

Alpha Kappa Phi



**Proposal for Returning Ago to Best
in Class Sorority at SUNY Potsdam**



Agonian Sorority Leads by Example

- The Agonian Alumnae Association will implement best practices for sorority living that will be a model for Greek Life at SUNY Potsdam.
- A “crisis team” has been working on the proposal for the past 8 weeks and proposes an Ago Task Force to take the initiatives from concept to implementation
- Ago Task Force Members: Lynne Boles '74, Susan Cancilla Witkowski '79, Susan Young '89, Shelley Ives '83, Colleen Palmer Beaudoin '88, and Sandy Jenner Kolb '63.



Outline of Initiatives for Ago Task Force

- Define Vision & Mission for Ago
- Overhaul Constitution & Governance
- Transform “Pledging” into New Member Program
- Set Goals & Objectives for Members
- Develop Community Service Program
- Establish Seminar Program to be Delivered by Members
- Establish Alumnae Speaker Series
- Establish Alumnae Advisory Committee
- Establish Alumnae Mentor Program
- Institute an “Adult” living at the Sorority House – hire a Residence Director
- Additional TBD based on Task Force findings



Agonian Sorority

Vision & Mission Statement

Vision:

The Agonian Sorority will be the sorority that is recognized by the SUNY Potsdam community for its progressive initiatives that promote leadership, community service, and moral integrity and which serve to develop young women in to future leaders of our global society.

Mission Statement:

The mission of the Agonian Sorority is to maintain the highest levels of integrity and innovation in the promotion of sisterhood, philanthropy, scholastic excellence, and community service while creating lifelong relationships.

Specifically, we strive to:

- Stimulate one another in the pursuit of knowledge
- Promote the moral and social culture of its members
- Develop plans for guidance and unity in action within the Greek community of SUNY Potsdam
- Preserve the dignity of the organization and by admonishing negative, hurtful behavior in any form



Constitution and Governance

- Complete overhaul of the Ago Constitution by Ago Alumnae which clarifies roles and responsibilities, procedures, and acceptable behavior
- Clearly defined Code of Conduct, Risk Management Policy, and Values Statement
- “Read & Understood” document required by all members and alumnae now confirming agreement and intent to comply with all new policies; repercussions of noncompliance identified
- Checkpoint each semester for College and Ago Board through Compliance Update document



On Hold Until Loss
of Recognition
Lifted

New Member Program

- Ago will no longer have traditional “pledging” opting instead for a New Member Program
- Full transparency of the program with the College and Board of Directors
- Zero tolerance toward hazing or any form of harassment
- Goal is to develop New Members into Agonian members through positive, respectful, and friendly approach
- 3 Week program focuses on learning Ago history, values, members, community service, and leadership



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Goals & Objectives

- The Alumnae will work with the Members to establish both short and long-term objectives for the Sorority
- Below are some ideas so far; the Task Force will work directly with the Members to properly establish Goals

Short-term for Members:

- Establish GPA target
- House with at least 6 tenants per semester
- Participation on Civility Committee
- Complete Community Service Project each Semester
- Complete College Seminar each semester
- Maintain good relations with all organization on campus

Long-term for Members:

- When suspension removed, execute new member program in line with school standards of conduct on a consistent basis
- Position Ago as the leading Greek organization on campus, respected for leadership, community involvement, and positive student engagement
- Highest GPA average in College
- Establish membership targets
- Establish target for Agos in leadership roles throughout the school – e.g. ISC leadership



Community Service Program

- Each Ago Member will be required to complete 10 hours of Community Service each semester
- Community Service is now a part of the New Member Program
- A team of Alumnae will work directly with the Members to develop a Community Service program that is both rewarding for the Members as well as providing valuable returns to the Community
- At suggestion of SUNY Potsdam administration, alumnae will work in conjunction with student Agos on Community Service outside of Potsdam, e.g. Syracuse or Albany



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Seminars by Ago Members

- Ago Members build and present a series of presentations to SUNY Potsdam students. Topics will be pertinent to students.
- Presentations will educate, inspire, and motivate students.
- Goal is to highlight current issues and provide tools and insights to the students to make the right choices for their personal and educational well-being
- Benefit is that with peer-to-peer seminars, a comfortable environment exists for students to ask questions about sensitive topics
- Programs could include Alcohol Awareness, Sexual Harassment, Anti-Hazing/Bullying, Getting Involved on Campus, Leadership, etc.
- Alumnae Advisory Committee will oversee the development of the Seminars; at least 1 per semester



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Ago Alumnae Lecture Series

- The Agonian Alumnae Association will tap into its 1400+ alumnae to present a series of lectures and webinars on campus
- Topics will cover a wide variety of areas depending upon the Alumna, including leadership, teamwork, business networking, personal planning, fiscal management, problem solving, interview techniques



Alumnae Advisory Committee

- Establishment of a committee of the Alumnae Association that will work closely and directly with the Members
- Regular visits to the Sorority House during the semester, attendance at all Sorority Meetings (once recognition restored), and impromptu visits to functions
- Ensure compliance with all new guidelines and progress toward achievement of Goals and Objectives
- Quickly address any issues or problems
- Work with Members on the transformation of Ago into Best in Class organization
- Liaise with SUNY Potsdam Administration in open communication regarding progress toward objectives
- Locally manage the Resident Director (*under BOD guidance and after recognition restored*)
- Regular communication with the College Advisor to the Sorority
- Facilitate all communication between Members and Alumnae



Alumnae Mentor Program

- Each Member and New Member will have an Alumnae Mentor
- Alumnae Mentors will be chosen by the Member from a Board approved pool of Mentors

Duties of Mentor:

- Meet monthly (virtually) with their mentee and be available through regular correspondence
- Provide coaching and guidance on life goals, academics, career advice, etc. and is personal Ago advisor helping Ago achieve goals

Benefits of Mentorship:

- Improved confidence and offers challenges to set higher goals and achieve more, recognition, psychosocial support, leadership development, career advice, exposure to diverse perspectives and experience, help on networking
- Foundation for lasting personal and professional network



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Resident Director

- The Board will hire a Resident Director to live at the Agonian Sorority House
- RD fosters and maintains a safe environment for the residents through coordination of maintenance and supervision of all activities at the House
- Ensures House remains a clean, orderly and safe environment and reports issues in a timely manner.
- Assist House Treasurer with managing budget and reports to Board Assistant Treasurer on any issues
- Liaise with the Alumnae Advisory Committee, Ago Board, and SUNY Potsdam
- RD to participate in training offered by Residence Life (if available)

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Proposal for Redevelopment of Agonian Sorority



Proposal:

This was original plan presented to SUNY Potsdam. Timing was rejected but concepts accepted

2-Year Redevelopment Plan

Realign
Academic Year 2013-
2014

- Ago accepts loss of recognition from Aug 1, 2013- July 1, 2014 – Allows Ago to keep Chapter House due to Zoning laws
- Alumnae work with Members on implementing Initiatives defined in this presentation
- Members learn critical new skills and embrace the new Ago culture
- All Members live at Chapter House to develop Sisterhood

Rebuild
Fall 2014

- Ago reinstated on July 1, 2014 (so active sorority at Alumnae Weekend)
- Alumnae work directly with Members on promotion of Ago as Sorority
- Continue work on initiatives and drive toward Best in Class, model sorority

Re-Establish
Spring 2015

- Current Ago Sophomores will be 2nd Semester Seniors
- First New Members accepted with new program
- Allows current Agos who have been trained for 1.5 years to on-board new members
- Alumnae Mentors assigned to each new member
- Alumnae Advisory Committee active in new member program

Total loss of new member activities: 4 Semesters



Spring/Summer 2013

- Ago Task Force deployed after acceptance of Proposal to work on the Initiatives described herein
- Key meetings at Alumnae Weekend 2013 to recruit new Alumnae Committees

Action

Alumnae Advisory Committee Formed

Community Service Program Development Committee formed

Alumnae Mentor Program Established and Mentors Solicited

Alumnae Lecture Series introduced and Volunteers Solicited **ON HOLD**

Resident Director Recruitment Begins **ON HOLD**



Year 1-2: Academic 2013-14 and 2014-15

Loss of Recognition

- Loss of Recognition August 1, 2013 – May 2015 (Assuming last Ago graduates in May 2015)
- During the Loss of Recognition, Alumnae permitted to work with remaining 6-8 Members (3-5 of which are new Fall 2012) and coach them on new Ago principles
- Agonian members will be required to participate in weekly work sessions to clean Chapter House
- Ago Members not allowed to participate in any SUNY Potsdam activities as Agonians



Year 1: Academic 2013-14

Initiation of Key Actions

Action	Description
Alumnae Advisory Committee Introduced	<ul style="list-style-type: none">• Advisory Committee has a member at each house meeting• Conduct regular visits to the Sorority House during the semester• Ensure compliance with all guidelines and sanctions and liaise with SUNY Potsdam Administration in open communications on progress toward objectives.
Alumnae Mentor Program Launched	Each Ago Member selects Alumnae Mentor
Community Service Program Launched	<ul style="list-style-type: none">• Each Member completes minimum 10 hours community service per semester• Per request of SUNY Potsdam, these activities should be in conjunction with Alumnae and outside of Potsdam, e.g. in Syracuse or Albany



Spring 2016 (earliest) Agonian Sorority Recognized New Members Allowed

- TBD, the Ago Suspension is lifted and Ago is allowed to recruit New Members
- The New Member Program is launched
- Each New Member is assigned an Alumnae Mentor who, like a big sister, is an integral part of their development into becoming an Agonian
- Alumnae Advisory Committee participates in New Member Program



Benefits of Proposed Solution

- It has been stated that “no one” wants to lose the Ago House zoning variance
- As demonstrated by initiatives, the Agonian Alumnae Association will take a very active role in the rebuilding of the Agonian Sorority.
- Alumnae are willing to commit the time and resources to building a best-in-class and model sorority
- Agonian Alumnae Association is finding outside expertise, such as UIFI to better our organization and develop stronger leaders within our house
- The Current Ago members have shown remorse and are stepping up with ideas including volunteering for the Civility Committee. All Agos want to change and return Ago to being the best sorority on campus.

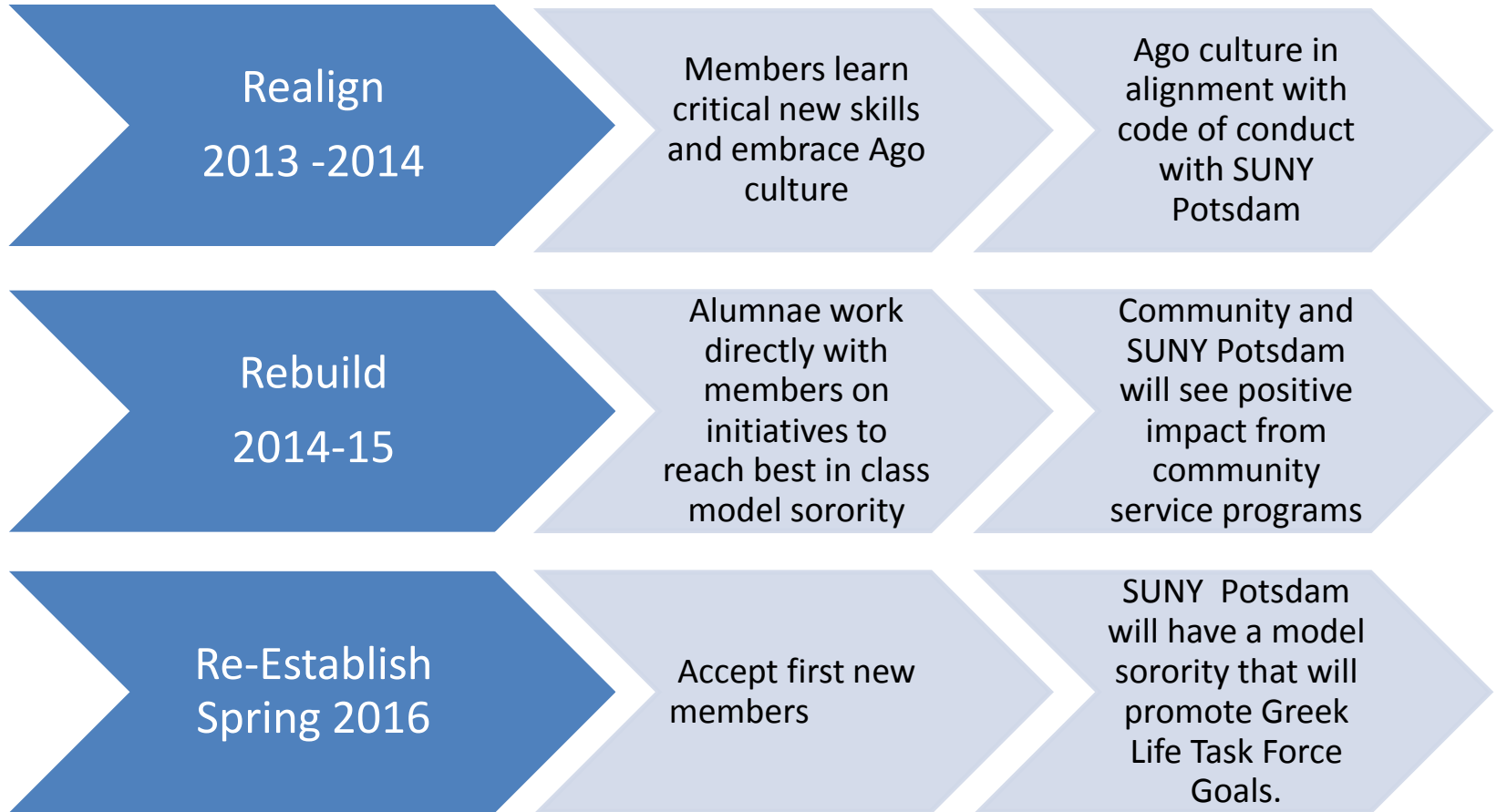


First Summer with New Members

- Undergraduate Inter-fraternity Institute (UIFI) Leadership Development Class
 - <http://www.nicindy.org/programs/uifi/P1/>
 - Send 2 of our New Ago Members to the class in summer TBD; to be paid for by Alumnae Scholarship (Ideally newly elected President and New Member Leader)
 - Potential to bring the program to SUNY Potsdam for delivery to all Greeks in TBD
- Alumnae Association revisits all committees to ensure all goals and objectives are on track; modify as appropriate



Summary



Details for all initiatives can be found at our Google Share site:
<https://sites.google.com/site/potsdamagoleaderteam/home>

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**The Agonian Sorority Wishes to Thank
You for your Consideration and Time**