

MISSO President Deliverable

In essay format answer the following questions. At least 4 sentences. Best of luck!

1. Why do you want to run to be the next President of MISSO?

I arrived at UH with very few friends and not feeling like I had a place in this school. All that has changed, and I feel that I owe it mostly to my involvement with MISSO. One year later, and I am ready to lead our organization and to help as many students as possible to find their place in our professional family.

The difference between my first semester, when I didn't participate in any organizations, and my second semester in MISSO was like day and night. It only took the first few events during free week for me to know I wanted to give my all to MISSO. Over the course of my first semester, I had been shaped into a better person in so many aspects, and by the time elections rolled around, I knew that I wanted to give back in whatever way I could. I feel fortunate to have the opportunity to serve as the Java Officer for Fall 2025.

The overwhelming support I received from the Java Committee during my first semester motivated me to run for an officer position the next semester. In the same fashion, the collective support from the overall organization is propelling me to run for President. MISSO has given me a sense of purpose, community, and belonging. If given the opportunity to lead MISSO, I will ensure that we focus on being a place where everyone feels welcomed, supported, and valued. After all, MISSO is an important professional organization, but it is also a family for so many of us.

2. What does leadership and being a part of a team mean to you?

Thanks to MISSO, I've come to realize that what makes a leader is truly being someone who brings a team together the best way they can. I used to believe that a leader was just the most experienced person on the team with the loudest voice, much like the old office setting. However, in the Ted Bauer Leadership Certification Program, we learned that there are many types of leaders. Through honest communication, setting an example, and helping others where I can, I hope to lead my team not as a superior but as an equal.

Being president doesn't mean bossing those around you into doing work; it's a shared responsibility. Being on a team is a two-way street, helping each other where you can. We're all leaders in our own way. I was a leader this semester as the Java Education Officer, but many other members were also leaders in how they supported the group. When you're working with others, it's important to know that everyone's opinions and values are just as important to consider as yours. My hope as a leader for MISSO is to give voice to those around me, helping to shape this organization for the better, not alone, but as a team.

3. If elected, what is your vision for next semester and where would you like to see MISSO in the next 2-5 years?

Each leader before me has brought unique skills and experience that have helped us grow and thrive. MISSO has accomplished so much, but also has the potential for so much more. Each leader has set a higher bar for their successor. MISSO will need more great leaders going forward if we wish to not only continue thriving but also push past the limits set beforehand.

For my respective semester, I plan to reach a minimum of 550 members, surpassing this semester's member count and the Spring semester record. I would also like to raise \$4,000 in scholarships. This would allow us to continue providing many smaller scholarships while also awarding one larger scholarship of \$1,000 to a deserving MISSO member next semester.

I also plan to strengthen the relationship between MISSO and the Alumni Association, which will hopefully create more opportunities for members and increase demand to join the organization. This type of growth does not happen overnight, but I plan for my team to be the catalyst that starts the movement, enabling a significant improvement in the network and branding of MISSO. Another goal I have is to increase member retention, as I would like to diminish the number of students who drop out of the organization in the Spring semester. With this increased retention and the higher influx of incoming members, I would like to see a fall semester 2-5 years from now with 1,000 members. Given the rate at which UH is growing, I believe that is a very attainable goal, and if given the opportunity to lead us in that direction, I would use it to the best of my ability.

4. As the head of the organization, how do you plan to incorporate feedback from your team, the Board of Directors, alumni, members of the organization, and outsiders?

Open communication should be incredibly important to anyone leading an organization like MISSO. Most officers serve as President for only one semester, meaning this is our first time stepping into such a role. I know that I will make

mistakes. But I also know that I can prepare as much as possible and also my mindset about how to learn from mistakes and roll with those punches. A good President does not see one bad day as a bad semester, but instead sees it as a learning opportunity.

Part of getting over these hurdles and mitigating the risk of things going wrong is simply consulting your peers. I have already made an effort to reach out to Alumni in preparation for the role, and I am more than ready to receive feedback from my fellow officers and the Board of Directors next semester. A strong leader will always value feedback and diverse perspectives within a team.

As President, not only will I meet with the Board of Directors weekly to report on the semester, but I will also send out surveys regularly for officers to share their own thoughts and suggestions.

5. As president, how will you ensure that you and your team are representing MISSO in the best light?

I believe the proper first step to ensuring my team represents MISSO in the best light is to involve the highest-ranking officer. When you're in a professional setting, it is incredibly easy to be influenced by those above you, for better or worse. It is imperative that the leader set the example of the ethical, value-based, and professional standards expected of our organization. As President, I would always lead with my best foot forward, setting the example for others to follow. I understand that being the head of an organization is a big responsibility, and people will associate anyone on the team with the organization itself, so it is my goal to ensure that the image we put out is nothing but the best.

6. How do you approach decision-making in a collaborative environment involving multiple opinions and perspectives?

As I mentioned in one of my previous questions, a leader is not someone who knows the most. Even if I were elected president, I know I *don't know* everything. Part of being a good president is not simply the person who can do everyone's jobs the best, but instead someone who knows when and where people can shine the most.

When making decisions, while I will certainly have confidence in my ability to make a call, I will ensure that every officer on the team has the opportunity to voice their opinion, disagree with mine, and suggest something different. Being President doesn't mean ruling with an iron fist. While serving as the head of the MISSO, I would make an effort to ensure that the voices and opinions of others were considered for the value they held.

7. How do you plan on protecting your team from work burnout, organization growth, and personal bandwidth?

Every officer on the upcoming team has worked hard to earn the position they have and, in many cases, has even beaten out other impressive candidates. While that alone is an achievement to celebrate, I know this means that we should not take our positions lightly.

Part of what feeds my motivation is knowing that someone else could be doing my job if I didn't prove I was the best fit for it, and proving myself doesn't end once you're elected. I continue to prove myself up until the last day on the job.

I know the upcoming team will be driven in the same way. This is why it will be imperative to focus on a school-life balance for all officers. We all have our limits, and our mental health needs to be a priority. I plan to focus on creating an approachable community within the team, where we often discuss our workloads and how we prioritize downtime and mental wellness. Burn out is real and so officers should know that they can speak freely about any trouble they are having, whether to their team lead, the Vice President, or me. As I mentioned before, part of being a team is being there for each other. I also plan to model a healthy school-life balance as we know that sometimes actions speak louder than words.

8. What are some strategies to keep your team and Board of Directors in the loop regarding the direction of the organization?

While it is not every officer's job to oversee the entire organization, I understand that many second-semester positions and every member of the Board of Directors is invested in the organization's direction. The easiest way to keep everyone on the same page is through constant interaction and communication. A major challenge will be the disconnect between MISSO and its Board of Directors. As President, my role is to bridge the gap between these two parties, which I hope to accomplish through weekly check-ins, both in person and via email, where I can inform the board on the latest events and hear feedback from members. With this, it is my hope that both parties will be closer to a unified organization rather than two separate bodies.

9. Communication and relationships are important. How do you plan on checking on your teammates and maintaining positive relationships?

My team will have opportunities for one-on-one meetings with either me, the Vice President, or a team lead regularly. I will have an open-door policy, and I will be intentional about sending out surveys and frequent checks to ensure that there are open lines of communication between teammates and their leads. I will also make sure to nurture a team that can bring issues to light when they arise, rather than

letting them build and become more detrimental. The organization is only as good as we are when we are all communicating and working together productively. Maintaining positive relationships is essential.

10. As President, you have access to information from the Board of Directors, the MISSO Alumni Association, and your officer team. How will you ensure your team has access to the correct information?

A big part of the hierarchy in the officer team is not just about who has more authority, but rather who is entrusted with the responsibility of certain tasks and information. As President, I want to create a team that can rely on each other, and part of what that means for my role specifically is working closely with the Vice President. I value the information passed down from the Board of Directors and the Alumni Association enough to know that it should not be entrusted to just one person. As I said before, we are a team, and part of being a team means giving other people the wheel at times. As President, I would entrust my Vice President to know this sensitive information, allowing us to make informed decisions as a unified force.

11. The MISSO Officer team consists of 17 roles. Half of the team is returning, the other half is new. How will you make sure the team connects? How will you mitigate the gap between returning officers and new officers?

I would say that one of my biggest strengths is being approachable. This helps not only with talking to new members, but also with a team of officers. While I came into this semester only being close with a handful of officers, I made sure to speak to those around me whenever the opportunity arose. Unity is something I value, especially in such a large officer team.

As President, I will prioritize team bonding to foster a strong connection among each and every officer. This will also fall to the team leads, who are largely responsible for introducing 3 new officers to the team. Another priority will be team socials, giving the chance for 3 new officers to connect with their team leads. I will also advocate for making our meetings more casual and holding them more frequently. We can continue to plan some events far in advance to ensure everyone can attend. But adding a more casual weekly social outing, likely after a PM, would ensure everyone spends equal time together, since the same group of officers won't be at every social, fostering a more cohesive team.

12. How will you create a culture where officers feel safe speaking up, disagreeing respectfully, and sharing new ideas?

As I mentioned before, I believe that one of my greatest strengths is being easy to talk to. This does not only mean that I'm conversational, but it means that I am

capable of talking things out when a problem arises. If an officer has a different viewpoint, I'm never the type to get defensive. I understand that on this team, we are all here to make MISSO a successful organization, which means these talks should not be viewed as two officers fighting each other to improve MISSO, but instead as two officers fighting *together* to make a change. I will never shut down a new opinion, voice, or perspective, and I encourage participation from others. MISSO is an organization for students and by students, so it's only natural to ensure that every student has their say.

13. In this role, being sharp and resourceful is essential. What are some obstacles next semester that you are anticipating and what new initiatives would you like your team to bring?

A potential obstacle is that our team may want to take on initiatives that conflict with each other's main goals. Choosing not to move forward with an initiative can cause hard feelings when people are passionate about good causes. It will be imperative to bring everyone's voices together and communicate openly so that we can make decisions that make sense for our time as the leadership team. I also feel that team building time is key for the health of our leadership team. Therefore, if elected, I hope to implement more frequent casual social events to keep everyone connected, dialoging with one another and feeling valued.

14. How do you handle failure or setbacks as a leader, and use them as opportunities for growth?

In the Ted Bauer Leadership Certification Program, one vital workshop covers our top 5 strengths. For me, my 2nd-highest strength is restorative. This means that when something goes wrong, I don't fold at the first sign of pressure or failure. Instead, I try to see what went wrong and how I can fix it.

It's inevitable that some aspects of our jobs as officers will seem set in stone simply because we have done things a certain way for the longest time, but I am not afraid to break things apart and rebuild them. Even now, I am analyzing the current team's roles and responsibilities, seeing what can be changed and how it may be made more efficient. While failure and change may be scary for some, I want to be a President who embraces it.

15. What does accountability mean to you?

Accountability means knowing your role and knowing what's expected of you. Accountability means owning up to your mistakes when something goes wrong. I don't just expect my fellow officers to hold themselves accountable, but if I became president, I would also hold myself accountable, and I would expect the rest of my

team to hold me accountable too. When something goes wrong, I don't look for someone to blame. As President, I understand that one of my officers not meeting expectations also means I am not meeting expectations. As a team, I will collectively ensure that we are all on the same page with what needs to be done, what is expected of us, and I will ensure that there is a collective sense of accountability.

16. What is your approach to building sustainable systems so MISSO's progress continues even after your presidency?

Building sustainable systems is key to the growth of MISSO so that each leadership team can pick up where the last team left off and continue to grow the organization. This requires that current leaders document their leadership moves with the next president in mind. I plan to create a visual representation of leadership initiatives that will include those responsible, measurable goals, timelines and lessons learned. Our systems can scale with the right documentation, tracking and collaboration. If elected President, I look forward to building on the existing systems and passing all that we learn on to the next leader.

17. What is your plan with the Alumni Association? How will you ensure its growth and development?

When I think of the Alumni Association, I think of unlimited potential if we are intentional about working more closely together.

I look forward to collaborating with the Alumni Association so that MISSO can do more than promote Alumni events. We have seen that current MISSO members attend events in larger numbers when their members host them. I look forward to exploring ways that we can partner more closely with the Alumni Association to support their efforts.

Engaging with the Alumni Association will not only prepare our members for future work opportunities but also create a smoother transition from MISSO to the Alumni Association. This should create the opportunity for a much larger alumni network and build a stronger organization overall.

18. How will you ensure MISSO remains an inclusive environment where all members regardless of background, major, or experience feel valued and empowered?

Already, I feel like the organization has done a great job of being open and welcoming to all. This isn't just about majors and experience, but also about other aspects like race, religion, gender, and sexuality. The one thing that I can promise is that I will never shy away from a new or returning face, as I believe that we are all

equal at the end of the day. If I see that someone is being mistreated because of who they are, I will be quick to stop it and take corrective action where needed. As much as I want to be a friendly face to members and fellow officers, I will not tolerate discrimination, and I understand that there will be times when I need to put my foot down for the organization's betterment. That way, we can keep MISSO as a safe space for anyone here at UH.

19. How do you plan to balance your academic and personal commitments with your responsibilities as President of the organization?

I am now used to managing a variety of responsibilities, and I keep myself highly organized with my calendar. Using updated calendar features helps me stay focused and avoid stressing over multiple tasks each day. Because I understand the serious responsibilities of being President, I have chosen more elective classes next semester to avoid having to pick between MISSO and my academics. I value my education, and I consider this commitment to MISSO to be an important part of my learning. I will ensure I can give my full commitment to the organization without jeopardizing my academics and my other commitments. As a President, I will give my very best to MISSO.

20. How do you plan to elevate MISSO's brand and reputation with companies, UH leadership, and the community?

MISSO's goal is to bring together like-minded people who are interested in technology and business in a place where they can make friends and get support with their education and career goals. In order to support the organization and its members, we need to have a strong reputation of professionalism and integrity. In the coming year, we will be proactively inviting members of our Alumni Association to our events and working to collaborate with them for more alignment with our organization. This will help elevate our reputation with companies. We will also invite business representatives to our events as well as UH leadership and leaders in our community. We are fortunate to have the support of MISSO and so we will have a focus on giving back to our community. We want to maintain a reputation of being a community partner and this will support our members to focus on gratitude and servitude. These traits will serve all of us in our future careers and in life.

21. What do you think the hardest challenge of being the President of MISSO is and how will you mitigate it?

The hardest challenge of being the President of MISSO will be growing the organization and maintaining the closeness of the members. I feel confident that we can grow without losing the integrity of our core values. For example, we want members to experience exceptional support for their education and skills. With a

goal of growing our membership, it is important to have a solid plan for how we will support more members who want support academically. Our JAVA team has already begun to address larger numbers by providing recorded tutorials. I plan to draw on the successes of all teammates and welcome ideas from all members. A bigger challenge, I believe, is making sure that everyone feels included on a personal level. I plan to make this a priority if elected president. I know that I can mitigate this challenge by proactively connecting with our members regularly and encouraging them to connect with one another to take advantage of all that MISSO has to offer.

22. As MISSO is forever experiencing growth and scale, how will you ensure that the core values of education, professionalism, growth, and networking are retained and not lost?

The core values of education, professionalism, growth, and networking are a large part of what drew me into the organization. I understand how vital they are. I am deeply committed to ensuring that these pillars stay strong as the foundation of our group. Education is at the heart of why our organization exists. As a JAVA tutor, I know how important the organization can be to support the academic success of our members. I plan to be explicit with our members about what professionalism looks like when we are in meetings, at job interviews and even at social events. Networking and how to network is another area where we can offer our members explicit support. Sharing tips and partnering with our Alumni Association will be key for our networking efforts. It is my hope that instilling these beliefs will set the standard for the next President and will therefore continue to pass on the core values that make this organization great. This should not only support the value of growth but should support MISSO to grow in the most productive way.

23. What is your approach when a teammate is underperforming? How will you support them without causing friction or discouragement?

As President, I understand that I may need to step in when another officer is not fulfilling their role. I have had some experience with this, and my first step is always to confirm facts to determine what is actually true. Gathering data/proof to bring to the officer is key, so we can discuss facts vs. feelings. Secondly, I would ensure that this is not an aggressive confrontation, but instead an attempt for us both to find the root cause of this issue. This way, we can work as a team to fix what is resulting in this underperformance. As President, I want to support my fellow officers, not tear them down.

24. How will you define success for yourself at the end of your presidency?

I have very high hopes for MISSO's future, both next semester and in every semester that follows. Areas of focus will be member count, member retention, scholarship funds, sponsor counts, and companies in attendance for career mixers. I have set a very high bar for each of these categories. However, at the end of my presidency, I will define success by how the members feel that they have been supported. My goal is to grow our membership while maintaining our core values. Therefore, success will be determined by how members report their experience under my leadership. Each member should be able to count on the organization to support them academically and as they grow professionally. While I have several goals in mind that I would like to pursue during my time as President, it will be the experience of our members that will push me to do the very best that I can. The quality of their journey will define success for me.

25. What has been your personal journey to MISSO and what does this organization mean to you? What do you think this organization means to its members and other parties involved? (Alumni, companies, UH, community, etc.

If anyone in this organization knew me from high school, I'm sure it would shock them to see that I was running for president of this organization. I was never a good student growing up. I was late on deadlines, I was failing classes, I was the kid people would groan at when getting stuck in a group project with. This wasn't because I was dumb or because I wasn't capable enough, but simply because I had no drive or passion.

It wasn't until high school when I took a computer science class that I realized how much I enjoyed doing something technical. To me, the challenge of something so complex as writing code fascinated me, and while I was by *no means* naturally gifted at it, it compelled me to work harder at it until I could be good at it.

When I found myself desiring to pursue a career in this field, I realized that I had to change a lot about my life, which started with my academics. Over time, I improved my work ethic, becoming a straight-A student while holding down two jobs. It certainly wasn't easy, but I was striving for a bright future. After two years of community college and part-time jobs, I came to UH to broaden my horizon, and I made a promise to myself that I would be a better man than before with each semester. I joined MISSO as part of that promise to myself, hoping to find how I could improve on myself. MISSO was a great resource over my first semester, and I found myself diving fully into the organization, becoming the second most active member of the semester. I continued this trend into my current semester, trying to do the most that I could. I wanted to see what I was made of, and being an officer gave me the chance to thrive in a leadership position.

MISSO means many things to people. When I first joined MISSO, I knew nobody, but it only took one event to feel like I had found my place within UH. To me, MISSO means

family. To companies and Alumni, MISSO means the future; they see the potential in each and every member just as I do. One thing that everyone sees in MISSO is what is possible when we come together. We are so powerful when we draw on the wonderful tapestry of talent, skills, and collective greatness we are as a group.

Final Note:

This semester has been a blessing, MISSO has already given me so much, and I'm honored to have had the chance this semester to have earned the chance to help give these experiences and memories on to the next generation. To any members who may be reading this, you guys are the heart of MISSO, the organization wouldn't be the same without any of you, keep working towards your goals, and good luck to the upcoming team of Spring '26!

- Nicholas Salva



Thank you for your interest in serving and making MISSO a better organization. If MISSO then SUCCESS <3 - kk, fall 2023

Best of Luck. This is all you now :) - allison, spring 2024

Everything is in your hands now, and you are going to kill it. I'm very proud of anyone who has made it to this point and MISSO is extremely grateful to have you. Best of luck with the election and the semesters ahead of you. If MISSO then success. - grant, fall 2024

It is now your time to uphold this organization. I know you will take MISSO to the next level. All your hard work will pay off. Crush this next semester and good luck in everything you do, you will do great. Stay Hungry Humble Smart. - rami, spring 2025

There will be a lot riding on your shoulders. **Embrace it.** I know you put in a lot of work to get this point and I'm so proud of you for getting this far. I know you will achieve great things during your Presidency and beyond. *If MISSO then Success*

"The crown doesn't fit on soft heads." - hamza, fall 2025 🦋