

# KAPPA KAPPA PSI



MUSICIANSHIP • LEADERSHIP • SERVICE

2023 National Convention  
Elections Newsletter



for distribution at District Conventions



# Candidates for National Office and the Board of Trustees 2023 - 2025 Biennium

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## 5 National President

Bang Co

*(advances to the office of National President by simple majority vote at the National Convention this summer)*

## 11 Candidates for National Vice President for Membership & Expansion

Dr. Nic Rorrer

Edward Savoy

## Candidates for National Vice President for Programs

No packets were submitted for the office of Vice President for Programs

## 23 Candidates for National Vice President for Student Affairs

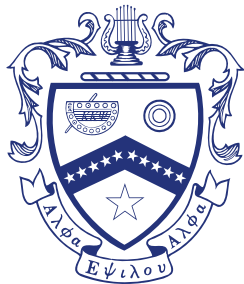
Tar-Shae` Odom

## 27 Candidates for Board of Trustees

(2 seats - 4 year terms: 2023 - 2027)

Daniel Miller

Evan Thompson



Brothers,

On behalf of the National Nominations Committee, I am pleased to present the 2023 Elections Newsletter. This Elections Newsletter is published pursuant to Section 3.708 of the National Constitution. The entire nominations review process will be completed prior to the National Convention, with a slate published at least 30 days prior to the start of National Convention. During the biennium, the National Nominations Committee reviews the qualifications and information submitted by all eligible candidates for the National Council and the Board of Trustees. The nominations slate will be accompanied by a report from the National Nominations Committee explaining the basis and rationale for the slating decisions.

This Elections Newsletter was prepared by the National Headquarters Staff from information provided by the candidates. Please take time to review and familiarize yourself with the candidates for national office. For the first time, the National Nominations Committee will publish the actual interview conducted with each candidate. The committee is committed to full transparency and believe publishing our interviews demonstrates an open process. All candidates have agreed to the release of their interviews. If you have questions or wish to reach out to candidates, please do so by following up via their contact information.


National Vice President for Membership and Expansion, Brother Bang Co (Alpha Zeta) is the only candidate for the office of National President. Pursuant to Section 3.294 of the National Constitution, the National Vice President for Membership and Expansion advances to the office of National President, provided the officer receives a majority vote of the National Chapter.

I hope you find the information contained in this newsletter informative and helpful. If you have any questions about the nominations process, please don't hesitate to contact me or National Headquarters. Please make plans to attend National Convention in Orlando Florida July 11-14, as we will make important decisions about Kappa Kappa Psi's future.


AEA,



Derrick Alexander Mills  
National Nominations Committee – Chair  
Past National President



# CANDIDATE FOR PRESIDENT



# BANG CO

## CANDIDATE FOR NATIONAL PRESIDENT

### BIO

Bang Tho Co (龍威衡) proudly serves as the current National Vice President for Membership and Expansion (NVPME) for Kappa Kappa Psi. Prior to his election in 2021, Bang served as the National Vice President for Student Affairs (NVPSA) during the 2019-2021 biennium and the Chair of the North Central District Alumni Association between 2018 and 2019. In 2012, Bang was initiated into the Alpha Zeta chapter of Kappa Kappa Psi at Indiana University in beautiful Bloomington, IN. During his Active years (2012-2016), Bang served the chapter as President (2014-2016), Joint Co-Chair (2013-2014), and Alumni Secretary (2012-2013). He also had the honor of serving the North Central District (NCD) as President during the 2015-2016 academic term, where he represented the NCD at the 2015 National Convention in Lexington, KY. As a Life Member of the Alpha Zeta chapter, Bang is also an Honorary Member of the Northeast (KKΨ), Southeast (KKΨ), Southwest (KKΨ & TBΣ), and Western (KKΨ & TBΣ) Districts, as well as the National Chapter Tau Beta Sigma.



During his time at Indiana University, Bang was highly involved with the Indiana University Bands, where he participated in the IU Marching Hundred, the Big Red Basketball Band, and the All-Campus Band. In his six years with the IU Marching Hundred, Bang served as the Piccolo Section Leader for two years (2012-2014) and another two years (2014-2016) as the Drum Major. Bang has also held leadership positions in other organizations, including the Epsilon Chapter of the Alpha Chi Sigma Fraternity, the IU Chapter of Global Medical Brigades, and the Blue Stars Drum & Bugle Corps. In May of 2016, Bang graduated with a Masters of Public Health with a concentration in Public Administration and a Bachelor of Science in Kinesiology & Exercise Science in 2014 with Minors in Medical Sciences, Psychology, and Coaching.

As the National Vice President for Membership & Expansion and a member of the National Council, Bang is responsible for advancing the vision, mission, and purposes of the Fraternity through various membership and expansion-related initiatives. Throughout the biennium, Bang has worked closely with the National Headquarters staff, the District Governors and Officers, and the National Council to support our chapters and members with their operations and basic functions. On the larger scale, Bang is charged with administering, assessing, and adjusting our national protocols/policies and ensuring that they are effective, meaningful, and aligned with our values. For example, Bang has worked diligently to redevelop our National Expansion process to ensure that new chapters have a stronger support system after they have been installed. In addition, he has worked closely with the National Leadership Team to create a national recruitment initiative to ensure that chapters have the tools and support they need to take in new members effectively and efficiently. Bang continues to represent the Fraternity at various events across the country, including The Midwest Clinic, Honda Battle of the Bands, CBDNA Athletic Band Director Conference, TMEA Conference, and KKΨ/TBΣ conventions.

# BANG CO

CANDIDATE FOR NATIONAL PRESIDENT

## BIO (CONT'D)

Professionally, Bang serves as the DC & VA Programs Manager for a local non-profit in the DMV called Asian American LEAD (AALEAD). He is most excited about his work as an advocate for underserved AAPI and BIPOC youth in the DMV area. In his position, Bang works closely with his team members to develop and administer youth-centered programming that focuses on five key outcome areas: educational empowering, identity development, leadership opportunities, mental health awareness, and culturally-sensitive advocacy. In addition, his work allows him to build partnerships with other local organizations to create a positive impact and changes for marginalized youth through meaningful and empowering programming and events.

Bang currently lives in Washington, D.C. where he has enjoyed emerging himself in the city's diverse culture, beautiful architecture, and amazing BIPOC-owned eateries. Outside of his professional life, Bang enjoys spending his time volunteering and getting involved with other organizations. He has served as the DEI & Community Outreach Director for the DC Chapter of the National Association of Asian American Professionals and a leadership clinician for the Crossroads Drum Major & Leadership Clinic. Bang also enjoys international travel, spending time with his mom and aunts, cooking with his family, attending sporting events with his brothers and friends, and drinking as much coffee as possible.

# BANG CO

CANDIDATE FOR NATIONAL PRESIDENT

## CANDIDATE STATEMENT

Brothers,

I humbly present myself for your consideration to serve our Fraternity as the next National President of Kappa Kappa Psi for the 2023-2025 biennium.

In 2021, I made the commitment to one day serve as your National President when I decided to run for National Vice President for Membership & Expansion. This was not a decision that was made lightly as I had to think deeply about how this choice would affect my personal and professional lives, and how it would affect our Brotherhood. I spent many months thinking through my “Kappa Kappa Why” to make sure my intentions, goals, and vision were aligned with what our students and organization needed to move forward. I have spent the past semester repeating this same reflection process. While there is a natural transition from NVPME to National President, it was important to me that I took the time to recenter myself to find clarity on my purpose as a national officer and as a Brother of Kappa Kappa Psi. The National Constitution states that the National President serves as the Executive Officer and representative of the Fraternity. I believe that the person who steps into this role also needs to serve as the conductor to this ensemble of Brothers and chapters from across the nation. A person who can confidently bring people together to create something special, to help set the tempo, to cue others so they know when to start and when to rest, and to help transition from one piece to the next. A person who can see the “big picture” while understanding the importance of minor details and can bring out the beauty of individual contributions. As an experienced and proven national officer, I believe that I have the necessary skills, knowledge, and traits to be this leader for you and to serve as your next National President.

To be a successful leader, I recognize the importance of surrounding myself with a diverse group of individuals who can both support and challenge me along the way. In addition to having the right tools, skills, and characteristics, I believe that the next National President must showcase a deep and authentic desire to build relationships and to learn from others. I would certainly not be where I am today without the guidance of my friends, family, and predecessors. I understand that serving as National President isn't simply about me. It's about the legacy that has been left and it will be my responsibility to carry that torch that has been passed down by the previous forty-eight National Presidents. Serving in this role means that I will have to be intentional about making room for other people to speak their truth, share their ideas, and showcase their strengths. Similar to a conductor, the performance isn't about me. It is about the ensemble and the music the individuals are creating together. It is about how well I can lead when needed and step back when the time is right. As your next National President, I commit to serve as this leader as we continue this journey of Kappa Kappa Psi. I will continue to work alongside you, our alumni, and the National Leadership Team to advocate for the student experience on the national level and leverage my experience to work towards the promotion of our purposes, college/university bands, and your growth and development. In the following pages, I will highlight several key areas that I will focus on as your next National President.

# BANG CO

CANDIDATE FOR NATIONAL PRESIDENT

## CANDIDATE STATEMENT (CONTINUED)

### **Drafting & Adopting a New Budget**

While this seems obvious, one of the most important pieces to a successful term is an effective and realistic budget. Everything we do as an organization comes down to the budget and if we can financially support our operations, programs, and personnel. In May, I will be working closely with our National Executive Director and National President to draft a budget that our Ways & Means Committee will review at the National Convention. It is no secret that we are at a different place financially as compared to the previous bienniums. As National President, I will work diligently to ensure that we have a clear understanding of where we are financially and make the necessary adjustments.

### **Implementing the Strive for Five Recruitment Initiative**

Similar to the previous point, our membership numbers were also affected by the pandemic. In 2019, we started the biennium with over 4,700 Active dues paying members. At the start of this academic year, we only received record of and payment for 3,566 Active dues paying members. This dramatic drop in our membership affects all areas of our operations, including our finances, which in turn negatively impacts the quality of our service and experience that we aim to provide our members. The Strive for Five membership recruitment initiative would serve as an intentional effort to help all chapters, especially those that are searching for ways to strengthen their recruitment efforts or those that have less than 10 Active members.

### **Furthering the Development of OMRS 2.0**

One of the major efforts over the past two bienniums has been the development of OMRS 2.0. Originally, the plan was to roll out our new membership portal at the beginning of the Fall 2022 semester. This was delayed due to some unforeseen circumstances and will be pushed back until the National Convention. The rollout of the OMRS 2.0 will be in phases, which gives us the opportunity to gather feedback from students and request adjustments as we further develop the interface and rollout the other phases. As we look at what we need from the OMRS 2.0, we have to think critically about the sustainability and effectiveness of the system so that we create a membership portal that will last as long as the OMRS 1.0 did. This means thinking ahead about what our needs may be as well.

### **Continuing Strategic Planning Efforts**

One of the initiatives that Jessica Lee started this biennium was a strategic planning process. As we know, an effective strategic planning process takes a lot of time and resources to finalize and to implement. To ensure that this time and resources don't go to waste, I will work with the National Leadership Team to continue this effort and incorporate the strategic plan in our goals and operations. Another component to this is making sure we create time and space for effective assessments and reflections of these efforts. In addition, the strategic plan will have to incorporate our key stakeholders and not just the National Council. As National President, I will work with our National Leadership Team to identify these stakeholders and develop clear strategy formulation, implementation, and evaluation processes.

# BANG CO

CANDIDATE FOR NATIONAL PRESIDENT

CANDIDATE STATEMENT (CONTINUED)

## **Strengthening Alumni Engagement**

As an organization, Kappa Kappa Psi has a great alumni base that is eager to serve and give back to the Active body. As National President, I will work closely with the AABOD to further develop our ecosystem of alumni engagement and strengthen our relationship with our alumni members. From volunteer positions to financial support, we need to continue finding opportunities and providing training/resources for our alumni to give back in a healthy and sustainable way. We have seen an increase in burnout for our volunteers over the past few years, which isn't helpful to the individuals or the organization. I will continue what Jessica Lee has done over the biennium with sending out a volunteer form with clear expectations and start/end time for each position.

The list above highlights some key areas that I will focus on throughout the 2023-2025 biennium as National President. I recognize that I will not be able to fix all of the issues in just two years so this is simply a collection of actions that I believe are pertinent to continuing the progress from this biennium. I have intentionally left out my vision in this statement until we finalize the strategic plan and we have a clear understanding of where we want to go over the next 5-8 years. Similar to starting a journey, we must know what our destination is so that we are not simply wandering aimlessly hoping that we will get where we want to be. Without revealing my vision, I will share that I have been closely reviewing the work of previous National Presidents and Councils to find a common thread that I can continue to incorporate as we continue on this journey on the Road to Wisdom. As you can imagine, that common thread is making sure we serve college/university bands in a way that is aligned with our values and purposes. As your National President, my goal will be simple: to help our members, both Actives and Alumni, take a stand for Kappa Kappa Psi by re-centering band and music in our work.

Brothers, I have written this statement to highlight for you some of my thoughts for next biennium. While I confidently believe that I am ready to take on this role, I cannot do this alone.

I am calling upon each of you to stand with me, shoulder-to-shoulder, as we continue on this journey together, as our Founders did over 100 years ago. Similar to an ensemble, each of you plays an important role as we work together to create something special and unique. Without us, we would not be here today and your band program would not be as strong. With your support, I wholeheartedly believe that we can create a positive impact for band members and supporters nationwide and push Kappa Kappa Psi to even greater heights. I look forward to continuing this journey with each of you as we near our National Convention in Orlando, FL. Thank you for taking the time to consider me for the position of National President for Kappa Kappa Psi for the 2023-2025 biennium.

With Love,


Bang T. Co

National Vice President for Membership & Expansion, 2021-2023

Kappa Kappa Psi, National Honorary Band Fraternity



# **CANDIDATES FOR VICE PRESIDENT FOR MEMBERSHIP & EXPANSION**



# DR. NIC RORRER

CANDIDATE FOR VICE PRESIDENT FOR MEMBERSHIP & EXPANSION

## BIO

Dr. Nicholas (Nic) Rorrer (He/Him) is a Life Member of Kappa Kappa Psi from the Eta Beta chapter at Virginia Tech. Originally, Nic was initiated into the Eta Beta chapter at Virginia Tech on November 29, 2007. While at Virginia Tech, Nic was a member of the Baritone Section of the Marching Virginians and served as the Band's Operations Officer from 2010 to 2011. Additionally, while Nic was an Active Member of the HB Chapter, he served as Chapter Secretary (2008), Chapter Vice President, (2009), and Chapter President (2010). He also served as the Northeast District Secretary-Treasurer from 2010-2011.



After graduating from Virginia Tech with his Bachelors of Science in Chemical Engineering, Nic went on to the Colorado School of Mines to pursue his PhD in Chemical Engineering with a specialty in polymer science. While there, Nic started to work with the Xi Chapter of the Fraternity and eventually becoming their Chapter Sponsor in 2013, and has served as their Chapter Sponsor since then. Additionally, during his PhD, Nic became involved with the Midwest District Alumni Association, serving on their council for three years with two years as their President.

Immediately after graduating from the Colorado School of Mines, professionally Nic started as a postdoctoral researcher at the National Renewable Energy Laboratory researching recycling and the synthesis of plastics from biomass. Nic has continued his employment at NREL ever since, eventually becoming a Senior Researcher (2020) at the lab. Fraternally, Nic began serving on the Fraternity's Alumni Association Board of Directors from 2015 to 2021 and served as its Chair from 2019 to 2021. During Nic's tenure as Chair of the AABOD, he, alongside the other directors, launched multiple programs and drafted the language for the 2021 National Constitution revision that officially recognizes the Kappa Kappa Psi Alumni Association.

Currently, Nic serves as a member of the Sponsor and Director of Bands task force, as a Midwest District Governor, and as a speaker for the Founders Circle program. In his free time, he can often be found wondering the Rocky Mountains either teaching yoga, snowboarding, or hanging out with his partner and dog. Further information on Nic can be found at [narorrer.org](http://narorrer.org)

# DR. NIC RORRER

CANDIDATE FOR VICE PRESIDENT FOR MEMBERSHIP & EXPANSION

## CANDIDATE STATEMENT

Brothers,

It is my distinct honor to submit this packet for consideration to serve as the National Vice President for Membership and Expansion (VPME) for the 2023-2025 Biennium. I truly believe that given both my professional and Fraternal experiences alongside my proposed platform, that I can aid in the continued growth and elevation of our Fraternity.

My platform itself is based on Advocacy for our Brothers, our Chapters, and ultimately University Bands. As we continue to emerge from the Covid-19 into an ever-changing college landscape, it has become more important than ever to “March Shoulder to Shoulder” with our fellow Brothers to advance our Fraternity and the college band movement. Since 2020, it has become more and more difficult to be a college student, and I fully believe that as a National Organization we must dedicate ourselves to supporting and working shoulder to shoulder with our Active Membership.

Marching shoulder to shoulder includes utilizing and strengthening our existing investments, providing our active membership a greater level of support so they can grow and continue to fulfill our organization’s mission, and expanding our brand further into the college band world. All these actions must be rooted in both accessibility and equity to ensure that as an organization we become representative and inclusive of both our active population and the college band movement.

As constitutionally required of the VPME, I will continue to utilize and strengthen our Fraternity’s investments which includes:

- Ensuring the health of our CFR program. I would aim to strengthen this program by having our CFRs work more directly with our District Governors through scheduled meetings to recap their visits and streamline communication
- Continued support, expansion, and solicitation of the ‘Strive for Five’ program to ensure the realistic growth of our Chapters. Here, I would aim to assess what resources of the program are working for chapters and what resources are still needed while also providing District Councils resources on how they could further engage Chapters with the ‘Strive for Five’ program.
- Continued development of standardized education and recruitment resources in partnership with our National Committees to ensure the proactive engagement of Chapters about their recruitment and membership strategies.
- Encourage the collaboration of the Curriculum and DEIA committees to ensure that our education resources are accessible and promote DEI concepts in an appropriate manner.
- Ensure the accessibility, ease, and understanding of all National reporting requirements and streamline these materials alongside the launch of the new OPUS platform.

# DR. NIC RORRER

CANDIDATE FOR VICE PRESIDENT FOR MEMBERSHIP & EXPANSION

## CANDIDATE STATEMENT (CONTINUED)

My most passionate belief as a member of Kappa Kappa Psi, and the central point of my platform, is that our individual Brothers and Chapters are the lifeblood of our organization. The individual Brothers and Chapters of our Fraternity are our most important asset as they are where the mission and vision of our Fraternity is accomplished. Despite their importance, I do not believe that as a National Organization we always March Shoulder to Shoulder with our members on a local level.

Thus, in order to strengthen our support on a local level, I will aim to create a flagship program entitled the "Friend and Advocate: Chapter Mentorship Program" which aims to provide our Chapters and Brothers with Chapter Advocates. The inspiration behind this program is from my continued observation, as both a Sponsor and Governor, that our Chapters perform best, and truly Strive for the Highest, when they have the support they need. The ultimate goal of this program and the Chapter Advocates will be to March Shoulder to Shoulder with our Chapters. Ideally, this program will:

- Provide Chapters an Advocate who can provide the support that Brothers want. This can include discussing day-to-day operations, helping work through issues that Chapters may be facing, assisting with paperwork and reporting requirements, and developing programs, through thoughtful discussion, that best serve our Chapters, Brothers, and Band programs.
- Expand the representation and diversity of individuals in positions of Fraternity leadership
- Invest in the Leadership Development of the advocates on an individualized level which can then be propagated directly to our active membership
- Train Alumni to current practices of the Fraternity and provide a path for continued engagement
- Provide an opportunity for Director of Bands to appoint trained sponsors, if it is in the best interest of their chapter and band program

In addition to committing to the health and support of our Membership, I will also commit to the Expansion of our Chapter numbers across every District in order to bring more band members together. To expand the number of Chapters, we must better market the benefits of having a Kappa Kappa Psi Chapter within a college band program and ultimately demonstrate that our members March Shoulder to Shoulder through Service, Leadership, Brotherhood, and Musicianship. To do this, we will

- Continue our involvement at events such as the Midwest clinic, TMEA, Battle of the Bands, and Allentown to create a sustainable network within the college band movement.
- Expand the Fraternity's participation in newer and/or smaller events, such as state educator conferences and the HBCU Band Directors' Consortia.
- Highlight the benefits of our Fraternity in ways we haven't done before, such as the presentation of leadership development workshops at conferences and university band programs without chapters

# DR. NIC RORRER

CANDIDATE FOR VICE PRESIDENT FOR MEMBERSHIP & EXPANSION

## CANDIDATE STATEMENT (CONTINUED)

- Ensure that the expansion of our Chapters is representative of the College Band movement in its entirety and includes HSIs, schools without formal music degree programs, HBCUs, and D1-D3 schools.

Ensuring that we are Marching Shoulder to Shoulder is now more important than ever before. The collegiate world has been changed in wake of the Covid-19 pandemic and will continue to change as college enrollments are projected to drop by more than 15% by 2025. Sadly, these changes will disproportionately affect arts related education and thus Kappa Kappa Psi is needed more than ever. However, by Marching Shoulder to Shoulder with our Brothers, across the whole Fraternity, while utilizing our existing resources, expanding our support of chapters, and further engaging universities without Chapters, we will advance the college band movement.

My journey as a Brother of Kappa Kappa Psi over the past 15 years has led me to submit this packet as I believe my unique experience makes me the ideal candidate for VPME. My proposed work is fully rooted in my previous experience as a Chapter Sponsor, MWD Governor, Chair of the AABOD, and Brother. Throughout the rest of this packet, you will find letters of recommendation detailing my work in various Fraternal roles alongside recommendations from my professional colleagues detailing my strength in building teams and new ideas. If elected to VPME, I can fully commit to the six-year commitment of the office. As stated above, my main and primary intent in submission is for the office of VPME; however, at this time, I would also consider a nomination to the office of Vice President for Programs. Thank you for the consideration and please do not hesitate to reach out via email at [nic@kkpsi.org](mailto:nic@kkpsi.org). Further and up to date information can be found at [narorrer.org](http://narorrer.org).

Respectfully Submitted,

Nicholas (Nic) A. Rorrer, PhD (He/Him)

Midwest District Governor, 2021-Present

Xi Chapter Sponsor, 2013-Present

Initiated Fall 2007 - Eta Beta Chapter at Virginia Polytechnic Institute and State University

# EDWARD SAVOY

CANDIDATE FOR VICE PRESIDENT FOR MEMBERSHIP & EXPANSION

## BIO

Edward Savoy was initiated into the Eta Alpha Chapter of Kappa Kappa Psi at Lock Haven University of Pennsylvania in 2002. During his time at Eta Alpha, he served a term as Recording Secretary, two terms as Treasurer, and a term as President. Under his leadership as President, the Chapter assembled a successful bid to host a regional Northeast District meeting, implemented plans to host the Chapter's 30th anniversary, and continued the growth that would see it awarded the John P. Ross Governor's Cup for Most Improved Chapter in 2006. Ed graduated magna cum laude with a B.A. in English in 2005.



During his time at Lock Haven and later during his time in graduate school at James Madison University, Ed served three terms on the Northeast District Council, two as District Secretary Treasurer and one as District President. He was awarded the J. Lee Burke Student Achievement Award at the 2006 Northeast District Convention and had the privilege of addressing the 2003 Northeast District Convention and the 2005 National Convention as a keynote speaker. He graduated from JMU with an M.A. in English Literature in 2007.

As an alumnus, Ed served as the petitioning group advisor for the Mu Nu Chapter at Christopher Newport University. Starting in 2009, he served as a member of the KKPsi Alumni Advisory Committee (known today as the KKPsi-AA Board of Directors) as an Alumnus-At-Large. In 2011, Edward was appointed as the Chair of the Board of Directors. As Chair, he presided over a structural overhaul of the BOD. He also helped to oversee the formation and implementation of the Alumni Giving Program, which continues to enable Brothers to contribute monthly to the Fraternity and earn Life Membership credits, and the Scott Stowell Alumni Excellence Award, which recognizes outstanding alumni. Additionally, he was the first Board Chair to serve as a non-voting member of the National Council.

In 2017, Ed was elected to the Board of Trustees. During his term, he has served as Board Secretary, taking and distributing minutes for all meetings. He twice coordinated the "Boh's Birthday Bash" initiative, which celebrates the birthday of our Guiding Spirit with a one day only discount of Life Membership to \$400. In 2018, he served as the advisor and installing officer for the Theta Tau Chapter at Fayetteville State University. He also currently served on the Curriculum Committee.

In 2021, Ed was elected as Vice President for Programs. During his term, he worked to formally roll out The Founders' Circle, conducted five online panels designed to highlight Chapters and individuals who have won the Fraternity's highest honors, served as the co-chair of the Programs Committee, served as the advisor to the Data and Assessment Committee, and assisted in the installation of the Xi Delta Chapter at Stony Brook University.

Today, Ed works at Shogun Labs, Inc. in Philadelphia. In his current role of Business Operations Manager, he manages procurement, administers access to all software tools, and collaborates in the development and vetting of legal documents. In his previous role, he managed the Order Management team, which processed all orders for the Rosetta Stone Enterprise and Education business. He developed processes for the team to operate more efficiently and worked to mentor ten employees. His efforts were recognized in 2016 with the Stela Award, given annually to an outstanding Rosetta Stone employee.

# EDWARD SAVOY

CANDIDATE FOR VICE PRESIDENT FOR MEMBERSHIP & EXPANSION

## CANDIDATE STATEMENT (CONTINUED)

Brothers,

On many campuses, the operations of Kappa Kappa Psi have returned to something approaching “normal.” Getting back to doing what we love is important, valuable, and a balm to our hearts. But “normal” was insufficient before 2020 and, in an organization where our call is the highest, it’s insufficient now. We know that we have many opportunities to help both Chapters and the Fraternity grow. That’s why, as your National Vice President for Membership and Education, I would pursue a theme of “Recruit, Rebuild, Retain”

As part of “Recruit, Rebuild, and Retain”, I would like to accomplish the following with the aid of my Brothers:

### **Develop a Formalized “ReCharge” Program for Chapters With Low Numbers**

During the 2021-23 biennium, President Lee and VPME Co worked with Chapters and directors with low membership to give them the help they needed to boost their membership. I would like to build on their work and further formalize a “ReCharge” plan focused on Chapters who, without outside help, may not be able to maintain their Chapter on their own due to low numbers. My home Chapter had four members in it before my membership class joined, so I know what it’s like to recruit for your Chapter’s life and to struggle to perform Ritual or fill an officer corps. As a result, this is a particular passion point for me. The aim of this program would be to:

- Proactively identify Chapters with low membership who may need added assistance to grow their Chapter. We want to make sure that our Brothers get the support they need when they need it.
- Give band directors the tools they need to identify potential new members of the Chapters that they supervise. Our directors are crucial to helping make sure we have outstanding band members in our Brotherhood.
- Provide defined support from the National Leadership Team to help educate new Fraternity members and build sustainable Chapter processes. Brothers may often not know who to turn to, so we will provide that structure up front.
- Provide a defined follow-up process where individuals designated by the National Council continue to provide advice and support to these rebuilding Chapters. Having more members in your Chapter is a good thing, but it’s not the end of the story. Chapters need sustained support, and we need to give it.

### **Identify The Reasons Why Brothers May Get Burned Out By Or Disinterested In Kappa Kappa Psi**

We all know Brothers who are passionate about Kappa Kappa Psi but, for any number of reasons, may leave the organization entirely or use Conditional status as a method of “taking a break” from the organization, sometimes to never return. We want to provide a good experience for Brothers

# EDWARD SAVOY

CANDIDATE FOR VICE PRESIDENT FOR MEMBERSHIP & EXPANSION

## CANDIDATE STATEMENT (CONTINUED)

so that they want to stay, which helps them be better leaders and helps our Chapters retain their membership. Building on the work done with the Climate Survey, I would like to:

- Directly survey all Brothers who choose to take Conditional Status so that we can identify their reasons for doing so
  - This will help us improve the use of Conditional status
  - Anecdotally, we see instances where Brothers who take Conditional status become disengaged with the Fraternity, and knowing in a more systematic way the reasons for this should help Brothers avoid or mitigate this disengagement, which can happen due to burnout, inter-Chapter relations, stress, financial issues, or family issues.
- Directly survey all Brothers who show up as Inactive on Fraternity reports to identify their reasons for not continuing to pay Fraternity dues
  - These reasons may tie in to what we discussed above in terms of disengagement, and we want to know why that's happening, so we keep our students engaged.
- Share what we've learned with Brothers through the use of workshops, new resources and, if relevant, task forces designed to zero in on the sources of disengagement.

### **Promote The Experiences of Chapters Who Are Successful With Their Recruitment**

One of the things I'm proud of in my work as National Vice President for Programs is giving Chapters and individuals a national platform to share their leadership skills. I would like to do the same for Chapters who have demonstrated continued, effective, and responsible growth in their membership. I firmly believe that students can learn a lot from their peers, and I want to make sure that I'm using my office to give students the ability to learn from each other. I would identify Chapters who fit this profile through use of their National reports and the counsel of District Governors/District Councils and promote panels and workshops via our social media platforms.

### **Promote Inter-Chapter Relations Through a "Chapter Matching" Program**

One of the many consequences of the COVID 19 pandemic is that Chapters have grown disconnected from what it means to be a Brother in a Fraternity that spans hundreds of campuses, not just their own. Chapters may not have another Chapter near or they may have anxiety about proactively reaching out to other Brothers. To help further promote that Kappa Kappa Psi is truly a national organization, I would work to institute a program through which Chapters are matched with each other and encouraged to communicate. Chapters would be paired together in such a way that each part of the pairing can learn from the strengths of the other part. This is based on a program done while I was a student in my home District, and, in those instances, these Chapter matchings always offered up a perspective on Kappa Kappa Psi that I and my Chapter had not previously considered.

# EDWARD SAVOY

CANDIDATE FOR VICE PRESIDENT FOR MEMBERSHIP & EXPANSION

## CANDIDATE STATEMENT (CONTINUED)

### **Create, Standardize, and Automate Communication With Band Directors Who May Have Interest in Having a Kappa Kappa Psi Chapter**

In talking with VPME Co, a lot of the work of following up with directors who have expressed past interest in Kappa Kappa Psi is very manual and there is a lot of potential for conversations that one person may have with a director to be lost in the shuffle. In addition, we frequently have either alumni of the Fraternity or directors who have had Chapters at their previous institutions move to new schools that may not have Chapters and, if we learn about this at all, it is through personal connections that we may have with relevant individuals. These groups of people represent the low hanging fruit in terms of getting the Fraternity on more campuses, as they likely don't have to be convinced of the value of the organization. While maintaining and growing our current Chapters is our paramount goal, seeking new campuses to be on allows us to spread the leadership of Kappa Kappa Psi and create additional opportunities for the Fraternity's financial future to remain secure. This means providing the additional programming, scholarships, and resources that students deserve. To make sure we are continuing these conversations and finding these opportunities, I would:

- Use the capabilities of the new OMRS (Online Membership Reporting System) to track any instances where directors who are either alumni of the organization or have worked with it at previous institutions are put into a communication campaign
- Develop a communication campaign designed to welcome them to their new campus and promote interest in Kappa Kappa Psi
  - This campaign can be automated with designed messaging on a regular basis so that we are keeping in touch with these directors and that we don't miss any opportunities for us to expand the organization.

### **Improve and Optimize The Fraternity's Presence At Band-Centered Events**

Currently, Kappa Kappa Psi attends events like the Texas Music Educators Association (TMEA) conference and the Midwest Clinic International Band, Orchestra and Music Conference, among others. From attending events like these, I know that our presence there serves many functions, but one of them is to ensure that we are making connections with band directors who may be interested in having us on their campus. We want to make sure our presence at these events serve you and your needs, and serve the needs of the Brotherhood, in allowing us to connect with future leaders and future campuses we may be a part of. To make sure that we are optimizing our presence at these events and making sure they are worth the time and money we spend there, I would:

- Record in the OMRS the individuals who stop by the Kappa Kappa Psi/Tau Beta Sigma booth
  - We collect this information via a sign in book, so taking the next step of preserving this information would be the natural progression

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CANDIDATE FOR VICE PRESIDENT FOR MEMBERSHIP & EXPANSION

## CANDIDATE STATEMENT (CONTINUED)

- Schedule follow-up communication with any individuals we saw at these events and promote future Fraternity programs and giving
  - The new OMRS will allow us to better automate and target communication based on what kind of individual we talk to (i.e. Active, Alumni, Band Director, etc.)
- If any of the individuals we talked to were band directors at institutions where we currently do not have Chapters, schedule communications for them that keep Kappa Kappa Psi on their minds
  - This ties in with the previous section, "Create, Standardize, and Automate Communication With Band Directors Who May Have Interest in Having a Kappa Kappa Psi Chapters"

### National President Initiatives

If I am deemed worthy of the responsibility of being the next Vice President for Membership and Expansion, I realize that I would be the National President for the 2025-2027 biennium, provided that I keep the faith of my Brothers and a majority of delegates grants me that privilege. Recent history has taught us that the challenges the Fraternity has today may be altered by events beyond our current sight. As a result, providing a full vision of what the 2025-27 biennium looks like would be, in my opinion, not fully possible at this time. That said, there are a few items that I know today that I would want to focus on and, to give this Committee the best possible information, I want to share:

- Ritual Revision
  - In 2027, the moratorium on changes to the Kappa Kappa Psi Ritual will be ended and the Ritual could be revised, if the National Chapter wishes it so. To make sure that the voice of our students is heard and that our Ritual continues to reflect who Kappa Kappa Psi is today, I would use the 2026 District Convention season to actively solicit feedback and recommendations on potential changes. In addition, I would conduct secure online sessions to reach the voices of students who cannot be at District Convention. This feedback would be shared up to and during the 2027 District Convention season (and during similar secure online sessions) so that, when the 2027 National Convention is held, Chapters are well aware of potential changes and discussions.
- National Council Expansion
  - A topic of discussion for several biennia has been whether the National Council needs to be expanded to better meet the needs of today's Fraternity. If this discussion is still ongoing by 2025, I would continue discussing expansion options with both the National Leadership Team and the students, as I believe that expansion of the National Council both provides additional opportunities to lead and gives our Fraternity enhanced operational capacity. As part of these discussions, we would need to consider potential barriers like timing, costs, and what this means for the future of our organization. Potential expansion opportunities may include:
    - Splitting the office of Vice President for Membership and Expansion into "Vice President for Membership" and "Vice President for Expansion".

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CANDIDATE FOR VICE PRESIDENT FOR MEMBERSHIP & EXPANSION

## CANDIDATE STATEMENT (CONTINUED)

- Both are related functions, but have many distinctions between them and having a person wholly dedicated to one or the other may improve the capacity and capability of both.
- Adding an office of “Vice President for Projects”
- At any time, there are multiple projects or initiatives the Fraternity wishes to undertake that, due to limited personal capacity and day-to-day operational concerns, the National Council may not be able to adequately address. This may include continuing to cultivate our leadership development program, managing Fraternity volunteers and committees, and concentrating on revisions to our OMRS. A Vice President for Projects would allow a dedicated individual to concentrate on tracking, managing, and pushing these and/or other special initiatives of the Fraternity in a way that frees up the National President for broader strategic vision work and leadership.
- Use of Limited Time Task Forces
- In any given term, there will be many discussions and initiatives that the National Council would like to pursue but, due to the day-to-day needs of the organization, they may not be able to concentrate on. In keeping with our increased use of committees, I would like to utilize task forces who are given a specific area of discussion or need with a defined timeline to provide recommendations or materials. These task forces may not last the entire biennium, which would allow for more participation from Brothers who may have a few months to dedicate to a task, but not two years.
- District Conventions
- Our District Conventions have, will, and should continue to evolve to meet the needs of our students. I would work with the Data and Assessment committee to continue to gauge what our students want and need from these events and how to continue to improve equitable access to them.
- Conduct Public Panels/Workshops/Office Hours on National Leadership Opportunities
- We have many Brothers who may be interested in leading on a National level, but may not know how or what opportunities are before them. Throughout the 2025-27 biennium, I would conduct several sessions either open to all Brothers or which could be scheduled on a 1:1/small group basis by all Brothers to talk about what leadership on the National level requires and how to apply for it. Having all Brothers involved means opportunities for all Brothers.

Pursuing these areas of focus will help our Brothers and Chapters reestablish themselves while we continue to move past the worst of the pandemic and ensure that the Fraternity continues to recruit, rebuild, and retain. I look forward to discussing this further with the true leaders of Kappa Kappa Psi, our students, and I'm excited to continue driving the mission of the Fraternity as a continued part of your National Council.

Sincerely,

Edward Savoy  
National Vice President for Programs  
Kappa Kappa Psi





**CANDIDATE FOR  
VICE PRESIDENT  
FOR  
STUDENT AFFAIRS**

# TAR-SHAE` ODOM

CANDIDATE FOR VICE PRESIDENT FOR STUDENT AFFAIRS

## BIO

Brothers I am honored to introduce myself to some of you for the first time, and many of you once again. Tar-Shae` Ra-Jun Odom is a Spring 2018 initiate of the Zeta Eta Chapter of Kappa Kappa Psi. As an active brother of the Zeta Eta Chapter I currently serve as the Service Chair. Most recently, I served as the Southeast District President, and prior to that I was the Zeta Eta Chapter President. As an active brother Brother Odom I have served on different committee's during the Southeast District Conventions. I am currently serving as National Vice President for Student Affairs, serving on one National Committees DEIA, and serving as advisor to Student Advisory & Communication.



My story is a very interesting journey to Kappa Kappa Psi. My journey at South Carolina State University started in the year of 2006 until I paused my matriculation in 2010. During that time away from school I had to take time to find what I truly wanted from life. I continued my matriculation in the fall 2017 and it was then where the current band director asked me to assist with the band. It was at that moment that I started serving the band as one of its managers. During that fall semester I attended Zeta Eta's Informational Meeting for potential candidates and after that I began my journey of becoming a brother of Kappa Kappa Psi. While working two part time jobs, attending classes, and still trying to live life nothing felt better than striving for what I believed in.

As I enter my final year of school, I will be serving as one of the student conductors for the South Carolina State University Band Program. On campus I serve as Chair of the National Interfraternity Music Council (NIMC), and a proud advocate for student activities on campus. Outside of school and serving the band I currently drive for Amazon Delivery during the first part of the week.. Learning to balance work, school, fraternity life, and just life all together was a challenge that soon became smooth sailing. I am a proud member of New Bethel Apostolic Church of Dillon, S.C. where I serve as an assistant choir director, and the keyboardist.

Additionally, I am a proud member of Delta Phi Delta Dance Fraternity where I served as Chapter President of the Magnificent Mu Chapter, Southern Regional Director twice, and also National Vice President of External Affairs. Serving has played a major role in my life. Since high school I have been drum major, class president, school vice president, and tennis captain. I never run from the opportunity to serve others, and many times you never have to ask me to do it, so it's going to get done before you know it. I believe the act of serving others is what matters most at the end of the day. I believe one goal of a great leader is to help individuals think a little more highly of themselves.

As I wrap up my last semester here at South Carolina State as an undergraduate, I would like to approach my professional career on a positive note. The passion of working with young people has always been a passion of mine, and I can not wait to enter the classroom full time. Brothers thank you for your time and consideration for this National Leadership Position.

# TAR-SHAE` ODOM

CANDIDATE FOR VICE PRESIDENT FOR STUDENT AFFAIRS

## CANDIDATE STATEMENT

Brothers of Kappa Kappa Psi,

Here we are once again preparing for a new biennium within our great fraternity. These past 15 months serving on the National Council has shown and taught me a lot. The passion I have for our fraternity has grown, and there is nothing I want to do more than to push forward. Serving as National Vice President for Student Affairs, came with the privilege of working with two sets of District Officers that have expressed me behind means. Therefore, with that being said, I humbly present myself for your consideration to serve once again as your next National Vice President for Student Affairs for the 2023-2025 biennium of Kappa Kappa Psi.

“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.” This quote is one I live by as a leader, but more importantly as Tar-Shae`. Currently our brotherhood is still navigating this new normance, and really trying to understand what it truly means to be a brother of Kappa Kappa Psi. Which is understandable because many chapters had to do a hard reset, and teach on the fly as many brothers graduated, or did not return to school. However, working with our student leaders, speaking with brothers from many chapters, and just watching things, brothers are ready to get back to work. Prior to stepping into this role, I knew what my responsibilities were, but not to the full extent that I would have liked. However, as I reflect on these past fifteen months, the most important thing I wanted the students to know was that they had someone to support them. For this biennium I would like to focus on Student Achievements, Promotion of the Brotherhood, and Rejuvenating our fraternity to be excited for Kappa Kappa Psi.

Sometimes as humans we need that extra motivation and push to get us rolling. With that same push you don't want it to come off overbearing. I would like to work with our student leaders to help energize our brotherhood not with just being a member of KKPsi, but a BROTHER of Kappa Kappa Psi. Being a brother means more than just serving the band, but serving others. We must bring enthusiasm and funk to the band at all times. Even when we don't want to be at band practice, we must still remember that we are Kappa Kappa Psi. From everything I have learned from our active body and leaders is their motivation to serve, to learn, and their strive to be a better brother. This biennium my goal is to highlight our entire brotherhood, continuing to advocate for our leaders, and positively impacting our brothers. By doing so, I hope that our brothers feel valued and supported while becoming REJUVENATED BROTHERS.

Brothers, join me on this musical journey as we rejuvenate one another through our brotherhood, and true fellowship. Let's work together to honor our brothers from the past, present, and future. Let's continue to build our brotherhood, so others after you can look forward to joining our fraternity, understanding our true musical language. Thank you all for taking the time to read this letter as well. At this time for this election term I would like to focus on VPSA, but if I am considered for anything else I would like to accept. If you have any questions or concerns about candidacy for VPSA please feel free to contact me. I look forward to speaking to all my brothers.


Musically Yours,

Tar-Shae` R. Odom





# **CANDIDATES FOR BOARD OF TRUSTEES**



# DANIEL MILLER

CANDIDATE FOR BOARD OF TRUSTEES

## BIO

Daniel R. Miller is a Life Member of Kappa Kappa Psi, a Sponsor of the Omicron Chapter of Kappa Kappa Psi at West Virginia University, and a former Chair of the Kappa Kappa Psi Alumni Association Board of Directors ("AABOD"), having served in that role from 2017 to 2019. Professionally, Daniel is a Partner in the e-Discovery Analysis & Technology ("e-DAT") Group of the international law firm K&L Gates LLP, where he focuses his practice on counseling clients (including Fortune 500 companies, small businesses, large non-profit organizations, and governmental agencies) on matters involving complex records preservation and collection issues, litigation holds, electronic discovery in legal proceedings (including complex civil litigation, government investigations, arbitrations, Congressional inquiries, and internal investigations), and records management, record retention, and information governance, as well as issues related to intellectual property and antitrust law. At his law firm, Daniel has taken leadership roles in its pro bono programs.



Daniel formerly served as pro bono coordinator of the firm's Pittsburgh office, supervising and coordinating the pro bono efforts of dozens of attorneys. His current pro bono work includes serving on the Management Committee for the firm's Cyber Civil Rights Legal Project (a program providing pro bono representation to victims of nonconsensual pornography) and representing indigent clients who are seeking final Protection from Abuse ("PFA") orders.

While a student at West Virginia University, Daniel enjoyed performing on trumpet, flugelhorn, and mellophone in his five years as a member of "The Pride of West Virginia" Mountaineer Marching Band. On February 13, 1997, Daniel was initiated as a brother of the Omicron Chapter of Kappa Kappa Psi. While an active brother, Daniel served two terms as Chapter Parliamentarian. He also led the Omicron Chapter's development of a successful bid to host the 2000 Northeast District Convention at West Virginia University, and he served as Host Chapter Chair for that convention. At this convention, Daniel was elected as Northeast District Secretary-Treasurer.

Daniel graduated magna cum laude from West Virginia University in 2002 with five undergraduate degrees, including a Bachelor's of Science degree in Biology and Bachelor's of Arts degrees in English, History, Geography, and Liberal Arts & Sciences. Daniel then earned his Juris Doctorate in Law from the University of Virginia in 2006, where he served as Editor-in-Chief of the Virginia Journal of Social Policy and the Law. After obtaining his law degree, Daniel moved to the Pittsburgh area to practice at K&L Gates LLP.

Since moving to Pennsylvania, Daniel has remained engaged with our fraternity. Along with his wife Kelly (Hooper) Miller (also a Life Member of the Omicron Chapter), Daniel helped to establish in 2008 the Omicron Alumni Association, a local alumni association that supports both the active chapter of Kappa Kappa Psi and the bands at West Virginia University. Daniel and Kelly also served as the colony advisors for the group of students that formed the Nu Gamma Chapter of Kappa Kappa Psi at Robert Morris University in 2012.

In 2015, Daniel was appointed by the Kappa Kappa Psi Board of Trustees as a member of the AABOD, for which he initially served as the Administrative Director. In this role, Daniel helped to develop internal guidelines and practices to improve the AABOD's operations and accountability, to track the income and expenditures of the Kappa Kappa Psi Alumni Association over the biennium, and to draft and propose the alumni association's first constitution, which was adopted at the 2017 National Convention.

At the close of the 2017 National Convention, Daniel was installed as the Chair of the AABOD. At the start of the 2017-2019 biennium, Daniel framed a set of twelve ambitious goals for the Kappa Kappa Psi Alumni

# DANIEL MILLER

CANDIDATE FOR BOARD OF TRUSTEES

## BIO (CONTINUED)

Association, and these goals served as the foundation for the alumni association's growth and development over the biennium. In particular, Daniel worked with the other AABOD members to launch a number of new initiatives, including the Max Mitchell Grant Program for National Intercollegiate Band Musicians, the Brent Cannon Music Education Alumni Achievement Award, a structured series of alumni-centered programming at each District Convention, a pilot project for a new alumni mentorship program, and an emerging partnership with the Association of Concert Bands ("ACB"). Also, Daniel led the AABOD in its support of new local alumni associations, its broadened communication strategy using through social media and a revitalized Encore newsletter, and its work to make our alumni association a welcoming home for all alumni, life, and honorary brothers. Daniel also developed and implemented the candidate review and member voting processes for the first-ever elections through which Kappa Kappa Psi Alumni Association members chose their Board of Directors for the 2019-2021 biennium.

More recently, Daniel has served on committees undertaking work for both the national fraternity and the national alumni association. Perhaps most significantly, Daniel has assisted the Omicron Chapter in its recent revitalization efforts. Working alongside active brothers, fellow alumni members, and band directors at West Virginia University, Daniel helped a small group of active brothers and membership candidates restore a fraternal presence at their university, renew a shared appreciation for our values of service and brotherhood, and reignite a sense of passion and excitement about all that motivated band members can accomplish together.

Beyond his fraternity and professional work, Daniel also works in other ways to better his communities. For over a decade, Daniel served as the Secretary of the Board of Directors of the Strand Theater Initiative, a non-profit organization that owns and operates (nearly exclusively through the efforts of unpaid volunteers) a theater and adjoining café in Zelienople, a small town north of Pittsburgh. Daniel also volunteered for several years as a mentor for the African American Achievement Trust Collective Focus, a project founded by the Urban League of Greater Pittsburgh to enhance educational outcomes of the area's African-American youth.

Daniel and Kelly have been married nearly nineteen years, and they live in Sewickley, Pennsylvania with their three children, (Beatrix (13), Harris (11), and Dahlia (9)) and their dog Miles.

# DANIEL MILLER

CANDIDATE FOR BOARD OF TRUSTEES

## CANDIDATE STATEMENT (CONTINUED)

Brothers of Kappa Kappa Psi,

It is with great hope and enthusiasm that I announce my candidacy for the Kappa Kappa Psi Board of Trustees. My life has been changed for the better through my experiences in our fraternity, and I have learned so much from the outstanding brothers I have encountered, including older brothers who have mentored me and younger brothers who have inspired me. These experiences and brothers have shown me repeatedly that Kappa Kappa Psi serves as a positive force in the lives and communities of our brothers, that our fraternity's continued improvement is made possible through our commitment to each other, and that our worthy purposes and values offer us a path toward greater understanding, achievement, and harmony. As a member of the Kappa Kappa Psi Board of Trustees, I will use my past fraternal involvement, my legal education and background, and my other relevant experience to support our fraternity and its brothers as they follow this path toward a successful and sustainable future.

### **The Board of Trustees as a Fiduciary Body for Kappa Kappa Psi**

The Kappa Kappa Psi Board of Trustees is assigned with the important responsibility of ensuring that all component parts of the fraternity are functioning at the national level. In this way, the members of the Kappa Kappa Psi Board of Trustees act as fiduciaries for our fraternity.

As fiduciaries, each member of the Board of Trustees owes a duty of care to the fraternity. In light of this duty of care, the trustees are required to be knowledgeable regarding the affairs of the corporation, to exercise independent judgment and prudence in their role as trustees, and to take actions on the basis of what they believe are the organization's best interests. Also, as fiduciaries, each member of the Board of Trustees owes a duty of loyalty to the fraternity. This duty of loyalty places limitations and requirements on the trustees with regard to known or potential conflicts of interest, creates an obligation for trustees to report particular opportunities to the organization, and mandates compliance by trustees with confidentiality obligations.

As an attorney, I am familiar with these fiduciary duties, and I have represented a number of clients in investigations and proceedings related to failures of individuals to fulfill these responsibilities. Through my own education and experiences relating to these duties and associated legal disputes and my work alongside attorneys who specialize in advising non-profit directors of their obligations, I have learned much about the advantages that organizations derive when their boards are functioning well and the dangers that organizations face when their board members neglect their fiduciary duties. Also, I have served for over a decade on the board of directors of The Strand Theater Initiative, a local arts non-profit organization. Through this role, I've worked diligently to undertake the duties of care and loyalty through my own involvement with the organization, and I've mentored other directors on how they can satisfy their duties as well.

As a member of the Kappa Kappa Psi Board of Trustees, I will adhere to these duties of care and loyalty strictly as part of my fiduciary responsibilities to our fraternity. I will also share guidance and insight derived from my legal and past non-profit leadership experience with the other trustees so we could all work with resolve toward the satisfaction of these crucial duties. In order to facilitate accomplishment of these fiduciary duties and improve transparency in our fraternity's governance, I will also offer recommendations on policies and best practices related to these fiduciary duties.

### **The Board of Trustees as a Resource for Other Components of the Fraternity's National Leadership**

The Kappa Kappa Psi Board of Trustees is also charged with considering issues of national policy (including

# DANIEL MILLER

CANDIDATE FOR BOARD OF TRUSTEES

## CANDIDATE STATEMENT (CONTINUED)

issues related to alumni affairs, public relations, and legal matters) and internal problems of the Fraternity when such issues and problems are referred to the board by either the fraternity's National Council or its Alumni Association's Board of Directors ("AABOD"). In this respect, the members of the Kappa Kappa Psi Board of Trustees do not act as a second National Council or as a replacement for the AABOD. Instead, this board and its members serve as resources of insight, knowledge, perspective, and guidance for the other components of our fraternity's national leadership as they act within their respective scopes of work.

Through my four years of service as a director of the AABOD (including my role as AABOD Chair during the 2017-2019 biennium), I have firsthand experience in how these different components operate within the bounds of their distinctive authorities and how they collaborate for the betterment of our brotherhood. As AABOD Chair, I collaborated closely with the Kappa Kappa Psi Board of Trustees regarding changes to the Alumni Giving Program, and I worked with both the Kappa Kappa Psi Board of Trustees and Tau Beta Sigma Board of Trustees to obtain approval for the Max Mitchell Grant Program for National Intercollegiate Band Musicians. Through these experiences, I learned more about the work performed by our fraternity's Trustees and the vital role they serve within our fraternity's national leadership. While AABOD Chair, I served alongside the Chair of the Kappa Kappa Psi Board of Trustees as ex officio, non-voting members of the fraternity's National Council, which allowed me to observe how the Board of Trustees works in conjunction with the national officers of Kappa Kappa Psi.

In light of my past work for the fraternity and my experiences as an attorney and a past non-profit board member, I believe that my work as a trustee will enhance the board's ability to provide helpful guidance and advice to the Kappa Kappa Psi National Council and the AABOD regarding issues and problems affecting our fraternity at the national level. My prior fraternal involvement with the AABOD and the National Council affords me with a seasoned perspective from which to offer such counsel, while my legal and past non-profit work grants me a viewpoint informed by how many other organizations have addressed their own issues.

As brothers, we should always strive to support each other in the furtherance of our fraternity's purposes. This obligation is highlighted through the oaths we take during our ceremonies for installing officers. As a member of the Kappa Kappa Psi Board of Trustees, I will welcome opportunities to serve our brotherhood by offering my views upon request to the fraternity's National Council and the AABOD, as it will align with these oaths and the values of my professional calling as an attorney. I will also cherish opportunities to talk with any brothers of Kappa Kappa Psi about how we, as individuals and a fraternity, can continue striving for the highest. In my current work as Sponsor for the Omicron Chapter of Kappa Kappa Psi, I have found that such conversations are integral to the connections we form as brothers, and I believe that such connections underlie our bonds of brotherhood.

### **The Board of Trustees as a Values-Driven Strategic Planning Body**

Much of the recent work of the Kappa Kappa Psi Board of Trustees has focused on issues related to strategic planning, including the fraternity's investments, its approach to the solicitation and acceptance of financial contributions, its capital campaign, and other topics related to Kappa Kappa Psi's long-term success. These focuses align with the objectives of many non-profit boards, and they highlight the need for our fraternity to have a steward charged with safeguarding its long-term values and mission and with preserving the organization's assets against waste and abandonment.

In my work as AABOD Chair during the 2017-2019 biennium, I helped develop internal practices to prevent unnecessary spending, to maximize the utility of each dollar donated to the Kappa Kappa Psi Alumni Association by its members, and to increase the financial transparency of that organization. Because of

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CANDIDATE FOR BOARD OF TRUSTEES

## CANDIDATE STATEMENT (CONTINUED)

the AABOD's attention to these issues, the Kappa Kappa Psi Alumni Association was able to implement new programs during that time and still end the biennium in the unique position of having thousands of dollars in hand and ready to fund even more new initiatives. As a member of the Kappa Kappa Psi Board of Trustees, I will bring the same energy to our fraternity's long-term financial planning by seeking ways to preserve its strong financial position, to insulate it from future risk, and to ensure that our investments are informed by our organization's values.

I believe that the most valuable assets of our fraternity are its brothers. Therefore, investing in these assets to the advantage of Kappa Kappa Psi's continued success requires actions to promote the growth, development, and success of all of our brothers, both as individuals and within their chapters, alumni associations, districts, and our National Chapter. At the national level, the decisions about these actions appropriately rest in the hands of the members of the Kappa Kappa Psi National Council. As a member of the Kappa Kappa Psi Board of Trustees, I will offer guidance at the prompting of the National Council regarding such actions, and I will help to gather and present information regarding the fraternity's long-term financial condition and how such actions relate to that condition.

In every action I will take as a member of the Kappa Kappa Psi Board of Trustees, I will focus on the fundamental values of honor, integrity, respect, and loyalty that inform how our brotherhood embraces its purposes. The ability of our fraternity to endure for generations to come is indelibly linked to its commitment to these values, and I believe that the decisions of our organization should always be guided by them. Regardless of the context of Kappa Kappa Psi's operations, I believe that these values must remain paramount and precede any short-term gains in terms of importance. Therefore, as a member of the Kappa Kappa Psi Board of Trustees, I will endeavor to make its work, including its work regarding strategic planning, driven by our fraternal values in all respects.

### **The Duties of a Lawyer and the Duties of a Trustee**

As a member of the Kappa Kappa Psi Board of Trustees, I will rely upon the same motivation that underlies my work as an attorney: to advance the interests of others through application of my skills, training, and work ethic. All lawyers are bound by ethical rules, so we must learn these rules and follow them in our practices. I have always been struck by how clearly the Preamble to the American Bar Association's Model Rules of Professional Conduct define an attorney's responsibilities as an advisor, an advocate, a negotiator, and an evaluator. I believe that my experience and abilities in each of these four roles will inform my work as a trustee for our fraternity.

- First, I will serve as an advisor by sharing insights and perspectives informed by my legal background, my years as an engaged brother of Kappa Kappa Psi, and my past years of service on the board of directors for a local arts non-profit organization. In this role as an advisor, I will support the work of the Kappa Kappa Psi Board of Trustees as a fiduciary body for the fraternity by facilitating its recognition and fulfillment of its duties of care and loyalty to Kappa Kappa Psi in a manner consistent with applicable legal requirements, expectations, and best practices.
- Second, I will be an advocate for all members of our fraternity by representing their interests and our shared values as a member of the Kappa Kappa Psi Board of Trustees. I believe that all voices within our fraternity should be heard, recognized, and valued, and I will take care to listen to these voices with respect. Furthermore, I will help the Kappa Kappa Psi Board of Trustees chart a course for our fraternity's sustained success so that we can all serve as advocates for bands for decades to come.

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CANDIDATE FOR BOARD OF TRUSTEES

## CANDIDATE STATEMENT (CONTINUED)

- Third, I will offer to act as a negotiator as we seek the best solutions and outcomes to advance Kappa Kappa Psi. Through my legal work, I've seen through countless litigations, mediations, and other legal proceedings how parties who are seemingly at odds in every respect are often capable of achieving exceptional results after being brought together through changes in perspective, moderation of tone, and contemplation of mutual interests. As brothers of Kappa Kappa Psi, we already start from a uniquely advantageous position, as we are deeply committed to a shared set of common values and purposes. As a member of the Kappa Kappa Psi Board of Trustees, I hope to be able to support all stakeholders within our organization as we negotiate around obstacles instead of each other and as we strive for this highest as a brotherhood unified in love, even when we are not unanimous in opinion.
- Fourth, I will work as an evaluator who provides a unique perspective from which to identify potential opportunities, obstacles, risks, and responsibilities with regard to our fraternity's future. The Kappa Kappa Psi Board of Trustees is charged with providing input, upon the request of other components of the fraternity's national leadership, regarding issues of national policy and internal problems. I believe that, through my legal experience regarding litigation, internal investigations, intellectual property, risk mitigation, cyber-threats, data privacy, records management, and information governance, I will be able to assess issues in a manner that provides different insights than other members of the Board of Trustees.

### Striving Still Higher

The Kappa Kappa Psi Board of Trustees is entrusted with a unique role in our fraternity's national leadership. Its members serve as caretakers for our fraternity's future success by ensuring that it operates in a steady, sustainable, and successful manner. I enthusiastically offer myself as a candidate for a position on this board because I believe that, by acting as effective stewards of Kappa Kappa Psi's financial interests, institutional purposes, and highest values, our Board of Trustees can help to secure a more cohesive brotherhood and a more effective fraternity.

Kappa Kappa Psi is still overcoming obstacles presented by the COVID-19 pandemic and its effect on college campuses across the country. These obstacles, as well as continuing trends regarding undergraduate college enrollment and student participation in campus organizations, will require significant attention and informed action by Kappa Kappa Psi for years to come. Accordingly, we are called upon, as individuals and as a fraternity, to do more, to work harder, to be better, and to strive higher. My fervent hope is that our fraternity enters the coming biennium (and every biennium to come) with a renewed sense of purpose, vigor, and appreciation for the boundless potential of our brotherhood and each brother. In this way, our fraternity can strive still higher.

It will always be the highest honor to have been selected to serve as a brother of Kappa Kappa Psi, and it is a special honor to present myself as a candidate for your consideration. While the information presented in my candidacy materials is presented with a focus on the functions of the Kappa Kappa Psi Board of Trustees, I am open to nomination to other roles that serve Kappa Kappa Psi if the Committee on Nominations and/or the fraternal delegation believe that would best support our fraternity.

AEA,  
Daniel Miller  
Life Member, Omicron (West Virginia University)

# EVAN THOMPSON

CANDIDATE FOR BOARD OF TRUSTEES

## BIO

Evan L. Thompson, from the University of South Carolina, was elected the 46th National President of Kappa Kappa Psi at the 49th Biennial Convention in Orlando, Florida. He previously served the fraternity as National Vice President for Membership & Expansion (2015-2017), Southeast District Governor (2012-2015), and National Chapter Field Representative (2010-2012). After his term as National President, he served from 2019-2021 as Immediate Past National President and member of the Board of Trustees. Evan is a Life Member of Kappa Kappa Psi and Tau Beta Sigma.

Evan graduated from the University of South Carolina with a Bachelor of Music Degree with emphasis in Instrumental Music Education in 2009. He graduated from Western Governors University with a Master of Science Degree in Educational Leadership in 2016. Professionally, Evan is the Music Teacher and Related Arts Team Leader at Pelion Elementary School in Lexington County School District One in South Carolina. His experience also includes seven years of successful teaching in Sumter School District in Sumter, South Carolina.



Evan presided over the 50th Biennial Convention on the campus of Oklahoma State University in Stillwater, Oklahoma. During the convention, the fraternity's Centennial was celebrated with a special commission by composer Kevin Walczyk entitled Centennial Exultation. The piece was performed by the Centennial Alumni Band conducted by Oklahoma State University's Director of Bands, Dr. Joseph P. Missal. The Centennial Celebration included guided tours of campus, National Headquarters, and Fairlawn Cemetery in addition to a special program near the Shrine to commemorate 100 years of leadership and service to college bands. The National Intercollegiate Band was conducted by Professor Jerry Junkin and premiered the commissioned work Fanfares for Friends by composer Joel Puckett.

# EVAN THOMPSON

CANDIDATE FOR BOARD OF TRUSTEES

## CANDIDATE STATEMENT

Brothers:

I am excited to present myself for your consideration as a candidate for the Board of Trustees for the 2023-2027 term. It would be an honor to continue my service to Kappa Kappa Psi, advocate on its behalf, and advance our mission and values.

With the celebration of 103 years this past November, Kappa Kappa Psi continues to prove itself as a leader within the college band movement. Even through the difficulties of the COVID-19 pandemic, the fraternity continues to advance and promote bands, provide values-based experiences, develop leadership opportunities, and encourage academic, personal, and musical growth for its members. Kappa Kappa Psi must remain committed to these ideals of its mission and strive to create an inclusive community for all members. I am seeking a term on the Board because I believe in this mission, and I hope to share in this work with you all.

To ensure the viability of the fraternity and our community, the Board of Trustees should be engaged in long-term strategic planning efforts with the National Council, good financial management, and purposeful programming. As we continue our recovery from the COVID-19 pandemic and face potentially significant shifts in college enrollment, we need a Board of Trustees that is looking to the future, consulting with experts, building professional/industry partnerships, and actively managing risks. While other component parts of the corporation handle day-to-day business, an engaged Board of Trustees should be working strategically to prepare the organization for changes in the college and university landscape and anticipating impacts on our financial standing. Experts in higher education predict a number of significant challenges in the next few years for colleges and universities, and these challenges have the potential to substantially affect our membership, operations, and finances. Consequently, we need to ensure that we are not caught off guard should these challenges emerge.

Looking to the future should involve a commitment to long-term leadership development for alumni. I believe the Board has a part to play in ensuring the preparation and development of aspiring leaders and expanding representation at all levels of leadership. Our national leadership team draws individuals from the ranks of our Alumni Association, and we need to ensure they are prepared with a deep understanding of fraternity programs, policies, and nonprofit leadership styles. A phrase known to all brothers says, "desire alone is insufficient," and therefore, it is our responsibility to collaborate as a leadership team to develop a program that will prepare them for service on a national level.

Envisioning a path forward into the future requires professionalism, courage, consensus building, and institutional knowledge. I bring a unique perspective in that I have experience at every level of the fraternity as a student member, staff member, and leadership team member. As the Board evaluates important and complex issues, I can leverage my experiences to view all sides and understand the impact of decisions on every constituent involved. As a brother and professional educator, I understand the importance of empathy, collaboration, and community. Listening to understand, doing one's personal best, and persisting through all challenges are lifelong guidelines that motivate me as a leader and person.

I hope my professional skills, fraternity experience, and vision for the future will benefit Kappa Kappa Psi and the Board of Trustees. I look forward to working together with brothers from across the country to ensure Kappa Kappa Psi remains the world standard of excellence for band fraternal organizations.

AEA, Evan L. Thompson Past National President (2017-2019)



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