

REPORT OF THE NOMINATIONS COMMITTEE

For the General Membership and the
2017 National Convention
June 2, 2017

To the Brothers of Kappa Kappa Psi, and especially the chapter delegates attending the 2017 National Convention:

This report is the first under the new nominations format approved at the 2015 National Convention. *See Sections 3.708 and 3.709 of the National Constitution.* This is the first time our nominations process has been conducted and a slate published prior to the opening of the national convention. Accordingly, chapters and members will have more time to review and deliberate the recommendations of the committee, including the slate, as well as to consider all of the candidates who are running for national office.

The members of the committee, consistent with the constitutional requirements, are:

Adam Cantley, member of the Board of Trustees;
Si Si Ni, Western District Secretary/Treasurer;
Floyd Pierce, Midwest District President;
Mike Napolitano, Northeast District Governor;
Lance Coochyouma, Western District Governor;
Kalem Graham, Southwest District Governor;
Greg Boike, Southeast District Alumni Association Co-Chair;
Helen Moore, Southwest District Alumni Association, Membership Chair;
Derrick Mills, Past National President;
Tim Greenwell, Past National President;
Spencer Hill, Delta Chapter President;
Isabel Rose, Kappa Psi Chapter Vice President;
Rebecca Majors, Delta Upsilon Chapter Vice President;
Aaron Ammons, Iota Zeta Chapter President;
Chris Haughee, Chairman, Past SED Governor and past member of the Board of Trustees;
Jack Lee, ex officio*, National President;
Steve Nelson, ex officio, National Executive Director;

*When Jessica Lee submitted her packet for VPCM, it created a conflict of interest for Jack Lee as ex officio member of the committee. Accordingly, Jack withdrew as ex officio member.

The members of the committee are to be commended for their commitment and dedication to a process that continued over 8 months, and for their diligence and perseverance during slating deliberations that presented difficult decisions regarding outstanding candidates. As Chairman, I want to thank them personally and publicly for their valuable service to the fraternity.

The committee's charges are set forth in the National Constitution:

- (1) Investigate and evaluate candidates for national office;
- (2) Ensure that all candidates are constitutionally qualified for office;
- (3) Working with the National Headquarters staff, prepare and distribute by April 15 an election newsletter;
- (4) Meet in person to decide on a slate of candidates;
- (5) Announce and publish at least 30 days prior to the start of National Convention a recommended slate of candidates.

The Nominations Committee members agreed that the process and deliberations of the committee would be characterized by the following values: leadership, musicianship, service, respect, professionalism and transparency. Furthermore, to protect the integrity of the process, the committee members agreed to maintain confidentiality regarding the discussions and communications of the committee.

The first significant task for the committee was to develop campaign guidelines pursuant to Section 3.709 of the National Constitution. Assisted by NHQ staff and past practices, a document was drafted that addressed the constitutional concerns – “ensure fairness and adequate opportunity for candidates to present their information without inconvenience or undue imposition on members.” The guidelines were sent to the candidates and posted on fraternity web pages.

Eleven candidates submitted information packets by the January 15 constitutional deadline. Unfortunately, and for unexplained reasons, no one sought the office of Vice President for Student Affairs. All eleven candidates were determined to be constitutionally qualified. Relevant portions of the packets were posted to the National Convention website for review by all members of the fraternity. In addition, candidates were offered the opportunity to record a video message to be posted to the same location. The audio from the recordings was utilized in a podcast by VPSA Zac Humphrey.

The committee wishes to commend and thank all the candidates for their decision to seek national office. We recognize the sacrifice and commitment that each is willing to make to continue to serve the fraternity. We appreciate the courtesy and cooperation each of the candidates showed to the committee in scheduling and conducting the online interviews. While it is obvious that not all can be successful in achieving their goal of election, each candidate should receive our respect and gratitude for pursuing their ambitions through the nominations process.

The committee reviewed the packets submitted by each candidate and scheduled online interviews with each of the eleven candidates. The interviews were conducted via the Zoom app. Each interview was recorded and posted to the committee's Basecamp page for further review by committee members. Interviews were conducted from February 26 through April 7, 2017. Six of the eleven candidates had indicated in their packets that they would be willing to be considered for positions other than the office primarily sought. Accordingly, the committee asked these candidates a broader range of questions to assist the committee in making slating decisions.

The committee met in Dallas April 21-22, 2017 to decide on a slate of candidates to recommend to the National Chapter. Initially, the committee reviewed and discussed all the candidates and reached a consensus on the strongest candidates to be considered further for the recommended slate. Our goal throughout our deliberations was to craft the strongest possible team for the national leadership, utilizing the unique qualifications and skill sets of the candidates. Quite honestly, this proved to be more

difficult than most of us expected – not because we didn't have good choices, but because we had VERY good choices. Reaching a decision on a recommended slate required frank, honest, direct and sometimes painful communication about why certain combinations were better than others. It is our hope that the slate of candidates recommended below, and the rationale supporting each recommendation, will assist the National Chapter in reaching its own election decisions as efficiently and effectively as possible.

THE SLATE RECOMMENDED BY THE COMMITTEE:

FOR NATIONAL PRESIDENT, the Committee recommends **EVAN THOMPSON**. Evan's past service and experience make him as prepared to serve as national President as any candidate in our history. He understands the growth and culture of the fraternity, and the need to update programs and training for our members and leaders. He is dedicated to fraternity ideals and has framed his approach for the next biennium in the context of our founders' values, with the theme of *The Founders' Spirit*. While recognizing the need to celebrate our 100th anniversary, Evan is also ready to address the challenges that lie ahead and meet the needs of our members, particularly leadership development and membership education. Relationships matter to Evan and he is a good listener in the effort to solve problems and find solutions. Under our constitution, the Vice President for Colonization and Membership advances to the office of National President with a simple majority vote. The committee had no problem strongly recommending Evan Thompson to be National President.

FOR VICE PRESIDENT FOR COLONIZATION AND MEMBERSHIP, the Committee recommends **MARCO KRCATOVICH**. The committee was impressed by Marco's work as Vice President for Programs and his desire to "create a solid infrastructure" for the VPCM position. His career in higher education is viewed as a positive factor and he intends to address the challenges that may limit service opportunities for lower income students. Marco advocates for professional development for Governors and others in the national leadership, and would use Governors and other trained advisors to provide greater and longer support for new chapters and chapters emerging from disciplinary status. His fraternal experience and vision center on support and empathy, and he understands that peer leadership is more effective with communication and sharing of mutual expectations. This approach is well-suited for the national council.

FOR VICE PRESIDENT FOR PROGRAMS, the Committee recommends **EDWARD SAVOY**. Ed has the knowledge and experience to be most effective as VPP. He has a clear, detailed plan to address and improve the administration of the fraternity's programs, including developing sample applications and providing better publicity for award recipients. The committee was impressed with his hands-on, chapter-friendly approach to the office. Not only did he help develop and roll out the Alumni Giving Program while serving as Chair of the Alumni Association Board, but that position also gave him an ex officio seat on the National Council, providing a valuable perspective of the dynamics of the national leadership. Ed is organized and purposeful, and has a good understanding of the role and responsibilities of this office.

FOR VICE PRESIDENT FOR STUDENT AFFAIRS, the Committee recommends **JESSICA LEE**. Jessica sought the Office of Vice President for Colonization and Membership (VPCM) and she presented a very strong candidacy for that position. The Committee wanted to provide as complete a slate for all offices as possible. In considering the available, viable candidates, Jessica easily stood out as the best fit for this office. She has an amazing understanding of people and processes and connects well with students as evidenced by her popular workshops at conventions. She is a strong advocate for leadership development and is aligned with Evan Thompson and his initiatives in this key area. While it is not clear

exactly how the national council will implement the proposed membership education curriculum, her work, both with the committee and in her professional life, puts her in a unique position to assist, support and guide that effort. She believes all fraternity programs should reflect our mission, vision and values. She is thoughtful, clearly articulates her message and is thoroughly prepared to serve on the national council.

FOR THE BOARD OF TRUSTEES (3 seats open), the Committee recommends **ERIC MORSON AND DANNY GEORGE**. Each of these brothers is seeking a second term on the Board and the Committee was favorably impressed with the work and contributions of each during their initial term. Eric's professional career involves financial planning and his expertise in this area is a valuable asset for the Board and the fraternity. Danny is a CPA and he provides critical in-house perspective and oversight for the financial practices and policies of the fraternity. Both have been strong supporters and framers of the development initiative of the Board of Trustees. Each brings a wealth of experience, both professional and fraternal, that is well suited for continued service on the Board of Trustees.

The committee recognizes that it did not slate candidates for all open positions on the Board of Trustees. The committee believes this is the best option for the fraternity at this time. There are Constitutional processes available if we leave the convention with an open position.

ACKNOWLEDGEMENTS

The Committee was aided in its work by the very capable staff of the National Headquarters (NHQ), led by National Executive Director Steve Nelson. Aaron Moore and Robert Bratcher were particularly helpful providing critical technical assistance that enabled the Committee to be as effective and efficient as we were. The logistics and scheduling details related to the meeting in Dallas were essential for the Committee to timely complete its fundamental task of determining the slate of candidates. The Committee is grateful for all the support of these individuals and others at the NHQ. Finally, Committee member Si Si Ni spearheaded internal committee operations by creating a scheduling process for interviews and being responsible for recording and posting the interviews to the Basecamp site for the Committee. Her understated leadership contributions were indispensable to the Committee. It is worth noting that she received the J. Lee Burke Student Achievement Award at the 2017 Western District Convention. The Committee congratulates Si Si and thanks her for her service to the Committee.

On behalf of the Committee, I wish to thank National President Jack Lee for the trust and confidence he placed in all of us. It has been a privilege to serve the fraternity in this important, groundbreaking, and sometimes daunting task. The Committee's work was characterized by trust, respect and a true sense of brotherhood. It is our hope that our effort will benefit the National Chapter and reflect the values of our great fraternity.

Submitted fraternally and very respectfully,

Chris Haughee, Chairman
2017 Committee on Nominations