

Name: Jose Marroquin

Gender Pronouns: He/Him/His

Position/Title: Midwest Director of Finance

Organization/Institution/Employer: Lambda Theta Phi Latin Fraternity, Inc.

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).

I have been fortunate to serve on the board of directors of Lambda Theta Phi Latin Fraternity on three different occasions. During my most recent tenure as the National Director of Alumni Affairs (2020-2022), I volunteered within the elections and constitutional review committees. Within the elections committee I obtained experience reviewing and administering an elections process. Additionally, within the constitutional committee, I assisted in examining and approving constitutional amendments. Moreover, both committees emphasized to me the importance of being objective and unbiased in governing processes. Finally, I understood the importance of being an advocate for a fair electoral voting experience. In my additional volunteer experiences with Lambda Theta Phi Latin Fraternity, I have volunteered in both regional and local alumni leadership positions. In my regional positions I have assisted in recruiting candidates for leadership positions and other volunteer opportunities. Also, I aided in developing regional board infrastructure and operations. At the alumni chapter level, I served on elections committees. A few of my responsibilities with the alumni chapter elections committee was to oversee a candidate nomination and elections process. My experiences volunteering in AFA's committees have exposed me to the importance of project execution and internal workflows.

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

I believe that any potential board members will need to be thoughtful, sincere, and deliberate approach to the position. Any potential board members should seek to first understand the issues, knowing that decision can have an impact on members within the association. Also, any elected leaders will need to have a constructive attitude towards teamwork. Additionally, individuals should be willing to spend the time necessary to be well-informed on the issues of its members and the greater fraternity/sorority life community. Finally, potential board members will need to possess the maturity to respect confidentiality of privileged information.

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?

I have been a member of AFA for several years and have attended a variety of annual meetings. I have witness board members elected from both NPHC and NALFO, but not as many from NMGC and NAPA umbrella councils. I believe that our leadership should be represented of our membership and greater fraternal community. In addition, we should be representative of all membership levels within the association. The diversity of our membership will be important in order to encourage change and innovation. One method to increase our diversity of candidates would be to create a leadership incubator, similar to those in corporations, to create an accelerator board program. Leadership programs enabled for untapped leaders to realize their potential, while enhancing their skills.

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?

As a potential NEC representative, I would be informed by data and the experiences of our members. Additionally, I would make it a priority to understand the current landscape of our association, along with the greater fraternity/sorority community. Moreover, I would examine and reflect on the history of AFA and our past board leadership. Also, as a representative on the NEC I would work towards creating an inclusive and open committee. In addition, I would work with ensuring that we follow the associations policy's and procedures. In regards to my salient identities, I migrated with my family to the U.S at the age of 4. I grew up in a bilingual household in the city of Chicago. One of life lenses is informed by being a part of a historically marginalized community. In addition, I am a member of Latin fraternity with experience serving on a previous NALFO executive board. My fraternal perspective would ensure that NEC understand the importance on inclusion and fairness in our processes. Furthermore, I would advocate for the need of diverse slate of candidates from our membership.

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?

I make strategic decision based on data analysis and interpretation. My data-driven approach enables me to examine and organize data with the goal of better serving our members. Additionally, I understand the importance of interpreting policy in order to ensure a fair political process. Also, I understand that our approaches might encounter ambiguity and non-traditional occurrences. At this times, I recognized the need for a nuance discussions and decisions. In group settings, I take on an arbitrator role. I prefer to look at date and observe the interactions and progress of a group. If our group has a misunderstanding, I tend to offer to clarify a variety of sides to the team. As an arbitrator, I contribute to the team success by making sure ever member can express their perspective. Also, if a team has an issue, my goal would be to prevent distraction and help create a compromise.