This scholarship is open to ASK active student Members only - must be active by scholarship deadline and in the Fall 2024 term.

#### ANNUAL MEETING

Our annual meeting will be held Saturday, July 20, 2024. The time will be announced soon. A Google Meet link with a conference call line will be available for all to join. Only professional alum Members carry a vote. Nominations for President, Secretary, and one Advisory Board Member will be open later this spring.

We will have a number of policies to update. All will be provided for Members' review prior to the meeting.

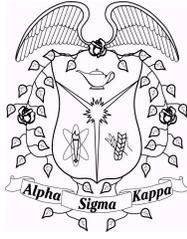
#### ENDOWMENT

We received a grant from Union Pacific in September for \$10,000. Union Pacific also donated an extra \$1,000 at the end of the year. Our endowment committee will be back at grant writing this spring.

If you are interested in grant writing, please email us at [ask.educational.foundation@gmail.com](mailto:ask.educational.foundation@gmail.com). If you are interested in helping but not interested in grant writing, we would like to hear from you as well. We need many different skilled people to help us.

#### DONATIONS

Help us to provide scholarships within our organization. Please visit [www.askwits.org/donate/](http://www.askwits.org/donate/) for information on how to donate. All donations are tax-deductible and provide financial assistance to Active Members of Alpha Sigma Kappa - Women in Technical Studies. Every donation counts!



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Now accepting Venmo! @ASKEducationalFoundation along with PayPal, Google Pay, and Zelle.

We received a generous \$2,000 donation from a family that wants to remain anonymous. They explained in their letter that they select a small number of organizations each year to donate to that align with their beliefs and morals. We were on the list this year.

A Pal/Galentine's day campaign using the Crowd Change platform is in the works. More details to be released soon.

### WEBSITE UPDATES

Our website [www.askwits.org](http://www.askwits.org) has undergone and is currently undergoing updates. Please bear with us during the construction period. Please let us know if you have any comments or if you would like to assist.

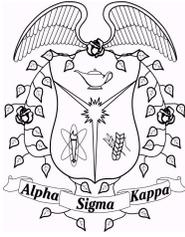
Also, please follow us on Facebook and Instagram for more up-to-date information.

### #GivingTuesday

This year we did not actively take part in the social media campaign #GivingTuesday. We hope to take part in it next year on December 3, 2024.

### Volunteer Opportunities

Want to get involved? ANY ASK Alum Members, regardless of your professional status, can be a part of our 2024 National Scholarship Committee and Endowment group. The time requirement is very minimal. Email us at [ask.educational.foundation@gmail.com](mailto:ask.educational.foundation@gmail.com) if you are interested.



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### National Standing and Goal Committee Reports

If you are interested in joining any of these committees, please see <https://ask-wits.com/chairs-committees/> for more information.

#### Exploratory Committee

The Exploratory Committee is looking to mitigate legal risks to the organization. If you are interested in joining the committee, please reach out to Rachel McRae, Alex Waggoner, or Emma Bachman

#### Document Review Committee

We are looking for feedback on the proposed J-Board/Standards Board SOP. Please provide feedback here: <https://forms.gle/cxDfkPAX91m3wGmP7>

#### Traditions Committee

We have completed the Gender Inclusive Terminology Continuing Education and look forward to sharing it with all the Chapters this spring.

#### Social Media and Public Relations Committee

We're happy to help elevate and promote outstanding Members and Chapters as well as Chapter programs and events. Send us a message if you want to collaborate on anything!

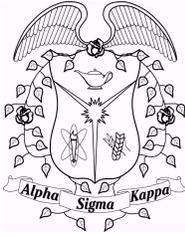
Be sure to follow us on Instagram: @alphasigmakappahq!

#### Newsletter Committee

This committee has been unable to operate due to the absence of a committee chair. Please email Samara Haenggi ([ndoc@ask-wits.com](mailto:ndoc@ask-wits.com)) if you are interested in chairing this committee!

#### Emergency Response Committee

The committee will announce when its meeting next and is still looking to recruit Members to join the committee! Please reach out to Grace Thompson or Emma Bachman if you are interested in joining this committee.



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### National Donors Choose Committee

We are really excited to try to get a virtual 5K up and running! The tentative date as of now is May 4th. We intend this to be a combination celebration of Founder's Day, which will be occurring the Wednesday before, and kicking off Teacher Appreciation week, which commences on May 6th, to support our National Philanthropy!

### Awards Committee

We are excited about this year's award season. Be on the lookout for emails and social media posts about the nomination period and process. We would like to brainstorm additional awards to further engage Alum. If you have any ideas, please let us know!

### Website Committee

We are currently working to fix the login issue on the website. We could always use some extra hands to accomplish everything we want to, Active and Alum Members who are interested are encouraged to reach out to [website@ask-wits.com](mailto:website@ask-wits.com) or [ndoc@ask-wits.com](mailto:ndoc@ask-wits.com) if you are interested!

### Trademark/Copyright Committee

The Trademark Committee is on track to get us set up with Greek Licensing, but they need the help of the Membership! The committee is looking for new members to join as there is a lot to do before the end of the academic year. They also need feedback from Chapters about the vendors they currently use.

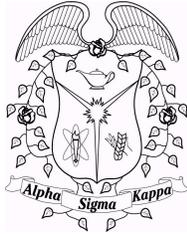
Please reach out to [trademark@ask-wits.com](mailto:trademark@ask-wits.com) if you are interested in joining the committee!

### National Facility Corporation Development Committee

The committee is looking for a new committee chair. Please reach out to Audrey Heuser ([ndof@ask-wits.com](mailto:ndof@ask-wits.com)) if interested.

### Membership Development Committee

The Membership Development Committee is hard at work updating the National Continuous Education Modules!



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### 2024 Convention Update

In 2023, we signed our contract with the Holiday Inn & Suites Orlando I Drive South Orlando FI for July 18th, 2024 through July 22nd, 2024.

This year's convention includes an (optional) extra 2 nights to accommodate and encourage group activities like theme park visits.

Looking into this year, our first committee meeting will take place on January 29th. The only detail left to plan is the professional speaker, and we are currently exploring several leads. As this will be the first Chapter-hosted convention in a few years, we are coordinating with Nu Active and will be presenting at several of their meetings. Registration deadlines remain unchanged from years past with registration slated to open May 1st and close for delegates on June 1st.

We would like to remind all our Chapters to start having conversations about whether your President is able to attend as a delegate, which other Members are interested in attending and traveling together, and whether you have adequate budget to cover your delegate's attendance as a minimum.

Information about travel grants for non-delegates will be released prior to registration, so be on the lookout for that. We look forward to seeing you all this summer in Orlando!