



November 17, 2015

Regarding Case Number: 2015152101

Kappa Alpha Order
Sent electronically to [REDACTED]

To the members of Kappa Alpha Order:

Based on the information presented and discussed, the Alpha Gamma chapter of Kappa Alpha Order accepts responsibility for their actions, which constituted a violation of LSU's Code of Student Conduct, specifically an unregistered party at the fraternity house on August 29, 2015, which resulted in alcohol and drugs being present. Members, new members and guests new members were present. During the course of this unregistered event, a female guest was assaulted by a new member. As a result, your chapter has submitted the following Chapter Enhancement Plan, to meet the requirements of the partnership process with Greek Life and Student Advocacy & Accountability. Additionally, the University has placed the organization on the following accountability status:

Letter of University Reprimand

This accountability status will be effective November 13, 2015 through December 31, 2016. During this time, the organization will not forfeit any privileges.

With respect to the information listed above, the following action items apply:

The Number I is required to meet monthly with the Greek Life Office to provide an update on the progress with the sanctions until they are completed [through May 12, 2016]. Verification of this meeting should be submitted to LSU Student Advocacy & Accountability on a monthly basis in the form of a written summary of progress due on the **last day of each month**.

Province Commander [REDACTED] has placed Alpha Gamma Chapter in Alumni Receivership and the Alumni Receivership Committee (ARC) will oversee all of the chapter's operations. Province Commander [REDACTED] will remove the chapter from alumni receivership once the chapter has met all sanctions and made significant improvements necessary to improve the chapter culture. The committee members will be paired up with each officer to provide insight and guidance for their positions. The committee will be trained by the NAO and will be in place before the Officer Transition Workshop is scheduled to take place. Verification of attendance should be submitted to LSU Student Advocacy & Accountability no later than **December 4, 2016**.

Per the NAO policy for violations of the KAORMP, the chapter must pay a fine in the amount of \$85 per active member for not following the Kappa Alpha Order Risk Management Policy. The chapter is allowed to use the money to offset any costs associated with educational programming efforts (professional speaker and/or workshops associated with the sanctions). Verification of fine payment should be submitted to LSU Student Advocacy & Accountability no later than **December 31, 2015**.

Chapter members, including active and new members, will be required to pass a hair follicle drug test to remain in good standing. The test has been set up by the NAO and the chapter will be billed after all members have participated. Members must complete the drug test by **November 18, 2015** (verification

that testing is complete should be sent to LSU Student Advocacy & Accountability no later than November 19 at 8:00 am);

„h Members that do not participate or fail the test will be placed on alumnus not in good standing status with the ability to reapply next semester pending their application, successfully passing a drug test and attendance at all educational sanctioned sessions.

„h Members can reapply in writing after March 15, 2016 and will be required to pass a hair follicle test and abide by the terms set forth in their alumnus not in good standing letter.

„h After the drug test has been completed, the NAO will update the chapter's roster. The Number I will update their roster with the Greek Life Office.

Alpha Gamma Chapter is socially suspended the rest of the fall semester [through December 31, 2015] with the ability to host one social event pending the below requirements. During this time, the chapter is able and encouraged, to host alcohol-free philanthropy or community service events. The chapter is allowed to host one non-alcohol social event;

„h The chapter is allowed to host one social event this semester as long as they meet the following:

1. Chapter members must have successfully completed the drug testing requirement.
2. All members are required to attend [REDACTED] Risk Management Chapter workshop to be hosted on November 9-10, 2015. There will be various breakout discussions centering on risk management best practices, how to plan a social event and developing a strategic risk management plan. [REDACTED] is a former long term NAO staff member and worked for Campus Speak for several years working with fraternities all over the country.
3. The chapter will be responsible for creating a strategic risk management plan to address how they will manage their events for the future. The strategic risk management plan is due no later than November 16, 2015 and must be approved by the NAO and Greek Life Office before the event is approved.

Elections for the Number I, Number II and Number III are required to take place November 1 – December 1, 2015. The Number I will then appoint the Number IV – IX. The old officers will be required to meet with the new officers by December 1, 2015 to transition their positions. The ARC will assist with the transition. The Number I will update all officers with the NAO and Greek Life Office and provide an update to both regarding the transition no later than **December 7, 2015**.

The elected Number I is required to attend Kappa Alpha Order's Number I's Leadership Institute scheduled to take place January 7-10, 2016; Verification of attendance should be submitted to LSU Student Advocacy & Accountability no later than **January 15, 2016**.

At the first chapter meeting of the spring semester, the Number I will review the spring sanctions. All members will sign an acknowledgement form stating they understand and support the required sanctions. The Number I will provide the acknowledgement forms to the NAO and Student Advocacy & Accountability within three days of the meeting. [no later than **January 20, 2016**]

After the elections have taken place, all nine officers are required to attend an officer retreat to develop a strategic chapter operations plan which must be completed by January 18, 2016; The plan must include and address the following: Review chapter sanctions, Review and enhance the strategic risk management plan, Set 3-5 Chapter goals, Individual officers are to set 3-5 goals specific to their duties, Develop an accountability plan towards future issues (*this plan will be revisited after participating in the spring accountability workshop). A copy of this plan should be submitted to LSU Student Advocacy & Accountability no later than **January 20, 2016**.

Calendar planning – plan all events for the spring semester including all sanctions. Include all scheduled educational presentations, Council of Honor, Risk Management Course, Accountability workshop, Province Council and The Emerging Leaders Academy dates to ensure the chapter complies with all educational sanctions, Develop and review the chapter budget and review any outstanding collections from members. The officers are required to submit a report on these topics for review to the NAO, ARC

and LSU Student Advocacy & Accountability no later than **January 20, 2016**.

Alpha Gamma Chapter members must complete Kappa Alpha Order's 6-Week Risk Management Course which centers on values and behavior-based decision making modules, risk management prevention, strategic planning, and weekly facilitated discussions which includes new members and active members. The course must be completed no later than March 15, 2016. Verification should be submitted to LSU Student Advocacy & Accountability no later than **March 15, 2016**.

Alpha Gamma Chapter is required to host a Chapter Judicial Accountability Workshop led by an approved speaker by the NAO no later than February 1, 2016. This session will cover Minor and Major Offenses and the KAORMP. Verification of attendance should be submitted to LSU Student Advocacy & Accountability no later than **February 5, 2016**.

All nine officers are required to attend the Locke, Mikell, Walsh and White Province Council scheduled to take place in Dallas, Texas, February 26-27, 2016. Verification of attendance should be submitted to LSU Student Advocacy & Accountability no later than **March 4, 2016**.

During the spring semester, 90% of the active chapter members must complete Kappa Alpha Order's Council of Honor program no later than April 15, 2016. Council of Honor is an intense study of the laws, ritual and values of Kappa Alpha Order. The chapter must submit all of the names of the members that have completed the program to the NAO and LSU Student Advocacy & Accountability. The NAO will order Council of Honor certificates for each member;

Four members of the chapter will be required to attend The Emerging Leaders Academy in Lexington, Virginia scheduled to take place June 9-12, 2016. Verification of attendance should be submitted to LSU Student Advocacy & Accountability no later than **July 1, 2016**.

The next step in the Greek Organization Accountability Partnership Process is for the Chapter President, or an appropriate chapter representative, to sign the agreed upon Enhancement Plan. A Chapter Advisor may also sign the document, if available to do so.

This meeting to review the Enhancement Plan and Accountability Outcome has been scheduled by [REDACTED] President of Alpha Gamma Chapter of Kappa Alpha Order, for November 17, 2015 at 9:30am during your Greek Assessment meeting. Once signed by all parties, the Enhancement Plan and Accountability Outcome will be kept on file in Student Advocacy & Accountability within the Office of the Dean of Students.

If you have any questions, please email me directly by replying to this message or call 225.578.4307 to speak with us.

Sincerely,



Matt Gregory
Associate Dean of Students and Director, Student Advocacy & Accountability

CC: Dr. Kurt Keppler, Vice President for Student Life and Enrollment
Dr. Mari Fuentes-Martin, Associate Vice President and Dean of Students
Angela Guillory, Associate Dean of Students and Director, Greek Life
Jonathan Sanders, Assistant Dean of Students and Associate Director, Greek Life
[REDACTED] Chapter Advisor, Kappa Alpha Order
[REDACTED] Assistant Executive Director for Chapter Services, Kappa Alpha Order