

MINUTES
PRESIDENT'S TASK FORCE ON GREEK LIFE SUBCOMMITTEE II
NOVEMBER 28, 2017

BJ Billeaudeau, Kappa Sigma House Corporation Representative and Chair, called to order the meeting of President's Task Force on Greek Life Subcommittee II in the LSU Student Union Tchoupitoulas Room 452 on November 7, 2017 at 6:01 p.m.

Stephanie Tomlinson, Executive Assistant, called the roll.

PRESENT

BJ Billeaudeau, Kappa Sigma House Corporation Representative, Chair
Verge Ausberry, Athletics Department Representative
Camille Flint, Residence Hall Association President
Anesha Pink, National Pan-Hellenic Council President
Madison Hopper, Panhellenic Council President
Rob Stuart, Chair, Ex-Officio
Dan Layzell, Vice Chair, Ex-Officio

ABSENT

Mason Tusa, Interfraternity Council President

Also present for the meeting were the following: Carlton "Trey" Jones, Managing Attorney in the LSU Office of General Counsel; Stephanie Tomlinson, Executive Assistant to the LSU Board of Supervisors; Hannah Rovira, Coordinator in the Office of the President; Shawn Lowe, LSU Greek Alumni Unity Council.

PUBLIC COMMENTS

There were no public comments made at the meeting.

1. Presentation by Bill Fountain, Lambda Chi Alpha Alumnus Advisor

Bill Fountain, Lambda Chi Alpha Alumnus Advisor, addressed the Subcommittee about his chapter's experience. He stated Lambda Chi has a very active alumni association. The timeline for Lambda Chi is that they had an alcohol & hazing incident in 2015 and 2016 and in 2017 Nationals decided to close the chapter due to alcohol and hazing problems. He believes alcohol is causing the problems. There are issues related to the legal drinking age of 21, the policy of not allowing beer kegs, and the issue of the Parade Ground tailgating which attracts non-University individuals. The education of risk management is not successful, and gatherings of large numbers for trainings is not productive. He mentioned the University should address the real issues and find positive ways to move forward. The fraternity community needs acknowledge the problems, understand the problems and accept that uncontrolled alcohol consumption and acts of hazing will not be tolerated in the community as it is detrimental to brotherhood and sisterhood. He further mentioned uncontrolled drinking and drugs are the problem. His chapter had a bar to serve members and guests and it was destroyed. Bars in each room were destroyed. They made sure there were no more bars in the house and no more symbols that encourage a bar or club atmosphere. He noted the importance of third party vendors and security. In moving forward there should be a no alcohol policy for the Chapter Houses. He also noted that if they were to return there will be no tailgating, except at the house and on their grounds. All of their ritual events and ceremonies will be supervised by an Alumni Board, and there will be no alcohol allowed. He further suggested all sorority exchanges only at the houses and only

have exchanges with pledges with pledges and actives with actives. If his chapter returns the Alumni Board will supervise all new member education. All active members will sign member obligation agreements and agree to semester drug tests. There will be added security cameras at the house as well as a professional and engaged House Manager. He suggests no pledges, and only prospective new members that are treated as equals. He further adds the creation of an active Parents Association. When they return they will be new and all the ones are graduating, so it is easier for them to address these issues in the interim. Bill further added the Greek system is not just for drinking. Now is the time to help solve the problem and not put the band aid on the solution. The fraternities need guidance and supervision and a promise to them and their parents they'll have a safe environment.

Camille Flint asked Bill how he sees a parent's association helping to foster a new culture? Bill stated he thinks it is critical for the men to see their parents at the house and they know their parents care and their parents are helping guide the fraternity. He stated it is also critical for alumni and parents to be in the chapter house.

Camille asked in what ways would they allow the house manger to enforce rules. Bill said it is a difficult proposition, since they are the eyes and ears. They want the house directors to know if something serious is going on in the house and the cameras help but don't want to put cameras on the obligation of director. When others adults are present in the house it helps reinforce the position. Madison Hopper asked how they select a qualified house manager. Bill stated they do have an active alumni association of 100 men and our board is 12-14 people and they have designed the job description but it is difficult to find people to meet the criteria that want to do it. They do phone interviews and then bring the final candidates in for intense interviews. Camille asked what their qualifications are for a House Manager. Bill replied they need to be mature and someone with previous experience. They look for experience overseeing a kitchen staff or vendor. The person also has to have the right personality and feels comfortable around young men. Our alumni board feels comfortable hiring and firing people if needed. Madison asked wat the contract looks like for the house director. Bill replied it is a 2 semester contract with some opportunities for merit bonuses. The contract is at least a year commitment, but hopefully is more long term. They evaluate at the end of each semester, and he stated it is an evaluation on both sides.

2. Core Leadership Program Presentation by Theta Xi Chapter Advisor Bryan Jeansonne, Policy Board Chairman Will Meyers, and Executive Board Member Tommy Bernard

Tommy Bernard presented the Core Leadership Program by Theta Xi. He introduced the impetus for the creation of the program was a few years of turmoil and incidents in the chapter. Five (5) years ago Bryan, Jim, and Tommy confronted the chapter with the issues. From this confrontation they established the Core Leaders, and in August 2013 called officers together and started the program.

The presentation was provided to the Subcommittee members with the information of the program. The presentation covered the objectives, concepts, and structure. The program is design to provide the leaders of the chapter with the tools necessary to self-govern through a Policy Board.

The chapter created position statements on four categories and created clear consequences for violations. If there are any three (3) strikes you are removed from the chapter, no questions asked. The chapter wrote the rules with advisor oversight. Also, failure to report is immediate disciplinary

action. The chapter members are responsible to the Housing Corporation and the members are responsible for day to day membership. If an individual doesn't take responsibility than the whole chapter does so it encourages individual responsibility. They've had full suspensions and social probations as consequences of their actions.

This program provides the leadership a pathway to success. The members have fully embraced and it and once integrated it eventually becomes the way the chapter operates.

Will Meyers, Policy Board Chairman, has been around for the majority of the existence of this and things have changed dramatically. Will stated that when things come down from LSU or House Corp. as an incident, the chapter views it as adversarial but when it comes from the policy board it seems less adversarial and viewed as them making a sacrifice of the chapter for taking responsibility for the individuals. They have never had anyone not accept responsibility or the punishment because they want to see the chapter succeed. Will stated there has to be trust between House Corp, policy board, and Greek Life for it to work. He further commented that the conduct policies with stated consequences make it so if they break the rule they already know the consequence.

Tommy continued that they send this to the Parents of the new associate members because it is an asset of the chapter. The brothers having to be chapter police doesn't work, and they know they will have issues but they will go through the process. Tommy stated they have been able to increase quality of the membership and that this will be their legacy. They hope the group can bring to others. They know it is not foolproof but has worked for them for a few years. While most of the organizations have boards, the self-governance part from within is what helps to stop things before they become an issue. A language and culture change has happened about events and now the chapter talks about liability and consequences because of this model. This is said at every single chapter meeting and they have seen an 80% return on bids this past rush.

Verge asked about once an incident happens when is the transition to the University. Tommy stated that the chapter runs the process internally regardless of where the incident as reported from. If the students make us aware of an issue, we have to make it aware to the Greek Life Office. If it comes totally from within it, then it is staying totally within. Verge asked what is the liability of that, within LSU's policies. Tommy stated they handle it internally and don't tell the University. Verge commented that Athletics has to turn it over immediately and he doesn't see how they can't report it to the University. Tommy replied that they have 265-300 members and vast majority of incidents involve 1-2 members and rarely more than 5 members. He further commented that their big fear is this is going to go in to LSU Accountability and Greek Life. The chapter would never be able to run a process if they had to give names to the University. This process helps them make the cultural change and render an internal process but members would not comply and be honest if they knew it would be reported to the University. The House Corp takes the oversight responsibility and they make the judgement call. They are working on audit capabilities, and social audits to improve the process. They keep records and there is a paper trail.

Verge asked what would happen if a student found another student with cocaine in the house. Tommy stated the kid is immediately forced to leave and if in the house they dispose of the drugs. Trey Jones commented that what they have done is a good thing here but it does create a catch 22 because some things require escalation. You are being virtuous in doing this program but how do we know as a University about this. Tommy mentioned they suspend, and they do have a good model

for peer to peer and self-governance. They still don't know the piece of the puzzle Verge mentioned.

Verge asked about more how they worry if they tell the University they would be suspended?

Tommy clarified that 95% of incidents they wouldn't be suspended, and now they are most dealing with fairly minor stuff. Tommy admitted the candor will make them better and has provided food for thought to make it better. They thanked the Subcommittee for letting them present.

3. Presentation on Conduct Process by Angela Guillory, Associate Dean of Students & Director of Greek Life

Angela Guillory, presented to the Subcommittee an overview of the conduct process. She stated the best case scenario is that within a fraternity and sorority, when a violation occurs, they are able to have an internal process. She noted they do find sororities tend to be more compliant and agreeable to rules. Angela commented that the partnership process is to allow the organization to investigate and report back to the University. In the last 10 years, there has been a complete change and chapters have been more transparent about what is happening in their chapters. She noted the only way this works is if there is willingness to come forth and provide the information. The other way is the University investigates but the chapter has a greater opportunity to find out what actually occurs than administrators interviewing members. Angela noted this is also time intensive of the LSU staff because after a few interviews the administrators start getting the same answers. She commented that you have to due diligence but it is time consuming. The partnership process is dependent on a transparent process with a full report of what happened on who, what, when, where, why. She mentioned that Theta Xi would be gold standard for functioning judicial boards and that we know that isn't happening in all chapters. It is also imperative advisors shepherd students to do the right thing. The administrators get lied to a lot and have to push for more information. The Greek Accountability Team oversees this. The overall goal is to provide a report as a University official document that we have every detail delivered to the best of their ability. Angela mentioned that alumni supervision and commitment, training and support, and working with National Organizations are keys to success. She stated the Greek Life Office trusts the fraternities and sororities will report and provide us with the information.

Verge commented that in talking to the Greeks they are afraid to bring issues up because they feel they will automatically be off campus. Angela commented that if you look at the conduct history that has never happened. Verge also asked if it is just organization accountability or individuals. Angela stated it depends and the Greek Accountability Team would look at systemic versus individual issue. She commented that most of our students use as a battle cry that LSU is trying to kick Greeks off campus but the documents reflect otherwise. She mentioned that drug use is a huge problem on our campus and has become normalized. Verge asked who determines if someone is kicked off campus. Angela replied the groups go through the process with Accountability team and they review the cases. They did recommend Lambda Chi be removed 3 years ago and Lambda Chi appeal to a panel and the hearing panel overturned it but their punishment was total probation so no recruitment of new members for over a year.

Rob Stuart asked if the chapters are expected to notify the Greek Life Office of the violations they find. Angela stated if it is a violation, they can notify conduct or our office. She commented that this is where advisors who have the integrity and compassion to do the right thing are imperative. Tommy Bernard commented that for their chapter any drug use suspends membership and bans

from property. He further stated they gave the chapter the structure to deal with it and made a culture change and that Angela has given them room to operate. Angela replied that these are tough conversations sometimes, and a chapter is not going to be removed for 10 men using drugs in the house when they are otherwise doing the right thing. Angela further stated the only organization that has ever been removed without advisor assistance was when they got the executive director here to understand it was egregious.

Verge asked if there is a hazing incident and it is not the whole fraternity just a member or two, is there a safe haven or amnesty for someone to report to you without repercussions to whole fraternity. Angela replied it depends on the significance of the event. She noted you have to look through is the student reporting because of potential harm or are they being bullied by someone else. She stated you have to comb through the report and we will be advocates for the victim and protect the victim or associates of the victim to help stop the behavior. Right now there is not an amnesty policy but there is an open door for conversation. Theta Xi is an example of saying we have problems but we are committed to fixing it. Even though it has taken some time. Angela stated the University is not abusive or oppressive and the track record speaks to this.

4. Determine the discussion/information for next Subcommittee meeting

The next subcommittee will be determined after the next Task Force meeting.

5. Adjournment

Upon motion of BJ Billeaudeau, seconded by Anesha, the meeting was adjourned.