

Re-Elect David Hater for US Chess Executive Board



Colonel (retired) David A. Hater, U.S. Army

Dear US Chess Voting Member

I am running for re-election to the US Chess Executive Board and sending you this campaign mailing to ask for your vote.

This mailing looks very similar to my first campaign mailing (in some cases identical). If it ain't broke, don't fix it! I am going to repeat some of the things I said in 2020 regarding my qualifications because some members in this election were not voting members in 2020.

Your time is valuable, so I'd ask if nothing else you read this

page one summary. Page two is my professional qualifications (virtually unchanged since 2020.) Page three is the issues I ran on in 2020 and updated with some issues in 2023. Page four is a more detailed discussion of these issues and a wrapup.

One difference this year is that I am doing an email blast rather than postal mail. I would rather do a mailing, but it is cost prohibitive. Part of the reason for this is the new US Chess privacy policy. Personal data cannot be "touched" by the member or affiliate who wants to market to our members. It is

more complicated than that, but that is the gist. That means I cannot buy mailing labels and do the printing and mailing myself. I could use the US Chess approved vendor to handle these tasks, but paying for a professional vendor for a mailing gets very expensive very fast. I wish there was another way and I questioned the privacy policy many times during my first term, but I have come to accept that the privacy laws in the world are changing and we have to comply, (even when that means that it is more expensive) for members/affiliates to send physical mailings to members. Email blasts are now the most effective way members/affiliates can communicate with members.

Pages three and four are my case for support. In 2020, I said I was running to give back to chess—that hasn't changed. I will review what I set out to accomplish and I will lay out some goals for this term.

My case is predicated on four main issues: 1) the current EB is a winning team and I want to remain on it 2) I am currently the most experienced tournament director on the EB; 3) my human resource background is a significant asset to the board and 3) my experience in ethics cases is also needed on the board. I will discuss each of

these details on page four.

I am a retired Army Colonel who served as a personnel officer. I will give more details on the next page, but the "bumper sticker" is I was a personnel generalist (staffing, compensation, evaluations, discipline, etc) and in my last 10 years in the Army I was the equivalent of a civilian VP for human resources. I had previously been certified as a Professional of Human Resources (PHR).

By no means am I the strongest player on the board, but my life as a chessplayer has been very rich. I played in more Army Championships, Armed Forces Championships and NATO Championships than anyone else I won the 1996, 1997, and 2001 Armed Forces Opens, and continue to serve as team captain of the USA NATO Military Chess team.

I will detail my TD experience on the next page, but I am an experienced National TD and International Arbiter. Last year, I directed over 50 events with nearly 15,000 players and over \$1 million in prizes.

Any summary is by its nature brief. Feel free to contact me at dhater1@aol.com to discuss any issues on your mind.

Experience

Chess

- U.S. Chess Life Member
- FIDE Arbiter (since 2016)
- International Arbiter (since 2017)
- National Tournament Director (since 1988)
- US Chess Tournament Director of the Year (2019)
- Past member Rules, Ethics, Military Chess Committees
- Member FIDE Ethics Committee
- 515 Tournaments directed with 2234 sections (since 1991)
- Ranked in the 96th percentile for all US chess players
- US Armed Forces Team member at 17 NATO Championships (1995-2000, 2004, 2006, 2013-2019, 2021-2022)
- Army Chess Team member 7 times (1992-1993, 2000-2001, 2004, 2006-2007)
- Played in 13 Army Chess Championships (1991-1993, 1995-2001, 2004, 2006-2007)
- Played in US Armed Forces Open Chess Championship (USAFOCC) 10 times (1996-2004, 2013)
- Champion, USAFOCC 3 times (1996, 1997, 2001)
- Played in Texas Armed Forces Chess Championship 2 times (2000, 2018)
- Georgia Armed Forces Champion (2018)
- Team Captain, USA NATO Military Chess Team

Professional

- Colonel, US Army (retired)
- 27 years honorable service
- Selected Leadership Positions and Assignments:**
 - Assistant Chief of Staff (G1), Army Cyber Command
 - Assistant Chief of Staff (G1), 3rd Army
 - Assistant Chief of Staff (G1), 2nd Infantry Division
 - Chief, Strength Management Branch, U.S. Army Forces Command
 - Company Commander, Headquarters, US Army Tank-Automotive Command
- Selected Awards and Decorations**
 - Legion of Merit (2 awards)
 - Bronze Star Medal
 - Meritorious Service Medal (6 awards)
 - Joint Service Commendation Medal
 - Army Commendation Medal (4 awards)
 - Army Achievement Medal
 - National Defense Service Medal (2 awards)
 - Military Outstanding Volunteer Service Medal (for work done in chess)
 - Iraq Campaign Medal
 - Global War on Terrorism Service Medal
 - Korea Service Medal

Education

- Master of Strategic Studies {Distinguished Graduate} (2013, Air University at Maxwell AFB)
- Master of Military Art and Science (2003, Air University at Maxwell Air Force Base)
- Master of Public Administration {4.0 GPA, National Honor Society} (2003 Auburn University in Montgomery, AL)
- Master of Philosophy (1990, Ohio State University)
- Bachelor of Science Business Administration (1988, Ohio State University)

Summary of professional military career:

I retired in 2015 with the rank of Colonel having served over 25 years on active duty and 2 years in the Ohio National Guard. I taught English at the United States Military Academy from 1999 to 2002, but the rest of my assignments were as a personnel officer. I worked at the strategic level in the United States Army. My last assignment was the chief personnel officer at U.S. Army Cyber Command which at the time was the Army's number one priority. As chief, strength management branch at Army Forces Command I was directly responsible for oversight of all manning of military units in the continental United States. During my career, I supervised teams of over 50 human resource professionals providing direct support to tens of thousands of soldiers and indirect support to hundreds of thousands of military members. I have multiple combat deployments to the Middle East and served three tours in the Republic of Korea.



Combining two main parts of my life: chess and Army

Issues

What I said when I ran for election in 2020

I stated in several places that I would not make specific promises along the lines of “elect me and I will do X.” I believe candidates need to come into the position with an open mind and an ability to learn what has already been done and what strategic decisions have already been made. Often a candidate is elected and learns new facts or nuances. So it is my opinion that a candidate should not take positions on issues that perhaps are not feasible. Having said that, candidates have a responsibility to give an indication of where they generally stand on various positions. I have done that on my website www.davidhater.com. Go to my website to see the details.

Campaign Issues on www.davidhater.com

- Appointed Board Members
- Coronavirus Response
- Board Stability
- Electronic Device Policy
- Ethics and Tournament Chess
- Certification of Equipment as “official”
- Upgrading US Chess IT Systems
- Online Chess

How did I and the EB do?

Several issues that seemed to be “burning issues” during the 2020 EB campaign ceased to become major issues. Appointed board members is an idea that was not adopted by the Delegates and is not discussed nearly as much today as it was three years ago. Similarly, the chess equipment standards of electronic devices and certification of “official: chess equipment did not occupy much of the Board’s time. The lack of controversy is in my opinion a good thing and points out to me that our Federation is on a good course and is generally focused on important matters and we have been able to debate and consider matters such as these, come to a consensus and move on.

Thankfully, the worst of the Corona Virus pandemic seems to be behind us. There were some very challenging days for the Board. Tournament activity was non-existent for a period of time and membership renewals dried up and the revenue projections were bleak for a while. The Board took very prudent steps. Expenses were controlled to the extent possible. We applied for and received pandemic related grants from the government. We have now almost completely rebounded and membership, revenue, and assets are now at an all time high!

Board stability has been a resounding success. Chess political battles that we’ve seen in the past are just not an issue with this Board. This Board gets along well with each other. Yes, we occasionally have policy differences, but we work them out in a respectful manner and this Board is collectively focused on the U.S. Chess mission: Empower people, enrich lives, and enhance communities through chess.

I will discuss “Ethics and Tournament Chess” and “Upgrading US Chess IT systems” on the next page because while we have done much in these areas, these are still issues that will occupy the Board’s time in the next term.

Online chess was a necessity caused by the pandemic, but sometimes threats cause responses that are beneficial to the organization. We had to initiate an online chess program because OTB disappeared for a period of time. Online chess enabled us to keep chess going during the pandemic which mitigated threats to revenue. The good news is online chess is continuing, albeit at reduced rates, even though the pandemic ended. This is one area where I made significant contributions. I served on the task forces that wrote the online rules as well as the developing US Chess online championships. I also directed hundreds of online events during the pandemic.

Overall, though there is more work to be done, I think I kept my “campaign promises.”

US Chess is a winning team!

Membership is at an all time high—over 100K members! Revenue and assets are at all time highs. The Board is a cohesive unit that is accomplishing the US Chess Mission. I want to continue to contribute to this effort!

My tournament directing experience is invaluable to the Board

I mentioned my TD resume. This gives me a unique vantage point to represent tournament players in areas such as tournament director certification, rules, ethics, and FIDE events. I recently served on the group that revised TD certification exam questions. There are many diverse groups that make up US Chess and all are vitally important, but serving the tournament players is one area where I bring significant expertise to the Board.

Human resource expertise is a core competency that the Board needs

I served as a senior executive in human resources for three decades. In my first term, I advocated for increased compensation and benefits for employees and I served as a resource for the Board and ED to help ensure our organization follows best human resource practices. I will continue to use my HR expertise next term and you can see that in goals below. Boards work best when there is a diverse group with unique skills sets. We have experts in finance, budgeting, marketing, legal etc. We also need HR expertise and this is an area where I am a leader.

Representing U.S. interests in FIDE and the international community is critical

As a member of the FIDE Ethics and Disciplinary Commission, I have influenced FIDE particularly in areas of proper behavior and holding individuals accountable for transgressions. This commission membership also allows me a “seat at the table” in other areas when I attend FIDE meetings and Congresses.

Unfinished business and goals for the future

In my Chess Life campaign statements (<https://new.uschess.org/david-hater-2023-executive-board-candidate>) and on my website (davidhater.com), I go into more detail on the above and three focus areas I have for next term: Modernizing IT infrastructure, setting correct staffing levels, and setting and enforcing standards of behavior. Because these areas are complex, I will refer those who want to learn more about my position to my website.



US Chess Delegation at 90th FIDE General Assembly. Left to Right: FIDE Vice President Michael Khodarkovsky, Executive Director Carol Meyer, then US Chess President Allen Priest, David Hater, US Chess Executive Board Member and Past President Michael Hoffpauir



FIDE meeting announcing new Ethics & Disciplinary Code Chennai 2022. Left to right EDC member Ravindra Dongre, David Hater, EDC Chair Francois Strydom, EDC member Johan Sigeman