

Name: Adam Joiner

Gender Pronouns: He/Him/His

Position/Title: Assistant Director for Fraternity & Sorority Life

Organization/Institution/Employer: Southern Methodist University

**Please concisely outline your professional volunteer experience (most recent position first) and any other volunteer experience, both within and outside of the association, that could speak to your qualification to serving on the Nominations and Elections Committee (NEC).**

Association of Fraternity & Sorority Advisors AFA Annual Meeting Planning Team - Attendee Engagement Committee Chair (Nov. 2022 to Present) AFA Attendee Engagement (Special Events) Committee (Dec. 2020 to Present) AFA Educational Program Committee (Feb. 2022 to Nov. 2022) Region 4 Member Engagement & Recruitment Team (Dec. 2020 to Nov. 2022) Educational Program Ambassador (Nov. 2017 to Dec. 2018) Association of Fraternal Leadership and Values Central Fraternal/National Black Greek Leadership Conference Graduate Intern (Feb. 2018) Undergraduate Interfraternity Institute Facilitator (Jun. 2022) Undergraduate Interfraternity Institute Co-Lead Facilitator (May 2023) Student Affairs Professional in Higher Education (NASPA) NASPA Fraternity & Sorority Knowledge Committee Member (Region IV) (May 2022 to Present) Graduate Associate Program Participant (Aug. 2017 to Feb. 2018) National Undergraduate Fellow (Sept. 2012 to Sept. 2013) Sigma Chi International Fraternity Ritual Master (in-training) (Aug. 2022 to Present) Certified Ritual Peer (Sept. 2021 to Present) Leadership Institute (SCLI), Distance Leadership Faculty member (May. 2021 to Present) Diversity, Equity, and Inclusion Committee Member (Aug. 2020 to Present)

**What do you believe are characteristics and qualifications potential members of the board of directors should possess?**

Board of Directors (BOD) members all have their unique personality and skill set, but I believe these traits would be beneficial. Being a collaborator and active listener are at the top of the list. Board of director members need to be able to collaborate on hard decision making when it comes to the Association. For instance, I believe the current board does a great job of that. They had to collaborate on the status of the Annual Meeting in Tampa, Florida. I know the decision to have the meeting their pre-dates all of them, but they handled it the best way they knew how. They had to be active listeners to one another to ensure the best outcome for colleagues across the country. Another characteristic or qualification to be on the board of directors is to be congruent in the values of the Association. That they truly live the mission, "to elevate the standard for effective professional practice in working with sororities and fraternities in higher education." BOD member needs to walk/talk all aspects of the mission/vision of the Association. To help bridge the gap of those interested in helping make the Association the standard experience for other higher education associations.

**From your perspective, what/where are the communities of untapped potential within AFA? How would you recommend the Nominations and Elections Committee tap into those areas of untapped potential?**

From my perspective I believe there are a few communities where we have untapped potential. First, would be generation Z and Alpha. They are the current students/graduate students that are making the sorority and fraternity experience what it is today. They have a vast interest in a lot of experience of technology that the Association could benefit from. From how they use technology to be self-made entrepreneurs from how they market their brand. We could take a lesson from them in how they

communicate to one another on what they are truly passionate about in sorority and fraternity. Another area of untapped potential is the first-timers of the Association. When a new professional comes into this industry, some feel lost in the acronyms and how we do the work. I believe it would be beneficial to create a mentorship/sponsorship type program to pair them up with a seasoned professional to show them how they can do the work effectively. The Nomination and Elections committee could send out a climate survey to see how generation Z, Alpha and first-timers want to be involved. That way it can potentially create a pathway for opportunities for folks to be involved in the Association.

**An important component of Board of Directors and NEC recruiting is ensuring diverse identities are represented. As a member of the NEC, how will you advance goals of ensuring diversity of perspective on the Board of Directors and the NEC ? What salient identities do you hold that may frame your perspective in Board and NEC candidate recruitment and selection?**

First, this is a great question that I am happy to answer. I will advance the goals by advocating for folks of difference. Diversity of perspective means a lot to me. It means that folks who look like me as a black/African American, husband, doctoral student, cis gender, fraternity man in a predominately white organization has a voice and space on either the Board of Directors or NEC. This shows up as representation for me. When I first came into the sorority and fraternity industry, I did not see a lot of folks who looked like me or had similar lived experiences. It left me feeling unwanted in a space at that time did not make me feel like I belonged. As I have volunteered for various opportunities within the Association, I have done my best to be personable in interactions to show folks that they matter. I want to ensure that folks interested in leadership positions/general members on a committee that with volunteering that they have the tools necessary to be successful in the industry.

**What role do you often play in group decision-making? How do you typically work with groups to ensure all perspectives, including those that may dissent from the majority, are heard?**

The role I often play in group decision-making is being an active listener. This helps me ensure that groups I work with feel that they have been heard. I believe that listening to both sides of a group is important in coming up with the right solution of a problem. For example, this past year both the communities I oversee were going through the expansion process. Those who have done the expansion process know that there are a lot of stakeholders. To ensure a successful expansion I put together a committee of chapter officers and advisors to ensure the mutually beneficial organization come to campus. The folks in the room had a lot of stake in who made the return. One organization came to mind that was problematic in the past. As a committee we handled this situation by researching their conduct history and the mutually beneficial value it would bring to the institution. In active listening to what they had to say we created a pro & con list to determine who would come back to campus. That way everyone had an opportunity to advocate for and against each organization. After that exercise I was able to get a consensus from the group that everyone was on the same page about. Overall, everyone was satisfied (to a degree) of who they wanted to come to campus. Afterwards, we pulled aside those who may have been on the fence, but made a decision on who they wanted. I always do my best to assess and follow up to ensure folks are heard.