

Report of the Nominations Committee
For the General Membership and the 2019 National Convention
May 16, 2019

To the Brothers of Kappa Kappa Psi:

It is my honor and pleasure to present the 2019 Nominations Committee report. This is the second edition of the pre-convention nomination process. This is pursuant to sections 3.708 and 3.709 of the National Constitution that outlines the election process to be reviewed and completed prior to National Convention. This is to allow chapters, delegates and members more time to review and deliberate the recommendations of the committee.

The members of the committee are:

Derrick Mills – Eta, Chair, Past National President
Annie Jane Burns – Gamma Iota, SWD President
Ilene Gould – Zeta Epsilon
Jacob Welper – Iota Omega, MWD President
Mitch Mikuchonis – Iota Kappa, Past WD President
Laura Pike – Lambda Delta
Maggie Sant – Sigma, Past NCD Secretary/ Treasurer
Aliyah Qualls – Beta Omicron
Mike Osborn – Zeta Epsilon, Past National President
Craig Aarhus – Pi, SED Governor
Denali Pearce-Alt – Epsilon Psi, MWD Governor
Brandon Louis Heater – Eta Kappa
Andrew Mason – Nu Gamma, NED President
Clinton Wieden – Alpha, SWD Governor
Danny George – Delta Sigma, Board of Trustees Vice Chair
Teddy Howell – Kappa Lambda
James Washburn III – Iota Zeta, SED President
Evan Thompson (ex officio) – Zeta Chi, National President
Steve Nelson (ex officio) – Alpha, National Executive Director

The committee's charges from the National Constitution (3.708):

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 COMMITTEE WORK:

The committee began its work immediately with online meetings via Zoom and creating group goals and expectations. National Headquarters provided the election campaign guidelines from the last biennium and we used that information as a template to revise guidelines for candidates. The changing

capabilities in social media proved to be a challenge to specify regulations for candidates for campaign guidelines. The committee made it clear to candidates that we reserved the right and responsibility to make adjustments to the guidelines throughout the process in the effort of fairness.

Eleven candidates submitted information packets by the January 15 constitutional deadline. There were at least two candidates for each elected National Council position and three candidates for two open positions on the Board of Trustees. All eleven candidates were determined to be constitutionally qualified. Relevant portions of their submitted packets were posted to the National Convention website for public review by all members of the fraternity. Additionally, National Headquarters produced the "Kappa Kappa Psi Elections Newsletter" that contained each candidate's information. Candidates also had the opportunity for National Headquarters to link campaign websites and video announcements from the National Convention website.

The National Communications Team offered each candidate the opportunity to record podcast interviews as part of their National Convention promotion series. All candidates took advantage of this opportunity. The Nominations Committee produced questions to be used for each interview. For consistency, all interviews were conducted by the Chair of the committee, Derrick Mills.

The committee reviewed the submitted packets 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 secure Basecamp page for further review by committee members. All interviews were scheduled and completed in February, 2019. The committee created general questions for all candidates, questions specifically relating to each position, and questions for each individual candidate based on review of their packet. The interviews ranged from 45 minutes to one hour.

The committee met in Dallas April 26-27 to decide a slate of candidates to recommend to the National Chapter. Prior to the Dallas meeting, the committee had a Zoom meeting to outline the selection process and expectations for the Dallas meeting. We collectively agreed to the challenge of identifying the strongest candidate for each office and assembling the strongest possible team for the national leadership based on qualifications, ideas and skill sets. Candidates were made aware of the in-person meeting and told if the committee had additional questions, the chair would organize another interview.

THE SLATE RECOMMENDED BY THE COMMITTEE:

For NATIONAL PRESIDENT the committee recommends **MARCO KRCATOVICH II (Nu)**. Marco will be the third brother from the Nu Chapter at the University of Michigan elected National President (Worthington '71-73, Matney '07-09). Marco's fraternity service, professional experiences and training have prepared him to serve as the forty-seventh National President of Kappa Kappa Psi. Marco emphasized to the committee his passion for the student voice at all levels of the fraternity. He plans to invest time and resources accessing and evaluating the fraternity's infrastructure and programs to ensure they are achieving the goals and impact for which they were created. He believes in peer to peer accountability and will promote leadership development for every member from student to life member in our order. The committee also was excited to hear Marco's planned emphasis on the oaths of Kappa Kappa Psi. The committee had no problem recommending Marco Krcatovich II to be National President.

For NATIONAL VICE PRESIDENT FOR COLONIZATION AND MEMBERSHIP the committee recommends **JESSICA LEE (Eta Alpha)**. The committee was impressed by Jessica's work as National Vice President for

Student Affairs and her passion for student development. Jessica's vision to create additional resources for the fraternity and utilize them for all levels of fraternity membership (candidate to alumni) will take Kappa Kappa Psi to the next level, an example being her co-authoring the *Road to Wisdom* program. Jessica's experiences in colonization and fraternity discipline have prepared her for the position she seeks. Her career as Director of Education Curriculum of a school district and years as a teacher provide meaningful insight as the *Road to Wisdom* program moves into its second biennium. Jessica's ability to connect with all brothers with which she interacts will enable her to be a strong National Vice President for Colonization and Membership and member of the National Council.

FOR NATIONAL VICE PRESIDENT FOR PROGRAMS the Committee recommends **MICHAEL NAPOLITANO (Kappa Upsilon)**. Michael sought the Office of National Vice President for Student Affairs and presented a strong candidacy for that position. Upon review, the Committee believed Michael's ideas, platform and qualifications were suited for the National Vice President for Programs position. Michael possesses a thorough understanding of fraternity programs and how they work. His experience as NED Governor and Chair of the Alumni Board of Directors have greatly prepared him to be a member of the National Council. The Committee was impressed with Michael's approach and ability to build upon his goals for office. Additionally, Michael's vision to improve the fraternity's digital assets with a new fraternity mobile app and web development will be a tremendous step forward for Kappa Kappa Psi.

FOR NATIONAL VICE PRESIDENT FOR STUDENT AFFAIRS the Committee recommends **LATRONDRICK HUNTER (Zeta Eta)**. Latrondrick sought the Office of National Vice President for Programs. Upon careful review, the committee believed Latrondrick's ideas and experiences were best suited for the Vice President for Student Affairs position. Latonrick's ability to connect with students as SED Governor and open communication approach will benefit him as National Vice President for Student Affairs. Additionally, Latrondrick's bold ideas and goals will energize student and chapter participation.

FOR THE BOARD OF TRUSTEES (2 seats open) the committee recommends **ADAM CANTLEY (Omicron)** and **JACK LEE (Delta Sigma)**. Adam is seeking a second elected term on the board. Adam's professional career as Dean of Students and knowledge in university student affairs will continue to be a valuable asset on the Board. Jack Lee is seeking his first elected term to the board. Jack's work as a School District Superintendent in Texas would provide a high level of administrative experience to the board. Additionally, Jack's familiarity with strategic planning for a large school district will benefit the board's long-term mission. Both Brothers are Past National Presidents, bringing a wealth of fraternal experience and knowledge that qualifies them for continued service on the Board of Trustees.

CHARGES/ RECOMMENDATIONS FROM THE COMMITTEE:

1. The Committee **charges** the **NATIONAL PRESIDENT and EXECUTIVE DIRECTOR** to format all candidate packets into one simple template.
 - a. Rationale: Candidates packets ranged from simple black and white documents to color documents with graphics and other unnecessary detail. This also made it difficult for the committee to navigate and download the packets. A simple consistent format would be helpful.
2. The committee **recommends** to the **2021 NOMINATIONS COMMITTEE** to review the amount of letters of recommendation submitted at the January deadline.
 - a. Rationale: Candidates submitted letters of recommendations ranging from three to thirty in their packets. The committee believes that for consistency and fairness, a minimum and maximum number of letters submitted by January would be better. Candidates can have as many letters of recommendations in other personal campaign

forms, this letter of recommendation cap stipulation would specifically relate to the January packet submitted to National Headquarters. The committee recommends a minimum of three and maximum of ten letters.

3. The committee **recommends** to the **NATIONAL PRESIDENT** to review the date and timing of the committee in-person meeting.
 - a. Rationale: The Committee liked that all interviews were completed in February, but felt a meeting closer to when the interviews were done would have a better impact. The committee suggested possibly before district convention season starts.
4. The committee **charges** the **NATIONAL EXECUTIVE DIRECTOR** to research how other organizations similar to Kappa Kappa Psi select its Board of Trustees.
 - a. Rationale: The committee believed that the current format of how Board of Trustees members are tied with National Council elections puts the fraternity at a potential disadvantage finding a broad range of candidates. The committee directs the National Executive Director to research how other organizations select their board and report back to the National Council for consideration to modify our process.
5. The committee **charges** the **2019-2021 NATIONAL COUNCIL** to review the structure and organization of the duties of each member of the National Council.
 - a. Rationale: The committee believes that the fraternity should review the possibility of adjusting the duties of the VPCM position. Due to the growth and development of the fraternity and the *Road to Wisdom* program, the council should review the positions to see if changes or expansion of the council would benefit the production of the council, and put less of a strain on volunteer council members.
6. The committee **charges** the **2021 NOMINATIONS COMMITTEE** to closely review the election campaign guidelines as they relate to social media.
 - a. Rationale: The 2019 Nominations Committee was met with challenges keeping up to date with the unique features and benefits of social media and candidate's use of various platforms. Including a "Dos and Don'ts" in the election campaign guidelines regarding social media would be helpful.

CLOSING REMARKS:

The committee would like to thank all eleven Brothers who presented themselves as candidates for national office. We all applaud your efforts and willingness to serve the fraternity at the highest level. We appreciate your cooperation in scheduling interviews and podcast recordings your commitment to a fair, transparent election process. While not all candidates will be successful in obtaining one of these selected positions, the committee appreciates your ambition and hope it does not end at this moment.

On behalf of the committee, I would like to thank the National Headquarters Staff, led by National Executive Director Steve Nelson, for all the assistance throughout the process. All questions and concerns were met with courtesy and professionalism. Additionally, we the committee thanks National President Evan Thompson for the faith, guidance and confidence he placed in all of us to be part of this committee.

Lastly, I would like to thank the members of the Nominations Committee. We had a very important job for the fraternity, and you all met that challenge with detail and efficiency. All Brothers took this work seriously and the work was smooth because of how prepared and dedicated each of you were. I am confident that the National Chapter will benefit from our work.

Respectfully Submitted,

Derrick A. Mills

Derrick A. Mills, Chair
2019 Nominations Committee
Past National President