

Name: Jackie Hackett
Gender Pronouns: She/Her/Hers
Position/Title: Assistant Executive Director
Organization/Institution/Employer: Sigma Alpha Mu Fraternity

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).

Sigma Sigma Sigma Psi Chapter Advisor (Marshall University) Sigma Sigma Sigma Psi Chapter Centennial event planning (2022) Sigma Sigma Sigma National Member Advisory Panel chair (2018-2021) Association of Fraternity and Sorority Advisors Program review committee (2017-2019) Association of Fraternal Leadership and Values Program review committee (2018-2019)

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

I believe the potential members of board of directors should be collaborative and supportive of all members within the association. During my professional career, there has been tension and, sometimes even hostility, between members based on their employer (i.e. headquarters, campus-professional, or vendor) and I believe the board of directors should be able to represent, speak to the experiences of, and support all members of the association. In addition, the board of directors should be diverse and strive to welcome and include new voices, faces, and experiences into the AFA leadership. They should not only use their voice as the leaders of the association but encourage others to use their influence to support all members of the profession.

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?

Mid-level professionals are an untapped market within the profession and an area that seems to be the most challenging to retain. There is a lot of emphasis on the graduate student, new professional and seasonal professional experience but little support to the mid-level managers who are providing the leadership to departments or communities. I would recommend that the NEC explores ways to include this voice in the board of directors - whether it be additional seats (specified for these different areas of experience) or ensuring that not all members of the board of directors are the top-level staff members on campus or at an organization. There's so much value in the experience the Assistant Directors, Directors and mid-level managers bring from their day to day operations.

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?

A diverse board of directors is critical to the success of the association and I believe that diversity extends beyond the salient identities an individual holds. As a woman working for a men's fraternity, I often am asked for the "woman's perspective" on topics as the only female-identifying person in the room and I can only speak to my own experiences. I think it's important that the NEC explores a variety of qualifications

to the board of directors and seeks an inclusive board with diverse identities, perspectives and experiences to ensure no one feels tokenized during their time on the board. I believe the association needs as many diverse perspectives and experiences as possible for success.

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?

In group settings, I am a collaborator and communicator. I seek to understand all sides and get individuals to share their opinions throughout. I am typically not the leader in a group but a supportive role that seeks understanding and clarity.