

ORDER OF OMEGA REVISED INTERVIEW PROCESS

ETA SIGMA CHAPTER

CASE WESTERN RESERVE UNIVERSITY



ORDER OF OMEGA

HONORING GREEK LEADERS SINCE 1959

PURSUANT TO CONSTITUTION & BYLAWS ARTICLE IV & V

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The Order of Omega Interview Process is a critical component in ensuring suitability of candidates that are applying for IFC/PHC Executive Positions. The Order seeks to determine whether each candidate possesses the experience, commitment, understanding, working capabilities, and skills to succeed in their role. This process acts as a method to encourage both the candidate and General Body to evaluate what matters to them as they are considering the election of a candidate, but also to ensure that factors considered are rooted in logic and reason rather than abstract or undefined rationales that appear on an election floor if this process has not been conducted. The Order aims to address basic questions like experience and qualifications, hear personal leadership stories, and otherwise evaluate the potential of the candidate to succeed in the role.

In a nutshell, the primary purpose of this process is to determine which candidates will be likely to succeed if elected, and highlight any critical information touched on in the interview to the attention of the General Body in a concise and independent way. The value of an Order Interview goes beyond just determining who the best candidate is in a multi-candidate election process. This process serves an important purpose even in uncontested election to ensure the candidate experiences a comprehensive and robust process before leading into the election.

Given the constraints of the current election cycle bylaws, speeches by candidates are limited to two minutes, with a few minutes of questioning, followed by a discussion which can lack direction given this limited time for the candidate to express themselves prior to leaving the room. In elections where Order interviews have not been conducted, candidates have been called back into the room to be asked the most basic-level questions about commitment and intent. The Order of Omega interview process gives all candidates a fair and opportune period to dive deep into their background, experiences, among other topics the candidates choose to introduce. While the questions are highly structured, less restrictive time constraints allow the candidate to express themselves in a way not currently possible in the election period.

The Order interview process aims to complement the election process in a way that enables the General Body to make a more informed decision about candidates, while also saving time and energy. With the goal of asking these types of questions, the Order seeks to ensure that those being asked and discussed on the election floor are about vision, direction, and high-level leadership capabilities, rather than fundamental skills or qualifications. This is the rationale behind the “Suitable” and “Not Suitable” result.

Historically, candidates seeking election for an IFC/PHC role submit a letter of intent and resume to the outgoing IFC/PHC Presidents and/or a member of GLO Staff. If the election is an off-cycle election, then this declaration of intent may look different. These materials are then forwarded to the Order of Omega to organize interviews for all candidates. More recently, motions have been made from the floor for the Order of Omega to conduct interviews for “emergency” election processes.

Interviews are conducted on an as available basis, where as soon as all parties can meet, the interview will be conducted. This process must take place after a letter of intent and resume is submitted, but before the date the election is to be held. To ensure fairness among all

candidates, the questions are not shared in written form before the interview so that no interviewee is granted more or less time to prepare. This allows for interviews to be scheduled on different days.

There are exactly three interviewers present at each council-specific interview. There may be four interviewers at a non-council-specific interview to ensure equal representation between councils. The composition of these individuals will change depending on the election. The interviewers should remain consistent across all candidates within an election. (For example, if interviewers A, B, and C interview candidate 1, they must also interview candidate 2, 3...).

The interviewers for each type of interview are as follows:

- IFC Election (President, Vice President of Administration, Vice President of Recruitment)
– Two members of the IFC and the outgoing incumbent for that position
- PHC Election (President, Vice President of Administration, Vice President of Recruitment) – Two members of the PHC and the outgoing incumbent for that position
- Joint Election (Vice President of Citizenship, Vice President of Finance, Vice President of Marketing & Communications) – Two members of the opposite Council the incumbent, one member of the Council of the incumbent, and the outgoing incumbent.

The interview will be 30-45 minutes with time for questions. This interview begins with exactly nine questions asked in series by rotating interviewers. These questions will regard intent, experience, and leadership. This portion will last 20-30 minutes. Following this, there will be a section for the outgoing incumbent to ask position specific questions. Also, a chance for the candidate to ask any questions will be given so that the candidate may drive the interview in a productive direction. This section will be 10-15 minutes. The interview will end and there will be 15 minutes for the interviewers to review notes and discuss. The interviewers will then form a statement of suitability. Interviewers will summarize key takeaways and state "Suitable" or "Not Suitable".