SIGMA KAPPA

Denver 2022 Convention

JUNE 29-JULY 2, 2022
HYATT REGENCY DENVER
Welcome to Sigma Kappa’s 90th national convention in beautiful Denver! On behalf of Sigma Kappa Sorority, Foundation and National Housing Corporation, we are thrilled that you are joining us. It has been four long years since we have been together in person, and to say that we are excited to be with you all face-to-face is an understatement. Over the next few days, we will reconnect, celebrate achievements, strengthen old friendships while making new ones, and engage in the business of Sigma Kappa.

Convention officially kicks off on Thursday morning with a welcome breakfast followed by our first business meeting, during which we will discuss the proposed changes to the Bylaws and elect the national council. Meals throughout convention will celebrate our values and the amazing accomplishments of our chapters over the past two years. Educational sessions on Friday afternoon will cover a range of topics like inclusion, confidence, mental health and career development to provide members of all ages with opportunities for personal and professional growth.

On Saturday morning, our Initiation ceremony will welcome our Honor Initiate and allow members in attendance to recommit to Sigma Kappa values. This will be the first presentation of our refreshed, more inclusive Ritual as recommended by the Ritual Inclusivity Task Force and adopted by national council. Convention will conclude on Saturday evening with a dinner where we will celebrate our value of loyalty and enjoy favorite traditions from Confirmed Conventionite, followed by a fun social gathering.

The last four years since we gathered in Ponte Vedra Beach have been challenging in ways no one could have imagined, but one thing has remained steadfast: Sigma Kappa’s sisterhood. I am so excited to celebrate time-honored traditions and create new ones with you as we look forward to Sigma Kappa’s bright future.

In Sigma Kappa,

Ann O’Connell Adams, Theta
National President
**SCHEDULE AT A GLANCE**

**Wednesday, June 29**
- Arrival for all full-time attendees
- Registration
- Optional Networking Event

**Thursday, June 30**
- Optional Morning Workout
- Welcome Breakfast
- Business Meeting
- Lunch on your own
- Business Meeting
- District Meet and Greet and District Caucuses
- Friendship Dinner

**Friday, July 1**
- Optional Morning Workout
- Breakfast on your own
- Business Meeting
- Personal Growth Lunch
- Business Meeting
- Educational Sessions
- Service Dinner

**Saturday, July 2**
- Optional Morning Workout
- Breakfast on your own
- Initiation
- Lunch on your own
- Business Meeting and Memorial Service
- Free Time
- Connect Event for Alumnae Members
- Loyalty Dinner
- Social Gathering

Shop Sigma Kappa, a shopping experience highlighting vendors and partners, will be held at various times Wednesday, June 29–Friday, July 1.

**Sunday, July 3**
- No programs or events.
- Attendees may leave at any time on Sunday.

**Photo Opportunities**

Digital Pix – Official Convention Photographer

Need a new headshot or social media profile pic? Be sure to visit our official photographer, Digital Pix, located in the Centennial Foyer, during Shop Sigma Kappa hours to get a complimentary headshot.

Follow @sigmakappasorority on TikTok and Instagram
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<td>Connect Event for Alumnae</td>
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See daily schedules for a detailed overview of each day.
**WEDNESDAY, JUNE 29**

| 8a | Convention Registration |
| 9a | NHC Annual Meeting |
| 10a | Optional Networking Event |
| 11a | Shop Sigma Kappa |
| 12p | Shop Sigma Kappa |
| 1p | Shop Sigma Kappa |
| 2p | Shop Sigma Kappa |
| 3p | Shop Sigma Kappa |
| 4p | Shop Sigma Kappa |
| 5p | Shop Sigma Kappa |
| 6p | Shop Sigma Kappa |
| 7p | Shop Sigma Kappa |
| 8p | Shop Sigma Kappa |
| 9p | Shop Sigma Kappa |
| 10p | Shop Sigma Kappa |
| 11p | Shop Sigma Kappa |

- All attendees
- By invitation only
- Shop Sigma Kappa
- Free time/meals on your own
**WEDNESDAY, JUNE 29**

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<th>Time</th>
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<tr>
<td>4 – 9 p.m.</td>
<td><strong>Convention Registration</strong></td>
<td>Centennial Foyer</td>
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<tr>
<td>4 – 8 p.m.</td>
<td><strong>HistoryIT Table</strong></td>
<td>Centennial Foyer</td>
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<tr>
<td>4 – 10 p.m.</td>
<td><strong>Shop Sigma Kappa</strong></td>
<td>Centennial Foyer</td>
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<td>Don’t miss the opportunity to shop Wednesday through Friday! Stop by during registration or later in the evening to fill your suitcase with all the can’t-miss Sigma Kappa merchandise including fashionable clothing, unique gift items, jewelry and badges.</td>
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<tr>
<td>5 – 6 p.m.</td>
<td><strong>NHC Annual Meeting</strong></td>
<td>Granite C</td>
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<td>6 – 9 p.m.</td>
<td><strong>Sigma Kappa Foundation Table</strong></td>
<td>Centennial Foyer</td>
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<td>8 – 9:30 p.m.</td>
<td><strong>Optional Networking Event</strong></td>
<td>Capitol Ballroom Foyer</td>
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<td>After registration, stop by and say hi to other convention attendees. This drop-in, casual event allows for an open space for attendees to gather and make plans for the upcoming activities throughout convention. A cash bar will be available.</td>
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**Wellness Space - Agate B-C**
Thanks to the generous sponsorship of the National Housing Corporation, a wellness space is available that will serve as a designated quiet room allowing attendees to mentally escape and unwind in between sessions and meetings throughout the day.

**Mother’s Lounge – Flagstone A**
A private space for breastfeeding or pumping, the Mother’s Lounge will be available for use throughout convention. The space is large enough to accommodate one person at a time.
## THURSDAY, JUNE 30

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<tr>
<td>6a</td>
<td>Morning Workout</td>
<td>Convention Registration Shop Sigma Kappa</td>
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<td>7a</td>
<td>Welcome Breakfast</td>
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<td>9a</td>
<td>Lunch on your own</td>
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<td>10a</td>
<td>First-Timers Gathering</td>
<td>Shop Sigma Kappa</td>
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<td>11a</td>
<td>Virtual Club Meeting Fair</td>
<td>Dist. Caucus Chair Mtg</td>
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<td>12p</td>
<td>Lunch on your own</td>
<td>Dist. Caucus Chair Mtg</td>
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<td>1p</td>
<td>Business Meeting</td>
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<td>2p</td>
<td>District Meet &amp; Greet and Caucuses</td>
<td>Shop Sigma Kappa</td>
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<td>Friendship Dinner</td>
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- **All attendees**
- **By invitation only**
- **Shop Sigma Kappa**
- **Free time/meals on your own**
Optional Morning Workout
Yoga class from Black Swan Yoga
Denver City Terrace
Rain location: Mineral Hall DEFG

Hospitality Table
Your one-stop shop for assistance during convention! Get maps of nearby attractions and restaurants for free time, information on convention activities, tech help on our event app, and more. For those attending just an event or day as opposed to full-time registration, the hospitality table will be your check-in point to receive your name tag and program book.

Welcome Breakfast
Join us for breakfast as we welcome you to Denver, Colorado for our 90th national convention! We will kick off convention weekend by celebrating our ability to once again gather together in-person and sharing what to expect from the days ahead. In preparation for the business meeting, attire is business.

Optional Morning Workouts
Calling all early risers! We will be offering morning workout sessions to nourish your body and mind. Thursday and Friday morning we will be offering yoga classes hosted by a local Denver studio, Black Swan Yoga, on the beautiful Hyatt rooftop terrace. These classes will be a fun blend of traditional yoga practices, suitable for regular yogis or those who simply consider themselves active. Saturday will be a choose your own trail adventure through Denver, participants will be provided a map and break into groups for a morning walk, jog or run.

We recommend dressing in activewear you feel comfortable moving in and deem appropriate for outdoor activities. Please note, some yoga mats will be provided, but we highly encourage bringing your personal mat.
THURSDAY, JUNE 30 cont.

10:15 a.m.–12:15 p.m. **Business Meeting**
Vote for Sigma Kappa’s 2022-2024 national council and amendments to our Bylaws. Delegates are required to attend. All others, including visitors and those who are not official delegates, are invited to attend the business meetings, led by National President Ann O’Connell Adams, Theta. The 2022-2024 national council will be installed in the final business meeting of convention.

Centennial Ballroom A-D

Noon–2:30 p.m. **Shop Sigma Kappa**

Noon–7:30 p.m. **HistoryIT Table**

12:15–2:15 p.m. **Lunch on your own**
Stop by the Market, in the lobby of the hotel, for quick items, such as salads, sandwiches and sweet treats. There are several dining options in the downtown Denver area. For some ideas, visit our hospitality desk for resources provided by Visit Denver, the city’s convention and visitors bureau. You can also visit www.visitdenver.com/welcome or www.denver.org/welcome/restaurants for more ideas!

Denver City Terrace

12:45–1:45 p.m. **First Timers Gathering**
Are you a first-time attendee at convention? Come and connect with other first-time alumnae and collegiate attendees at a reception just for YOU! Learn the ins and outs and what to expect at your first Sigma Kappa convention. We can’t wait to share all of our best convention secrets and survival tips, and the opportunity to win some Sigma Kappa swag! This is during a “lunch on your own” section of our schedule, so be sure to grab something to eat before you arrive. There are quick service options in the Market of the hotel in the lobby.
1 – 2:15 p.m.  **Virtual Club Meeting Fair**
Meet your online friends in real life! All members will be able to connect with active participants of Sigma Kappa’s many affinity groups and virtual clubs through a drop-in showcase. Connect with members you have met online and discover new connections based on shared interests and experiences.

Mineral Hall A

1:30 – 2 p.m.  **District Caucus Chair Meeting - by invitation only**
Quartz A

2:15 – 4:45 p.m.  **Business Meeting**
Centennial Ballroom A-D

5 – 6:30 p.m.  **District Meet & Greet and Caucuses**
Get to know the other members of your district at convention! Collegiate and alumnae chapter delegates and those representing collegiate chapters should attend the chapter’s district caucus. All other delegates should attend the caucus in which they reside. During this time delegates will vote for the 2022-2024 Nominating Committee members. Collegiate and alumnae visitors may attend but are unable to vote. After the voting, each caucus will have time for introductions.

- **District 1**  Capitol Ballroom 1
- **District 2**  Capitol Ballroom 2
- **District 3**  Granite
- **District 4**  Capitol Ballroom 3
- **District 5**  Capitol Ballroom 5
- **District 6**  Capitol Ballroom 6
- **District 7**  Capitol Ballroom 7
- **District 8**  Capitol Ballroom 4
- **Past National Council**  Mineral B

5 – 7:30 p.m.  **Shop Sigma Kappa**
Centennial Foyer

7:30 – 10 p.m.  **Friendship Dinner**
Join us as we lean into sisterhood and friendship! This gathering will honor where we hail from and immerse ourselves in our Sorority’s history through our partnership with HistoryIT. Together, we will have an opportunity to forge new friendships and explore the history of our beloved Sorority. All attendees are encouraged to wear shirts, pins, school colors or other meaningful items from their undergraduate alma mater institution!

Centennial Ballroom E-H

10 – 11 p.m.  **Shop Sigma Kappa**
Centennial Foyer

10 – 11 p.m.  **HistoryIT Table**
Centennial Foyer
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- All attendees
- By invitation only
- Shop Sigma Kappa
- Free time/meals on your own

FRIDAY, JULY 1
6:15 – 7:30 a.m.  
Optional Morning Workout  
Yoga class from Black Swan Yoga  
Denver City Terrace  
Rain location: Mineral Hall DEFG

7:30 – 8:30 a.m.  
Optional Non-Binary Focus Group for Alumnae  
An opportunity for alumnae to share their feelings and insights on a non-binary membership eligibility policy in Sigma Kappa. Moderated by DEIA consultant Marlon Gibson, PhD., National President Ann O’Connell Adams and DEIA co-chair Meaghan Lynch.  
Agate A

8 a.m. – 7 p.m.  
Sigma Kappa Foundation Table  
Centennial Foyer

8 a.m. – 7 p.m.  
Hospitality Table  
Centennial Foyer

7 – 9 a.m.  
Shop Sigma Kappa  
Centennial Foyer

7:30 – 8:45 a.m.  
Breakfast on your own

9 a.m. – noon  
Business Meeting  
Centennial Ballroom A-D

Noon–7:30 p.m.  
HistoryIT Table  
Centennial Foyer

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**Share Your Story with HistoryIT**

Sigma Kappa has partnered with HistoryIT’s team of digital preservationists to develop a state-of-the-art digital museum. Launching during convention, the fully-searchable digital experience includes an image gallery, dynamic timeline, exhibition and more. To ensure you’re included, stop by the HistoryIT table in the Centennial Foyer to record your story and add it to the digital museum!

**Wednesday**  
4–8 p.m.

**Thursday**  
Noon–7:30 p.m.  
10–11 p.m.

**Friday**  
Noon–7:30 p.m.

**Saturday**  
Noon–7:30 p.m.
FRIDAY, JULY 1 cont.

12:15 – 2 p.m.  Personal Growth Luncheon  Centennial Ballroom E-H
Join us as we spend time expanding our networks and growing in our passions! At this luncheon, the banquet tables will be labeled with various passion points, and you are encouraged to sit at the table that best represents one of your passions. This will give attendees the opportunity to make lasting connections over a delicious lunch with other sisters who have similar interests. We will also hear from Amelia Rose Earhart about living our passions and purpose. This speaker is brought to you by the Marylou and John D. Turner Lecture Series Fund from the Sigma Kappa Foundation.

2:15 – 4:15 p.m.  Business Meeting  Centennial Ballroom A-D

4 – 7:30 p.m.  Shop Sigma Kappa  Centennial Foyer

4:30 – 6 p.m.  Education Sessions  Capitol Ballroom 1-3
- Acronyms to Action: A Blueprint for Success and Discussing More Inclusive Environments
- Careerhouse for Volunteers
- The Confidence Spectrum
- Riding the Waves of Mental Health: Learning How to Mentally Surf with Resilience
Descriptions for these sessions can be found on pages 13-15.

Keynote Speaker: Amelia Rose Earhart
As a boundary-pushing pilot, Amelia Rose Earhart knows exactly what it takes to venture into uncharted territory - with confidence. In 2014, to honor the woman after whom she was named, Amelia piloted a single-engine airplane (Pilatus PC-12NG) 28,000 nautical miles around the globe, becoming the second-youngest woman ever to do so. She is a former on-air reporter for NBC affiliate KUSA-TV in Denver and founded the Fly With Amelia Foundation, which provides scholarships to send teenage girls to flight school. Today, Amelia is a full-time speaker, podcast host, and artist who incorporates the lessons of her 2014 global flight into every aspect of her professional and personal life.
EDUCATION SESSION DESCRIPTIONS

Acronyms to Action: A Blueprint for Success and Discussing More Inclusive Environments

You know the meaning of DEI. You believe in the value of seeing and appreciating the lived experiences of each person. You have created your own mentoring network. Now what? Who are you going to invite to join your network, and why?

The last several years have ushered a mass of students onto our campuses who are historically more inclusive because of their lived experiences. We see a greater desire to acknowledge, discuss, understand, and reconcile our past perceptions of generational flaws and a yearning for equity in today’s practices. However, while intentions to live a life and to foster others to live lives that are more focused on DEI issues is a good start, intentions do not automatically result in outcomes.

That takes effort. That takes actions.

If we can agree that our communities have the opportunity to be models for how we can learn and live together, then let’s strive to make it a reality. To do so, we must move from knowledge of a better culture to truly creating it.

About the speaker:
Dr. Marlon L. Gibson currently serves as the Director of Community Engagement for Kappa Alpha Order. In his inaugural role at KA, Marlon develops and facilitates the curriculum for educational initiatives related to fraternal values alignment, diversity, and inclusion. For over 20 years, he has worked extensively with headquarters staff, collegians, and alumni across the country in the area of sorority and fraternity life.

Previously, he was the Director of Sorority and Fraternity Life at Emory University. He holds a bachelor’s degree in English – creative writing, and a master’s degree in higher education administration from the University of Toledo. He most recently completed his doctorate from the University of Georgia in College Student Affairs Administration. He is married to Dr. Sheree Williams Gibson and they have a son, Adam Patrick. He is a proud life member of Kappa Alpha Psi Fraternity Inc. Marlon will be present throughout much of convention, so please come introduce yourself and discuss your chapter’s DEIA work with him.
Careerhouse: How to Leverage Your Volunteer Experience into Practical Career Opportunities

No matter the stage of life you are in, at some point you will think about advancing your career. Whether it be asking for a promotion or changing jobs, the entire task can feel daunting. But it doesn’t have to be!

During this session, Careerhouse co-founders Lindsay Boccardo and Lauren Moffatt will walk you through an overview of the steps to build a career you love. We will network with sisters, learn what it means to borrow courage from one another, and discuss how best to translate your volunteer experience in the resume and interview process.

This session is brought to you by the Judith and James Herbert Volunteer Development Fund from the Sigma Kappa Foundation.

About the speakers:
For more than a decade, Lindsay Boccardo has been coaching, researching, and developing programs for professional growth and emotional health on college campuses and in the workplace. A frequent keynote speaker and longtime partner of FEA, AFA, NPC and AFLV, Lindsay has worked with sorority and fraternity groups, headquarters staff, and leadership consultants all over the country.

Lindsay is also the co-founder of Careerhouse, which focuses on helping sorority leaders break through the pay and leadership gaps for women by translating their experience in college into a career they love. By providing education through wildly interactive keynotes, podcasts, and her YouTube channel, Lindsay empowers and inspires individuals to maximize their talent and truly experience joy in their work.

Lauren Moffatt has been providing executive coaching, human resources consulting and leadership development programs for individuals and organizations throughout the United States for more than a decade.

After a successful career in human resources, Lauren is now the president of Spark HR. Her work focuses on retaining talent in organizations, executives in career transition and emotional intelligence for leadership growth. Lauren serves as an executive coach for the highest level in sorority organizations and has coached hundreds of sorority women (collegians and alumnae) to navigate their job search successfully. As the Co-founder of Careerhouse, Lauren is on a shared mission to support and equip women with the skills needed to close the leadership and wage gap.
The Confidence Spectrum

Let’s be honest, being confident is hard. In today’s society, it’s so easy to fall into the comparison mindset. Women are inundated with messages and the pressure to be perfect that it can become paralyzing and create an unhealthy competitive environment.

As the founder of the largest event for female entrepreneurs and change leaders, Alexa has discovered that the key to success is empowering women to collaborate versus compete. In order to achieve this, individuals must first develop their own self-confidence and understand their worth. In this empowering and inspiring session, Alexa helps individuals connect and collaborate while offering tools to develop their own self-confidence, learning how to break through the fear holding them back from becoming an authentic leader.

About the Speaker:
Alexa Carlin is a nationally-renowned public speaker, Founder & CEO of the Women Empower X, and author of the book Adaptable. Inspired by her own entrepreneurial pursuits, Alexa founded WEX with the mission to help more women pursue their passions and get to the next level in their career and life.

Alexa founded her first business in high school becoming the sole licensee to design jewelry for an L.A.-based fashion company. Alexa was featured on the cover of Meetings & Conventions Magazine as 1 of 15 “Young Millennial Go-Getters To Watch.”

Riding the Waves of Mental Health: Learning How to Mentally Surf with Resilience

Ever feel like the waves of life are beating you down? One minute you are riding high and the next you are crashing? Another exam, another complicated relationship, another panic attack—do you ever feel like you can’t come up for air?

We can all feel like we’re drowning sometimes. Thankfully, Dr. Lauren Cook teaches you how to pick up your mental surfboard so we can learn how to emotionally surf through even the roughest waters. We can’t always control what kind of waters we’re in but we can learn how to swim so that we don’t feel like we’re crashing and sinking. Lauren will show how rolling with the tides, rather than resisting them, allows you to tap into your resilience and come back stronger. Your life is waiting for you so surf’s up!

About the Speaker:
Dr. Lauren Cook is a multiculturally minded and social justice-oriented therapist, speaker, and author. She travels around the country sharing how we can cultivate a life in accordance with our values. Lauren is passionate about bringing mental health to people of all different identities as she recognizes that wellness is meant for each of us. Lauren integrates positive psychology, gratitude, and neuroscience into her work to inform her evidence-based teachings.

Dr. Cook began her training at UCLA, where she majored in Psychology and Communication Studies. She then earned her master’s degree in Marriage and Family Therapy from the University of Southern California and her doctorate in Clinical Psychology from Pepperdine University. Lauren is an affirming therapist and believes that any person, no matter what identities they hold, deserves to live a meaningful and enriching life.
## SATURDAY, JULY 2

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<td>Lunch on Your Own</td>
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<tr>
<td>11a</td>
<td>Business Meeting and Memorial Service</td>
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<tr>
<td>12p</td>
<td>Optional Non-Binary Focus Group for Collegians</td>
</tr>
<tr>
<td>1p</td>
<td>Optional Ritual Inclusivity Processing Opportunity</td>
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<tr>
<td>2p</td>
<td>Nominating Committee Mtg</td>
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<tr>
<td>3p</td>
<td>Connect Event (alumnae only)</td>
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<tr>
<td>4p</td>
<td>Lunch on Your Own</td>
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<tr>
<td>5p</td>
<td>Free Time</td>
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<td>6p</td>
<td>Nominating Committee Mtg</td>
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<td>7p</td>
<td>Loyalty Dinner</td>
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<tr>
<td>8p</td>
<td>2022-2024 Connect Event (alumnae only)</td>
</tr>
<tr>
<td>9p</td>
<td>Social Gathering</td>
</tr>
</tbody>
</table>

- **All attendees**
- **By invitation only**
- **Shop Sigma Kappa**
- **Free time/meals on your own**
SATURDAY, JULY 2

6:15 – 7:30 a.m.  
Optional Morning Walk, Jog or Run  
Gather in the lobby for a guided walk, jog or run of varying length before a fun-filled day!  
Hotel Lobby

8 a.m. – 5 p.m., 7 – 7:30 p.m.  
Sigma Kappa Foundation Table  
Centennial Foyer

8 a.m. – 5 p.m., 7 – 7:30 p.m.  
Hospitality Table  
Centennial Foyer

7:30 – 8:45 a.m.  
Breakfast on your own

7:30 – 8:45 a.m.  
Ritual Inclusivity Presentation  
Join members of the Ritual Inclusivity Task Force for a presentation on the recommendations adopted by national council to make our Ritual more inclusive. Don’t miss this opportunity to understand why and how our Ritual has been revised.  
Centennial A-D

10 a.m. – noon  
Initiation  
Join sisters from different generations and corners of the world to recommit to Sigma Kappa and welcome our 2022 Honor Initiation through our Initiation ceremony. This will be the first presentation of our refreshed, more inclusive Ritual as recommended by the Ritual Inclusivity Task Force and adopted by national council.  
Capitol Ballroom

Noon – 2 p.m.  
Ritual Inclusivity Processing Opportunity  
Still have questions? Members of the Ritual Inclusivity Task Force will be available during lunch on your own to talk with you about the process.  
Granite A  
Granite B  
Granite C

Noon – 2 p.m.  
Lunch on your own
SUNDAY, JULY 3
cont.

11 a.m. – 2 p.m. 
Optional Non-Binary Focus Group for Collegians
An opportunity for collegians to share their feelings and insights on a non-binary membership eligibility policy in Sigma Kappa. Moderated by DEIA consultant Marlon Gibson, PhD., National President Ann O’Connell Adams and DEIA co-chair Meaghan Lynch.

2 – 5 p.m.
Business Meeting and Memorial Service
Centennial Ballroom A-D

5 – 6 p.m.
Nominating Committee (by invitation only)
Granite A

5 – 7:30 p.m.
Free Time

7:30 – 10 p.m.
Connect Event for Alumnae
Capitol Ballroom Foyer
An opportunity for alumnae to connect with Sigma Kappas from all over the globe, celebrate established friendships and discover new ones, and enter to win fun giveaways. A cash bar will be available.

10 p.m.
Social Gathering
Mine Hall
After celebrating the value of loyalty at dinner, join your fellow Sigma Kappa sisters for an informal reception. Music, dessert and sisterhood are all part of the festivities! Thank you to the National Housing Corporation for sponsoring this event.
SHOP SIGMA KAPPA

Sigma Kappa’s licensed vendors will be in attendance at convention to provide quality merchandise and services, including a wide variety of jewelry, clothing and gift items. Vendors will be located in Centennial Foyer, so be sure to visit and shop for the upcoming school year or Sigma Kappa events.

Hours of Operation

<table>
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<tr>
<th>Wednesday, June 29</th>
<th>Thursday, June 30</th>
<th>Friday, July 1</th>
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<tr>
<td>4-10 p.m.</td>
<td>7-10 a.m.</td>
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<td>12-2:30 p.m.</td>
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<td>10-11 p.m.</td>
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CONVENTION SPONSORS

Thank you to the following sponsors of our convention!

Exclusive Partner

Featured Partners

Collaborating Partner

Contributing Partners

Hashtag your convention 2022 posts with #SKConvention22
Why choose Digital Pix?

Amazing Website! Our exclusive online Planner allows your members to sign-up for photo day online. It even sends them reminders before the session!

Dedicated & Experienced Staff! Let our professional photographers and staff help make your composite day easy and fun!

Best Photo Day! Free retakes and pose previews on a laptop make our sessions better than all the rest. You’ll look your best, we promise!

We had a wonderful experience with Digital Pix! They were super friendly and helpful and never hesitated to answer any questions we had! They make it super easy to edit the composite and make sure it is how you want it before it is printed!

-McKenna D.
Don’t miss out on this exclusive offer! For a limited time, One Heart Napa Valley is offering the opportunity to purchase handcrafted limited production wines to all Sigma Kappas over the age of 21.

*Sales are only available for members over the age of 21.*

One Heart Club Membership

Financially Supports Sigma Kappa!

Our alumnae have the unique opportunity to support Sigma Kappa’s belonging and inclusion initiatives and other areas of need of our Sorority by becoming a member of One Heart Club. Sigma Kappas who join receive two shipments (three bottles or six bottles each) per year of handcrafted Napa Valley wines made exclusively for the Sigma Kappa sisterhood.

With your membership, you are supporting Sigma Kappa’s programming and educational efforts and the Foundation’s PULSE Annual Fund which meets the emerging needs of our members, provides educational programming for our collegians, and supports our philanthropies.

Consider joining the One Heart Club to celebrate our great Sorority, and give back to the organization that has such a special place in our hearts.

Join today!

oneheartnapa.com
CONVENTION POLICIES

1. All delegates and visitors shall register upon arrival. Delegates should keep their program books with them and make updates as necessary.
2. Nametags shall be worn at all convention activities.
3. Business meetings are restricted to registered convention participants only, including delegates, visitors and staff as approved by national council. Children may not accompany parents to business meetings or workshops.
4. Appropriate apparel, as indicated in the registration materials, is required for all convention events.
5. Each hotel guest is expected to pay for individual services and tips, and check out of the hotel by the designated time.
6. All delegates receiving a national allowance must attend all business meetings, workshops, Initiation and meals, and will not be excused until the conclusion of the final banquet on Saturday evening.
7. Food or alcohol may not be brought into official functions. Smoking is not permitted at business meetings, workshops or meals.
8. Presentation of gifts is not permitted during formal business meetings or at meal functions.
9. Cell phones and smart watches must be turned off during business meetings.

EMERGENCY TEAM

It is our hope all attendees have a fun, educational and safe experience. If an emergency does occur, please contact a member of the emergency team at 765-425-5601. In the case of a life-threatening emergency, please call 911 first.

A complete list of emergency team members can be found at the hospitality desk.
MEAL INFORMATION

Meal Tickets and Reserved Banquet Seating

Attendees with dietary accommodations were provided meal tickets during on-site registration for all meals purchased. Please show your meal ticket to your server at each meal to ensure the requested meal is received.

Open seating will be available for all meal functions. Tables will be available on a first come, first served basis. Please arrive early if you wish to be seated as a group.

HOSPITALITY TABLE

Stop by the hospitality table with any questions – Sigma Kappa staff and volunteers are happy to help!

For arrivals after Thursday at 10 a.m., registration materials will be available at the hospitality table.

Hours are:

Wednesday 4-9 p.m.
Thursday 7 a.m.-7:30 p.m.
Friday 8 a.m.-7 p.m.
Saturday 8 a.m.-5 p.m., 7-7:30 p.m.

CONFERENCE WI-FI

Sigma Kappa is pleased to provide free Wi-Fi to convention attendees in the convention area, including Shop Sigma Kappa.

Instructions for connecting:
1. Open your Wi-Fi settings.
2. Look for the network “SigmaKappa” and enter access code/password Convention1874.

TIKTOK CHALLENGES

We want to hear about and see your convention experience on TikTok!

On Thursday, share with us on TikTok what you are most looking forward to during Convention 2022!

On Friday, show your Sigma Kappa pride before our Service Dinner and share a “Fit Check” showing off your letters!

On Saturday, share what your favorite part of convention has been so far.

Don’t forget to tag @sigmakappasorority and hashtag #SKConvention22.
STAY CONNECTED

We hope you use this program book to take notes and collect contact information from your fellow sisters throughout convention. Additional information from the educational sessions will be available on the Sigma Kappa website for you to reference following convention.

Follow us on Twitter, Facebook, TikTok and Instagram. Videos, pictures and announcements will be shared frequently. Please be sure to add photos to the Sigma Kappa Sorority Facebook page, tag Sigma Kappa and use the hashtag #SKConvention22 on Instagram and Twitter. Stay connected and share your excitement!

Facebook.com/sigmakappa       @SigmaKappaNHQ
www.sigmakappa.org            @sigmakappasorority
YouTube.com/sigmakappasorority www.tiktok.com/@sigmakappasorority

CONVENTION APP

Stay on top of your schedule, learn about speakers and educational sessions, and more with the Sigma Kappa convention app! Download the app from the App Store or Google Play Store by searching for “Sigma Kappa Events.”

Event password:
SKCONV22
DISTRICT CAUCUS

The district caucuses will take place Thursday, June 30, from 5 – 6:30 p.m. Please see page 9 of this program book for specific room assignments.

In the district caucuses, voting delegates in each district will elect the members and alternates for the 2022-24 nominating committee. The nominating committee will nominate the 2024-2026 national council slate in the spring of 2024.

A district member and one (1) alternate shall be elected during a caucus of each district. The nominee with the highest number of votes shall be elected the district member and the nominee with the second highest number of votes shall be elected the alternate.

Delegates representing collegiate and alumnae chapters shall attend the caucus of the district in which their chapter is located.

Other members and delegates shall attend the caucus of the district in which they reside.

All former national council members shall attend the caucus of former national council members.

The collegiate district director and the alumnae district director shall jointly chair their respective district caucus. The chairs shall vote should they meet the eligibility requirements, but shall not have a voice. Should a director be absent, the nominating committee chair shall appoint her replacement from the same district.

Voting privilege in the district caucus shall be extended to those eligible to vote at convention.

The chairman of the nominating committee, and one (1) alternate, shall be elected during a caucus of former national council members. The past national presidents’ committee chairman or designee shall chair this caucus.
DISTRICT CAUCUS CONTINUED

Bylaws Reference Article VII. Section 1.d

Process
1. Voting delegates are to be seated at the front of the meeting room and registered Sigma Kappa visitors in the back of the room.
2. Attendance is required by all delegates, voting and non-voting.
3. Applications were solicited from eligible members prior to May 1. See qualifications in Nominating Committee.
4. The chair will introduce all of the candidates. The candidates will be asked to come to the front of the room, and each will be allowed two minutes to present her qualifications. All speeches will be timed.
5. Voting will be by written ballot. Each delegate will vote for one (1) candidate only.
6. When polling begins, each delegate will mark her ballot and bring it to the front of the room. Each delegate will check in with the teller, who will verify the eligibility of the voter. Upon verification, the ballot will be deposited and cast.
7. The results will be tallied by the tellers immediately.
8. Election shall be plurality vote. Illegal and blank ballots shall not be counted. The member with the highest number of votes shall be the District’s representative to the nominating committee; the member with the second highest number of votes shall be the alternate. In the event of a tie vote, ballots shall be recast. Only those members included in the tie vote shall be eligible for election as the representative or alternate. Ballots cast for any other member shall be considered illegal ballots and shall not be counted.
Nominating Committee
The nominating committee members and alternates are elected by the convention body during district caucuses at the national convention held every biennium. The committee is responsible for preparing a slate of candidates for the election to national council, and discharging all of its duties as outlined in the Bylaws of the Sorority. The nominating committee shall consist of one member and an alternate from each district. The chairman shall be a former national council member. The committee, as elected, shall serve for the biennium.

Proposed Qualifications
1. Shall have served at least two (2) years as a Sigma Kappa volunteer appointed by national council or a trustee or director for the Sigma Kappa Foundation or officer or coordinator for the National Housing Corporation during the past ten (10) years.
2. Shall be a current volunteer for the Sorority, Foundation or NHC at the local, district or national level.
3. Shall not be employed by any Sigma Kappa entity.
4. As a member of the former national council caucus, the nominating committee chairman shall have served at least two (2) full terms as a member of national council.

Members of the nominating committee must do the following:
1. Sign an oath of confidentiality.
2. Read, comprehend and follow the Handbook for the Nominating Committee.
3. Be knowledgeable about all policies and procedures regarding the nomination of officers for national council.
4. Assist the nominating committee chairman in all procedures and projects assigned to the committee during their tenure.
5. Understand the role and responsibilities of national council to include required skills and abilities.
6. A meeting of the newly elected nominating committee members and alternates will be held Saturday, July 2, from 5–6 p.m., in the Granite A room.
SIGMA KAPPA
FOUNDATION

Together We Can

... and we WILL!

INTRODUCING the Founders’ Challenge

SIGMA KAPPA FOUNDATION IS EXCITED TO REVEAL THE VERY FIRST FOUNDERS’ CHALLENGE! Our goal is that EVERY attendee make a personally meaningful donation supporting the organization we love so dearly. As each Founders’ Challenge is met, ALL convention attendees will receive a prize. Let’s use these challenges to make the Sigma Kappa experience even greater immediately, and for years to come. TOGETHER, OUR CONTRIBUTIONS CHANGE LIVES!

Ida Fuller Pierce
20 percent of convention attendees make a donation

Elizabeth Gorham Hoag
50 convention attendees make their first-ever donation

Louise Helen Coburn
75 NEW recurring donations are created (monthly or quarterly)

Frances Mann Hall
250 convention attendees make a donation

Mary Low Carver
Raise $50,000 to expand the Careerhouse program to six recorded sessions, two Live Career Summits and access to all resources for participants for one year

“This Alumnae Heart Fund grant is a true lifesaver. Following multiple recurrences of breast cancer and accompanying treatments, I had very few quality teeth left. I can’t even begin to tell you what a gift of hope and love it is to have new dentures. Thank you.”

-Jennifer M. Martin, Beta Psi, San Diego State University

Follow @sigmakappasorority on TikTok and Instagram
... and we DID!

OVER THE PAST TWO YEARS, THE FOUNDATION prioritized supporting sisters in need. Gifts made during this time were used to care for our members and underwrite critical programs. Collectively, our generous donors make a huge impact on fellow sisters.

EMERGENCY GRANTS
$62,600 total awarded
24 grants

SCHOLARSHIPS
$256,720 total awarded
181 Sigma Kappas assisted

... and you DID!

THE FOUNDATION RECOGNIZES THE BOLD commitment all our donors make. We are pleased that many of our loyal supporters are here with us at convention. You will see them wearing lapel pins and buttons. Please engage them in conversation to learn more about why they choose to support the Foundation year after year.

- **Lifelong Loyal** recognizes contributors for 20 or more years, and/or those with lifetime giving of $10,000 or more.
- **Love & Loyalty Circle** celebrates members who have contributed for at least five years.
- **Horizon Society** members, those who have named Sigma Kappa in their estate plans are being recognized with ribbons.
- **Collegiate chapter** representatives will be recognized for their chapter’s Foundation contributions in either 2020 or 2021.

Against all odds, **Mercedes**, a member of the Beta Omega Chapter at the University of Nebraska, Omaha and single mother of three children, is committed to having a fulfilling college experience and obtaining a degree in business communications management. Mercedes received a **collegiate emergency grant** to help her with **tuition and living expenses**.

“I was in a really dark place and since joining a sisterhood, I have started to finally figure out what my purpose is. Being a part of Sigma Kappa has encouraged me to take on leadership roles, become more assertive, love myself for who I am, and motivated me to finish school.

I was amazed how Sigma Kappa accepted me with no judgment and has given me a chance to even take on chapter leadership roles as activities chair and now DEIA chair! Every day I strive to create the best life for my children and myself. I will forever be grateful.”

A

Donate Now!
Marylou Sayler Turner, Xi, and her late husband, John, are outstanding examples of lifetime supporters of Sigma Kappa. Over the years, they discussed ways in which they could uplift others through their gifts. After John’s passing in 2016, Marylou began to put their words into action, and Sigma Kappa is a beneficiary of their grand plans. We are pleased to announce the creation of the Marylou and John D. Turner Lecture Series, which will provide the resources to bring high-caliber, dynamic leadership speakers to convention beginning this year.

Marylou has been active in Sigma Kappa for more than 50 years. Known for seeing the big picture, Marylou describes herself as “curious,” always wanting to know more. With that approach, it should come as no surprise she was instrumental in the establishment of the Foundation.

Through their gift, Marylou hopes to inspire future Sigma Kappa generations through leadership growth. “Our members have the opportunity to become better leaders and grow to their full potential. We want women of all ages to take advantage of these opportunities, to seek success as they conquer the world. Convention is the perfect venue to reach a broad audience of both alumnae and collegians,” she noted.
Judith Anderson Herbert, Alpha Delta, and her husband, Jim, have been loyal supporters of Sigma Kappa and FarmHouse Fraternity for many years. They both believe in the power of the fraternity and sorority experience and how it can help our members be successful in life. Judi’s motivation in making her gift was to make a lasting impact on chapters across the nation by supporting the recruitment and training of volunteers to support our chapters.

Judi is a long-time volunteer for Sigma Kappa who became involved because she was asked directly by other Sigma Kappas to take on a volunteer role. She said, “I would like to give Sigma Kappa the resources to be able to expand the number and depth of our volunteer corps. I know there are many talented Sigma Kappas out there who want to help our chapters be the best on their campuses; we just need to be able to ask them and support their growth as volunteers.” The Herbert’s’ gift will be transformational in expanding Sigma Kappa’s volunteer recruitment/training efforts. This gift made the Virtual Volunteer Summit in June 2021 possible and is underwriting the volunteer programming at convention. We are grateful for their investment in Sigma Kappa.
2020-2021 KEY ACCOMPLISHMENTS

- Created house safety plans, reopening guidelines, pandemic exposure procedures and communications plans for returning to chapter houses amid a global pandemic
- Created emergency relief funding program for corporations and members
- Disbursed more than $1.2M in refunds when campuses closed due to COVID-19
- In coordination with corporations and the US government, secured emergency relief funding to minimize the financial burden to chapter houses due to a loss of housing income
- Completed construction and opened new chapter house for the Gamma Phi Chapter at North Carolina State University
- Welcomed and transitioned new participating corporations into the NHC
- Presented 29 awards of excellence in housing operations, management and service (out of 46 eligible)
**BY THE NUMBERS**

- **$11.9 MILLION**
  Paid to vendors for housing-related expenses on behalf of participating corporations and chapters

- **$12.2 MILLION**
  Revenue processed for housing fees from collegiate members of participating corporations and chapters

- **$16.9 MILLION**
  Total current NHC loans to local house corporations

- **12**
  Participating corporations with local corporation boards

- **23**
  Participating corporations in HOMES program

- **65**
  Participating chapters that are in university housing or that do not currently have housing and are saving for that possibility

- **1,167**
  Beds in NHC owned/managed houses

- **5,316**
  Members accessing NHC owned/managed houses

**34 MEMBERS OF THE NHC TEAM**

- 10 STAFF
- 7 BOARD MEMBERS
- 17 COORDINATORS
Dr. Anna D. Burke is a board certified geriatric psychiatrist, the Karsten Solheim Chair for Dementia, and the Director of the Alzheimer’s and Memory Disorders Division at Barrow Neurological Institute in Phoenix, Ariz. She also currently directs the Department of Neuropsychiatry at Barrow Neurological Institute.

Barrow Neurological Institute is a world class neurological and neurosurgical institute with a mission to accept challenges, reject norms, and push boundaries. The Barrow Alzheimer’s and Memory Disorders Division is one of the leading clinical and research institutes in the world, championing research in neurodegenerative disorders.

Dr. Burke has worked extensively with patients and families suffering with neurodegenerative disorders including Alzheimer’s disease. Her area of expertise includes the diagnosis and management of cognitive disorders and the treatment of challenging behavioral and psychiatric disturbances that result from neurological conditions.

In addition to her clinical work, Dr. Burke has led the development of comprehensive multispecialty clinical care models focused on improving the quality of care for individuals with cognitive impairment and improving the diagnosis and management of Alzheimer’s and related dementias in the community.

She is a well-respected researcher having led over 80 clinical trials of investigational pharmacotherapies, neuromodulation, environmental modifications, prevention methods, and novel neuroimaging techniques.
Valerie David, *Delta Rho, James Madison University*

Valerie David is the playwright/performer of the award-winning, internationally acclaimed solo show *The Pink Hulk: One Woman’s Journey to Find the Superhero Within*. She wrote it to find humor and superhero inner strength while going through her three cancer bouts: Stage III Non-Hodgkin's lymphoma, Stage II breast cancer, and then Stage IV metastatic breast cancer, which she has conquered and continues to beat. The Pink Hulk has been accepted into over 45 festivals/performance engagements and performed in 23 cities in the U.S. and abroad including England, Finland, Sweden, and Iceland. Valerie turned her adversity into art through The Pink Hulk, which inspires and uplifts audiences; her story is told with heartfelt honesty and lots of humor. The show’s mantra: Never, ever give up hope! Valerie conducts improv/writing workshops for groups both internationally and domestically, including for cancer patients and survivors through The Red Door Community. Valerie is a member of Broadway Hearts, where she is part of the Broadway community performing weekly virtual singalongs at children’s hospitals to bring joy to children in need. For more info, visit pinkhulkplay.com.

Cosette Gutierrez, *Theta Lambda, Massachusetts Institute of Technology*

Cosette Gutierrez is the Executive Director of Latino U College Access (LUCA), a non-profit organization that empowers first generation Latino students on their journeys to and through college. She is a dynamic executive, with a successful career developing talent in nonprofit, retail, and financial service. As a first-gen college graduate, she leverages her life experiences to better support the students and families LUCA serves. Cosette graduated from the Massachusetts Institute of Technology (MIT) with a bachelor’s degree in Management Science, and obtained her MBA from the Kelley School of Business at Indiana University. Cosette’s passion for education stems from her lifelong volunteerism and community leadership. She served on the Board of Directors of Prospanica and Literacy Inc and is a founding member of the Theta Lambda Chapter of Sigma Kappa Sorority at MIT. In her spare time, Cosette enjoys photography, volunteering, and traveling the globe with her husband, Al.
Susan McNab, *Beta Sigma*, Purdue University
Susan McNab has been a business executive for over 40 years—working at major companies like Starbucks, PEMCO Insurance, KOMO TV, the City of Seattle, and Wizards of the Coast. She’s been a leader in a number of unique business challenges like Starbucks’ acquisition of Seattle’s Best Coffee, the unforgettable launch of Pokemon cards, and the acquisition of Dungeons and Dragons with Wizards of the Coast. Sue is a passionate community volunteer and has held board positions with Humanities Washington as President, Girl Scouts of the USA as a National Volunteer Partner and Seattle Rotary, which she has been involved with in various leadership roles since 1987. She is an initiate of Beta Sigma Chapter.

Dr. Linda Cadwell Stancin, *Mu*, University of Washington
Dr. Linda Cadwell Stancin is currently serving as Vice President, Air Vehicle Engineering at Lockheed Martin Aeronautics Company. She previously served as Vice President of Research and Technology in Lockheed Martin’s Chief Technology Organization. She also served as the Chair of Lockheed Martin’s Technology Council, executive sponsor of the LM Fellows Program, Chair of the EO Intellectual Property Board, and represented Engineering and Technology on the EO Diversity and Inclusion Council and the corporate Sustainability Leadership Group.

Linda is currently on the Board for the Manufacturing Institute MxD. She advises and was an affiliate professor at the University of Washington in Seattle. She received her Ph.D. in Engineering from the University of Illinois Urbana-Champaign with research in materials science. She has multiple publications and patents. Linda is an initiate of the Mu Chapter at the University of Washington.
Dr. Maria Yang, *Theta Lambda, Massachusetts Institute of Technology*

Dr. Maria Yang is Associate Dean of Engineering and the Gail E. Professor of Mechanical Engineering at the Massachusetts Institute of Technology (MIT). Her research and teaching interests are in product design and development, with a focus on early stage processes to help designers and engineers create products and systems that better serve society. She is the Academic Faculty Director for MIT D-Lab, which focuses on addressing global poverty through participatory design approaches with local communities, and was recently named the Associate Director of the newly launched Morningside Foundation Academy of Design at MIT. She is a Fellow of the American Society of Mechanical Engineers, and has received the National Science Foundation CAREER Faculty Award and the American Society of Engineering Education Merryfield Design Award. She earned her SB from MIT, and her MS and PhD from Stanford University, all in Mechanical Engineering. Yang previously served as Director of Design at Reactivity, a Silicon Valley startup now a part of Cisco Systems. She is one of the founding sisters of Sigma Kappa’s Theta Lambda Chapter at MIT.
1. The registration badge must be worn at all times and serves as the admission document to the business meeting.
2. All personal electronic devices must be silenced during all convention programs, meetings and meals.
3. Delegates must sit in their assigned seats.
4. Only delegates may make, second, amend and vote on motions. Registered Sigma Kappa visitors may take part in discussion but may not vote. Preference in debate will be given to delegates.
5. A member wishing to speak shall step to the closest microphone, say “madam president,” and after being recognized by the president, shall state her name, chapter, and whether she is a delegate or visitor before proceeding.
6. All main motions and amendments made from the floor shall be presented verbally, then given to the presiding officer in writing.
7. A member may speak no more than two minutes per question.
8. No member shall speak more than twice to a question without permission of the convention body, the second opportunity being granted after others desiring the floor for the first time have spoken.
9. Debate on all questions, except the Bylaw revision, shall be limited to fifteen minutes total time, inclusive of points of order, parliamentary inquiries, and requests for information.
10. The proposed revision of the Bylaws shall be considered seriatim, article by article, but the reading of each article shall not be required.
11. During the seriatim consideration of the proposed revision of the Bylaws, total time allotted to amendment to each Article shall not exceed fifteen minutes. After seriatim consideration, the entire Bylaws revision shall be considered open to amendment for sixty minutes, after which debate on the entire Bylaws revision shall be considered for an additional thirty minutes on the merit of the revision of the Bylaws and not open to further amendment.
12. A motion or recommendation from a committee of more than one does not require a second.
13. Minor changes of wording or punctuation are regarded as editorial changes, and do not need to be acted upon by the convention body.
14. Bylaw amendments go into effect immediately upon being adopted by the convention body unless another time is specified in the amendment.
15. All resolutions must be presented to the resolutions committee, before 10 p.m. on Friday, July 1, 2022.
16. Each member who offers a resolution shall be given the opportunity to explain its intent to the resolutions committee. The committee shall reword the resolution when necessary.
17. The resolutions committee shall present the resolutions, but shall not be required to recommend their adoption. The committee shall be privileged to seek advice from national council concerning the advisability of recommending the adoption of resolutions.
18. All announcements must be submitted in writing to the national vice president for communication.
19. The following items will not be recorded by the Court Reporter: a) roll call; b) awards presentations; and c) announcements.
### SEATING CHART

The formal business meeting seating chart is used for all business meetings conducted at convention. The numbers below represent the seat numbers on tables. Every convention delegate is pre-assigned a seat number. To locate your seat number, find your name on the convention registration list which was included in your registration materials. The number on the far right of the sheet is your seat number for all business meetings. To find your seat on the chart below, locate the interval on this chart that your seat number is between. Example: If you are in seat 214, your interval would be 204-215. If you have not been assigned a seat number, you are welcome to sit in the visitor section.

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<th>National Council</th>
<th>Timers</th>
<th>Court Reporter</th>
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Visitor seating is located in non-numbered seats in the back rows and along the back wall.

A special thanks to business meeting support personnel:
Chris Dickey, parliamentarian
Stenographer services provided by Pike Reporting Company
NATIONAL COUNCIL SLATE

To: Convention Attendees

From: 2022-2024 Nominating Committee
       Cheri DeJong, chair

Re: 2022-2024 National Council Nominees

Date: June 2022

The nominating committee is pleased to present the below slate of officers to serve on the Sigma Kappa national council for the next biennium. The eight officers that compose our national council will be elected by the voting delegates at the 2022 Sigma Kappa national convention in Denver.

At convention, national council is recommending amendments to the Bylaws in alignment with the proposed transition of governance models. If the amendments are adopted by the convention body, only the national president and national vice president of finance candidates will serve in named positions. The other women elected to national council will serve as general vice presidents.

The individuals below have been slated for the following current national council positions: president, vice president for alumnae, vice president for collegiate chapters, vice president for membership, vice president for extension, vice president for programming, vice president for communication, and vice president for finance. Upon approval of the Bylaw amendment, the candidates (excluding president and vice president for finance) will relinquish the named positions and become general vice presidents.

Ann O’Connell Adams, Theta – (slated for National President)
Angie Naniot Ahrens, Beta Eta – (slated for National Vice President for Alumnae)
Michelle Fogle Fleer, Theta Mu – (slated for National Vice President for Collegiate Chapters)
Stacy Lona Hicks, Zeta Mu – (slated for National Vice President for Membership)
Kathleen Brangan Held, Xi – (slated for National Vice President for Extension)
Susan Fong Polizzotto, Theta Kappa – (slated for National Vice President for Programming)
Jessica Roswell, Epsilon Lambda – (slated for National Vice President for Communication)
Karen Peterson Parnell, Lambda – (slated for National Vice President for Finance)

As required by the Bylaws, the slate was prepared from suggestions submitted by the membership. The deliberations of the committee in preparing the slate were thorough and candid. The qualifications of each nominee were evaluated, giving full consideration to experience and skills as well as time commitment. Each candidate has consented to serve as a member of national council.

In keeping with Article VII, Section 1.k.3. of the Sigma Kappa Bylaws, the nominating committee solicited additional nominations to national council in a memorandum dated March 1, 2022.

There have not been any additional national council nominations received by the nominating committee or national headquarters. As a result, the slated members presented to the membership will be officially elected unopposed at national convention.

Following are the biographies and photographs of all the candidates for the 2022-2024 national council. They will be introduced at the welcome reception and during the first business session.

Any questions should be directed to the chairman of the nominating committee.
Ann O’Connell Adams  
Theta  
Arlington, VA  
University of Illinois

Ann is an attorney for the U.S. Department of Justice, Criminal Division, Appellate Section, and previously Assistant to the Solicitor General. She has argued 21 cases in the Supreme Court of the United States and regularly represents the United States in criminal cases in federal courts throughout the country, ranging from healthcare fraud to hate crimes. She also serves on the Department’s Steering Committee for Missing and Murdered Indigenous People. Ann has a Bachelor of Arts in political science and speech communication from the University of Illinois at Urbana-Champaign and a Juris Doctorate from The George Washington University Law School. She has served Sigma Kappa as national president, national vice president for alumnae, Sigma Kappa Foundation trustee, director of alumnae/collegiate relations, recruitment supervisor, and on multiple Sigma Kappa Foundation committees. Ann is on the Communications Committee for the Washington Council of Lawyers. She is married to Doug and teaches four classes a week at CorePower Yoga. She looks forward to leading this new board of strategic leaders as they think big, look toward the future, and adapt as needed to ensure Sigma Kappa provides the experience that our next generation needs.

Slated for National President

Angie Naniot Ahrens  
Beta Eta  
Duluth, GA  
University of Massachusetts

Angie is the Director of Marketing, Events for MRI Software. She oversees the global strategy of marketing events and leads the team in execution. She has a Bachelor of Arts in Psychology & Sociology from the University of Massachusetts. She serves on the US Council of the Meeting Planners International (MPI) Foundation and has been a member of the MPI Global Women’s Advisory Council for three years as part of the DEI strategy and industry advocacy. She is also the director of membership for the MPI Georgia Chapter and served on the Knowledge Committee for the Events Industry Council (EIC). She volunteers at Ronald McDonald House with Junior League of Atlanta. She has served Sigma Kappa as national vice president for alumnae, director of alumnae chapter management, director of alumnae experience, alumnae district director, Sigma Kappa Foundation trustee, chapter advisor, and several alumnae chapter and Atlanta Alumnae Panhellenic leadership positions. Angie has been married to Tim for 15 years and they have two dogs, Nala and Remy. She loves to travel and connect with people through new experiences. She hopes to lead Sigma Kappa with an empathetic lens and an open mind of adaptability.

Slated for National Vice President for Alumnae
Stacy Lona Hicks   Zeta Mu
Phoenix, AZ    University of California, San Diego

Stacy is the lead Social Worker at Desiderata Alternative Program, a public day school specifically for special education students. She works with students, families and staff members to examine personal and systemic barriers to success and strategize holistic team approaches to address identified barriers and inequities. She also served several years as a district trainer in restorative practices, working to examine systemic DEIA concerns as well as develop and facilitate learning opportunities in the principals and mindsets of restorative practices and implicit biases. Stacy serves as the Wellness coordinator for her campus, co-chair of the participatory budgeting committee, and the Positive Behavioral Interventions and Supports chair. She has served Sigma Kappa as the director of risk management, new chapter coordinator, collegiate province officer, recruitment supervisor, finance advisor and vice president of communication advisor. Stacy and her husband, Bobby, love to travel and spend time with extended family and friends and their cat, Pumpkin McLovin. Her vision for Sigma Kappa is for our Sorority to be a premier organization across the nation known for its values, the accomplishments of its membership, its leadership on campus and in the community, and its appeal and accessibility to a wide variety of collegiate members.

Slated for National Vice President for Membership

Michelle Fogle Fleer   Theta Mu
Apex, NC    University of North Carolina at Charlotte

Michelle is Principal Programmer for a small clinical research organization, where she manages clinical study design and implementation of applications; coordinates and works with multi-functional roles and processes to deliver projects on time and within budget; mentors junior level team members, and creates departmental training content. She has a Bachelor of Science in criminal justice from the University of North Carolina at Charlotte. Her volunteer experience includes the University of North Carolina at Charlotte Alumni Board of Directors, Parent Teacher Student Organization, Eastern North Carolina Alzheimer’s Association, Triangle Walk to End Alzheimer’s, local HOA board, and Second Harvest Food Bank of Metrolina. She has served Sigma Kappa on the NHC board of directors, director of online communities, collegiate district director, risk management team member, collegiate province officer, recruitment supervisor, advisory board chair, collegiate chapter advisor, corporation board member and alumnae chapter officer. Michelle enjoys traveling (pre-Covid!), going to brunch, spending time with friends and family, including her husband, Mike, one child who is a high school senior, and their dog, Pippa. Michelle hopes to drive informed decisions which directly support our mission by using past experiences as a learning tool to help move the organization forward.

Slated for National Vice President for Collegiate Chapters
Kathleen Brangan Held  
Chicago, IL  
University of Kansas

Kat is the Thought Leader Liaison for Sanofi Genzyme, where she works cross-functionally to optimize brand strategy, brand advocacy, and communication through thought leader relationship development. She has a Bachelor of Science in Community Health from the University of Kansas. Kat has served the National Panhellenic Conference as RFM specialist, fully structured recruitment reform task force, total consultant, measurable outcomes committee, and recruitment & expanded membership think tank. She has served as Sigma Kappa’s national vice president for membership, RFM coordinator, Panhellenic district coordinator, recruitment supervisor and Panhellenic delegate advisor. She helps welcome families of Afghan refugees to the Chicago area, started an annual block party in 2012 to bring her neighborhood together, which she still organizes, and is active in politics. She lives in Chicago with her husband, Steve, and their rescue dog, Zoey, and enjoys cooking, reading, and golf. Kat wants Sigma Kappa to push ourselves to be even more nimble adapting to the interests and needs of our collegiate members, to showcase the benefits of lifelong membership, and to be the DEIA leader in the fraternal community.

Slated for National Vice President for Extension

Susan Fong Polizzotto  
San Diego, CA  
University of Southern California

Susan is Global Lead for IoT Marketing for Qualcomm Technologies, Inc., developing marketing programs/campaigns and leading cross-functional teams for growing thought leadership and product or program awareness. She has a Bachelor of Arts in Psychology from the University of Southern California. Her volunteer experience includes President-Elect of the National Charity League, Inc., San Dieguito Chapter; Grade Level Advisor - Torrey Pines High School; Sigma Kappa Foundation - VP Development, board member; USC Trojan League Associates of San Diego - general board member, VP of Membership, newsletter editor; National Panhellenic Conference Foundation - secretary, scholarship chairman, marketing chairman. She has served Sigma Kappa and the Sigma Kappa Foundation on numerous committees and as a collegiate province officer and national trainer. Susan has been married 21 years to her husband, Jeff, and has two daughters, Lauren, 17, and Rachel, 15. She is a “dance mom” as her daughters are competition dancers. Her family loves to travel and find good restaurants to eat at while traveling. She hopes to strategically lead Sigma Kappa forward by supporting a collaborative partnership between the Sorority, Foundation, and Housing Corporation to support a unified Sigma Kappa and setting long-term goals and strategic plan that will provide a meaningful and relevant experience for our members and a valued contributor to the communities we are a part of.

Slated for National Vice President for Programming
Karen Peterson Parnell  
Lambda  
Dublin, CA  
University of California, Berkeley
Karen is a volunteer professional, using her professional training and experience in a volunteer capacity, serving on the boards of various non-profits. She is currently the President of the Board of Directors of Harbor House Ministries in Oakland, Calif. She has a Bachelor of Arts in Rhetoric and Political Science from the University of California, Berkeley; a Juris Doctorate from the University of California, Hastings College of the Law; and a Master of Law in Taxation from Golden Gate University. She is licensed as an attorney and a CPA in California. In addition to her position as President of the Board of Harbor House Ministries, she has also served as an Elder, Trustee and Finance Leader at Walnut Creek Presbyterian Church. She has held multiple finance-related Sigma Kappa volunteer positions including specialized chapter finance coordinator, collegiate finance coordinator, and Lambda Chapter finance advisor and corporation board member. Karen has been married to her college sweetheart, Eric, for 37 years, and has three children, Rebecca, 28, Michael, 24, and Steven, 20. She enjoys hiking with her dog Annie, wine tasting and reading. She hopes to help frame a vision of the future for Sigma Kappa, and then to develop the means we will take to get there.

Slated for National Vice President for Finance

Jessica Roswell  
Epsilon Lambda  
San Diego, CA  
California State University, Sacramento
Jessica is the Assistant Athletic Director - Marketing for the University of California, San Diego, where she is responsible for developing and implementing a marketing and promotional plan for the athletics department and its 23 intercollegiate sports with a focus on driving student and campus awareness and engagement. She has a Bachelor of Arts in Communications, emphasis in Public Relations and a Master in Business Administration, emphasis in Marketing, both from California State University, Fullerton. Jessica has been a volunteer for NACMA (National Association for Collegiate Athletics Administrators) for the past six years across various committees, including Strategic Communications, Small Schools, and Marketing Leadership. She has served as Sigma Kappa’s director of public relations, collegiate public relations coordinator, Foundation scholarship committee, and many advisory board positions for Kappa Rho, University of California, Irvine. Jessica loves all things sports, especially the Dodgers, reading, cooking, baking, and visiting the San Diego Zoo. She hopes to lead Sigma Kappa with a strategic mindset focusing on learning from a variety of sources and voices to bring our purpose to fruition.

Slated for National Vice President for Communication

Slated for National Vice President for Communication

Slated for National Vice President for Finance
NATIONAL HOUSING CORPORATION BOARD OF DIRECTORS

The Sigma Kappa National Housing Corporation board of directors works collaboratively to positively impact the member experience inside the chapter house, suite, lodge, or space on campus. The mission of the NHC is realized through the collective work of the board of directors. The following members were selected through a nomination process and vetted by the NHC nominations committee made up members of the NHC. The slate of candidates was voted on at the NHC Annual Meeting and each took office at the conclusion of that meeting.

President
Susan Willis  Epsilon Epsilon
Alpharetta, GA  University of Georgia

Susan is currently serving as president. She chairs the board of directors and serves as its primary representative, oversees strategic planning and implementation, and leads collaborative efforts with the Sorority and the Sigma Kappa Foundation. She has previously served as the NHC vice president of property management, president and treasurer of the Epsilon Epsilon corporation board, and as a corporation liaison and corporation coordinator on the Sorority housing team and NHC, respectively. She has a bachelor’s degree in family and consumer science with an emphasis in hotel/restaurant management and is the general manager of a local restaurant in the Atlanta area, as well as a realtor. When not working, Susan volunteers and enjoys college football, especially cheering on her Dawgs.

Vice President of Communications
Emily Shepard  Alpha Theta
Louisville, KY  University of Louisville

Emily was elected as vice president of communications June 29. She previously served as the vice president of programming. Prior to joining the board of directors, Emily volunteered for Sigma Kappa as president and member of the Alpha Theta housing corporation for four years. Professionally, she is the director, design and creative of the marketing, brand and partnerships department at Churchill Downs and the Kentucky Derby in Louisville, KY. When she is not designing for “the most exciting two minutes in sports,” Emily enjoys home cooking, yoga, running, keeping up with her dogs Lupo and Rudy and tailgating for University of Louisville football games with her husband, Phil.
### Vice President of Finance

**Ann-Marie Lagoy Fontaine**  
**Phi**  
**Harrisville, RI**  
**University of Rhode Island**

Ann-Marie was elected as the vice president of finance June 29, and was most recently serving as vice president of property management. Her previous volunteer roles for Sigma Kappa include president of the Phi corporation board, corporation coordinator, and finance coordinator for Districts 2 and 3. Ann-Marie returns to the position having served as the vice president of finance from 2010-2014. She holds a bachelor of science in Business Administration concentrating in accounting and is a Certified Public Accountant. Having retired from full-time work in 2015, Ann-Marie currently provides financial support services for a small base of business customers. In her spare time, she enjoys spending time with her husband, David, following the professional sports teams that call New England home, as well as spending time with their adult children, Amanda and Dan.

### Vice President of Housing Operations

**Roxanne Evans**  
**Delta Tau**  
**McGehee, AR**  
**University of Central Arkansas**

Roxanne was elected as the vice president of housing operations June 29. She has previously served on the NHC board of directors in this role and most recently as a housing coordinator. Roxanne has been actively involved with the alumnae chapter of Memphis and facilities committee for Beta Xi. Professionally, she is the operations director for a boutique financial services firm. When not spending time on Sigma Kappa, Roxanne volunteers on passion projects; students and dogs. She serves as a mentor for non-traditional college-bound students and fosters dogs with a local rescue agency.
Vice President of Programming  
Kaci Brown Bellenie  
Hilliard, OH  
Beta Upsilon  
Ohio University

Kaci was elected as the vice president of programming June 29. Her responsibilities include creating and facilitating educational content for housing volunteers. Before joining the NHC board, Kaci served on the Beta Upsilon housing corporation board as president and vice president where she was responsible for the installation of the fire-suppression system for the chapter house. Most recently, Kaci has served as an NHC housing coordinator. As a professional real estate broker, Kaci has developed the leadership skills of fellow realtors in Ohio through her contributions to academy content. When not working or volunteering, Kaci enjoys traveling, being outside and spending time with her Sigma Kappa chapter sisters.

Vice President of Property Management and HOMES  
Mary Ann Lattimore  
Lawndale, NC  
Gamma Phi  
North Carolina State University

Mary Ann was elected as the vice president of property management and HOMES June 29. Her responsibilities include overseeing and advising local renovation and design projects, monitoring student housing trends, and guiding volunteers responsible for the management of NHC HOMES corporations. Mary Ann is an active member of the Gamma Phi housing corporation board and serves as the current treasurer. Previously, Mary Ann served as a project coordinator, on the NHC board of directors and is a past president of the NHC. When not advising the NHC on large construction projects or managing the finances of Gamma Phi, Mary Ann enjoys the local brewery scene with her husband.
The Sigma Kappa Foundation is pleased to announce five members have been selected to join the board of trustees. Joining the board are:

**Kellie Bray, Epsilon Mu, University of Missouri**

**Kate Hall, Theta Psi, The Pennsylvania State University**

**Laura Mickler, Gamma Eta, Ball State University**

**Jennifer Ross, Delta Alpha, Eastern Michigan University**

**Marisa Wilkes, Theta Iota, State University of New York at Fredonia**

Each has been elected to fulfill a four year term from 2022 – 2026.

**Kellie Bray**

**Alexandria, VA**

Kellie is chief of staff at CropLife America in Washington, D.C. CropLife America is the nation’s largest trade organization for agriculture and pest management, representing more than 100 developers, manufacturers, formulators and distributors of virtually all the crop protection products used by American farmers and growers.

As chief of staff, Kellie assists the CEO with organizational projects including strategic planning, staff structural review and alignment of the budgeting process with strategic plan priorities. For a decade, she was a senior director of government affairs at CropLife America where she led government relations outreach on federal issues concerning endangered species, stewardship and homeland security. She also worked on state issues for CropLife in the Midwest region of the country.

Kellie has also served in various roles with the National Association of Professional Insurance Agents and the National Cattlemen’s Beef Association.

Kellie is a native of Cameron, Mo. and received a bachelor’s degree in General Agriculture and Political Science from the University of Missouri.

Within Sigma Kappa, she served as national vice president for communication from 2016-2018. She has volunteered as a programming content coordinator, national trainer, collegiate province officer, advisory board chairman, and chapter advisor. Kellie is proud to call her twin sister, Kristie, and her sister-in-law, Minnie, sisters in Sigma Kappa as well!
Kate Hall    Theta Psi
Devon, PA    The Pennsylvania State University

Kate Hall joins the Foundation Board of Trustees with over eight years of volunteer experience in collegiate and alumnae management serving as the vice president of programming and Panhellenic delegate for her alumnae chapter, Philadelphia, and the advisory board supervisor and vice president of standards and values advisor for multiple chapters. She has over nine years of experience in equity compensation consulting at Aon PLC as well as leading her business unit’s Diversity, Equity and Inclusion Recruiting Committee.

In addition to her Sigma Kappa volunteer roles, Kate has been a member of the Junior League of Philadelphia, Inc. for over six years sitting on their Management Council, Board of Directors and most recently, developed and was chair of their first ever shopping fundraising event.

Kate earned her undergraduate degree in Actuarial Science and has Associate of the Society of Actuaries and Certified Equity Professional designations. Kate also volunteers as a member of the curriculum committee for Santa Clara University’s Certified Equity Professional designation. Kate enjoys training for marathons, water sports, and traveling.

Laura Mickler    Gamma Eta
Muncie, IN    Ball State University

Laura is a senior loan officer with Ruoff Mortgage. She earned a bachelor’s degree in Family and Consumer Sciences Education and a master’s degree in Student Affairs Administration and Higher Education from Ball State University. Laura has previously worked as the director of development for the Foundation, extension educator for Purdue University and as a leadership consultant for Sigma Kappa Sorority.

Laura is active with the Central Indiana Board of Realtors and volunteers with several community organizations. Laura has been a long-time Sigma Kappa volunteer. Her previous roles have included: alumnae district director, alumnae recruitment coordinator, advisory board chair, collegiate province officer, recruitment advisor/supervisor and co-chair of the Personnel Committee.

In her free time, Laura enjoys spending time with her husband, Alex, sons Rowan and Milo, and their two dogs. She is a yoga teacher and travels as much as possible.
Jennifer Rass  
Delta Alpha  
Beverly Hills, MI  
Eastern Michigan University

Jennifer brings more than 25 years of experience to her role as chief of staff of AaDya Security. Headquartered in Detroit, AaDya provides smart, simple, effective cybersecurity software solutions for small and medium-sized businesses. Jennifer previously held leadership roles at FireEye, Duo Security, Cisco and Quicken Loans and their family of companies.

Jennifer previously served Sigma Kappa as an advisor, collegiate province officer, corporation board member, collegiate district director and most recently as national vice president for the National Housing Corporation.

Jennifer serves as secretary of the Birmingham Public Schools’ Board of Trustees, is a Birmingham Education Foundation trustee, a board member and walk chair for the Juvenile Diabetes Research Foundation and a board member for Birmingham Youth Assistance. She graduated from Eastern Michigan University and lives in Beverly Hills, Mich., with her husband, Eric, and two children, Ethan and Hannah.

Marisa Wilkes  
Theta Iota  
Elmont, NY  
State University of New York at Fredonia

Marisa is an event manager in New York. She worked at the Open Society Foundations as their internal event manager for over 16 years. She also serves on the board of Meeting Professional International as the director of Corporate Social Responsibility.

Marisa has served as vice president on the Sound Business Incorporated board, which benefited young students of her high school alma mater, A. Philip Randolph Campus High School. She currently serves as a Foundation district director for district 1 and sits on the Diversity, Inclusion, Equity and Access Committee. Her previous Sigma Kappa roles have included: Foundation ambassador, vice president of philanthropy and vice president of membership for the New York City Alumnae Chapter, and alumnae extension coordinator.

She earned her undergraduate degree in communications from the State University of New York at Fredonia and her master’s degree in teaching of writing from Long Island University in Brooklyn. In her spare time, Marisa enjoys traveling, reading, running, paper planning and making vinyl projects and stickers. She lives in Elmont, New York, with her partner of over 20 years.
BYLAWS OF SIGMA KAPPA SORORITY

ARTICLE I

NAME

Section 1. The name of this organization shall be SIGMA KAPPA SORORITY, a nonprofit corporation organized under the laws of the State of Maine (hereinafter “Sorority”).

Section 2. The official founding of Sigma Kappa was November 9, 1874.

Section 3. ALPHA CHAPTER of Sigma Kappa Sorority was chartered at Colby College, Waterville, Maine, and the name ALPHA CHAPTER shall not be used by any other chapter.

Section 4. The collegiate chapters shall be named by letters from the Greek alphabet, as assigned by the national council.

Section 5. Each alumnae chapter may select a name to be approved by the national council by which it shall be known.

ARTICLE II

PURPOSE AND AUTHORITY

Section 1. Sigma Kappa fosters lifelong connection in sisterhood while being true to our founding as an intellectual and social women’s sorority. Through mutual support and respect, we inspire all members to lead a life of purpose.

Section 2. The Sorority shall be authorized to exercise and enjoy all powers and authority granted by Title 13-B, the Maine Nonprofit Corporation Act, as enacted by Laws PL 2003, c.344, Pt. B, §6 (AMD), (formerly Chapter 50 of Maine Revised Statutes of 1944 and Chapter 55 of Maine Revised Statutes of 1903) to corporations organized thereunder and all the powers and authority conferred by all laws heretofore or hereafter amendatory of or supplemental to the said Act.

Section 3. Only the membership of the Sorority shall have the authority to determine the membership and to lawfully conduct the other affairs of the Sorority in accordance with the provisions of these Bylaws.

Section 4. No pecuniary profit or dividend shall result to any member of this corporation, except her proportionate share of the assets of this corporation upon the dissolution thereof, when its purpose cannot be further carried on, with the reservation that no member can receive as her proportionate share upon dissolution a sum larger than the amount paid in or contributed by such member by way of a membership fee.
ARTICLE III
MEMBERSHIP

Section 1. The members of the Sorority shall be those persons whose qualifications comply with the purposes and ideals of the Sorority as defined in Article II, Section 1 of these Bylaws and who have been initiated into the Sorority.

Section 2. Sigma Kappa Sorority values individuality and diversity in our membership. In furtherance of our purpose and in our membership selection practices, we recognize the importance of each individual member within an atmosphere of care and respect.

Section 3. Membership of the Grand Chapter.
The membership of the Grand Chapter of Sigma Kappa Sorority shall be comprised of all the initiated members of the Sorority.

Section 4. Classifications of Membership
a. Collegiate members shall be those undergraduates who are matriculated at colleges and universities where Sigma Kappa chapters are established.
b. Alumnae members shall consist of initiated members who have left college in good standing, honor initiates, and alumna initiates.
c. A collegiate member is ‘in good standing’ once initiated so long as she remains financially current and is not suspended or expelled under the requirements of the National Policy Handbook. A collegiate member who is suspended, expelled or withdraws is ‘not in good standing.’
d. An alumna member who withdraws or is expelled is ‘not in good standing.’

Section 5. Qualifications for Membership.
a. Collegiate Members. Any woman who qualifies for membership under the Bylaws and is matriculated at a college or university in which Sigma Kappa chapter is located shall be eligible to be pledged with an affirmative vote of the appointed membership selection committee under the pledging requirements of the National Policy Handbook.
b. Collegiate Initiates. The following requirements for Initiation shall be completed by each new member prior to Initiation:
   1. Fulfill all new member education duties and requirements.
   2. Pass the new member’s exam with a score of at least 90%.
   3. File with the finance advisor a written consent to the financial obligations involved in membership.
   4. Pay all debts to the chapter, including the initiation fee and badge fee.
   5. Acknowledge badge ownership with national headquarters.
   6. Meet the scholastic standards established by national policy and/or by the collegiate chapter, whichever is greater.
   7. Demonstrate a commitment to Sigma Kappa membership and comply with Sigma Kappa local and national policies.
c. Honor Initiates. Those women chosen and approved by the national council for Initiation. The fees are paid by the national organization.
d. Alumnae Initiates. Those women chosen and initiated by a chapter who are not enrolled at the college or university where the chapter is located or those alumnae members of a local petitioning group that is
becoming a Sigma Kappa chapter. The fees are paid by the local chapter or the individual.

e. No person who is or has been an initiated member of any fraternity belonging to the National Panhellenic Conference or any similar national college or university fraternity, honorary or professional excepted, shall be eligible for membership in Sigma Kappa.

Section 6. Transfer of Membership.
A collegiate member who transfers to a different college/university may affiliate with the chapter at her new college/university.

Section 7. Termination of Collegiate Membership.

a. The national council may withdraw the privilege of membership from any collegiate member upon the recommendation of the collegiate district director and the unanimous vote of the national council.

b. A collegiate chapter may withdraw the privilege of membership from one of its members by a two-thirds (2/3) vote with the consent of the advisory board, collegiate district director, and national council.

c. A collegiate member in good standing may request to withdraw from membership and such request may be approved by a two-thirds (2/3) vote of the collegiate chapter according to procedures adopted by the national council.

d. In a case of termination of membership, the member’s badge and membership certificate shall accompany notification of the termination sent to the national headquarters of the Sorority by the chapter.

e. The national council may depledge a woman upon the recommendation of the advisory board supervisor, collegiate district director, and the unanimous vote of national council.

f. A chapter may depledge a woman by two-thirds (2/3) vote with the consent of the advisory board.

Section 8. Termination of Alumna Membership.

a. The national council may withdraw the privilege of membership from any alumna member upon the recommendation of five (5) alumnae members, with full particulars surrounding the reason for the request (either civil judgment involving Sigma Kappa or criminal conviction), and the unanimous vote of the national council.

b. An alumna member may request to withdraw from membership and such request may be approved by the unanimous vote of national council.

c. In a case of termination of membership, the membership certificate (if available) and the member’s badge shall accompany the notification of the termination sent to the national headquarters of the Sorority by the national council.

Section 9. Reinstatement

a. The national council may authorize reinstatement of membership according to procedures adopted by the national council in the National Policy Handbook.
ARTICLE IV
CHAPTERS

A. NEW CHAPTERS

Section 1. New Collegiate Chapters.

a. The national council shall confer upon a group of college women a charter of Sigma Kappa Sorority, provided that a formal petition to establish such collegiate chapter has been approved by the unanimous vote of the national council.

b. A prescribed initiation fee, to be set in each case by the national council, shall be paid in advance to Sigma Kappa national headquarters by each member of the group after its acceptance.

Section 2. New Alumnae Chapters.

a. Six (6) alumnae members of Sigma Kappa Sorority may unite to form an alumnae chapter provided that permission has been granted by national council.

b. Any alumna member of the Sorority in good standing may become a member of an alumnae chapter.

B. ADMINISTRATION OF COLLEGIATE CHAPTERS

Section 1. Elected Officers. Each collegiate chapter shall annually elect by ballot a president, a vice president of standards and values, a vice president of programming, a vice president of new member education, a vice president of recruitment, a vice president of alumnae relations, a vice president of academic excellence, a vice president of philanthropic service, a vice president of communication and operations, a vice president of finance, and a Panhellenic delegate, with the approval of the advisory board, to serve until their successors are elected and assume office.

Section 2. Duties.

a. The president shall:

1. preside at meetings of the chapter,
2. call special meetings as needed;
3. officiate at Ritual ceremonies;
4. exercise general supervision of the chapter;
5. see that the provisions of the Bylaws and other regulations and rules are enforced and obeyed;
6. supervise the ritual chair; and
7. perform other such duties as may be specifically assigned to her in resources or other rules as adopted by national council.

b. The vice president of standards and values shall:

1. exercise the powers of the president in her absence or at her request;
2. be responsible for standards and risk management;
3. supervise the work of the social chair; and
4. perform such other duties as may be specifically assigned to her
c. The vice president of programming shall:
   1. be responsible for educational, ritual, and committee programming;
   2. supervise the sisterhood chair; and
   3. perform such other duties as may be specifically assigned to her in resources or other rules as adopted by national council.

d. The vice president of new member education shall:
   1. act as supervisor of new member education;
   2. present the vice president’s portion of the Ritual ceremonies;
   3. perform such other duties as may be specifically assigned to her in resources or other rules as adopted by national council.

e. The vice president of recruitment shall:
   1. be in charge of recruitment and membership selection procedures;
   2. supervise the continuous open bidding (COB) chair; and
   3. perform such other duties as may be specifically assigned to her in resources or other rules as adopted by national council.

f. The vice president of alumnae relations shall:
   1. supervise chapter-alumnae relations;
   2. promote with each member of the chapter a lifetime commitment to Sigma Kappa Sorority;
   3. prepare an annual newsletter; and
   4. perform such other duties as may be specifically assigned to her in resources or other rules as adopted by national council.

g. The vice president of academic excellence shall:
   1. be in charge of the chapter’s scholarship program;
   2. provide the chapter with academic and counseling resources provided by the college or university;
   3. counsel members experiencing academic difficulty; and
   4. perform such other duties as may be specifically assigned to her in resources or other rules as adopted by national council.

h. The vice president of communication and operations shall:
   1. make and keep an accurate record of the meetings of the chapter, to be approved by the chapter and signed by the vice president of communication and operations and president each week;
   2. participate in and document all Ritual ceremonies;
   3. identify attendance issues and supervise retention efforts for the chapter;
   4. compile all general reports for submission to national headquarters;
   5. manage chapter communication and social media efforts;
   6. publish all notices and acknowledge the official correspondence of the chapter;
   7. supervise the public relations chair and Sigma Kappa Triangle correspondent; and
   8. perform such other duties as may be specifically assigned to her in resources or other rules as adopted by national council.

i. The vice president of philanthropic service shall:
be responsible for all philanthropic activities of the chapter, including support of the Sigma Kappa Foundation, as well as the philanthropies of Sigma Kappa Sorority; and

2. perform such other duties as may be specifically assigned to her in resources or other rules as adopted by national council.

j. The vice president of finance shall:

1. collect and keep all funds belonging to the chapter;
2. disburse funds under the direction of the chapter;
3. present an itemized financial report each month or at such times as may be required by the chapter;
4. prepare an annual budget to be adopted by the chapter;
5. supervise the house manager as applicable;
6. serve as a collegiate representative to the local corporation board, as applicable; and
7. perform such other duties as may be specifically assigned to her in resources or other rules as adopted by national council.

k. The Panhellenic Delegate shall:

1. represent the chapter at all Panhellenic meetings; and
2. perform such other duties as may be specifically assigned to her in resources or other rules as adopted by national council.

Section 3. Other Officers. Each collegiate chapter shall have a ritual chair, continuous open bidding (COB) chair; sisterhood chair, social chair, public relations chair, diversity, equity, inclusion and access (DEIA) chair, and a Sigma Kappa Triangle correspondent. Chapters with living facilities are required to have a house manager. Each position may be elected by the chapter or appointed by the president of the chapter with the advice of the executive council and the advisory board.

Section 4. Committees. Each collegiate chapter shall utilize a committee system with each member and new member participating in a committee. Each chapter must have committees for recruitment, ritual and sisterhood. Chapters may utilize additional committees as necessary, including but not limited to committees for alumnae, academic excellence, new member education, activities, social, philanthropic service, programming, DEIA and public relations. Each committee shall have a chair elected by the chapter or appointed by the president of the chapter with the advice of the executive council and the advisory board.

Section 5. Executive Council. Each collegiate chapter shall have an executive council.

a. The executive council shall be comprised of the president, vice president of standards and values, vice president of programming, vice president of new member education, vice president of recruitment, vice president of alumnae relations, vice president of academic excellence, vice president of philanthropic service, vice president of finance, vice president of communication and operations, and Panhellenic delegate.

b. A chapter may elevate a chair to the executive council as outlined in the procedure in the National Policy Handbook.

c. The duties of the executive council shall be to assist the chapter
president and shall have the power to enforce the national Bylaws and other policies pertaining to collegiate chapters and chapter regulations.

Section 6. Advisory Board. Each collegiate chapter shall have an advisory board of alumnae members in good standing led by the appointed advisory board supervisor. The purpose of the advisory board shall be to counsel and guide the membership of the chapter.

C. MEETINGS OF THE COLLEGIATE CHAPTERS

Section 1. Each collegiate chapter shall hold meetings once a week during the regular college terms. Said meetings shall at all times be limited to members of the Sorority. In addition, twice a month a chapter shall conduct informal meetings for the benefit of the chapter.

Section 2. Collegiate members are required to attend all meetings and functions of the chapter as determined by the local chapter code of conduct regulations.

Section 3. Each collegiate chapter, with the approval of its advisory board, may make such chapter regulations as shall be deemed necessary, provided that the local regulations do not conflict with the Bylaws or other policies of the Sorority.

Section 4. A majority of the collegiate members in good standing of a chapter present shall constitute a quorum for the transaction of business, unless otherwise required by the Bylaws or statute.

D. ADMINISTRATION OF ALUMNAE CHAPTERS

Section 1. Elected Officers. Each alumnae chapter shall annually elect by ballot a president, a vice president of programming and a vice president of finance to serve for one (1) year or until their successors are elected and assume office. An alumnae chapter may elect or appoint additional officers and delegate duties to those officers.

Section 2. Duties.

a. The president shall:
   1. preside at all meetings of the alumnae chapter;
   2. send notices of meetings and other communications;
   3. file the annual reports for the alumnae chapter and
   4. perform such other duties as may be specifically assigned to her in a handbook or other set of rules as adopted by national council.

b. The vice president for programming shall:
   1. serve as chair of the program committee;
   2. keep an accurate record of all meetings held by the chapter;
   3. be responsible for all philanthropic activities of the chapter, including support of the Sigma Kappa Foundation as well as the philanthropies of Sigma Kappa Sorority; and
   4. perform such other duties as may be specifically assigned to her in a handbook or other set of rules by national council.

c. The vice president of finance shall:
Section 1. Collegiate Chapter National Fees.

a. Each collegiate chapter shall pay to the national headquarters of the Sorority a fee determined by the national council for each woman pledged.

b. Each collegiate chapter shall pay to the national headquarters of the Sorority annual collegiate national dues and other fees as determined by national council for each member of the chapter for all or any part of the year she may be a member.

c. Each collegiate chapter shall pay in advance to the national headquarters of the Sorority a fee determined by the national council for each initiate. This payment includes the fee for a lifetime electronic subscription to the *Sigma Kappa Triangle* and a membership certificate.
Section 2. Collegiate Chapter Local Fees.

a. The expenses of a collegiate chapter shall be met by dues or assessments, the amount of which shall be determined by the chapter. Each member shall be responsible for her portion of dues and assessments.

b. Each new member shall pay to her chapter a new member fee to be determined by the chapter, which includes the national new member fee which shall be remitted to the national headquarters of the Sorority, as prescribed by these Bylaws.

c. Each initiate shall pay to her chapter an initiation fee, the amount to be determined by the chapter, which includes the national fee which shall be remitted in advance to the national headquarters of the Sorority, as prescribed by these Bylaws.

Section 3. Disposition of Collegiate Chapter Assets and Liabilities.

a. In the event the charter of a collegiate chapter is withdrawn by the Sorority, or in the event the college/university authorities should require sororities to be disbanded on any campus, the ownership and title of all net assets and property of the chapter concerned and house corporation, if any, of whatever nature, after provision for any liabilities associated therewith, shall be vested in and become the property of the Sorority.

b. In the event that such collegiate chapter, and house corporation, if any, is re-established on said campus within ten (10) years from the date of such withdrawal or disbanding, the Sorority will provide an amount equal to the value of such assets and property at the time of such withdrawal or disbanding, to such chapter, and house corporation, if any, to assist in the re-establishment process. The ten-year time period may be extended at the sole discretion of the national council of the Sorority.

Section 4. Alumnae Chapter National Dues.

Each alumnae chapter shall pay to the national headquarters of the Sorority any national alumnae dues that it collects from chapter members. The dues and date of collection shall be determined by national council.

Section 5. Alumnae Chapter Local Fees.

The expenses of the chapter shall be met in such ways as may be determined by the chapter members.

ARTICLE VI
OFFICERS OF THE GRAND CHAPTER

A. ELECTED OFFICERS

Section 1. The elected officers of the Grand Chapter shall be a president, a vice president for finance and six (6) vice presidents.
Section 2. Qualifications.

a. Each candidate for office shall be an initiated member of Sigma Kappa.

b. Each candidate shall have been an alumna in good standing for a minimum of five (5) years.

c. No member of the national council shall serve simultaneously in another capacity as a salaried employee of the Sorority, Sigma Kappa Foundation or Sigma Kappa National Housing Corporation.

Section 3. Election and Term of Office.

a. The officers of the Sorority shall be elected at each national convention and shall serve for a term of two (2) years or until their successors are elected and assume office.

b. The officers shall be elected by ballot, except when there is but one (1) nominee for the office of president or vice president for finance, and/or only six (6) nominees for vice president, in which case, the election shall be by acclamation.

c. If an election by ballot is required for the office of vice president, each delegate shall cast the prescribed number of votes corresponding to the number of open positions. After the first ballot, if the prescribed number of nominees receives a majority vote, those nominees are elected. If more than the prescribed number of nominees receives a majority vote, the positions are filled by the proper number receiving the largest number of votes. If fewer than the prescribed number of nominees receives a majority vote, those who have a majority are elected and all other candidates remain on the ballot for the necessary repeated balloting. The number of votes cast for each candidate shall be announced to the delegates after each ballot.

d. The officers shall assume their duties at the close of national convention at which they are elected.

e. Vice presidents (other than the vice president for finance) shall serve no more than five (5) terms in that office during their lifetime.

f. The national president and vice president for finance shall serve no more than two (2) terms in each respective office during their lifetime.

g. Individuals appointed to fill a vacancy in an elected vice president office shall remain eligible for election to a total of five (5) terms in that office during their lifetime. Time served in the appointed term shall not be included in the total amount of time served.

h. Individuals appointed to fill a vacancy in the office of national president or vice president for finance shall remain eligible for election to two (2) terms in that office during their lifetime. Time served in the appointed term shall not be included in total amount of time served.

i. If a national council member elected to any office resigns, the entire term is counted toward her lifetime service limit.

j. Past council service as national president or vice president for finance counts toward the service limit for those positions. Past council service in any other role counts toward the service limit for a vice president.
Section 4. Vacancy.

In the event of a vacancy in an elected office, the national council shall appoint a successor to serve until the following national convention. Individuals appointed to fill a vacancy shall meet all requirements for elected office.

Section 5. Removal for Cause.

An elected member of the national council, when extreme circumstances warrant, may be removed from office by a unanimous vote of the remaining members of the national council and a majority vote of the past national presidents’ committee.

Section 6. Duties.

a. The president shall:

1. be the official representative of the Sorority;
2. preside over the regular and special national conventions and all meetings of the national council;
3. generally oversee the business and interests of the Sorority;
4. appoint standing and/or special committees subject to approval of the national council if not otherwise provided for in these Bylaws;
5. execute such legal documents as may be necessary;
6. appoint a certified professional and/or professional registered parliamentarian to serve at national conventions, subject to the approval of national council; and
7. perform such other duties as prescribed by these Bylaws, the national council or the national convention body.

b. The vice president for finance shall:

1. ensure that funds of the Sorority are collected, deposited and disbursed appropriately.
2. oversee the development of budgets for the Sorority and present them to national council for approval;
3. ensure the financial books and records audited each year by a certified public accountant, and provide each member of national council with a copy of such audit for approval;
4. report annually on the financial condition of the Sorority to the membership; and
5. perform such other duties as prescribed by these Bylaws or national council.

c. Each vice president shall:

1. provide oversight on the management and control of the Sorority;
2. assess and make decisions to set and guide the strategic direction of the Sorority;
3. monitor and strengthen the Sorority’s programs and services;
4. if assigned, serve on the board of another entity or chair committees; and
5. perform such other duties as prescribed by these Bylaws or national council.

d. National council shall present an annual written report.
e. National council will designate a vice president to perform the duties of
the president upon her absence or at her request during the first meeting
following their election.

B. APPOINTED OFFICERS

Section 1. The appointed officers shall include:

a. The directors, assistant editors of the *Sigma Kappa Triangle*, the
standing committees and supervisors. They shall be appointed by the
national council to serve for a period of two (2) years or until their
successors are appointed and assume office.

b. Coordinators shall be appointed by the national council to serve for a
period of one (1) year or until their successors are appointed and
assume office.

c. National council may appoint members to other volunteer roles
within the Sorority, but such roles shall not be considered appointed
officers under this section.

Section 2. Duties of Appointed Officers.

a. The directors, editors, committees, coordinators and supervisors,
shall:

1. direct the operational work of the organization following the
   strategic vision set by national council. If invited, they may
   attend meetings of the national council; and

2. perform such other duties as prescribed by the national council.

ARTICLE VII
NOMINATIONS AND ELECTIONS

Section 1. Nominating Committee Composition and Selection

a. Composition.
The nominating committee shall consist of one member from each
district. The chair shall be a former national council member. The
committee, as elected, shall serve for the biennium for which elected.

b. Qualifications.
A member of the nominating committee shall:

1. have served at least two (2) years as a Sigma Kappa volunteer
   appointed by national council or a trustee or director for the
   Sigma Kappa Foundation or officer or coordinator for the
   National Housing Corporation during the past ten (10) years;

2. be a current volunteer for the Sorority, Foundation or NHC at
   the local, district or national level. If the only service for
   VII.1.b.1 is with a sister entity, some amount of service as a
   Sorority volunteer during the past ten (10) years is required for
   eligibility;

3. not be employed by any Sigma Kappa entity;

c. Chair.
The chair shall:
1. be elected by the past national council caucus; and
2. have served at least two (2) full terms as a member of the national council.

d. Caucus and Election.
1. The election of the nominating committee shall take place as early as possible during the national convention.
2. Members interested in serving as district representatives on the nominating committee for the coming biennium will submit applications to the current nominating committee by May 1. The current nominating committee will review the applications to ensure qualifications are met and prepare ballots for the caucus of each district. The ballot shall include all eligible candidates. Only candidates on the ballot are eligible to be voted on during the caucus. Candidates that have extenuating circumstances prohibiting their travel to convention may still be placed on the ballot.
3. A district nominating committee member and one (1) alternate nominating committee member shall be elected during a caucus of each district. The nominee with the highest number of votes shall be elected the district member and the nominee with the second highest number of votes shall be elected the alternate member.
   a) A district caucus shall consist of all collegiate and alumnae members present at convention from that district.
      1) Delegates representing collegiate and alumnae chapters shall attend the caucus of the district in which their chapter is located.
      2) Other members and delegates shall attend the caucus of the district in which they reside.
      3) All former national council members shall attend the caucus of former national council members.
   b) The collegiate district director and the alumnae district director shall jointly chair their respective district caucus. The collegiate district director and alumnae district director shall vote should they meet the eligibility requirements, but shall not have a voice. They shall not be eligible for nomination.
   c) Should a director be absent or choose to step down in order to be eligible for nomination, the nominating committee chair shall appoint her replacement caucus chair from the same district.
   d) Voting privileges in the district caucus shall be extended to those eligible to vote at convention.
4. The chair of the nominating committee and one (1) alternate shall be elected during a caucus of former national council members. The past national presidents’ committee chair shall chair this caucus.

e. Duties
1. It shall be the duty of the nominating committee to nominate a single slate for each of the eight (8) elected offices to be filled at
the next national convention.

2. The chair will meet with the committee members and alternate members during the national convention at which they are elected to discuss procedures; each member and alternate member will sign the oath of confidentiality relative to all procedures involved in the nominating process. A breach of the signed oath of confidentiality shall result in automatic removal from the committee.

3. The committee may conduct its deliberations by mail, face-to-face meetings, or remote communication.

4. The committee shall function as a separate entity during its deliberations; it will have no contact with other members of the Sorority concerning the business of the committee, except as otherwise provided in these Bylaws. The committee may consult the Sorority’s parliamentarian, legal counsel, and/or chair of the past national presidents’ committee as necessary.

5. Each committee member will communicate with the members in her respective district, reminding them of the importance of the process and the December 15 deadline for submission of nominations. All written communications should be copied to the chair.

6. Communication with the alternate members by the nominating committee chair concerning the nomination process should include updates on the process. They will be reminded about not disclosing/revealing the names of the individuals recommended for nomination.

Section 2. Nominating and Election Process

a. Communication and Publications

1. The nominating committee shall solicit recommendations for the various offices in November the year prior to the National Convention through (a) information and forms sent out by the committee to the eligible voting membership, past national council members, Sigma Kappa Foundation trustees, and National Housing Corporation directors as a courtesy; (b) a form published in the Sigma Kappa Triangle and other communication avenues in the Sorority; or (c) other written communication.

2. The announcements and / or correspondence shall list (a) the qualifications for an officer of the Grand Chapter as found in Article VI of these Bylaws and (b) the eligibility of current national council members in their respective positions. The announcement shall also include a recommendation form which will provide an opportunity to indicate the specific national council office for which the member is being recommended and rationale based on the member’s qualifications.

3. The nominating committee chair, in consultation with the chief staff executive of the Sorority, will appoint two staff members from national headquarters to receive all information, including nominations, and prepare it in an appropriate manner to share
weekly with the nominating committee. These staff members shall sign the oath of confidentiality. Their responsibilities are complete one (1) week after the December 15 deadline for submissions of nominations.

4. An appropriate mechanism to receive recommendations by national headquarters shall be established.

5. All due dates require that materials be postmarked by that date if received by mail or date-stamped email.

6. The Handbook for the Nominating Committee shall be changed only by a majority vote of the national council, upon recommendation of the outgoing nominating committee, in consultation with the past national presidents committee. Action by the national council shall be taken no later than the October following the national convention.

b. Recommendation Specifics.

1. Clarification of terms. Members are recommended to the nominating committee. Upon recommendation, the member’s qualifications are verified by the nominating committee. Once the recommended member’s qualifications have been verified and she has agreed to the recommendation, she becomes a candidate. Upon being slated by the nominating committee, the candidate becomes a slated candidate for national council as presented by the nominating committee to the membership. A member that is nominated to be considered in addition to the slated candidates is considered an additional candidate.

2. The recommendation form shall include the qualifications as listed in the Bylaws and shall also provide the opportunity to recommend someone for a specific national council position(s) and the rationale for the recommendation based on the member’s qualifications.

3. All recommendations are to be submitted to the designated staff person(s) at national headquarters. An acknowledgement of receipt will be sent by the designated staff person to the individual who submitted the recommendation, with a copy of the acknowledgement to the nominating committee members. Any recommendation received by nominating committee members shall be forwarded immediately to the designated staff person(s) at national headquarters for processing.

4. Recommendations are due to national headquarters no later than December 15 of the year preceding the national convention. Recommendations received after the deadline will have an acknowledgement sent to the member making the recommendation indicating that the recommendation is not eligible to be considered; the acknowledgement will be copied to the nominating committee members.

5. Each alumna who is recommended will receive no later than December 20 a Sigma Kappa National Council Information Form with a cover letter indicating the due date of January 15. This is sent by the national headquarters staff member and copied to the nominating committee members. The completed Information Form
shall be sent to the nominating committee chair and to national headquarters to distribute to all nominating committee members.

6. Current national council members must be recommended and complete the National Council Information Form.

7. A member in good standing may submit an unlimited number.

8. If a member of the nominating committee is recommended for national council office and she wishes to be considered, she will immediately surrender her committee position by notifying the entire nominating committee and send all materials to the alternate member from her district. The alternate then fills the committee position for the remainder of the nominating process. Any extenuating circumstances that may occur will be directed to the parliamentarian or chair of the past national presidents’ Committee.

9. A vacancy on the nominating committee shall be filled by the respective alternate.

c. Candidate Qualifications

1. In selecting nominees for the national council, the following criteria shall be considered:
   a) Sigma Kappa Sorority experience, including number of years served and positions held at a national or district level within the Sorority;
   b) Qualifications for the specific office for which nominated;
   c) Availability and willingness to carry out the duties of the office for which nominated;
   d) History of donating to the Sigma Kappa Foundation;
   e) History of alumnae chapter membership or payment of national alumnae dues;
   f) Non-Sigma Kappa Sorority leadership experience, including experience serving with the Sigma Kappa Foundation or Sigma Kappa National Housing Corporation and other professional, social, philanthropic or local organizations.

2. The nominating committee shall ensure all candidates meet requirements for office prior to the slating process.

3. Communication from candidates regarding the process shall be directed to the nominating committee chair.

d. Candidate Interview Process. The nominating committee may interview candidates as needed prior to beginning the slating process. The interview will consist of clarification of information on the National Council Information Form, as well as interest in specific positions.

e. Slating Process

1. The nominating committee, by majority vote, shall slate a single nominee for president and vice president for finance and six nominees for vice president.

2. The nominating committee chair shall only vote in case of a tie in the committee.

3. The slated nominees shall be asked to serve in specific positions as designated by the committee. The slate and the specific offices shall
not change except by majority vote of the entire nominating committee.

4. The consent of the nominee to serve for a specific office shall be secured by the nominating committee chair as expeditiously as possible. The chair shall notify the nominating committee immediately should a candidate decline a nomination.

5. The nominating committee should make every effort to balance the slated council with respect, but not limited, to age, background, and geographical location, taking both a strategic view and historical perspective into account.

6. After the elections at the national convention, the nominating committee chair shall notify the nominating committee members to destroy and/or delete all nominating committee related materials.

f. Announcing the Slate

1. Once all slated candidates have provided consent for nomination, the nominating committee chair will prepare a notification of the official slate and send it to the nominating committee, national council, the slated members, Sigma Kappa Foundation Trustees, past national presidents, National Housing Corporation Board of Directors, and national headquarters staff.

2. Notification of the slate proposed by the nominating committee shall be sent from national headquarters to the eligible voting membership, past national council members, Sigma Kappa Foundation Trustees, and National Housing Corporation Directors as a courtesy. The slate will be placed on the Sigma Kappa website by March 15 in the year of the national convention. Such notification shall include current pictures and biographies. This notification shall include instructions and a form to submit further nominations for a particular office. Additional nominations shall be sent to the nominating committee chair by April 10 in the year of the national convention.

3. Following the presentation of the nominating committee’s slate to the members, any five members, with at least two (2) of the members from outside of the district in which the nominee resides, may submit a nomination for a particular office by filing the required form with the nominating committee chair by April 10, who will share this information within 24 hours of receipt with the nominating committee. Nominations may be sent via mail or email.

4. The additional candidate must have received a recommendation and completed the National Council Information Form as part of the initial application process to be eligible to run in addition to the slate proposed by the nominating committee.

5. If a slated candidate accepts a nomination for a different position than the one for which she was slated, she must relinquish her slated position, which will be filled by the nominating committee.

6. If nominations made after the announced slate result in the need for an announcement of additional candidates, the nominating committee will share the qualifications of the individual(s) being nominated in the same manner as the nominating committee’s slate notification and shall be included in a pre-convention
communication sent by April 15 in the year of the national
convention and in convention attendee materials.

7. Vacancies in the slate after the final presentation of the slate to the
membership will require the nominating committee to present a
new candidate for the vacant position.

8. All candidates shall be introduced during the opening session and
during the first business meeting at the national convention.

9. There shall be no nominations from the floor or write in
nominations.

10. Election of officers shall be held during a business meeting during
the first two (2) full days of each national convention.

11. Upon notification, candidates shall act in an appropriate and
respectful manner and may not solicit votes from the general body
prior to convention, at convention, or during the formal business
meetings.

ARTICLE VIII
CONVENTIONS OF THE GRAND CHAPTER

Section 1. The election of the national council, which is the governing body of the
Sorority, shall be vested in a national convention of the Grand Chapter.

Section 2. In the interim between national conventions, the governance,
management, and control of the Sorority shall be vested in and exercised by the
national council, subject to the provisions of the Bylaws. The policies and
procedures as approved by national council shall be recorded in the National Policy
Handbook.

Section 3. In the event of a catastrophe that renders all members of national council
incapable of acting in the best interest of the Sorority, the following procedure shall
be enacted:

a. The person empowered immediately to act on behalf of the national
council shall be the immediate past president, who will select four (4)
directors.

b. The five (5) women, or so many of them as are able and willing to so
act, shall serve in a co-relationship until nominating and election
procedures for a new national council can be accomplished by the
national nominating committee.

c. The election of officers shall be by electronic ballot vote and terms of
office shall be through the next scheduled national convention or until
provisions can be made for a special session of the national
convention in accordance with these Bylaws.

Section 4. Regular National Convention.

a. A regular national convention shall be held biennially or after such
interval as shall be determined by national council.

b. The time, date, and place shall be determined by the national council.

Section 5. Special National Convention. A special national convention may be
called by unanimous vote of the national council or may be called upon written request to the president of a majority of the collegiate and alumnae chapters of the Sorority.

Section 6. Notice. Written notice of the meeting of any regular or special national convention shall be given. National headquarters staff shall be responsible for notifying all collegiate and alumnae chapters and all other persons entitled to vote at such national conventions. Such notice shall state the time, date and place of the convention and shall be distributed not less than two (2) months prior to the date of the meeting.

Section 7. Business Meetings.

a. The voting body of the convention shall be comprised of:
   1. The delegates from each collegiate chapter in good standing consisting of:
      a) two (2) collegiate members in good standing; and
      b) one (1) alumna member presently serving on the advisory board.
   2. The delegates from each alumnae chapter comprised of one (1) delegate for up to each ten (10) members in good standing, but the total number of such delegates shall not exceed three (3).
   3. The chapter represented by these delegates must have paid any national alumnae dues collected from chapter members to national headquarters and must be in good standing nationally.
   4. One (1) alumna member in good standing from each house corporation board.
   5. Each member of the national council.
   6. Assistant editors of the Sigma Kappa Triangle.
   7. All national chairs.
   8. All directors.
   9. All coordinators.
   b. No person may serve as delegate in more than one (1) capacity.
   c. Only voting members may offer motions and vote, but visitors may have a voice at the discretion of the presiding officer.

Section 8. Delegate Expenses.

a. Certain national convention expenses as specified by national council shall be paid by the national organization for one (1) delegate from each collegiate and alumnae chapter that has met the conditions established by the national council for eligibility for such payment.
   b. The expenses of the national council and such officers as shall be designated by the national council to attend the national convention shall be paid by the national organization.
   c. The time and manner of payment of all such expenses shall be determined by the national council.

Section 9. Quorum. A majority of the voting members of the national convention shall constitute a quorum for the transaction of business at any regular or special convention.
ARTICLE IX
NATIONAL COUNCIL OF THE GRAND CHAPTER

Section 1. Composition.

a. The national council shall be comprised of the eight (8) elected officers of the Grand Chapter. They shall be the only members entitled to offer motions and vote at meetings of the national council.

b. The immediate past president may attend national council meetings in an advisory capacity only without vote for one (1) year following her tenure as president when invited by the national council.

c. The chief staff executive of the Sorority and other Sorority staff may attend meetings of the national council without vote when invited by the national council.

Section 2. Duties.

a. In the interim between national conventions, the management and control of the Sorority shall be vested in and exercised by the national council, subject to the provisions of the Bylaws and other policies and rules of the Sorority.

b. The national council shall:
   1. Evaluate and support the mission and purpose
   2. Select, support and evaluate the performance of the chief staff executive.
   3. Assess and make decisions that set and guide the strategic vision of the Sorority.
   4. Monitor and strengthen the organization’s programs and services.
   5. Ensure strong fiduciary oversight and financial management.
   7. Advocate for the Sorority to enhance its public image.
   8. Ensure compliance with all legal and ethical standards and regularly evaluate the governing documents of the Sorority.
   9. Serve as ambassadors for the Sorority and fully engage in identifying and securing the financial resources and partnerships necessary to advance its mission.
   10. Approve all national volunteer and committee appointments.
   11. Review and vote on any membership status change as required by these Bylaws.
   12. Confer a charter of Sigma Kappa upon a group of collegiate women, as prescribed in these Bylaws, by unanimous vote.
   13. By unanimous vote, withdraw a charter of a chapter for inability to sustain itself or for any other sufficient cause.
   14. Grant permission to form an alumnae chapter as prescribed in these Bylaws.
   15. Take all other actions deemed necessary to carry out the management and control of the Sorority in the best interests of
the Sorority, including the establishment and revision of standing rules, policies and procedures so long as they do not conflict with these Bylaws.

Section 3. Meetings.

a. Regular: A regular meeting of the national council shall be held at the time of each national convention.

b. Interim: Interim meetings shall be held approximately every six (6) months between national conventions at such time, date, and place as may be determined by the national president upon the advice of the national council.

c. Special: Special meetings of the national council may be called by the president or upon written request of two (2) members of the national council.

d. Notice: Reasonable notice of the time, date, and place of each meeting of the national council, whether regular or special, shall be sent to each member of the national council, each collegiate and alumnae chapter, and all national officers and committee chairs. Notice of any meeting of the national council may be waived in writing by any member of the national council, before, at, or after the meeting.

Section 4. Action Without a Meeting.

Any action that may be authorized or taken at a meeting of the national council may be authorized or taken without a meeting or by mail with the affirmative vote and approval of, and in a writing or writings signed by, a majority of the members of the national council entitled to vote, (or such greater percentage as may be required for the particular subject matter of the vote by law or in these Bylaws), effective as of the date of the signature of the last council member to sign which constitutes a majority (or such greater percentage). Such writing or writings shall be filed with the corporate records held at national headquarters. Such writing or writings may be signed in counterparts.

Section 5. Quorum.

Four (4) members of the national council shall constitute a quorum for any regular, interim or special meeting.

ARTICLE X
COMMITTEES

A. STANDING COMMITTEES

Section 1. Past National Presidents' Committee. The past national presidents' committee shall be comprised of all former presidents of the Grand Chapter, and shall serve as an advisory committee to the national council, and shall perform such duties as requested by the national council.

Section 2. Bylaws Committee

a. The national council shall appoint a bylaws committee to serve from the time of appointment until the adjournment of the next national convention. The national council may remove and replace any
section designations, punctuation, and cross-references, and to make such other technical and conforming changes as may be necessary to reflect the intent of the Sorority in conjunction with the Bylaws. The bylaws committee is also authorized to make editorial changes as long as such changes do not result in a change of meaning.

g. The bylaws committee shall perform such other duties as may be assigned by national council.

Section 3. Investment Committee

a. The national council shall appoint an investment committee to serve for a period of two (2) years or until their successors are appointed and assume office. The national council may remove and replace any member of the committee if it deems necessary.

b. The investment committee shall be comprised of at least five (5) members. The national vice president for finance shall serve as chair. The staff liaison(s) as designated by the staff chief executive shall serve as ex-officio non-voting members. Three (3) alumnae voting members shall be appointed by national council. Each of the alumnae members shall have at least one (1) of the following qualifications:

1. at least two (2) years professional experience in an investment/asset management related field; or

2. hold a bachelor’s degree, or higher, in a financial management related area.

c. No member of the committee (or member of their immediate family) or any firm with which they may be affiliated may serve as an investment advisor, broker, or in any other remunerated capacity for the Sorority.

d. The investment committee will assist the national council in its responsibility of supervising the investments and finances of the Sorority.

e. The duties of the investment committee shall be:

1. to meet on at least a quarterly basis. Such meetings may occur in person or by teleconference; minutes of all meetings shall be recorded and retained by the chair;

2. to recommend to the national council for appointment, investment counsel. To monitor the performance of appointed investment counsel on a quarterly basis, reporting thereon to the national council if it deems necessary.
council. The report shall include investment counsel’s recommendations for any changes to the Sorority’s investments;

3. at least annually, review and recommend changes to the Sorority’s investment objectives and guidelines. Any such recommendations for change shall be presented to the national council for approval;

4. to coordinate with investment counsel all changes to investments upon approval of such recommended changes by the national council; and

5. to perform such other duties consistent with above as may be assigned to the committee by national council.

Section 4. Audit Committee

a. The national council shall appoint an audit committee to serve for a period of two (2) years or until their successors are appointed and assume office. The national council may remove and replace any member if it deems necessary.

b. The audit committee shall be comprised of six (6) members. The national vice president for finance and staff liaison(s) as designated by the staff chief executive shall serve as ex-officio non-voting members. Three (3) alumnae voting members shall be appointed by the national council. One (1) of the alumnae members will be appointed chair of the committee. Each of the three (3) alumnae members shall have at least one (1) of the following qualifications:

1. licensure as a certified public accountant (CPA);
2. a bachelor’s degree or higher in accounting; or
3. experience working with nonprofit entities on their tax returns and financial statements.

The three (3) alumnae members shall not also be members of the investment or finance committees.

c. The audit committee will assist the national council in its responsibility for supervising the finances of the Sorority.

d. The duties of the audit committee shall be:

1. to meet annually with the external auditors to review the audit;
2. to review and discuss the external audit and recommend its approval, if appropriate, to the national council;
3. to recommend changes, if necessary, to the financial documents or to the auditing firm; and
4. to perform such other duties consistent with the above as may be assigned the committee by national council.

Section 5. Finance Committee

a. The national council shall appoint a finance committee to serve for a period of two (2) years or until their successors are appointed and assume office. The national council may remove and replace any member if it deems necessary.

b. The finance committee shall be comprised of at least five (5) and no more than seven (7) members. The national vice president for finance and staff liaison(s) as designated by the staff chief executive shall serve as ex-officio voting members. Three (3) alumnae voting members shall be appointed by national council. One (1) of the
alumnae members will be appointed chair of the committee. Each of the alumnae members shall have at least one (1) of the following qualifications:
1. licensure as a certified public accountant (CPA);
2. a bachelor’s degree or higher in accounting, finance, or management; or
3. experience working with nonprofit entities in a financial capacity.

The alumnae members shall not also be members of the investment or audit committees.

The finance committee will assist the national council in its responsibility for supervising the finances of the Sorority.

The duties of the finance committee shall be as follows:
1. To assist the national vice president for finance in the preparation of an annual budget for the Sorority;
2. To assist the national vice president for finance in reviewing income and expense reports; and
3. To perform such other duties consistent with the above as may be assigned the committee by national council.

Section 6. Personnel Committee

a. The national council shall appoint a personnel committee with members to serve for a period of two (2) years or until their successors are appointed and assume office. The national council may remove and replace any member of the committee if it deems necessary.

b. The committee shall be comprised of at least ten (10) alumnae members. Each alumna appointed shall have at least one of the following qualifications:
   1. Education or work experience in human resources, including interviewing and application review;
   2. Education or work experience in nonprofit management
   3. Prior volunteer experience (Sigma Kappa or elsewhere)

c. Alumnae serving on the committee may not serve in any other volunteer role with the Sorority (national or local), Sigma Kappa Foundation or Sigma Kappa National Housing Corporation.

d. The personnel committee shall lead the process to fill all appointed officers as defined in Article VI.B.1.a-c and present their recommendations for appointment to national council for approval.

e. The duties of the personnel committee shall be:
   1. To review applications and recommend applicants for each appointed officer position;
   2. To serve on interview panels for each appointed officer vacancy and routine appointment and lead discussions on candidate recommendations;
   3. To receive and address, as appropriate, concerns regarding volunteers;
   4. To perform such other duties as may be assigned to the committee by national council.

Section 7. Such other committees, standing or special, may be appointed by the national council. These committees shall serve for a period of one (1) year or until
their successors are appointed and assume office or the committee has completed its assigned duties.

ARTICLE XI
INSIGNIA AND EMBLEMS

Section 1. The official insignia of the Sorority shall consist of: an official badge®, a new member pin®, an Order of the Triangle pin™, a national council badge™, a national council emblem™, a recognition pin™, a twenty-five-year pin™, a fifty-year pin™, a seventy-five year pin, a family pin™, an official seal™, an official banner®, and a coat-of-arms®, which shall meet the specifications as prescribed in the Bylaws. The Sorority’s colors and flower shall be as prescribed in the Bylaws. Sigma Kappa badges and emblems including the name Sigma Kappa® and/or the Greek letters ΣΚ® shall be and remain the property of Sigma Kappa Sorority. The national council emblem is to be in the possession of or worn by a Sigma Kappa only while she is serving on the national council.

™-denotes Trademark, U.S. Patent and Trademark Office
®- denotes a Registered Trademark, U.S. Patent and Trademark Office

Section 2. Ownership of all insignia and emblems including, the name Sigma Kappa and/or its Greek letters ΣΚ shall be owned by Sigma Kappa Sorority. These insignia and emblems, including the name Sigma Kappa and its Greek letters ΣΚ shall not be manufactured, created, used, or offered for sale by any person, company, or firm except as specifically authorized in writing and administered by national council.

Section 3. The official badge® of the Sorority shall be a small gold or silver pin, triangular in shape with a raised center of maroon bearing the Greek letters ΣΚ in gold or silver. If the pin is unjeweled, it shall have a scroll edge. If whole jewels are used, no scroll is necessary. All pins shall be of standard size and shall be ordered only through the national headquarters of the Sorority.

Section 4. The new member pin® shall be a small gold pin consisting of the Greek letter Kappa interlaced with a serpent in the form of a letter “s”.

Section 5. The Order of the Triangle pin™ shall be a small triangle pin with maroon background bearing the letters ΣΚ in gold and a thin gold border.

Section 6. The national council badge™ shall be a small gold pin, triangular in shape with a raised center of maroon bearing the letters ΣΚ in gold and a jeweled setting of alternating pearls and diamonds.

Section 7. The national council emblem™ shall be a small gold pin, triangular in shape with a raised center of maroon bearing the letters ΣΚ in gold and a double row of alternating pearls and diamonds.

Section 8. The recognition pin shall be the staggered Greek letters ΣΚ in gold.
Section 9. The twenty-five-year pin™ shall be a silver violet surrounded by an open triangle with the numbers 25 in the middle of the violet and the Greek letters ΣK set to the left side of the triangle.

Section 10. The fifty-year pin™ shall be a gold circle inscribed with “Fifty Years” and Sigma Kappa.

Section 11. The seventy-five-year pin shall be a golden violet surrounded by an open triangle with a diamond in the middle of the violet and the Greek letters ΣK set to the left side of the triangle. Presentation may include a display frame or case.

Section 12. The family pin™ shall be the Greek letters ΣK in a small hollow or filled triangle enclosed in a gold circle, which circle may be either plain or jeweled.

Section 13. The colors of the Sorority shall be maroon and lavender.

Section 14. The Sorority flower shall be the wild purple violet.

Section 15. The official seal™ shall consist of the letters ΣK surmounted by a dove with outspread wings, all surrounded by a serpent in the form of a circle; these shall be enclosed within two circles, the inner one a fine line, the outer wide and with a rope pattern between which at the top shall be the words, “Sigma Kappa” and at the bottom the words, “Founded A.D. 1874”.

Section 16. The official banner® hanging perpendicularly is indented at the bottom giving it two lateral points. It is maroon superimposed upon a background of lavender, displaying a hollow triangle enclosing the Greek letters ΣK.

Section 17. The Coat-of-Arms® of the Sorority shall be as follows:

COLOR: Rays, gold; dove, silver; wreath, alternate maroon and gold; background of shield, maroon; violet and serpent, all gold; band, gold; stars, lavender; scroll, silver; the letters and the motto black.

TECHNICAL DESCRIPTION: Gules, on a bend between; in chief, a rose, and in base, a serpent nowed or, five mullets prupure. Crest; a volant dove argent resplendent.

Section 18. Sigma Kappa official badges® shall be the property of the Sorority.

ARTICLE XII
PUBLICATIONS AND WEBSITE

Section 1. The Sorority shall edit and publish a national magazine and such other publications for its members as may be deemed advisable by the national council and/or the national convention of the Grand Chapter.
Section 2. The official publication of the Sorority shall be a quarterly magazine called the *Sigma Kappa Triangle*.

Section 3. The official website of the Sorority shall be located at www.sigmakappa.org.

**ARTICLE XIII**

**INDEMNIFICATION**

Any person who is or was made or threatened to be made a party to any legal proceeding by reason or the fact that he or she is or was a member of the national council, director, officer, agent, or employee of the Sorority, or is or was serving at the request of the Sorority as a trustee, director, officer, employee, or agent or in any other capacity of or in another corporation, or a partnership, joint venture, trust, or other enterprise or by reason of any such action alleged to have been taken or not taken by such person while acting in any such capacity, shall be indemnified by the Sorority to the maximum extent authorized under the laws of the State of Maine.

**ARTICLE XIV**

**PARLIAMENTARY AUTHORITY**

The rules contained in the current edition of *Robert’s Rules of Order Newly Revised* shall govern all proceedings of the national convention of the Grand Chapter, national council, collegiate chapters, and alumnae chapters, when it is not in conflict with the *Bylaws* and other policies of the Sorority.

**ARTICLE XV**

**AMENDMENTS**

Section 1. These *Bylaws* may be amended at any regular or special national convention of the Grand Chapter, by a two-thirds (2/3) vote provided:

a. A copy of the proposed amendment has been sent to the bylaws committee by February 1 in the year of the national convention or four (4) months prior to any special convention; and

b. After editing and/or correlating the proposed amendments, the bylaws committee shall send a copy of the proposed amendments to the staff chief executive by March 1 in the year of the national convention or three (3) months prior to any special convention.

Section 2. The staff chief executive shall send a copy of the proposed amendments to each collegiate chapter, to each alumnae chapter, and to all other convention voting members by April 1 in the year of the national convention or two months prior to any special convention.

Section 3. Any proposed amendment shall be signed by:
a. Two (2) elected members of the national council; or
b. Two (2) appointed officers under Article VI.B.1.a-c; or
c. Two (2) elected officers of a collegiate or alumnae chapter; or
d. Any five (5) members in good standing of the Sorority; or
e. All three (3) members of the bylaws committee.

ARTICLE XVI
ADMINISTRATIVE PROCEDURE

Documents or other materials required by these Bylaws to be mailed or sent may be furnished to the recipient(s) via U. S. Postal Service, overnight delivery companies, electronic mail (email), or other available and reliable physical or electronic document delivery system or service.
Below is a list of specific provisions that have substantive changes and the rationales for those changes. National council has voted to approve each of these specific changes.

1. Article II. Section 1.
   Sigma Kappa fosters lifelong connection in sisterhood while being true to our founding as an intellectual and social women’s sorority. Through mutual support and respect, we inspire all members to lead a life of purpose. The purpose of Sigma Kappa is to provide women lifelong opportunities and support for social, intellectual, and spiritual development by bringing women together to positively impact our communities.

   **Rationale:** national council reviewed the purpose statement in light of our diversity, equity, inclusion and access goals and recommends the new language. The revised purpose statement was developed with the assistance of focus groups of collegians, alumnae and staff.

2. Article II. Section 2.
   The Sorority shall have the authority to perform all acts necessary, convenient or expedient to accomplish aforesaid purposes, including but not limited to:
   a. Establish collegiate and alumnae chapters, make rules and regulations governing them, and promulgate programs for their development;
   b. Establish and collect such dues and assessments from its members and chapters as shall from time to time be necessary to cover the cost of attaining the purposes and powers herein set forth;
   c. Invest and reinvest any and all funds it receives by way of dues, fees, assessments, contributions or otherwise; and
   d. Appoint or employ such persons as the organization may require, define their duties, and fix and pay their compensation.

   **Rationale:** on the advice of the parliamentarian, national council is deleting this section as duplicative of the Maine statute in what will now be renumbered as Section 2.

3. Article III. Section 2.
   Sigma Kappa Sorority values individuality and diversity in our membership. In furtherance of our purpose and in our membership selection practices, we recognize the importance of each individual member within an atmosphere of care, and respect and tolerance.

   **Rationale:** this amendment was originally recommended by the 2018-20 national council for the 2020 convention and affirmed by the 2020-22 national council. While ‘tolerance’ was appropriate in 2008, it no longer reflects the attitude that Sigma Kappas should display toward each other or toward potential members. Use of the word tolerance implies the need to have to accept or put up with something that a person otherwise would not. As an organization, we value all members’ experiences and respect their views and ideas not because we have to, but because we care for and accept them as sisters.
4. Article III. Sections 4.a. and 5.a.
Section 4. Classifications of Membership
   a. Collegiate members shall be those who are pursuing a bachelor's degree undergraduates who are matriculated at colleges and universities where Sigma Kappa chapters are established.
Section 5. Qualifications for Membership
   a. Collegiate Members. Any woman who qualifies for membership under the Bylaws and is pursuing a bachelor's degree matriculated at a college or university in which a Sigma Kappa chapter is located shall be eligible to be pledged only under all of the following conditions upon
      1. She shall receive an affirmative vote of the appointed membership selection committee under the pledging requirements of the National Policy Handbook.
      2. She should have at least one written recommendation from an initiated member in good standing.

Rationale: this amendment recognizes the changing landscape for collegiate women, including the increasing enrollment at community colleges, and allows the organization to be more inclusive of members with different paths in their undergraduate experience, as well as more inclusive for those who may be enrolled in special university programs related to developmental disabilities. Should NPC choose to begin extension to community colleges, this would position Sigma Kappa to move forward. Additionally, it removes the requirement for written recommendations. National council believes that this requirement is at a minimum a perceived barrier, if not an actual barrier, to access for our potential new members and is no longer relevant in our membership selection practices.

5. Article III. new Sections 4. c. and d.
New Section 4.c.
   c. A collegiate member is ‘in good standing’ once initiated so long as she remains financially current and is not suspended or expelled under Sigma Kappa national policy. A collegiate member who is suspended, expelled or withdraws is ‘not in good standing.’

New Section 4.d.
   d. An alumna member who withdraws or is expelled is ‘not in good standing.’

Rationale: these sections define the term ‘in good standing’ and ‘not in good standing’ for multiple sections that reference this term.

6. Article III. Section 5. b. 7.
b.7. Demonstrates a commitment to Prove herself worthy of full Sigma Kappa membership through a cooperative and positive attitude toward Sigma Kappa and complies with Sigma Kappa local and national policies.”

Rationale: when a chapter has extended an invitation to membership, the new member should meet the obligations of membership, including compliance with policies, but need not prove subjective ‘worthiness.’
7. Article III. Section 5. b. 8.
   b.8. In the event the initiated member recommendation was not received prior to pledging, the written recommendation shall be in the chapter files prior to Initiation.

   **Rationale:** as with Section 5. a.2. above, this removes the requirement for written recommendations. National council believes that this requirement is at a minimum a perceived barrier, if not an actual barrier, to access for our potential new members and is no longer relevant in our membership selection practices.

8. Article III. Section 5.d.
   5.d. Alumnae Initiates. Those women chosen and initiated by a chapter who are not enrolled at the college or university where the chapter is located or those alumnae members of a local petitioning group that is becoming a Sigma Kappa chapter and who have received two written recommendations from initiated members in good standing. The fees are paid by the local chapter or the individual.

   **Rationale:** The phrase being removed aligns this section with the other sections removing the recommendation requirement. The phrase being added clarifies that if a local group becomes a chapter of Sigma Kappa, the alumnae of the local group have the option to become alumnae members of Sigma Kappa.

9. Article III, Section 7
   **Section 7. Termination of Collegiate Membership.**
   a. The national council may withdraw the privilege of membership from any collegiate member upon the recommendation of the collegiate coordinator, or collegiate district director and the unanimous vote of the national council.
   b. A collegiate chapter may withdraw the privilege of membership from one of its members by a two-thirds (2/3) vote with the consent of the advisory board, collegiate coordinator, collegiate district director, and national council.
   c. A collegiate member in good standing may request to withdraw from membership and such request may be approved by a two-thirds (2/3) vote of the collegiate chapter according to procedures adopted by the national council.
   d.c. In a case of termination of membership, the member's badge and membership certificate shall accompany notification of the termination sent to the national headquarters of the Sorority by the chapter.
   e.d. The national council may depledge a woman upon the recommendation of the advisory board supervisor collegiate coordinator, collegiate district director, and the unanimous vote of national council.
   f.e. A chapter may depledge a woman by two-thirds (2/3) vote with the consent of the advisory board and/or the collegiate coordinator.

   **Rationale:** these changes incorporate the ability of a member to withdraw from membership and reflect the removal of the collegiate coordinator role from our volunteer structure.

10. Article III. new Section 8.b
    8.b. An alumna member may request to withdraw from membership and such request may be approved by the unanimous vote of national council.

    **Rationale:** On recommendation of our parliamentarian, this section outlines the method for alumnae members to withdraw from membership.
11. Article III, New Section 9.
   New Section 9. Reinstatement
   a. The national council may authorize reinstatement of membership according to procedures adopted by the national council in the National Policy Handbook.

   **Rationale:** Because we allow reinstatement for certain forms of termination (financial, voluntary withdrawal), we need to authorize reinstatement in the Bylaws.

12. Article IV., Section A.1.c.
   A.1.c. An alumna member of a local petitioning group shall be eligible for alumnæ membership in Sigma Kappa Sorority.

   **Rationale:** this is now incorporated in the changes to Article III. Section 5.d.

   Each collegiate chapter shall annually elect by ballot a president, a vice president of standards and values, a vice president of programming, a vice president of new member education, a vice president of membership recruitment, a vice president of alumnæ relations, a vice president of academic excellence, a vice president of philanthropic service, a vice president of communication and operations, a vice president of finance, and a Panhellenic delegate, with the approval of the advisory board, to serve until their successors are elected and assume office.

   **Rationale:** the vice president of membership role in the collegiate chapter is focused on recruitment of new members. Many chapters already refer informally to the position as vice president of recruitment, which aligns with the names of the volunteers and staff supporting these members. With the transition to governance, there will no longer be a national vice president of membership, so there is no need to align with that title.

14. Article IV. Section B.2.e.
   2.e. The vice president of membership recruitment shall:
   1. Be in charge of recruitment and membership selection procedures;
   2. Supervise the continuous open bidding (COB) chairman; and
   3. Perform such other duties as may be specifically assigned to her in resources or other rules pertaining to the office as adopted by the national council.

   **Rationale:** the vice president of membership role in the collegiate chapter is focused on recruitment of new members. Many chapters already refer informally to the position as vice president of recruitment, which aligns with the names of the volunteers and staff supporting these members. With the transition to governance, there will no longer be a national vice president of membership, so there is no need to align with that title.

15. Article IV. Section B.2.f
   2.f.3. The vice president of alumnæ relations shall: make and maintain an updated personal record of each member of the chapter.

   **Rationale:** these records are maintained in the national database and are no longer the responsibility of the vice president of alumnæ relations.
16. Article IV. Section B.3
B.3. Other Officers. Each collegiate chapter shall have a ritual chairwoman, continuous open bidding (COB) chairwoman, sisterhood chairwoman, social chairwoman, public relations chairwoman, a diversity, equity, inclusion and access (DEIA) chair and a Sigma Kappa Triangle correspondent. Chapters with living facilities are required to have a house manager. Each may be elected by the chapter or appointed by the president of the chapter with the advice of the executive council and the advisory board.

**Rationale:** In 2019, national council appointed a standing work group to engage in meaningful discussions about ways Sigma Kappa can be more inclusive and uphold a culture of belonging where all members are valued, respected and accepted. The group recommended making the diversity and inclusion chair a required position within our collegiate chapters to prioritize this role and give all chapters ownership of this relevant work. National council has strongly encouraged this position and has placed the DEIA chair on the membership selection committee. Due to the deferral of all bylaws changes from the 2020 convention, national council is now adding the role as a required chair. Chapters can choose to elevate their DEIA chair to executive council if desired utilizing the method outline in new Article IV.B.5.b.

17. Article IV. Section B.4.
Each collegiate chapter shall utilize a committee system with each member and new member participating in a committee. Each chapter must have committees for recruitment, ritual and sisterhood. Chapters may utilize additional committees as necessary, including but not limited to committees for alumnae, academic excellence, new member education, activities, social, philanthropic service, programming, DEIA and public relations. Each committee shall have a chair elected by the chapter or appointed by the president of the chapter with the advice of the executive council and the advisory board.

**Rationale:** along with the addition of the DEIA chair position in Section B.3, a DEIA committee has been added in section B.4.

18. Article IV. Section B.5. new b.
b. A chapter may elevate a chair to the executive council as outlined in the procedure in the National Policy Handbook.

**Rationale:** Because Section 5.a would otherwise limit executive council to only those officers listed, this section has been added to acknowledge that chapters can choose to elevate a chair to a vice president on executive council.

19. Article IV. Section B.6
B.6. Each collegiate chapter shall have an advisory board of five (5) alumnae members in good standing led by the appointed advisory board supervisor except when authorization to have a different number has been given by the collegiate coordinator. The purpose of the advisory board shall be to counsel and guide the membership of the chapter.

**Rationale:** With the proposal to restructure national volunteers and advisory boards, this clarifies that the advisory board supervisor leads the advisory board and determines the appropriate size of the advisory board to support the chapter’s needs.
20. Article IV. Sections C.2 and C.3.
C.2. Collegiate members are required to attend all meetings and functions of the chapter at the appointed time and place as determined by the local chapter code of conduct.
C.3. No member shall leave the room during a chapter meeting without the permission of the president.

Rationale: The change to C.2. gives chapters the flexibility to determine which chapter events are mandatory and how members can meet the attendance requirements of the chapter.
Section C.3. is inappropriate for the Bylaws. If a chapter desires such a rule, it can be placed in the chapter code of conduct. Chapters may wish to ensure that members are able to listen to debate and vote with complete information but should also be sensitive to those members whose health conditions may require necessitate leaving the room.

21. Article IV. Section D.1
Section 1. Elected Officers. Each alumnae chapter shall annually elect by ballot a President, a Vice President of Membership, a Vice President of Programming, a Vice President of Communication, a Vice President of Philanthropic Service, and a Vice President of Finance or such combination thereof to fulfill the duties of the officers to serve for one (1) year or until their successors are elected and assume office.

Rationale: National council appointed a task force in 2018 to discuss the alumnae chapter experience and make recommendations for improvement. After a year of work, the task force recommended reducing the number of required officers in alumnae chapters. This proposal and the one following were initially presented for consideration at the 2020 convention, but were withdrawn in light of the changes to the business meeting. They are being presented again to support the needs of modern alumnae and alumnae chapter operations.

22. Article IV. Section D.2
Section 2. Duties.
a. The President shall:
1. preside at all meetings of the alumnae chapter;
2. send notices of meetings and other communications;
3. file all the annual reports to the proper officers for the alumnae chapter;
4. perform such other duties as may be specifically assigned to her in a handbook or other set of rules as adopted by the National Council.

b. The Vice President for Membership shall:
1. serve as membership chairman;
2. be responsible for the recruiting and/or induction of new alumnae;
3. publish an annual directory of the members; and
4. perform such other duties as may be specifically assigned to her in a handbook or other set of rules as adopted by the National Council.

c. The Vice President for Programming shall:
1. serve as chairman of the program committee;
2. keep an accurate record of all meetings held by the chapter;
3. be responsible for all philanthropic activities of the chapter, including support of the Sigma Kappa Foundation as well as the philanthropies of Sigma Kappa Sorority;
4. perform such other duties as may be specifically assigned to her in a handbook or other set of rules by the National Council.
d. The Vice President of Communication shall:
   1. keep an accurate record of all meetings held by the chapter;,
   2. keep an accurate list of members’ names and addresses;
   3. send notices of meetings and other communications;
   4. attend to the general correspondence of the chapter;
   5. file all reports to the proper officers; and
   6. perform such other duties as may be specifically assigned to her in a handbook or set of rules as adopted by the National Council.

e. The Vice President of Philanthropic Service shall:
   1. be responsible for all philanthropic activities of the chapter, including support of the Sigma Kappa Foundation as well as the philanthropies of Sigma Kappa Sorority; and
   2. perform such other duties as may be specifically assigned to her in a handbook or set of rules relating to the office as adopted by National Council.

f. The Vice President of Finance shall:
   1. collect and keep all chapter funds in accounts designated by the chapter and disburse them under the chapter’s direction;
   2. prepare an annual budget for adoption;
   3. present an annual financial report; and
   4. perform such other duties as may be specifically assigned to her in a handbook or set of rules as adopted by the National Council.

Rationale: As discussed with the amendment to Article IV.D.1, this amendment comes on recommendation of the alumnae chapter experience task force. It reduces the number of required officers for alumnae chapters and reallocates some duties to the remaining officers.

In many cases, the duties of a vice president of communication are assumed by the president, who often sends messages to the chapter. Accordingly, the vice president of communication role is not one that is strictly necessary for most chapters. This amendment would reassign the vice president of communication’s duties to send notices of meetings and other communications, to submit reports, and to attend to chapter correspondence, if any, to the president. A list of members’ names and addresses is available in DoveHub and does not need to be separately maintained by a vice president of communication. If the chapter has the capacity and interest in assigning a separate communications officer, one can be appointed or elected and the president’s communication duties can be delegated to her.

The vice president of membership and vice president of philanthropic services are also not strictly necessary officers. The duties of these officers could be assumed by the vice president of programming, who could ensure that one event per year is designed to recruit new members, and one event per year is a philanthropy or fundraising event, if those are priorities of a particular alumnae chapter. If an alumnae chapter has a particularly robust philanthropic program, it could of course elect or appoint a philanthropy officer, but the office would not be required. It would become the responsibility of the entire chapter, and not only a vice president of membership, to recruit new members and to ensure that all chapter programming is designed to attract participation. A directory of members is available in DoveHub and does not need to be published by a vice president of membership.
23. Article IV. New Section G.

New G. All chapters, collegiate and alumnae, shall be assigned into territories, known as districts. The number of districts and the definition of each shall be as determined by the national council in order to provide efficient allocation of resources and determine representation on the nominating committee.

**Rationale:** The parliamentarian noted that the Bylaws reference districts but do not define what they are or how assigned. This addresses that deficiency.

24. Article V. Section 1.a.

1.a. “Each collegiate chapter shall pay to Sigma Kappa at the national headquarters of the Sorority, a fee determined by the national council for each woman pledged. This fee is due immediately upon pledging.”

**Rationale:** Although this section refers to the fee due to national headquarters from the chapter, many chapters believe that a new member is required to make the payment prior to the new member ceremony. Fees are due prior to Initiation, but need not be collected prior to the new member ceremony.

25. Article V. Section 1.b.

1.b. Each collegiate chapter shall pay to Sigma Kappa at the national headquarters of the Sorority an annual per capita fee collegiate national dues and other fees as determined by the national council for each member of the chapter for all or any part of the year she may be a member. This payment is due November 1.

**Rationale:** For several years, the ‘per capita fee’ has been called ‘collegiate national dues’ and ‘alumnae national dues.’ This change would allow the bylaw to mirror current practice. Additionally, national council assesses other fees, such as the risk management fee and communication fee, on a per member basis, and those fees should also be noted here. Finally, the deadline is removed from the bylaw as there are different deadlines for collegiate national dues and other fees.

26. Article V. Section 1.c.

1.c. Each collegiate chapter shall pay in advance to Sigma Kappa at the national headquarters of the Sorority a fee determined by the national council for each initiate. This payment includes the fee for a lifetime electronic subscription to the *Sigma Kappa Triangle* and a membership certificate.

**Rationale:** This would clarify that the lifetime subscription is for the electronic version. Members can receive the hardcopy if they pay annual alumnae national dues but the amount of payment from the Initiation fee only covers the internal production cost, not the postage costs.

27. Article V. Section 2.a

2.a. The expenses of a collegiate chapter shall be met by dues or assessments, the amount of which shall be determined by the chapter. *Each member shall be responsible for her portion of dues and assessments.*

**Rationale:** The added sentence clarifies that individual members are responsible for the assessments related to their membership.
28. Article V. Section 3.a.
a. In the event the charter of a collegiate chapter is relinquished or is withdrawn by the national Sorority, or in the event the college/university authorities should require sororities to be disbanded on any campus, ...

Rationale: Under Article IX. Section 2.b.14, national council has the power, by unanimous vote, to withdraw a charter. This paragraph appears to be conflict with that section. There are no provisions on how a chapter would choose to relinquish, and the national organization should be able to preserve the ability to support members who want to continue a chapter where feasible.

29. Article V. Section 4
4. Each alumnai chapter shall pay to Sigma Kappa at the national headquarters of the Sorority any national alumnae dues that it collects from chapter members an annual fee per dues paying member. This fee and date of collection shall be determined by the national council.

Rationale: Alumnae may pay their national dues directly to national headquarters and designate an alumnai chapter with which they wish to affiliate. The alumnai chapter is not required to remit dues for those members who have already paid dues directly to national headquarters.

30. Article VI. Section A.1
Section 1. The elected officers of the Grand Chapter shall be a president, a vice president for alumnai, a vice president for collegiate chapters, a vice president for membership, a vice president for extension, a vice president for programming, a vice president for communication and a vice president for finance and six (6) vice presidents.

Rationale: In the current named roles as elected officers, national council members have been focused appropriately on the operational management of their specific areas. With the proposed shift to governance, national council will be able to focus on organizational strategy and foresight, in and out of board meetings. Moving away from operational roles will also expand the candidate pool to all Sigma Kappa strategic leaders and will make the role more manageable for today’s professional woman. The proposed shift is in alignment with modern non-profit governance and with more than two-thirds of NPC organizations.

31. Article VI. Section A.2.
a. Each candidate for office shall be an initiated member of Sigma Kappa, shall have paid her life membership.
b. Each candidate shall have been an alumna in good standing for a minimum of five (5) years.
c. Each candidate shall have served as an appointed national officer or committee chair for a minimum of two (2) years.
d. No member of the national council shall serve simultaneously in another capacity as a salaried employee of the Sorority, Sigma Kappa Foundation or Sigma Kappa National Housing Corporation.

Rationale: Life membership has been included in the Initiation fee since 1983 and is thus no longer a concern for service on national council. The requirement to serve in a national volunteer role is being eliminated to open the door to any Sigma Kappa with skills and experience that would benefit the national council as determined by the nominating committee. Finally, each entity has agreed that employees should not be considered for service on an entity board.
Section 3. Election and Term of Office.

a. The officers of the Sorority shall be elected at each National Convention and shall serve for a term of two (2) years or until their successors are elected and assume office.

b. The officers shall be elected by ballot, except where there is but one nominee for the office of president or vice president for finance, and/or only six nominees for vice president, in which case, the election shall be by acclamation.

c. If an election by ballot is required for the office of vice president, each delegate shall cast the prescribed number of votes corresponding to the number of open positions. After the first ballot, if the prescribed number of nominees receives a majority vote, those nominees are elected. If more than the prescribed number of nominees receives a majority vote, the positions are filled by the proper number receiving the largest number of votes. If fewer than the prescribed number of nominees receives a majority vote, those who have a majority are elected and all other candidates remain on the ballot for the necessary repeated balloting. The number of votes cast for each candidate shall be announced to the delegates after each ballot.

d. The officers shall assume their duties at the close of National Convention at which elected.

e. Vice presidents shall serve no more than five lifetime terms in that office. Elected officers shall serve no more than two (2) consecutive terms in any one office.

f. The national president and vice president for finance shall serve no more than two (2) terms in each respective office during their lifetime.

gf. Individuals appointed to fill a vacancy in an elected vice president office shall remain eligible for election to five (5) terms in that office during their lifetime. Be eligible to serve two (2) full consecutive terms in that same office. Time served in the appointed term shall not be included in the total amount of time served.

h. Individuals appointed to fill a vacancy in the office of national president or vice president for finance shall remain eligible for election to two (2) terms in that office during their lifetime. Time served in the appointed term shall not be included in the total amount of time served.

i. If a national council member elected to any office resigns, the entire term is counted toward her lifetime service limit.

j. Past council service as national president or vice president for finance counts toward the service limit for those positions. Past council service in any other role counts toward the service limit for a vice president.

Rationale: With the shift to governance, the process for election requires amendment to explain how election by ballot will operate when a member runs in addition to the slate proposed by the nominating committee. Additionally, the term limits for national council tied to service in specific officer roles require reconsideration. The term limits for national president and national vice president for finance remain the same at two (2) terms. For the vice presidents, a lifetime term limit of five (5) terms is proposed. This outer limit on national council service, which does not currently exist, ensures that new members are always rotating onto the board. It is also long enough to ensure that a council member can serve, step away, and then serve again (if elected), but never for more than five total terms in her lifetime.
33. Article VI. A. Section 6.a and b

6.a. The president shall:
   1. be the chief executive officer and official representative of the Sorority;
   2. preside over the regular and special national conventions and all meetings of the national council;
   3. generally oversee the business and interests of the Sorority;
   4. appoint standing and/or special committees subject to approval of the national council if not otherwise provided for in these Bylaws;
   5. execute such legal documents as may be necessary;
   6. appoint a certified professional and/or professional registered parliamentarian to serve at national conventions, subject to approval of national council
   7. perform such other duties as prescribed by these Bylaws, the national council or the national convention body.

6.b. The vice president for finance shall:
   1. be responsible for seeing that all funds of the Sorority are collected, deposited and disbursed under the direction of the national convention and the national council ensure that funds of the Sorority are collected, deposited, and disbursed appropriately;
   2. prepare a budget for presentation to the national council for its approval oversee the development of budgets for the Sorority and presents them to national council for approval;
   3. have the financial books and records audited each year by a certified public accountant, furnishing each member of the national council with a copy of such audit for approval ensure the financial books and records of the organization are audited each year by a certified public accountant, and provides a copy of the audit to national council for approval;
   4. prepare report annually on the financial condition of the Sorority to the membership for the national convention and/or the national council; and
   5. perform such other duties as prescribed by these Bylaws or the national council.

6.b. The vice president for alumnae shall:
   1. be in charge of all matters pertaining to the promotion, organization, and general welfare of the alumnae membership;
   2. supervise the work of the field officers in charge of alumnae chapters;
   3. perform the duties of the president in her absence or at her request; and
   4. perform such other duties as prescribed by these Bylaws or the national council.

6.c. The vice president for collegiate chapters shall:
   1. supervise all matters concerning the conduct and functioning of the collegiate chapters;
   2. supervise the work of the field officers in charge of collegiate chapters; and
   3. perform such other duties as prescribed by these Bylaws or the national council.

6.d. The vice president for membership shall:
   1. oversee the planning, promotion, and organization of all matters pertaining to collegiate recruitment;
   2. oversee the work of the field officers responsible for collegiate recruitment supervision; and
   3. perform such other duties as prescribed by these Bylaws or the national council.

6.e. The vice president for extension shall:
   1. oversee the planning, promotion, and organization of all matters pertaining to collegiate chapter extension of the Sorority;
2. be responsible for the extension process of new chapters including the cultivation, presentation, extension, and installation;
3. oversee the work of the field officers responsible for collegiate extension; and
4. perform such other duties as prescribed by these Bylaws or the national council.

6f. The vice president for programming shall:
1. be responsible for the development and implementation of educational and social programming for chapters;
2. supervise the work of all field officers in the area of program development; and
3. perform such other duties as prescribed by these Bylaws or the national council.

6g. The vice president for communication shall:
1. be responsible for accurate record keeping of the proceedings of national conventions and record minutes of national council meetings;
2. attend to the general correspondence of the Grand Chapter and general administration responsibilities of the national council;
3. maintain and update all actions and Bylaws and Standing Rules, as adopted by the national convention;
4. oversee the communications, public relations, and recognition programs of the Sorority;
5. ensure that all Sorority communications, including the Sigma Kappa Triangle, are consistent and convey the strategic direction of the Sorority; and
6. perform such other duties as prescribed by these Bylaws or the national council.

6c. Each vice president shall:
1. provide oversight on the management and control of the Sorority;
2. assess and make decisions to set and guide the strategic direction of the Sorority;
3. monitor and strengthen the Sorority’s programs and services;
4. if assigned, serve on the board of another entity or chair committees; and
5. perform such other duties as prescribed by these Bylaws or the national council.

Rationale: In the current named roles as elected officers, national council members have been focused appropriately on the operational management of their specific areas. With the proposed shift to governance, national council will be able to focus on organizational strategy and foresight, in and out of board meetings. Moving away from operational roles will also expand the candidate pool to all Sigma Kappa strategic leaders and will make the role more manageable for today’s professional woman. The proposed shift is in alignment with modern non-profit governance and with more than two-thirds of NPC organizations.

34. Article VI. Section A.6.d.
d. Each member of the National council shall submit an annual written report.

Rationale: This removes the individual responsibility, since most council members will not have content area.

35. Article VI. Section A.6. new e.
e. National council will designate a vice president to perform the duties of the president upon her absence or at her request during the first meeting following their election.

Rationale: With the removal of the position of national vice president of alumnae, who was previously designated to serve if the president could not, this section is added to create a mechanism to assign that role.
36. Article VI. Section B.
   B.1. The appointed officers shall be:
      a. The directors, assistant editors of the *Sigma Kappa Triangle*, an archivist, the bylaws standing committees chair, and supervisors and directors. They shall be appointed by the national council to serve for a period of two (2) years or until their successors are appointed and assume office.
      b. Other chairwomen, coordinators supervisors, and national officers shall be appointed by the national council to serve for a period of one (1) year or until their successors are appointed and assume office.
      c. National council may appoint members to other volunteer roles within the Sorority, but such roles shall not be considered appointed officers under this section.

   B.2. Duties of Appointed Officers.
      a. The archivist shall:
         1. supervise the collection of historical memorabilia of the Sorority to be preserved at the national headquarters of the Sorority; and
         2. perform such other duties as prescribed by the national council.
      a. The directors, editors, committees women, coordinators, and supervisors editors, and national officers shall:
         1. serve as assistants direct the operational work of the organization following the strategic vision set by to the members of national council. When If invited, they may attend one meetings of the national council per annum; and
         2. perform such other duties as prescribed by the national council.
      c. Each appointed officer shall submit an annual written report.

**Rationale:** These amendments clarify which volunteer roles are considered as appointed officers, clarify the duties of those officers, and remove the role of archivist, which has not been filled by a volunteer in several years and is inconsistent with the naming conventions for all other volunteers. Elimination of the archivist role does not prevent the Sorority from appointment a director of archives as a national volunteer.

37. Article VII. Section 1.b.
   b. Qualifications.
      A member of the nominating committee shall:
      1. Have served at least two (2) years as a Sigma Kappa volunteer appointed by national council at the national or district level or as a trustee or director for the Sigma Kappa Foundation or officer or coordinator for the National Housing Corporation during the past five (5) ten (10) years;
      2. Be a current Sorority volunteer for the Sorority, Foundation or NHC at the local, district or national level. If the only service for VII.1.b.1 is with a sister entity, some amount of service as a Sorority volunteer during the past ten (10) years is required for eligibility.
      3. Not be employed by any Sigma Kappa entity
      4. Present at the convention elected
      5. Attended at least 2 conventions prior to the one elected

**Rationale:** This amendment addresses several concerns raised by the DEIA review and by current and former nominating committee members. It expands the pool of eligible candidates by including advisory board supervisors as well as members who have volunteered for the Sigma Kappa Foundation and National Housing Corporation and by removing the requirement of attendance at a prior convention. It further explains what constitutes a current volunteer role and clarifies that employees of any Sigma Kappa entity are prohibited from eligibility.
38. Article VII, sections 1.f.1, 1.g.4, 1.g.5, 1.k.2, 1.k.3, and 1.k.4.
   Note – these are now sections 2.a.1, 2.b.4, 2.b.5, 2.f.2, 2.f.3, and 2.f.4
2.a.1. The nominating committee shall solicit recommendations for the various offices starting in September November the year prior ...
2.b.4. Recommendations are due to national headquarters no later than November 1 December 15 of the year preceding the national convention.
2.b.5. As recommendations are received, the Each alumna who is recommended is sent by mail or email will receive no later than December 20 a Sigma Kappa National Council Information Form with a cover letter indicating the due date of December 1 January 15.
2.f.2. Notification of the slate proposed by the nominating committee shall be sent from national headquarters to the eligible voting membership, past national council members, Sigma Kappa Foundation Trustees and National Housing Corporation Directors as a courtesy. The slate will be placed on the Sigma Kappa website by March 15 in the year of the current convention. … This notification shall include instructions and a form to submit further nominations for a particular office. Additional nominations shall be sent to the nominating committee chairwoman by April 10 in the year of the national convention.
2.f.3. Following the presentation of the nominating committee’s slate to the members, any five members, with at least two (2) of the members from outside of the district in which the nominee resides, may submit a nomination for a particular office by filing the required form with the nominating committee chairwoman by April 10, who will share the information …. (VII.1.k.3)
2.f.4. The nominee must have received a recommendation and completed the National Council Information Form by April 10 in the year of the national convention as part of the initial application process to be eligible to run in addition to against the slate proposed by the nominating committee.

Rationale: These amendments shorten the timeline for the nomination process, which currently lasts nine months from first nomination to election, while still providing ample time for the nominating committee to consider and endorse candidates and time for those not slated to signify continuing interest.

39. Article VII. Section 1.j.1
   Note: this is now Section 2.e.1
2.e.1. The nominating committee, by majority vote, shall slate a single nominee for each office president and vice president for finance and six nominees for vice president. After the president’s position has been slated, the other positions shall be slated in the order listed in the Sigma Kappa Bylaws.

Rationale: With the change to governance, there is no order to the six vice presidents.

40. Article VII. Section 1.j.2
   Note: this is now Section 2.e.2
2.e.2. The nominating committee chair shall have a voice but not vote only vote in case of a tie in the committee.

Rationale: With the change from seven to eight districts, the possibility of a tie could occur. Under Robert’s Rules of Order, the chair typically has a vote on committees of 12 or fewer members. Given the prior limit on the chair’s role, council is recommending that the chair only vote in case of a tie.
41. Article VII. Section 1.k.5-8
   Note: this is now Section 2.f.5-8.
   2.f.5. If a slated candidate accepts a nomination for a different position than the one for which she was slated, she must relinquish her slated position, which will be filled by the nominating committee.
   2.f.6. If nominations made after the announced slate result in the need for an announcement of additional candidates, the nominating committee will share the qualifications of the individual(s) being nominated shall be presented in the same manner as the nominating committee’s slate and shall be included in a pre-convention communication mailing sent by April 15 in the year of the national convention and in each convention attendee materials registration packet.
   2.f.7. Vacancies in the slate after the final presentation of the slate to the membership will require the nominating committee to present a new candidate for the vacant position.
   2.f.8. The slate of All candidates shall be introduced during the opening session reception and during the first business meeting at the national convention.

   Rationale: With the proposed elimination of subject-matter vice presidents, the Bylaws needed clarification on the process for nominations in addition to the slate. These amendments clarify the process for additional nominations beyond the slate and introduce a new requirement that any additional nominee must have participated in the initial application process.

42. Article VIII. Section 6
   6. Written notice of the meeting of any regular or special national convention shall be given. The national vice president for communication national headquarters staff shall be responsible for notifying all collegiate and alumnae chapters and all other persons entitled to vote at such national conventions. Such notice shall state the time, date and place of the convention and shall be mailed distributed not more than six (6) nor less than three (3) two (2) months prior to the date of the meeting.

   Rationale: This places the burden of notification on staff and shortens the amount of time for notice with today’s modern communication technology.

43. Article IX. Section 2.b.
   b. The national council shall
   1. Evaluate and support the mission and purpose. Establish rules and regulations governing collegiate and alumnae chapters and promulgate programs for their development.
   2. Select, support and evaluate the performance of the chief executive. Organize a national supervisory counselor system to assist collegiate and a national alumnae relations program to assist alumnae chapters.
   3. Assess and make decisions that set and guide the strategic vision of the Sorority. Invest and supervise all funds of the Sorority.
   4. Monitor and strengthen the organization’s programs and services. Establish and collect such dues and assessments from the members and chapters as shall be necessary to cover the cost of attaining the purpose of the Sorority.
   5. Ensure strong fiduciary oversight and financial management. Promote, assist and personally contribute to the Sigma Kappa Foundation, Inc. The Foundation is
administered as prescribed by the Articles of Incorporation and Bylaws of that corporation.

6. Monitor issues, trends, practices and procedures relevant to the Sorority. Edit and publish such publications for its members as necessary.

7. Advocate for the Sorority to enhance its public image. Supervise the management and operation of the national headquarters.

8. Ensure compliance with all legal and ethical standards and regularly evaluate the governing documents of the Sorority. Employ on a full-time salaried basis an executive director who will be in charge of the national headquarters of the Sorority. Such executive director may represent Sigma Kappa in any professional association when approved by the national council.

9. Serve as ambassadors for the Sorority and fully engage in identifying and securing the financial resources and partnerships necessary for the organization to advance its mission. Appoint such committees as may be prescribed by the national convention and/or the national council to serve for a period of one (1) year or until their successors are appointed and assumes office.

10. Approve all national volunteer and committee appointments.

11. Review and vote on any membership status change as required by these Bylaws. Establish or eliminate any office or position for the Sorority that is not provided for in these Bylaws and define the duties of such office when established.

12. Appoint or employ persons at such compensation and upon such conditions when determined to be appropriate and in the best interest of the Sorority.

13. By unanimous vote, withdraw a charter of a chapter for inability to sustain itself or for any other sufficient cause.

14. Grant permission to form an alumnae chapter as prescribed in these Bylaws.

15. Take all other actions deemed necessary to carry out the management and control of the Sorority in the best interests of the Sorority, including the establishment and revision of standing rules, policies and procedures so long as they do not conflict with these Bylaws.

**Rationale:** The duties as amended reflect the duties of council members as well as the council as a whole. They align with best practice research on the duties of non-profit board members.

44. Article X, Section 2.f

f. The bylaws committee shall be authorized to correct article and section designations, punctuation, and cross-references, and to make such other technical and conforming changes as may be necessary to reflect the intent of the Sorority in conjunction with the Bylaws and Standing Rules. The bylaws committee is also authorized to make editorial changes as long as such changes do not result in a change of meaning.

**Rationale:** This section has been moved from the standing rules to the bylaws committee bylaw as a more appropriate location for this authority.
45. Article X, Sections 4.a. and 5.a.

4.a. The national council shall appoint an audit committee to serve for a period of two (2) years or until their successors are appointed and assume office. The national council may remove and replace any member if it deems necessary.

5.a. The national council shall appoint a finance committee to serve for a period of two (2) years or until their successors are appointed and assume office. The national council may remove and replace any member if it deems necessary.

**Rationale:** This provides a length of term for these committees and mirrors the language of the investment committee.

46. Article X, Sections 3.b, 4.b and 5.b

3.b. The [investment] committee shall be comprised of at least five (5) members. The national vice president for finance shall serve as chair. The executive director and director of finance (national headquarters staff) shall serve as designated by the staff chief executive shall serve as ex-officio non-voting members.

4.b. The [audit] committee shall be comprised of six (6) members. The national vice president for finance and staff liaison(s) as designated by the staff chief executive director, and the director of finance (the latter two being national headquarters staff) shall serve as ex-officio non-voting members.

5.b. The [finance] committee shall be comprised of at least five (5) and no more than seven (7) members. The national vice president for finance, and staff liaison(s) as designated by the staff chief executive director, and director of finance (the latter two are national headquarters staff) shall serve as ex-officio voting members.

**Rationale:** These changes give the staff chief executive flexibility in determining which staff should assist the standing committees.

47. Article X, new Section 6

**New section 6. Personnel Committee**

a. The national council shall appoint a personnel committee with members to serve for a period of two (2) years or until their successors are appointed and assume office. The national council may remove and replace any member of the committee if it deems necessary.

b. The committee shall be comprised of at least ten (10) alumnae members. Each alumna appointed must have at least one of the following qualifications:
   1. Education or work experience in human resources, including interviewing and application review;
   2. Education or work experience in non-profit management
   3. Prior volunteer experience (Sigma Kappa or elsewhere)

c. Alumnae serving on the committee may not serve in any other Sigma Kappa volunteer role (national, local, Sorority, Foundation or National Housing Corporation).

d. The personnel committee shall lead the appointment process for all vacant Sorority nationally appointed positions and recommend appointments to national council.

e. The duties of the personnel committee shall be:
   1. To review applications and recommend applicants for each vacant volunteer position;
   2. To serve on interview panels for each volunteer vacancy and lead discussions on candidate recommendations;
   3. To receive and address, as appropriate, concerns regarding volunteers;
   4. To perform such other duties consistent with the above as may be assigned to the committee by national council.
Rationale: This amendment codifies the role of the personnel committee as recommended by the volunteer structure task force and as performed by the 2021-22 committee.

48. Article XI, Section 12
12. The family mother’s pin™ shall be the Greek letters ΣΚ in a small hollow or filled triangle enclosed in a gold circle, which circle may be either plain or jeweled.

Rationale: This change makes the item more inclusive and allows members to gift the pin to other family members or caregivers. The pin is not exclusive to women.

49. Article XII, and Standing Rule #8
Article XII. The Board of Trustees of the Sigma Kappa Foundation, Inc. shall be elected as prescribed by the Articles of Incorporation and Bylaws of the Sigma Kappa Foundation, Inc. The national president and national vice president for alumnae shall serve as ex-officio voting members of the Foundation Board of Trustees.

Standing Rule #8. The Sigma Kappa Foundation, Inc. will utilize a nominating committee process according to their bylaws for the selection for the Board of Trustees. This committee will include three (3) Foundation trustees, three (3) national council members, one (1) National Housing Corporation board of directors member, and two (2) members at large. The final names submitted will be approved by the Board of Trustees of the Sigma Kappa Foundation, Inc. The newly appointed trustees will be presented at national convention for the next biennium.

Rationale: National council is making this amendment at the request of the Sigma Kappa Foundation and on advice of the parliamentarian. The composition of a separate legal entity should not be contained in our Bylaws.

50. Article XV. Sections 1 and 2
Section 1. These Bylaws may be amended at any regular or special national convention of the Grand Chapter, by a two-thirds (2/3) vote provided:
   a. A copy of the proposed amendment has been sent to the bylaws committee by February 1 in the year of the national convention or four (4) months prior to any special convention; and
   b. After editing and/or correlating the proposed amendments, the bylaws committee shall send a copy of the proposed amendments to the national vice president for communication staff chief executive by March 1 in the year of the national convention or three (3) months prior to any special convention.

Section 2. The national vice president for communication staff chief executive shall send a copy of the proposed amendments to each collegiate chapter, to each alumnae chapter, and to all other convention voting members by April 1 in the year of the national convention or two months prior to any special convention.

Rationale: These amendments reflect the governance change with national council and provide a timeline for amendments should a special convention be called.
51. Standing Rules

Rule #1. There shall be a permanent archive exhibit at the national headquarters of the Sorority consisting of the historical memorabilia of the Sorority.

Rule #2. There shall be a leadership conference in non-convention years as designated by national council.

Rule #3. Any change in a college Panhellenic Constitution or Bylaws shall be submitted to and approved by Sigma Kappa’s Director of Panhellenic Management before the college Panhellenic delegate may vote on any change.

Rule #4. Each alumnae chapter shall be a member of and participate in the area alumnae Panhellenic.

Rule #5. Any printed material regarding the business proceedings of the Sorority distributed before or during the national convention must be made available to all voting members.

Rule #6. Collegiate chapters will be responsible for the Order of the Triangle induction service for their graduating seniors, members assuming alumnae status, and other Sigma Kappa alumnae who may wish to be inducted. Alumnae chapters may perform the Order of the Triangle induction service with approval from the national council. Inductees must be in good financial standing. The official Order of the Triangle pin™ may be purchased in advance through national headquarters.

Rationale: National council feels these rules are more appropriately placed in the National Policy Handbook or other resources.