



Jessica Moore <jdmoore@sdsu.edu>

Fwd: Stratcomm training

1 message

[REDACTED] <[REDACTED]>
To: jdmoore@sdsu.edu

Thu, Nov 14, 2019 at 2:06 PM

[REDACTED]
Judicial Director
InterFraternity Council
San Diego State University
[REDACTED]



----- Forwarded message -----

From: [REDACTED]
Date: Tue, Nov 12, 2019 at 9:41 AM
Subject: Stratcomm training
To: leveretthaynes@sdsu.edu <leveretthaynes@sdsu.edu>

Hi,

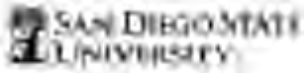
My name is [REDACTED] I am the VP Judicial affairs for the IFC. I was wondering if we could meet sometime in the next couple days (I'm available all day today and tomorrow) to help advise me on how I should be responding to the media inquiries.

All the best,



[REDACTED]
Judicial Director
InterFraternity Council
San Diego State University
[REDACTED]





Matthew Garcia <mhgarcia@sdsu.edu>

Movember Student Ambassadors

Matthew Garcia <mhgarcia@sdsu.edu>

Tue, Sep 3, 2019 at 2:22 PM

To: IFC VP Programming <[REDACTED]>

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: [REDACTED] <[REDACTED]>

Date: Fri, May 17, 2019 at 3:16 PM

Subject: Re: Movember Student Ambassadors

To: Matthew Garcia <mhgarcia@sdsu.edu>

Cc: IFC Health & Wellness <[REDACTED]>, IFC Secretary [REDACTED]

[REDACTED], IFC VP Programming [REDACTED], IFC President [REDACTED]

Matthew – Thanks for response and introduction to your IFC team.

IFC Board – As Matthew mentioned, the Movember Foundation is currently looking for one to three student leaders from USD to be Student Ambassadors for Movember in the fall. This is great opportunity to work with other IFC's around the country and participate in a global movement for men's health. May I suggest you guys talk amongst yourselves and decide who is best to take on the role as the Student Ambassador for SDSU IFC and apply using the link below. This role will be in direct contact with me, but will work with the entire IFC board to promote and plan the Movember campaign at SDSU. Let me know if you have any questions and I'm looking forward to working with you guys this year!

NOW OPEN: Movember Student Ambassador Applications for 2019

Cheers,





MOVEMBER FOUNDATION - CHANGING THE FACE OF MEN'S HEALTH



movember.com

From: Matthew Garcia <mhgarcia@sdsu.edu>

Date: Friday, May 17, 2019 at 2:53 PM

To: [REDACTED]

Cc: IFC Health & Wellness <[REDACTED]>, IFC Secretary

<[REDACTED]>, IFC VP Programming <[REDACTED]>

<[REDACTED]>, IFC President <[REDACTED]>

Subject: Re: Movember Student Ambassadors

Hey [REDACTED],

Thank you for your email. I have included some of our IFC execs on this email so that they are aware of the opportunity. [REDACTED], [REDACTED], [REDACTED], and [REDACTED], this is an opportunity connected to the email I sent you all on May 8th regarding a potential Movember Philanthropy event in November. Please feel free to connect with [REDACTED] regarding either the opportunity provided.

Best,

Matthew H Garcia

Student Life Advisor

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU![Calendar](#) [Facebook](#) [Website](#)

On Wed, May 15, 2019 at 3:23 PM [REDACTED] > wrote:

Hey Matthew,

I hope this email finds you well. I'm sending you a note because we just opened applications for our Movember Student Ambassador program. This is a great opportunity for student leaders looking to gain experience in philanthropy, social entrepreneurship, and/or health promotion (specific to mental health, suicide prevention, and men's cancers). We're hoping to select one to three Student Ambassadors per campus, representing student populations from Greek life, Athletics, and other student organizations.

Since you're working with students on a regular basis, I figured you might have a few students who could be interested in this leadership opportunity. Feel free to pass along the link below and I'd be happy to connect with your students directly if they have any questions or want to learn more about the Movember Foundation.

NOW OPEN: Movember Student Ambassador Applications for 2019

Thank you for your support!

Cheers,



MOVEMBER FOUNDATION - CHANGING THE FACE OF MEN'S HEALTH





movember.com



Matthew Garcia <mhgarcia@sdsu.edu>

Announcing: National Masculinity Week

Matthew Garcia <mhgarcia@sdsu.edu>

Thu, Sep 5, 2019 at 10:26 AM

To: IFC President [REDACTED], IFC VP Programming [REDACTED]

Just in case you are interested -- we can also have Chris Lara and Kevin Rush (who facilitated the Toxic Masculinity workshops during Social Moratorium) to come back and assist locally.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: **CAMPUSPEAK** <info@campuspeak.com>

Date: Thu, Sep 5, 2019 at 9:09 AM

Subject: Announcing: National Masculinity Week

To: <mhgarcia@sdsu.edu>



NATIONAL **MASCULINITY** WEEK OCTOBER 20-25

Thousands of years of history have defined masculinity. CAMPUSPEAK is launching National Masculinity Week (NMW) with the intent of changing the narrative nationally.

The goal of National Masculinity Week is to change the national conversation to focus on what it means to be a positive male role model and challenge the unhealthy and harmful aspects of traditional manhood and the mantras that “boys will be boys” or “men will be men.”

National Masculinity Week will be held October 20-25, 2019.

National Masculinity Week is an investment in the future. NMW will create an opportunity for men to explore healthier norms of masculinity by providing a means of deconstructing traditional definitions of masculinity and exploring how they manifest in society and men’s lives.

Throughout the week CAMPUSPEAK will provide resources to advance the conversation and support university communities, athletic programs, fraternal organizations and men engaging in these critical conversations. [Learn more →](#)

MASCULINITY PANEL WEBINAR

Join CAMPUSPEAK on Wednesday, October 23 @3PM EST for a critical conversation about masculinity. This FREE Webinar will feature our Masculinity Speakers and will

MASCULINITY ACTION NETWORK

The Masculinity Action Network is an opportunity for Fraternity men to share how they personally as well as their organization are addressing the challenges of masculinity on their

discuss the current research and data on masculinity, how we see unhealthy expressions of masculinity in college students, how men can change and challenge others, and why the conversation is so critical.

This program will be designed for college student as we as higher educational professionals.

Campuses are encourage to host a viewing for students and participants will be able to submit questions prior to the event.

To participate, [register here](#)

campus.

Throughout National Masculinity Week, CAMPUSPEAK will be highlighting and recognizing groups for their efforts.

We want to hear about the work that is being done already to create healthier norms of masculinity on your campus.

To participate and share the work you are doing, [visit here](#).

Learn More About Masculinity Week

#TheImpactStartsHere

[SPEAKERS](#) | [WORKSHOPS](#) | [CONSULTING](#) | [ONLINE EDUCATION](#) | [CUSTOM PROGRAMS](#)



Copyright © 2019 CAMPUSPEAK, INC, All rights reserved.

You are receiving this email because we want to reach out to you about our educational programs.

Our mailing address is:

CAMPUSPEAK, INC
4613 North University Drive
#348
Coral Springs, FL 33067

[Add us to your address book](#)

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#).



Caryl Montero Adams <caryl.adams@sdsu.edu>

Police Reports and Community Concerns

1 message

Caryl Montero Adams <caryl.adams@sdsu.edu>

Mon, Sep 16, 2019 at 1:28 PM

To: [REDACTED]
Cc: [REDACTED] Matthew Garcia <mhgarcia@sdsu.edu>

Good afternoon Lee,

I received an incident report and several supplemental reports regarding [REDACTED]. The reporting party stated that you have identified the individuals who live in the house and have spoken with them. If you can please provide me with their names and an overview of your interactions with the residents, I would greatly appreciate it.

Thank you,

Caryl

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



**SAN DIEGO STATE
UNIVERSITY**

Leadership Starts Here



Jessica Moore <jdmoore@sdsu.edu>

Meeting about Diversity and Inclusion and LGBTQTIA+

3 messages

IFC SDSU <[REDACTED]>

Tue, Nov 5, 2019 at 2:43 PM

To: Matthew Garcia <mhgarcia@sdsu.edu>, jdmoore@sdsu.edu

Hey Matt and Jessi,

Would love to try and meet with you both this week. Wednesdays and Fridays are the time when I am most available. Any time between 12:00-3:30pm or after 5pm on Wednesday would be best. On Friday I am open all day. If we wanted to meet Thursday it would have to be before 9:30pm or after 5:00pm.

Please let me know what time would work best for you all, hope to hear from you soon.

Thank you,

[REDACTED]
Vice President of Health and Wellness, Inter Fraternity Council
Theta Chi Fraternity, San Diego State University

Jessi Moore <jdmoore@sdsu.edu>

Tue, Nov 5, 2019 at 3:10 PM

To: IFC SDSU <[REDACTED]>

Cc: Matthew Garcia <mhgarcia@sdsu.edu>

Hi [REDACTED],

Thanks for the email to coordinate a meeting. Matt and I are both available at 1PM Friday, would that work for you?

Thank you,
Jessi

[Quoted text hidden]

--

Jessi Moore, M.A.

Pronouns: She|Her|Hers

Student Life Advisor | Fraternity & Sorority Life

Student Life & Leadership | sll.sdsu.edu | (619) 594-5221**Drop-in Office Hours:** Monday and Friday 1-2:30 PM in Student Life & Leadership***San Diego State University resides on the traditional lands of the Kumeyaay nations***

IFC SDSU <[REDACTED]>

Tue, Nov 5, 2019 at 3:47 PM

To: Jessi Moore <jdmoore@sdsu.edu>

Yes that would be great, I can meet you both in the SLL Office at 1pm this Friday. See you then.

Thank you,

[REDACTED]

[Quoted text hidden]

--

5/13/2020

San Diego State University Mail - Meeting about Diversity and Inclusion and LGBTQIA+

[Quoted text hidden]



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

August 29, 2019

This is a confidential document.

PHI KAPPA PSI FRATERNITY: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol and Healthy and Safety policy violations within Phi Kappa Psi Fraternity at San Diego State University.

It has been reported that Phi Kappa Psi has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Phi Kappa Psi hosted a social event on August 26, 2019 that resulted in a transport of a student following the event.

Given the seriousness of the matter, I am placing Phi Kappa Psi on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership will make a recommendation to me regarding the continued campus recognition status for Phi Kappa Psi. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, September 27, 2019.

While on Interim Suspension, the chapter is expected to cease all social activities, and any other activity with alcohol, including events between active members and alumni where alumni are consuming alcohol. The chapter may participate in alcohol and other drug-free events that are chapter management, wellness, brotherhood, philanthropic, and leadership in nature.

During the interim suspension, all chapter-related activities must be completely **alcohol and drug free**. Any violation will result in more severe sanctions. No chapter members may host or participate in any chapter-related function where alcoholic beverages are present, regardless of location.

All members of Phi Kappa Psi will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization.



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

If you have any questions about the interim suspension, the investigation or the review process, please contact Matthew Garcia, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Kevin Araujo-Lipine, Assistant Director, Student Life & Leadership for Student Organizations & Activities
Brian Koehheiser, Director of Chapter Services & Standards, Phi Kappa Psi Fraternity
Benjamin Sigler, Associate Director of Standards and Chapter Services Consultant, Phi Kappa Psi Fraternity
Kyle Ryan, Alumnus Advisor, Phi Kappa Psi Fraternity
Sam Kobari, Faculty/Staff Advisor, Phi Kappa Psi Fraternity



Caryl Montero Adams <caryl.adams@sdsu.edu>

Community Concerns -- Theta Chi Chapter Facility

3 messages

Matthew Garcia <mhgarcia@sdsu.edu>

Tue, Sep 10, 2019 at 6:03 PM

To: [REDACTED] Gene Lamke <glamke@sdsu.edu>, [REDACTED]

Cc: Caryl Adams <caryl.adams@sdsu.edu>, Fraternity Sorority Life Student Life and Leadership <sllfraternitysororitylife@sdsu.edu>

Hello,

I hope this email finds you well. I am reaching out because I have received two different concerns from community members regarding the Theta Chi chapter facility.

There have been several complaints submitted from nearby residents regarding "noise (music) that comes from Theta Chi during the days and nights".

The second concern was regarding the appearance of the chapter facility, specifically the placement of a couch on the roof/balcony of the chapter facility (pictures attached).

Can you provide updates on the action plan that the chapter has in place to address each one of these concerns?

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

[5500 Campanile Drive | San Diego, CA 92182](#)

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)

2 attachments**20190908_075632_HDR_resized.jpg**

671K

20190908_075638_HDR_resized.jpg

1093K



Caryl Montero Adams <caryl.adams@sdsu.edu>
To: Matthew Garcia <mhgarcia@sdsu.edu>

Wed, Sep 11, 2019 at 9:27 AM

Hi Matt,

Due to the volume of concerns expressed about Theta Chi and the chapter facility over the last several months, I believe we may need to formalize the conversation and hold an Informal Conference to address the issues. My recommendation would be to request an Informal Conference with [REDACTED], and Gene (and likely [REDACTED]) to review the concerns. Let's discuss soon.

Thank you,

Caryl

[Quoted text hidden]

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



SAN DIEGO STATE
UNIVERSITY

Leadership Starts Here

Caryl Montero Adams <caryl.adams@sdsu.edu>
To: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>

Wed, Sep 11, 2019 at 9:27 AM

FYI

[Quoted text hidden]



Matthew Garcia <mhgarcia@sdsu.edu>

THIS WEEK: #myFraternity Day

Matthew Garcia <mhgarcia@sdsu.edu>

Sun, Sep 8, 2019 at 10:54 AM

To: IFC President [REDACTED], IFC VP Public Relations [REDACTED]

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: **Andrea Benek, NIC** <andrea.benek@nicfraternity.org>

Date: Sun, Sep 8, 2019 at 10:03 AM

Subject: THIS WEEK: #myFraternity Day

To: <mhgarcia@sdsu.edu>

Having trouble viewing this email? [Click here](#)



Dear IFC Officers and Campus Professionals:

THIS TUESDAY is the #myFraternity Social Media Day! We have been gearing up to share their positive stories of fraternity impact on Sept. 10. Now it's time to follow through with the suggested Period 3 final push. Please plan to post!

MUST-DOS:

- It's imperative to use the #myFraternity hashtag in your post!
- For this year, we are encouraging the use of a key phrase to unite our voice.

**I am _____ because
of #myFraternity.**

Use this phrase with your adjective of choice and tell the world how fraternity makes you better. See Page 5 of the myFraternity [Toolkit](#) for more info.

ADDITIONAL IDEAS:

- Email your group(s) a reminder before Tuesday ([Page 13 of toolkit](#))
- Send a message through your internal group chat (such as GroupMe or WhatsApp)
- Get a reminder via text on Tuesday. Message "myfraternity" to 25827.

TIP: To drive engagement on Tuesday, post early in the day. The earlier members start sharing, the earlier others will see the posts and do the same.

If you haven't yet, follow the myFraternity channels on social media: [Facebook](#), [Twitter](#), [Instagram](#). See all the action on our [social wall](#)!

After the success of last year's social media day, we look forward to raising the volume even higher and having a strong, positive conversation about fraternity. Please contact me with any questions.

Interfraternally,



Andrea Benek
Senior Director of Communication
North American Interfraternity Conference
317.872.1112x208 | www.myfraternitylife.org

North-American Interfraternity Conference, 865 W Carmel Drive,
Suite 116, Carmel, IN 46032

SafeUnsubscribe™ mhgarcia@sdsu.edu

[Forward this email](#) | [Update Profile](#) | [About our service provider](#)

Sent by andrea.benek@nicfraternity.org in collaboration with



Try email marketing for free today!

| FirstName | LastName | StudentNumber | Email | CheckInTime |
|------------|------------|---------------|-------------------|------------------|
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]s | 9/8/2019 12:48:4 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]sd | 9/8/2019 12:48:4 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@s | 9/8/2019 12:48:5 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@sd | 9/8/2019 12:49:0 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]sds | 9/8/2019 12:49:0 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@ | 9/8/2019 12:51:1 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]sd | 9/8/2019 12:51:2 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]/8/2019 | 12:51:2 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]sd | 9/8/2019 12:51:3 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]sd: | 9/8/2019 12:51:3 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]8/2019 | 12:51:3 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED] | 9/8/2019 12:51:4 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]sds | 9/8/2019 12:51:4 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@ | 9/8/2019 12:51:5 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@ | 9/8/2019 12:51:5 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@s | 9/8/2019 12:51:5 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@ | 9/8/2019 12:51:5 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]sds | 9/8/2019 12:52:0 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@sds | 9/8/2019 12:52:0 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@s | 9/8/2019 12:52:1 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@s | 9/8/2019 12:52:1 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@s | 9/8/2019 12:52:1 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]s | 9/8/2019 12:52:2 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]s | 9/8/2019 12:52:2 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]s | 9/8/2019 12:52:2 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]: | 9/8/2019 12:52:2 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]sds | 9/8/2019 12:52:3 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]8/2019 | 12:52:3 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]s | 9/8/2019 12:52:3 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@s | 9/8/2019 12:52:4 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]sds | 9/8/2019 12:52:5 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@sds | 9/8/2019 12:52:5 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]s | 9/8/2019 12:52:5 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@s | 9/8/2019 12:53:0 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@ | 9/8/2019 12:53:0 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@ | 9/8/2019 12:53:0 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@ | 9/8/2019 12:53:0 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@ | 9/8/2019 12:53:1 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]sds | 9/8/2019 12:53:1 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@ | 9/8/2019 12:53:2 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]sd | 9/8/2019 12:53:2 |
| [REDACTED] | [REDACTED] | [REDACTED] | [REDACTED]@sc | 9/8/2019 12:53:2 |

| | | | |
|--|--|--|-----------------------|
| | | | s 9/8/2019 12:53:3 |
| | | | @ 9/8/2019 12:53:3 |
| | | | sds 9/8/2019 12:53:4 |
| | | | @ 9/8/2019 12:53:4 |
| | | | sd 9/8/2019 12:53:4 |
| | | | @sds 9/8/2019 12:53:5 |
| | | | sd: 9/8/2019 12:54:0 |
| | | | 9/8/2019 12:54:0 |
| | | | @sd 9/8/2019 12:54:0 |
| | | | @ 9/8/2019 12:54:0 |
| | | | 9/8/2019 12:54:1 |
| | | | 9/8/2019 12:54:1 |
| | | | sc 9/8/2019 12:54:2 |
| | | | 9/8/2019 12:54:3 |
| | | | sd 9/8/2019 12:54:3 |
| | | | sd: 9/8/2019 12:54:4 |
| | | | 3/2019 12:54:4 |
| | | | si 9/8/2019 12:54:4 |
| | | | 9/8/2019 12:54:5 |
| | | | sds 9/8/2019 12:54:5 |
| | | | @si 9/8/2019 12:55:0 |
| | | | @sd 9/8/2019 12:55:0 |
| | | | @sd 9/8/2019 12:55:0 |
| | | | @sd 9/8/2019 12:55:0 |
| | | | sdsi 9/8/2019 12:55:1 |
| | | | 9/8/2019 12:55:1 |
| | | | s 9/8/2019 12:55:2 |
| | | | /8/2019 12:55:2 |
| | | | 8/2019 12:55:2 |
| | | | s 9/8/2019 12:55:3 |
| | | | sc 9/8/2019 12:55:4 |
| | | | @ 9/8/2019 12:55:4 |
| | | | sds 9/8/2019 12:55:4 |
| | | | @ 9/8/2019 12:55:4 |
| | | | sc 9/8/2019 12:55:5 |
| | | | @ 9/8/2019 12:55:5 |
| | | | sd: 9/8/2019 12:56:0 |
| | | | /8/2019 12:56:0 |
| | | | si 9/8/2019 12:56:0 |
| | | | /8/2019 12:56:1 |
| | | | 8/2019 12:56:1 |
| | | | sdsi 9/8/2019 12:56:2 |
| | | | sd 9/8/2019 12:56:3 |

| | | |
|--|--|-----------------------|
| | | s 9/8/2019 12:56:3 |
| | | 9/8/2019 12:56:3 |
| | | sds 9/8/2019 12:56:3 |
| | | @sd: 9/8/2019 12:56:4 |
| | | sd 9/8/2019 12:56:4 |
| | | sds 9/8/2019 12:56:5 |
| | | @s 9/8/2019 12:56:5 |
| | | @s 9/8/2019 12:56:5 |
| | | @ 9/8/2019 12:56:5 |
| | | 9/8/2019 12:57:0 |
| | | @sds 9/8/2019 12:57:1 |
| | | @sc 9/8/2019 12:57:1 |
| | | sds 9/8/2019 12:57:2 |
| | | 8/2019 12:57:3 |
| | | ds 9/8/2019 12:57:3 |
| | | sd 9/8/2019 12:57:3 |
| | | sds 9/8/2019 12:57:4 |
| | | (9/8/2019 12:57:4 |
| | | s 9/8/2019 12:57:5 |
| | | @sd 9/8/2019 12:57:5 |
| | | s 9/8/2019 12:57:5 |
| | | @s 9/8/2019 12:58:0 |
| | | @s 9/8/2019 12:58:1 |
| | | 8/2019 12:58:1 |
| | | /8/2019 12:58:2 |
| | | 8/2019 12:58:2 |
| | | @sc 9/8/2019 12:58:2 |
| | | @s 9/8/2019 12:58:3 |
| | | @sd 9/8/2019 12:58:3 |
| | | sds 9/8/2019 12:58:3 |
| | | 9/8/2019 12:58:4 |
| | | sd 9/8/2019 12:58:4 |
| | | @sds 9/8/2019 12:58:5 |
| | | 8/2019 12:58:5 |
| | | @s 9/8/2019 12:59:0 |
| | | sds 9/8/2019 12:59:0 |
| | | s 9/8/2019 12:59:0 |
| | | sc 9/8/2019 12:59:1 |
| | | @ 9/8/2019 12:59:1 |
| | | 8/2019 12:59:2 |
| | | sd: 9/8/2019 12:59:2 |
| | | @s 9/8/2019 12:59:3 |
| | | sc 9/8/2019 12:59:3 |

| | | | |
|--|--|-------|--------------------|
| | | sdsu | 9/8/2019 12:59:3 |
| | | | : 9/8/2019 12:59:3 |
| | | (| 9/8/2019 12:59:4 |
| | | s | 9/8/2019 12:59:4 |
| | | | 9/8/2019 12:59:5 |
| | | | /8/2019 12:59:5 |
| | | | 9/8/2019 1:00:00 |
| | | @ | 9/8/2019 1:00:01 |
| | | | 8/2019 1:00:07 |
| | | s | 9/8/2019 1:00:08 |
| | | sds | 9/8/2019 1:00:12 |
| | | @s | 9/8/2019 1:00:13 |
| | | sd | 9/8/2019 1:00:17 |
| | | @s | 9/8/2019 1:00:18 |
| | | @sdsu | 9/8/2019 1:00:23 |
| | | @sc | 9/8/2019 1:00:30 |
| | | sds | 9/8/2019 1:00:37 |
| | | @ | 9/8/2019 1:00:41 |
| | | @sd | 9/8/2019 1:00:42 |
| | | | /2019 1:00:47 |
| | | sds | 9/8/2019 1:00:53 |
| | | @s | 9/8/2019 1:00:54 |
| | | (| 9/8/2019 1:00:57 |
| | | | 9/8/2019 1:00:58 |
| | | @sc | 9/8/2019 1:01:07 |
| | | sc | 9/8/2019 1:01:09 |
| | | dsi | 9/8/2019 1:01:10 |
| | | @ | 9/8/2019 1:01:12 |
| | | s | 9/8/2019 1:01:23 |
| | | (| 9/8/2019 1:01:25 |
| | | sd | 9/8/2019 1:01:26 |
| | | @s | 9/8/2019 1:01:27 |
| | | @sdsu | 9/8/2019 1:01:32 |
| | | @: | 9/8/2019 1:01:36 |
| | | | 9/8/2019 1:01:40 |
| | | @sd | 9/8/2019 1:01:43 |
| | | sc | 9/8/2019 1:01:48 |
| | | @sd | 9/8/2019 1:01:52 |
| | | | /8/2019 1:01:53 |
| | | @sdsu | 9/8/2019 1:01:58 |
| | | | 8/2019 1:02:01 |
| | | @s | 9/8/2019 1:02:02 |
| | | sdsu | 9/8/2019 1:02:04 |

| | | |
|--|--|------------------------|
| | | @sd: 9/8/2019 1:02:11 |
| | | sd 9/8/2019 1:02:14 |
| | | @sds: 9/8/2019 1:02:18 |
| | | sd 9/8/2019 1:02:20 |
| | | @: 9/8/2019 1:02:22 |
| | | @sd: 9/8/2019 1:02:30 |
| | | @ 9/8/2019 1:02:31 |
| | | sdsu 9/8/2019 1:02:32 |
| | | sds 9/8/2019 1:02:35 |
| | | @: 9/8/2019 1:02:45 |
| | | /8/2019 1:02:45 |
| | | sdsu 9/8/2019 1:02:46 |
| | | @ 9/8/2019 1:02:50 |
| | | s 9/8/2019 1:02:55 |
| | | sc 9/8/2019 1:03:00 |
| | | sdsu. 9/8/2019 1:03:04 |
| | | /8/2019 1:03:05 |
| | | @: 9/8/2019 1:03:11 |
| | | @sd: 9/8/2019 1:03:22 |
| | | 8/2019 1:03:23 |
| | | @sc 9/8/2019 1:03:32 |
| | | @sd: 9/8/2019 1:03:33 |
| | | /8/2019 1:03:33 |
| | | @ 9/8/2019 1:03:34 |
| | | 9/8/2019 1:03:45 |
| | | @ 9/8/2019 1:03:47 |
| | | @sds 9/8/2019 1:03:50 |
| | | sd 9/8/2019 1:03:51 |
| | | /8/2019 1:03:58 |
| | | si 9/8/2019 1:04:02 |
| | | (9/8/2019 1:04:02 |
| | | s 9/8/2019 1:04:06 |
| | | sdsu 9/8/2019 1:04:13 |
| | | /8/2019 1:04:13 |
| | | 9/8/2019 1:04:14 |
| | | sds 9/8/2019 1:04:20 |
| | | @sc 9/8/2019 1:04:26 |
| | | 9/8/2019 1:04:29 |
| | | sds 9/8/2019 1:04:49 |
| | | @ 9/8/2019 1:04:52 |
| | | /2019 1:04:52 |
| | | 9/8/2019 1:04:59 |
| | | 9/8/2019 1:05:07 |

| | | | |
|--|--|--|------------------------|
| | | | 9/8/2019 1:05:12 |
| | | | /8/2019 1:05:14 |
| | | | 8/2019 1:05:20 |
| | | | @ 9/8/2019 1:05:27 |
| | | | @: 9/8/2019 1:05:29 |
| | | | @sc 9/8/2019 1:05:29 |
| | | | sc 9/8/2019 1:05:41 |
| | | | sds 9/8/2019 1:05:42 |
| | | | @sds 9/8/2019 1:05:47 |
| | | | @s 9/8/2019 1:05:53 |
| | | | s 9/8/2019 1:05:53 |
| | | | s 9/8/2019 1:05:56 |
| | | | @ 9/8/2019 1:05:59 |
| | | | 9/8/2019 1:06:04 |
| | | | 8/2019 1:06:06 |
| | | | sdsu 9/8/2019 1:06:07 |
| | | | sdsu. 9/8/2019 1:06:11 |
| | | | st 9/8/2019 1:06:16 |
| | | | @sd: 9/8/2019 1:06:18 |
| | | | sds 9/8/2019 1:06:21 |
| | | | 9/8/2019 1:06:23 |
| | | | sc 9/8/2019 1:06:25 |
| | | | @ 9/8/2019 1:06:32 |
| | | | : 9/8/2019 1:06:39 |
| | | | @ 9/8/2019 1:06:40 |
| | | | 9/8/2019 1:06:44 |
| | | | sd: 9/8/2019 1:06:45 |
| | | | @ 9/8/2019 1:06:55 |
| | | | @sd: 9/8/2019 1:06:58 |
| | | | 2019 1:07:03 |
| | | | @sd: 9/8/2019 1:07:05 |
| | | | /8/2019 1:07:08 |
| | | | @ 9/8/2019 1:07:09 |
| | | | sds 9/8/2019 1:07:19 |
| | | | s 9/8/2019 1:07:20 |
| | | | sd 9/8/2019 1:07:22 |
| | | | /8/2019 1:07:30 |
| | | | 9/8/2019 1:07:34 |
| | | | s 9/8/2019 1:07:40 |
| | | | sd 9/8/2019 1:07:43 |
| | | | sc 9/8/2019 1:07:44 |
| | | | @ 9/8/2019 1:07:52 |
| | | | /8/2019 1:07:54 |

| | | |
|--|--|----------------------|
| | | @s 9/8/2019 1:07:56 |
| | | s 9/8/2019 1:08:01 |
| | | 9/8/2019 1:08:02 |
| | | s 9/8/2019 1:08:08 |
| | | sd 9/8/2019 1:08:10 |
| | | /8/2019 1:08:12 |
| | | /8/2019 1:08:20 |
| | | 9/8/2019 1:08:20 |
| | | sc 9/8/2019 1:08:20 |
| | | s 9/8/2019 1:08:25 |
| | | s 9/8/2019 1:08:31 |
| | | @ 9/8/2019 1:08:32 |
| | | sc 9/8/2019 1:08:38 |
| | | 8/2019 1:08:39 |
| | | sd 9/8/2019 1:08:43 |
| | | @s 9/8/2019 1:08:50 |
| | | 9/8/2019 1:08:55 |
| | | @ 9/8/2019 1:08:56 |
| | | sds 9/8/2019 1:09:01 |
| | | @s 9/8/2019 1:09:04 |
| | | 9/8/2019 1:09:09 |
| | | sd 9/8/2019 1:09:10 |
| | | @s 9/8/2019 1:09:15 |
| | | sd 9/8/2019 1:09:15 |
| | | 3/2019 1:09:25 |
| | | 9/8/2019 1:09:31 |
| | | /8/2019 1:09:33 |
| | | /8/2019 1:09:35 |
| | | 9/8/2019 1:09:46 |
| | | 8/2019 1:09:48 |
| | | 8/2019 1:09:59 |
| | | /8/2019 1:10:02 |
| | | @ 9/8/2019 1:10:12 |
| | | @sd 9/8/2019 1:10:14 |
| | | @s 9/8/2019 1:10:14 |
| | | 9/8/2019 1:11:55 |
| | | s 9/8/2019 1:12:05 |
| | | s 9/8/2019 1:12:17 |
| | | sds 9/8/2019 1:13:18 |
| | | @s 9/8/2019 1:13:32 |
| | | 8/2019 1:13:44 |
| | | /8/2019 1:14:32 |
| | | e 9/8/2019 1:14:44 |

| | | | |
|------------|------------|----------------|------------------|
| [REDACTED] | [REDACTED] | [REDACTED]sd | 9/8/2019 1:15:53 |
| [REDACTED] | [REDACTED] | [REDACTED]s | 9/8/2019 1:16:07 |
| [REDACTED] | [REDACTED] | [REDACTED]sd | 9/8/2019 1:16:38 |
| [REDACTED] | [REDACTED] | [REDACTED] | 9/8/2019 1:21:06 |
| [REDACTED] | [REDACTED] | [REDACTED]sc | 9/8/2019 1:21:16 |
| [REDACTED] | [REDACTED] | [REDACTED] | 9/8/2019 1:21:32 |
| [REDACTED] | [REDACTED] | [REDACTED] | /8/2019 1:23:39 |
| [REDACTED] | [REDACTED] | [REDACTED]sd | 9/8/2019 1:23:49 |
| [REDACTED] | [REDACTED] | [REDACTED] | 9/8/2019 1:26:00 |
| [REDACTED] | [REDACTED] | [REDACTED] | 9/8/2019 1:29:07 |
| [REDACTED] | [REDACTED] | [REDACTED]s | 9/8/2019 1:30:54 |
| [REDACTED] | [REDACTED] | [REDACTED]sdsu | 9/8/2019 1:33:05 |
| [REDACTED] | [REDACTED] | [REDACTED] | 9/8/2019 1:33:16 |
| [REDACTED] | [REDACTED] | [REDACTED]s | 9/8/2019 1:33:19 |
| [REDACTED] | [REDACTED] | [REDACTED]@ | 9/8/2019 1:33:24 |
| [REDACTED] | [REDACTED] | [REDACTED]sd | 9/8/2019 1:34:55 |
| [REDACTED] | [REDACTED] | [REDACTED]@ | 9/8/2019 1:35:41 |
| [REDACTED] | [REDACTED] | [REDACTED]sds | 9/8/2019 1:43:33 |
| [REDACTED] | [REDACTED] | [REDACTED] | 8/2019 1:45:28 |
| [REDACTED] | [REDACTED] | [REDACTED] | 9/8/2019 1:45:50 |
| [REDACTED] | [REDACTED] | [REDACTED] | /8/2019 1:51:35 |
| [REDACTED] | [REDACTED] | [REDACTED] | /8/2019 1:51:59 |
| [REDACTED] | [REDACTED] | [REDACTED]@sd | 9/8/2019 1:52:06 |
| [REDACTED] | [REDACTED] | [REDACTED] | /8/2019 1:52:13 |
| [REDACTED] | [REDACTED] | [REDACTED] | 9/8/2019 1:52:17 |
| [REDACTED] | [REDACTED] | [REDACTED] | 8/2019 1:52:17 |
| [REDACTED] | [REDACTED] | [REDACTED] | 9/8/2019 1:56:09 |
| [REDACTED] | [REDACTED] | [REDACTED] | /8/2019 1:58:02 |
| [REDACTED] | [REDACTED] | [REDACTED] | 9/8/2019 2:05:57 |
| [REDACTED] | [REDACTED] | [REDACTED] | 9/8/2019 2:14:06 |



Jessica Moore <jdmoore@sdsu.edu>

(no subject)

2 messages

[REDACTED] <[REDACTED]>
To: jdmoore@sdsu.edu

Tue, Oct 29, 2019 at 3:03 PM

The company that we went through was called Greekyearbook for our SAE Composite. I can hit them up again for an IFC composite.

--
[REDACTED]
IFC Secretary
San Diego State University
[REDACTED]

**Jessi Moore** <jdmoore@sdsu.edu>

Thu, Oct 31, 2019 at 9:40 AM

To: [REDACTED] <[REDACTED]>

Hi [REDACTED],

Thanks for looking into this. Could you reach out and see if we can get a quote? I imagine we would want to actually take the photos around December, in case they ask.

Thank you!

[Quoted text hidden]

Jessi Moore, M.A.

Pronouns: She|Her|Hers

Student Life Advisor | Fraternity & Sorority Life

Student Life & Leadership | sl.sdsu.edu | (619) 594-5221**Drop-in Office Hours:** Monday and Friday 1-2:30 PM in Student Life & Leadership***San Diego State University resides on the traditional lands of the Kumeyaay nations***



Matthew Garcia <mhgarcia@sdsu.edu>

RSO Application Review: Zeta Beta Tau Fraternity

Tue, Sep 10, 2019 at 10:24 AM

To: [REDACTED]
 Cc: Jonathan Padron <JPADRON@sdsu.edu>, [REDACTED], Michelle Halverson <SLLGRADGREEK@sdsu.edu>, Fraternity Sorority Life Student Life and Leadership <slfraternitysororitylife@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>

Please make sure to note the required amendments to our chapter bylaws as stated by Mr. Garcia. **This needs to be completed immediately.**

Please also contact [REDACTED] to get our new liability certificate with the verbiage requested. As stated last year, we need to do a better job of noting the expiration date, and aware of nationals need for notice.

Thank you Matt for the updates.

On Tue, Sep 10, 2019 at 9:47 AM Matthew Garcia <mhgarcia@sdsu.edu> wrote:

Hello,

I hope this email finds you well. Thank you for submitting your chapter's RSO Application. Upon reviewing your RSO Application, I have identified a few components that need to be addressed:

- **Faculty/Staff Advisor**
 - The Faculty/Staff Advisor needs to be complete the [online advisor orientation](#) as soon as possible.
- **Certificate of Liability**
 - The chapter's current Certificate of Liability that we have on file expired in on June 1, 2019 (attached). Please note, besides being a current certificate of liability, the document must list the following verbiage verbatim in order to be approved by the university:
 - Certificate Holder:
 - "San Diego State University
 - [5500 Campanile Drive](#)
 - [San Diego, CA 92182](#)"
 - Description of Operations/Locations/Vehicles:
 - "The State of California, The California State University Board of Trustees, and all its other departments, board, commissions, and its officers, employees, and agents are hereby declared to be additional insured under the terms of the policy"
- **Chapter Bylaws**
 - The following edits/additions in Red must be made to the chapter bylaws in order to be approved:
 - Addition of SDSU Authority Statement
 - **This organization is a recognized student organization at San Diego State University and adheres to all campus policies as set forth in the *SDSU Student Organization Handbook*.**
 - Addition of Open Membership Agreement
 - **Membership in the organization shall be open to those regularly-enrolled at San Diego State University.**
 - Addition of CSU Officer Requirements
 - **Officer qualifications and eligibility necessary to hold office in this organization are as follows:**
 - **California State University policies require that to be eligible for office, candidates must**

be in good standing and regularly enrolled students at San Diego State University. Additionally, [list any additional qualifications for office, such as academic requirements or length of time one has been a member, if any.]

- California State University policies require that the President and Treasurer maintain a minimum overall 2.0 grade point average each term and not be on probation of any kind. The President and Treasurer must be enrolled in at least six units (three units for graduate and credential students) each semester while holding office. Undergraduate students with over 150 semester units or 125 percent of the units required for a specific baccalaureate degree objective, whichever is greater, or graduate and credential students with over 50 semester units or 167 percent of the units required for the graduate or credential objective, whichever is greater, are ineligible to hold the office of President or Treasurer.
- Addition of Advisor Clause
 - The organization shall appoint an individual employed as a faculty or staff member by San Diego State University to serve as the university advisor to this organization as required by the California State University. Auxiliary staff and student assistants are not eligible to serve as advisors. The advisor shall fulfill the responsibilities specified in the *SDSU Student Organizations Handbook*. Advisors shall serve on an academic year basis or until their successor has been selected.
- Addition of Finance Dues Clause
 - Membership dues shall be [\$XX per semester/year OR specify if there are no dues].
- Revision of Reviewed & Approved Date
 - Bylaws were reviewed and approved for the 2019-2020 academic year.

Please prioritize completing all listed items above by the end of this week. If you have any questions or concerns, please feel free to reach out.

Best,

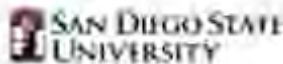
Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

--
LIC# 0H77233



Caryl Montero Adams <caryl.adams@sdsu.edu>

theta chi notice investigation 10042019

1 message

DoNotRepl_Sharpcopy@sdsu.edu <DoNotRepl_Sharpcopy@sdsu.edu>

Fri, Oct 4, 2019 at 6:24 PM

Reply-To: caryl.adams@mail.sdsu.edu

To: caryl.adams@sdsu.edu

Reply to: Caryl Adams <caryl.adams@mail.sdsu.edu>

Device Name: Not Set

Device Model: MX-5050V

Location: Not Set

File Format: PDF (Medium)

Resolution: 200dpi x 200dpi

Attached file is scanned image in PDF format.

Use Acrobat(R)Reader(R) or Adobe(R)Reader(R) of Adobe Systems Incorporated to view the document.

Adobe(R)Reader(R) can be downloaded from the following URL:

Adobe, the Adobe logo, Acrobat, the Adobe PDF logo, and Reader are registered trademarks or trademarks of Adobe Systems Incorporated in the United States and other countries.

<http://www.adobe.com/>**Theta Chi Notice of Investigation 10042019.pdf**

244K



SAN DIEGO STATE
UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
caryl.adams@sdsu.edu
619-594-0169

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

This is a confidential document.

THETA CHI FRATERNITY: NOTICE OF INVESTIGATION

October 4, 2019

The University is investigating recent reports of:

Allegations of Alcohol, Hazing, and Health and Safety policy violations within Theta Chi Fraternity at San Diego State University.

It has been reported that Theta Chi forced new members to consume alcohol. All members of Theta Chi are expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization. *No member of Theta Chi may retaliate towards, threaten, or intimidate anyone perceived to be participating in the investigation, including perceived reporting parties.*

If you have any questions about the investigation or the review process, please contact me at caryl.adams@sdsu.edu.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

CC:

Dr. Randy Timm, Assistant Vice President for Campus Life and Dean of Students
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership
Michael DiPrima, Alumnus Advisor, Theta Chi Fraternity
Gene Lamke, Faculty/Staff Advisor, Theta Chi Fraternity





Caryl Montero Adams <caryl.adams@sdsu.edu>

Theta Chi Fraternity: Incident Overview Fall 2019

1 message

Dean of Students Stude... (via Google Docs) <drive-shares-noreply@google.com>

Fri, Nov 1, 2019 at 5:19 PM

Reply-To: "Dean of Students Stude..." <deanofstudents@sdsu.edu>

To: caryl.adams@sdsu.edu

Cc: CSAMARKO@sdsu.edu

deanofstudents@sdsu.edu has attached the following document:



Theta Chi Fraternity: Incident Overview Fall 2019



Hi Christy,

This is an overview of the Theta Chi hazing case. We have another document with specific details, names and descriptions of the behavior. If you would like a copy of that document, let us know.

~RT

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.

Google



Theta Chi Fraternity: Incident Overview Fall 2019.pdf

143K



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

October 4, 2019

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol and Healthy and Safety policy violations within Sigma Alpha Epsilon Fraternity at San Diego State University.

It has been reported that Sigma Alpha Epsilon has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Sigma Alpha Epsilon hosted a social event on October 2, 2019 that resulted in a transport of a student following the event.

Given the seriousness of the matter, I am placing Sigma Alpha Epsilon on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership will make a recommendation to me regarding the continued campus recognition status for Sigma Alpha Epsilon. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, November 22, 2019.

While on Interim Suspension, the chapter is expected to cease all social activities, and any other activity with alcohol, including events between active members and alumni where alumni are consuming alcohol. The chapter may participate in alcohol and other drug-free events that are chapter management, wellness, brotherhood, philanthropic, and leadership in nature.

During the interim suspension, all chapter-related activities must be completely **alcohol and drug free**. Any violation will result in more severe sanctions. No chapter members may host or participate in any chapter-related function where alcoholic beverages are present, regardless of location.

All members of Sigma Alpha Epsilon will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization.



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

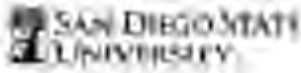
If you have any questions about the interim suspension, the investigation or the review process, please contact Matthew Garcia, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Bill Marckwardt, Alumnus Advisor, Sigma Alpha Epsilon Fraternity
Don Harrington, Faculty/Staff Advisor, Sigma Alpha Epsilon Fraternity



Matthew Garcia <mhgarcia@sdsu.edu>

NIC SOP Report Fall 2019

Helen Lahrman <helen.lahrman@nicfraternity.org>

Fri, Sep 13, 2019 at 6:20 AM

To: Matthew Garcia <mhgarcia@sdsu.edu>

Cc: [REDACTED] <[REDACTED]>, IFC VP Judicial Affairs

Thank you for the schedule update. Good luck with recruitment!

Helen Lahrman

Vice President for Campus Operations

NORTH AMERICAN INTERFRATERNITY CONFERENCE

765.418.7079 Mobile

website: www.nicfraternity.org

portal: www.fscentral.org

Schedule a time: <https://calendly.com/lahrman>

From: Matthew Garcia <mhgarcia@sdsu.edu>

Sent: Friday, September 13, 2019 12:45 AM

To: Helen Lahrman <helen.lahrman@nicfraternity.org>

Cc: [REDACTED]; IFC VP Judicial Affairs [REDACTED]

Subject: Re: NIC SOP Report Fall 2019

Hi Helen,

Thank you for your email. I have a second meeting with the IFC VP Judicial Affairs to make edits to the IFC Bylaws to meet NIC standards this upcoming Thursday during our IFC Bid Day event. With IFC Recruitment in full swing, each of our schedules have not matched up recently.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

On Fri, Sep 6, 2019 at 7:24 AM Helen Lahrman <helen.lahrman@nicfraternity.org> wrote:

Hi [REDACTED] and Matthew,

Hope this message finds you well. I know the start of school is quite busy.

I wanted to take a moment to follow up and make sure you received the message below.

If you've had time to review, great – let's find time next week and chat. If not, please take a moment and review and then we can find time to connect.

Have a great weekend.

Helen Lahrman

Vice President for Campus Operations

NORTH AMERICAN INTERFRATERNITY CONFERENCE

765.418.7079 Mobile

website: www.nicfraternity.org

portal: www.fscentral.org

Schedule a time: <https://calendly.com/lahrman>

From: Helen Lahrman

Sent: Thursday, August 15, 2019 1:43 PM

To: [REDACTED]; Matthew Garcia <mhgarcia@sdsu.edu>

Subject: NIC SOP Report Fall 2019

Hi [REDACTED] and Matthew,

Thank you for sharing your IFC Constitution and governing documents. Including your constitution, our team has reviewed nearly 150 sets of governing documents.

Attached you will find a template that shows the areas that are not currently aligned with the areas in the IFC SOP and the action steps your IFC can take to have alignment in that area.

Things to keep in mind as you review and process the attached document:

- Very much like an IFC's End of Year award process: If I look twice in a document and I can't find it, I check "no" and move on to the next item.
- Some of this information will likely live somewhere other than the IFC Constitution, that's a good thing. Just upload those documents in FS Central and you're good to go.
- The "Necessary Action Steps" in the attachment are standard and have not been customized for your IFC.
 - If you want/need to talk through any of this feel free to schedule a call through my Calendly link below. That will allow me to go back and read through your Constitution again before our call.
- We may have made a mistake and missed something. Thank you for your understanding and pointing us in the right direction

What should you do once you have updated your Constitution and/or attached additional documents in FS Central:

- Access this [link](#)
- Change things from no to yes (if the statement is true)
- Let me know, I'll go back in and review and mark you as 100% aligned.

Please do not focus on your overall percentage score at this point as many of the expectations that are found in the IFC SOP are likely new to your IFC. We'll get there – one step at a time.

Thank you and let me know how I can help.

Helen Lahrman

Vice President of Campus Operations

NORTH AMERICAN INTERFRATERNITY CONFERENCE

865 W Carmel Drive Ste 116 | Carmel IN 46032 | 765.418.7079 Mobile

website: www.nicfraternity.org

portal: www.fscentral.org

Guiding fraternity.

Advocacy. Education. Standards. Insights.

Schedule a time: <https://calendly.com/lahrman>



Caryl Montero Adams <caryl.adams@sdsu.edu>

Notice of Investigation: Theta Chi Fraternity5 messages

Caryl Montero Adams <caryl.adams@sdsu.edu>

Fri, Oct 4, 2019 at 7:45 PM

To: [REDACTED]
Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]
[REDACTED] Gene Lamke <glamke@sdsu.edu>, [REDACTED]
[REDACTED]

Dear [REDACTED],

Attached is a Notice of Investigation for Theta Chi. At this time, we have begun a formal investigation of the incidents reported to the University. The letter addresses the chapter's expectations during the investigation. Matthew Garcia will be scheduling a meeting to discuss alleged policy violations and will issue a Notice to Appear when the investigation has been completed.

Please contact me with any questions or concerns.

Respectfully,

Caryl Montero-Adams

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.eduSAN DIEGO STATE
UNIVERSITY*Leadership Starts Here***Theta Chi Notice of Investigation 10042019.pdf**

244K

Sun, Oct 6, 2019 at 8:24 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>
Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]
[REDACTED] Gene Lamke <glamke@sdsu.edu>, [REDACTED]
[REDACTED]

Matt and Caryl,

This letter reads as a huge surprise to me. [REDACTED] and I will be stopping by your office tomorrow to gain more of an understanding of the situation. What time(s) work best for the two of you?



San Diego State University



[Quoted text hidden]

Caryl Montero-Adams <caryl.adams@sdsu.edu>

Sun, Oct 6, 2019 at 10:04 PM

[REDACTED]
Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]
[REDACTED], Gene [REDACTED]
[REDACTED]

Hi [REDACTED],

Thank you for checking in. I am available from 2:30pm-3:00pm tomorrow. If this time doesn't work for you, please let me know your availability for the rest of the week and we will identify a time to connect.

Thank you,

Caryl

Sent from my iPhone

[Quoted text hidden]

Sun, Oct 6, 2019 at 10:07 PM

[REDACTED]
To: Caryl Montero-Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]
[REDACTED] Gene Lamke <glamke@sdsu.edu>, [REDACTED]
[REDACTED]

Hi Caryl,

That time works for Will and I. We will see you tomorrow at 2:30PM.

Thank you,



San Diego State University



[Quoted text hidden]

Mon, Oct 7, 2019 at 4:15 PM

To: Caryl Montero-Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]

Gene Lamke <glamke@sdsu.edu>, [REDACTED]

Hi Caryl,

Thank you for taking the time to speak with me today. I really appreciate your straight forwardness and willingness to allow my chapter to help in any way possible. As discussed, I will have our New Member Process over to you ASAP, along with any other document(s) I feel could be of use. Please do not hesitate to reach out to me if you have any questions.

Thank you,



[Quoted text hidden]



SAN DIEGO STATE
UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
caryl.adams@sdsu.edu
619-594-0169

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

This is a confidential document.

THETA CHI FRATERNITY: NOTICE OF INVESTIGATION

October 4, 2019

The University is investigating recent reports of:

Allegations of Alcohol, Hazing, and Health and Safety policy violations within Theta Chi Fraternity at San Diego State University.

It has been reported that Theta Chi forced new members to consume alcohol. All members of Theta Chi are expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization. *No member of Theta Chi may retaliate towards, threaten, or intimidate anyone perceived to be participating in the investigation, including perceived reporting parties.*

If you have any questions about the investigation or the review process, please contact me at caryl.adams@sdsu.edu.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

CC:

Dr. Randy Timm, Assistant Vice President for Campus Life and Dean of Students
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership
Michael DiPrima, Alumnus Advisor, Theta Chi Fraternity
Gene Lamke, Faculty/Staff Advisor, Theta Chi Fraternity





Caryl Montero Adams <caryl.adams@sdsu.edu>

Notice of Investigation: Theta Chi Fraternity

5 messages

Caryl Montero Adams <caryl.adams@sdsu.edu>

Fri, Oct 4, 2019 at 7:45 PM

To: [REDACTED]
Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]
[REDACTED] Gene Lamke <glamke@sdsu.edu>, [REDACTED]
[REDACTED]

Dear [REDACTED],

Attached is a Notice of Investigation for Theta Chi. At this time, we have begun a formal investigation of the incidents reported to the University. The letter addresses the chapter's expectations during the investigation. Matthew Garcia will be scheduling a meeting to discuss alleged policy violations and will issue a Notice to Appear when the investigation has been completed.

Please contact me with any questions or concerns.

Respectfully,

Caryl Montero-Adams

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.eduSAN DIEGO STATE
UNIVERSITY*Leadership Starts Here***Theta Chi Notice of Investigation 10042019.pdf**

244K

Sun, Oct 6, 2019 at 8:24 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>
Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]
[REDACTED] Gene Lamke <glamke@sdsu.edu>, [REDACTED]
[REDACTED]

Matt and Caryl,

This letter reads as a huge surprise to me. [REDACTED] and I will be stopping by your office tomorrow to gain more of an understanding of the situation. What time(s) work best for the two of you?



San Diego State University



[Quoted text hidden]

Caryl Montero-Adams <caryl.adams@sdsu.edu>

Sun, Oct 6, 2019 at 10:04 PM

To: [REDACTED]
Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]
[REDACTED] Gene Lamke <glamke@sdsu.edu>, [REDACTED]
[REDACTED]

Hi [REDACTED],

Thank you for checking in. I am available from 2:30pm-3:00pm tomorrow. If this time doesn't work for you, please let me know your availability for the rest of the week and we will identify a time to connect.

Thank you,

Caryl

Sent from my iPhone

[Quoted text hidden]

Sun, Oct 6, 2019 at 10:07 PM

To: Caryl Montero-Adams <caryl.adams@sdsu.edu>
Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]
[REDACTED] Gene Lamke <glamke@sdsu.edu>, [REDACTED]
[REDACTED]

Hi Caryl,

That time works for [REDACTED] and I. We will see you tomorrow at 2:30PM.

Thank you,



San Diego State University



[Quoted text hidden]

Mon, Oct 7, 2019 at 4:15 PM

To: Caryl Montero-Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]

Gene Lamke <glamke@sdsu.edu>, [REDACTED]

Hi Caryl,

Thank you for taking the time to speak with me today. I really appreciate your straight forwardness and willingness to allow my chapter to help in any way possible. As discussed, I will have our New Member Process over to you ASAP, along with any other document(s) I feel could be of use. Please do not hesitate to reach out to me if you have any questions.



[Quoted text hidden]



Caryl Montero Adams <caryl.adams@sdsu.edu>

Theta Chi Campus Visit

9 messages

Ray Vanlanot <rvanlanot@thetachi.org>

Mon, Nov 4, 2019 at 5:52 PM

To: "rtimm@sdsu.edu" <rtimm@sdsu.edu>

Cc: "caryl.adams@mail.sdsu.edu" <caryl.adams@mail.sdsu.edu>, Tara Dunn <tdunn@thetachi.org>

Dean Timm,

I'm Ray Vanlanot, COO for Theta Chi IHQ. I understand our [REDACTED] informed you I'd be coming to campus to investigate and meet with Chapter members.

I plan to be in San Diego 11/12-14. I'm still working out my schedule during my trip, but it would be great to meet you at some point to touch base.

I also now have an accredited list of alumni who will be assisting me:



[REDACTED] mentioned you/your office would appreciate these names, and as such, they will be the only ones approved to assist.

I look forward to working with you all and coordinating efforts.

Best,
Ray

Ray Vanlanot | Chief Operating Officer

Theta Chi Fraternity

ray@thetachi.org

317-848-1856

Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Tue, Nov 5, 2019 at 6:57 AM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: "caryl.adams@mail.sdsu.edu" <caryl.adams@mail.sdsu.edu>, Tara Dunn <tdunn@thetachi.org>, Jessica Moore <jdmoore@sdsu.edu>, Matthew Garcia <MHGARCIA@sdsu.edu>

Ray,

Thank you for your update email. We look forward to having you on campus soon. While I am sure Caryl Montero-Adams and her staff members can update you regarding the status of the individual investigations of the student code of conduct, I look forward to discussing your process and timeline. I copied Megan Barnes Woodring with this email. She can assist with setting up a time for us to meet during your stay in San Diego.

Thanks Ray. I look forward to seeing you soon.

~RT

Randy Timm, EdD**Assistant Vice President & Dean of Students****San Diego State University**



SAN DIEGO STATE UNIVERSITY

Leadership Starts Here

[Quoted text hidden]

Ray Vanlanot <rvanlanot@thetachi.org>

Tue, Nov 12, 2019 at 8:39 AM

To: Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Cc: "caryl.adams@mail.sdsu.edu" <caryl.adams@mail.sdsu.edu>, Tara Dunn <tdunn@thetachi.org>, Jessica Moore <jdmooresdsu.edu>, Matthew Garcia <MHGARCIA@sdsu.edu>

All,

Just touching base again regarding my visit. I'll be arriving in SD today, but had weather delays. Trying to get in around 2pm, otherwise it'll be late.

That said, my schedule is flexible tomorrow to meet at your pleasure. Please advise if you'd have any time. I did not hear from Megan Barnes Woodring (not a problem), but would still love to meet if possible.

Best,
Ray

Ray Vanlanot | Chief Operating Officer
Theta Chi Fraternity
ray@thetachi.org
317-848-1856

On Nov 5, 2019, at 8:57 AM, Dean of Students Student Affairs <deanofstudents@sdsu.edu> wrote:

[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>

Tue, Nov 12, 2019 at 9:26 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, "caryl.adams@mail.sdsu.edu" <caryl.adams@mail.sdsu.edu>, Tara Dunn <tdunn@thetachi.org>, Jessica Moore <jdmooresdsu.edu>, Matthew Garcia <MHGARCIA@sdsu.edu>

Good evening Ray,

Thank you for checking in with us. We hope that you had safe travels as you arrived in San Diego. Would you be available to meet with Randy Timm and me from 1:00pm-2:00pm tomorrow?

Thank you for your consideration.

Caryl
[Quoted text hidden]

--
Caryl Montero-Adams
Director, Student Life & Leadership
San Diego State University

Pronouns: She | Her | Hers
5500 Campanile Drive | San Diego, CA 92182
Office: 619.594.0169 | Cell: 330.715.1151
caryl.adams@sdsu.edu



SAN DIEGO STATE
UNIVERSITY

Leadership Starts Here

Ray Vanlanot <rvanlanot@thetachi.org>

Wed, Nov 13, 2019 at 9:22 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, "caryl.adams@mail.sdsu.edu"

<caryl.adams@mail.sdsu.edu>, Tara Dunn <tdunn@thetachi.org>, Jessica Moore <jdmoore@sdsu.edu>, Matthew Garcia <MHGARCIA@sdsu.edu>

Hi Caryl,

That sounds great. I'll be on campus starting around noon.

Please let me know where we might meet.

Best,

Ray

Ray Vanlanot | Chief Operating Officer

Theta Chi Fraternity

ray@thetachi.org

317-848-1856

On Nov 12, 2019, at 9:26 PM, Caryl Montero Adams <caryl.adams@sdsu.edu> wrote:

[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>

Wed, Nov 13, 2019 at 9:42 AM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, "caryl.adams@mail.sdsu.edu"

<caryl.adams@mail.sdsu.edu>, Tara Dunn <tdunn@thetachi.org>, Jessica Moore <jdmoore@sdsu.edu>, Matthew Garcia <MHGARCIA@sdsu.edu>

Hi Ray,

Thank you for confirming. We will meet in Randy's office, which is located in the Office of the Vice President for Student Affairs, Student Services West-2640. [Here](#) is a campus map for your reference.

Please let me know if you have any questions before the meeting.

Thank you,

Caryl

[Quoted text hidden]

Ray Vanlanot <rvanlanot@thetachi.org>

Wed, Nov 13, 2019 at 9:58 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, "caryl.adams@mail.sdsu.edu"

<caryl.adams@mail.sdsu.edu>, Tara Dunn <tdunn@thetachi.org>, Jessica Moore <jdmoore@sdsu.edu>, Matthew Garcia <MHGARCIA@sdsu.edu>

Perfect, thank you!

Caryl, it is my understanding you were working with Tara Dunn to compile all of the various allegations into one place. If you have that handy, it'd help me in some my conversations with the men today for reference. I will begin meeting with the men as early as 11:00 a.m.

By no means do I plan to share any of the information with them, but I would like to see the final extent of what has been alleged and shared with your office (in one place, if possible) so that I can have an idea of the questions I should be asking and to gauge the genuineness of the answers I receive.

I can assure you it'll be kept confidential.

I plan to compose a report following my visit (of my findings/recommendations) to be shared with the local housing corporation officers and your office, alike.

I hope my efforts will be helpful in coordinating next steps with the university in a partnership throughout this process, and I very much look forward to meeting you all soon.

Thanks much,

Ray

Ray Vanlanot | Chief Operating Officer

International Headquarters
P.O. Box 503
Carmel, IN 46082
www.thetachi.org
Office 317-848-1856
rvanlanot@thetachi.org



[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>

Wed, Nov 13, 2019 at 11:02 AM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, "caryl.adams@mail.sdsu.edu"

<caryl.adams@mail.sdsu.edu>, Tara Dunn <tdunn@thetachi.org>, Jessica Moore <jdmoore@sdsu.edu>, Matthew Garcia <MHGARCIA@sdsu.edu>

Hi Ray,

Thank you for your message. Attached you will find a list of the incident reports and action that the University has taken to date. It has been updated to reflect the ongoing incidents we have become aware of since the Interim Suspension was put into place.

I look forward to connecting this afternoon.

Thank you,

Caryl

[Quoted text hidden]



Theta Chi Fraternity_ Incident Overview Fall 2019.pdf

147K

Ray Vanlanot <rvanlanot@thetachi.org>

Wed, Nov 13, 2019 at 11:49 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, "caryl.adams@mail.sdsu.edu"

<caryl.adams@mail.sdsu.edu>, Tara Dunn <tdunn@thetachi.org>, Jessica Moore <jdmoore@sdsu.edu>, Matthew Garcia <MHGARCIA@sdsu.edu>

Thanks so much,

Looking forward to seeing you all today.

Best,

Ray

Ray Vanlanot | Chief Operating Officer

Theta Chi Fraternity

ray@thetachi.org

317-848-1856

On Nov 13, 2019, at 11:03 AM, Caryl Montero Adams <caryl.adams@sdsu.edu> wrote:

Hi Ray,

Thank you for your message. Attached you will find a list of the incident reports and action that the University has taken to date. It has been updated to reflect the ongoing incidents we have become aware of since the Interim Suspension was put into place.

I look forward to connecting this afternoon.

Thank you,

Caryl

On Wed, Nov 13, 2019 at 9:58 AM Ray Vanlanot <rvanlanot@thetachi.org> wrote:

Perfect, thank you!

Caryl, it is my understanding you were working with Tara Dunn to compile all of the various allegations into one place. If you have that handy, it'd help me in some my conversations with the men today for reference. I will begin meeting with the men as early as 11:00 a.m.

By no means do I plan to share any of the information with them, but I would like to see the final extent of what has been alleged and shared with your office (in one place, if possible) so that I can have an idea of the questions I should be asking and to gauge the genuineness of the answers I receive.

I can assure you it'll be kept confidential.

I plan to compose a report following my visit (of my findings/recommendations) to be shared with the local housing corporation officers and your office, alike.

I hope my efforts will be helpful in coordinating next steps with the university in a partnership throughout this process, and I very much look forward to meeting you all soon.

Thanks much,

Ray

<image001.png>

[Quoted text hidden]

[Quoted text hidden]

<Theta Chi Fraternity_ Incident Overview Fall 2019.pdf>



Jessica Moore <jdmoore@sdsu.edu>

IFC Delegates 10.17.19 - Invitation to edit

1 message

[REDACTED] ick (via Google Docs) [REDACTED]

Thu, Oct 17, 2019 at 9:35 AM

Reply-to: [REDACTED] <[REDACTED]>

To: jdmoore@sdsu.edu

[REDACTED] has invited you to **edit** the following document: [IFC Delegates 10.17.19](#)[Open in Docs](#)

[REDACTED] is outside your organization.

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.





Caryl Montero Adams <caryl.adams@sdsu.edu>

Case Notes

2 messages

Andrea Parashos <adparashos@sdsu.edu>
To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Fri, Nov 15, 2019 at 11:53 AM

Hi Caryl,

Happy Friday!

I was wondering if I could get a copy of your case notes from your meeting(s) with [REDACTED] for his upcoming investigative meeting scheduled with [REDACTED] next week.

Thank you in advance for your help with this.

Best,
Andrea Parashos

--

Andrea Parashos, M.A.

University Judicial Officer

San Diego State University

Center for Student Rights and Responsibilities

Student Services West, 1604

Pronouns: She/Her/Hers

Phone: (619) 594-3069

Email: adparashos@sdsu.edu

Caryl Montero Adams <caryl.adams@sdsu.edu>
To: Andrea Parashos <adparashos@sdsu.edu>

Sat, Nov 16, 2019 at 11:38 AM

Hi Andrea,

Thank you for checking in with me. The communication with [REDACTED] related to the case has been through email. I have included a PDF of the emails with [REDACTED] and have also attached the documents that he has shared with me. Please let me know if you would like to discuss.

One thing to highlight from his emails are that the new member education meetings to discuss the four topics began at 10:00pm at the chapter facility and the calendar shows 8:00pm. I also believe that some of the big/little brother pairings may be inverted.

Thank you,

Caryl

[Quoted text hidden]

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



SAN DIEGO STATE
UNIVERSITY
Leadership Starts Here

7 attachments



Fall 2018 New Member Schedule.pdf
32K



Fall 2019 New Member Schedule.pdf
36K



Gamma Theta New Member Process 10132019.pdf
34K



Process Outline For New Members.pdf
37K



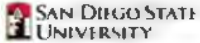
Spring 2019 New Member Calendar.pdf
36K



Theta Chi Notice of Interim Suspension and Subsequent Documents.pdf
465K



Big Bro Little Bro - Sheet1.pdf
48K



Caryl Montero Adams <caryl.adams@sdsu.edu>

Notice of Interim Suspension: Theta Chi Fraternity

11 messages

Caryl Montero Adams <caryl.adams@sdsu.edu>

Thu, Oct 10, 2019 at 4:39 PM

To: [REDACTED]
Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, Kevin Araujo-Lipine <karaujolipine@sdsu.edu>, "Lee M. Mintz" <LMINTZ@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>, [REDACTED] Gene Lamke <glamke@sdsu.edu> [REDACTED]

Dear [REDACTED],

Attached is a Notice of Interim Suspension for Theta Chi. The letter addresses chapter's Interim Suspension and outlines the terms. At this time, we have expanded the formal investigation of the incidents resulting in the status of Interim Suspension.

Kevin Araujo-Lipine, Assistant Director of Student Life & Leadership for Student Organizations & Activities, will be scheduling a meeting (next week) to discuss alleged policy violations and will issue a Notice to Appear when the investigation has been completed.

Please contact me with any questions or concerns.

Respectfully,

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.eduSAN DIEGO STATE
UNIVERSITY

Leadership Starts Here

Theta Chi Notice of Interim Suspension 10102019.pdf

648K

Fri, Oct 11, 2019 at 2:22 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Caryl,

I want to be as helpful as possible throughout this process. I am currently working to get you all of the required documentations as mentioned in the letter. However, some of the information you have requested in the document is unattainable. Additionally, the 48 hour window provided to us does not allot us the required amount of time to successfully retrieve all documents. I respectfully request you extend our window, taking all things into consideration.

Best,

[REDACTED]

San Diego State University



[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>

Sat, Oct 12, 2019 at 3:15 PM

To: [REDACTED]
Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, Kevin Araujo-Lipine <karaujolipine@sdsu.edu>, "Lee M. Mintz" <LMINTZ@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>, [REDACTED] Gene Lamke <glamke@sdsu.edu>, [REDACTED]

Hi [REDACTED]

11/16/2019

San Diego State University Mail - Notice of Interim Suspension: Theta Chi Fraternity

Thank you for your email and for addressing your concerns for the timeline with me earlier today. I appreciate that you are wanting to provide the requested documentation and understand your concerns. At this time, we have confirmed the following adjusted timeline to submit the requested documentation:

Sunday, October 13, 2019 at 11:59pm

- An overview of the new member process, beginning with recruitment through the time of initiation
- The names and roles of active members who are or were involved in the new member education process during the Fall 2018, Spring 2019, and Fall 2019 terms
- The dates, times, and locations of installation and initiation events for the Fall 2018 and Spring 2019
- A roster with two added columns that denotes the big brother and little brother of all members

Friday, October 18, 2019 at 11:59pm

- The dates, times, and locations of every meeting/event/convening, both formal and informal, with new members (Fall 2018, Spring 2019, Fall 2019) both before and after initiation
- **Fall 2019 New Member Class:** Screenshots of all electronic communication in the form of group messages for each of the new member classes including, but not limited to, emails, GroupMe messages, group texts/chats, etc.

Sunday, October 20, 2019 at 11:59pm

- **Spring 2019 New Member Class:** Screenshots of all electronic communication in the form of group messages for each of the new member classes including, but not limited to, emails, GroupMe messages, group texts/chats, etc.

Friday, October 25, 2019 at 11:59pm

- **Fall 2018 New Member Class:** Screenshots of all electronic communication in the form of group messages for each of the new member classes including, but not limited to, emails, GroupMe messages, group texts/chats, etc.

To confirm, all other aspects of the letter stand. In addition to the cessation of all activities, it should be stressed that no member may attempt to threaten or intimidate witnesses or others involved in the investigation, provide false or misleading information, conceal information, or attempt to obstruct the investigation in any way.

Please let me know if you have additional questions or concerns.

Thank you,

Caryl

PS. I have included those on the original letter to ensure they are aware of the adjusted timelines.

[Quoted text hidden]

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Sun, Oct 13, 2019 at 8:04 PM

Caryl,

In the URL provided below, you will find all required information that was asked to be provided by tonight at 11:59PM per your email above. Please let me know if you have any questions.

Best,

San Diego State University



[Quoted text hidden]

--

[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>

Tue, Oct 15, 2019 at 9:19 AM

To: [Redacted]
Cc: Kevin Araujo-Lipine <karaujolipine@sdsu.edu>, [Redacted] Gene Lamke <glamke@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>

Hi [Redacted]

Thank you for providing this information. I have reviewed the document and have a couple of questions:

New Member Process

- By submitting this document, are you stating that in the eight-week new member education process, there are only eight meetings held on Tuesday evenings that cover the four topics outlined and that no other meetings/convenings/events occur with new members during that period?

11/16/2019

San Diego State University Mail - Notice of Interim Suspension: Theta Chi Fraternity

- If this is not the case, please outline the types of meetings/convenings/events that have taken place as part of the new member process.
- *Acknowledging the letter and extended timeline, the dates/times/locations of each of these formal and informal meetings/convenings/events will be sent to me by Sunday, October 20.*
- What is the time of the Tuesday meetings?
- What is the location of the Tuesday meetings?
- Without going into information on your ritual, what is the "national protocol" for initiation?

Active Members Involved


- By submitting this document and outlining the New Member Educators, are you stating that in the entire new member process, only the New Member Educator engages with the new members?
 - If this is not the case, please outline all other active members who have participated in the new member process and any role that they have had.

Thank you again for submitting the documentation.

Respectfully,

Caryl

[Quoted text hidden]

 **Gamma Theta New Member Process 10132019.pdf**
34K

Fri, Oct 18, 2019 at 7:17 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Caryl,

Attached in this email is the information you requested by tonight at 11:59PM. I was able to produce all documentation except for the following:

- **Fall 2019 New Member Class: Screenshots of all electronic communication in the form of group messages for each of the new member classes including, but not limited to, emails, GroupMe messages, group texts/chats, etc.**

As a chapter, we use the application GroupMe for communication within our chapter. Unfortunately, we are unable to produce any communication between the chapter and new members. As a chapter, we very frequently delete these group messages and start new ones. Per our suspension letter, "Given the concerns for the fraternity, Theta Chi may host no new member education, new member activities, or initiation events, on or off campus. During the course of the Interim Suspension, the San Diego State University chapter may have no communication with new members. Communication from Theta Chi may only be sent to new members by the Theta Chi International Headquarters staff. Additionally, no other student or organization, including but not limited to the Interfraternity Council and College Panhellenic Association, may communicate with new members on Theta Chi's behalf. No member of Theta Chi who serves on the Interfraternity Council executive board may act on behalf of Theta Chi or use their position to influence the investigation." Given these stipulations, I have ceased all communication between our Fall 2019 new members and active members of the Theta Chi chapter.

Best,


San Diego State University



[Quoted text hidden]

4 attachments

 **Spring 2019 New Member Calendar.pdf**
36K

 **Fall 2018 New Member Schedule.pdf**
32K

 **Fall 2019 New Member Schedule.pdf**
36K

 **Process Outline For New Members.pdf**
37K

Sun, Oct 20, 2019 at 8:59 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Caryl,

As outlined in your email - tonight I am to have produced the following documentation:

11/16/2019

San Diego State University Mail - Notice of Interim Suspension: Theta Chi Fraternity

- **Spring 2019 New Member Class:** Screenshots of all electronic communication in the form of group messages for each of the new member classes including, but not limited to, emails, GroupMe messages, group texts/chats, etc.

I was unable to retrieve said information. Building off of my last email, I hope you can understand where I am coming from as it is a standard practice to cull an excessive number of threads. We were in contact with GroupMe customer service and were told this information is deleted off their servers at the time of deletion of the thread itself. I explained that we are under investigation by our University and this information would greatly help in the process, but they were ultimately unable to provide the information. Please let me know if you have any questions.



San Diego State University



[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>

Mon, Oct 21, 2019 at 1:38 PM

To: [REDACTED]
Cc: Kevin Araujo-Lipine <karaujolipine@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>, Gene Lamke <glamke@sdsu.edu>, [REDACTED]

Hi [REDACTED],

Thank you for providing this information to me. By providing these statements, are you stating that no electronic communications between any of the active and new members can be recovered? Additionally, can you please answer the questions I posed on October 15, 2019 (listed below for reference)?

Thank you,

Caryl

New Member Process

- By submitting this document, are you stating that in the eight-week new member education process, there are only eight meetings held on Tuesday evenings that cover the four topics outlined and that no other meetings/convenings/events occur with new members during that period?
 - If this is not the case, please outline the types of meetings/convenings/events that have taken place as part of the new member process.
 - *Acknowledging the letter and extended timeline, the dates/times/locations of each of these formal and informal meetings/convenings/events will be sent to me by Sunday, October 20.*
- What is the time of the Tuesday meetings?
- What is the location of the Tuesday meetings?
- Without going into information on your ritual, what is the "national protocol" for initiation?

Active Members Involved

- By submitting this document and outlining the New Member Educators, are you stating that in the entire new member process, only the New Member Educator engages with the new members?
 - If this is not the case, please outline all other active members who have participated in the new member process and any role that they have had.

[Quoted text hidden]

Tue, Oct 22, 2019 at 2:49 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>
Cc: Kevin Araujo-Lipine <karaujolipine@sdsu.edu>, [REDACTED], Gene Lamke <glamke@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>

All,

Caryl and I spoke today via text and she has allowed me to reply to her previous email by Sunday, October 27, of this week. Just wanted let everyone know so were all on the same page.

Thank you,






San Diego State University



[Quoted text hidden]

Gene Lamke <glamke@sdsu.edu>


Tue, Oct 22, 2019 at 4:08 PM

To: 
Cc: Caryl Montero Adams <caryl.adams@sdsu.edu>, Kevin Araujo-Lipine <karaujolipine@sdsu.edu>, , Tara Dunn <tdunn@thetachi.org>

Thank you for the information!

Gene Lamke
[Quoted text hidden]

Sun, Oct 27, 2019 at 9:52 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>
Cc: Kevin Araujo-Lipine <karaujolipine@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>, Gene Lamke <glamke@sdsu.edu>, , Ray Vanlanot <RVanlanot@thetachi.org>

Hi Caryl,

Below is my feedback pertaining to your questions in your previous email.

- By submitting this document, are you stating that in the eight-week new member education process, there are only eight meetings held on Tuesday evenings that cover the four topics outlined and that no other meetings/convenings/events occur with new members during that period?
 - If this is not the case, please outline the types of meetings/convenings/events that have taken place as part of the new member process.
 - *Acknowledging the letter and extended timeline, the dates/times/locations of each of these formal and informal meetings/convenings/events will be sent to me by Sunday, October 20.*

Technically, yes. Per our bylaws, only our New Member educator is allowed to run *formal* meetings with our new members. However, of course there will be active brothers *engaging* with our new members throughout the duration of their process to ultimately have all active brothers personally know all new members. This is to assure our brotherhood is becoming stronger and this practice is shared across all Greek new member processes. When you state, "By submitting this document, are you stating that in the eight-week new member education process, there are only eight meetings held on Tuesday evenings that cover the four topics outlined and that no other meetings/convenings/events occur with new members during that period?" I feel I am unable to provide an accurate response to this question - as I do not understand exactly what you are asking of me. There is simply no way for me to account for **all** informal meetings with our new members in the past 14 months(3 semesters). For example, our active brothers and new members, prior to our suspension, were consistently grabbing lunch, going to the beach, hanging out around campus, doing homework together, watching sports on the weekend, and any other activities to become closer with one another. As a fraternity, we do not document such events. Granted, we do have new members attend informational events scattered around the semester(ie. drug and alcohol awareness, RSO New Member Symposium information, etc.) in which I have provided in my calendar overview of the past 14 months. Additionally, there are social events and brotherhood(big/little, camping, etc.) events scattered throughout the semester that we encourage both our active and new members to attend.

- What is the time/location of the Tuesday meetings?

Our new member educator holds meetings Tuesdays at 10PM at the chapter house.

- Without going into information on your ritual, what is the "national protocol" for initiation?

It is an introduction to the brotherhood and sacred values of our fraternity. While I would love to give you a more detailed response, I have cc'd Ray Vanlanot, Chief Operating Officer of the National Fraternity, to hopefully better answer that question as I do not want to overstep any fraternal lines in sharing information pertaining to the ritual.

Thank you,


Gamma Theta Chapter

11/16/2019

San Diego State University

San Diego State University Mail - Notice of Interim Suspension: Theta Chi Fraternity



[Quoted text hidden]



Jessica Moore <jdmoore@sdsu.edu>

One on One Meeting

2 messages

[REDACTED] <[REDACTED]>
To: jdmoore@sdsu.edu

Wed, Oct 16, 2019 at 2:02 PM

Hi,

I had something pop up with work and needed to make a change to our meeting time today since I will not longer be able to make it. The link to reschedule the meeting was not working for me for some reason, so I used to the cancelation one.

My apologies for the cancellation, and I will be rescheduling a new time shortly!

All the best,

[REDACTED]

[REDACTED]

IFC Vice President of Risk Management | San Diego State University

Email: [REDACTED]

<http://www.ifcsdsu.com>

Jessi Moore <jdmoore@sdsu.edu>

Thu, Oct 17, 2019 at 9:05 AM

To: [REDACTED] <[REDACTED]>

Hi [REDACTED],

Thank you for letting me know, not a problem at all. I believe the previous link expired so here is a new one to reschedule: [Calendly](#).

See you later!

Best wishes,
Jessi

[Quoted text hidden]

--

Jessi Moore, M.A.

Pronouns: She|Her|Hers

Student Life Advisor | Fraternity & Sorority Life

Student Life & Leadership | sll.sdsu.edu | (619) 594-5221**Drop-in Office Hours:** Monday and Friday 1-2:30 PM in Student Life & Leadership**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)***San Diego State University resides on the traditional lands of the Kumeyaay nations***



Matthew Garcia <mhgarcia@sdsu.edu>

Movember & Mental Health: FSL Community

Matthew Garcia <mhgarcia@sdsu.edu>

Tue, Sep 17, 2019 at 9:37 PM

To: IFC VP Programming <[REDACTED]>
Cc: IFC President <[REDACTED]>

Hey [REDACTED],

Have you reached out to Robert yet?

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU![Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: **Robert Huffman** <robert.huffman@movember.com>
Date: Fri, Sep 13, 2019 at 10:01 AM
Subject: Movember & Mental Health: FSL Community
To: mhgarcia@sdsu.edu <mhgarcia@sdsu.edu>

Hey Matthew,

I hope you're doing well and the fall semester has kicked off smoothly for you and your students. With this being National Suicide Prevention week, I just wanted to send a quick note to update you on a few things Movember has been working on regarding college men and their mental health. From my many conversations with our Student Ambassadors, many male students are looking for ways to engage their community around the topic of men's mental health, so feel free to share these updates with your students and department.

- In honor of World Suicide Prevention Day on Sept. 10th, Movember has launched a campaign urging men to know that it's OK to talk about mental health and to be a **Man of More Words**.

- We're proud to introduce you to our **2019-2020 Movember Student Ambassadors**! These student leaders

represent fraternities, athletic teams, and student clubs; and will be leading the charge for building the Movember campaign on their campus to raise funds and awareness. *Feel free to share the link to [apply](#) with your students leaders.*

- The Sigma Alpha Epsilon chapter at Texas Christian University have stepped up and kicked off the Movember campaign with a generous **\$100K donation**. These funds will be invested in a men's mental health project specifically for college aged men.

I know it's a busy time for you and your students, but I wanted to touch base to give you enough time to rally your students and tell them about the [Big Moustache on Campus](#) challenge for men's health. This is our annual moustache growing campaign that raises awareness and funds for men's health. And this year, we've expanded the different ways people can get involved, so just let me know if you'd like to learn more.

Thank you!

Robert



Robert Huffman
Community Manager

M +1 407 353 9752

T +1 310 450 3331

movember.com

**CHANGING THE FACE
OF MEN'S HEALTH**



[v001]



Jessica Moore <jdmoore@sdsu.edu>

Meeting Request - IFC Executive Board Informational Meetings

3 messages

Jessi Moore <jdmoore@sdsu.edu>

Tue, Oct 8, 2019 at 1:11 PM

To: [REDACTED]

Hi [REDACTED],

I hope you are having a good day. I am reaching out to setup a one-on-one meeting to learn about your role on the IFC Executive Board and get to know you better in order to support your goals.

Please select a one hour meeting time that works best for you based on my availability found at this [link](#). I am looking to meet with you within the next four weeks. If these times do not work for you or if you need an adjustment, please let me know.

I look forward to meeting soon!

Best wishes,
Jessi

--

Jessi Moore, M.A.

Pronouns: She|Her|Hers

Student Life Advisor | Fraternity & Sorority Life

Student Life & Leadership | sll@sdsu.edu | (619) 594-5221**Drop-in Office Hours:** Monday and Friday 1-2:30 PM in Student Life & Leadership**Schedule a Meeting:** [Calendly](#)**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)***San Diego State University resides on the traditional lands of the Kumeyaay nations***

[REDACTED] <[REDACTED]>

Tue, Oct 15, 2019 at 8:33 PM

To: Jessi Moore <jdmoore@sdsu.edu>

Jessi,

I used the link and booked a time on Friday @ 1:30. Looking forward to it!

Best,

[REDACTED]

[Quoted text hidden]

--

[REDACTED]

VP of Scholarship and Accreditation
SDSU Interfraternity Council

[REDACTED]

Jessi Moore <jdmoore@sdsu.edu>

Wed, Oct 16, 2019 at 7:33 AM

To: [REDACTED] <[REDACTED]>

Hi [REDACTED],

Thanks for letting me know. I am looking forward to it as well!

Hope you have a great rest of your week.

Best wishes,
Jessi

[Quoted text hidden]



Caryl Montero Adams <caryl.adams@sdsu.edu>

Notice of Investigation: Pi Kappa Alpha

Caryl Montero Adams <caryl.adams@sdsu.edu>

Thu, Oct 10, 2019 at 6:15 PM

To: [REDACTED]
Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]
[REDACTED]

Dear [REDACTED],

Attached is a Notice of Investigation for Pi Kappa Alpha. At this time, we have begun a formal investigation of the incidents reported to the University. The letter addresses the chapter's expectations during the investigation.

We will be reaching out to schedule an appeal's meeting for the previous incident and to discuss this incident with you. Following this investigation, a separate Notice to Appear will be issued.

Please contact me with any questions or concerns.

Respectfully,

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.eduSAN DIEGO STATE
UNIVERSITY*Leadership Starts Here***Pi Kappa Alpha Notice of Investigation 10102019.pdf**
290K



SAN DIEGO STATE
UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
caryl.adams@sdsu.edu
619-594-0169

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

This is a confidential document.

PI KAPPA ALPHA FRATERNITY: NOTICE OF INVESTIGATION

October 10, 2019

The University is investigating recent reports of:

Allegations of Alcohol, Dishonesty, Failure to Comply, Health and Safety, and Noise policy violations within Pi Kappa Alpha Fraternity at San Diego State University.

It has been reported that Pi Kappa Alpha hosted a social event on October 1, 2019 where a member of the SDSU community reported that the fraternity was serving alcohol. Additionally, the President of the fraternity made contact with police, reportedly stating that the event had a permit. Upon contact with the police, the Fraternity & Sorority Life reporting protocol was not followed. This investigation is in addition to the conduct matter that is currently in an appeal. All members of Pi Kappa Alpha are expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization. *No member of Pi Kappa Alpha may retaliate towards, threaten, or intimidate anyone perceived to be participating in the investigation, including perceived reporting parties.*

If you have any questions about the investigation or the review process, please contact me at caryl.adams@sdsu.edu.

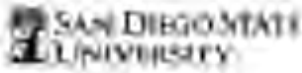
Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

CC:

Dr. Randy Timm, Assistant Vice President for Campus Life and Dean of Students
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership
Jack Sword, Alumnus Advisor, Pi Kappa Alpha Fraternity
Lance Homer, Chief Operating Officer, Pi Kappa Alpha Fraternity
Erik Fournier, Director of Services-West, Pi Kappa Alpha Fraternity





Matthew Garcia <mhgarcia@sdsu.edu>

Decision Letter: Pi Kappa Alpha Fraternity

Matthew Garcia <mhgarcia@sdsu.edu>

Tue, Sep 17, 2019 at 11:49 AM

To: [REDACTED]

Please use the link above to view the Risk Management Plan template that you can use for your chapter's event. The link is view only so you will need to go to "File" and "Make a Copy" for you to customize the plan

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: **Caryl Montero Adams** <caryl.adams@sdsu.edu>

Date: Thu, Sep 12, 2019 at 5:39 PM

Subject: Decision Letter: Pi Kappa Alpha Fraternity

To: [REDACTED] <[REDACTED]>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>,
[REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>

Dear [REDACTED],

Attached you will find the official Decision Letter outlining the outcome of the investigation of Pi Kappa Alpha's alleged policy violations from August 2018. The letter details the decision and any sanctions that have been imposed. Failure to complete these sanctions may result in immediate Interim Suspension.

To appeal this decision, please contact me (caryl.adams@sdsu.edu) and Dr. Randy Timm, Assistant Vice President for Campus Life and Dean of Students (deanofstudents@sdsu.edu) within ten (10) business days. The appeal request must contain which part(s) of the decision the chapter is appealing and the chapter's justification for the appeal. A meeting will then be scheduled to further discuss the incident.

Please contact me with any questions or concerns.

Respectfully,

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



SAN DIEGO STATE
UNIVERSITY

Leadership Starts Here



Pi Kappa Alpha Decision Letter 09122019.pdf
1133K



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

September 12, 2019

This is a confidential document.

PI KAPPA ALPHA FRATERNITY DECISION LETTER

Thank you for meeting with me on Friday, August 30, 2019. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a social event that reportedly occurred on August 28, 2018 and a report that outlined that a guest of the event was drugged at the social. The reports resulted in alleged violations of the Alcohol, Health and Safety, and Illegal Drugs policies.

During the conversation, President [REDACTED] and Advisor [REDACTED] represented the fraternity. Assistant Director of Student Life & Leadership for Fraternity & Sorority Life, Matthew Garcia was present along with representatives from the Interfraternity Council including President [REDACTED] and Vice President for Judicial Affairs, [REDACTED].

Review and Discussion of the Incident and Alleged Policy Violations

During the Informal Conference, a review of the initial incident reports occurred, along with information found during the course of the investigation. The specific alleged policy violations were discussed in detail: Alcohol, Health and Safety, and Illegal Drugs.

During the Informal Conference, the group reviewed an allegation posted on Twitter. Reportedly, the fraternity hosted an event in August 2018 where a member of the campus community was present and drugged.

The group discussed the initial report, along with themes derived from the investigative interviews and information presented by the fraternity. One set of information discussed during the informal conference were screenshots of text messages that were provided to the University by the fraternity. The messages outline communication shared between a member of the organization and the reporting party. The text messages demonstrate that a party occurred and that it was "rolled" (shut down by the police).

Although members of the fraternity acknowledged that the party occurred, there was discussion around whether or not the social event was related to Pi Kappa Alpha. During the Informal Conference, Pi Kappa Alpha, the Interfraternity Council and Fraternity & Sorority Life staff engaged in dialogue around elements that constitute an organization-related event. Specifically, the reasonable observer standard was discussed. The group reviewed



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

that the event was perceived and reported to be hosted by Pi Kappa Alpha. The group also discussed that there were numerous Pi Kappa Alpha members said to be present (reported by the fraternity as 20, possibly more). The group discussed that the event was not approved by the organization's advisor, did not use organization funds, and was not held in the chapter facility.

Members of Pi Kappa Alpha also outlined that members of other fraternities live in the house. Matthew Garcia and I stated the issue would also be discussed with those organizations if the organizations' identities were known. The fraternity did not disclose additional names of organizations.

Decision

Based on the preponderance of the evidence gathered during the investigation, including reports, investigative interviews, and discussion during the informal conference, I have found Pi Kappa Alpha to be in violation of the Alcohol policy.

b(2) Alcohol. *Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.*

The preponderance of the evidence was not established to hold Pi Kappa Alpha responsible for the alleged violations of the Health and Safety and Illegal Drugs policies. Therefore, I have found Pi Kappa Alpha not responsible for the alleged Health and Safety and Illegal Drugs policy violations.

As a result of the Alcohol policy violation, Pi Kappa Alpha Fraternity is sanctioned to **Probation** through **December 2019**.

Any further violations of University policy during the term of the Probation may result in an immediate Interim Suspension of the fraternity and could result in the removal of campus recognition. In addition to the Probation, Pi Kappa Alpha must complete the following stipulations:

Chapter Education

Educational Workshops. Pi Kappa Alpha is expected to host educational workshops for members of the chapter. Specifically, the following workshops are stipulated for the term of the Probation and must have 90% chapter participation:

- Fall 2019: Alcohol
- Fall 2019: Post-Probation Risk Management



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Fraternity & Sorority Life can advise on presenters and workshop development. The presentations will be facilitated by trained, professional staff/volunteers of the University and/or Fraternity. Active members and Executive Board members may not facilitate the trainings.

It is expected that the chapter leadership will schedule a meeting with Matthew Garcia to review and advise on the workshops and identify presenters. Documentation of workshop completion must be sent to Fraternity & Sorority Life staff within 24-hours of the workshops. Documentation should be in Google Slides format and include photos, presenter information, the strengths of the workshops and the opportunities for growth. Additionally, attendance must be tracked using Presence.

Events and Activities

Event Proposals and Risk Management Plans. During the term of the Probation, Pi Kappa Alpha must submit a proposal with detailed risk management plans for all events hosted or co-hosted by the chapter to Fraternity & Sorority Life. Despite location, the events must follow the University's approval process and timelines, and risk management plans must be submitted for all events. The risk management plan timeline should align with the University's tiered model for event permitting (submission 2 weeks, 4 weeks, 8 week, and 4 months in advance depending on the activity). The exception to the espoused timelines will be Fall 2019 recruitment events, which may be submitted by Sunday, September 15, 2019.

Events with Alcohol. During the term of the Probation, Pi Kappa Alpha may request to host one, on-campus event with alcohol that follows all University processes and procedures during the Fall 2019 term.

The purpose of hosting the structured event(s) with alcohol is to provide developmental opportunities for the chapter to intentionally plan and implement events. If the event application process is not followed or additional policies are violated, the privilege of hosting events with alcohol may be rescinded during the term of the Probation.

Outside of the outlined event with alcohol, the chapter may host dry socials that follow the event approval process outlined above.

Advisor Presence. During the term of the Probation, an advisor is expected to be present during the duration of all chapter events/meetings.



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

Failure to complete these sanctions may result in the interim suspension of Pi Kappa Alpha Fraternity.

Please be advised that no member of Pi Kappa Alpha may retaliate towards, threaten, or intimidate anyone perceived to have participated in the investigation of incidents, including perceived reporting parties.

Thank you again for taking the time to meet with me in the informal conference. We hope that the outcome of the incidents will contribute to the success of Pi Kappa Alpha at San Diego State University.

Respectfully,

Caryl Montero-Adams

Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President for Campus Life and Dean of Students

Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

Jack Sword, Alumnus Advisor, Pi Kappa Alpha Fraternity





Jessica Moore <jdmoore@sdsu.edu>

Meeting Request - IFC Executive Board Informational Meetings

1 message

Jessi Moore <jdmoore@sdsu.edu>

Tue, Oct 8, 2019 at 1:11 PM

To: [REDACTED]

Hi [REDACTED],

I hope you are having a good day. I am reaching out to setup a one-on-one meeting to learn about your role on the IFC Executive Board and get to know you better in order to support your goals.

Please select a one hour meeting time that works best for you based on my availability found at this [link](#). I am looking to meet with you within the next four weeks. If these times do not work for you or if you need an adjustment, please let me know.

I look forward to meeting soon!

Best wishes,
Jessi

--

Jessi Moore, M.A.

Pronouns: She|Her|Hers

Student Life Advisor | Fraternity & Sorority Life

Student Life & Leadership | sll.sdsu.edu | (619) 594-5221**Drop-in Office Hours:** Monday and Friday 1-2:30 PM in Student Life & Leadership**Schedule a Meeting:** [Calendly](#)**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)***San Diego State University resides on the traditional lands of the Kumeyaay nations***



Caryl Montero Adams <caryl.adams@sdsu.edu>

Informal Conference Scheduled: Phi Kappa Psi

1 message

Kevin Araujo-Lipine <karaujolipine@sdsu.edu>

Mon, Oct 21, 2019 at 2:56 PM

To: [REDACTED], Sam Kobari <SKOBARI@sdsu.edu>, Caryl Montero Adams <caryl.adams@sdsu.edu>, Dean of Students Student Affairs <deanofstudents@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]

Hello [REDACTED],

Thank you for confirming availability for the informal conference meeting. Attached you will find a letter with the details of the meeting. Please let me know if you have any questions prior to the meeting on Thursday afternoon.

Best,
Kevin Araujo-Lipine

Kevin Araujo-Lipine*Assistant Director, Student Life & Leadership for Student Organizations & Activities*

San Diego State University

Office Phone: 619-594-5221

Pronouns: He/Him/His

Indigenous Residence: Kumeyaay

**Phi Kappa Psi Informal Conference Letter.pdf**

155K



Caryl Montero Adams <caryl.adams@sdsu.edu>

Theta Chi Interim Suspension

5 messages

Fri, Oct 11, 2019 at 7:39 AM

To: Randall Timm <rtimm@mail.sdsu.edu>, Caryl Adams <caryl.adams@mail.sdsu.edu>

Hi Randy and Caryl,

I was wondering if either one of you is available for a brief call this morning.

Warm Regards,

Caryl Montero-Adams <caryl.adams@sdsu.edu>

Fri, Oct 11, 2019 at 8:25 AM

To: [REDACTED]
Cc: Randall Timm <rtimm@mail.sdsu.edu>, Caryl Adams <caryl.adams@mail.sdsu.edu>

Hi [REDACTED],

Thank you for checking in with us. Today is the first day of Family Weekend and Randy is fully scheduled as New Student and Parent Programs (which hosts Family Weekend) is in his portfolio now.

With that said, I would be available from 12:15pm-1:45pm. Would any time in this window work for you?

Thank you,

Caryl

Sent from my iPhone

[Quoted text hidden]

Fri, Oct 11, 2019 at 9:19 AM

To: Caryl Montero-Adams <caryl.adams@sdsu.edu>
Cc: Randall Timm <rtimm@mail.sdsu.edu>, Caryl Adams <caryl.adams@mail.sdsu.edu>

Hi Caryl,

I completely understand, I can call you at 12:30. Please let me know what number I should call. Thanks in advance.

Warm Regards,

[REDACTED]
[Quoted text hidden]**Caryl Montero Adams** <caryl.adams@sdsu.edu>

Fri, Oct 11, 2019 at 9:28 AM

To: [REDACTED]
Cc: Randall Timm <rtimm@mail.sdsu.edu>, Caryl Adams <caryl.adams@mail.sdsu.edu>

Hi [REDACTED],

Thank you for your understanding. The best number to reach me is [REDACTED].

Thank you,

Caryl

[Quoted text hidden]

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



**SAN DIEGO STATE
UNIVERSITY**

Leadership Starts Here

Fri, Oct 11, 2019 at 9:58 AM

[REDACTED]
To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Cc: Randall Timm <rtimm@mail.sdsu.edu>, Caryl Adams <caryl.adams@mail.sdsu.edu>

Thank you Caryl, talk to you soon :)

Regards,

[REDACTED]

[Quoted text hidden]



Caryl Montero Adams <caryl.adams@sdsu.edu>

Notice to Appear - Sigma Phi Epsilon Fraternity

1 message

Matthew Garcia <mhgarcia@sdsu.edu>

Mon, Oct 21, 2019 at 7:42 PM

To [REDACTED] Dean of Students Student Affairs

<DEANOFSTUDENTS@sdsu.edu>, Caryl Adams <caryl.adams@sdsu.edu>, [REDACTED] Christine
Probett <CPROBETT@sdsu.edu> [REDACTED]
[REDACTED]

Good Evening [REDACTED],

As discussed via email last week with chapter leadership, please find the Informal Conference Notice to Appear attached to this email. I look forward to meeting with you on Wednesday, October 23, 2019 at 4:00pm. The Sigma Phi Epsilon President, Alumnus Advisor, Regional Director, faculty/staff advisor, and one other officer identified by the organization are invited to attend the meeting. The Interfraternity Council President and VP for Judicial Affairs are also invited to attend. Per the Student Organization Handbook, please note that attorneys are not permitted to attend.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

[5500 Campanile Drive | San Diego, CA 92182](#)

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)**Notice to Appear_ Sigma Phi Epsilon.pdf**

161K



Caryl Montero Adams <caryl.adams@sdsu.edu>

Theta Chi Update

2 messages

Caryl Montero Adams <caryl.adams@sdsu.edu>

Fri, Oct 11, 2019 at 9:39 AM

To: Kevin Araujo-Lipine <karaujolipine@sdsu.edu>

Hi Kevin,

Thank you for attending the meeting with the family and Randy on Wednesday. I appreciate that you were there and able to hear the family's account.

When you have the opportunity, if you can please type your notes in a Google document in the [Theta Chi Conduct 2019-20 folder](#), I would greatly appreciate it.

Additionally, I can update you on the conversations that have occurred with their international headquarters and former advisor in our meeting at 3:00pm.

Thank you,

Caryl

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.eduSAN DIEGO STATE
UNIVERSITY*Leadership Starts Here*

Kevin Araujo-Lipine <karaujolipine@sdsu.edu>

Fri, Oct 11, 2019 at 10:32 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Caryl,

I will work on typing up my notes from the meeting and adding them to the folder. I look forward to connecting with you this afternoon to discuss updates and next steps.

Best,
KAL**Kevin Araujo-Lipine***Assistant Director, Student Life & Leadership for Student Organizations & Activities*

San Diego State University

Office Phone: 619-594-5221

Pronouns: He/Him/His

Indigenous Residence: Kumeyaay

[Quoted text hidden]



**Student Life & Leadership
Division of Student Affairs**

**Matthew H Garcia, Assistant Director
Student Life & Leadership
Phone 619-594-5221
mhgarcia@sdsu.edu**

**Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182-7440**

October 21, 2019

***This is a confidential document.*
INFORMAL CONFERENCE NOTICE**

Organization: Sigma Phi Epsilon Fraternity

Meeting Date & Time: Wednesday, October 23, 2019 | 4:00pm

Location: Student Life & Leadership | Glazer Center

Charges: Reportedly, Sigma Phi Epsilon hosted a social event on August 24, 2019 (into the morning on August 25) that resulted in a transport of a student following the event. Additionally, it has been reported the fraternity hosted two events at the chapter facility that resulted in noise complaints and contact by the San Diego State University Police Department on August 18, 2019 and August 21, 2019. These actions allegedly violate the following policies from the SDSU Student Organization Code of Conduct:

b(2) Alcohol. *Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.*

b(21) Health and Safety. *Conduct that threatens or endangers the health or safety of any person within or related to the University community, including physical abuse, threats, intimidation, harassment, sexual misconduct, throwing bottles or objects that could result in personal injury, or where three or more members of a student organization engage in group violence or taunt others to engage in violence.*

b(22) Noise. *Excessive noise which disrupts the campus or surrounding community, including but not limited to, use of amplified sound on campus.*

b(38) Violation of Student Organization Conduct Procedures. *Failure to comply with the sanction(s) imposed under a student organization disciplinary proceeding.*

CC:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Caryl Montero-Adams, Director, Student Life & Leadership
Ben Weinberg, Chapter Services Director, Sigma Phi Epsilon Fraternity
Matt Dutcher, Regional Director, Sigma Phi Epsilon

Ron Smith, Alumnus Advisor, Sigma Phi Epsilon Fraternity
Christine Probett, Faculty/Staff Advisor, Sigma Phi Epsilon Fraternity

A large black rectangular redaction box covering several lines of text.



Matthew Garcia <mhgarcia@sdsu.edu>

NIC Statement

Matthew Garcia <mhgarcia@sdsu.edu>

Thu, Sep 26, 2019 at 12:16 PM

To: [REDACTED] >

Hi all,

Just to follow up -- These invoices have been paid and are reflected on the account.

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU![Calendar](#) [Facebook](#) [Website](#)

On Tue, Sep 17, 2019 at 9:36 PM Matthew Garcia <mhgarcia@sdsu.edu> wrote:

Hey [REDACTED],

To clarify, did we create a check request to pay these invoices already? If not, we need to do that at Delegate Meeting on Thursday to ensure that IFC is not financially delinquent with NIC.

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU![Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: **Michael Wilson** <michael.wilson@nicfraternity.org>

Date: Fri, Sep 13, 2019 at 9:42 AM

Subject: NIC Statement
To: mhgarcia@sdsu.edu <mhgarcia@sdsu.edu>

Good Afternoon,

Thank you for the work you do to build a stronger fraternity experience. As you know, the importance of strong council leadership cannot be underestimated, and part of our commitment at the North American Interfraternity Conference (NIC) is to support you and your team in your efforts.

By now you should have received a packet in the mail from our office highlighting the accomplishments of the NIC and member organizations and IFCs like yours that also included an invoice for dues and insurance. This email is a reminder that invoice payments are due at the end of September. You can review your statement by visiting this link:

If you have chosen a support package of Silver, Gold, Platinum or Diamond for the academic year, your package amount also appears on your statement. To learn more about the support, services and programs included please visit <https://nicfraternity.org/campus-support/>.

Need to adjust the members of your IFC? Chapter listings are managed through FS Central. If you have not yet registered through FS Central, please visit <https://fscentral.org>. If changes are made, your statement will be updated online within 5 business days.

Not familiar with the insurance program offered by the NIC? Many recent litigation examples impacting Interfraternity Councils have demonstrated the need for insurance coverage to protect students, leaders and councils. The NIC has partnered with Holmes Murphy to develop an affordable insurance program for local IFCs. This insurance provides general liability coverage to the IFC and individual officers and provides crime coverage to protect you in the case of embezzlement. More information can be found by visiting <https://nicfraternity.org/ifc-insurance/>. Once your dues and insurance payments have been received, you will receive a certificate of insurance providing proof of coverage. If you have coverage through your university or a third-party provider, simply complete the exemption form found under reports via FS Central. Coverage provided by international organizations to their chapters does not provide coverage to the IFC or its officers.

If you have any questions, contact your campus support team member about services. I am also happy to answer any questions or provide any additional information regarding your statement.

Interfraternally,

Michael Wilson
Chief Financial Officer

NORTH AMERICAN INTERFRATERNITY CONFERENCE

865 W Carmel Drive Ste 116 | Carmel IN 46032

317.872.1112 Office | 540.460.2656 Mobile

Guiding fraternity.

Advocacy. Education. Standards. Insights.



Caryl Montero Adams <caryl.adams@sdsu.edu>

Informal Conference Scheduling: Phi Kappa Psi Fraternity

6 messages

Kevin Araujo-Lipine <karaujolipine@sdsu.edu>

Fri, Oct 18, 2019 at 9:49 AM

To:

[REDACTED] Sam Kobari <SKOBARI@sdsu.edu>, Caryl Montero Adams <caryl.adams@sdsu.edu>, Dean of Students Student Affairs <deanofstudents@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]

Hello [REDACTED],

Thank you for your participation in the investigation of alleged policy violations of the Student Organization Code of Conduct. As the investigation nears conclusion, we would like to move forward with scheduling the Informal Conference to review the allegations and themes found throughout the course of the investigation.

The Phi Kappa Psi President, Rush/Recruitment Chair, Alumnus advisor, and faculty/staff advisor are invited to attend the meeting. The Interfraternity Council President and VP for Judicial Affairs are also invited to attend.

I am reaching out to you to ensure that the meeting is scheduled for a time when you are available. Would you be available to meet during any of the dates and times listed below? I estimate that the conversation will be approximately one hour in length.

Tuesday, October 22, 2019

11:00am-12:00pm

2:00pm-3:00pm

Thursday, October 24, 2019

10:00am-11:00am

3:00pm-4:30pm

Friday, October 25, 2019

8:30am-10:00am

11:00am-12:00pm

2:00pm-4:30pm

Please be aware that the interim suspension will continue until the completion of this process. Please let me know if you have any questions or concerns. I look forward to connecting with you soon.

Respectfully,

Kevin Araujo-Lipine

Kevin Araujo-Lipine*Assistant Director, Student Life & Leadership for Student Organizations & Activities*

San Diego State University

Office Phone: 619-594-5221

Pronouns: He/Him/His

Indigenous Residence: Kumeyaay

Fri, Oct 18, 2019 at 10:01 AM

To: Kevin Araujo-Lipine <karaujolipine@sdsu.edu>

Cc: [REDACTED] Sam Kobari <SKOBARI@sdsu.edu>, [REDACTED]

Caryl Montero Adams <caryl.adams@sdsu.edu>, Dean of Students Student Affairs <deanofstudents@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]

Thursday Oct 24 3:00-4:30 works best for me, otherwise I will have to make arrangements with work for other days and times.

[REDACTED]

Fri, Oct 18, 2019 at 3:41 PM

To: [REDACTED], Caryl Montero Adams
<caryl.adams@sdsu.edu>, Dean of Students Student Affairs <deanofstudents@sdsu.edu>,
[REDACTED], Kevin Araujo-Lipine <karaujolipine@sdsu.edu>,
[REDACTED] Matthew Garcia <mhgarcia@sdsu.edu>,
Sam Kobari <SKOBARI@sdsu.edu>

That time works for me as well.

[Quoted text hidden]

--
[REDACTED]

Sam Kobari <skobari@sdsu.edu>

Mon, Oct 21, 2019 at 10:12 AM

To: [REDACTED]
Caryl Montero Adams <caryl.adams@sdsu.edu>, Dean of Students Student Affairs <deanofstudents@sdsu.edu>,
[REDACTED] Kevin Araujo-Lipine <karaujolipine@sdsu.edu>,
[REDACTED] Matthew Garcia <mhgarcia@sdsu.edu>,
[REDACTED]

I teach at that time and will not be able to attend. Will there be notes from the meeting? Also, please let me know if there is anything I can do to assist with this process.

Thanks

-Sam Kobari

Faculty Advisor

[Quoted text hidden]

Kevin Araujo-Lipine <karaujolipine@sdsu.edu>

Mon, Oct 21, 2019 at 2:59 PM

To: Sam Kobari <skobari@sdsu.edu>

Cc: [REDACTED]
Caryl Montero Adams <caryl.adams@sdsu.edu>,
Dean of Students Student Affairs <deanofstudents@sdsu.edu>,
[REDACTED] Matthew Garcia <mhgarcia@sdsu.edu>,
[REDACTED]

Hi Sam,

Sorry to hear you are unable to attend. I think it would be great to connect with [REDACTED] and the leadership after the meeting. I'd be happy to make myself available as well to review what was discussed if you would be interested. Just let me know and we can set something up.

Best,

Kevin

Kevin Araujo-Lipine

Assistant Director, Student Life & Leadership for Student Organizations & Activities

San Diego State University

Office Phone: 619-594-5221

Pronouns: He/Him/His

Indigenous Residence: Kumeyaay

[Quoted text hidden]

Sam Kobari <skobari@sdsu.edu>

Tue, Oct 22, 2019 at 9:56 AM

To: Kevin Araujo-Lipine <karaujolipine@sdsu.edu>

Cc

Caryl Montero Adams <caryl.adams@sdsu.edu>,
[REDACTED]

Dean of Students Student Affairs <deanofstudents@sdsu.edu>,
[REDACTED]

Matthew Garcia <mhgarcia@sdsu.edu>,
[REDACTED]

Hi Kevin-

Thank you for offering to meet up. I would definitely like to discuss this further with you. Do you have any time after 12:00 this coming Monday?

-Sam

[Quoted text hidden]



Matthew Garcia <mhgarcia@sdsu.edu>

Notice of Interim Suspension: Sigma Phi Epsilon

Matthew Garcia <mhgarcia@sdsu.edu>

Fri, Sep 27, 2019 at 3:10 PM

To: [REDACTED] <[REDACTED]>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Caryl Montero Adams <caryl.adams@sdsu.edu>, [REDACTED]

, Christine Probett <CPROBETT@sdsu.edu>, [REDACTED]

Hello [REDACTED],

Attached is an investigation update letter. I will be reaching out in a separate email to schedule a time to meet with you, and obtain contact information for other members of your organization I wish to interview.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)

On Tue, Aug 27, 2019 at 6:27 PM Caryl Montero Adams <caryl.adams@sdsu.edu> wrote:

Dear [REDACTED],

Thank you for speaking with me a few moments ago. Attached is a Notice of Interim Suspension for Sigma Phi Epsilon. The letter addresses Sigma Phi Epsilon's Interim Suspension and outlines the terms. At this time, we have begun a formal investigation of the incidents resulting in the status of Interim Suspension. The Assistant Director of Student Life & Leadership for Fraternity & Sorority Life will be scheduling a meeting to discuss alleged policy violations and will issue a Notice to Appear when the investigation has been completed.

Please contact me with any questions or concerns.

Respectfully,

Caryl Montero-Adams

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151
caryl.adams@sdsu.edu



SAN DIEGO STATE
UNIVERSITY

Leadership Starts Here



Sigma Phi Epsilon Interim Suspension Update Letter 09272019.pdf
388K



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

August 27, 2019

This is a confidential document.

SIGMA PHI EPSILON FRATERNITY: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol, Noise, Healthy and Safety, and Violation of Student Organization Conduct Procedures policy violations within Sigma Phi Epsilon Fraternity at San Diego State University.

It has been reported that Sigma Phi Epsilon has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Sigma Phi Epsilon hosted a social event on August 24, 2019 (into the morning on August 25) that resulted in a transport of a student following the event. Additionally, it has been reported the fraternity hosted two events at the chapter facility that resulted in noise complaints and contact by the San Diego State University Police Department on August 18, 2019 and August 21, 2019. Each of the events reportedly occurred when Sigma Phi Epsilon was sanctioned to Suspension in Abeyance with Stipulations, which is an alleged violation of the fraternity's sanctions.

Given the seriousness of the matter, I am placing Sigma Phi Epsilon on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership will make a recommendation to me regarding the continued campus recognition status for Sigma Phi Epsilon. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, September 27, 2019.

While on Interim Suspension, the chapter is expected to cease all activities. No chapter members may host or participate in any chapter-related function, regardless of location. The chapter may coordinate meetings, with prior permission from the Office of Student Life & Leadership, to communicate information with members. The first chapter meeting scheduled for Sunday, September 1, 2019 with Matt Dutcher, Regional Director for Sigma Phi Epsilon, is permitted. Matt Dutcher may also meet with individual chapter members and/or specific groups of members during his visit.

All members of Sigma Phi Epsilon will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate**



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

witnesses or others involved in the investigation will result in judicial referral of all students involved and possible sanctions on the organization.

If you have any questions about the interim suspension, the investigation or the review process, please contact Matthew Garcia.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Ben Weinberg, Chapter Services Director, Sigma Phi Epsilon Fraternity
Matt Dutcher, Regional Director, Sigma Phi Epsilon Fraternity
Ron Smith, Alumnus Advisor, Sigma Phi Epsilon Fraternity
Christine Probett, Faculty/Staff Advisor, Sigma Phi Epsilon Fraternity
[REDACTED] President, Interfraternity Council
[REDACTED] Vice President Judicial Affairs, Interfraternity Council



Caryl Montero Adams <caryl.adams@sdsu.edu>

Notice of Interim Suspension: Theta Chi Fraternity

Caryl Montero Adams <caryl.adams@sdsu.edu>

Thu, Oct 10, 2019 at 4:39 PM

To: [REDACTED]
Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, Kevin Araujo-Lipine <karaujolipine@sdsu.edu>, "Lee M. Mintz" <LMINTZ@sdsu.edu>, [REDACTED]
[REDACTED] Gene Lamke <glamke@sdsu.edu>, [REDACTED]
[REDACTED]

Dear [REDACTED],

Attached is a Notice of Interim Suspension for Theta Chi. The letter addresses chapter's Interim Suspension and outlines the terms. At this time, we have expanded the formal investigation of the incidents resulting in the status of Interim Suspension.

Kevin Araujo-Lipine, Assistant Director of Student Life & Leadership for Student Organizations & Activities, will be scheduling a meeting (next week) to discuss alleged policy violations and will issue a Notice to Appear when the investigation has been completed.

Please contact me with any questions or concerns.

Respectfully,

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.eduSAN DIEGO STATE
UNIVERSITY*Leadership Starts Here***Theta Chi Notice of Interim Suspension 10102019.pdf**

648K



Caryl Montero Adams <caryl.adams@sdsu.edu>

The Daily Aztec: incidents on campus / IFC decision

6 messages

Mon, Oct 14, 2019 at 9:49 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>, [REDACTED]

Hello,

My name is [REDACTED], and I'm the news editor for The Daily Aztec. I'm not sure if you saw my email, last week on Oct. 11. I've attached it below along with some new information.

We've heard about two incidents happening at frat parties. The first being that a girl in Pi Phi was assaulted two weeks ago at a frat party. And we also heard that Sigma Alpha Epsilon's dry period ended so they threw a party and a girl was assaulted. Then she was taken to the hospital and they found date rape drugs in her system.

Along with this, we've also heard about Theta Chi possibly getting removed from campus and decisions from the investigations into the frats on interim-suspension coming forward.

I was wondering if someone would be available for an interview to give me more information and confirm this. We'd like this information as soon as possible, if you could send me some times that would work for us to talk, I can find something that lines up. Thank you so much for your time and consideration.

Best,



Caryl Montero-Adams <caryl.adams@sdsu.edu>
To: leveretthaynes@sdsu.edu, cory.marshall@sdsu.edu
Cc: deanofstudents@sdsu.edu

Mon, Oct 14, 2019 at 9:56 AM

Hi La Monica and Cory,

[REDACTED] has reached out regarding fraternities on campus—both the incident that she inquired about last week and another case.

Please let me know when you would be able to connect.

Thank you,

Caryl

Sent from my iPhone

Begin forwarded message:

[Quoted text hidden]

la Monica Everett-Haynes <leveretthaynes@sdsu.edu>
To: Caryl Montero-Adams <caryl.adams@sdsu.edu>

Mon, Oct 14, 2019 at 10:00 AM

Cc: Cory Marshall <cory.marshall@sdsu.edu>, deanofstudents@sdsu.edu

Thank you, Caryl.

I am trying to connect with her about her deadline. Are you back on campus tomorrow?

La Monica

La Monica Everett-Haynes
Interim Associate Vice President and Chief Communications Officer
Strategic Communications and Public Affairs
Office of the President

San Diego State University | sdsu.edu
[5500 Campanile Drive](#)
[San Diego, CA 92182](#)-8080
Direct: (619) 594-0232
Follow us: [Twitter](#) | [Facebook](#) | [Instagram](#)
[Quoted text hidden]

Caryl Montero-Adams <caryl.adams@sdsu.edu>
To: La Monica Everett-Haynes <leveretthaynes@sdsu.edu>
Cc: Cory Marshall <cory.marshall@sdsu.edu>, deanofstudents@sdsu.edu

Mon, Oct 14, 2019 at 10:29 AM

Hi La Monica,

I am back tomorrow. My calendar is currently held until 10:00am so I am available before then and from 2:00pm-2:30pm.

Thank you!

Caryl

Sent from my iPhone
[Quoted text hidden]

La Monica Everett-haynes <leveretthaynes@sdsu.edu>
To: Caryl Montero-Adams <caryl.adams@sdsu.edu>
Cc: Cory Marshall <cory.marshall@sdsu.edu>, deanofstudents@sdsu.edu

Mon, Oct 14, 2019 at 2:03 PM

Thank you, Caryl.

Her deadline is Thursday. Will confirm as soon as possible.
[Quoted text hidden]

--
La Monica Everett-Haynes
Interim Associate Vice President of Strategic Communications and Public Affairs and Chief Communications Officer
[Office of the President](#)

[San Diego State University](#) | sdsu.edu[5500 Campanile Drive](#)[San Diego, CA 92182-8080](#)
Direct: (619) 594-0232leveretthaynes@sdsu.edu

La Monica Everett-haynes <leveretthaynes@sdsu.edu>
To: Caryl Montero-Adams <caryl.adams@sdsu.edu>
Cc: Cory Marshall <cory.marshall@sdsu.edu>, deanofstudents@sdsu.edu

Mon, Oct 14, 2019 at 2:48 PM

Hello Caryl,

She's free at 2 tomorrow. Where shall she meet you? And can I call you at 2?
[Quoted text hidden]

--
La Monica Everett-Haynes
Interim Associate Vice President of Strategic Communications and Public Affairs and Chief Communications Officer
[Office of the President](#)

San Diego State University | sdsu.edu 5500 Campanile Drive San Diego, CA 92182-8080
Direct: (619) 594-0232 leveretthaynes@sdsu.edu



Caryl Montero Adams <caryl.adams@sdsu.edu>

Decision Letter: Kappa Alpha Order

Caryl Montero Adams <caryl.adams@sdsu.edu>

Fri, Oct 18, 2019 at 5:33 PM

To: [REDACTED]
Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, [REDACTED] Jessica Nare <JLNARE@sdsu.edu>, Matthew Garcia <MHGARCIA@sdsu.edu> [REDACTED]
[REDACTED]

Jessi Moore <jdmoore@sdsu.edu>

Hi [REDACTED],

Thank you very much for your message. As the term of the suspension is complete, Kappa Alpha Order is eligible to apply for recognition in the Recognized Student Organization system. I see that the RSO application was submitted on October 14, 2019. Once the chapter is recognized as a student organization, the status of the chapter will transition to active/good standing.

Please let us know if you have any questions or concerns.

Thank you,

Caryl

[Quoted text hidden]

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



SAN DIEGO STATE
UNIVERSITY

Leadership Starts Here



Caryl Montero Adams <caryl.adams@sdsu.edu>

Thank you

2 messages

Center for Student Rights and Responsibilities (via Maxient) <notifications@maxient.com> Tue, Oct 15, 2019 at 9:54 AM

Reply-To: erogers@mail.sdsu.edu

To: caryl.adams@sdsu.edu

Thank you for submitting this Incident Report. It has been received by the Center for Student Rights and Responsibilities.

Caryl Montero Adams <caryl.adams@sdsu.edu>

Tue, Oct 15, 2019 at 9:54 AM

To: Caryl Adams <caryl.adams@sdsu.edu>

Theta Chi IR

Thank you for submitting this Incident Report. It has been received by the Center for Student Rights and Responsibilities.

Confirmation #00004892

[Quoted text hidden]

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.eduSAN DIEGO STATE
UNIVERSITY*Leadership Starts Here*



Caryl Montero Adams <caryl.adams@sdsu.edu>

Gamma Theta (Theta Chi) Chapter Status

1 message

Ray Vanlanot <rvanlanot@thetachi.org>

Fri, Nov 22, 2019 at 4:30 PM

To: [REDACTED]

Brother [REDACTED]

Please see the attached notice regarding the status of the Gamma Theta Chapter. Please note the conditions set forth by the Grand Chapter in its official order. This is a serious action.

Best,

Ray

Ray Vanlanot | Chief Operating Officer

International Headquarters

P.O. Box 503

Carmel, IN 46082

www.thetachi.org

Office 317-848-1856

rvanlanot@thetachi.org**11-22-19 Gamma Theta Chapter Status.pdf**

85K




International Headquarters
P.O. Box 50
Canton, Ohio 44701
Phone: (330) 425-1234
Fax: (330) 425-1235
Email: info@thetachi.org

November 22, 2019



RE: Order of Suspension

Dear Brother 

Pursuant to Article IV, Section 4(c) of *The Constitution and Bylaws of Theta Chi Fraternity, Inc.*, the Grand Chapter has voted to suspend the charter of Gamma Theta Chapter at San Diego State University for a period not to exceed one-hundred-eighty (180) days, effective November 22, 2019.

A suspended chapter may not extend an invitation to any individual to become a Pledge, or initiate any member. No activities of any type may be undertaken without written approval of the International Headquarters staff obtained at least forty-eight (48) hours in advance of the activity. This includes, but is not limited to, pledge/new member education sessions, meetings of the pledge/new member class, pre-initiation activities, intramural sports, social activities, and philanthropic/community service events.

If you have any questions about the status of Gamma Theta Chapter, the terms of the chapter's suspension, or any other Theta Chi matter, please do not hesitate to contact me via phone at 317-848-1856 or email at rvanlanot@thetachi.org.

A copy of this Order of Suspension will be sent by regular mail to the chapter address.

Sincerely,



Dr. Tait J. Martin
International President
Theta Chi Fraternity



Michael J. Mayer
Chief Executive Officer
Theta Chi Fraternity

cc:



International Headquarters staff and files



**Dr. Robyn Adams, Associate Director
Student Life & Leadership
Phone 619-594-5221**

**Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182**

September 30, 2019

This is a confidential document.

DELTA UPSILON FRATERNITY: INVESTIGATION UPDATE

As noted in the notice of interim suspension letter sent on August 27, 2019, the University is investigating recent reports of:

Allegations of Alcohol, Noise, and Healthy and Safety policy violations within Delta Upsilon Fraternity at San Diego State University.

The length of time of the investigation has been lengthened due to additional concerns being shared through the investigation process.

Delta Upsilon continues on **interim suspension** pending the outcome of the University investigation. Once information is available from this investigation, I will make a recommendation to the Director of Student Life & Leadership regarding the continued campus recognition status for Delta Upsilon. The interim suspension continues to remain in effect with an outcome or update of the investigation to be given on or around Thursday, October 31, 2019.

While on Interim Suspension, the chapter is expected to cease all social activities, and any other activity with alcohol, including events between active members and alumni where alumni are consuming alcohol. The chapter may participate in alcohol and other drug-free events that are chapter management, wellness, brotherhood, philanthropic, and leadership in nature.

During the interim suspension, all chapter-related activities must be completely **alcohol and drug free**. Any violation will result in more severe sanctions. No chapter members may host or participate in any chapter-related function where alcoholic beverages are present, regardless of location.

All members of Delta Upsilon will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization.

If you have any questions about the interim suspension, the investigation or the review process, please contact me at robyn.adams@sdsu.edu.

Respectfully,

Robyn Adams

Robyn Adams, Ph.D.
Associate Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs

Caryl Montero-Adams, Director, Student Life & Leadership

Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

John Little, Alumnus Advisor, Delta Upsilon Fraternity

Michael Rapp, Faculty/Staff Advisor, Delta Upsilon Fraternity

██████████, President, Interfraternity Council

██████████, Vice President Judicial Affairs, Interfraternity Council



Caryl Montero Adams <caryl.adams@sdsu.edu>

Invitation: Meeting to Review Timeline of the IFC Suspension

11 messages

Caryl Montero Adams <caryl.adams@sdsu.edu>

Wed, Nov 27, 2019 at 12:57 PM

To: Caryl Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, Jessi Moore <jdmoore@sdsu.edu>, Fraternity Sorority Life Student Life and Leadership <slfraternitiesororitylife@sdsu.edu>

Bcc:

Good afternoon Chapter Presidents and the IFC Executive Board,

Thank you for meeting with Dr. Timm, Matt, Jessi, and me throughout the last week. We appreciate the dialogue and opportunity to connect. As mentioned in each of the meetings, the university is in the process of finalizing a timeline for the IFC suspension that was placed on November 8, 2019.

At this time, we would like to reconvene on Monday, December 2, 2019 to review the timeline with chapter presidents and the IFC executive board. With that said, we hope that you will be able to join us on Monday afternoon. *Please reply to this email if you are planning to be in attendance.*

IFC Suspension Timeline Review

Monday, December 2, 2019 | 12:00pm

Lipinsky Hospitality Suite (on the first floor of Student Services West)

Invitation is extended to chapter presidents (or a designee) of IFC-affiliated fraternities and the IFC Executive Board

Additionally, we wanted to provide an update that more information, including the members of the Presidential Task Force on Student Activities and Safety and the Presidential Task Force on Alcohol and Substance Misuse, has been published. Information regarding the task forces can be found online at: <https://president.sdsu.edu/moving-forward/task-force-groups>.

Please let me know if you have any questions or concerns prior to the meeting on Monday. We hope you have a restful break.

Thank you,

Caryl

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



SAN DIEGO STATE
UNIVERSITY
Leadership Starts Here

Wed, Nov 27, 2019 at 1:37 PM

[Redacted]
To: Caryl Montero Adams <caryl.adams@sdsu.edu>

I will be there. Thank you.



[Quoted text hidden]

Wed, Nov 27, 2019 at 4:18 PM

[Redacted]
To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, Jessi Moore <jdmoore@sdsu.edu>

Hi Caryl,

I will be able to attend on Monday the 2nd.



[Quoted text hidden]

Wed, Nov 27, 2019 at 5:18 PM

[Redacted]
To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Caryl,

I will be in attendance Monday.

All the best,



On Wed, Nov 27, 2019 at 12:57 PM Caryl Montero Adams <caryl.adams@sdsu.edu> wrote:

[Quoted text hidden]

--



Wed, Nov 27, 2019 at 5:33 PM

[Redacted]
To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Caryl,

Thank you very much for the meeting on Monday, I know there is no set time for this meeting to end but I do have a class at 1:00pm on December 2 that I need to attend. I would much rather be at this meeting myself but I could send someone in my place if necessary, do you think the meeting will take longer than an hour?

[Quoted text hidden]

Fri, Nov 29, 2019 at 3:11 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Caryl,

Thanks for reaching out. I am looking forward to our meeting on Monday.

Thanks,

[Quoted text hidden]

Caryl Montero-Adams <caryl.adams@sdsu.edu>

Fri, Nov 29, 2019 at 4:52 PM

To: [REDACTED]

Hi [REDACTED]

Thanks for checking in. The meeting is only planned for an hour and we completely understand that you need to leave a few moments early to attend class.

Thanks again!

Caryl

Sent from my iPhone

On Nov 27, 2019, at 5:33 PM, [REDACTED] > wrote:

Hi Caryl,

[Quoted text hidden]

Sat, Nov 30, 2019 at 10:52 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Caryl,

I will be able to attend the meeting but might have to leave a bit early to meet with my sponsor for my senior project. Would it be possible to bring another member of my exec board with me in case I do have to miss part of the meeting?

Thank you!

[Quoted text hidden]

Sat, Nov 30, 2019 at 11:23 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hello Caryl,

I will be there!

Thank you,

[Quoted text hidden]

--



Mon, Dec 2, 2019 at 9:10 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

I will be there on behalf of my chapter.

Thank you,



[Quoted text hidden]

Mon, Dec 2, 2019 at 10:41 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hello,

I will be attending the meeting today at 12. I apologize for the late notice, I have been traveling today and have been in and out of cell service.

Thank you,



---- On Wed, 27 Nov 2019 12:57:21 -0800 Caryl Montero Adams<caryl.adams@sdsu.edu> wrote ----

[Quoted text hidden]



Caryl Montero Adams <caryl.adams@sdsu.edu>

Re: Gamma Theta (Theta Chi) Chapter Status

1 message

Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Sat, Nov 23, 2019 at 8:11 AM

To: Christy Samarkos <csamarko@sdsu.edu>

Bcc: caryl.adams@sdsu.edu

Hi Christy,

Ray indicated there would be another letter with the conditions of suspensions. I'll connect with Caryl and discuss a letter back to Ray. I've texted [REDACTED] and will call him later today.

~RT

Randy Timm, EdD
Assistant Vice President & Dean of Students
San Diego State University



SAN DIEGO STATE
UNIVERSITY

Leadership Starts Here

On Fri, Nov 22, 2019 at 10:01 PM Christy Samarkos <csamarko@sdsu.edu> wrote:
thank you.

Will you or Caryl be reaching out to [REDACTED] to check in with him?

So, not closing housing?

Christy

Sent from my iPhone

On Nov 22, 2019, at 8:49 PM, Dean of Students Student Affairs <deanofstudents@sdsu.edu> wrote:

FYI... the suspension notice was emailed to [REDACTED]

~RT

Randy Timm, EdD
Assistant Vice President & Dean of Students
San Diego State University



SAN DIEGO STATE UNIVERSITY

Leadership Starts Here

----- Forwarded message -----

From: **Ray Vanlanot** <rvanlanot@thetachi.org>

Date: Fri, Nov 22, 2019 at 4:30 PM

Subject: Gamma Theta (Theta Chi) Chapter Status

To: [REDACTED]

Brother [REDACTED]

Please see the attached notice regarding the status of the Gamma Theta Chapter. Please note the conditions set forth by the Grand Chapter in its official order. This is a serious action.

Best,

Ray

<image001.png>

<11-22-19 Gamma Theta Chapter Status.pdf>



Matthew Garcia <mhgarcia@sdsu.edu>

Caryl Montero Adams <caryl.adams@sdsu.edu>

Mon, Sep 30, 2019 at 11:49 AM

To: [REDACTED] <[REDACTED]>

Cc: Matthew Garcia <mhgarcia@sdsu.edu>

Good morning [REDACTED],

I received a report from Rachel Gregg involving [REDACTED]. The reporting party indicates that behavior is continuing despite reporting it to IFC twice. Can you provide any insight on this satellite?

Thank you,

Caryl

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

[5500 Campanile Drive](#) | [San Diego, CA 92182](#)

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.eduSAN DIEGO STATE
UNIVERSITY*Leadership Starts Here*



Caryl Montero Adams <caryl.adams@sdsu.edu>

Theta Chi, Incident Report & Limited Order of Suspension

8 messages

Ray Vanlanot <rvanlanot@thetachi.org>

Tue, Nov 19, 2019 at 2:53 AM

To: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, Caryl Montero Adams <caryl.adams@sdsu.edu>

Cc: Tara Dunn <tdunn@thetachi.org>

Hi Randy and Caryl,

Attached are the following:

- 1) Limited order of suspension (10 days, effective 11/13/19, delivered in person)
- 2) Incident Report form from Chapter President, [REDACTED]

Please note: This coming Friday, our Board of Directors will be taking an action to continue the suspension (the 10-day is the immediate, stop-gap we were able to issue pending said vote). Once that action is taken and communicated, I'll pass that along, too.

As discussed yesterday, I'll be in touch with the house corporation today with hope to get you next steps ASAP on the local-level.

I'll be pretty well out-of-pocket in the air today (11/19/19) heading to/from Tucson, but I'll have flexibility tomorrow should we need to hop on yet another call.

Best,

Ray

Ray Vanlanot | Chief Operating Officer

International Headquarters
P.O. Box 503
Carmel, IN 46082
www.thetachi.org
Office 317-848-1856
rvanlanot@thetachi.org



2 attachments**2019- 11-13 Limited Order of Suspension Gamma Theta Chapter.pdf**

47K

**Incident Report Tarik-Payton NEW.docx**
26K**Ray Vanlanot** <rvanlanot@thetachi.org>

Tue, Nov 19, 2019 at 12:04 PM

To: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, Caryl Montero Adams <caryl.adams@sdsu.edu>

Cc: Tara Dunn <tdunn@thetachi.org>

Hello,

Reaching out to see if I can get any more information regarding any of the police reports etc. regarding the 11/6 and/or 11/16 incidents.

Thanks much,

Ray

Ray Vanlanot | Chief Operating Officer

International Headquarters

P.O. Box 503

Carmel, IN 46082

www.thetachi.org

Office 317-848-1856

rvanlanot@thetachi.org



[Quoted text hidden]

Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Tue, Nov 19, 2019 at 9:28 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Caryl Montero Adams <caryl.adams@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>

Dear Ray,

Thank you for your email. I forwarded the incident report you provided to our University Police. I will also forward a copy of the interim suspension document to our Vice President, Christy Samarkos.

I appreciated our conversation last night and your understanding of our concerns regarding continued policy violations and the associated behavior. Based on my conversations here on campus today, I can confirm the following:

- The incident report from this weekend is numbered 19-1401
- The charges will include
 - 243(d) PC - Felony battery causing great bodily harm
 - 245(a)(1) PC - Assault with a deadly weapon
- The report will detail the incident involving five people who emerge from the Theta Chi chapter house and assault two people walking in the alley behind the house. The information is confirmed using CCTV footage from the surrounding area.
- As [REDACTED] outlined there are two members who were named to have been involved. Those students include [REDACTED] and [REDACTED]

In addition to the incident above, we were also made aware of an incident on November 10th involving a 911 call to the University Police indicating bottles being thrown at passersby students.

During our conversation last night we discussed communicating with the men and the alumni the importance of the house being used exclusively for sleeping, eating, cooking and studying. There should be no social activity and the patio area should remain clear. You also mentioned the idea of security staff for the patio area. I believe security is in everybody's best interest, especially for the remainder of this semester.

Please let us know if there is additional information you need from before the meeting on Friday. We will request a status update regarding the student rights and responsibilities investigation. We will also discuss a date for an informal conference. Our hope is this can be scheduled for December 2 or December 3. You are welcome to conference call or Zoom into the informal conference. Would you be available on either of these dates? We will be meeting with members of the fraternity tomorrow afternoon. We are checking in with the students and discussing the IFC suspension.

As always, feel free to reach out with any questions or concerns.

Sincerely,

Dr. Randy Timm

Randy Timm, EdD
Assistant Vice President & Dean of Students
San Diego State University



**SAN DIEGO STATE
UNIVERSITY**

Leadership Starts Here

[Quoted text hidden]

Ray Vanlanot <rvanlanot@thetachi.org>

Wed, Nov 20, 2019 at 8:59 AM

To: Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Cc: Caryl Montero Adams <caryl.adams@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>

Thanks Randy,

I've passed this along to our CEO for our long-term discussion regarding the chapter, and I have a call with our house corporation today at 11am PT to discuss interim measures at the house per our call. I plan to have that information for you ASAP.

Best,
Ray

Ray Vanlanot | Chief Operating Officer
Theta Chi Fraternity
ray@thetachi.org
317-848-1856

On Nov 20, 2019, at 12:28 AM, Dean of Students Student Affairs <deanofstudents@sdsu.edu> wrote:

Dear
Ray,

Thank

you for your email. I forwarded the incident report you provided to our University Police. I will also forward a copy of the interim suspension document to our Vice President, Christy Samarkos.

I

appreciated our conversation last night and your understanding of our concerns regarding continued policy violations and the associated behavior. Based on my conversations here on campus today, I can confirm the following:

- The incident report from this weekend is numbered 19-1401
- The charges will include
 - 243(d) PC - Felony battery causing great bodily harm
 - 245(a)(1) PC - Assault with a deadly weapon
- The report will detail the incident involving five people who emerge from the Theta Chi chapter house and assault two people walking in the alley behind the house. The information is confirmed using CCTV footage from the surrounding area.
- As [REDACTED] outlined there are two members who were named to have been involved. Those students include [REDACTED] and [REDACTED]

In

addition to the incident above, we were also made aware of an incident on November 10th involving a 911 call to the University Police indicating bottles being thrown at passersby students.

During

our conversation last night we discussed communicating with the men and the alumni the importance of the house being used exclusively for sleeping, eating, cooking and studying. There should be no social activity and the patio area should remain clear. You also mentioned the idea of security staff for the patio area. I believe security is in everybody's best interest, especially for the remainder of this semester.

Please

let us know if there is additional information you need from before the meeting on Friday. We will request a status update regarding the student rights and responsibilities investigation. We will also discuss a date for an informal conference. Our hope is this can be scheduled for December 2 or December 3. You are welcome to conference call or Zoom into the informal conference. Would you be available on either of these dates? We will be meeting with members of the fraternity tomorrow afternoon. We are checking in with the students and discussing the IFC suspension.

As

always, feel free to reach out with any questions or concerns.

Sincerely,

Dr.

Randy Timm

Randy Timm, EdD
Assistant Vice President & Dean of Students
San Diego State University



**SAN DIEGO STATE
UNIVERSITY**

Leadership Starts Here

On Tue, Nov 19, 2019 at 12:04 PM Ray Vanlanot <rvanlanot@thetachi.org> wrote:

Hello,

Reaching out to see if I can get any more information regarding any of the police reports etc. regarding the 11/6 and/or 11/16 incidents.

Thanks much,

Ray

<image001.png>

From: Ray Vanlanot

Sent: Tuesday, November 19, 2019 5:54 AM

To: Dean of Students Student Affairs <deanofstudents@sdsu.edu>; Caryl Montero Adams

<caryl.adams@sdsu.edu>

Cc: Tara Dunn <tdunn@thetachi.org>

Subject: Theta Chi, Incident Report & Limited Order of Suspension

Hi Randy and Caryl,

Attached are the following:

- 1) Limited order of suspension (10 days, effective 11/13/19, delivered in person)
- 2) Incident Report form from Chapter President [REDACTED]

Please note: This coming Friday, our Board of Directors will be taking an action to continue the suspension (the 10-day is the immediate, stop-gap we were able to issue pending said vote). Once that action is taken and communicated, I'll pass that along, too.

As discussed yesterday, I'll be in touch with the house corporation today with hope to get you next steps ASAP on the local-level.

I'll be pretty well out-of-pocket in the air today (11/19/19) heading to/from Tucson, but I'll have flexibility tomorrow should we need to hop on yet another call.

Best,

Ray

<image001.png>

Caryl Montero Adams <caryl.adams@sdsu.edu>

Thu, Nov 21, 2019 at 11:58 AM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>

Hi Ray,

Thank you for speaking with Randy and me a few moments ago. We appreciate the updates regarding action being taken by the fraternity, including the House Corporation Board's plan to issue a demand letter to residents of the Theta Chi house and the conversations at the Theta Chi Board of Directors meeting this weekend. We understand that your time will be directed toward the Board meeting over the next few days. Please let us know if there is anything we can do to assist.

As discussed, we are hoping to facilitate the Informal Conference to review the incidents reported over the last couple of months on December 2 or December 3. I have outlined my availability for these meetings below. Please let me know which date and time would work best for you. I anticipate the Informal Conference will be approximately 60 minutes in length and the times listed are in Pacific Time.

December 2

10:30am-12:00pm

1:00pm-3:30pm

December 3

5:00pm-7:00pm

Thank you again for your time and partnership.

Respectfully,

Caryl

[Quoted text hidden]

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu**SAN DIEGO STATE
UNIVERSITY***Leadership Starts Here***Caryl Montero Adams** <caryl.adams@sdsu.edu>

Mon, Nov 25, 2019 at 10:40 AM

To: Ray Vanlanot <rvanlanot@thetachi.org>Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>

Hi Ray,

We hope that the rest of the board meeting went well and that you had safe travels back to Indiana. We wanted to reach out to see if it would be possible to confirm the date of the Informal Conference and to schedule a call with you.

Scheduling Phone Call

Would you be available during any of the following times to connect with Randy and me?

Today (November 25, 2019)

12:00pm-1:00pm

2:00pm-2:30pm

3:30pm-4:00pm

Tomorrow (November 26, 2019)

3:30pm-4:00pm

After 4:15pm

Informal Conference

Are you available during any of the times outlined on December 2 or 3?

December 2

10:30am-12:00pm

1:00pm-3:30pm

December 3

5:00pm-6:00pm

Please note, we reduced the time from 5:00pm-7:00pm outlined in the previous email.

Thank you for your consideration,

Caryl

[Quoted text hidden]

Ray Vanlanot <rvanlanot@thetachi.org>

Mon, Nov 25, 2019 at 12:49 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>

Thanks Caryl,

I'm out and unavailable today and tomorrow, and unavailable after (ET) business hours tomorrow. I can be free tomorrow at 1-2pm ET tomorrow.

I am available at 10:30 am PT on Dec 2.

Thanks,

Ray

Ray Vanlanot | Chief Operating Officer

Theta Chi Fraternity

ray@thetachi.org

317-848-1856

[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>

Mon, Nov 25, 2019 at 4:55 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>

Hi Ray,

Thank you for confirming your availability for tomorrow and December 2. We appreciate you providing us with time tomorrow. Randy and I will call you at 1:00pm (Eastern)/10:00am (Pacific) tomorrow.

Thank you again,

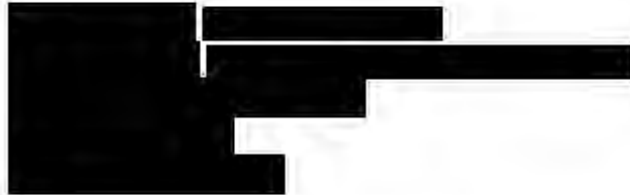
Caryl

[Quoted text hidden]



International Headquarters
1114 Apple Valley
Lawrenceville, GA 30046
404/861-1114
404/861-1115
404/861-1116
404/861-1117
404/861-1118
404/861-1119
404/861-1120
404/861-1121
404/861-1122
404/861-1123
404/861-1124
404/861-1125
404/861-1126
404/861-1127
404/861-1128
404/861-1129
404/861-1130
404/861-1131
404/861-1132
404/861-1133
404/861-1134
404/861-1135
404/861-1136
404/861-1137
404/861-1138
404/861-1139
404/861-1140
404/861-1141
404/861-1142
404/861-1143
404/861-1144
404/861-1145
404/861-1146
404/861-1147
404/861-1148
404/861-1149
404/861-1150
404/861-1151
404/861-1152
404/861-1153
404/861-1154
404/861-1155
404/861-1156
404/861-1157
404/861-1158
404/861-1159
404/861-1160
404/861-1161
404/861-1162
404/861-1163
404/861-1164
404/861-1165
404/861-1166
404/861-1167
404/861-1168
404/861-1169
404/861-1170
404/861-1171
404/861-1172
404/861-1173
404/861-1174
404/861-1175
404/861-1176
404/861-1177
404/861-1178
404/861-1179
404/861-1180
404/861-1181
404/861-1182
404/861-1183
404/861-1184
404/861-1185
404/861-1186
404/861-1187
404/861-1188
404/861-1189
404/861-1190
404/861-1191
404/861-1192
404/861-1193
404/861-1194
404/861-1195
404/861-1196
404/861-1197
404/861-1198
404/861-1199
404/861-1200

November 13, 2019



RE: Limited Order of Suspension

Dear Brother [REDACTED]:

Pursuant to Article IV, Section 4(b) of the *Constitution and Bylaws of Theta Chi Fraternity, Inc.*, I am issuing this Limited Order of Suspension for **Gamma Theta** Chapter at **San Diego State University** for a period not to exceed ten (10) days, effective **November 13, 2019**.

No activities of any type of any kind may be undertaken by **Gamma Theta** Chapter without prior written approval of an International Headquarters Staff Member obtained at least 48 hours in advance. This includes, but is not limited to, pledge/new member education sessions, meetings of the pledge/new member class, pre-initiation activities, initiation of new members, intramural sports, social activities, and philanthropic/community service events. Chapter meetings are an exception to this order and may be held without prior authorization provided your chapter adviser is present.

Any questions regarding this Limited Order of Suspension should be directed to Ray Vanlanot, Chief Operating Officer. You may contact Ray at 317-848-1856 or by email at rvanlanot@thetachi.org.

A copy of this Limited Order of Suspension will be mailed to the chapter address.

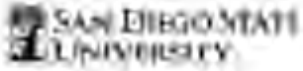
A handwritten signature in black ink, appearing to read "Michael Mayer".

Michael Mayer, Chief Executive Officer

XC:



International Headquarters staff and files



Matthew Garcia <mhgarcia@sdsu.edu>

IFC's "Actually" Play Showing -- 9/30/19

Matthew Garcia <mhgarcia@sdsu.edu>

Mon, Sep 30, 2019 at 12:55 PM

Bcc:

[Redacted content]

Melanie Amacker <mfamacker@sdsu.edu>

Hello IFC Chapter Presidents,

I just wanted to send you a reminder of the IFC exclusive showing for "Actually" tonight! It's free Raising Cane's and is an event applicable to Greek Accreditation!

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: **Matthew Garcia** <mhgarcia@sdsu.edu>

Date: Tue, Sep 24, 2019 at 9:28 PM

Subject: IFC's "Actually" Play Showing -- 9/30/19

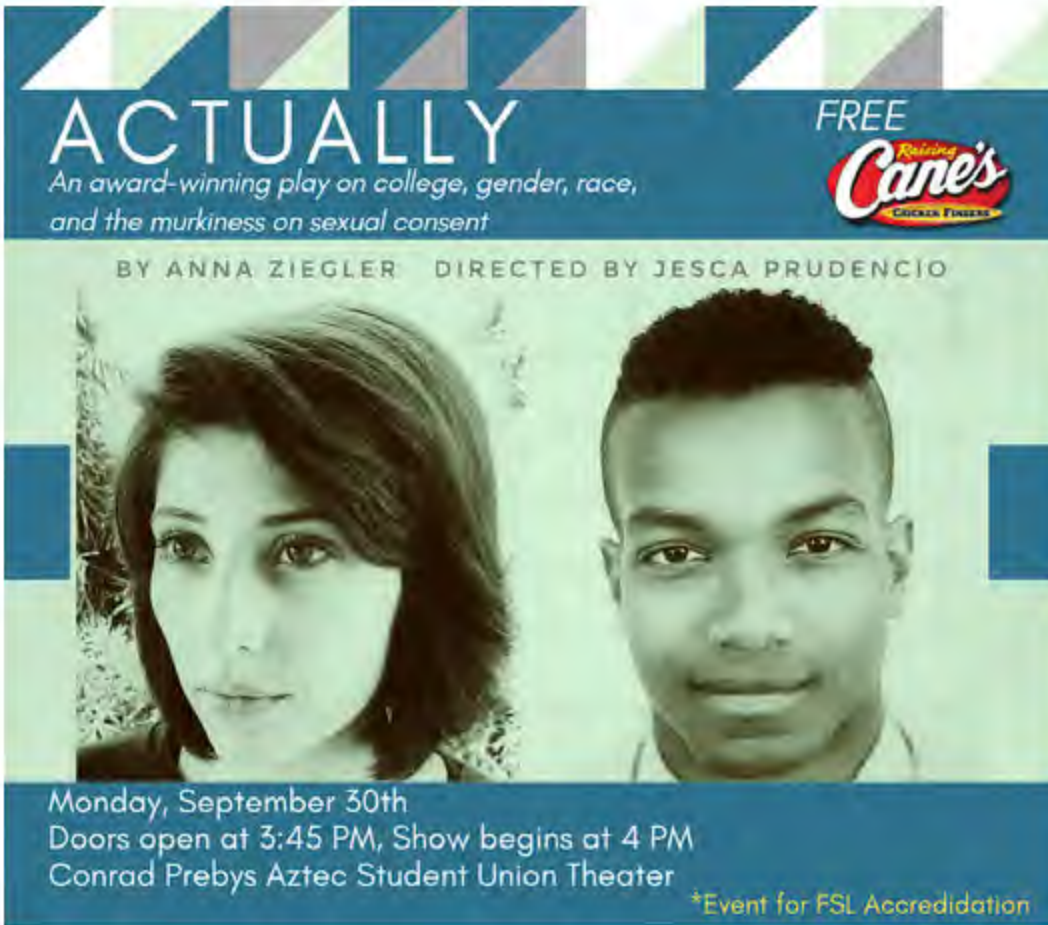
To:

Cc: Well-being and Health Promotion Student Health Services <well-beingandhealthpromotion@sdsu.edu>

Hello IFC Chapter Presidents,

You are invited to attend the Actually Play on Monday, September 30th at the Conrad Prebys Student Aztec Union. This production is an award-winning play on college, gender, race, and the murkiness of sexual consent. This event is for FSL accreditation. Food from Raising Cane's will also be provided. We look forward to seeing your chapter at the event!

This screening is exclusively for the IFC community! That said, because there are only 300 seats in the Theatre, each chapter is limited to bring 21 members to this event.



ACTUALLY
An award-winning play on college, gender, race,
and the murkiness on sexual consent

FREE
Canine's
CHICKEN FINGERES

BY ANNA ZIEGLER DIRECTED BY JESCA PRUDENCIO

Monday, September 30th
Doors open at 3:45 PM, Show begins at 4 PM
Conrad Prebys Aztec Student Union Theater
*Event for FSL Accreditation



Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)




Caryl Montero Adams <caryl.adams@sdsu.edu>

The Daily Aztec: Interim-Suspensions

12 messages

Tue, Oct 15, 2019 at 7:40 PM

 To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hey Caryl,

Thanks for meeting with me today.

Could you please let me know the dates the frats were put on interim-suspensions and the reasons behind each suspension. We need the information as soon as possible.

Best,




Wed, Oct 16, 2019 at 10:28 AM

 To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Caryl,

I just wanted to let you know that my deadline is Oct. 18 (Friday), so I'll need the information before then. Also, we've heard that the IFC-oriented frats are on an unofficial social moratorium because more than half of them are on interim-suspension, can you confirm or clarify this?

Thanks,


[Quoted text hidden]

Wed, Oct 16, 2019 at 5:23 PM

Caryl Montero Adams <caryl.adams@sdsu.edu>To: Good afternoon 

Thank you for meeting with me yesterday. Below is the information that you have requested regarding the fraternity interim suspensions and a follow-up to one of the questions that you asked yesterday.

Interim Suspensions**Kappa Sigma Fraternity**

Interim Suspension Date: October 10, 2019

Alleged Violation(s): Alcohol and Health and Safety policies

Nu Alpha Kappa Fraternity, Incorporated

Interim Suspension Date: September 25, 2019

Alleged Violation(s): Alcohol, Hazing, and Health and Safety policies

Sigma Alpha Epsilon Fraternity

Interim Suspension Date: October 4, 2019

Alleged Violation(s): Alcohol and Health and Safety policies

Theta Chi Fraternity

Interim Suspension Date: October 10, 2019

Alleged Violation(s): Alcohol, Dishonesty, Harassment and Abusive Behavior, Hazing, and Health and Safety policies

Additional Information

You also asked about perceptions that the University takes hazing violations more seriously than sexual assault violations. While that perception may exist, the University is committed—as I am committed — to addressing all reports of violence, that includes hazing and sexual violence within the SDSU community.

As I outlined yesterday, the university must uphold the Family Educational Rights and Privacy Act (FERPA) when engaging in individual student conduct. When instances of sexual misconduct are reported, the reports are most often regarding individual students, not organizations. Therefore, the individual names of both the person reporting and the person alleged are confidential.

Conversely, when hazing is reported to the University, the report often identifies a specific or type of organization. As organizations are not covered by the Family Educational Rights and Privacy Act, information related to the status of the organization may be shared.

Despite these different processes, the University is committed to addressing all acts of violence—including both hazing and sexual violence—within the campus community. Acts of sexual violence and hazing are antithetical to our values as an institution, and we work to support survivors and hold individuals and organizations accountable.

Moratorium

Thank you for inquiring about a moratorium. At this time, a moratorium has not been placed on fraternities by the University or any of the Fraternity & Sorority Life governing councils.

Please let me know if you have any additional questions.

Thank you,

Caryl

[Quoted text hidden]

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



**SAN DIEGO STATE
UNIVERSITY**

Leadership Starts Here

Sat, Oct 19, 2019 at 2:17 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Caryl,

Thank you so much for all of this information. I just had one last question. Have any of the seven fraternities who are currently on elevated status been on elevated status at another point in the past two years or so?

Best,



Caryl Montero Adams <caryl.adams@sdsu.edu>

Mon, Oct 21, 2019 at 6:08 AM

To: [REDACTED]

Good morning [REDACTED]

The following fraternities who are currently assigned Interim Suspension were found responsible for alleged violations of the Student Organization Code of Conduct and were assigned sanctions within the last two academic years (2017-18 and 2018-19):

- Delta Upsilon (Formal Warning)
- Phi Kappa Psi (Probation)
- Sigma Phi Epsilon (Suspension in Abeyance)
- Sigma Alpha Epsilon (Formal Warning)

Please let me know if you have additional questions.

Thank you,

Caryl

[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>

Mon, Oct 21, 2019 at 6:11 AM

To: La Monica Everett-Haynes <leveretthaynes@sdsu.edu>, Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>

Good morning Randy and La Monica,

[REDACTED] reached out to me over the weekend and requested which chapters have been on an "elevated status" (term often used by IFC, which I reframed) in the last two years. My response is specific to organizations that were found responsible and sanctioned.

I will be out of the office this week but will keep you updated if I receive additional inquiries.

Thank you,

Caryl

[Quoted text hidden]

La Monica Everett-haynes <leveretthaynes@sdsu.edu>

Mon, Oct 21, 2019 at 7:06 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>

Good morning, Caryl.

Thank you for clarifying definitions for her. Did she say when the piece would run?

[Quoted text hidden]

--

La Monica Everett-Haynes

Interim Associate Vice President of Strategic Communications and Public Affairs and Chief Communications Officer
Office of the President

San Diego State University | sdsu.edu 5500 Campanile Drive San Diego, CA 92182-8080

Direct: (619) 594-0232 leveretthaynes@sdsu.edu

Mon, Oct 21, 2019 at 10:46 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Good morning,

Thank you so much for all of your help. We were able to post the article today. I hope you have a wonderful week.

Best,

[Quoted text hidden]

Mon, Oct 21, 2019 at 10:48 AM

La Monica Everett-Haynes <leveretthaynes@sdsu.edu>

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>

Hello Caryl and Randy,

The article has just published: <http://thedailyaztec.com/96324/news/four-more-fraternities-placed-on-interim-suspension-following-alcohol-hazing-health-violations/>

Please let me know if there are any inaccuracies present. The article reads as straightforward and thankfully mentions existing resources and encourages students to take action if they see or hear of anything concerning.

La Monica

La Monica Everett-Haynes

Interim Associate Vice President and Chief Communications Officer

Strategic Communications and Public Affairs

Office of the President

San Diego State University | sdsu.edu

5500 Campanile Drive

San Diego, CA 92182-8080

Direct: (619) 594-0232

Follow us: [Twitter](#) | [Facebook](#) | [Instagram](#)

[Quoted text hidden]

Mon, Oct 21, 2019 at 11:07 AM

Caryl Montero-Adams <caryl.adams@sdsu.edu>

To: La Monica Everett-Haynes <leveretthaynes@sdsu.edu>

Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Hi La Monica,

Thank you for sharing. I'm sorry I was in the air when your email came in and didn't see it until now.

My only concern is with the term discipline. We never use that term to address conduct matters (sanctions are intended to be educational, not punitive) and we definitely don't "discipline" organizations prior to the conclusion of an investigation. I'm not sure if this merits a conversation with [REDACTED] or not. However, my concern is that the view may be that the organizational rights are being violated by "disciplining" before the conclusion of the investigation (by assigning organizations interim suspension).

I look forward to your thoughts.

Thank you again for all of your support!

Caryl

Sent from my iPhone

On Oct 21, 2019, at 12:48 PM, la Monica Everett-Haynes <leveretthaynes@sdsu.edu> wrote:

Hello Caryl and Randy,

[Quoted text hidden]

La Monica Everett-haynes <leveretthaynes@sdsu.edu>
To: Caryl Montero-Adams <caryl.adams@sdsu.edu>
Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Mon, Oct 21, 2019 at 4:35 PM

Hello Caryl,

I will relay to [REDACTED]. And are you out of town this week, should we receive other inquiries?

La Monica

[Quoted text hidden]

--

La Monica Everett-Haynes
Interim Associate Vice President of Strategic Communications and Public Affairs and Chief Communications Officer
Office of the President

San Diego State University | sdsu.edu 5500 Campanile Drive San Diego, CA 92182-8080
Direct: (619) 594-0232 leveretthaynes@sdsu.edu

Caryl Montero Adams <caryl.adams@sdsu.edu>
To: La Monica Everett-haynes <leveretthaynes@sdsu.edu>
Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Tue, Oct 22, 2019 at 5:41 AM

Hi La Monica,

Thank you for checking in. I am out this week. I would recommend that Randy be the point of contact for other inquiries.

Thank you,

Caryl

[Quoted text hidden]



Caryl Montero Adams <caryl.adams@sdsu.edu>

Theta Chi

1 message

Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Tue, Nov 26, 2019 at 11:16 AM

To: Christy Samarkos <CSAMARKO@sdsu.edu>

Cc: Caryl Adams <caryl.adams@sdsu.edu>

Hi Christy,

We had a follow up conversation with Ray Vanlanot with Theta Chi. He indicated his CEO would be meeting with the housing corporation board to provide recommendations following the suspension which would include evictions from the SDSU chapter house. They are working with their local house corporation in this process. He believed that there would be more information soon. However, with Thanksgiving approaching, we may not get the details until our meeting on December 2. Ray also discussed the opportunity for the SDSU alumni to meet with you and the president if appropriate.

~RT

Randy Timm, EdD**Assistant Vice President & Dean of Students****San Diego State University****SAN DIEGO STATE
UNIVERSITY***Leadership Starts Here*



Matthew Garcia <mhgarcia@sdsu.edu>

myFraternity | Activism | Community service | Inspiration

Matthew Garcia <mhgarcia@sdsu.edu>

Fri, Oct 4, 2019 at 10:56 AM

To: IFC VP Public Relations [REDACTED]

Cc: IFC President [REDACTED]

If IFC does have a great story that we want to share on a national platform, MyFraternity, we can submit a press release to this so that is shared broadly within the FSL community.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: **Andrea Benek** <andrea.benek@nicfraternity.org>

Date: Fri, Oct 4, 2019 at 5:59 AM

Subject: myFraternity | Activism | Community service | Inspiration

To: <mhgarcia@sdsu.edu>



FRIDAY, OCTOBER 4, 2019



Campus activists.

Miami University's student body president shares much with university president, including Alpha Phi Alpha brotherhood.

READ THEIR STORY

Making a difference.

- Fraternity members take a [stand against sexual assault](#) by walking the walk.
- Sigma Tau Gamma chapter volunteers to patrol dangerous area during festival, [keeping neighbors safe](#).
- Multicultural groups [bond over food](#), fraternal experience at the University of Minnesota.
- Football theme drives [philanthropy](#) at Alpha Kappa Lambda chapter.
- Community center shines after Kappa Alpha Order [chapter cleanup day](#).

MORE FRATERNITY NEWS



WATCH: *"I wanted to play football again and I was not going to take no for an answer."*

SigEp featured on ESPN College GameDay for his drive to overcome cancer and inspire his team.

SEE THE VIDEO

Full to the brim

Alumni reunite to form [luxury hat brand](#), find quick success with new venture.




Strictly For Laughs

Ready to share his motivations with his audience after a 50-year career, Kappa Alpha Psi alumnus releases [book of his cartoons](#) reliving 50-year career telling the stories that impact his world.

MORE ON ALUMNI LIFE

PHOTO SPOTLIGHT



 [@myfraternitylife](#) [#Repost @zbtboston](#) We had another great weekend volunteering at Making Strides Against Breast Cancer. Always a good time at such a fun event put on for an incredible cause!

Education Opportunity: Hazing Prevention

Announcing the dates and location of next year's Interdisciplinary Institute for Hazing Prevention! Join the IIHP team back at the University of Texas at Dallas on July 13-15! Visit [HazingPrevention.Institute](#) for more information and

[subscribe to updates](#). [Download the flier](#).



We are looking for: Member successes | Philanthropy | Innovation | Diversity | Community service | Interfraternalism | Brotherly bonds | MORE

ADD YOUR VOICE

Copyright © 2019 myFraternity, All rights reserved.

You are receiving this email because you opted in via our website.

Our mailing address is:

myFraternity
865 W Carmel Dr
Carmel, IN 46032-5880

[Add us to your address book](#)

Was this email forward to you? You can [SUBSCRIBE](#)

Want to change how you receive these emails?

You can update your preferences or unsubscribe from this list.





Matthew Garcia <mhgarcia@sdsu.edu>

RSO Application Review: Sigma Phi Epsilon Fraternity

Matthew Garcia <mhgarcia@sdsu.edu>

Mon, Oct 7, 2019 at 12:08 PM

To: [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>, Christine Probett <CPROBETT@sdsu.edu>

Cc: [REDACTED] <[REDACTED]>, Fraternity Sorority Life Student Life and Leadership <slfraternitiesororitylife@sdsu.edu>, Michelle Halverson <SLLGRADGREEK@sdsu.edu>

Hi all,

I am following up again because the chapter's RSO application is still in "Application in Process". [REDACTED], at your earliest convenience, please complete the steps outlined in my original email and resubmit your RSO application after.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

On Wed, Sep 11, 2019 at 2:18 PM Matthew Garcia <mhgarcia@sdsu.edu> wrote:

Hello,

I hope this email finds you well. Thank you for submitting your RSO Application for review. After reviewing your chapter's application, I have identified the following components that need to be addressed in order for the chapter to acquire "Conditional Recognition":

- **President (Key Officer) Tasks**

- [REDACTED] was removed from the application as previous President and [REDACTED] was added. That said, I need [REDACTED] to complete the following components at his earliest convenience:

- **e-Signature**

- Log into the [RSO System](#). Upon logging in, [REDACTED] should see the first option is highlighted in Red Font signifying that the President e-Signature needs to be completed. If not, he will need to select "Complete Already Started Application" --> "Sigma Phi Epsilon" --> Click on "Edit Officer Information" --> Click on "E-Signature Needed" box --> complete the steps on the screen

- After completing this component, please resubmit your RSO application for review.

- **RSO Officer In-Person Training**

- All training dates and registration links can be found at events.sdsu.edu. Please respond back with the date that [REDACTED] registered for.

- **SOCIA Training (Session A and B)**

- All training dates and registration links can be found at events.sdsu.edu. Please respond back with the date(s) that [REDACTED] registered for.
- **Verification of Chapter Membership Roster Accuracy**
 - Log into the [RSO System](#). Click on the "Membership Roster" option and then on "Sigma Phi Epsilon". If applicable, please make changes any individual's membership status to be accurate for this semester. Additionally, please identify all the individuals who are living in the chapter facility this semester by clicking "Change" by their name and check the "Live-in" box.
 - Please respond once the membership roster has been updated.

The chapter's RSO application is currently in "Application in Process" so that [REDACTED] could have access to complete the items listed above. Once [REDACTED] completes the e-Signature component, resubmits the chapter's RSO Application and provide the dates that he is registered for the required trainings, I will be able to provide Conditional Recognition to the chapter on the condition that the membership roster accuracy is verified and that [REDACTED] completes the required trainings.

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)



Caryl Montero Adams <caryl.adams@sdsu.edu>

Invitation: Meeting re: Theta Chi @ Mon Dec 2, 2019 8am - 9am (PST)
(caryl.adams@sdsu.edu)

1 message

Lee Mintz <lmintz@sdsu.edu>

Wed, Nov 27, 2019 at 2:17 PM

Reply-To: Eric Rogers <erogers@sdsu.edu>

To: caryl.adams@sdsu.edu, deanofstudents@sdsu.edu, amarbray@sdsu.edu

You have been invited to the following event.**Meeting re: Theta Chi**

When Mon Dec 2, 2019 8am – 9am Pacific Time - Los Angeles

[more details »](#)Where CSRR Conference Room ([map](#))Calendar [caryl.adams@sdsu.edu](#)

Who

- Lee Mintz - organizer
- Eric Rogers - creator
- [deanofstudents@sdsu.edu](#)
- [amarbray@sdsu.edu](#)
- [caryl.adams@sdsu.edu](#)

Going ([caryl.adams@sdsu.edu](#))? **Yes** - **Maybe** - **No** [more options »](#)Invitation from [Google Calendar](#)

You are receiving this email at the account [caryl.adams@sdsu.edu](#) because you are subscribed for invitations on calendar [caryl.adams@sdsu.edu](#).

To stop receiving these emails, please log in to <https://www.google.com/calendar/> and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to send a response to the organizer and be added to the guest list, or invite others regardless of their own invitation status, or to modify your RSVP. [Learn More](#).

**invite.ics**

2K



Matthew Garcia <mhgarcia@sdsu.edu>

Notice of Interim Suspension: Sigma Alpha Epsilon Fraternity

Caryl Montero Adams <caryl.adams@sdsu.edu>

Fri, Oct 4, 2019 at 7:42 PM

To: [REDACTED] <[REDACTED]>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED] <[REDACTED]>, Don Harrington <dharring@sdsu.edu>, [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>

Dear [REDACTED],

Attached is a Notice of Interim Suspension for Sigma Alpha Epsilon. The letter addresses the chapter's interim suspension and outlines the terms. At this time, we have begun a formal investigation of the incidents resulting in the status of interim suspension. Matthew Garcia, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life, will be scheduling a meeting to discuss alleged policy violations and will issue a Notice to Appear when the investigation has been completed.

Please contact me with any questions or concerns.

Respectfully,

Caryl Montero-Adams

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

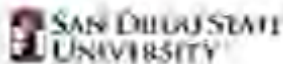
Pronouns: She | Her | Hers

[5500 Campanile Drive](#) | [San Diego, CA 92182](#)

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.eduSAN DIEGO STATE
UNIVERSITY*Leadership Starts Here***Sigma Alpha Epsilon Notice of Interim Suspension 10042019.pdf**

424K



Caryl Montero Adams <caryl.adams@sdsu.edu>

Automatic reply: Notice to Appear: Theta Chi Fraternity (December 2, 2019 at 10:30am)

1 message

Ray Vanlanot <rvanlanot@thetachi.org>

Wed, Nov 27, 2019 at 4:17 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hello,

Thanks for your message! I am out of the office until December 2, 2019, and I will respond to your message promptly upon my return. For immediate inquiries, please contact the International Headquarters at 317-848-1856.

Best,

Ray Vanlanot



Matthew Garcia <mhgarcia@sdsu.edu>

Notice of Investigation: Theta Chi Fraternity

Theta Chi SDSU <[REDACTED]>

Mon, Oct 7, 2019 at 4:15 PM

To: Caryl Montero-Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>,
[REDACTED] <[REDACTED]>, Gene Lamke <glamke@sdsu.edu>, [REDACTED]
<[REDACTED]>, [REDACTED] <[REDACTED]>

Hi Caryl,

Thank you for taking the time to speak with me today. I really appreciate your straight forwardness and willingness to allow my chapter to help in any way possible. As discussed, I will have our New Member Process over to you ASAP, along with any other document(s) I feel could be of use. Please do not hesitate to reach out to me if you have any questions.

Thank you,
[REDACTED]

On Sun, Oct 6, 2019 at 10:07 PM Theta Chi SDSU <[REDACTED]> wrote:

Hi Caryl,

That time works for [REDACTED] and I. We will see you tomorrow at 2:30PM.

Thank you,
[REDACTED]



On Sun, Oct 6, 2019 at 10:04 PM Caryl Montero-Adams <caryl.adams@sdsu.edu> wrote:

Hi [REDACTED],

Thank you for checking in. I am available from 2:30pm-3:00pm tomorrow. If this time doesn't work for you, please let me know your availability for the rest of the week and we will identify a time to connect.

Thank you,

Caryl

Sent from my iPhone

On Oct 6, 2019, at 8:24 PM, Theta Chi SDSU <[REDACTED]> wrote:

Matt and Caryl,

This letter reads as a huge surprise to me. [REDACTED] and I will be stopping by your office tomorrow to gain more of an understanding of the situation. What time(s) work best for the two of you?

Best,

[REDACTED]



On Fri, Oct 4, 2019 at 7:45 PM Caryl Montero Adams <caryl.adams@sdsu.edu> wrote:

Dear [REDACTED],

Attached is a Notice of Investigation for Theta Chi. At this time, we have begun a formal investigation of the incidents reported to the University. The letter addresses the chapter's expectations during the investigation. Matthew Garcia will be scheduling a meeting to discuss alleged policy violations and will issue a Notice to Appear when the investigation has been completed.

Please contact me with any questions or concerns.

Respectfully,

Caryl Montero-Adams

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



SAN DIEGO STATE
UNIVERSITY

Leadership Starts Here



Matthew Garcia <mhgarcia@sdsu.edu>

Fwd: [REDACTED]**Matthew Garcia** <mhgarcia@sdsu.edu>

Mon, Oct 7, 2019 at 9:09 PM

To: Rachel Gregg <rgregg@sdsu.edu>

[REDACTED] >

Hi Rachel,

I spoke to [REDACTED] and it looks like this residence is linked to the IFC Community. [REDACTED] will address it with the chapter's leadership. I have included him on this email to provide additional clarity, if needed.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)

On Mon, Oct 7, 2019 at 9:24 AM Rachel Gregg <rgregg@sdsu.edu> wrote:

----- Forwarded message -----

Date: Sat, Oct 5, 2019 at 7:42 PM

Subject: [REDACTED]

To: Rachel Gregg <rgregg@sdsu.edu>

Hi Rachel,

I am one of 4 or 5 neighbors who have called the police on a large party at [REDACTED]. [REDACTED] I have submitted the reports to the fraternity council. The police have come, and at first it seemed like the party was shut down but I can hear it going on again. The incident report is 191 00008733.

I can't see any fraternity letters. Do you happen to know which fraternity this is?

Thanks,

--

Rachel Gregg '06
Director of Government and Community Relations
Strategic Communications and Public Affairs
San Diego State University
619-594-2078 office ~ rgregg@sdsu.edu
Follow us on Twitter: [@SDSU](https://twitter.com/SDSU)
Follow us on [Facebook](#)
[Follow us on Instagram](#)



Caryl Montero Adams <caryl.adams@sdsu.edu>

Notice to Appear: Theta Chi Fraternity (December 2, 2019 at 10:30am)

2 messages

Caryl Montero Adams <caryl.adams@sdsu.edu>

Wed, Nov 27, 2019 at 4:17 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Christy Samarkos <CSAMARKO@sdsu.edu>, Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, Jessi Moore <jdmoore@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>

Dear Ray Vanlanot,

Attached is a Notice to Appear for Theta Chi Fraternity. The University and fraternity have been working to address alleged misconduct within the SDSU chapter of Theta Chi. The attached letter addresses the specific allegations of violations of the Student Organization Code of Conduct at San Diego State University. The letter also outlines that we will meet (as previously planned) on Monday at 10:30am.

Please contact me with any questions or concerns.

Respectfully,

Caryl

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.eduSAN DIEGO STATE
UNIVERSITY*Leadership Starts Here***Notice to Appear Theta Chi 20191202.pdf**

125K

Caryl Montero Adams <caryl.adams@sdsu.edu>

Mon, Dec 2, 2019 at 10:30 AM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Christy Samarkos <CSAMARKO@sdsu.edu>, Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, Jessi Moore <jdmoore@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>

Hi Ray,

Attached you will find the slides that will be reviewed during the Informal Conference today. Please call my office line when you are ready. My direct line is 619-594-0169.

Thank you,

Caryl

[Quoted text hidden]

**Theta Chi Informal Conference Overview 12022019.pdf**

148K



Caryl Montero Adams <caryl.adams@sdsu.edu>

Theta Chi Roster/Interview List Fall 2019 - Invitation to edit

1 message

Caryl Montero Adams (via Google Sheets) <drive-shares-noreply@google.com>

Mon, Dec 2, 2019 at 11:42 AM

Reply-To: Caryl Montero Adams <caryl.adams@sdsu.edu>

To: caryl.adams@sdsu.edu

Cc: LMINTZ@sdsu.edu, DEANOFSTUDENTS@sdsu.edu, amarbray@sdsu.edu

caryl.adams@sdsu.edu has invited you to **edit** the following spreadsheet:

[Theta Chi Roster/Interview List Fall 2019](#)

Hi Lee,

Thank you for convening the meeting this morning. Here you will find the updated roster that includes a new tab for the executive boards from 2017-present and a separate tab for new members from the fall 2019 class.

Please let me know if you have any questions or concerns.

Thank you,

Caryl

[Open in Sheets](#)

This is a courtesy copy of an email for your record only. It's not the same email your collaborators received. Click [here](#) to learn more.





Matthew Garcia <mhgarcia@sdsu.edu>

San Diego State University - IFC

Matthew Garcia <mhgarcia@sdsu.edu>

Mon, Oct 7, 2019 at 3:09 PM

To: Mike McRee <mike.mcree@nicfraternity.org>

Cc: [REDACTED] <[REDACTED]>, Campus <campus@nicfraternity.org>, Archie Messersmith-Bunting <archie.messersmith@nicfraternity.org>, Morgan Netz <MNetz@holmesmurphy.com>

Thank you Mike!

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)

On Mon, Oct 7, 2019 at 12:27 PM Mike McRee <mike.mcree@nicfraternity.org> wrote:

Matthew,

Thanks for this. I will notify our accounting team to create the additional \$250 invoice. I will circle back as soon as I know it's live in FS Central. Once we receive payment, we can issue a new COI.

Appreciate your help!

Sincerely,

Mike

Michael A. McRee, Ph.D.

COO

NORTH AMERICAN INTERFRATERNITY CONFERENCE

865 W Carmel Drive Ste 116 | Carmel IN 46032

317.872.1112 Office | 217.377.6623 Mobile

website: www.nicfraternity.org

portal: www.fscentral.org

Guiding fraternity.

Advocacy. Education. Standards. Insights.

From: Matthew Garcia <mhgarcia@sdsu.edu>

Date: Monday, October 7, 2019 at 3:18 PM

To: Michael McRee <mike.mcree@nicfraternity.org>

Cc: "[REDACTED]" <[REDACTED]>, Campus <campus@nicfraternity.org>, Archie Messersmith-Bunting <archie.messersmith@nicfraternity.org>, Morgan Netz <MNetz@holmesmurphy.com>

Subject: Re: San Diego State University - IFC

Hello,

Yes, please. By adding this verbiage, it will help cover the events that the council hosts on our campus. Our Panhellenic council has the line present on their Certificate of Insurance and it is a requirement for all of our social fraternities and sororities to have it on theirs as well so this will ensure that our IFC is also compliant.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

On Mon, Oct 7, 2019 at 11:29 AM Mike McRee <mike.mcree@nicfraternity.org> wrote:

Matthew,

Hello and greetings from the NIC. I hope this finds you well.

Morgan, thanks for your email.

Matthew, Morgan is correct, our IFC insurance policy covers the IFC. If you would like to have the COI read to include the additional verbiage of:

"The State of California, The California State University Board of Trustees, and all its other departments, board, commissions, and its officers, employees, and agents are hereby declared to be additional insured under the terms of the policy"

We can certainly do that, it would just be an additional \$250 to add all of these entities as additional insured. Would you like for our accounting team to create an invoice for \$250 to include them?

Thanks for your help and I look forward to hearing from you.

Sincerely,

Mike

Michael A. McRee, Ph.D.
COO

NORTH AMERICAN INTERFRATERNITY CONFERENCE

865 W Carmel Drive Ste 116 | Carmel IN 46032

317.872.1112 Office | 217.377.6623 Mobile

website: www.nicfraternity.org

portal: www.fscentral.org

Guiding fraternity.

Advocacy. Education. Standards. Insights.

From: Morgan Netz <MNetz@holmesmurphy.com>
Date: Monday, October 7, 2019 at 1:16 PM
To: Matthew Garcia <mhgarcia@sdsu.edu>
Cc: "[REDACTED]" <[REDACTED]>, Campus <campus@nicfraternity.org>, Michael McRee <mike.mcree@nicfraternity.org>, Archie Messersmith-Bunting <archie.messersmith@nicfraternity.org>
Subject: RE: San Diego State University - IFC

Hi Matthew,

I apologize for the delay, I have been out of the office traveling for work. This policy is in place to cover the IFC when acting in the scope of their duties for the IFC. To add the university as an additional insured the folks at NIC will need to approve this request and there will be an additional charge to the IFC to add the additional insured language. Please let me know if you have additional questions or concerns.

Thanks!

Morgan

Morgan Netz, CLCS

Client Service Consultant, Fraternal

13810 FNB Parkway, Suite 300

Omaha, NE 68154

402-898-4197 | 866-220-4625



MNetz@holmesmurphy.com

www.holmesmurphy.com

==== Privacy Statement =====

This electronic document including any attachments may contain confidential, privileged, and/or copyrighted information and is intended for use solely by the intended recipient(s). You are hereby notified that any unauthorized disclosure, copying, distribution, or use of this message is prohibited. If you received this message in error, please notify the sender by reply e-mail and permanently delete this message from your computer.

=====

Please be advised: Coverage cannot be bound without the acknowledgment of a licensed staff member.

Corporate Address: 2727 Grand Prairie Parkway, Waukegan, IA 50263

From: Matthew Garcia <mhgarcia@sdsu.edu>
Sent: Wednesday, October 2, 2019 6:10 PM
To: Morgan Netz <MNetz@holmesmurphy.com>
Cc: [REDACTED]; campus@nicfraternity.org
Subject: Re: San Diego State University - IFC

Hello,

Thank you for the certificate. Unfortunately, it does not have the required verbiage needed for our university. Please add the following verbiage:

· **Under Description of Operations/Locations/Vehicles:**

- "The State of California, The California State University Board of Trustees, and all its other departments, board, commissions, and its officers, employees, and agents are hereby declared to be additional insured under the terms of the policy"

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

On Wed, Oct 2, 2019 at 12:33 PM Morgan Netz <MNetz@holmesmurphy.com> wrote:

Hello!

Attached please find the 2019-2020 Certificate of Insurance for your IFC. Please let me know if you have any questions or concerns.

Thanks!

Morgan

Morgan Netz, CLCS

Client Service Consultant, Fraternal



13810 FNB Parkway, Suite 300

Omaha, NE 68154

402-898-4197 | 866-220-4625

MNetz@holmesmurphy.com

www.holmesmurphy.com

==== Privacy Statement =====

This electronic document including any attachments may contain confidential, privileged, and/or copyrighted information and is intended for use solely by the intended recipient(s). You are hereby notified that any unauthorized disclosure, copying, distribution, or use of this message is prohibited. If you received this message in error, please notify the sender by reply e-mail and permanently delete this message from your computer.

=====

Please be advised: Coverage cannot be bound without the acknowledgment of a licensed staff member.

Corporate Address: 2727 Grand Prairie Parkway, Waukegan, IL 60087



Matthew Garcia <mhgarcia@sdsu.edu>

Notice of Investigation: Pi Kappa Alpha

Caryl Montero Adams <caryl.adams@sdsu.edu>

Thu, Oct 10, 2019 at 6:15 PM

To: [REDACTED]
Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]
[REDACTED] <[REDACTED]>, lhorner@pikes.org, Erik Fournier <efournier@pikes.org>, [REDACTED]
[REDACTED], [REDACTED], [REDACTED]

Dear [REDACTED],

Attached is a Notice of Investigation for Pi Kappa Alpha. At this time, we have begun a formal investigation of the incidents reported to the University. The letter addresses the chapter's expectations during the investigation.

We will be reaching out to schedule an appeal's meeting for the previous incident and to discuss this incident with you. Following this investigation, a separate Notice to Appear will be issued.

Please contact me with any questions or concerns.

Respectfully,

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

[5500 Campanile Drive](#) | [San Diego, CA 92182](#)

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.eduSAN DIEGO STATE
UNIVERSITY*Leadership Starts Here***Pi Kappa Alpha Notice of Investigation 10102019.pdf**

290K



SAN DIEGO STATE
UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
caryl.adams@sdsu.edu
619-594-0169

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

This is a confidential document.

PI KAPPA ALPHA FRATERNITY: NOTICE OF INVESTIGATION

October 10, 2019

The University is investigating recent reports of:

Allegations of Alcohol, Dishonesty, Failure to Comply, Health and Safety, and Noise policy violations within Pi Kappa Alpha Fraternity at San Diego State University.

It has been reported that Pi Kappa Alpha hosted a social event on October 1, 2019 where a member of the SDSU community reported that the fraternity was serving alcohol. Additionally, the President of the fraternity made contact with police, reportedly stating that the event had a permit. Upon contact with the police, the Fraternity & Sorority Life reporting protocol was not followed. This investigation is in addition to the conduct matter that is currently in an appeal. All members of Pi Kappa Alpha are expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization. *No member of Pi Kappa Alpha may retaliate towards, threaten, or intimidate anyone perceived to be participating in the investigation, including perceived reporting parties.*

If you have any questions about the investigation or the review process, please contact me at caryl.adams@sdsu.edu.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

CC:

Dr. Randy Timm, Assistant Vice President for Campus Life and Dean of Students
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership
Jack Sword, Alumnus Advisor, Pi Kappa Alpha Fraternity
Lance Horner, Chief Operating Officer, Pi Kappa Alpha Fraternity
Erik Fournier, Director of Services-West, Pi Kappa Alpha Fraternity
[REDACTED] President, Interfraternity Council
[REDACTED] Vice President Judicial Affairs, Interfraternity Council



Caryl Montero Adams <caryl.adams@sdsu.edu>

Notice of Probation, Theta Chi, Gamma Theta

2 messages

Ray Vanlanot <rvanlanot@thetachi.org>

Wed, Dec 4, 2019 at 9:42 PM

To: [REDACTED]

Cc: Tara Dunn <tdunn@thetachi.org>, Mitch Nolan <mnolan@thetachi.org>



Per our discussion earlier this evening, please see the attached letter regarding Gamma Theta Chapter's probation and terms. We will be in touch with next steps as they develop.

Best,

Ray

Ray Vanlanot | Chief Operating Officer

International Headquarters

P.O. Box 503

Carmel, IN 46082

www.thetachi.org

Office 317-848-1856

rvanlanot@thetachi.org**12-4-19 Gamma Theta Probation Letter.pdf**

81K

Caryl Montero Adams <caryl.adams@sdsu.edu>

Wed, Dec 4, 2019 at 10:11 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Hi Ray,

Thank you for sharing this letter with me. I appreciate the opportunity to review it prior to our call in the morning.

Thank you again,

Caryl

[Quoted text hidden]

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu





International Headquarters
1910 15th St.
Carmel, CA 94001
Tel: (415) 435-1234
http://thetachifrat.org

December 4, 2019



Dear Brother [REDACTED]

Pursuant to Article IV, Section 4(a) of *The Constitution and Bylaws of Theta Chi Inc.*, this letter serves as notice that Gamma Theta Chapter has been placed on probation by the Chief Executive Officer through June 4, 2020. While on probation, Gamma Theta Chapter shall conform to the following requirements:

1. The chapter will comply with the terms of the 180-day Order of Suspension issued by the Grand Chapter of Theta Chi Fraternity on November 22, 2019.
2. The chapter may complete a membership review and officer review to determine:
 - a. Which members might move forward with Gamma Theta Chapter
 - b. Which members might serve in officer positions with Gamma Theta Chapter
3. After any membership review, any members selected for continued membership will sign an affidavit indicating their support of the zero-tolerance hazing policy as laid out in Theta Chi Fraternity's *Safety Standards Manual*.
4. The chapter may be subject to a safety surcharge for staff hours and travel dedicated to assisting Gamma Theta Chapter during the period of probation

All of these requirements are tasked congruently to the Alumni Probation Committee. Members of the Alumni Probation Committee are accredited and approved alumni of Theta Chi Fraternity. They need not be a part of the Gamma Theta Chapter. That group of brothers will coordinate with the International Headquarters to ensure action(s) are taken to make Gamma Theta a stronger chapter within Theta Chi and at San Diego State University.

The Alumni Probation Committee shall consist of the following brothers:



While the chapter is on probation, the Alumni Probation Committee shall have the following responsibilities:

- Facilitate the successful completion of the terms of probation of Gamma Theta Chapter
- Provide guidance to Gamma Theta Chapter during its period of probation

- Assist Gamma Theta Chapter with the recruitment of members
- Assist Gamma Theta Chapter with the education and initiation of members

In completing its charge, the Alumni Probation Committee shall have the following powers:

- To interview all collegiate members of Gamma Theta Chapter
- To investigate any activities of Gamma Theta Chapter
- To suspend collegiate members of Gamma Theta Chapter
- To expel collegiate members of Gamma Theta Chapter by a three-fourths vote of the members of the Alumni Probation Committee
- To remove and replace any officers of Gamma Theta Chapter

Austin, the goal of probation is not to penalize or impede the chapter. Rather, we hope that this period is an opportunity for the chapter to learn from its previous mistakes and take a leadership role within both Theta Chi Fraternity and San Diego State University.

If you wish to appeal this probation to the International Standards Committee, you may file such a request no later than January 3, 2020. No appeal will be considered after that date. Any appeal must be signed, dated and emailed to the International Headquarters at appeals@thetachi.org.

If you have any questions about the status of Gamma Theta Chapter, the terms of probation, or any other Theta Chi matter, please do not hesitate to contact me via phone at 317-848-1856 or email at rvanlanot@thetachi.org. The International Headquarters is a resource to you and your chapter. Please let us know how we can be of assistance.

Faternally,



Ray Vanlanot
Chief Operating Officer

xc:



International Headquarters staff and file



Matthew Garcia <mhgarcia@sdsu.edu>

Notice of Interim Suspension: Theta Chi Fraternity

Caryl Montero Adams <caryl.adams@sdsu.edu>

Sat, Oct 12, 2019 at 3:15 PM

To: Theta Chi SDSU <[REDACTED]>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, Kevin Araujo-Lipine <karaujolipine@sdsu.edu>, "Lee M. Mintz" <LMINTZ@sdsu.edu>, Tara Dunn <tdunn@thetachi.org>,
[REDACTED] <[REDACTED]>, Gene Lamke <glamke@sdsu.edu>, [REDACTED]
<[REDACTED]>, [REDACTED] <[REDACTED]>

Hi [REDACTED],

Thank you for your email and for addressing your concerns for the timeline with me earlier today. I appreciate that you are wanting to provide the requested documentation and understand your concerns. At this time, we have confirmed the following adjusted timeline to submit the requested documentation:

Sunday, October 13, 2019 at 11:59pm

- An overview of the new member process, beginning with recruitment through the time of initiation
- The names and roles of active members who are or were involved in the new member education process during the Fall 2018, Spring 2019, and Fall 2019 terms
- The dates, times, and locations of installation and initiation events for the Fall 2018 and Spring 2019
- A roster with two added columns that denotes the big brother and little brother of all members

Friday, October 18, 2019 at 11:59pm

- The dates, times, and locations of every meeting/event/convening, both formal and informal, with new members (Fall 2018, Spring 2019, Fall 2019) both before and after initiation
- **Fall 2019 New Member Class:** Screenshots of all electronic communication in the form of group messages for each of the new member classes including, but not limited to, emails, GroupMe messages, group texts/chats, etc.

Sunday, October 20, 2019 at 11:59pm

- **Spring 2019 New Member Class:** Screenshots of all electronic communication in the form of group messages for each of the new member classes including, but not limited to, emails, GroupMe messages, group texts/chats, etc.

Friday, October 25, 2019 at 11:59pm

- **Fall 2018 New Member Class:** Screenshots of all electronic communication in the form of group messages for each of the new member classes including, but not limited to, emails, GroupMe messages, group texts/chats, etc.

To confirm, all other aspects of the letter stand. In addition to the cessation of all activities, it should be stressed that no member may attempt to threaten or intimidate witnesses or others involved in the investigation, provide false or misleading information, conceal information, or attempt to obstruct the investigation in any way.

Please let me know if you have additional questions or concerns.

Thank you,

Caryl

PS. I have included those on the original letter to ensure they are aware of the adjusted timelines.

On Fri, Oct 11, 2019 at 2:22 PM Theta Chi SDSU <[REDACTED]> wrote:

Caryl,

I want to be as helpful as possible throughout this process. I am currently working to get you all of the required documentations as mentioned in the letter. However, some of the information you have requested in the document is unattainable. Additionally, the 48 hour window provided to us does not allot us the required amount of time to successfully retrieve all documents. I respectfully request you extend our window, taking all things into consideration.

Best,

[REDACTED]



On Thu, Oct 10, 2019 at 4:40 PM Caryl Montero Adams <caryl.adams@sdsu.edu> wrote:

Dear [REDACTED],

Attached is a Notice of Interim Suspension for Theta Chi. The letter addresses chapter's Interim Suspension and outlines the terms. At this time, we have expanded the formal investigation of the incidents resulting in the status of Interim Suspension.

Kevin Araujo-Lipine, Assistant Director of Student Life & Leadership for Student Organizations & Activities, will be scheduling a meeting (next week) to discuss alleged policy violations and will issue a Notice to Appear when the investigation has been completed.

Please contact me with any questions or concerns.

Respectfully,

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



SAN DIEGO STATE
UNIVERSITY

Leadership Starts Here

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



SAN DIEGO STATE
UNIVERSITY

Leadership Starts Here



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

October 10, 2019

This is a confidential document.

THETA CHI FRATERNITY: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol, Dishonesty, Harassment and Abusive Behavior, Hazing, and Healthy and Safety policy violations within Theta Chi Fraternity at San Diego State University.

Theta Chi received a Notice of Investigation on Friday, October 4, 2019. Following the receipt of additional allegations, it has been reported that Theta Chi has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Theta Chi has participated in hazing behaviors that have jeopardized the physical safety, mental health, and dignity of new and initiated members in an ongoing capacity.

Given the seriousness of the matter, I am placing Theta Chi on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership will make a recommendation to me regarding the continued campus recognition status for Theta Chi. The Interim Suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, December 13, 2019.

While on Interim Suspension, the chapter is expected to cease all activities. No chapter members may host or participate in any chapter-related function, regardless of location. The chapter may coordinate meetings, with prior permission from the Office of Student Life & Leadership, to communicate information with members. The requests must be made two weeks in advance and have a member of the Theta Chi International Headquarters staff or Student Life & Leadership staff present for the entirety of the convening.

Given the concerns for the fraternity, Theta Chi may host **no** new member education, new member activities, or initiation events, on or off campus. During the course of the Interim Suspension, the San Diego State University chapter may have **no** communication with new members. Communication from Theta Chi may only be sent to new members by the Theta Chi International Headquarters staff. Additionally, no other student or organization, including but not limited to the Interfraternity Council and College Panhellenic Association, may communicate with new members on Theta Chi's behalf. No member of Theta Chi who serves on the Interfraternity Council executive board may act on behalf of Theta Chi or use their position to influence the investigation.



SAN DIEGO STATE
UNIVERSITY

Student Life & Leadership
Division of Student Affairs

All members of Theta Chi will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization.

Within 48-hours of the receipt of this letter, Theta Chi must submit the following documentation to me via email:

- An overview of the new member process, beginning with recruitment through the time of initiation
- The names and roles of active members who are or were involved in the new member education process during the Fall 2018, Spring 2019, and Fall 2019 terms
- The dates, times, and locations of every meeting/event/convening, both formal and informal, with new members (Fall 2018, Spring 2019, Fall 2019) both before and after initiation
- The dates, times, and locations of installation and initiation events for the Fall 2018 and Spring 2019
- A roster with two added columns that denotes the big brother and little brother of all members
- Screenshots of all electronic communication in the form of group messages for each of the new member classes (Fall 2018, Spring 2019, and Fall 2019), including, but not limited to, emails, GroupMe messages, group texts/chats, etc.

If you have any questions about the interim suspension, the investigation or the review process, please contact Kevin Araujo-Lipine, Assistant Director of Student Life & Leadership for Student Organizations & Activities.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Kevin Araujo-Lipine, Assistant Director, Student Life & Leadership for Student Organizations & Activities
Dr. Lee Mintz, Director, Center for Student Rights & Responsibilities
Tara Dunn, Senior Director of Collegiate Services, Theta Chi International Headquarters
Michael DiPrima, Alumnus Advisor, Theta Chi Fraternity
Gene Lamke, Faculty/Staff Advisor, Theta Chi Fraternity
[REDACTED] President, Interfraternity Council
[REDACTED] Vice President Judicial Affairs, Interfraternity Council



Caryl Montero Adams <caryl.adams@sdsu.edu>

Followup Requests

4 messages

Ray Vanlanot <rvanlanot@thetachi.org>

Thu, Dec 5, 2019 at 3:24 PM

To: "deanofstudents@sdsu.edu" <deanofstudents@sdsu.edu>, Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Randy and Caryl,

Please pass along both the SDSU housing and communication points of contact when you have the chance. It's 6:30pm here now, but I'll keep an eye out this evening.

Thanks,
Ray

Ray Vanlanot | Chief Operating Officer

Theta Chi Fraternity

ray@thetachi.org

317-848-1856

Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Thu, Dec 5, 2019 at 3:32 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Ray,

Apologies for the delay - Phone number 619-594-5742 Tom Hilanto or Tuyen Nguyen.

~RT

Randy Timm, EdD**Assistant Vice President & Dean of Students****San Diego State University****SAN DIEGO STATE
UNIVERSITY***Leadership Starts Here*

[Quoted text hidden]

Ray Vanlanot <rvanlanot@thetachi.org>

Thu, Dec 5, 2019 at 3:37 PM

To: Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Cc: Caryl Montero Adams <caryl.adams@sdsu.edu>

Thanks Randy,

Which is housing and which is communications? Do they have any such identifying titles?

Thanks,

Ray

Ray Vanlanot | Chief Operating Officer

Theta Chi Fraternity

ray@thetachi.org

317-848-1856

On Dec 5, 2019, at 6:32 PM, Dean of Students Student Affairs <deanofstudents@sdsu.edu> wrote:

[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>

Thu, Dec 5, 2019 at 7:13 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Hi Ray,

Thank you for following up. Tom Hilanto (Associate Director of the Office of Housing Administration) and Tuyen Nguyen (Housing Assignments Supervisor) are both representatives from the Office of Housing Administration. They can be reached by calling 619-594-5742.

Cory Marshall is the Interim Director for Media Relations and can be reached at 619-594-0279.

Thank you,

Caryl

[Quoted text hidden]

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



**SAN DIEGO STATE
UNIVERSITY**

Leadership Starts Here



Matthew Garcia <mhgarcia@sdsu.edu>

Theta Chi Fraternity - Bylaws Review

Gene Lamke <glamke@sdsu.edu>

Mon, Oct 14, 2019 at 3:20 PM

To: Michelle Halverson <slgradgreek@sdsu.edu>

Cc: [REDACTED] <[REDACTED]>, President IFC <[REDACTED]>, Matthew Garcia <MHGARCIA@sdsu.edu>, Jessica Moore <jdmoore@sdsu.edu>, Fraternity Sorority Life Student Life and Leadership <slfraternitysororitylife@sdsu.edu>

Michelle-

Thank you for your suggestions and recommendations!

Gene Lamke

On Mon, Oct 14, 2019 at 2:56 PM Michelle Halverson <slgradgreek@sdsu.edu> wrote:

Hello,

I hope this email finds you well. Thank you for submitting your RSO Application for review. After reviewing your chapter's application, I have identified the following components that need to be addressed:

- **Chapter Bylaws (attached) (all items in Red need to be stated verbatim in order to be approved)**
 - Addition of Advisor Clause
 - "The organization shall appoint an individual employed as a faculty or staff member by San Diego State University to serve as the university advisor to this organization as required by the California State University. Auxiliary staff and student assistants are not eligible to serve as advisors. The advisor shall fulfill the responsibilities specified in the *SDSU Student Organizations Handbook*. Advisors shall serve on an academic year basis or until their successor has been selected."
 - Addition of SDSU Authority Statement
 - "This organization is a recognized student organization at San Diego State University and adheres to all campus policies as set forth in the *SDSU Student Organization Handbook*."
 - Addition of SDSU Open Membership Clause
 - "Participation in the organization shall be open to those regularly-enrolled at San Diego State University" (You have a statement that is similar in nature, but please change to this statement)

As a suggestion, I would also change the language in this statement:

"The Scholarship Committee will ensure that the chapter has the highest average G.P.A. of any other Fraternity at San Diego State University."

Using the word "strive" instead of "ensure" may be beneficial, since it is a more realistic expectation or goal.

Please send to me in Word format when you make these changes. Let me know if you have any questions, thank you!

Best,

Michelle Halverson

Fraternity & Sorority Life Student Affairs Assistant

Student Life & Leadership Office | San Diego State University
5500 Campanile Drive | San Diego, CA 92182
SLLGradGreek@sdsu.edu | Cell: 916-367-3754
Pronouns: She/Her/Hers



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Please see the attached letter regarding your membership status in Theta Chi.

Sincerely,

Ray Vanlanot

Ray Vanlanot | Chief Operating Officer

International Headquarters
P.O. Box 503
Carmel, IN 46082
www.thetachi.org
Office 317-848-1856
ryanlanot@thetachi.org



12-6-19 [REDACTED] Membership.pdf
89K

Ray Vanlanot <rvanlanot@thetachi.org>

To: [REDACTED]

Fri, Dec 6, 2019 at 12:12 PM

[REDACTED]

Please see the attached letter regarding your membership status in Theta Chi.

Sincerely,

Ray Vanlanot

[REDACTED]

Ray Vanlanot | Chief Operating Officer

International Headquarters
P.O. Box 503
Carmel, IN 46082
www.thetachi.org
Office 317-848-1856
rvanlanot@thetachi.org



12-6-19 [REDACTED] Membership.pdf
89K



Caryl Montero Adams <caryl.adams@sdsu.edu>

Theta Chi Updates

1 message

Ray Vanlanot <rvanlanot@thetachi.org>

Fri, Dec 6, 2019 at 12:38 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>, Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Cc: Tara Dunn <tdunn@thetachi.org>

Randy and Caryl,

Updates from our discussion yesterday (all as expected):

- 1) Suspension letters were sent to [REDACTED] and [REDACTED] (copied you both)
- 2) The Alumni Probationary Committee voted to suspend all members (and depledge all pledges), suspension letters will be sent electronically tonight at 6pm PT
- 3) All men living in the house will be delivered their eviction letters tonight at 6pm PT (they'll need to move out by the day after their last finals or December 19, whichever is earlier)
- 4) Security will arrive onsite between 5-6pm PT to be onsite 24/7 from this point forward in the eviction process
- 5) [REDACTED] will be meeting with the chapter at 6pm PT to read the a) notice of limited use of chapter house, b) suspension letter, c) eviction letter. The men will be receiving those letters electronically at the same time.
- 6) [REDACTED] will be by the house this evening following the meeting to check on things/ have a presence
- 7) The Gamma Theta Housing Corporation will have a meeting at the chapter house on Tuesday, 12/10/19, where they'll be available for questions/discussion upon request by individual members
- 8) I've informed our Chief Communications Officer of the contact information for SDSU's media relations contact

I've attached a template eviction letter so that you're aware of the language and contact information as needed. This attachment is confidential for those included on this email chain, until further notice.

Thanks much,

Ray

Ray Vanlanot | Chief Operating Officer

International Headquarters
P.O. Box 503
Carmel, IN 46082
www.thetachi.org
Office 317-848-1856
rvanlanot@thetachi.org



1/7/2021

San Diego State University Mail - Theta Chi Updates



2019-12-5 Notice of Eviction, Gamma Theta.pdf

66K



Caryl Montero Adams <caryl.adams@sdsu.edu>

Theta Chi Roster

2 messages

Jessi Moore <jdmoore@sdsu.edu>

Thu, Dec 12, 2019 at 3:48 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Caryl,

Matt requested that I send you Theta Chi's roster in excel format. Please find this attached.

Thank you,
Jessi

--

Jessi Moore, M.A.

Pronouns: She|Her|Hers

Student Life Advisor | Fraternity & Sorority Life

Student Life & Leadership | sll.sdsu.edu | (619) 594-5221**Drop-in Office Hours:** Monday and Friday 1-2:30 PM in Student Life & Leadership***San Diego State University resides on the traditional lands of the Kumeyaay nations*****Theta ChiRosterExport12_12_2019.xls**

14K

Caryl Montero-Adams <caryl.adams@sdsu.edu>

Thu, Dec 12, 2019 at 5:16 PM

To: Jessi Moore <jdmoore@sdsu.edu>

Thanks, Jessi!

Sent from my iPhone

On Dec 12, 2019, at 3:49 PM, Jessi Moore <jdmoore@sdsu.edu> wrote:

[Quoted text hidden]

<Theta ChiRosterExport12_12_2019.xls>



Caryl Montero Adams <caryl.adams@sdsu.edu>

SDSU _ Theta Chi _ Roster

5 messages

Thu, Dec 12, 2019 at 12:55 PM

To: Caryl Adams <caryl.adams@mail.sdsu.edu>, Randall Timm <rtimm@mail.sdsu.edu>

Cc: [REDACTED]

Hi Caryl,

I was wondering if you could please send me the theta chi roster you currently have. We need this and will cross reference this to the roster at our international headquarters. Once we have these items we will begin the membership review. Thanks in advance.

Warm Regards,



Caryl Montero Adams <caryl.adams@sdsu.edu>

Thu, Dec 12, 2019 at 3:59 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>

Hi Ray,

I hope you are well. I wanted to check in with you regarding an email I received from [REDACTED]. Following our most recent conversation, my understanding was that all members would be removed from the fraternity. Is the intention to also implement a membership review? If so, we can provide the roster. I just wanted to confirm with you first.

Thank you for your guidance,

Caryl

[Quoted text hidden]

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.eduSAN DIEGO STATE
UNIVERSITY*Leadership Starts Here*

Ray Vanlanot <rvanlanot@thetachi.org>

Fri, Dec 13, 2019 at 9:00 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Hi Caryl,

As offered, all men were suspended last Friday and all pledges depledged. They were also served eviction notices and security has been on site since that time. Gamma Theta has no active members.

I'm waiting for my team to assemble the master file with all the notification letters into a PDF and still plan to send that when available. Apologies for the delay, but all individual letters were sent to the young men.

████ is looking to reconcile the roster either way so if you could provide that to him, that'd be helpful. This is simply one component of what we consider a membership review—we do not plan to do individual interviews at this time. We are still interested to take part in any similar SDSU interviews should it be deemed necessary by OSRR next semester

Hope that clarifies,
Ray

Ray Vanlanot | Chief Operating Officer
Theta Chi Fraternity
ray@thetachi.org
317-848-1856

On Dec 12, 2019, at 6:59 PM, Caryl Montero Adams <caryl.adams@sdsu.edu> wrote:

[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>
To: Ray Vanlanot <rvanlanot@thetachi.org>
Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Fri, Dec 13, 2019 at 9:51 AM

Hi Ray,

Thank you very much for clarifying. That was my understanding in receiving the communication from you last week, but I wanted to ensure I understood correctly. I will send the roster to █████ now.

Thank you again,

Caryl
[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>
To: █████
Cc: Caryl Adams <caryl.adams@mail.sdsu.edu>, Randall Timm <rtimm@mail.sdsu.edu>, █████
█████

Fri, Dec 13, 2019 at 9:52 AM

Hi █████,

Thank you for reaching out to me. Attached you will find the roster for Theta Chi. Please let me know if you have any questions.

Thank you,

Caryl
[Quoted text hidden]
[Quoted text hidden]

 **Theta ChiRosterExport12_12_2019.xls**
14K



Caryl Montero Adams <caryl.adams@sdsu.edu>

Fwd: Theta Chi Fraternity, again

6 messages

Rachel Gregg <rgregg@sdsu.edu>

Fri, Dec 20, 2019 at 2:36 PM

To: Matthew Garcia <mhgarcia@sdsu.edu>, Caryl Montero Adams <caryl.adams@sdsu.edu>

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: December 20, 2019 at 1:44:55 PM PST
To: [REDACTED], Rachel Gregg <rgregg@sdsu.edu>
Cc: Mark Peterson <mpeterso@mail.sdsu.edu>
Subject: RE: Theta Chi Fraternity, again

Wow what a lovely representation of SDSU

-----Original Message-----

From: [REDACTED]
Sent: Friday, December 20, 2019 1:38 PM
To: Rachel Gregg <rgregg@sdsu.edu>
Cc: Mark Peterson <mpeterso@mail.sdsu.edu>
Subject: Theta Chi Fraternity, again

Caryl Montero-Adams <caryl.adams@sdsu.edu>

Fri, Dec 20, 2019 at 2:43 PM

To: Rachel Gregg <rgregg@sdsu.edu>

Cc: Matthew Garcia <mhgarcia@sdsu.edu>

Hi Rachel,

Thank you for sharing. My apologies—I didn't see any attachments or photos. Did [REDACTED] submit documentation?

Thanks!

Caryl

Sent from my iPhone

On Dec 20, 2019, at 5:36 PM, Rachel Gregg <rgregg@sdsu.edu> wrote:

[Quoted text hidden]

Rachel Gregg <rgregg@sdsu.edu>

Fri, Dec 20, 2019 at 7:47 PM

To: Caryl Montero-Adams <caryl.adams@sdsu.edu>

Cc: Matthew Garcia <MHGARCIA@sdsu.edu>

He did. Let me try and resend.

Sent from my iPhone

On Dec 20, 2019, at 2:43 PM, Caryl Montero-Adams <caryl.adams@sdsu.edu> wrote:

Hi Rachel,
[Quoted text hidden]

Rachel Gregg <rgregg@sdsu.edu>

Fri, Dec 20, 2019 at 7:49 PM

To: Caryl Montero-Adams <caryl.adams@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>

I do t plan on responding until after the first of the year. Randy mentioned they are in the process of moving out and shuttering. How much and what am I allowed to share with the community?

Sent from my iPhone

On Dec 20, 2019, at 2:43 PM, Caryl Montero-Adams <caryl.adams@sdsu.edu> wrote:

Hi Rachel,
[Quoted text hidden]

Caryl Montero-Adams <caryl.adams@sdsu.edu>

Fri, Dec 20, 2019 at 8:18 PM

To: Rachel Gregg <rgregg@sdsu.edu>

Cc: Matthew Garcia <mhgarcia@sdsu.edu>

Hi Rachel,

Thank you for resending. Per the national fraternity, individuals living in the house were expected to move out this week and I believe the trash is the aftermath of the move.

At this time, I don't believe it is wise to share those details with the community as an outcome of the investigation hasn't been rendered. However, I think you can say we are working closely with the national fraternity and we will also report the issues to the staff.

Please let me know if there are additional concerns.

Thank you!

Caryl

Sent from my iPhone

On Dec 20, 2019, at 10:49 PM, Rachel Gregg <rgregg@sdsu.edu> wrote:

I do t plan on responding until after the first of the year. Randy mentioned they are in the process of moving out and shuttering. How much and what am I allowed to share with the community?

[Quoted text hidden]

Rachel Gregg <rgregg@sdsu.edu>

Sat, Dec 21, 2019 at 2:35 PM

To: Caryl Montero-Adams <caryl.adams@sdsu.edu>

Cc: Matthew Garcia <MHGARCIA@sdsu.edu>

1/7/2021

San Diego State University Mail - Fwd: Theta Chi Fraternity, again

Thank you, Caryl. I won't say anything and will check in with you before in respond to [REDACTED] in January.

Sent from my iPhone

[Quoted text hidden]



Caryl Montero Adams <caryl.adams@sdsu.edu>

Theta Chi, [REDACTED]

6 messages

Tue, Dec 31, 2019 at 11:34 AM

To: Caryl Adams <caryl.adams@mail.sdsu.edu>

Cc: [REDACTED]

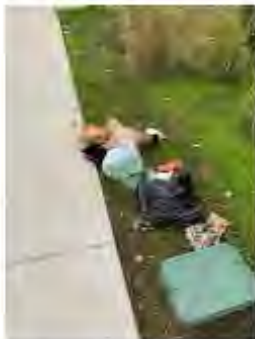
The dedication plaque on this facility reads as follows:
"Residence for Leadership"

Where is the leadership on the part of the members and their adult advisors when a property is allowed to decline like this?



Sent from my iPhone

3 attachments**IMG_0470.jpg**
35K**IMG_0469.jpg**
36K**IMG_0468.jpg**
39K



Caryl Montero-Adams <caryl.adams@sdsu.edu>
To: Ray Vanlanot <rvanlanot@thetachi.org>
Cc: deanofstudents@sdsu.edu

Tue, Dec 31, 2019 at 1:06 PM

Hi Ray,

I hope you are well and Happy New Year. We received the below concern with images from a member of the San Diego community. We are not espousing the national status of the chapter or house. With that said, I wanted to check in with you to see if the House Corporation is planning any measures to address the cleanliness of the property. Are there any plans we can espouse regarding the property being cleaned?

Thank you,

Caryl

Sent from my iPhone

Begin forwarded message:

From:
Date: December 31, 2019 at 2:34:24 PM EST
To: Caryl Adams <caryl.adams@mail.sdsu.edu>
Cc:
Subject: Theta Chi, [REDACTED]





"Residence for Leadership"

The dedication plaque on this facility reads as follows:

Where is the leadership on the part of the members and their adult advisors when a property is allowed to decline like this?

Community Resident

Sent from my iPhone

Caryl Montero-Adams <caryl.adams@sdsu.edu>

Tue, Dec 31, 2019 at 1:09 PM

To: [REDACTED]
Cc: Caryl Adams <caryl.adams@mail.sdsu.edu>, [REDACTED]
Bcc: mhgarcia@sdsu.edu, rgregg@sdsu.edu

Good afternoon [REDACTED]

Thank you for reaching out with your concern for the Theta Chi property. I have reached out to the organization regarding

the concern. Once I have more information to share regarding a plan to clean the property, I will update you.

Thank you,

Caryl

Sent from my iPhone

> On Dec 31, 2019, at 2:34 [REDACTED] wrote:

>

>

>

> <IMG_0470.jpg>

>

>

>

> <IMG_0469.jpg>

>

>

>

> <IMG_0468.jpg>

> The dedication plaque on this facility reads as follows:

> "Residence for Leadership"

>

> Where is the leadership on the part of the members and their adult advisors when a property is allowed to decline like this?

>

> [REDACTED]

[Quoted text hidden]

Tue, Dec 31, 2019 at 1:16 PM

To: Caryl Montero-Adams <caryl.adams@sdsu.edu>, [REDACTED]

Cc: Caryl Adams <caryl.adams@mail.sdsu.edu>

Thank you for including me on this email [REDACTED] This is just ridiculous and I know that you have complained to SDSU numerous times in the past about the trash situation at this property.

It is ridiculous that community members walking on city sidewalks or driving down city streets have to be the ones seeing and reporting this.

Do SDSU staff who use this same street [REDACTED] including SDSU PD and Aztec Shops, etc. even pay attention to the areas around the campus?

Obviously not.

[REDACTED]

[Quoted text hidden]

Tue, Dec 31, 2019 at 4:19 PM

To: Caryl Montero-Adams <caryl.adams@sdsu.edu>

Caryl thank you for taking the time to respond during the winter break.

The issue with trash has been a continuing issue at this fraternity; I've reported the matter repeatedly to the city as well as the school and there has been no improvement. Increasing the level of service with the private refuse hauler would help.

Last year the landscaping was overgrown with weeds; it took eight months to correct that issue. The landscaping is once again overgrown and hasn't been weeded since early summer. In addition to the weeds the front and side yard landscaping has a considerable amount of discarded trash mixed in.

This property has the worst appearance than any of the other student housing properties on the west side of campus.

Were you aware that the the lower floor windows have been boarded up and that there are plans to repair/renovate the interior of the building?

[Quoted text hidden]

Ray Vanlanot <rvanlanot@thetachi.org>

Fri, Jan 3, 2020 at 11:55 AM

To: Caryl Montero-Adams <caryl.adams@sdsu.edu>

Cc: "deanofstudents@sdsu.edu" <deanofstudents@sdsu.edu>

Thanks Caryl,

The same note came to our staff. Our staff reached out to the housing corporation and it is being addressed locally.

Best,
Ray

Ray Vanlanot | Chief Operating Officer

Theta Chi Fraternity

ray@thetachi.org

317-848-1856

On Dec 31, 2019, at 4:06 PM, Caryl Montero-Adams <caryl.adams@sdsu.edu> wrote:

Hi Ray,

I hope you are well and Happy New Year. We received the below concern with images from a member of the San Diego community. We are not espousing the national status of the chapter or house. With that said, I wanted to check in with you to see if the House Corporation is planning any measures to address the cleanliness of the property. Are there any plans we can espouse regarding the property being cleaned?

Thank you,

Caryl

Sent from my iPhone

Begin forwarded message:

From:

Date: December 31, 2019 at 2:34:24 PM EST

To: Caryl Adams <caryl.adams@mail.sdsu.edu>

Cc:

Subject: Theta Chi, [REDACTED]

<IMG_0470.jpg>

<IMG_0469.jpg>

<IMG_0468.jpg>

[Quoted text hidden]

3 attachments



IMG_0470.jpg
35K



IMG_0469.jpg
36K



IMG_0468.jpg
39K



Caryl Montero Adams <caryl.adams@sdsu.edu>

Public Information Connection

1 message

Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Thu, Jan 9, 2020 at 9:55 AM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Cory Marshall <cory.marshall@sdsu.edu>, Caryl Adams <caryl.adams@sdsu.edu>

Dear Ray,

My apologies for this brief email. However, I wanted to give you a heads up that you may receive a phone call or email from the San Diego Tribune regarding the SDSU chapter of Theta Chi and their suspension.

I copied Cory Marshall with this email. Cory serves as the Associate Director of Media Relations for the University. I wanted you to have her contact information should anything arise. Cory works closely with the Union Tribune and can provide official communication from the University.

Thanks again Ray. Again, my apologies for this brief email.

~RT

Randy Timm, EdD**Assistant Vice President & Dean of Students****San Diego State University****SAN DIEGO STATE
UNIVERSITY***Leadership Starts Here*



Caryl Montero Adams <caryl.adams@sdsu.edu>

Fwd: The Daily Aztec - Theta Chi

2 messages

Cory Marshall <cory.marshall@sdsu.edu>

Wed, Jan 22, 2020 at 12:25 PM

To: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Caryl Adams <caryl.adams@sdsu.edu>

Can you advise? I referred him to the national chapter as per the statement,

----- Forwarded message -----

From: [REDACTED]
Date: Wed, Jan 22, 2020 at 12:22 PM
Subject: The Daily Aztec - Theta Chi
To: Cory Marshall <cory.marshall@sdsu.edu>

I have contacted the national chapter but I had a few questions regarding the statements language.

Also I want to find out specifically the conditions that the theta chi house members had to move into new housing. Was this free or do they now have to pay for their student housing? And how long of notice did they have.

I am not sure the national chapter could address these questions so I want to find out what SDSU did on their end.

If you can put me in contact with someone from student life and leadership to explain the process it could tell the story in a more clear picture.

If the information can't really be brought that easy I can file a PRA also, just let me know.

Thanks.

[REDACTED]

--

Cory Marshall*Associate Director of Media Relations***Office of the President**San Diego State University | sdsu.edu

5500 Campanile Drive

San Diego, CA 92182-8080

Direct: (619) 594-0279

Follow us: [Twitter](#) | [Facebook](#) | [Instagram](#)

Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Wed, Jan 22, 2020 at 8:00 PM

To: Caryl Adams <caryl.adams@sdsu.edu>

Thoughts? "Social Moratorium" "Task Force Limitations"...

Randy Timm, EdD**Assistant Vice President & Dean of Students****San Diego State University**



SAN DIEGO STATE UNIVERSITY

Leadership Starts Here

----- Forwarded message -----

From: **Cory Marshall** <cory.marshall@sdsu.edu>
Date: Wed, Jan 22, 2020 at 4:39 PM
Subject: Fwd: The Daily Aztec - Theta Chi
To: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>

Question on this?

----- Forwarded message -----

From: [REDACTED] >
Date: Wed, Jan 22, 2020 at 4:37 PM
Subject: Re: The Daily Aztec - Theta Chi
To: Cory Marshall <cory.marshall@sdsu.edu>

Sounds great thank you.

Also while the IFC affiliated houses are in this limbo and unrecognized until the task forces meet more and draw solutions, is there an official title they are classified under?

Last school year, we had the interim suspension/social moratorium. What would it be called now? We just want to be more accurate and not mince words in our reporting. Currently we are calling the IFC frats suspended and unrecognized by the school — per the decision and language used back in November.

Thanks.

On Jan 22, 2020, at 4:31 PM, Cory Marshall <cory.marshall@sdsu.edu> wrote:

Will do.

I have a note on my to-do list to ping you when I get info regarding task force meetings and spring recruitment.

On Wed, Jan 22, 2020 at 4:30 PM [REDACTED] wrote:

Ok yes I added that part of the conversation. I am waiting to hear back from Ray on the matter per my email before our phone call this afternoon.

Please keep me updated with the information we can get concerning what we talked about earlier today with the task force meetings and any other updates the university can share.

Thanks!

On Jan 22, 2020, at 4:25 PM, Cory Marshall <cory.marshall@sdsu.edu> wrote:

Also, just in case you weren't able to jot it down...

Per housing, the offer to move members into housing is completely optional. They would need to pay for their student housing.

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]



Caryl Montero Adams <caryl.adams@sdsu.edu>

Follow-up lists, Theta Chi @ SDSU

1 message

Ray Vanlanot <rvanlanot@thetachi.org>

Thu, Jan 30, 2020 at 7:05 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>, Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Hi Caryl,

As requested, here are two lists:

- 1) All initiates since Fall 2017
- 2) All men who were listed as pledges as of 12/6/19

Also, the article that came out had some inaccuracies (reporter has been contacted for correction—such as “nationals owns the house,” which is not true), but overall wasn’t the worst reporting I’ve seen.

I was contacted (email at 6pm ET and office voicemail at 7pm ET) for a follow-up by a Fox News reporter last night well after office hours but still provided her with a similar statement.

Please let me know if there’s anything else that would be helpful for now.

Best,

Ray

Ray Vanlanot | Chief Operating Officer

International Headquarters
P.O. Box 503
Carmel, IN 46082
www.thetachi.org
Office 317-848-1856
rvanlanot@thetachi.org



2 attachments**Gamma Theta Initiates Fall 2017-Current.xlsx**

14K

**Gamma Theta New Members 12.6.19.xlsx**

12K



Caryl Montero Adams <caryl.adams@sdsu.edu>

Theta Chi and Kappa Sigma Case Summaries

1 message

Andrea Parashos <adparashos@sdsu.edu>

Tue, Feb 4, 2020 at 1:55 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Caryl,

It was great seeing you in CIMT today.

Attached to this email are the case summaries for the Theta Chi and Kappa Sigma hazing investigations. The last two pages of the Theta Chi summary include our recommended disciplinary sanctions and stipulations (SCL requirement).

More information will be added to the Kappa Sigma document as the investigation continues. I just wanted to make sure you had both on hand.

Please let me know if you have any questions.

Best,

Andrea Parashos

 **Theta Chi Case Summary/Reported Hazing Activities**

 **Kappa Sigma Case Summary/Reported Hazing Activi...**

--

Andrea Parashos, M.A.*University Judicial Officer*

San Diego State University

Center for Student Rights and Responsibilities

Student Services West, 1604

Pronouns: She/Her/Hers**Phone:** (619) 594-3069**Email:** adparashos@sdsu.edu



Caryl Montero Adams <caryl.adams@sdsu.edu>

Call Request

3 messages

Caryl Montero Adams <caryl.adams@sdsu.edu>
To: Ray Vanlanot <rvanlanot@thetachi.org>

Fri, Feb 21, 2020 at 7:17 AM

Hi Ray,

I hope you are well. We have identified an organizational decision for Theta Chi. With that said, I am hoping to schedule a call to review the decision letter with you. Below is my availability for today and Monday. Please let me know if any of these time work for you.

Friday, February 21

11:30am-1:30pm

3:00pm-4:00pm

Monday, February 24

10:00am-11:30am

Thank you,

Caryl

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu

Ray Vanlanot <rvanlanot@thetachi.org>
To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Fri, Feb 21, 2020 at 8:30 AM

Thanks Caryl,

I've yet to hear back regarding any conversation or contacts for the committee Randy mentioned last we talked. I was under the impression that might have bearing on said decision—if not, understood and I'm still very willing and looking forward to discussing.

That said, happy to talk today at 11:30am PT/2:30pm ET. I will call your office at that time.

Looking forward to connecting!

Best always,
Ray

Ray Vanlanot | Chief Operating Officer

Theta Chi Fraternity

ray@thetachi.org

317-848-1856

On Feb 21, 2020, at 10:17 AM, Caryl Montero Adams <caryl.adams@sdsu.edu> wrote:

[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>

Fri, Feb 21, 2020 at 11:31 AM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Hi Ray,

Thank you for your willingness to speak with me on the phone. I have sent the decision letter to you for our review on the call.

Thank you,

Caryl

[Quoted text hidden]



Caryl Montero Adams <caryl.adams@sdsu.edu>

Theta Chi Decision Letter

11 messages

Caryl Montero Adams <caryl.adams@sdsu.edu>
To: Ray Vanlanot <rvanlanot@thetachi.org>

Fri, Feb 21, 2020 at 11:30 AM

Dear Ray,

Attached you will find the official Decision Letter outlining the outcome of the investigation of Theta Chi's alleged policy violations at San Diego State University. The letter details the decision and any sanctions that have been imposed.

To appeal this decision, please contact Assistant Vice President and Dean of Students Dr. Randy Timm (deanofstudents@sdsu.edu) and me (caryl.adams@sdsu.edu) within ten (10) business days. The appeal request must contain which part(s) of the decision the fraternity is appealing and the fraternity's justification for the appeal. A meeting will then be scheduled to further discuss.

Please contact me with any questions or concerns.

Respectfully,

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu

Theta Chi Decision Letter 02212020.pdf
330K

Caryl Montero Adams <caryl.adams@sdsu.edu>

Fri, Feb 21, 2020 at 11:53 AM

To: Christy Samarkos <CSAMARKO@sdsu.edu>, Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>, Matthew Garcia <mhgarcia@sdsu.edu>, Jessi Moore <jdmoore@sdsu.edu>, "Lee M. Mintz" <LMINTZ@sdsu.edu>, [REDACTED]

Hi All,

Please find the decision letter for Theta Chi below. The letter was delivered and discussed with the Theta Chi Chief Operating Officer, Ray Vanlanot, a few moments ago.

Please let me know if you have any questions or concerns.

Thank you,

Caryl

[Quoted text hidden]



Theta Chi Decision Letter 02212020.pdf
330K

Ray Vanlanot <rvanlanot@thetachi.org>

Mon, Feb 24, 2020 at 1:45 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>, Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Randy and Caryl,

As discussed on the phone last week, I do have one point of clarification I'd like to discuss in the letter. Would you all have any opportunity to chat by phone (15-20 min) tomorrow 2/25/20? I'm free at 12 noon EST/9am PST and 4pm EST/1pm PST.

Thanks much,

Ray

Ray Vanlanot | Chief Operating Officer

International Headquarters
P.O. Box 503
Carmel, IN 46082
www.thetachi.org
Office 317-848-1856
rvanlanot@thetachi.org



From: Caryl Montero Adams [<mailto:caryl.adams@sdsu.edu>]

Sent: Friday, February 21, 2020 2:30 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Subject: Theta Chi Decision Letter

Dear Ray,

[Quoted text hidden]

[Quoted text hidden]

Caryl Montero Adams <caryl.adams@sdsu.edu>
To: Ray Vanlanot <rvanlanot@thetachi.org>
Cc: Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Mon, Feb 24, 2020 at 1:50 PM

Hi Ray,

Thank you for checking in. I am available at both of those times. I will check in with Randy to review his availability.

Thanks,

Caryl

[Quoted text hidden]

Dean of Students Student Affairs <deanofstudents@sdsu.edu>
To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Mon, Feb 24, 2020 at 2:43 PM

I can step out of the AVPSA meeting at 9:00. I couldn't be out more than 15 minutes. Is that OK?
~RT

Randy Timm, EdD
Assistant Vice President & Dean of Students
San Diego State University



**SAN DIEGO STATE
UNIVERSITY**

Leadership Starts Here

[Quoted text hidden]

Ray Vanlanot <rvanlanot@thetachi.org>

Tue, Feb 25, 2020 at 9:59 AM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>, Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Randy and Caryl,

As always, thanks for your phone call earlier to discuss the language in the attached Decision Letter.

This email serves as a formal request to, if possible, strike the following language from that letter:

"I want to acknowledge that while the outlined behavior was occurring within the membership and at the chapter house, house directors hired and supervised by the (Theta Chi) Gamma Theta Housing Corporation lived in the chapter facility. It is beyond concerning that individuals who were hired by the alumni managing the chapter facility since 2017 neglected to prevent or stop the blatant hazing and alcohol misuse. It is even more concerning that they did not report this information to the University."

My rationale is as follows:

- 1) Theta Chi agrees to the points above the language regarding the disallowance of Theta Chi Members from 2017-2020 or live-in house directors from 2017-2020 being engaged with any subsequent Theta Chi expansion project. No such members or directors will be engaged moving forward in 2023/thereafter.
- 2) Currently, Theta Chi IHQ has no such evidence/record that the individuals hired to be House Directors had knowledge of "hazing and alcohol misuse" in order to "[prevent, stop or report]" it. If you have evidence illustrating otherwise, and are able to share this, Theta Chi will certainly take this into account.
- 3) Because Theta Chi agrees to SDSU's stipulations per point 1) above, perhaps the justification created for it by the letter's language above is already achieved.
- 4) The mention of the Gamma Theta Housing Corporation could prove to be prohibitive to encouraging a positive seller/buyer relationship in the future with regard to any interest from the Housing Corporation wishing to sell the property to SDSU and/or SDSU wishing to buy the property from the Housing Corporation.

Again, please take these comments as continued wishes to cooperate and partner with SDSU throughout this process—I simply wish to articulate the interests of our constituents, maintain a positive and proactive future for Theta Chi at SDSU (e.g. knowing that this letter will be public record until 2023 and beyond), and find a favorable resolution regarding any potential changes in property ownership.

Randy, I appreciate your offer to take these points to those who might be able to amend the letter as such, and I'll look forward to your response.

Regarding a timeline—Theta Chi wishes to resolve any efforts within the mentioned ten (10) business day period for appeal (with the deadline of March 6, 2020). For transparency, before that date, I'll need to know whether/not the letter will be amended as proposed, and I'll need time to communicate to my team, our board, and our alumni to dictate any March 6, 2020 appeal. (Also, out of professional courtesy, if I suspect an appeal will be submitted, I'll let you two know that, ahead of that date.)

Thanks so much in advance for your support as I look to balance the wishes of SDSU and Theta Chi's many constituents.

Best,

Ray

Ray Vanlanot | Chief Operating Officer

International Headquarters
P.O. Box 503
Carmel, IN 46082
www.thetachi.org
Office 317-848-1856
rvanlanot@thetachi.org



[Quoted text hidden]

 **Theta Chi Decision Letter 02212020.pdf**
330K

Ray Vanlanot <rvanlanot@thetachi.org>

Fri, Feb 28, 2020 at 11:24 AM

To: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, Caryl Montero Adams <caryl.adams@sdsu.edu>

Randy and Caryl,

Hope your week is wrapping up smoothly. Just following up on the message below, noting the sensitive timeline (March 6, 2020) for any response from Theta Chi.

To date, I've not discussed with our BOD or alumni, in deference to any possible changes noted below, but I'll need to do that soon and I'd like to be sharing the most relevant information available. If not today, do you expect to have an idea of where this stands by Monday? I'd like to share updates on our BOD call Tuesday, 3/3/20 at 7 p.m. EST, if available.

Thanks much,

Ray

Ray Vanlanot | Chief Operating Officer

International Headquarters

P.O. Box 503

Carmel, IN 46082

www.thetachi.org

Office 317-848-1856

rvanlanot@thetachi.org



[Quoted text hidden]



Theta Chi Decision Letter 02212020.pdf

330K

Ray Vanlanot <rvanlanot@thetachi.org>

Tue, Mar 3, 2020 at 10:54 AM

To: Dean of Students Student Affairs <deanofstudents@sdsu.edu>, Caryl Montero Adams <caryl.adams@sdsu.edu>

Randy and Caryl,

Just to keep you posted, I am sending your letter as-is to our house corporation, key alumni stakeholders, and our Board of Directors with the note of my language updates proposed below. I have a call with our BOD tonight and need to give them an idea of where we are.

My request below stands—if any sense of a timeline and/or availability for updates as proposed might exist, I'd love to share that tonight.

Further, Caryl, on our initial call, you'd mentioned sharing notes from the investigations—I've also not yet received those notes. Do you have an idea when those might be available, if that offer still stands?

[Quoted text hidden]

Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Tue, Mar 3, 2020 at 5:30 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Ray,

My apologies for this brief reply...

We are in the midst of a mumps outbreak on campus and planning to repatriate study abroad students from countries at a level 3 CDC travel advisory. My hope is to have an updated letter to you in time for your March 6 meeting. My apologies for the delay.

~RT

Randy Timm, EdD
Assistant Vice President & Dean of Students
San Diego State University



**SAN DIEGO STATE
UNIVERSITY**

Leadership Starts Here

[Quoted text hidden]

Ray Vanlanot <rvanlanot@thetachi.org>
To: Dean of Students Student Affairs <deanofstudents@sdsu.edu>
Cc: Caryl Montero Adams <caryl.adams@sdsu.edu>

Tue, Mar 3, 2020 at 6:07 PM

Thanks Randy,

Just a correction, our meeting was tonight, March 3. Instead, and per your letter, March 6 is the limit for the 10-day appeal, as I understand it. Just trying to abide by SDSU's deadline.

I don't envy your mumps outbreak, and absolutely wish you the best as always as you navigate that situation.

Thanks much,
Ray

Ray Vanlanot | Chief Operating Officer
Theta Chi Fraternity
ray@thetachi.org
317-848-1856

On Mar 3, 2020, at 8:30 PM, Dean of Students Student Affairs <deanofstudents@sdsu.edu> wrote:

Hi Ray,

My apologies for this brief reply...

We are in the midst of a mumps outbreak on campus and planning to repatriate study abroad students from countries at a level 3 CDC travel advisory. My hope is to have an updated letter to you in time for your March 6 meeting. My apologies for the delay.

~RT

Randy Timm, EdD
Assistant Vice President & Dean of Students
San Diego State University



SAN DIEGO STATE
UNIVERSITY

Leadership Starts Here

On Tue, Mar 3, 2020 at 10:54 AM Ray Vanlanot <rvanlanot@thetachi.org> wrote:

Randy and Caryl,

Just to keep you posted, I am sending your letter as-is to our house corporation, key alumni stakeholders, and our Board of Directors with the note of my language updates proposed below. I have a call with our BOD tonight and need to give them an idea of where we are.

My request below stands—if any sense of a timeline and/or availability for updates as proposed might exist, I'd love to share that tonight.

Further, Caryl, on our initial call, you'd mentioned sharing notes from the investigations—I've also not yet received those notes. Do you have an idea when those might be available, if that offer still stands?

Thanks much,

Ray

<image001.png>

From: Ray Vanlanot
Sent: Friday, February 28, 2020 2:25 PM
To: 'Dean of Students Student Affairs' <deanofstudents@sdsu.edu>; 'Caryl Montero Adams' <caryl.adams@sdsu.edu>
Subject: FW: Theta Chi Decision Letter

Randy and Caryl,

Hope your week is wrapping up smoothly. Just following up on the message below, noting the sensitive timeline (March 6, 2020) for any response from Theta Chi.

To date, I've not discussed with our BOD or alumni, in deference to any possible changes noted below, but I'll need to do that soon and I'd like to be sharing the most relevant information available. If not today, do you expect to have an idea of where this stands by Monday? I'd like to share updates on our BOD call Tuesday, 3/3/20 at 7 p.m. EST, if available.

Thanks much,

Ray

<image001.png>

From: Ray Vanlanot
Sent: Tuesday, February 25, 2020 1:00 PM
To: 'Caryl Montero Adams' <caryl.adams@sdsu.edu>; 'Dean of Students Student Affairs' <deanofstudents@sdsu.edu>
Subject: RE: Theta Chi Decision Letter

Randy and Caryl,

As always, thanks for your phone call earlier to discuss the language in the attached Decision Letter.

This email serves as a formal request to, if possible, strike the following language from that letter:

"I want to acknowledge that while the outlined behavior was occurring within the membership and at the chapter house, house directors hired and supervised by the (Theta Chi) Gamma Theta Housing Corporation lived in the chapter facility. It is beyond concerning that individuals who were hired by the alumni managing the chapter facility since 2017 neglected to prevent or stop the blatant hazing and alcohol misuse. It is even more concerning that they did not report this information to the University."

My rationale is as follows:

- 1) Theta Chi agrees to the points above the language regarding the disallowance of Theta Chi Members from 2017-2020 or live-in house directors from 2017-2020 being engaged with any subsequent Theta Chi expansion project. No such members or directors will be engaged moving forward in 2023/thereafter.
- 2) Currently, Theta Chi IHQ has no such evidence/record that the individuals hired to be House Directors had knowledge of "hazing and alcohol misuse" in order to "[prevent, stop or report]" it. If you have evidence illustrating otherwise, and are able to share this, Theta Chi will certainly take this into account.
- 3) Because Theta Chi agrees to SDSU's stipulations per point 1) above, perhaps the justification created for it by the letter's language above is already achieved.

4) The mention of the Gamma Theta Housing Corporation could prove to be prohibitive to encouraging a positive seller/buyer relationship in the future with regard to any interest from the Housing Corporation wishing to sell the property to SDSU and/or SDSU wishing to buy the property from the Housing Corporation.

Again, please take these comments as continued wishes to cooperate and partner with SDSU throughout this process—I simply wish to articulate the interests of our constituents, maintain a positive and proactive future for Theta Chi at SDSU (e.g. knowing that this letter will be public record until 2023 and beyond), and find a favorable resolution regarding any potential changes in property ownership.

Randy, I appreciate your offer to take these points to those who might be able to amend the letter as such, and I'll look forward to your response.

Regarding a timeline—Theta Chi wishes to resolve any efforts within the mentioned ten (10) business day period for appeal (with the deadline of March 6, 2020). For transparency, before that date, I'll need to know whether/not the letter will be amended as proposed, and I'll need time to communicate to my team, our board, and our alumni to dictate any March 6, 2020 appeal. (Also, out of professional courtesy, if I suspect an appeal will be submitted, I'll let you two know that, ahead of that date.)

Thanks so much in advance for your support as I look to balance the wishes of SDSU and Theta Chi's many constituents.

Best,

Ray

<image001.png>

From: Ray Vanlanot
Sent: Monday, February 24, 2020 4:45 PM
To: Caryl Montero Adams <caryl.adams@sdsu.edu>; Dean of Students Student Affairs <deanofstudents@sdsu.edu>
Subject: RE: Theta Chi Decision Letter
Importance: High

Randy and Caryl,

As discussed on the phone last week, I do have one point of clarification I'd like to discuss in the letter. Would you all have any opportunity to chat by phone (15-20 min) tomorrow 2/25/20? I'm free at 12 noon EST/9am PST and 4pm EST/1pm PST.

Thanks much,

Ray

<image001.png>

[Quoted text hidden]

Ray Vanlanot | Chief Operating Officer

International Headquarters
P.O. Box 503
Carmel, IN 46082
www.thetachi.org
Office 317-848-1856
rvanlanot@thetachi.org



image001.png

35K

Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Tue, Mar 3, 2020 at 6:10 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Caryl Montero Adams <caryl.adams@sdsu.edu>

Thanks Ray,

My apologies for the confusion on the date. We are certainly good for the deadline with SDSU. Again, my apologies on missing the date for today. Thanks for clarifying.

~RT

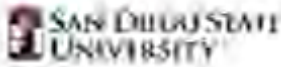
Randy Timm, EdD
Assistant Vice President & Dean of Students
San Diego State University



**SAN DIEGO STATE
UNIVERSITY**

Leadership Starts Here

[Quoted text hidden]



Caryl Montero Adams <caryl.adams@sdsu.edu>

Action Requested: Theta Chi Decision Letter

1 message

Ray Vanlanot <rvanlanot@thetachi.org>
To: Dean of Students Student Affairs <deanofstudents@sdsu.edu>
Cc: Caryl Montero Adams <caryl.adams@sdsu.edu>

Thu, Mar 5, 2020 at 1:40 PM

Hi Randy and Caryl,

Caryl, just left a message on your VM.

I understand you are all dealing with the mumps outbreak on campus, and I'm absolutely sympathetic. Nonetheless, I'm concerned about your upcoming appeal deadline, tomorrow. My understanding is this:

- 1) The last date to appeal Caryl's decision letter is tomorrow (3/6/20)
- 2) On 2/25/20 (our last group phone call) I sent an email requesting an opportunity to change specific language in that decision letter
- 3) On 2/28/20 I asked for a timeline for an update—either way whether/not to know to plan for an appeal
- 4) On 3/3/20, having received no such indication, I provided the letter to our stakeholders, again letting them know I was waiting to hear whether/not the decision letter language would be amended
- 5) It is now 3/5/20, a day before any such appeal would be due, and I only have an indication from Randy's 3/3/20 email response that he "hopes to provide an updated letter" for what he called my upcoming meeting on 3/6/20, when in fact, that is SDSU's cut-off date for an appeal

I really need one of the following before 3/6/20:

- 1) A "yes" that an "updated letter" will be provided to my office tomorrow (with some time for me to review, prior to 5pm ET), including the removal of language per my proposal, or;
- 2) A "no" that an "updated letter" will a) not be provided or b) not be provided by the 3/6/20 appeal deadline.

If your wish is to extend the appeal deadline to accommodate your wish to get us an "updated letter" and have some time to review before advising whether Theta Chi will/will not appeal, please advise, in writing, such an updated appeal deadline.

Again, if the updated removal of language I had proposed on 2/25/20 is acceptable, I will be advising that Theta Chi not appeal the updated decision letter on 3/6/20. If, however, that language is not going to be updated at all/not going to be updated in time, I will need to solicit the wishes of my constituents regarding an appeal on those grounds, and I'll now have but a business day tomorrow, 3/6/20 to do so.

Please advise at your earliest convenience, verifying that my understanding of the appeal date (3/6/20) is correct, and when I can expect a letter and/or what that letter might indicate, if at all.

Please also note that this message isn't meant to appear terse or with an air of impatience; I simply want to continue to be transparent and to abide by the decision letter's timeline, our discussion on 2/25/20, and my duty to our constituents beyond my office.

Thanks much,

Ray

Ray Vanlanot | Chief Operating Officer

International Headquarters

P.O. Box 503

Carmel, IN 46082

www.thetachi.org

Office 317-848-1856

rvanlanot@thetachi.org



From: Dean of Students Student Affairs [mailto:deanofstudents@sdsu.edu]

Sent: Tuesday, March 03, 2020 9:10 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Caryl Montero Adams <caryl.adams@sdsu.edu>

Subject: Re: Theta Chi Decision Letter

Thanks Ray,

My apologies for the confusion on the date. We are certainly good for the deadline with SDSU. Again, my apologies on missing the date for today. Thanks for clarifying.

~RT

Randy Timm, EdD

Assistant Vice President & Dean of Students

San Diego State University



**SAN DIEGO STATE
UNIVERSITY**

Leadership Starts Here

On Tue, Mar 3, 2020 at 6:07 PM Ray Vanlanot <rvanlanot@thetachi.org> wrote:

Thanks Randy,

Just a correction, our meeting was tonight, March 3. Instead, and per your letter, March 6 is the limit for the 10-day appeal, as I understand it. Just trying to abide by SDSU's deadline.

I don't envy your mumps outbreak, and absolutely wish you the best as always as you navigate that situation.

Thanks much,

Ray

Ray Vanlanot | Chief Operating Officer

Theta Chi Fraternity

ray@thetachi.org

317-848-1856

On Mar 3, 2020, at 8:30 PM, Dean of Students Student Affairs <deanofstudents@sdsu.edu> wrote:

Hi Ray,

My apologies for this brief reply...

We are in the midst of a mumps outbreak on campus and planning to repatriate study abroad students from countries at a level 3 CDC travel advisory. My hope is to have an updated letter to you in time for your March 6 meeting. My apologies for the delay.

~RT

Randy Timm, EdD

Assistant Vice President & Dean of Students**San Diego State University****SAN DIEGO STATE
UNIVERSITY***Leadership Starts Here*

On Tue, Mar 3, 2020 at 10:54 AM Ray Vanlanot <rvanlanot@thetachi.org> wrote:

Randy and Caryl,

Just to keep you posted, I am sending your letter as-is to our house corporation, key alumni stakeholders, and our Board of Directors with the note of my language updates proposed below. I have a call with our BOD tonight and need to give them an idea of where we are.

My request below stands—if any sense of a timeline and/or availability for updates as proposed might exist, I'd love to share that tonight.

Further, Caryl, on our initial call, you'd mentioned sharing notes from the investigations—I've also not yet received those notes. Do you have an idea when those might be available, if that offer still stands?

Thanks much,

Ray

<image001.png>

From: Ray Vanlanot

Sent: Friday, February 28, 2020 2:25 PM

To: 'Dean of Students Student Affairs' <deanofstudents@sdsu.edu>; 'Caryl Montero Adams' <caryl.adams@sdsu.edu>

Subject: FW: Theta Chi Decision Letter

Randy and Caryl,

Hope your week is wrapping up smoothly. Just following up on the message below, noting the sensitive timeline (March 6, 2020) for any response from Theta Chi.

To date, I've not discussed with our BOD or alumni, in deference to any possible changes noted below, but I'll need to do that soon and I'd like to be sharing the most relevant information available. If not today, do you expect to have an idea of where this stands by Monday? I'd like to share updates on our BOD call Tuesday, 3/3/20 at 7 p.m. EST, if available.

Thanks much,

Ray

<image001.png>

From: Ray Vanlanot

Sent: Tuesday, February 25, 2020 1:00 PM

To: 'Caryl Montero Adams' <caryl.adams@sdsu.edu>; 'Dean of Students Student Affairs' <deanofstudents@sdsu.edu>

Subject: RE: Theta Chi Decision Letter

Randy and Caryl,

As always, thanks for your phone call earlier to discuss the language in the attached Decision Letter.

This email serves as a formal request to, if possible, strike the following language from that letter:

"I want to acknowledge that while the outlined behavior was occurring within the membership and at the chapter house, house directors hired and supervised by the (Theta Chi) Gamma Theta Housing Corporation lived in the chapter facility. It is beyond concerning that individuals who were hired by the alumni managing the chapter facility since 2017 neglected to prevent or stop the blatant hazing and alcohol misuse. It is even more concerning that they did not report this information to the University."

My rationale is as follows:

1) Theta Chi agrees to the points above the language regarding the disallowance of Theta Chi Members from 2017-2020 or live-in house directors from 2017-2020 being engaged with any subsequent Theta Chi expansion project. No such members or directors will be engaged moving forward in 2023/thereafter.

2) Currently, Theta Chi IHQ has no such evidence/record that the individuals hired to be House Directors had knowledge of "hazing and alcohol misuse" in order to "[prevent, stop or report]" it. If you have evidence illustrating otherwise, and are able to share this, Theta Chi will certainly take this into account.

3) Because Theta Chi agrees to SDSU's stipulations per point 1) above, perhaps the justification created for it by the letter's language above is already achieved.

4) The mention of the Gamma Theta Housing Corporation could prove to be prohibitive to encouraging a positive seller/buyer relationship in the future with regard to any interest from the Housing Corporation wishing to sell the property to SDSU and/or SDSU wishing to buy the property from the Housing Corporation.

Again, please take these comments as continued wishes to cooperate and partner with SDSU throughout this process—I simply wish to articulate the interests of our constituents, maintain a positive and proactive future for Theta Chi at SDSU (e.g. knowing that this letter will be public record until 2023 and beyond), and find a favorable resolution regarding any potential changes in property ownership.

Randy, I appreciate your offer to take these points to those who might be able to amend the letter as such, and I'll look forward to your response.

Regarding a timeline—Theta Chi wishes to resolve any efforts within the mentioned ten (10) business day period for appeal (with the deadline of March 6, 2020). For transparency, before that date, I'll need to know whether/not the letter will be amended as proposed, and I'll need time to communicate to my team, our board, and our alumni to dictate any March 6, 2020 appeal. (Also, out of professional courtesy, if I suspect an appeal will be submitted, I'll let you two know that, ahead of that date.)

Thanks so much in advance for your support as I look to balance the wishes of SDSU and Theta Chi's many constituents.

Best,

Ray

<image001.png>

From: Ray Vanlanot

Sent: Monday, February 24, 2020 4:45 PM

To: Caryl Montero Adams <caryl.adams@sdsu.edu>; Dean of Students Student Affairs <deanofstudents@sdsu.edu>

Subject: RE: Theta Chi Decision Letter

Importance: High

Randy and Caryl,

As discussed on the phone last week, I do have one point of clarification I'd like to discuss in the letter. Would you all have any opportunity to chat by phone (15-20 min) tomorrow 2/25/20? I'm free at 12 noon EST/9am PST and 4pm EST/1pm PST.

Thanks much,

Ray

<image001.png>

From: Caryl Montero Adams [<mailto:caryl.adams@sdsu.edu>]

Sent: Friday, February 21, 2020 2:30 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Subject: Theta Chi Decision Letter

Dear Ray,

Attached you will find the official Decision Letter outlining the outcome of the investigation of Theta Chi's alleged policy violations at San Diego State University. The letter details the decision and any sanctions that have been imposed.

To appeal this decision, please contact Assistant Vice President and Dean of Students Dr. Randy Timm (deanofstudents@sdsu.edu) and me (caryl.adams@sdsu.edu) within ten (10) business days. The appeal request must contain which part(s) of the decision the fraternity is appealing and the fraternity's justification for the appeal. A meeting will then be scheduled to further discuss.

Please contact me with any questions or concerns.

Respectfully,

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



Caryl Montero Adams <caryl.adams@sdsu.edu>

Updated Theta Chi Decision Letter

1 message

Caryl Montero Adams <caryl.adams@sdsu.edu>

Thu, Mar 5, 2020 at 5:04 PM

To: Ray Vanlanot <rvanlanot@thetachi.org>

Cc: Dean of Students Student Affairs <DEANOFSTUDENTS@sdsu.edu>

Good evening Ray,

Thank you for following up with us. We have reviewed the section of the Theta Chi letter. While a concern still exists regarding how the live-in house director could be unaware of the hazing and other misconduct occurring within the chapter facility, to facilitate the process moving forward, we can remove the section from the letter (despite the presumption of implied knowledge) on the ground that there isn't specific evidence that the house director(s) was directly involved with the hazing or alcohol misuse.

Of course, this information will exist in the University's records. When Theta Chi requests to reestablish at SDSU, that decision will require that we address how to best engage the house director and chapter advisor as leaders in creating a positive culture for the organization.

We will work to reformat the letter and send it to you early next week.

Thank you,

Randy and Caryl

--

Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu**Updated Theta Chi Decision Letter 03052020.pdf**

515K



**Vice President for
Student Affairs**
San Diego State University
5500 Campanile Drive
San Diego, CA 92182-7430
Tel: 619-594-5211
Fax: 619-764-7089

May 8, 2015

Dear

After reviewing information provided by the Hearing Review Panel and Student Life & Leadership staff in response to violations of the Student Organization Handbook, violations of Phi Kappa Theta's probation and recent history of serious policy violations, it is my determination that Phi Kappa Theta shall remain on Probation through June 1, 2016.

As demonstrated by the continued probation, I consider the evidence of a pattern of policy violations to be of great concern. It has been demonstrated that Phi Kappa Theta has struggled with both alcohol and hazing violations over the last five years. In addition to these violations, I placed Phi Kappa Theta on the chapter's fourth Interim Suspension in the last five years in October. The cycle of interim suspensions and policy violations are indicative of the lack of respect for the University and University processes by the chapter.

In my decision, I recognize that there have been positive changes to the landscape of Phi Kappa Theta over the year. However, it is also important to acknowledge that these changes may have been created out of the obligation of an interim suspension. It should be noted that the violations in Fall 2014 demonstrated contempt for the probation and stipulations imposed in Spring 2014. It is my expectation that Phi Kappa Theta will demonstrate that the chapter can adhere to their outlined sanction and stipulations.

As stated, the Phi Kappa Theta is to remain on Probation through June 1, 2016. Additionally, the chapter is to implement the following stipulations. **Failure to complete these sanctions and stipulations may result in immediate Interim Suspension.**

Housing

- Phi Kappa Theta will retain both the chapter facility (lodge) and occupancy in the stacks of Fraternity Row with the following conditions: dry housing with a live-in professional House Director
- In order to retain permissions for house, Phi Kappa Theta must develop, implement and enforce a dry housing policy with Student Life & Leadership staff. This policy should be instituted by June 1, 2015.
- Additionally, Phi Kappa Theta must hire a live-in, professional House Director that has not been an active member of the SDSU chapter of Phi Kappa Theta or any fraternity in the last five years. A full position description and staffing expectations are to be coordinated between and agreed upon by both Phi Kappa Theta's national office and San Diego State University Student Life & Leadership staff prior to the position posting. Student Life & Leadership staff will also be available to work with Phi Kappa Theta on the selection process.
- Once selected, the House Director will participate in training outlined by Student Life & Leadership staff at San Diego State University
- The Phi Kappa Theta House Director will meet with Caryl Montero-Adams and Jordan Lewton bi-weekly throughout the 2015-16 academic year

Recruitment and New Member Processes

- Phi Kappa Theta is limited to extend 25 bids for the Fall 2015 term with an opportunity for an additional 25 bids (for the Spring 2016 term) under the condition that no further incidents or violations of the probation occur
- An advisor must be present for the entirety of all new member processes, including recruitment events, new member education meetings, ceremonies, activities, retreats, etc

Advising

- Phi Kappa Theta President is to schedule and attend bi-weekly meetings with Jordan Lewton throughout the 2015-16 academic year
- Phi Kappa Theta's advising team is to work with Caryl Montero-Adams to design and implement advisor development opportunities, committing 2 hours per month outside of monthly Advisor Meetings, which may include workshops, one-on-one meetings, advising mentor programs, etc

Programming

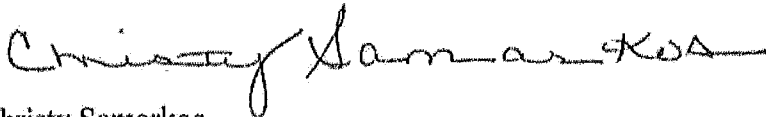
- Phi Kappa Theta is to co-host a program with the Interfraternity Council to address the portrayal of women in society and within the Greek community during the month of October 2015

I am also mindful of the importance of providing opportunities for the chapter to begin implementing processes that exhibit expected behavior of fraternity men. That being said, I believe that it is vital to also outline exceptions that lend permission to participate in specific Greek Life and chapter functions. In addition to the stipulations listed above, Phi Kappa Theta is expressly granted permission to participate in the following:

- In order to begin to practice responsible event management, social events with alcohol are limited to 1 event per semester, hosted on campus with a detailed risk management plan advised by Greek Life staff, specifically Caryl Montero-Adams **and** Jordan Lewton
- Phi Kappa Theta is permitted to have up to 2 dry, social exchanges with sororities; these events are to be approved by Student Life & Leadership-Greek Life staff and the approval process will include an advising session with Jordan Lewton, Phi Kappa Theta President and the sorority president
- Phi Kappa Theta will be eligible to participate in activities implemented within Greek Life, including Greek Week, philanthropy and intramurals

Lastly, my hope is that each member of the fraternity understands the individual and collective choices that resulted in serious policy violations from the chapter. It is critical to identify the unacceptable behaviors that have been fostered within Phi Kappa Theta, take responsibility and make real, meaningful culture changes.

Sincerely,



Christy Samarkos
Associate Vice President for Student Affairs

cc: Eric Rivera, Vice President for Student Affairs
Randy Timm, Director, Student Life & Leadership
Caryl Montero-Adams, Assistant Director, Student Life & Leadership
Jordan Lewton, Student Life Advisor- Fraternity and Sorority Life
Doug Case, Faculty/Staff Advisor, Phi Kappa Theta
Raymond Wu, Alumni Advisor, Phi Kappa Theta
Blake King, President, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Assistant Director
Student Life & Leadership
Phone 619-594-5221

Courad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

This is a confidential document.

KAPPA ALPHA ORDER DECISION LETTER

Thank you for meeting with me on October 4, 2017. In the Informal Conference, allegations of Alcohol policy violations were discussed. Specifically, the group discussed reports that Kappa Alpha Order hosted a tailgate on Saturday, September 16, 2017 prior to the start of the San Diego State University football game versus Stanford. The initial report sparked a joint investigation with Kappa Alpha Order and San Diego State University. Additionally, Kappa Alpha Order placed the Gamma Iota chapter on Temporary Suspension during the course of the investigation.

During the meeting, the group discussed the investigation, which involved interviews with members of the executive board. The interviews were conducted by Jennifer Riso, investigator for Kappa Alpha Order, and me on September 30 and October 1, 2017. During the interviews, executive board members discussed their understanding of University and fraternity policies centered around risk management. The "dry period" policy, stating that Recognized Student Organizations cannot host events with alcohol from August 1-October 1 annually, was also discussed. Additionally, tailgates, annex/satellite houses and events that have occurred during the Fall 2017 semester were discussed. It is the sentiment of both interviewers that the executive board members were truthful during the interviews.

During the Informal Conference, the group discussed central findings from the documentation and interviews. Based on the evidence presented during the course of the investigation, it was confirmed that the Gamma Iota chapter of Kappa Alpha Order hosted a tailgate on September 16, 2017. Although alcohol was present at the event, the findings indicate that alcohol was provided by members who brought and consumed their own alcohol. There was no evidence that alcohol was distributed by the fraternity on September 16, 2017. This was the second tailgate that the fraternity convened during the Fall 2017 semester.

During the interviews, executive board members identified a satellite house where six members of the fraternity, including executive board members, live. Members of the executive board identified that there had been as many as three satellite parties where alcohol had been present during the Fall 2017 term at this location. With the exception of the chapter president, it was clear that executive board members did not understand that these events were organizational in nature. When presented during the meeting, this finding facilitated conversation on "non-chapter, chapter events" and the corresponding responsibility and liability of the chapter during the events.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

During the conversation, President [redacted] and Alumnus Advisor David Dere represented the fraternity and President Victor Todor and Vice President for Judicial Affairs Russell Parris were present on behalf of IFC.

Decision

Based on the information gathered during the investigation, including reports, investigative interviews and discussion during the informal conference, I have found the Gamma Iota chapter of Kappa Alpha to be in violation of the Alcohol policy in the Student Organization Code of Conduct:

(b.2) Alcohol. *Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.*

As a result of Alcohol policy violation, Kappa Alpha is sanctioned to **Probation** effective immediately and ending on **March 16, 2018**. Any further violations of University policy during the term of the Probation may result in an immediate Interim Suspension of the fraternity. In addition to Probation, Kappa Alpha Order must complete the following stipulations:

Chapter Education

Educational Workshops. Kappa Alpha is expected to host ongoing educational workshops for members of the chapter. Specifically, the following workshops are stipulated for the term of the Probation and must have 90% chapter participation:

- Risk Management and Chapter Events
- Alcohol and Other Drugs

Fraternity & Sorority Life and Kappa Alpha Order can advise on presenters and workshop development. It is expected that the chapter leadership will schedule a meeting with Caryl Montero-Adams to review and advise on the workshops and identify presenters. Documentation of workshop completion must be sent to Fraternity & Sorority Life staff within 24-hours of the workshops. Documentation should be in Google Slides format and include photos, presenter information, a list of participants (last name, first name, Red ID), and a written reflection on the workshop.

Risk Management Plan Development Workshop. Kappa Alpha Order's executive board and at least one alumnus advisor will work with Caryl Montero-Adams and/or Anthony Graziani to facilitate a workshop that helps the executive board forecast risk in events and identifies best practices for risk management. Additionally, the board will develop a risk management plan, with the potential of being modified to meet the needs for future events.

Events and Activities

Advisor Presence. During the term of the Probation, an advisor is expected to be present during the duration of all chapter events/meetings.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Events with Alcohol. During the term of the Probation, Kappa Alpha Order may host events with alcohol *following the successful implementation of an event with alcohol on campus.* The fraternity may host an event with alcohol on campus by implementing University processes for events with alcohol. The event proposal will include an Event Approval System request, space reservation on campus, a formalized risk management plan, and an alcohol approval issued by the Vice President for Student Affairs office (after review by Fraternity & Sorority Life staff).

If the fraternity chooses to not implement the event with alcohol on campus, alcohol cannot be present at formal or informal chapter events during the term of the probation.

Failure to complete these sanctions may result in the interim suspension of the Gamma Iota chapter of Kappa Alpha Order.

At this time, it is also my recommendation to the Dean of Students, Dr. Randy Timm, that an investigation regarding tailgates at SDSU football games is launched by the University. The investigation will begin with a review of fraternal practices regarding tailgates. Based on the information presented during the course of the investigation, tailgates with alcohol during the University's dry period are not isolated to Kappa Alpha.

Thank you again for taking the time to meet with me in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Kappa Alpha Order at San Diego State University.

Respectfully,

Caryl Montero-Adams

cc:

Christy Samarkos, Associate Vice President for Student Affairs-Campus Life

Dr. Randy Timm, Dean of Students

Matthew Garcia, Assistant Student Life Advisor, Student Life & Leadership for Fraternity & Sorority Life

Anthony Graziani, Assistant Executive Director, Chapter Services, Kappa Alpha Order

David Dere, Alumnus Advisor, Kappa Alpha Order

Victor Todor, President, Interfraternity Council

Russell Parris, VP Judicial Affairs, Interfraternity Council

Kappa Alpha Order Decision Letter



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

December 4, 2017

This is a confidential document.

PHI GAMMA DELTA FRATERNITY DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life, on November 13, 2017. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a reported social event that occurred on September 29, 2017, which resulted in alleged violations of the Alcohol, Failure to Comply, and Violations of the Student Organization Conduct Procedures policies.

During the conversation, President _____, Vice President _____ and Purple Legionnaire _____ represented the fraternity. International Headquarters Staff joined the meeting, with Field Secretary Daylon Weddle attending and Senior Director of Undergraduate Services Todd Rotgers calling in. Additionally, Student Life Advisor for Fraternity & Sorority Life, Matthew Garcia was present. In addition to the reported incidents, the group discussed the status of the chapter with the International Headquarters and the University. _____ also submitted the *Strategic Plan for the Development of the Sigma Delta Chapter of Phi Gamma Delta Fraternity*, which outlines an educational and accountability plan for the chapter. Below is the account that outlines the conversation during the Informal Conference by area.

Review of Chapter Status

During the Informal Conference, Caryl Montero-Adams reviewed the University status of Phi Gamma Delta Fraternity, which is an Interim Suspension resulting from allegations of a previously assigned Probation with Stipulations. _____ also explained the chapter's probationary status with the international Fraternity.

Alcohol Policy Allegations

During the Informal Conference, a review of the initial incident report occurred. The anonymous report was submitted by a community member who stated they believed they were drugged at the event. The individual described that they had consumed alcohol at the event, that alcohol was distributed to minors, and that they were aware "FIJI" was on probation during the event. The initial report also included an address of a satellite house and photos from the event.

The group then discussed the details that were found during the course of the investigation, including that the event was a date party and, therefore, seen as being low-risk. The event was confirmed to have occurred on September 29, 2017 where 100-120 people were present, including brothers and their dates. Members of the executive board were present and a risk management team with rotating responsibilities was enacted. The group also reviewed the photos, with one picture showing six handles on a table with an ice luge where a member of the risk management team was pouring hard liquor from a handle down the luge for a guest to consume.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

A consistent theme that was presented during the investigation was that individuals who were at least 21 years old could bring a six-pack of beer or equivalent per Fraternity risk management policy. Members further stated that a handle of hard liquor was deemed an equivalent by members. When asked about the equivalency, members stated that equivalency is "hard to judge" or "under interpretation."

Violation of the Student Organization Conduct Procedures

During the Informal Conference, allegations of Violation of the Student Organization Conduct Procedures were discussed, specifically, the misrepresentation of information during the investigation, retaliation towards reporting parties, and failure to comply with previously assigned sanctions.

Misrepresentation of Information. During the Informal Conference, the group discussed inconsistent information related to the risk management plan and implementation at the off-campus satellite party. Of those interviewed during the investigation, some members identified that ID checks were implemented and wristbands were given. Some members identified that wristbands were given to individuals who were at least 21 years of age and another identified that different color wristbands were issued depending on age. Receipt of purchase for the wristbands was not provided and the color(s) of the wristbands were unknown. The risk management team was said to be between eight and ten members, but only three names could be remembered. Alcohol was reportedly provided by individuals for their personal consumption, but a table with the ice luge had at least six handles of hard liquor present. Given the inconsistent information presented by those interviewed, it is more likely than not that the organization was not entirely truthful when presenting information during the investigation.

Retaliation. During the Informal Conference, information related to retaliatory behavior, including rumors, tweets and the treatment of perceived reporting parties was discussed. Reported behavior, such as posting photos of active members who previously engaged in dating relationships with perceived reporting parties, was presented.

This behavior demonstrates that Phi Gamma Delta is more concerned with who the chapter believes "wronged" the fraternity rather than holding chapter members and the organization accountable. To this end, I am deeply concerned that the fraternity does not understand the impact of individual and collective actions—both in regards to retaliation and overall accountability.

Failure to Comply with Previously Assigned Sanctions. During the investigation and Informal Conference, the chapter acknowledged that the event violated policy and prior sanctions. Phi Gamma Delta President, stated that the event was intended to boost morale within the organization and that the chapter knowingly violated the terms of the previously-assigned Probation.

Decision

Based on the information gathered during the investigation, including reports, investigative interviews and discussion during the informal conference, I have found Phi Gamma Delta to be in violation of the Alcohol and the Violation of the



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Student Organization Conduct Procedures policies. An additional violation of the listed *b(38)-6* has been founded instead of the initial *b(16) Failure to Comply* alleged violation.

b(2) Alcohol. *Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.*

b(38)-1 Violation of the Student Organization Conduct Procedures. *Falsification, distortion or misrepresentations of information related to a student organization discipline matter.*

b(38)-5 Violation of the Student Organization Conduct Procedures. *Verbal, written or physical harassment, intimidation or retaliation of any participant in a student organization disciplinary matter.*

b(38)-6 Violation of the Student Organization Conduct Procedures. *Failure to comply with the sanction(s) imposed under a student organization disciplinary proceeding.*

As a result of the Alcohol and Violation of the Student Organization Conduct Procedures policy violations, Phi Gamma Delta Fraternity is sanctioned to **Suspension in Abeyance**, followed by **Probation** through **June 2019**. The Suspension in Abeyance will transition to Probation once the following milestones are met, which must occur by the end of the Spring 2018 semester for continued campus recognition:

- **Board of Chapter Advisors Installed**
 - As outlined in the Phi Gamma Delta Development Plan and discussed in the Informal Conference, Phi Gamma Delta will be developing a Board of Chapter Advisors (BCA). The chapter will remain on Suspension in Abeyance until the Board of Chapter Advisors have been selected by the fraternity and trained by International Headquarters volunteers/staff and University staff. A joint training will be designed by Todd Rotgers, Caryl Montero-Adams and Javier Gomez. The Board of Chapter Advisors must be installed by the end of the Spring 2018 semester.
- **Membership Training**
 - International Headquarters and University staff, led by Todd Rotgers and Caryl Montero-Adams respectively, will design and implement a training for all members of the fraternity. The training will cover topics of policies, risk management, bystander intervention, retaliation, and alcohol and other drugs. Ninety percent (90%) participation is required from the chapter. The training for members must occur by March 1, 2018.

Any further violations of University policy during the term of the Suspension in Abeyance or Probation may result in an immediate Interim Suspension of the fraternity and could result in the removal of campus recognition. In addition to the Suspension in Abeyance and Probation, Phi Gamma Delta must complete the following stipulations:

Terms of Suspension in Abeyance

During the Suspension in Abeyance, the fraternity may not host or be affiliated with social events. The chapter may only participate in weekly meetings, community service, philanthropy, and educational programming with prior approval from



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

the Assistant Director of Student Life & Leadership for Fraternity & Sorority Life, Caryl Montero-Adams (following the process outlined below). During the term of Suspension in Abeyance, all chapter-hosted events that are open to non-members must be held on campus.

During the term of the Suspension in Abeyance, and throughout the duration of the Spring 2018 term, the chapter may host the Frank Norris Pig Dinner on campus, an event that is a collaboration with active and graduate brothers. The chapter can request to have alcohol at the Frank Norris Pig Dinner, provided that all University procedures are followed. Planning for this event must begin at least eight-weeks prior to the date of the event.

Chapter Education

Educational Workshops. Phi Gamma Delta is expected to host ongoing educational workshops for members of the chapter. Specifically, the following workshops are stipulated for the term of the Probation and must have 90% chapter participation:

- Semesterly: Alcohol and Other Drugs, Hazing
- Spring 2018: Membership Training (outlined above)
- Spring 2019: Post-Probation Risk Management

Given that the chapter did not complete the originally assigned educational workshops during the Fall 2017 term (Alcohol and Other Drugs, Hazing), no events will be approved prior to the submission of an educational workshop plan. The plan must include the presenters, dates, and a program outline for the current term.

Fraternity & Sorority Life can advise on presenters and workshop development. It is expected that the chapter leadership will schedule a meeting with Caryl Montero-Adams to review and advise on the workshops and identify presenters. Documentation of workshop completion must be sent to Fraternity & Sorority Life staff within 24-hours of the workshops. Documentation should be in Google Slides format and include photos, presenter information, a list of participants (last name, first name, Red ID), the strengths of the workshops and the opportunities for growth.

Pre-Recruitment Meeting. The chapter must host a pre-recruitment meeting with the chapter's executive board, 90% of membership and graduate advisor(s) prior to any recruitment activities each semester. This meeting will establish the process and expectations around recruiting new members and how new members are engaged during their first semester. Hazing, alcohol and other drugs must be discussed during the meeting to mitigate the risk of these behaviors. A member of the Fraternity & Sorority Life staff team must also be present. *If the meeting does not occur, Phi Gamma Delta may not participate in recruitment of new members.*

Events and Activities

Event Calendar and Proposal Meeting

The chapter executive board and any event planners (risk management chair, philanthropy chair, etc) will schedule a meeting with Caryl Montero-Adams during the first two weeks of each semester to discuss the chapter's event calendar. In this meeting, the event approval process will be discussed in detail. Additionally, risk management plans and expectations will be discussed.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Event Proposals and Risk Management Plans. During the term of the Probation, Phi Gamma Delta must submit a proposal with detailed risk management plans for all events hosted or co-hosted by the chapter to Fraternity & Sorority Life. Despite location, the events must follow the University's approval process and risk management plans must be submitted for all events. For educational workshops, community service participation, and regular meetings, the chapter must submit proposals **three weeks in advance**. For events with greater risk, such as philanthropies, Frank Norris Pig Dinners, and socials, the chapter must submit the events **eight weeks in advance**.

Events with Alcohol. During the term of the Suspension in Abeyance and Probation, Phi Gamma Delta may request to host the following events with alcohol:

- Spring 2018: Frank Norris Pig Dinner, located on-campus
- Fall 2018: One, on-campus social event
- Spring 2019: One, off-campus social event at a third party vendor and the Frank Norris Pig Dinner located on-campus

The purpose of hosting structured events with alcohol is to provide developmental opportunities for the chapter to intentionally plan and implement events. In the event that the approval process is not followed or additional policies are violated, the privilege of hosting events with alcohol may be rescinded during the term of the Suspension in Abeyance and Probation.

Outside of the events with alcohol, the chapter may host dry socials that follow the event approval process outlined above.

Advisor Presence. During the term of the Suspension in Abeyance and Probation, an advisor is expected to be present during the duration of all chapter events/meetings.

Disclosure

Disclosure. It is expected that all members, new members and potential new members are made aware of the Suspension in Abeyance and Probation and all stipulations. It is vital to the sustainability of the chapter that the entire membership understands the outcome of the investigation and expectations of members in this process.

To ensure that potential new members are aware of the chapter's status, it is an expectation that an announcement is made at each Phi Gamma Delta recruitment event by alumni advisor(s) during the Spring 2018, Fall 2018 and Spring 2019 semesters. Potential new members must also sign and submit a Memorandum of Understanding regarding the fraternity's status.

No Contact with Perceived Reporting Parties

The chapter may have no contact with individuals who are perceived to be reporting parties during investigations that occurred in the 2016-17 and 2017-18 academic years. This includes, but is not limited to:

- direct or indirect communication with the perceived reporting parties regarding investigations, consequences, University and/or Fraternity decisions, etc.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

- Naming, describing, making allusion and/or reference to the perceived reporting parties during informal and formal chapter meetings, programs, events and all other functions and/or communication outlets both internal and external to the chapter
- posting direct or indirect messaging related to perceived reporting parties on social media platforms and other communication outlets
- discussing assumed reports made by the perceived reporting parties with members and non-members
- attempting to provide consequences to or ostracise a perceived reporting party's membership from the Greek community

Members of Phi Gamma Delta have access to University resources and are able to report any concerns for members of the campus community, including perceived reporting parties, to the University. While the fraternity may not contact or discuss perceived reporting parties between members and non-members, members of Phi Gamma Delta may report concerning behavior exhibited by perceived reporting parties to the University. To report concerning behavior, members of Phi Gamma Delta may contact Dr. Lee Mintz, Director of the Center for Student Rights & Responsibilities and Deputy Title IX Coordinator, directly or may contact me or Caryl Montero-Adams for a referral.

Failure to complete these sanctions may result in the interim suspension of Phi Gamma Delta Fraternity.

Thank you again for taking the time to meet with Caryl Montero-Adams in the informal conference. We also appreciate the chapter submitting *The Strategic Plan for the Development of the Sigma Delta Chapter of Phi Gamma Delta Fraternity* and hope that the entire membership is committed to moving the chapter forward. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Phi Gamma Delta at San Diego State University.

Respectfully,



Dr. Randy Timm

Dean of Students

cc:

Christy Samarkos, Associate Vice President for Student Affairs-Campus Life

Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

Matthew Garcia, Student Life Advisor, Student Life & Leadership for Fraternity & Sorority Life

Todd Rotgers, Senior Director of Undergraduate Services, Phi Gamma Delta Fraternity

Javier Gomez, Alumni Advisor, Phi Gamma Delta Fraternity

James Ingram, Faculty/Staff Advisor, Phi Gamma Delta Fraternity

Victor Tudor, President, Interfraternity Council

Russell Parris, VP Judicial Affairs, Interfraternity Council



Vice President for
Student Affairs
San Diego State University
5500 Campanile Drive
San Diego, CA 92182-7431
Tel: 619 594-5211
Fax: 619 594-7069

June 5, 2018

TO: President, Sigma Theta Psi Multicultural Sorority Inc., Alpha Chapter

FROM: Christy Samarkos 
Associate Vice President for Student Affairs

RE: Sigma Theta Psi Multicultural Sorority Inc., Alpha Chapter
Judicial Appeal

Thank you for meeting with me on March 12, 2018 regarding the appeal of your sorority judicial decision. I began the meeting by going over the purpose of our meeting. Specifically, I explained to you that this is an ad hoc appeal process, and that my function is to provide an objective review of the decision(s) previously made.

My responsibility is to evaluate whether there are reasonable grounds for the decision/sanction. I can then sustain, modify in some specified way, or revoke the decision. It is *not* the function of this process to conduct a full hearing of all of the evidence.

During this meeting, you did not submit any documents.

Summary

In an oral presentation, you and your advisor, summarized the rationale for the appeal. You explained you are complying with the sanction in the original letter received however, you were appealing certain stipulations placed on the organization. You acknowledged that your organization and its members have learned from this process and are moving forward with planned changes within the organization.

The most pertinent points provided in your presentation were:

1. Concerns and appeals were being made on the following stipulations:
 - a. New member process
 - b. Event approval: Events only being held on campus
 - c. Event approval: Ending events by 10 PM
 - d. Event approval: Advisor at all events
2. The organization has engaged in and begun taking steps to better the sorority including: learning from this experience; understanding need for greater transparency; creating a manual, bylaws and risk management plans; working in partnership with Student Life and Leadership; and increase training opportunities including for alumni and advisors.

As part of this process, I have also had the opportunity to review the following documents provided to me:

1. Informal Conference, Sigma Theta Psi, PowerPoint presentation; December 14, 2017
2. Sigma Theta Psi: Decision Letter; February 2, 2018
3. Sigma Theta Psi Multicultural Sorority, Alpha Chapter, Appeal Letter; February, 15, 2018
4. Prioritized (Tiered) organizational events hosted annually by the sorority, April 2, 2018

After reviewing the collective information I conclude the following:

Due process and appropriate procedural measures appear to have been granted to the organization in the investigative process. In addition, the organization has taken responsibility for the Hazing, Dishonesty and Student Organization Banking policy violations.

Taking into account this collective information, I conclude there are reasonable grounds for the original judicial disposition and sanctions. I believe that the aforementioned information shows that organizational policies were violated and that the sanctions and stipulations in the original decision are appropriate. I stand by the decisions made in regards to all of the appealed areas of the stipulations which include:

- a. New member process
- b. Event approval: Events only being held on campus*
- c. Event approval: Ending events by 10 PM
- d. Event approval: Advisor at all events

I will amend one component of the original decision in regards to events held on campus. There are some traditional events that specifically relate to philanthropic endeavors or ongoing professional development that the sorority and/or a selection of its members will need to be able to be off campus to participate. Specifically the following events seem to not lend to being hosted on campus: Breast Cancer Awareness walk (tier 1), Southwest Keys, community service event (tier 1), National Conference (tier 2), Posada (tier 3), Corvette Diner dinner (tier 3), and the PIFA festival (tier 3). I expect the sorority to work closely with the Fraternity and Sorority Life staff within Student Life and Leadership to prepare for and implement these events within the guidelines in the handbook. Events outside of these events will need special permission from SLL to be hosted off campus.

I am grateful and appreciative for the self initiated steps being taken to increase the sororities' organization and practices, which include:

- Creation of historical procedural documents, risk management plans and a manual with bylaws
- Increasing member and organization accountability
- Building a stronger sisterhood
- Providing better education and training for all affiliated with the organization (current members, prospective members, alumni and advisors)

I believe that the strength of your organizations will be realized through the ongoing and collaborative relationship between Sigma Theta Psi, Alpha Chapter and the Office of Student Life & Leadership.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

September 7, 2018

This is a confidential document.

DELTA UPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life, on June 11, 2018. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a reported social event that occurred on February 19, March 2, and March 3 2018. The initial event led to the Interim Suspension of the chapter on March 9, 2018. The reports resulted in allegations of the Alcohol and Noise policy violations.

During the conversation, President _____ and Advisor John Little represented the fraternity. Interfraternity Council Executive Vice President, Noah Siegel, was also present. In addition to the reported incidents, the group discussed the status of the chapter.

Review of Chapter Status

During the Informal Conference, Caryl Montero-Adams reviewed the University status of Delta Upsilon, which was Interim Suspension with the University.

Review of Alleged Policy Violations

During the Informal Conference, a review of the initial incident reports occurred, along with information found during the course of the investigation. The specific alleged policy violations were discussed in detail.

Alcohol Allegations

During the Informal Conference, the group reviewed incident reports from February and March 2018 that outlined a student who was cited for minor in possession on Hardy Avenue, a noise complaint from the fraternity house during a social, and a student who was transported from the residence halls. Reportedly, Delta Upsilon was named in the incidents. Following the Informal Conference, and in conducting investigative meetings and conferring with the Center for Student Rights & Responsibilities, there was no additional link established between the fraternity and the transported student or the student cited for minor in possession.

Noise Policy Allegation

During the course of the investigation, an incident reportedly occurred on March 2, 2018 at the chapter facility. During the Informal Conference, the group discussed that police had made contact with the fraternity. The group elaborated that police responded to the house and the social event that was occurring during that time ended.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Discussion

During the Informal Conference, Delta Upsilon, the Interfraternity Council and Fraternity & Sorority Life staff engaged in dialogue around risk management at chapter events. Specifically, the group discussed risk management practices such as pouring cans/bottles that were brought by off-age members into cups. The group discussed why these actions could be problematic. The group also discussed a need for additional information. The fraternity updated the University in late July with the information requested.

Decision

Based on the information gathered during the investigation, including reports, investigative interviews, conferring with the Center for Student Rights & Responsibilities, and discussion during the Informal Conference, I have found Delta Upsilon to be in violation of the Noise policy.

b(24)-2 Noise. Excessive noise which disrupts the campus or surrounding community, including but not limited to the use of amplified sound on campus.

As a result of the Noise policy violation, Delta Upsilon is sanctioned to **Formal Warning**. There is no further action that must be taken at this time.

Thank you again for taking the time to meet with Caryl Montero-Adams in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Delta Upsilon at San Diego State University.

Respectfully,

Dr. Randy Timm
Dean of Students

cc:

Christy Samarkos, Associate Vice-President for Student Affairs

Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership

John Little, Alumnus Advisor, Delta Upsilon Fraternity

Michael Rapp, Faculty/Staff Advisor, Delta Upsilon Fraternity

Jacob Mahony, President, Interfraternity Council

Alexander Franks, Vice President for Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

December 5, 2018

This is a confidential document.

THETA CHI FRATERNITY DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life, on November 19, 2018. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a social event that reportedly occurred on September 28, 2018, and a reported social event that occurred on August 28, 2018. The September event led to the Interim Suspension of the chapter on October 3, 2018. The reports resulted in alleged violations of the Alcohol policy.

During the conversation, outgoing President _____, incoming Vice President _____ and Advisors Michael DiPirna and Gene Lamke represented the fraternity. Student Life Advisor for Fraternity & Sorority Life, Matthew Garcia was present along with a representative from the Interfraternity Council, President Jacob Mahony. In addition to the reported incidents, the group discussed the status of the chapter.

Review of Chapter Status

During the Informal Conference, Caryl Montero-Adams reviewed the University status of Theta Chi, which was Interim Suspension with the University.

Review of Alleged Policy Violations

During the Informal Conference, a review of the initial incident reports occurred, along with information found during the course of the investigation. The specific alleged policy violations were discussed in detail:

Alcohol Allegations

During the Informal Conference, the group reviewed an incident report from September 2018 that outlined two students who were transported from the residence halls for their level of intoxication and one student who was arrested for Driving Under the Influence. Reportedly, one individual was a new member of Theta Chi, one individual had been with a member of Theta Chi, and one individual was reportedly coming from Theta Chi. The group discussed that in conducting investigative meetings and conferring with the Center for Student Rights & Responsibilities, there was no additional link established between the fraternity and the transported students.

During the Informal Conference, the group discussed a report that detailed an alleged satellite house of the fraternity where a large social event occurred on August 28, 2018. Reportedly, the fraternity hosted an event at the satellite house. During the course of the investigation, it was determined the individuals residing at the reported satellite house were not members of the fraternity. Additionally, it was found that the chapter misused a status in the University roster system and



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

that the individuals who reportedly hosted an event at the satellite house in August were no longer members of the international fraternity.

Discussion

During the Informal Conference, Theta Chi, the Interfraternity Council and Fraternity & Sorority Life staff engaged in dialogue around the roster management and risk management. Specifically, it was discussed that the chapter was labeling some former members as "inactive" in the University roster system, despite the individuals no longer having membership within the international fraternity. The group discussed the importance of roster maintenance, different statuses within the system, and accountability of members.

Decision

Based on the information gathered during the investigation, including reports, investigative interviews, and discussion during the informal conference, the preponderance of the evidence was not established to hold Theta Chi responsible for the alleged policy violation. Therefore, I have found Theta Chi not responsible for the alleged Alcohol policy violation. There is no further action that must be taken by the fraternity at this time.

Although not a founded violation of the University's alcohol policy, it is recommended that the chapter review the internal accountability measures (ex. Standards/Judicial Board) and membership rosters.

Thank you again for taking the time to meet with Caryl Montero-Adams in the informal conference. We hope that the outcome of the incidents will contribute to the success of Theta Chi at San Diego State University.

Respectfully,

Dr. Randy Timm
Dean of Students

cc:

Christy Samarkos, Associate Vice President for Student Affairs
Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership
Tara Dunn, Director of Collegiate Services, Theta Chi Fraternity
Michael DiPirna, Alumnus Advisor, Theta Chi Fraternity
Gene Lamke, Faculty/Staff Advisor, Theta Chi Fraternity
Jacob Mahony, President, Interfraternity Council
Alexander Franks, Vice President Judicial Affairs, Interfraternity Council



**SAN DIEGO STATE
UNIVERSITY**
Division of Student Affairs

Kevin Araujo-Lipine
Assistant Director, Student Life & Leadership for Student Organizations & Activities
karaunjolipine@sdsu.edu

March 4, 2019

This is a confidential document.
ALPHA PHI SORORITY DECISION LETTER

Thank you for meeting with me on February 20, 2019. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed the executive board's response to a report of a member being drugged at a fraternity house on October 27, 2018. This incident led to the Interim Suspension of the chapter on November 8, 2018. The Interim Suspension was lifted on December 5, 2018 after a new executive board was trained on risk management and the FSL Reporting Protocol, and fully transitioned and installed. The reports resulted in allegations of the Health and Safety policy.

During the conversation, President [redacted] and Advisor Bridget Hansen represented the sorority. Student Life Advisor for Student Organizations & Activities, Jessi Moore was also present.

The group discussed a report that a member of Alpha Phi approached the executive board sharing that she believed that she was drugged at a fraternity event on Saturday, October 27, 2018, and the executive board acted to suppress or dissuade the individual from reporting to the University and police. The investigative interviews indicated that the individual had a severe reaction to alcohol consumed at the fraternity event. The reaction included difficulty standing, speaking, and violently vomiting. The individual sought medical care on their own, and reported being tested positive for a drug in their system. When this individual reported this information to the executive board, the individual was not believed. The individual felt they were receiving messages from the executive board that the concern was for the organization, and any potential impact on Fraternity and Sorority Life at San Diego State University. Resources were not shared with the individual. The executive board thought they were trying to be helpful, but recognized the need to train and educate on sexual violence, drugs, and alcohol.

The new executive board feels confident that they know how to respond appropriately to allegations involving sexual violence, drugs, or alcohol after their training. They are making efforts to create a culture of support, where members feel comfortable reporting and accessing resources. They also recognize that there is work to be done to change the culture in their chapter to be supportive of survivors of sexual

violence through their words and actions. We discussed some education and training opportunities that could be beneficial to the chapter in the future as well.

Decision

Based on the preponderance of the evidence gathered during the investigation, including investigative interviews and discussion during the informal conference, I have found Alpha Phi to be in violation of the Health and Safety policy. The scope of this violation represents serious concern for the health and safety of members of the SDSU community. There is a preponderance of evidence indicating the chapter did not report and provide resources as expected.

(21) Health and Safety. *Conduct that threatens or endangers the health or safety of any person within or related to the University community, including physical abuse, threats, intimidation, harassment, sexual misconduct, throwing bottles or objects that could result in personal injury, or where three or more members of a student organization engage in group violence or taunt others to engage in violence.*

As a result of the Health and Safety policy violation, Alpha Phi Sorority is sanctioned to a **Warning** through **May 9, 2019**.

Thank you again for taking time to meet with me to discuss this incident. I am confident that our conversations will support the success of your organization moving forward. Please do not hesitate to reach out for support.

Respectfully,

Kevin Araujo-Lipine

Assistant Director, Student Life & Leadership for Student Organizations & Activities

cc: Christy Sanmarkos, Interim Vice President for Student Affairs
Dr. Randy Timm, Assistant Vice President & Dean of Students
Caryl Montero-Adams, Director, Student Life & Leadership
Robyn Adams, Associate Director, Student Life & Leadership
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership
Bridget Hansen, Alumna Advisor, Alpha Phi Sorority
John Mercurio, Faculty/Staff Advisor, Alpha Phi Sorority
Troy Bartels, Director of Risk Reduction, Alpha Phi Sorority
Nicole Calise, President, College Panhellenic Association
Eryka Lovato, Vice President Judicial Affairs, College Panhellenic Association



Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Assistant Director
Student Life & Leadership
Phone 619-594-5221
Fax 619-594-1045
caryl.adams@mail.sdsu.edu

Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182-7440

November 3, 2014

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Jordan Lewton and me on September 29, 2014 to discuss the alleged policy violations that took place during the week of August 18, 2014 with Sigma Alpha Epsilon Fraternity. During our meeting, you informed us that SAE did not have a social event during the week of August 18, 2014 where alcohol was present. You also stated that a member of your chapter purchased a goat, the goat was temporarily located at the SAE chapter house and after the goat was removed, it was returned to a farm where it had originated. You stated that the goat was not intended for amusement, rather purchased as a pet.

Based on the information gathered during the investigation, including the informal conference and photos posted to social media, I have found Sigma Alpha Epsilon to be in violation of the Animals policy. Based on the preponderance of evidence, it is my belief that it is more likely than not that the goat was brought to the fraternity for amusement.

As a result of the Animals policy violation, Sigma Alpha Epsilon is sanctioned to 8 weeks of probation, effective August 18, 2014. Additionally, Sigma Alpha Epsilon must plan and implement a risk management seminar with 90% of chapter members in attendance that focuses on the intent versus the impact of chapter activities. The planning of this seminar should include advising and approval from SDSU Greek Life staff (Jordan Lewton, me). This seminar must be held by February 1, 2015. **Failure to complete these sanctions may result in immediate Interim Suspension.**

At this time, there is no further action that needs to be taken regarding the alleged alcohol violations that were investigated in this meeting.

Thank you again for taking the time to meet with us in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Sigma Alpha Epsilon at San Diego State University.

CC:

Christy Samarkos, Associate Vice President, Student Affairs
Randall Timm, Director, Student Life and Leadership
Jordan Lewton, Student Life Advisor, Fraternity and Sorority Life
Richard Troncone, Advisor, Sigma Alpha Epsilon Fraternity
Stephanie Waits, Faculty/Staff Advisor
Marc Hess, President, Interfraternity Council President
Marshall Conrad, Interfraternity Council Judicial Director

THE CALIFORNIA STATE UNIVERSITY



Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Assistant Director
Student Life & Leadership
Phone 619-594-5221
Fax 619-594-1045
caryl.adams@mail.sdsu.edu

Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182-7440

November 5, 2014

This is a confidential document.
DELTA UPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Jordan Lewton and me on October 9, 2014 to discuss the alleged policy violations that took place during the week of August 22, August 23 and September 6, 2014 with Delta Upsilon Fraternity. During our meeting, you informed us that DU did have social events throughout the first several weeks of the semester. You stated that on August 22, 2014 there was a social event at the house where there was never more than 120 people present. You also informed us that on August 23, 2014, it was incredibly hectic on Hardy Avenue and that there were numerous people attempting to access the DU facility. Lastly, you stated that on September 6, 2014 that there was an unorganized social occurring at the DU house which drew outsiders to the house. You also confirmed that individuals have hopped DU's fence. When asked if alcohol was at any of the social events, you confirmed that alcohol had been present, as Delta Upsilon members snuck the alcohol into the facility. You also stated that there individual members were adjudicated through the DU process and that there were attempts to contain behavior of members after the alcohol violations were discovered.

Based on the information gathered during the investigation, which includes your admission, I have found Delta Upsilon to be in violation of the Alcohol policy.

As a result of the Alcohol policy violation, Delta Upsilon is sanctioned to 16 weeks of probation, effective August 22, 2014. Additionally, Delta Upsilon must design a 50-minute risk management seminar that features the planning, implementation and evaluation of their mock party. This risk management seminar should discuss ways to reduce risk of social events and describe how implementing a mock event is beneficial for chapters. The planning of this seminar should include advising and approval from SDSU Greek Life staff (Jordan Lewton, me). Greek Life staff will also coordinate with IFC leadership so that the seminar can be given during an IFC delegate meeting. **Failure to complete these sanctions may result in immediate Interim Suspension.**

Thank you again for taking the time to meet with us in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Delta Upsilon at San Diego State University.

CC:

Christy Samarkos, Associate Vice President, Student Affairs
Randall Timm, Director, Student Life and Leadership
Jordan Lewton, Student Life Advisor, Fraternity and Sorority Life
Richard Troncone, Advisor, Sigma Alpha Epsilon Fraternity
Stephanie Waits, Faculty/Staff Advisor
Marc Hess, President, Interfraternity Council President
Marshall Conrad, Interfraternity Council Judicial Director

THE CALIFORNIA STATE UNIVERSITY



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Assistant Director
Student Life & Leadership
Phone 619-594-0169
Fax 619-594-1045
caryl.adams@mail.sdsu.edu

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182-7440

November 18, 2014

This is a confidential document.
PHI DELTA THETA DECISION LETTER

An investigation of alleged policy violations conducted by Phi Delta Theta opened on September 29, 2014. The investigation began when Phi Delta Theta President, _____, reported that his chapter had hosted a tailgate at Qualcomm Stadium on September 27, 2014 where common-source alcohol was present. Additionally, _____ informed us that Delta Gamma was also invited to the tailgate. At this point, the investigation focused on the following policies within the Student Organization Handbook:

Chapter 4-2: Alcohol

Unless held at a licensed establishment with professional bartenders, hard liquor (alcoholic beverages other than beer or wine) shall not be consumed at organization events.

Chapter 4-6: Alcohol

No organization shall permit any person who is under the age of 21 or who is obviously intoxicated to consume alcoholic beverages at organization functions. Use of wristbands and/or private security guards hired to check age identification may be required. At joint functions each organization is responsible for keeping those under the age of 21 from consuming alcoholic beverages.

Chapter 4-15: Alcohol

Unless a waiver is granted by Student Life & Leadership, the purchase and/or use of any bulk quantity of alcoholic beverages or providing a common source of alcohol (e.g., kegs, miniature kegs, alcoholic punch, coolers filled with canned beer, open bars, etc.) is expressly prohibited. (A keg shell present on organization premises shall be considered evidence of a violation of this policy.) Organizations that attend a jointly-sponsored event where a common source of alcohol is present shall have ten minutes to either have the source removed or have all members leave the function; otherwise, all participating organizations become jointly responsible for the presence of the common source of alcohol.

On October 8, 2014, Phi Delta Theta was assigned Interim Suspension by the Vice President for Student Affairs office. Following their interim sanction, Jordan Lewton and I met with Phi Delta Theta Fraternity on October 16, 2014 to discuss alleged policy violations that occurred on September 27, 2014.

During our informal conference, President _____ confirmed that there were two, five-gallon Gatorade containers that were filled with mixed alcohol beverages containing liquor. _____ indicated that there was no attempt to remove the alcohol and that he walked away to attempt to develop a solution. _____ eventually left the tailgate due to internal challenges within the chapter. _____ confirmed that Delta Gamma was also at the tailgate.

The severity of the alleged Alcohol policy violations resulted in interim suspension of the fraternity on October 8, 2014. During my investigation of the policy violations, Phi Delta Theta has acted within the terms of the interim suspension and has been cooperative with all policies and requests.

I have concluded that Phi Delta Theta is responsible for the Alcohol policies, specifically 4-2, 4-6 and 4-15. After the conclusion of the investigation, Phi Delta Theta's interim suspension is lifted. The chapter is assigned a sanction of 16 weeks of probation, effective September 27, 2014 and concluding January 17, 2015. In addition to probation, Phi Delta Theta must complete the following stipulations:

- All on and off campus activities should be approved by the district alumni association and Greek Life staff at SDSU. Alcohol is prohibited at all events, including those off campus, during the entire probation period.
- Leadership and brotherhood development activities should be planned and implemented once a month during the term of the probation utilizing campus resources with 90% chapter membership in attendance.
- The fraternity's incoming executive board and new member education offices must be approved by the Local Board of Directors and SDSU Greek Life Staff.

Lastly, it should be noted that during the time of the incident and investigation there were deep internal concerns going on in the chapter. While they are not fully resolved, I am confident that with advising, intentional programming and commitment from the brothers, the chapter can grow from the experience. I hope the outcome of the investigation will contribute to Phi Delta Theta's success at San Diego State University.

CC:

Christy Samarkos, Associate Vice President, Campus Life
Randall Timm, Director, Student Life and Leadership
Jordan Lewton, Student Life Advisor, Fraternity and Sorority Life
William Siegel, Alumni Advisor, Phi Delta Theta
Doug Case, Faculty/Staff Advisor, Phi Delta Theta
Marc Hess, President, Interfraternity Council
Marshall Conrad, VP of Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Fraternity & Sorority Life
Student Life & Leadership
Division of Student Affairs

Student Life & Leadership
Phone 619-594-0169
Fax 619-594-1045
caryl.adams@mail.sdsu.edu

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182-7440

This is a confidential document.

Sigma Phi Epsilon Decision Letter

Dear

Thank you for meeting with Student Life and Leadership staff on December 12, 2014 to discuss the alleged policy violations that took place during on November 21, 2014. During our meeting, we discussed the alleged Harassment policy violation that took place during the Take Back the Night march.

During our discussion of the alleged Harassment incident, you stated that Sigma Phi Epsilon members were largely out of the house due to a date dance with Pi Beta Phi. However, you stated that four individuals were in the "nine room," which has a small balcony attached. Additionally, you stated that one of these individuals went out onto the balcony and yelled "go home!" once marchers allegedly approached Sigma Phi Epsilon's property. Additionally, you stood by your comments issued in the media, stating that you feel Sigma Phi Epsilon is being verbally abused.

Throughout the conversation, we discussed the discrepancies in the of the reports provided to our office. With this, we talked about the video evidence that was described versus the video that was produced. We also discussed the inconsistent accounts of Sigma Phi Epsilon versus the consistent information provided by Take Back the Night marchers.

Based on the information gathered during the investigation, it is our belief that, more likely than not, during the Take Back the Night rally, individual(s) at the Sigma Phi Epsilon house shouted obscenities at marchers.

However, based on the preponderance of the evidence, isolated individuals yelled at the marchers. Therefore, we are forwarding the names of the individuals involved in this incident to the University's Title IX Coordinator for further review. Given these individuals committed the behaviors in a facility owned by the chapter and the manner in which chapter members reacted to the allegations, there are still behavioral challenges that warrant a warning for the chapter with educational sanctions. These sanctions are in addition to the student initiated programmatic efforts within the SDSU Greek community. We concur with your volunteer services director's recommendation for the bystander intervention and sexual assault awareness program (by Archie Messersmith.) We are also happy to work with the organization if further educational programming is needed and will assist in the development of any events the chapter implements.

As a result of the Harassment policy violations, Sigma Phi Epsilon is given a warning regarding this situation. In addition to the warning, Sigma Phi Epsilon is responsible for the following educational stipulations:

Sigma Phi Epsilon Decision Letter
Page 2

- Sigma Phi Epsilon will support the Interfraternity Council moratorium on social events. Additionally, the chapter will fully participate in required activities that educate the Greek community on sexual violence as espoused by student leaders and administration at San Diego State University.
- Sigma Phi Epsilon will develop and implement a program addressing sexual violence and bystander intervention in conjunction with their national office and SDSU Student Life & Leadership staff members. Each Sigma Phi Epsilon member is required to participate and this program should be completed by April 1, 2015.

Lastly, individuals involved in and present at the house during the Take Back the Night March will be referred to the San Diego State University Title IX Coordinator, Jessica Rentto. If the coordinator finds it warranted, the names may also be forwarded to the Center for Student Rights and Responsibilities.

To appeal this decision, please contact Associate Vice President for Student Affairs Christy Samarkos (csamarko@mail.sdsu.edu) and Director of Student Life and Leadership Randy Timm (rtimm@mail.sdsu.edu) within ten (10) business days. The appeal request must be in writing. The appeal request should contain which part(s) of the decision the chapter is appealing and the chapter's justification for the appeal.

Thank you again for taking the time to meet with us in Sigma Phi Epsilon's informal conference. We hope that the outcome of the investigation and imposed sanctions will contribute to the success of Sigma Phi Epsilon at San Diego State University.

Respectfully,

Randy Timm, Director for Student Life and Leadership
Caryl Montero-Adams, Assistant Director for Student Life and Leadership, Greek Life

CC:

Christy Samarkos, Associate Vice President, Campus Life
Randall Timm, Director, Student Life and Leadership
Jordan Lewton, Student Life Advisor, Fraternity and Sorority Life
Ron Smith, SDSU Chapter Alumni Advisor, Sigma Phi Epsilon
Jessica Savalla, SDSU Chapter Faculty/Staff Advisor, Sigma Phi Epsilon
Marc Hess, President, Interfraternity Council
Marshall Conrad, VP of Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Randy Timm, Director
Caryl Montero-Adams, Assistant Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182-7440

December 15, 2014

This is a confidential document.

DELTA SIGMA PHI FRATERNITY DECISION LETTER

Dear,

Thank you for meeting with Student Life and Leadership staff on December 12, 2014 to discuss the alleged policy violations that took place during the fall 2014 term. During our meeting, we discussed the alleged Alcohol policy violations that occurred on October 25, 2014, alleged Alcohol and Hazing policy violations that occurred on October 31, 2014 and the alleged Harassment policy violation that occurred on November 21, 2014. Additionally, we discussed a Community Safety Alert that was issued on November 23, 2014. The Community Safety Alert described a sexual assault that occurred on the 5500 block of Hardy Avenue.

When discussing the alleged Alcohol policy violations, you admitted that Delta Sigma Phi had parties on October 25 and October 31, 2014. You described that individuals came to the party with alcohol (varying types, including liquor) and that there was no control over who consumed what. You also stated that Delta Sigma Phi's risk management procedures did not include differentiating between members and guests who were 21 and those who were not; based on your account, anyone who attended may have consumed alcohol. When discussing the alleged Hazing incident that occurred, you informed us that you were unaware of any behavior of members that may have required new members to drink in excess.

During our discussion of the alleged Harassment incident, you admitted that a member (along with two other individuals who were in the library connected to the balcony) waved a dildo at the Take Back the Night marchers on November 21, 2014. In addition to the information discussed in the Informal Conference, Student Life and Leadership received a Standards Board Report (from the colony) that detailed the incident.

The final incident that was discussed was the Community Safety Alert describing a sexual assault. During this conversation, you confirmed that Delta Sigma Phi hosted a "Hustler" party where the company Hustler was a sponsor. You also stated that the risk management procedure of the party was similar to those on October 25 and October 31. We then discussed the impact of themed parties, especially those that are sexualized and may perpetuate a cycle of violence.

Based on the information gathered during the investigation, including your admission, we have found Delta Sigma Phi to be in violation of the Alcohol, Hazing and Harassment policies. Based on the preponderance of evidence, it is my belief that it is more likely than not that during the party on October 31 that a group of new members were required to drink in excess.

As a result of the Alcohol, Hazing and Harassment policy violations, San Diego State University and Delta Sigma Phi Fraternity have worked in concert to address conduct concerns. As a result, Delta Sigma Phi Fraternity has

closed the Gamma Alpha Chapter. Delta Sigma Phi and San Diego State University have agreed that the earliest date for recolonization would be Fall 2016. The return date is subject to review, pending any additional acts of incivility and inappropriate behavior.

When the national organization negotiates the return of the colony, the organization must agree not to utilize housing for the organization until the colony reaches full charter status. Upon their return to housing, the chapter must agree to maintain an alcohol and drug free environment both in the chapter house and individually-leased spaces (bedrooms, apartments, etc). The chapter is to employ a full-time house manager to address behavioral issues and advise the chapter. The organization will also create an advising panel that will provide individual advising for each chapter officer.

Lastly, individuals involved in the Harassment policy violation will be referred to the San Diego State University Title IX Coordinator, Jessica Rentto. Individual members may also be referred to the Center for Student Rights and Responsibilities. Additional information regarding the incidents will also be sent to the Center for Student Rights and Responsibilities to address inconsistencies from the outgoing executive board during their individual judicial meetings addressing the October 31, 2014 incident.

To appeal this decision, please contact Associate Vice President for Student Affairs Christy Samarkos (csamarko@mail.sdsu.edu) **and** Director of Student Life and Leadership Randy Timm (rtimm@mail.sdsu.edu) within ten (10) business days. The appeal request must contain which part(s) of the decision the colony is appealing and the colony's justification for the appeal. A meeting will then be scheduled to further discuss the incident.

Thank you again for taking the time to meet with us in Delta Sigma Phi's informal conference. We hope that the imposed sanctions will contribute to the future success of Delta Sigma Phi at San Diego State University.

Respectfully,

Randy Timm, Director for Student Life and Leadership
Caryl Montero-Adams, Assistant Director for Student Life and Leadership, Greek Life

CC:

Eric Rivera, Vice President, Student Affairs
Christy Samarkos, Associate Vice President, Student Affairs-Campus Life
Jordan Lewton, Student Life Advisor, Fraternity and Sorority Life
Cameron Blair Warner, Director of Risk Management and House, Delta Sigma Phi Fraternity
Art Mitchell, Advisor, Delta Sigma Phi Fraternity
Corey Manchester, Faculty/Staff Advisor, Delta Sigma Phi Fraternity
Marc Hess, President, Interfraternity Council President
Marshall Conrad, Interfraternity Council Judicial Director



Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Assistant Director
Student Life & Leadership
Phone 619-594-5221
caryl.adams@mail.sdsu.edu

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

December 18, 2014

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Christy Samarkos, Randy Timm, Jordan Lewton and me on December 18, 2014 to discuss the alleged policy violations that took place during the Fall 2014 semester with Sigma Alpha Epsilon Fraternity. During our meeting, we discussed alleged policy violations including Health and Safety, Harassment and Abusive Behavior, Alcohol and Illegal Drugs. During our conversation and in writing, you provided us with information about each of the alleged incidents. You confirmed that there were Sigma Alpha Epsilon related events that took place on October 11, 2014 and October 24, 2014. Additionally, you described the risk management of each of these events. In addition to discussing the alleged incidents, we discussed University concerns including the culture and climate of the chapter at SDSU.

Based on the information gathered during the investigation, including the informal conference and information provided by the chapter, I have found Sigma Alpha Epsilon to be in violation of the Health and Safety and Alcohol policies.

As a result of the Health and Safety and Alcohol policy violations, Sigma Alpha Epsilon is sanctioned to probation, effective immediately and through August 15, 2015. Additionally, Sigma Alpha Epsilon is to complete the following educational stipulations, some of which were suggested by the chapter during the informal conference. Those suggested by the chapter are signified with an asterisk (*). **Failure to complete these sanctions may result in immediate Interim Suspension.**

- Sigma Alpha Epsilon will work with Student Life Advisor Jordan Lewton to insure that rosters accurately reflect chapter membership with an initial update to be completed by February 6, 2015
- Sigma Alpha Epsilon will work with Student Life Advisor Jordan Lewton and Assistant Director Caryl Montero-Adams, in consultation with the Sigma Alpha Epsilon national office and local advisors, to develop a recruitment plan to be implemented beginning Fall 2015
- Sigma Alpha Epsilon will host sexual assault trainings in consultation with their national insurance company, Favor Insurance Company, which would be open to the SDSU community before the end of the 2014-15 academic year*
- Sigma Alpha Epsilon will self-impose a probation on social events (using IFC definitions from November 2014) and implement a dry chapter house for the entirety of the Spring 2015 term*
- Sigma Alpha Epsilon will implement two trainings a semester each academic term, where 100 percent of membership will be trained on sexual violence, effective immediately. One of the trainings each semester must be implemented with another chapter (fraternity or sorority) from a council outside of IFC*
- Sigma Alpha Epsilon, in consultation with the Health Promotion Department, will enroll a minimum of four members in FratMANers effective Spring 2015*

- Sigma Alpha Epsilon will create a FratMANers chair position within the chapter so that information can be presented to the chapter from the class*
- Sigma Alpha Epsilon will opt out of Spring Recruitment during the Spring 2015 term*

In addition to the above sanctions, Sigma Alpha Epsilon's SDSU chapter and national office discussed imposing a Membership Review. The Sigma Alpha Epsilon national office also discussed the opportunity to impose an Alumni Commission. San Diego State University enthusiastically supports the implementation of both of these sanctions and would extend assistance throughout these processes.

We also look forward to Sigma Alpha Epsilon's participation in additional programs that will be implemented in the Spring 2015 semester, including Agent of Change and other events related to sexual violence awareness and prevention occurring throughout the term.

Lastly, Sigma Alpha Epsilon will be held to a sanction imposed earlier in the semester regarding the Animals policy violation. As a reminder, this sanction stated that Sigma Alpha Epsilon must plan and implement a risk management seminar with 90% of chapter members in attendance that focuses on the intent versus the impact of chapter activities. The planning of this seminar should include advising and approval from SDSU Greek Life staff (Jordan Lewton, Caryl Montero-Adams). This seminar must be held by February 1, 2015.

Typically, when a chapter is on probation they are unable to participate in some Greek community events. However, Sigma Alpha Epsilon is expressly permitted to participate in Greek Week. Participation in additional Greek-wide activities should be approved three weeks in advance. Requests should be sent to Caryl Montero-Adams, Assistant Director of Student Life and Leadership for Greek Life.

At this time, there is no further action that needs to be taken regarding the alleged illegal drugs or harassment and abusive behavior violations that were investigated in this meeting.

Thank you again for taking the time to meet with us in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Sigma Alpha Epsilon at San Diego State University.

CC:

Eric Rivera, Vice President, Student Affairs
Christy Samarkos, Associate Vice President, Student Affairs, Campus Life
Randall Timm, Director, Student Life and Leadership
Jordan Lewton, Student Life Advisor, Fraternity and Sorority Life
Shay Stewart, Regional Director, Sigma Alpha Epsilon Fraternity
Austin Evans, Province Archon, Sigma Alpha Epsilon Fraternity
Richard Troncone, Advisor, Sigma Alpha Epsilon Fraternity
Stephanie Waits, Faculty/Staff Advisor
Marc Hess, President, Interfraternity Council President
Marshall Conrad, Interfraternity Council Judicial Director



Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Assistant Director
Student Life & Leadership
Phone 619-594-5221
caryl.adams@mail.sdsu.edu

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182-7440

March 24, 2015

This is a confidential document.
NU ALPHA KAPPA FRATERNITY DECISION LETTER

Thank you for meeting with Jordan Lewton and me on February 27, 2015 to discuss the alleged policy violations that took place on January 18/19, 2015 with Nu Alpha Kappa Fraternity. During our meeting, you informed us that NAK had initiated new members on the evening of Sunday, January 18, 2015. You also stated that following the initiation of new members, NAK hosted a celebration at the Nu Alpha Kappa house. Additionally, you informed us that at the celebration, which occurred during the early morning hours of January 19, 2015, members—both active and new—consumed tequila. You continued, stating that during the celebration, one new member informed the brothers that he was going to be picked up at 7:00am by his family. You explained that at this time, this new member was not permitted to drink anymore and was taken to a residence of a brother. You continued, explaining that when the family arrived, the newly initiated member was still intoxicated and was later taken to the hospital by the family. In addition to being forthcoming with this information, you also explained that NAK has met with the family of the new member.

Based on the information gathered during the investigation, which includes your admission, I have found Nu Alpha Kappa to be in violation of the Alcohol and Hazing policies.

As a result of the Alcohol policy violation, Nu Alpha Kappa is sanctioned to probation, effective immediately and ending on December 31, 2015. Additionally, Nu Alpha Kappa is responsible for the following stipulations:

- During the 2015-16 academic year, all aspects of the recruitment and intake process for the fraternity must occur in the Conrad Prebys Aztec Student Union or another approved location at San Diego State University
- During the 2015-16 academic year, individuals who are going through the intake process are not permitted to be in the Nu Alpha Kappa house or on the premises without an advisor present until the individual is a fully initiated member of the fraternity
- For the 2015-16 academic year, the fraternity's executive board and new member education offices must be approved by Student Life & Leadership staff
- During the term of the probation, Nu Alpha Kappa must host a risk management program on alcohol at least once per semester utilizing the Health Promotion Department on campus or another approved source

Failure to complete these sanctions may result in immediate Interim Suspension.

Fraternity Decision Letter
Nu Alpha Kappa Fraternity
Meeting Date: 03/10/2015
Page 2

Thank you again for taking the time to meet with us in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Nu Alpha Kappa at San Diego State University.

CC:

Christy Samarkos, Associate Vice President, Student Affairs
Randall Timm, Director, Student Life and Leadership
Jordan Lewton, Student Life Advisor, Fraternity and Sorority Life
Rogelio Espinoza, Advisor, Nu Alpha Kappa Fraternity
Elizabeth Alvarado, Advisor, Nu Alpha Kappa Fraternity
Mireya Meza, President, United Sorority and Fraternity Council
Tanya Villalpando, Judicial Director, United Sorority and Fraternity Council



Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Assistant Director
Student Life & Leadership
Phone 619-594-5221
caryl.adams@mail.sdsu.edu

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

June 15, 2015

This is a confidential document.

KAPPA SIGMA FRATERNITY DECISION LETTER

Thank you for meeting with Jordan Lewton and me on April 30, 2015 to discuss the alleged policy violations that took place on April 25, 2015 at Kappa Sigma Fraternity. During our meeting, you confirmed that Kappa Sigma did have a social event on April 24, 2015. You described, in detail, the layout of the event and the risk management procedure. You explained that the social event began around 10:00pm and was cleared out by 11:30pm. You also insisted that there was no hard liquor at the event.

In addition to the information you provided, we discussed the several inconsistencies between the police report and your account of the evening. This includes the type of alcohol that was provided and the fact a social event occurred. We also discussed the five underage transports that occurred between 12:00am and 2:00am on April 25, 2015 citing Kappa Sigma.

Based on the information gathered during the investigation and based on the preponderance of the evidence, I have found Kappa Sigma to be in violation of the Alcohol policy.

As a result of Alcohol policy violation, Kappa Sigma is sanctioned to Probation effective immediately and ending on June 1, 2016. In addition to Probation, Kappa Sigma must complete the following stipulations:

- During the term of the probation, alcohol is prohibited at all events, including those off campus
- During the term of the probation, all on and off campus activities should be registered with Greek Life staff at SDSU
- The fraternity's entire executive board must meet with Greek Life staff at the beginning of the 2015-16 academic year, prior to Fall Recruitment
- During the term of the probation, Kappa Sigma must host a risk management program on alcohol at least once per semester utilizing the Health Promotion Department on campus or another approved source
- Kappa Sigma must also complete the previously stipulation development of a comprehensive social event management policy that includes how the fraternity will ensure attendees are over 21+ and/or how the risk of underage drinking will be managed in the future (stipulation of Formal Warning, April 2015)

Failure to complete these sanctions may result in immediate Interim Suspension.

Fraternity Decision Letter
Kappa Sigma Fraternity
Page 2

Thank you again for taking the time to meet with us in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Kappa Sigma at San Diego State University.

CC:

Christy Samarkos, Associate Vice President, Student Affairs
Randall Timm, Director, Student Life and Leadership
Jordan Lewton, Student Life Advisor, Fraternity and Sorority Life
Doug Case, Advisor, Kappa Sigma Fraternity
Blake King, President, Interfraternity Council President
Jacob Grant, Interfraternity Council Judicial Director



Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Assistant Director
Student Life & Leadership
Phone 619-594-5221
caryl.adams@mail.sdsu.edu

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

June 15, 2015

This is a confidential document.

SIGMA PHI EPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Jordan Lewton and me on April 28, 2015 to discuss the alleged policy violations that took place on throughout the semester, on March 20, 2015 and on April 23, 2015 at Sigma Phi Epsilon Fraternity. During our meeting, you confirmed that Sigma Phi Epsilon had social events on March 20 and April 23, 2015. You described, in detail, the layout of the event and that a mixed drink with liquor was served in the house. You explained that Sigma Phi Epsilon received a First Response Notice and was CAPP'ed on March 20, causing the chapter to receive an Administrative Citation and a \$13,000 fine on April 23, 2015.

In addition to the two social events, we also discussed the damages caused to the Wesley Foundation fence and the state of the outdoor space at the Sigma Phi Epsilon house. You stated that the damage to the fence was likely caused by people trying to climb over the fence during social events hosted by Sigma Phi Epsilon.

Based on the information gathered during the investigation, which includes your admission, I have found Sigma Phi Epsilon to be in violation of the Alcohol, Noise, Noise and Neighbor Relations and Property Damage policies.

As a result of these policy violations, Sigma Phi Epsilon is sanctioned to Probation effective immediately and ending on June 1, 2016. In addition to Probation, Sigma Phi Epsilon must complete the following stipulations:

- During the term of the probation, alcohol is prohibited at all events, including those off campus
- During the term of the probation, all on and off campus activities should be registered with Greek Life staff at SDSU
- The fraternity's entire executive board must meet with Greek Life staff at the beginning of the 2015-16 academic year, prior to Fall Recruitment, to discuss all policy
- Sigma Phi Epsilon is responsible for the damages to the Wesley Foundation fence. An action plan of how the fence will be fixed must be proposed to Greek Life staff (Caryl Montero-Adams) no later than June 25, 2015. Caryl Montero-Adams will then serve as a liaison with the Wesley Foundation staff to approve the proposal and with the chapter for completion
- During the term of the probation, Sigma Phi Epsilon must host a risk management program on alcohol at least once per semester utilizing the Health Promotion Department on campus or another approved source

Failure to complete these sanctions may result in immediate Interim Suspension.

Fraternity Decision Letter
Sigma Phi Epsilon Fraternity
Page 2

Thank you again for taking the time to meet with us in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Sigma Phi Epsilon at San Diego State University.

CC:

Christy Samarkos, Associate Vice President, Student Affairs
Randall Timm, Director, Student Life and Leadership
Jordan Lewton, Student Life Advisor, Fraternity and Sorority Life
Ron Smith, Advisor, Sigma Phi Epsilon
Jessica Savalla, Advisor, Sigma Phi Epsilon Fraternity
Blake King, President, Interfraternity Council President
Jacob Grant, Interfraternity Council Judicial Director



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Assistant Director
Student Life & Leadership
Phone 619-594-5221
caryl.adams@mail.sdsu.edu

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

March 17, 2016

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Jordan Lewton and me on February 17, 2016 to discuss the alleged policy violation that took place during the Fall 2015 semester with Sigma Alpha Epsilon Fraternity. During our meeting, we discussed the alleged policy violation, Harassment and Abusive Behavior. During our conversation you confirmed that Sigma Alpha Epsilon hosted a social event at the fraternity house on November 7, 2015. You explained that the event theme was "Career Day." Additionally, you confirmed that a banner with the following statements was hung as a decoration:

*Job Application

Name: *Name of Specific Student*

Position: Pornstar

Skills:

- | | |
|----------------|------------------|
| ✓ Sits on face | ✓ Fat tits |
| ✓ SAE Groupie | ✓ Cowgirl |
| ✓ 3-ways | ✓ Tight butthole |

It is important to note that the banner targeted a specific student at San Diego State University, which was discussed in the meeting.

During the meeting, you stated that you removed the banner when you returned from the Pi Beta Phi date dance, which was after the social had begun. In addressing the banner within the chapter, you stated that the organization removed the Social Chair, _____, from his role. Additionally, you provided the name of the individual, _____, who allegedly created the banner. I recognize and appreciate that the fraternity has taken steps to hold individuals accountable for the incident.

However, because the banner was hung for an ambiguous amount of time where members of Sigma Alpha Epsilon had the opportunity to remove it, the scope of the incident is beyond individual accountability. Members of the chapter were exposed to the banner and chose to keep it hung on a wall in a high-traffic area of the house. Therefore, in addition to Frame's alleged involvement in the creation of the banner, the fraternity is complicit. The responsibility of addressing sexual harassment in Sigma Alpha Epsilon cannot exclusively fall on the president.

Based on the information gathered during the investigation, including the informal conference and investigative interviews, I have found Sigma Alpha Epsilon to be in violation of the Harassment and Abusive Behavior policy.

As a result of the Harassment and Abusive Behavior policy violations, Sigma Alpha Epsilon is sanctioned to probation, effective immediately and through November 7, 2016. Additionally, Sigma Alpha Epsilon is to complete the following educational stipulations:

- Sigma Alpha Epsilon will work with Student Life Advisor Jordan Lewton and Assistant Director Caryl Montero-Adams in identifying a Faculty/Staff Advisor by April 1, 2016.
- Sigma Alpha Epsilon will work with Student Life Advisor Jordan Lewton and Assistant Director Caryl Montero-Adams, in consultation with the Sigma Alpha Epsilon national office and local advisors, to identify best practices around risk reduction and develop a risk management plan template for the chapter to institutionalize. A draft of the risk management plan is due on May 1, 2016 and the final template is due on September 30, 2016.
- Sigma Alpha Epsilon will host a program discussing sexual harassment and the objectification of women during both the Spring 2016 and Fall 2016 terms. The deadlines are May 1, 2016 and October 15, 2016 respectively. It is the expectation that Sigma Alpha Epsilon consults with San Diego State University staff in the conception and implementation of the programs and that Caryl Montero-Adams advises on the events. 90% of members must be in attendance at both programs.
- Sigma Alpha Epsilon will not have any social events with alcohol during the term of the probation.

Failure to complete these sanctions may result in immediate Interim Suspension.

Typically, when a chapter is on probation they are unable to participate in some Greek community events. Participation in Greek-wide activities should be approved three weeks in advance. Requests should be sent to Caryl Montero-Adams, Assistant Director of Student Life and Leadership for Fraternity & Sorority Life.

Thank you again for taking the time to meet with us in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Sigma Alpha Epsilon at San Diego State University.

Respectfully,



Caryl Montero-Adams

CC:

Christy Samarkos, Associate Vice President, Student Affairs, Campus Life
Dr. Randy Timm, Dean of Students
Jordan Lewton, Student Life Advisor, Fraternity & Sorority Life
Richard Troncone, Advisor, Sigma Alpha Epsilon Fraternity
Blake King, President, Interfraternity Council President
Jacob Grant, Interfraternity Council Judicial Director



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

**Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221
rtimm@mail.sdsu.edu**

**Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182**

April 13, 2016

This is a confidential document.

PI BETA PHI FRATERNITY FOR WOMEN DECISION LETTER

Thank you for meeting with Caryl Montero-Adams and Jordan Lewton on April 6, 2016 to discuss the alleged Hazing policy violations that took place on November 14, 2015 at the Pi Beta Phi chapter facility. During our meeting, Caryl Montero-Adams outlined the process and findings of Fraternity & Sorority Life's investigation.

Throughout the investigation, which included interviews of 26 new, active and executive board members, it was found that the new members were confined to the facility's bedrooms in groups ranging from six to nine new members for approximately eight hours, with an estimated time frame of 7:30am-3:30pm. It was found that shortly after arriving to the house, the new members were ushered upstairs where they found a Post-It note on a bedroom door with their name on it, identifying their assigned room. The new members then waited in the rooms until they were escorted downstairs to the Chapter Room for initiation. With the exception of legacies, two members were initiated at a time and the process of escorting the members to and from the bedrooms and the performing the ritual took approximately 10-15 minutes. Once a new member was initiated, they were escorted back upstairs and placed in a new bedroom. Legacies were permitted to leave with their mom, grandmother, and/or aunt after they were initiated. Once all 80+ new members were initiated, the women met with the former president, who explained the ritual. Following their brief meeting with the former president, the new members were escorted downstairs for a celebration.

While the new members were in the bedrooms, there were expectations that they remain quiet, that they ask to use the restroom and that they refrain from flushing the toilet. It was also found that cell phones were collected and that the new members were not allowed to do homework. Purses and other belongings were placed in the hallway, but the new members could have access to their snacks, water bottles, sweaters and jackets.

The experiences of the new members also varied based on the bedrooms they were placed in. Some new members had access to sitting on beds, while other groups did not. Some rooms had blankets for the new members to use, while others did not. Some live-in active members had placed an assortment of snacks and water in the rooms, while others did not. The level of access to beds, blankets, food and water impacted the experience.


Based on the information gathered during the investigation, I have found Pi Beta Phi to be in violation of the Hazing policy. It should be noted that hazing was found in the practice of

As a result of Hazing policy violation, Pi Beta Phi is sanctioned to Probation effective immediately and ending on June 1, 2017. In addition to Probation, Pi Beta Phi must complete the following stipulations:

- During the term of the probation, Pi Beta Phi must work with their AACs, Chapter Support Officer, and Headquarters, as well as Fraternity & Sorority Life Staff to evaluate and redesign initiation day for both large and small new member classes. A new process should be approved by Pi Beta Phi Fraternity for Women Headquarters and Fraternity & Sorority Life Staff (Caryl Montero-Adams) at least one month prior to the date of initiation during the Fall 2016 and Spring 2017 terms.
- Pi Beta Phi must host two hazing prevention workshops at least one month prior to the Fall 2016 initiation. The workshops should be planned in consultation with and approved by the AAC and Fraternity & Sorority Life staff. The first workshop must have 95% of active members in attendance and the second workshop must have 95% of new members in attendance.
- Pi Beta Phi will discuss the decision letter, sanctions and stipulations with all members during a weekly meeting with an AAC or Chapter Support Officer present. The chapter has the option to invite Fraternity & Sorority Life Staff to discuss the investigation and answer questions from the chapter.
- During the term of the probation, the Pi Beta Phi President will schedule and attend monthly meetings with Caryl Montero-Adams to discuss the chapter and progress on the stipulations. As appropriate, AAC or the Chapter Support Officer may be invited to these meetings.

Failure to complete these sanctions may result in immediate Interim Suspension.

Thank you again for taking the time to meet with Caryl Montero-Adams and Jordan Lewton in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Pi Beta Phi at San Diego State University.



Dr. Randy Timm
Dean of Student

CC:

Christy Samarkos, Associate Vice President, Student Affairs-Campus Life
Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Jordan Lewton, Student Life Advisor, Fraternity & Sorority Life
Dr. Lee Mintz, Director, Center for Student Rights & Responsibilities
Julie Wisbrock, Senior Director of Chapter Support, Pi Beta Phi
Kelley Golden, Chapter Support Officer, Pi Beta Phi
Alexandra Preece, AAC, Pi Beta Phi
Melinda McClure, Faculty/Staff Advisor, Pi Beta Phi
Mariel McKinney, Student Representative, Student Life & Leadership



**SAN DIEGO STATE
UNIVERSITY**
Division of Student Affairs

Dr. Randy Timm
Dean of Students
Phone 619-594-5221
rtimm@mail.sdsu.edu

Student Life & Leadership Office
Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

April 30, 2016

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY APPEAL DECISION LETTER

Thank you for submitting an appeal letter to Student Life & Leadership regarding the sanctions and stipulations that were imposed on the fraternity after Sigma Alpha Epsilon was found responsible for violating the Harassment and Abusive Behavior policy. After reviewing the appeal, I have modified the sanction that was imposed.

Initially, Sigma Alpha Epsilon was placed on probation until November 7, 2016. At this time, the term of the probation is reduced with the probation concluding on August 1, 2016. Although the term of the probation has been reduced, the educational stipulations applied in the decision still remain. If there are questions regarding those stipulations, I am available to meet on Friday, May 6 at 3:00 PM.

Thank you for submitting an appeal. I hope that the outcome of the incident, the sanctions and stipulations will assist the fraternity in addressing future similar situations.

Respectfully,

Dr. Randy Timm
Dean of Students

CC: Christy Samarkos, Associate Vice President of Student Affairs for Campus Life
Caryl Montero-Adams, Assistant Director, Student Life & Leadership
Jordan Lewton, Student Life Advisor, Fraternity & Sorority Life
Richard Troncone, Alumnus, Sigma Alpha Epsilon Fraternity
Bill Marckwardt, Advisor, Sigma Alpha Epsilon Fraternity
Gary Martin, Advisor, Sigma Alpha Epsilon Fraternity
Timothy Simota, Regional Director, Sigma Alpha Epsilon Fraternity
Former President, Sigma Alpha Epsilon Fraternity
Scott Semel, President, Interfraternity Council President
Kevin Sargent, Interfraternity Council Judicial Director



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

January 20, 2017

This is a confidential document.

PHI KAPPA THETA FRATERNITY DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life and Matthew Garcia, Student Affairs Assistant for Fraternity & Sorority Life on December 14, 2016. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed events that occurred on September 3, 2016 and September 24, 2016, which resulted in alleged violations of the Alcohol at Off-Campus Events and Hazing policies.

During the conversation, outgoing Phi Kappa Theta President [redacted] stated that the fraternity hosted an event in the chapter facility on September 3, 2016 where active members, potential members that were "looking to rush" Phi Kappa Theta, and "girls" they knew or met were invited. [redacted] stated that the invitation list was electronic and that the apartments were blocked off to account for risk management. [redacted] further explained that no one was able to get in unless they were on the guest list.

The group discussed two transports that occurred after the individuals transported reportedly consumed alcohol at the chapter facility. The individuals were underage and transported from the residence halls to the hospital due to their level of intoxication.

A SnapChat video of alcohol and [redacted] allegedly completing three handle pulls was shown. [redacted] admitted that there were handles of vodka (estimated 20 handles) and boxes of wine (estimated 8 boxes) available for consumption and there was no restraint on who consumed alcohol at the event. The alcohol was paid for by individual brothers of the fraternity.

When asked about the alleged handle pulls in the SnapChat video, [redacted] maintained that he was drinking water from the bottles. When asked if everyone in the space knew that he was drinking water, [redacted] stated that most people would not have known that he was drinking water. To this end, Montero-Adams and [redacted] discussed the power dynamic that the perception of the behavior creates within a group. Specifically, it was discussed that the chapter president appeared to be engaging in a high-risk behavior in front of a group of prospective members and first year students, which demonstrates that the overconsumption is encouraged amongst the fraternity.

[redacted] also shared that he had consulted with the Interfraternity Council prior to the event and that IFC had allegedly confirmed that the chapter could host the event.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

During the conversation, the group also discussed the allegation of a satellite party on September 24, 2016. The group talked about a message that was sent by member [redacted] that used graphic language to invite guests to the party. [redacted] and incoming president [redacted] indicated that satellite party occurred, new members were present and alcohol was consumed. Additionally, [redacted] and [redacted] indicated that they gave new members expectations around drinking should they choose to drink. [redacted] and [redacted] indicated that although the event occurred, the chapter did not condone the message that [redacted] sent. As a consequence of this message, [redacted] was suspended from Phi Kappa Theta. Documentation of [redacted] fraternity status was requested during the Informal Conference, but was not provided by the chapter.

Lastly, the group discussed the Interim Suspension and events that were submitted for review. Specifically, there were expressed concerns with a risk management plan for an auction that were necessary to address prior to approval; the items were not addressed and the event was hosted without prior University approval.

Based on the information gathered during the investigation, I have found Phi Kappa Theta to be in violation of the Alcohol at Off-Campus Events, Hazing and Failure to Comply policies.

(4-22) Alcohol at Off-Campus Events

- 1. Organizations are expected to be familiar with and comply with State of California laws regulating the sale and consumption of alcoholic beverages.*
- 2. Unless held at a licensed establishment with professional bartenders, hard liquor (alcoholic beverages other than beer or wine) shall not be consumed at organization events.*
- 3. Open parties, meaning those with unrestricted access by non-members without specific invitation, where alcoholic beverages are present are forbidden.*
- 6. No organization shall permit any person who is under the age of 21 or who is obviously intoxicated to consume alcoholic beverages at organization functions.*
- 7. At events where the number of guests exceeds the number of members, private, licensed security guards, or employees of licensed establishment, shall be responsible for checking the identification and providing wristbands or hand-stamps to persons over the age of 21 who wish to consume alcoholic beverages. The security personnel are responsible for patrolling the event to ensure that only those persons with the designate wristband or hand-stamp are consuming alcoholic beverages.*
- 22. Commonly referred to as "Dry Period," recognized student organizations, fraternity and sorority events must be alcohol-free from August 1-October 1 during the Fall semester.*

(7-4) Hazing and Initiation

Hazing is defined as any method of indoctrination, initiation or pre-initiation into a student organization, or any other organization-related activity, which, regardless of location, intent, membership status or rank of the



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

participants, or the express or implied consent of the participants, causes, or is reasonably likely to cause, physical or mental injury, substantial mental or physical discomfort or stress, personal degradation, harassment or intimidation of or to any former, current or prospective student of any education institution. Hazing also includes any activity that compels a student to participate in any activity that is unlawful, publicly indecent or contrary to the policies and regulations of the University, or any activity that unreasonably and materially interferes with a student's academic efforts.

(10-4) 16. Failure to Comply

Failure to comply with directions or interference with any University official or any public safety officer while acting in the performance of his/her duties.

As a result of Alcohol at Off-Campus Events, Hazing, and Failure to Comply policy violations, Phi Kappa Theta is sanctioned to **Suspension in Abeyance (not activated)** effective immediately and ending on **June 1, 2018** followed by a subsequent year of **Probation**, ending on **June 1, 2019**. Any further violations of University policy during the term of the Suspension in Abeyance and Probation will result in the removal of recognition of Phi Kappa Theta at San Diego State University. Considering the breadth of the fraternity's behavioral history and the recent incidents, it has become necessary to assign an elevated sanction. Please understand that much like the Alumni Receivership assigned by the executive office of Phi Kappa Theta Fraternity, this status is intended to provide the final opportunity for the chapter to demonstrate the ability to govern. In addition to Suspension in Abeyance and Probation, Phi Kappa Theta must complete the following stipulations:

Housing

House Director. Phi Kappa Theta Fraternity will employ a house director in an ongoing, permanent capacity. Phi Kappa Theta alumni, executive office staff and SDSU's Fraternity & Sorority Life staff will collaboratively develop a position description and expectations for the house director to be posted by **March 1, 2017**. The selection and move-in of the house director must occur prior to **July 1, 2017**. The House Director must be trained prior to **August 1, 2017**. Phi Kappa Theta will not have access to the chapter facility if a house director is not employed by July 1, 2017. For future searches, the fraternity must hire a House Director by the first of July prior to the start of the upcoming academic year. The alumni, executive office and University staff will also develop expectations should a vacancy arise during the academic year.

House Management Plan. Phi Kappa Theta alumni advisors, chapter executive board officers and the house director will work with Student Life & Leadership staff and consult with Fraternity Row staff to develop a house management plan. The house management plan will be reviewed and implemented annually and will address topical areas including: move-in, move-out, facility maintenance, member accountability for damages, etc. The fraternity will establish the first planning meeting by **March 1, 2017**. The House Management Plan for the 2017-18 academic year must be finalized by **July 31, 2017**.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Live-In Meeting. As part of the House Management Plan, the executive board, with the presence of at least one Alumni Advisor and the House Director, will host a meeting for live-in members three times per semester. Specifically, the chapter will host meetings:

- Within 72 hours of move-in (Fall) and during the first weekend of the semester (Spring)
- Mid-semester (Fall and Spring)
- 7-14 days prior to the end of the semester (Fall and Spring)

The purpose of the meetings will be to address any processes and trends, as well as to set expectations for the chapter facility. Additionally, a meeting with live-ins who have signed a lease for the upcoming academic year must be convened by April 30 annually.

Executive Board Live-In Training. The Phi Kappa Theta President, alumni advisor, House Director and Fraternity & Sorority Life staff will develop a training program for the live-in executive board members of the fraternity. The training should identify and reflect the needs of the fraternity. The training will be facilitated prior to the beginning of the Fall term and within the first two weeks of the Spring term. An annual review of the training should occur during the Spring semester, with the curriculum being reviewed by Fraternity & Sorority Life staff and finalized by July 1. During the inaugural training, Fall 2017, the curriculum must be finalized by **July 31, 2017** to account for the participation of the House Director.

Sophomore Success Program Adherence. During the term of the Suspension in Abeyance and Probation, Phi Kappa Theta must adhere to the new guidelines established as part of the Sophomore Success Program. To this end, the fraternity will not be eligible to apply to house sophomores in the chapter facility until the process is implemented for the 2020-21 academic year.

Events and Activities

Educational Workshops. Phi Kappa Theta is expected to host ongoing educational workshops for members of the chapter. Specifically, the following workshops are stipulated for the term of the Suspension in Abeyance and Probation and must have 90% chapter participation:

- Semesterly: Alcohol and Other Drugs
- Spring 2017: Power within the Group Dynamic
- Fall 2017: Hazing
- Spring 2018: Bystander Effect and How to Intervene (can include but may not exclusively focus on sexual violence)
- Fall 2018: Hazing
- Spring 2019: Post-Probation Risk Management

Fraternity & Sorority Life can advise on presenters and workshop development. It is expected that the chapter leadership will schedule a meeting with Caryl Montero-Adams to review and advise on the workshops and identify presenters. Documentation of workshop completion must be sent to Fraternity & Sorority Life staff within 24-hours of the workshops. Documentation should be in Google Slides format and include photos,



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

presenter information, a list of participants (last name, first name, Red ID), the strengths of the workshops and the opportunities for growth.

Risk Management Plan Development Workshop. Phi Kappa Theta's executive board and at least one alumni advisor will work with Caryl Montero-Adams to facilitate a workshop that helps the executive board forecast risk in events and identifies best practices for risk management. Additionally, the board will develop a risk management plan, with the potential of being modified to meet the needs for future events. The workshop must occur during the Spring 2017 semester with at least two weeks notice.

Events and Activities

Event Proposals and Risk Management Plans. During the term of the Suspension in Abeyance and Probation, Phi Kappa Theta must submit a proposal with risk management plans for all events hosted or co-hosted by the chapter to Fraternity & Sorority Life. Despite location, the events must follow the University's three-week event approval process and risk management plans must be submitted for all events.

Advisor Presence. During the term of the Suspension in Abeyance and Probation, an advisor is expected to be present during the duration of chapter events. The House Director may also serve in this capacity.

Events with Alcohol. During the term of the Suspension in Abeyance, Phi Kappa Theta may not host any events with alcohol. When the chapter's status transitions to Probation, Phi Kappa Theta may host two events with alcohol. Specifically, the chapter can host one event per semester during the 2018-19 academic year, which must be on-campus and follow all University and fraternity policies. Outside of the events with alcohol, the chapter may host dry socials that follow the event approval process outlined above.

Recruitment and New Member Processes

Recruitment. During the term of the Suspension in Abeyance and Probation, the chapter may recruit no more than 30 new members during the Fall semester and no more than 20 members in the Spring semester.

Pre-Recruitment Meeting. The chapter must host a pre-recruitment meeting with the executive board, 90% of membership and alumni advisor(s) prior to any recruitment activities each semester. This meeting will establish the process and expectations around recruiting new members. Hazing, alcohol and other drugs must be discussed during the meeting to mitigate the risk of these behaviors during recruitment and throughout the new member process.

New Member Process. With the exception of events held during the designated IFC recruitment period, the entirety of the new member process must occur in on-campus facilities during the term of the Suspension in Abeyance and Probation.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Advisor Presence: At least one advisor must be present during all recruitment and new member activities, with the exception of those hosted by the Interfraternity Council held on campus.

Disclosure

Disclosure: It is expected that all members, associate members and potential new members are made aware of the Suspension in Abeyance, Probation and all stipulations. It is vital to the sustainability of the chapter that the entire membership understands the outcome of the investigation and expectations of members in this process.

Failure to complete these sanctions may result in the immediate closure of Phi Kappa Theta Fraternity.

The University also recognizes the status of the chapter is currently **Alumni Receivership**. As such, the University understands that the executive board will be managed by the alumni until further notice. To this end, Fraternity & Sorority Life staff and the University is committed to working with the alumni and students to ensure the fraternity's process is supported. In addition to the stipulations above, please send the names, contact information and specific advisory roles of those advisors who will be working with the chapter during the Suspension in Abeyance, Probation and Alumni Receivership to Caryl Montero-Adams by February 1, 2017. It is encouraged that the chapter--both alumni and student leaders--meet with Fraternity & Sorority Life staff on a monthly basis during the term of the University and Executive Office sanctions.

Thank you again for taking the time to meet with Caryl Montero-Adams and Matthew Garcia in the informal conference. As previously mentioned, this is the University's effort to provide developmental guidelines so that the chapter can institutionalize change with the goal of self-governance. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Phi Kappa Theta at San Diego State University.

Respectfully,

Dr. Randy Tuman
Dean of Students

cc:

Christy Samarkos, Associate Vice President for Student Affairs-Campus Life

Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

Matthew Garcia, Student Affairs Assistant, Student Life & Leadership for Fraternity & Sorority Life

Executive Vice President, Phi Kappa Theta Fraternity

Raymond Wu, Alumni Advisor, Phi Kappa Theta Fraternity

Candace Boeck, Faculty/Staff Advisor, Phi Kappa Theta Fraternity

Scott Semel, President, Interfraternity Council

Kevin Sargent, VP Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

April 12, 2017

This is a confidential document.

PHI GAMMA DELTA FRATERNITY DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life on March 6, 2017. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed initial reports of events that occurred in September, October and December of 2016, which resulted in alleged violations of the Alcohol at Off-Campus Events, Hazing and Harassment and Abusive Behavior policies. The group also discussed Hazing and Alcohol at Off-Campus Events allegations that were reported during the investigation and allegedly occurred over time and in March 2017 (respectively). The March 2017 Alcohol at Events Off-Campus policy violation would also be an allegation of the Failure to Comply policy, as the action may have been in violation of the Interim Suspension. The group also discussed an overview of the investigation, including interviews, reports and other documentation.

During the conversation, President [redacted] and Advisor Javier Gomez represented the fraternity and President [redacted] and Vice President for Judicial Affairs Kevin Sargent were present on behalf of IFC. Below is the account, by allegation, of the informal conference.

Hazing Allegations

The group discussed the initial hazing allegations that occurred in September 2016. It was reported that a new member, who had been a potential new member of an expanding fraternity, informed the professional staff consultant that he was required to complete exercises early in the morning at the Phi Gamma Delta chapter facility the week after bid day. This information was later reported to the University and the Phi Gamma Delta international headquarters.

The group also discussed allegations that were reported to the University during the course of the investigation. Specifically, it was reported that there is ongoing hazing within Phi Gamma Delta, including an I-Week where new members are expected to live in one room in the chapter house with a chicken, as well as meal plan requirements (deprivation, requirement to use on actives), being compelled to drink alcohol and participation in sensory stimulating activities. It was also reported that the new members were dropped off at an undisclosed location and were required to find their way back to the chapter facility, in the dark, with no cell phones.

When discussing these allegations, President [redacted] and [redacted] denied the hazing behaviors were occurring in the chapter. The group discussed the interviews conducted with members, which also denied the behaviors and described the new member process. The group then discussed an overview of the new member process, which includes an 8-week



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

educational process designed by the International Headquarters, meetings at the house, and the time commitment equivalent of a 1-unit class.

Alcohol at Events Off-Campus Allegations

The group discussed reports of an event that allegedly occurred at the chapter facility on October 15, 2016. In the reports from the Center for Student Rights & Responsibilities, two transports had allegedly occurred as a result of a social event. The group discussed the transports, one related to level of intoxication and one due to injury. Both individuals who were interviewed by the Center for Student Rights & Responsibilities named "FIJI" as the organization hosting the event. One outlined that they were underage, that there were no ID checks, no wristbands, that mixed drinks were out on a table and that shots were also available. The individual also reported that they were given a yellow pill at the party. The other individual who was interviewed described FIJI as a "less sketchy frat" and that they brought their own alcohol because FIJI is known for not providing a lot. President [redacted] and [redacted] described that the fraternity did not host any social event that night or during that weekend.

December 3, 2016 was the reported date of the following Alcohol at Events Off-Campus policy violation. During the Informal Conference and investigation, President [redacted] and [redacted] described that the incident as being a result of an informal "Open House Policy," where any member can come back to the house at any time, and that guests are permitted to come with them. During the incident on December 3, 2016, members and their dates returned from sorority formals and came over to the house. It was reported that no alcohol was present at the house.

Lastly, on March 6, 2017 it was reported that the fraternity hosted a social event on March 4, 2017. Reportedly, there was a "cuffs" event that occurred that weekend and photo documentation of [redacted] and [redacted] was sent to Assistant Director Montero-Adams. The photo documentation shows the members listed handcuffed to dates and alcohol in the photos and references to a "cuffs" theme in Instagram captions. When discussed during the informal conference, President [redacted] and [redacted] denied any knowledge of the event, stated that it was not hosted in the chapter house and that they had not seen the posts on social media. The group discussed that organization events are not location-bound and events can be organizationally-related and bound to policy despite location or if they are "chapter sanctioned."

During the course of the investigation and during the Informal Conference, President [redacted] was transparent in that he recognizes the fraternity's policy related to dry housing. However, to engage older members, the fraternity described that they allow those who are 21 years old to have one 6-pack of beer in the chapter facility. Additionally, the "Open House" policy was reiterated throughout the investigation and during the Informal Conference.

Harassment and Abusive Behavior Allegations

A sexual assault reportedly occurred during the December 3, 2016 event. During the Informal Conference, Assistant Director Montero-Adams outlined that the report was made to Fraternity & Sorority Life from a campus partner and was referred to the Deputy Title IX Coordinator. Plows described, in a meeting immediately following the incident, during



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

a later interview and at the Informal Conference, that the incident was reported to him that night, he spoke with survivor at their request the next day and the alleged member was expelled from the fraternity on December 4, 2016.

The group discussed the Greek Life Reporting Protocol, the responsibility to report incidents and how to report assaults confidentially as chapters do not have a mandatory reporting responsibility. The group also discussed the nature and differences of individual and organizational responsibility.

Decision

Based on the information gathered during the investigation, including reports, investigative interviews and discussion during the informal conference, I have found Phi Gamma Delta to be in violation of the Alcohol at Off-Campus Events and Failure to Comply policies.

(4-22) Alcohol at Off-Campus Events

- 1. Organizations are expected to be familiar with and comply with State of California laws regulating the sale and consumption of alcoholic beverages.*
- 2. Unless held at a licensed establishment with professional bartenders, hard liquor (alcoholic beverages other than beer or wine) shall not be consumed at organization events.*
- 3. Open parties, meaning those with unrestricted access by non-members without specific invitation, where alcoholic beverages are present are forbidden.*
- 6. No organization shall permit any person who is under the age of 21 or who is obviously intoxicated to consume alcoholic beverages at organization functions.*
- 16. At "BYOB" functions, individuals 21 years of age or older may bring not more than a six-pack of 12 ounce beers (two individuals arriving together may bring a twelve-pack) or a four-pack of 12 ounce wine coolers.*

(10-4) 16. Failure to Comply

Failure to comply with directions or interference with any University official or any public safety officer while acting in the performance of his/her duties.

As a result of Alcohol at Off-Campus Events and Failure to Comply policy violations, Phi Gamma Delta is sanctioned to **Probation** effective immediately and ending on **June 1, 2018**. Any further violations of University policy during the term of the Probation may result in an immediate Interim Suspension of the fraternity. In addition to Probation, Phi Gamma Delta must complete the following stipulations:

Chapter Education

Educational Workshops. Phi Gamma Delta is expected to host ongoing educational workshops for members of the chapter. Specifically, the following workshops are stipulated for the term of the Probation and must have 90% chapter participation:

- Semesterly: Alcohol and Other Drugs



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

- Fall 2017: Hazing
- Spring 2018: Post-Probation Risk Management

Fraternity & Sorority Life can advise on presenters and workshop development. It is expected that the chapter leadership will schedule a meeting with Caryl Montero-Adams to review and advise on the workshops and identify presenters. Documentation of workshop completion must be sent to Fraternity & Sorority Life staff within 24-hours of the workshops. Documentation should be in Google Slides format and include photos, presenter information, a list of participants (last name, first name, Red ID), the strengths of the workshops and the opportunities for growth.

Risk Management Plan Development Workshop. Phi Gamma Delta's executive board and at least one alumni advisor will work with Caryl Montero-Adams to facilitate a workshop that helps the executive board forecast risk in events and identifies best practices for risk management. Additionally, the board will develop a risk management plan, with the potential of being modified to meet the needs for future events. The workshop must occur during Summer 2017 or the Fall 2017 semester with at least two weeks notice and before any events are approved.

Pre-Recruitment Meeting. The chapter must host a pre-recruitment meeting with the executive board, 90% of membership and alumni advisor(s) prior to any recruitment activities each semester. This meeting will establish the process and expectations around recruiting new members and how new members are engaged during their first semester. Hazing, alcohol and other drugs must be discussed during the meeting to mitigate the risk of these behaviors. A member of the Fraternity & Sorority Life staff team must also be present.

Events and Activities

Event Proposals and Risk Management Plans. During the term of the Probation, Phi Gamma Delta must submit a proposal with detailed risk management plans for all events hosted or co-hosted by the chapter to Fraternity & Sorority Life. Despite location, the events must follow the University's **three-week event approval process** and risk management plans must be submitted for all events.

Advisor Presence. During the term of the Probation, an advisor is expected to be present during the duration of all chapter events/meetings.

Events with Alcohol. During the term of the Probation, Phi Gamma Delta may host up to two events with alcohol. Specifically, the chapter can host one event with alcohol per semester during the 2017-18 academic year, which must be on-campus and follow all University and fraternity policies. Outside of the events with alcohol, the chapter may host dry socials that follow the event approval process outlined above.

Disclosure

Disclosure. It is expected that all members, new members and potential new members are made aware of the Probation and all stipulations. It is vital to the sustainability of the chapter that the entire membership understands the outcome of the investigation and expectations of members in this process.



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

To ensure that potential new members are aware of the chapter's status, it is an expectation that an announcement is made at each Phi Gamma Delta recruitment event by alumni advisor(s) during the Fall 2017 and Spring 2018 semesters.

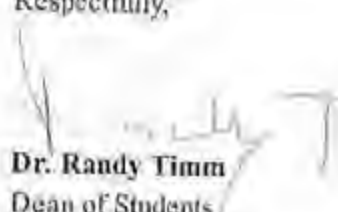
Failure to complete these sanctions may result in the interim suspension of Phi Gamma Delta Fraternity.

At this time, there is not a preponderance of the evidence to find the fraternity responsible for the Hazing policy violations. Please be advised that although the fraternity was not found responsible for the University's Hazing policy, we take reports very seriously. We advise that the fraternity assesses all recruitment, new member and initiation practices. Furthermore, if during the chapter's assessment unveils behaviors that could constitute hazing, the fraternity must alter these behaviors to align with the safety and welfare of members, University policy, fraternity policy and the law. We encourage the chapter to consult with the Phi Gamma Delta International Headquarters to support this endeavor.

Lastly, it is recognized that the timeline for the interim suspension, informal conference and decision were delayed. During the course of the interim suspension, there were two additional reports that prolonged the investigation and anticipated length for the Interim Suspension. Please be advised that this was unforeseen and that the University appreciates the Executive Board's compliance.

Thank you again for taking the time to meet with Caryl Montero-Adams in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Phi Gamma Delta at San Diego State University.

Respectfully,


Dr. Randy Timm
Dean of Students

cc:

Christy Samarkos, Associate Vice President for Student Affairs-Campus Life
Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Matthew Garcia, Assistant Student Life Advisor, Student Life & Leadership for Fraternity & Sorority Life
Todd Rotgers, Senior Director of Undergraduate Services, Phi Gamma Delta Fraternity
Javier Gomez, Alumni Advisor, Phi Gamma Delta Fraternity
James Ingram, Faculty/Staff Advisor, Phi Gamma Delta Fraternity
Scott Semel, Outgoing President, Interfraternity Council
Victor Todor, Incoming President, Interfraternity Council
Kevin Sargent, Outgoing VP Judicial Affairs, Interfraternity Council
Phi Gamma Delta Decision Letter



**SAN DIEGO STATE
UNIVERSITY**

Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221
dennofstudents@mail.sdsu.edu

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182-7440

This is a confidential document.

ALPHA KAPPA ALPHA SORORITY, INCORPORATED DECISION LETTER

Thank you for meeting with Caryl Montero-Adams on May 26, 2016 for the Informal Conference to discuss the alleged violations of the Hazing, Harassment and Abusive Behavior, Group Violence and Alcohol policies that took place during the Spring 2016 semester and after the Membership Intake Process of the 2014-15 academic year. During the meeting, Caryl Montero-Adams outlined the process and findings of Student Life & Leadership's investigation.

Throughout the investigation, which included reports from campus partners, communication with Alpha Kappa Alpha Sorority, Inc. Graduate Advisors and members, investigative interviews, photos and video, it was found that Alpha Kappa Alpha Sorority, Inc. was involved in several incidents with underlying interpersonal conflict.

Harassment & Abusive Behavior and Group Violence

During the course of the investigation, a recurring theme was the level of interpersonal conflict between the organization members that escalated into physical altercations or threatening behavior on three occasions. The first incident occurred on March 25, 2016 at an off-campus apartment complex. During an event hosted by NPHC fraternities, there was a fight that took place between members of the sorority. During the course of the investigation, video evidence of the altercation, which was circulated on social media, was reviewed and participation was confirmed in investigative interviews.

The second incident took place on April 15, 2016 at an event hosted in downtown San Diego by Kappa Alpha Psi Fraternity, Incorporated. During the event, a member of the sorority was involved in a physical altercation with the cousin of an active member of the sorority. This altercation led into the third incident, which took place during the early morning hours of April 16, 2016. Members of the sorority who were not present during the event downtown arrived at the residence of several Kappa Alpha Psi Fraternity, Inc. members. It was reported that Alpha Kappa Alpha Sorority, Inc. members were looking for and threatening the sorority member that they had previously engaged in the first physical altercation and who had been in the second altercation that evening. It was reported that members of the fraternity had to intervene so that a third physical altercation did not occur.

Hazing

Throughout the course of the investigation, it was consistent by all members interviewed that there were no hazing behaviors that occurred during the formal Membership Intake Process. However, it was reported that at least two members of the organization participated in post-pledging hazing initiated by alumnae of the Mu Iota chapter of Alpha

Kappa Alpha Sorority, Inc. Specifically, two undergraduate members described post-pledging practices that included servitude, degradation and physical exercises. The post-pledging was described as occurring in the Los Angeles area and facilitated by alumnae.

Investigation: Alpha Kappa Alpha Sorority, Incorporated

Caryl Montero-Adams was interviewed by the Far Western Region's Investigative Team on October 1, 2016. During that meeting, Caryl Montero-Adams presented the slideshow that had been reviewed during the Informal Conference on May 26, 2016. The slideshow outlined the investigative process, documentation, alleged policy violations and key findings. In February 2017, Caryl Montero-Adams received Alpha Kappa Alpha Sorority, Inc. suspension notices for individual members of the organization. However, there was no documentation that the sorority as an organization was found responsible for violations of Alpha Kappa Alpha Sorority, Incorporated's Bylaws or Soror Code of Ethics. To this end, we believe that it is important to recognize that while individual misconduct was pervasive throughout the organization, interpersonal conflict within the sorority transitioned into behavior that constitutes organizational policy violations.

Decision

Based on the information gathered during the investigation, I have found Alpha Kappa Alpha Sorority, Inc. to be in violation of the Hazing, Harassment & Abusive Behavior and Group Violence policies. I have found Alpha Kappa Alpha Sorority, Inc. not responsible for the Alcoholic Beverages at Events Off-Campus alleged violation.

As a result of Hazing, Harassment & Abusive Behavior and Group Violence policy violations, Alpha Kappa Alpha Sorority, Inc. is sanctioned to Suspension. The earliest date that planning conversations regarding Alpha Kappa Alpha Sorority, Incorporated's reactivation can begin is January 31, 2018 for a Fall 2018 reactivation.

In addition to the sanction of Suspension, Alpha Kappa Alpha Sorority, Inc. must complete the following stipulations prior to and during the reactivation process:

Reactivation

- Prior to University's approval for reactivation, Alpha Kappa Alpha Sorority, Inc. Graduate Advisors and the Far Western Regional Director will meet with Student Life & Leadership staff to discuss timeline, Alpha Kappa Alpha Sorority, Incorporated's process and University process. To mitigate travel, this meeting can be convened using Skype or other electronic conferencing technologies. This meeting should occur at least six months prior to the desired reactivation and should be initiated by the Far Western Region Director of Alpha Kappa Alpha Sorority, Inc.
- After the meeting and similar to letters sent during other fraternity/sorority establishment efforts, the University will issue a formal invitation letter to Alpha Kappa Alpha Sorority, Inc. This letter will outline expectations discussed during the previous meeting, including the Membership Intake Process, the Recognized Student Organization process, and expectations around Greek Accreditation and membership.

Membership

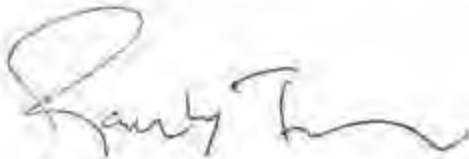
- Members of Alpha Kappa Alpha Sorority, Inc. who were active during the 2015-16 academic year and who were found to have participated in the alleged incidents may not engage with the Mu Iota undergraduate chapter during and after the reactivation. If graduated, the individuals may not serve in advisory roles and may not have contact with undergraduate members.

Advisors

- Faculty/Staff and Graduate Advisors and alumnae of the organization who were named as part of the incidents may not engage with interests, the Membership Intake Process, or the active Mu Iota undergraduate chapter.
- Once the formal invitation for reactivation is sent to Alpha Kappa Alpha Sorority, Inc., the Graduate Advisors should begin to attend monthly advisor meetings hosted by Student Life & Leadership staff. Additionally, Graduate Advisors are expected to attend trainings facilitated by Student Life & Leadership staff as they are espoused.
- The Graduate Advisors should meet with Student Life & Leadership staff monthly to discuss the Mu Iota undergraduate chapter during the first academic year of the reactivation process.

Failure to complete these sanctions may result in the delayed or canceled reactivation of Alpha Kappa Alpha Sorority, Inc. at San Diego State University.

Thank you again for taking the time to meet with Caryl Montero-Adams in the informal conference and during the investigative interview. We hope that the outcome of the incidents and the imposed sanctions will ultimately contribute to the reactivation and success of Alpha Kappa Alpha Sorority, Inc. at San Diego State University.



Dr. Randy Timm
Dean of Students

CC:

Christy Samarkos, Associate Vice President-Campus Life, Student Affairs
Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life
Matthew Garcia, Assistant Student Life Advisor for Fraternity & Sorority Life
Carol Dixon, Far Western Regional Director, Alpha Kappa Alpha Sorority, Incorporated
Dominique Lawson, President, National Pan-Hellenic Council



Vice President for
Student Affairs
San Diego State University
3500 Campanile Drive
San Diego, CA 92182-7000
Tel: 619 594-7211
Fax: 619 594-7000

June 20, 2017

TO: Phi Gamma Delta President

FROM: Christy Samarkos (Signature)
Associate Vice President for Student Affairs

RE: Phi Gamma Delta Judicial Appeal

Thank you for meeting with me on Friday, May 26, 2017 regarding the appeal of your fraternity judicial decision. I began the meeting by going over the purpose of our meeting. Specifically, I explained to you that this is an ad hoc appeal process, and that my function is to provide an objective review of the decision previously made.

My responsibility is to evaluate whether there are reasonable grounds for the decision/sanction. I can then sustain, modify in some specified way, or revoke the decision. It is *not* the function of this process to conduct a full hearing of all of the evidence.

During this meeting, you did not submit any documents.

Summary

In an oral presentation, you and your advisor, Javier Gomez, summarized the rationale for the appeal.

The most pertinent points provided in your presentation were:

1. Concerns regarding judicial meetings and decisions. Specifically:
 - a. Due process not being followed; Pictures were received the day of the informal conference regarding the "cuffs" event
 - b. There was not sufficient opportunity and therefore information was not received by the University prior to judicial decisions being made; not all parties were met with during the investigation
 - c. Events occurred at an off campus locations; not at the fraternity house
2. The organization has engaged in and begun taking steps to better the fraternity including: increased community service hours; summer preparation; adapting new member process; having the housing corporation and alumni be more present; and the creation of a development plan. Each of these measures in turn should shorten the length of the probationary status of the organization.

As part of this process, I have also had the opportunity to review the following documents provided to me:

1. Phi Gamma Delta Fraternity Interim Suspension Notice Letter; December 5, 2016
2. Informal Conference Phi Gamma Delta Fraternity PowerPoint presentation; March 6, 2017
3. Incident Reports, including pictures, of alleged violations against the fraternity
4. Student Life & Leadership Informal Conference Notes; March 6, 2017
5. Phi Gamma Delta Fraternity Decision Letter; April 12, 2017
6. Phi Gamma Delta Appeal Letter; undated

After reviewing the collective information I conclude the following:

Due process appears to have been granted to the organization in the investigative process. The concern was that a new allegation was introduced, with short notice, prior to the informal conference. Being that collective alcohol and hazing reports were being discussed, and the new reports were in line with the purpose of the informal conference, and the organization accepted the opportunity to discuss the new report as part of the informal conference, I do not believe the fraternity's due process rights were violated.

In regards to sufficient information not being received by Student Life & Leadership staff in order to make an appropriate decision, we discussed during the appeal meeting your concerns regarding members not having the opportunity to share their side of the story however, information received, shows that students had multiple opportunities to meet with the Student Life & Leadership staff and some did not respond to the opportunities/requests.

The event that occurred at an off campus location, has numerous pictures showing Phi Gamma Delta members involved and participating in the "cuffs" event. One member was identified as an Officer of the organization, which was disputed. However, the Registered Student Organization database listed that particular individual as an Officer. During the appeal meeting, we discussed the nature of that individual's role, which was "Member Educator", and though not an official Executive Officer of the organizations, it was noted, by you, that the role was one of the most important and highest positions within the organization. You stated that this role is responsible for new member education and the person who holds the role needs to have the following qualities: strong leadership skills; solid ethics; and be a good communicator. It was noted that this individual is "not chosen lightly, they are responsible for the building of the chapter members."

Taking into account this collective information, I conclude there are reasonable grounds for the original judicial disposition and sanctions. I believe that the aforementioned information shows that organizational policies were violated and that the sanctions and stipulations in the original decision are appropriate.

I am grateful and appreciative for the self initiated steps being taken to increase member and organization accountability, build a stronger brotherhood, provide better education and training, and increase the amount of community service that each member will be participating in as a part of Phi Gamma Delta. I believe that the strength of your organizations will be realized through the ongoing and collaborative relationship between Phi Gamma Delta and the Office of Student Life & Leadership.



Vice President for
Student Affairs
San Diego State University
5500 Campanile Drive
San Diego, CA 92182-7430
Tel: 619/594-5211
Fax: 619/594-7099

This is a confidential document.

PHI KAPPA THETA FRATERNITY: NOTICE OF EXPULSION

Thank you for meeting with Dr. Randy Timm, Dean of Students, Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life, and me on October 9, 2017. During this meeting, we reviewed the status of the fraternity and additional alleged violations of the Student Organization Code of Conduct that occurred on September 1-September 2, 2017.

Prior to the meeting and per a decision letter issued in January 2017, Phi Kappa Theta's status with San Diego State University was Suspension in Abeyance with Stipulations through June 2018 followed by Probation with Stipulations through June 2019. Due to the breadth of policy violations over several years, Phi Kappa Theta was cautioned that any further violations of University policy during the term of the Suspension in Abeyance and Probation would result in the removal of recognition of Phi Kappa Theta at SDSU.

During the October 9th meeting, the status of the fraternity was reviewed and the documentation regarding the alleged violation was presented. As discussed in the meeting, Phi Kappa Theta was named during an incident (as Phi Kap) and following the incident (as Phi Kappa Theta) that resulted in a transport of a student due to their level of intoxication. The event was reported to have occurred off campus on September 1 into September 2, 2017, where an underage student consumed 6-7 mixed drinks that contained vodka and juice.

Based on information presented during the course of the investigation, the University finds Phi Kappa Theta to be in violation of the Alcohol policy of the Student Organization Code of Conduct:

***b(2) Alcohol.** Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.*

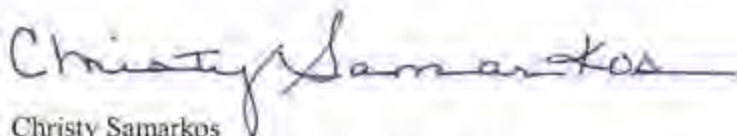
As a result of Alcohol policy violations, and the current status of the organization being on Suspension in Abeyance, I am accepting the recommendation that Phi Kappa Theta be sanctioned to Expulsion from San Diego State University. The closure of the chapter will remain in effect for a period of at least seven academic years. This timeline can be extended based on further acts of incivility, behavioral concerns or violations of campus policy or law. After the designated period for the closure (at minimum, seven years), the executive office of Phi Kappa Theta Fraternity is eligible to apply for expansion at San Diego State University following the Interfraternity Council process.

In addition to the University's findings, Phi Kappa Theta's National Board voted to remove the chapter's charter on October 12, 2017. The revocation of the charter is for a period of no less than five years.

As discussed in the October 9, 2017 meeting, the focus now shifts to how the chapter is closed, the facility is addressed and members are informed. The University will continue to offer support during this process.

Thank you for meeting with Dr. Timm, Caryl Montero-Adams and me. Please contact Caryl or Dr. Timm with any questions or concerns.

Respectfully,



Christy Samarkos
Associate Vice President for Student Affairs

cc:

Dr. Randy Timm, Dean of Students

Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

Matthew Garcia, Student Life Advisor, Student Life & Leadership for Fraternity & Sorority Life

Robert Riggs, Executive Vice President, Phi Kappa Theta Fraternity

Raymond Wu, Alumnus Advisor, Phi Kappa Theta Fraternity

Cody Barbo, Alumnus Advisor, Phi Kappa Theta Fraternity

Candace Boeck, Faculty/Staff Advisor, Phi Kappa Theta Fraternity

Victor Todor, President, Interfraternity Council

Russell Parris, Vice President for Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams
Student Life & Leadership
Phone 619-594-5221
caryl.adams@mail.sdsu.edu

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

January 12, 2018

This is a confidential document.

SIGMA NU FRATERNITY DECISION LETTER

Thank you for meeting with me on December 11, 2017. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a reported social event that occurred on October 20, 2017, which resulted in alleged violations of the Alcohol policy.

During the conversation, outgoing Commander _____, incoming Commander _____, former Commander _____ and Alumnus Advisor James Stark represented the fraternity. Additionally, Student Life Advisor for Fraternity & Sorority Life Matthew Garcia was present.

During the Informal Conference, the group discussed information that was presented during the course of the investigation. Specifically, the group reviewed the initial incident report from another chapter president following the Fraternity & Sorority Life Reporting Protocol when a member of their organization was transported to the hospital. A second incident report from the Residential Education Office was also discussed.

Following the review of the incident reports, the group discussed details that were founded through admission of the fraternity and in investigative interviews. Specifically, members of the fraternity disclosed that there was a social event on October 20, 2017 held at a satellite house. There were 200-300 people at the event where hard liquor and kegs of beer were present and served. Reportedly, there was a guest list but the list was not followed. Additionally, the fraternity did not implement a process to verify the age of guests. The fraternity had a risk management team comprised of 21 members, all of whom had specific roles.

In addition to reviewing the details of the incident on October 20, 2017, the group discussed a transport of an underage member that occurred in September 2017. Outside of the individual's membership, organizational involvement was not found during the course of the investigation.

Based on the information gathered during the investigation, including reports, investigative interviews and discussion during the informal conference, I have found the Eta Kappa Colony of Sigma Nu Fraternity to be in violation of the Alcohol policy of the Student Organization Code of Conduct.

b(2) Alcohol. Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

As a result of the Alcohol policy violation, Sigma Nu Fraternity is sanctioned to **Probation with Stipulations** through **October 20, 2018**.

Any further violations of University policy during the term of the Probation may result in an immediate Interim Suspension. Additional violations will also be communicated with the General Fraternity, which may result in the discontinuation of the reestablishment effort by the General Fraternity. In addition to the Probation, Sigma Nu Fraternity must complete the following stipulations:

University Support for Membership Review

Membership Review. It is the University's understanding that the General Fraternity will be conducting a membership review in January 2018. These efforts of the General Fraternity are supported by San Diego State University. Fraternity & Sorority Life staff will work with the General Fraternity to identify space on campus to conduct membership interviews. If other items are needed in this process, Fraternity & Sorority Life staff will work with the General Fraternity to address further needs.

Chapter Education

Risk Management Policy Workshop. Eta Kappa must participate in a workshop jointly facilitated by General Fraternity staff and Fraternity & Sorority Life staff. The purpose of the workshop is to review University and Fraternity risk management policies. The fraternity must have 90% of members in attendance during the workshop and must be facilitated by February 1, 2018. The fraternity should verify attendance using the Presence platform.

Alcohol Education. In lieu of an alcohol education workshop, the University will recognize the 100% membership participation of AlcoholEdu for Sanctions, which is an online educational module provided by the General Fraternity. The online course should be completed by February 28, 2018. Fraternity & Sorority Life staff will work with the General Fraternity to confirm participation of all members.

Events and Activities

Events with Alcohol. During the term of the Probation, Sigma Nu may not host events with alcohol.

Disclosure

Disclosure. It is expected that all members, new members and potential new members are made aware of the Probation and all stipulations. It is vital to the sustainability of the organization at SDSU that the entire membership understands the outcome of the investigation and expectations of members in this process. Although this will be accomplished for all current members in the Risk Management Workshop, potential new members must also be made aware. To ensure that potential new members are aware of the fraternity's status, it is an expectation that an announcement is made at each Sigma Nu recruitment event by alumni advisor(s) during the Spring 2018 and Fall 2018 semesters.



**SAN DIEGO STATE
UNIVERSITY**

Student Life & Leadership
Division of Student Affairs

Failure to complete these sanctions may result in the interim suspension of Sigma Nu Fraternity.

Lastly, it should be noted that the members interviewed, as well as Commander , were transparent and forthcoming during the investigation. The cooperation of the fraternity is acknowledged and appreciated.

Thank you again for taking the time to meet with me in the informal conference. We hope that the outcome of the incident and the imposed sanctions will contribute to the success of Sigma Nu at San Diego State University.

Respectfully,

Caryl Montero-Adams

Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

cc:

Christy Samarkos, Associate Vice President for Campus Life
Dr. Randy Timm, Dean of Students
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life
Timothy Braddick, Director of Fraternal Operations, Sigma Nu Fraternity, Inc.
James Stark, Alumnus Advisor, Sigma Nu Fraternity
Steve Nielander, Faculty/Staff Advisor, Sigma Nu Fraternity
Victor Todor, President, Interfraternity Council
Russell Parris, Vice President for Judicial Affairs, Interfraternity Council
Sigma Nu Decision Letter



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

January 30, 2018

This is a confidential document.

SIGMA THETA PSI: DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life, and Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, on December 14, 2017 in an Informal Conference. During the Informal Conference, alleged Hazing policy violations that occurred during the Fall 2017 term within the Alpha chapter of Sigma Theta Psi Multicultural Sorority, Incorporated were discussed. During the meeting, President _____ Assistant Pledge Educator _____, and Alumna Advisor Susana Tello represented the sorority. United Sorority & Fraternity Council President Matthew Robison and Judicial Director Daniel Arteaga were also present.

During the Informal Conference, the group discussed information that was presented during the course of the investigation. Specifically, the group discussed that the initial incident report was submitted via email to the University's report hazing email address. The detailed report prompted investigations by Student Life & Leadership and the Center for Student Rights & Responsibilities.

Following the review of the incident report, the group discussed investigative themes, including rules/requirements/consequences, activities, and documents regarding the prospective new member process in the Alpha chapter of Sigma Theta Psi Multicultural Sorority, Inc.

Investigative Themes: Rules/Requirements/Consequences

During the investigation, documents were submitted by the sorority that outlined the "Pledge Class Rules." Additionally, information presented during the course of the investigation outlined methods of how the national requirements were managed by the chapter, as well as consequences the chapter put in place with prospective new members. During the Informal Conference, the group discussed several national rules, including:

- Prospective new members must greet Big Sisters/Pledge Sisters, which was espoused as "Greet every sister and your pledge sister the first time you see her in the morning, afternoon and evening. Good (time of day) Big Sister/Pledge Sister (full name) of the most honorable Sigma Theta Psi Sorority."
- Prospective new members must have their binders in their possession at all times
- Prospective new members must wear their organization pin at all times
- Prospective new members were not permitted to walk on grass
- Prospective new members were not permitted to ride in elevators
- Prospective new members must offer and give greetings to active members and alumnae



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

- Prospective new members were expected to go to all mandatory events, which included late-night events not on the sorority's "pledge calendar"

Following the discussion of national rules, the group discussed the Alpha chapter's implementation of the rules. Alpha chapter implemented greetings to include only Big Sisters (active members and alumnae). Additionally, the prospective new members were required to offer a greeting and inquire how the Big Sister wanted to be greeted. Depending on the expectation of the specific Big Sister, the length of the greeting grew. Some Big Sisters expected the prospective new members to recite the Big Sister's pledge class, their line sisters, and/or their lineage. Statements such as "excuses are the nails that build our house of failure," were added to the greetings as consequences. Additional consequences for prospective new members not greeting Big Sisters included wearing a necklace with the letter "R," which stood for running and respect, and having to run, not walk, to greet Big Sisters when they were seen on campus.

In addition to the rules and consequences surrounding greetings, the prospective new members were required to adhere to additional consequences during the process. Specifically, the group discussed that the prospective new members were required to wear a heart pin that increased in size, carry their binder in their left arm at all times, were yelled at and/or were told that they were being disrespectful and unsisterly on a consistent basis, and were threatened to be removed from the organization. Many of the rules and consequences were enforced during the activities facilitated by the chapter.

Investigative Themes: Activities

The group discussed several activities that were part of the prospective new member process. The first event discussed was the Pinning Dinner, which took place at the home of an alumna or "Big Sister." This event was reported to be a positive bonding event. However, the group discussed the post-Pinning Dinner as exhibiting behavioral concerns. Following the dinner, icebreaker activities, and conversation, the environment shifted and the "Bigs" became "serious," demanding that the prospective new members line up by height order, shortest to tallest.

The prospective new members were then assigned to complete the task of obtaining warm clothes and shoes, developing a directory and printing 18 copies, and returning to the house where the dinner occurred. The group also discussed the discrepancy in the time allotted to complete the tasks. The active members stated that prospective new members had 60-90 minutes to complete the task, prospective members recalled 30 minutes. Prospective new members also expressed concern that two of the cars nearly were in car accidents due to the pressure and constraints of the activities.

Once they returned to the house, they were required to sign what prospective new members referred to as a "non-disclosure agreement," but is nationally known as the "Pledge Waiver." Following the completion of the waiver, prospective new members were blindfolded, put into multiple cars with loud music, and taken to a park near Mission Bay. While at the park, the group was instructed to complete a communication task. The prospective new members were reportedly in a single-file line, with their hands on the shoulders of the prospective new member in front of them. They were instructed to yell and provide direction to those behind them. Active members and alumnae reportedly yelled at prospective new members if they failed to be loud enough or stopped looking to the front. Reportedly, the active members took instruction from the "Pledge Educator."



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Following the completion of the communication task, prospective new members were guided to a gazebo and unblindfolded one-by-one. Prospective new members lit candles and recited an oath. They also received gift baskets from their Big Sister, whose identity was unknown to the prospective new member, with a journal, candy, and something that represented their Big. The prospective new members also received binders. Reportedly, the prospective new members did not get home until 3:00am.

Prospective new members were expected to attend weekly meetings with the chapter, to convene weekly meetings amongst the prospective new members, and attend library/study hours. Outside of these commitments, the prospective new members were required to attend "Sessions" on Monday evening at Mission Trails Regional Park. The sessions occurred weekly on September 25, October 2, October 9, October 16, and October 23. During the sessions, the prospective new members were required to line up, shortest to tallest, with their fists touching and arms interlocked. The prospective new members' binders were expected to be in front of them, touching their toes, equidistant, and perfectly aligned. Prospective new members recalled that they were yelled at by Big Sisters to start over until they were in the perfect position, which they had to maintain throughout the "session."

During the lineups, Big Sisters and the "Pledge Educator" quizzed the prospective new members individually and collectively. If the prospective new member or the group could not respond with accurate information, the prospective new members were yelled at and told that they were being disrespectful for not knowing the information. Reportedly, the lineups were approximately 60 minutes in length.

During sessions, prospective new members had to greet the Big Sisters and were invited to participate in confessions. Prospective new members were told that actives had proof that they were violating rules of the process. The prospective new members were told they needed to keep their "head on a swivel," that photos were being taken of them violating rules, and that the sorority had people everywhere (who would report back to the Big Sisters). During confessions, prospective new members had the opportunity to "confess" that they didn't follow a rule. If prospective new members confessed, Big Sisters reportedly provided critical feedback that was yelled or in a berating tone.

In addition to the sessions, the chapter also facilitated a camping trip to Bontia, California. During the camping trip, prospective new members were expected to set up the campsites for prospective new members and Big Sisters. During this time, they were required to greet the Big Sisters, experienced a period of required studying, and were instructed to go to bed at 10:00pm. Because the "Pledge Educator" arrived after 10:00pm and wasn't greeted by the prospective new members, they were reprimanded for not greeting her. At 12:00am, the prospective new members were pulled out of their tents. Although distressing for all, this was reported to have deeply impacted individuals who relied on prescription medications to go to sleep and a prospective new member who had an injury.

The purpose of the pullout was another "session," and the prospective new members were driven to an offsite location. Reportedly, the prospective new members were quizzed in the cars and yelled at if the information they provided was



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

incorrect. During the line-up, one of the prospective new members had back spasms. When she expressed concerns, she was informed that she was being disrespectful but was given a chair.

During the line-up, one prospective new member expressed that a pin she was required to wear had broken earlier in the day. At that time, she was pulled out of line and escorted away for the broken pin. The Big Sisters announced that she would be taken back to campus and that she was out of the process. Admittedly, the Big Sisters had no intention of fully removing her from the process, but the purpose of the activity was so the other prospective new members would fight for her.

Distraught from seeing a prospective new member removed from the line, prospective new members began to express concern. At this time, another prospective new member had a panic attack and felt faint. If the prospective new members tried to help the individual who was pulled out of line, they were yelled at for not helping the prospective new member that was experiencing a panic attack. If the prospective new members tried to help the individual who was having a panic attack, they were yelled at for not helping the prospective new member that was pulled out of line. Overall, prospective new members felt scared to leave the line as Big Sisters (actives and alumnae) yelled at them for being disrespectful and insisterly.

Once back in the parking lot and then to the campsite, all of the prospective new members discussed withdrawing from the process. The next morning, three individuals withdrew and went home. Reportedly, the remaining group purchased food, developed skits, and went home.

In addition to the meetings, events, and activities that were outlined, the group also discussed the Halloween event. During this event, all prospective new members were expected to make their own costumes and dress as conchas.

Investigative Themes: Documents

During the course of the investigation, documents were submitted by the Alpha chapter, national board, and reporting parties. During the Informal Conference, the group discussed the documents, including the previously outlined "Pledge Class Rules" and the "Pledge Waiver." The pledge waiver was presented as a non-disclosure agreement by prospective new members that had signed the document. Reportedly, prospective new members cited that they believed they would be sued by the sorority if they discussed concerns they had about the process. Some prospective new members stated that as they withdrew from the process, they were reminded by Big Sisters that they signed the "non-disclosure agreement."

During the Informal Conference, the group discussed the "Pledge Waiver," one document that was submitted by the national board and the document that the Alpha chapter facilitated. In this process, there were two points that the Alpha chapter added into the waiver that differed from the national waiver, including:

- (2) The Expansion director/pledge educator will inform you (interested lady) if you qualify after the due date in extreme cases only.
- (9) If I were to say anything that refers to the pledging process of Sigma Theta Psi Multicultural Sorority, Inc., the organization has the right to take me to a court of law and prosecute me as stated policies and procedures."



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Outside of the additions from the Alpha chapter, there were two points in the waiver that were discussed in the Informal Conference. Specifically:

- (10) The pledging process is only to be discussed with sisters of Sigma Theta Psi Multicultural Sorority, Inc. and current pledges of Sigma Theta Psi Multicultural Sorority, Inc.
- (11) I understand that this sorority has a no hazing policy and will not force me to do anything I do not want to out of my own will. If I were to do anything, I would do it out of my own will and with no pressure of anyone. The pledging process is a decision made out of my own will.

In outlining the points of the waiver, the group discussed the national sorority's role in the structure of the organization and the culture of silence that was facilitated throughout the chapters of the sorority. The group also discussed the Big Sister contract, which outlined expectations for the active members and alumnae who would engage with the process.

Informal Conference Discussion

Following the review of the information presented during the course of the investigation, the group discussed a culture of hazing within the sorority. Specifically, the conversation acknowledged a previous hazing finding within the chapter in 2012. The meeting also included dialogue about the environment facilitated by the national sorority's "Pledge Class Rules," characterized by silence and perpetuation of hazing behavior. Furthermore, the group discussed the University's hazing policies and how behavior/activities, regardless of the express or implied consent, may be hazing. The importance of policy and behavior change within the organization, including the national sorority and Alpha chapter, was also discussed.

Fundraisers

Following the Informal Conference, additional information about the originally reported fundraising efforts of prospective new members was presented. The original report outlined that prospective new members were required to fundraise to cover costs of their process. Prospective new members expressed that they did not receive any of the funds and were not informed of any allocation on their behalf. The investigation led to a review of Sigma Theta Psi banking, in which the sorority indicated that their only banking relationship was with Associated Students during the Recognized Student Organization application process. It was later determined that the chapter also maintains an off-campus banking relationship with Wells Fargo bank.

Decision

Based on the information presented during the course of the investigation, including documents provided by the sorority, I have found the Alpha chapter of Sigma Theta Psi Multicultural Sorority, Inc. to be responsible for violations of the Hazing, Dishonesty, and Student Organization Banking policies of the Student Organization Code of Conduct.

b(11)-1 Dishonesty. Furnishing false information to an official of the University or of a University auxiliary organization or law enforcement agency.

b(20)-1 Hazing or conspiracy to haze. Hazing is defined as any method of indoctrination, initiation or



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

pre-initiation into a student organization, or any other organization-related activity, which, regardless of location, intent, membership status or rank of the participants, or the express or implied consent of the participants, causes, or is reasonably likely to cause, physical or mental injury, substantial mental or physical discomfort or stress, personal degradation, harassment or intimidation of or to any former, current or prospective student of any educational institution.

b(31)-1 Student Organization Banking. *Maintaining an off-campus bank account without an exemption, no matter the circumstance (e.g. maintaining an Associated Students account in addition to the off-campus bank account)*

As a result of the Hazing, Dishonesty, and Student Organization Banking policy violations, Sigma Theta Psi Multicultural Sorority, Incorporated is sanctioned to **Probation with Stipulations** through **December 31, 2019**.

Any further violations of University policy during the term of the Probation may result in an immediate Interim Suspension. In addition to the Probation, Sigma Theta Psi Multicultural Sorority, Inc. must complete the following stipulations:

Recruitment

During the Probation, Sigma Theta Psi Multicultural Sorority, Inc. may host recruitment events on campus that conclude before 10:00pm. The events must be scheduled following the process outlined in the "Event Approval" section of this letter. All recruitment events must have an advisor present for the duration of the event. Any advisor serving in this capacity must meet with Fraternity & Sorority Life staff prior to any recruitment events.

Sigma Theta Psi Multicultural Sorority, Inc. may participate in the United Sorority & Fraternity Council tabling during the council-organized week of tabling each term. During this time, the chapter may not distribute documents that list events without the prior approval of the events.

Sigma Theta Psi Multicultural Sorority, Inc. must disclose the status of the chapter, including the founded policy violations, to all interests and prospective new members, during each recruitment event. Prior to recruitment events, the chapter must submit a statement that will be read at the events to Fraternity & Sorority Life staff for approval.

Prospective New Member Processes

Prior to the start of the prospective new member process during each term of the Probation, Sigma Theta Psi leadership, including the President, those responsible for the prospective new member process, and the chapter advisor must meet with Fraternity & Sorority Life staff to review the process, expectations, and documents. Additionally, anyone who will be engaging with prospective new members during the process must sign a waiver stating they understand the status of the chapter, the hazing policies, and that they will not haze prospective new members.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

All prospective new member processes must be held on-campus and scheduled through the process outlined in the "Event Approval" section of this letter. Meetings, activities, and events must have an advisor present and conclude prior to 10:00pm.

For clarity, the chapter may **not** implement the following: Pledge Class Rules, Pledge Waiver, sessions, greetings, pullouts, lineups, camping trips, confessions, yelling, and intimidation. The chapter may work with Fraternity & Sorority Life staff prior to the beginning of the prospective new member process to identify expectations that can be espoused by the chapter. **Failure to uphold this expectation may result in the immediate Interim Suspension of the organization.**

Event Approval

While on Probation, all activities, meetings, and events must be held on campus, have an advisor present, and be approved 48-hours in advance by Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life. These activities include but are not limited to chapter management, educational programs, service endeavors, recruitment events, and the new member process.

While the approval must be granted 48-hours in advance, the organization must enter all events into the Event Approval System and must adhere to the EAS timeline and process. Additionally, the chapter is expected to submit proposals with risk management plans for the activities to Caryl Montero-Adams at caryl.adams@mail.sdsu.edu when the EAS is submitted. With the exception of structured community service, there may be no formal or informal activities chapter held off-campus.

Banking

The chapter may choose to close the Wells Fargo bank account or submit the documentation needed to receive an AS Banking Exemption. Regardless of the path that is chosen, the chapter must complete this action by March 1, 2018. Additionally, no fundraising activities may be completed in the name of the Alpha chapter of Sigma Theta Psi Multicultural Sorority, Inc. until the organization's banking is approved.

Educational Opportunities

During each semester while under the Probation, Sigma Theta Psi Multicultural Sorority, Inc. must host a hazing education workshop for all active members, and all alumnae who will interact with the chapter. Failure to complete this workshop will result in the withdrawal of recruitment and/or prospective new member process privileges during the corresponding semester.

During each prospective new member process, Sigma Theta Psi Multicultural Sorority, Inc. must host a hazing education workshop. This workshop must be facilitated by a source outside of the Alpha chapter and include avenues to report concerning behavior. No active members or alumnae may be present during the workshop.



SAN DIEGO STATE UNIVERSITY

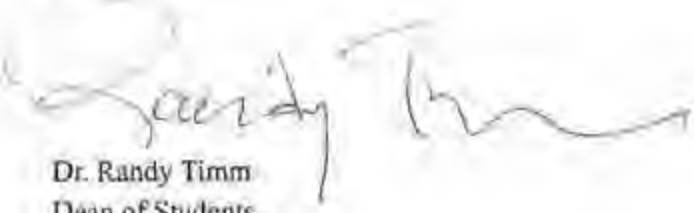
Student Life & Leadership
Division of Student Affairs

Closing

Overall, the investigation revealed pervasive behavioral concerns that have been sustained from the national board, alumnae, and active members within the organization. While some of the rules and activities were innocuous expectations for new member processes, many of the national and chapter activities/policies enacted hazing or supported a culture of hazing within the organization. The sanctions and stipulations are an opportunity to restructure the organization and its operations. Given the seriousness of the matter, if the chapter has further hazing policy violations at San Diego State University, the organization's University recognition will be reconsidered.

Thank you again for taking the time to meet with Caryl Montero-Adams and Matthew Garcia in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Sigma Theta Psi Multicultural Sorority, Inc. at San Diego State University.

Respectfully,



Dr. Randy Timm
Dean of Students

cc:
Christy Samarkos, Associate Vice President for Student Affairs
Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life
Tannia Ventura, National President, Sigma Theta Psi Multicultural Sorority, Inc.
Susana Tello, Alumna Advisor, Alpha Chapter, Sigma Theta Psi Multicultural Sorority, Inc.
Oscar Zavala, Faculty/Staff Advisor, Alpha Chapter, Sigma Theta Psi Multicultural Sorority, Inc.
Matthew Robison, President, United Sorority & Fraternity Council
Daniel Arteaga, Judicial Director, United Sorority & Fraternity Council



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

**Dr. Robyn Adams, Associate Director
Student Life & Leadership
619-594-5221
robyn.adams@sdsu.edu**

**Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182-7440**

July 11, 2018

This is a confidential document

GAMMA RHO LAMBDA NATIONAL SORORITY - DECISION LETTER

Thank you for meeting with me on June 14, 2018 for the Informal Conference to discuss the alleged violations that took place during the Fall 2017 and Spring 2018 semesters. During the meeting, I outlined the process and findings of Student Life & Leadership investigation.

During the course of the investigation, a recurring theme was the level of interpersonal conflict between the organization members/officers. The investigation included interviews from Gamma Rho Lambda potential new members, active members, and former members, Judicial Incident Reports, and a photo.

Based on the information gathered during the investigation, I have found Gamma Rho Lambda to be in violation of multiple policies, listed below.

Hazing (b.20-1)

Hazing is defined as any method of indoctrination, initiation or pre-initiation into a student organization, or any other organization-related activity, which, regardless of location, intent, membership status or rank of the participants, or the express or implied consent of the participants, causes, or is reasonably likely to cause, physical or mental injury, substantial mental or physical discomfort or stress, personal degradation, harassment or intimidation of or to any former, current or prospective student of any educational institution.

Health & Safety (b. 21)

Health and Safety. Conduct that threatens or endangers the health or safety of any person within or related to the University community, including physical abuse, threats, intimidation, harassment, sexual misconduct, throwing bottles or objects that could result in personal injury, or where three or more members of a student organization engage in group violence or taunt others to engage in violence.

Alcohol (b.2)

Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.

Property Damage (b. 28)

Unauthorized destruction, defacement or damage to University property or property of others, including placement of words, symbols or graphics on the property of others, or unauthorized removal, of signs or banners of other student organizations.

Illegal Drugs (b.22-1)

Use, possession, manufacture, or distribution of illegal drugs or drug-related paraphernalia, (except as expressly permitted by law and University regulation) or the misuse of legal pharmaceutical drugs at an organization-related facility.

Decision

Based on the information gathered during the investigation, I have found Gamma Rho Lambda to be in violation of the Hazing, Health & Safety, Alcohol, Property Damage and Illegal Drugs policy violations. Gamma Rho Lambda is sanctioned to Suspension. The earliest date that Gamma Rho Lambda would be considered for reactivation is the first day of the Fall 2020 semester. The reactivation must be in accordance with the United Sorority & Fraternity Council expansion process and the formal invitation to reestablish at SDSU requires approval from the Dean of Students.

In addition to the sanction of Suspension, Gamma Rho Lambda must abide by the following stipulation during a future reactivation process:

Membership

- All members and potential new members (defined as "pledges" by Gamma Rho Lambda) of Gamma Rho Lambda during the 2014-2018 academic years, regardless of their membership status at the time of the incidents, investigation, and decision, may not engage with the organization after a future reactivation. If graduated, the individuals may not serve in advisory roles with the future chapter at SDSU and may not have contact with undergraduate members following the reactivation.

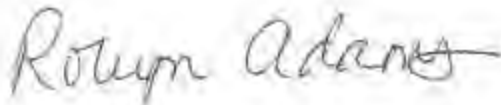
Failure to complete these sanctions may result in the delayed or canceled reactivation of Gamma Rho Lambda at San Diego State University.

Student organizations have the right, within ten business days after receipt of a decision, to submit a written appeal to the Dean of Students. If an organization appeals a decision, the sanctions shall not become effective until the appellate process is completed.

It is important to note that the University received written notice from the Gamma Rho Lambda National Office on June 26, 2018, outlining that the national sorority officially revoked the charter of Beta chapter at San Diego State University. They noted that through their own internal investigation, they corroborate with San Diego State University's findings from the Informal Conference. The students affiliated with the former chapter have been notified of the charter revocation as of June 26, 2018 by the national organization.

Thank you again for taking the time to meet with me in the Informal Conference. We hope that the outcome of the incidents and the imposed sanctions will ultimately contribute to the reactivation and success of Gamma Rho Lambda at San Diego State University.

Sincerely,



Dr. Robyn Adams
Associate Director
Student Life & Leadership

CC:

Christy Samarkos, Associate Vice President-Campus Life, Student Affairs

Dr. Randy Timm, Dean of Students

Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life

Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life

Tabitha Medina, President, United Sorority & Fraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

August 24, 2018

This is a confidential document.

PHI KAPPA PSI FRATERNITY DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life, on May 1, 2018. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a reported social event that occurred on February 18, 2018, followed by a report of alcohol being mixed with prescription drugs at chapter events. These events led to the Interim Suspension of the chapter on February 23, 2018. Following these reports, the University received a report of hazing occurring in a large lecture hall while the chapter was on Interim Suspension, which resulted in the Interim Suspension to be expanded to include that the fraternity could not continue with the new member process, effective March 7, 2018. In addition to discussing the initial reports during the Informal Conference, the group discussed additional reported that emerged during the course of the investigation, including the continuation of the new member process emerged during the investigation. The reports resulted in allegations of the Alcohol, Hazing, and Violation of the Student Organization Conduct Procedures policies.

During the conversation, President [redacted] former President [redacted], and Advisor Kyle Ryan represented the fraternity. Student Life Advisor for Fraternity & Sorority Life, Matthew Garcia was present along with representatives from the Interfraternity Council including outgoing President Victor Todór, incoming President Jacob Mahony, and Vice President for Judicial Affairs, Alexander Franks. In addition to the reported incidents, the group discussed the status of the chapter with the International Headquarters and the University.

Review of Chapter Status

During the Informal Conference, Caryl Montero-Adams reviewed the University status of Phi Kappa Psi, which was Interim Suspension with the University and Temporary Suspension with Phi Kappa Psi Fraternity.

Review of Alleged Policy Violations

During the Informal Conference, a review of the initial incident reports occurred, along with information found during the course of the investigation. The specific alleged policy violations were discussed in detail:

Alcohol Policy Allegations

The group discussed the social event on February 18, 2018. During the morning hours on February 18, the Phi Kappa Psi hosted a "Muffins" event. By approximately 8:30am, the fraternity received a 30-day notice for noise from police and the event was closed down.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

As discussion in the Informal Conference, a guest list was said to have existed during the investigation but could not be produced. Additionally, some of the individuals interviewed articulated that wristbands were present and that many people coming from the apartments (Stacks) were not wristbanded. Others stated that wristbands were not present.

During the investigation, all members who were interviewed, including former President [REDACTED], indicated that no alcohol was present during the social. However, during the Informal Conference, former President [REDACTED] acknowledged that alcohol was present, had been purchased and brought to the event by individual members, and that the members were "managed internally." When asked what the internal judicial process looks like in the fraternity, Advisor Kyle Ryan indicated that the process was philosophical and included a sit down conversation with the brothers. Advisor Ryan stated that "short of expulsion from the fraternity, pretty much everything is managed internally."

Hazing Policy Allegations

The updated Interim Suspension was sparked when a report of classroom disruption, reported to be a hazing incident within Phi Kappa Psi, was received. During the Informal Conference, the group discussed that aside from the individual being a new member of the fraternity, there was not sufficient evidence find the fraternity responsible for this hazing violation.

However, the group also discussed that in the updated Interim Suspension letter, the instructions for the fraternity included the determination that the new member process cease. During the Informal Conference, reports from University officials and concerned parents were reviewed. One potential new member outlined to a University official that initiation was scheduled for the beginning of May. Concerned family members indicated that the process had continued since March, which included acts of servitude and the continuation of dues being paid throughout the semester.

The group discussed a request to review the financial records of the fraternity. Advisor Kyle Ryan expressed concern about providing access to the records to the University. Assistant Director Montero-Adams discussed that this was the final information needed. She discussed that compelling members or prospective members to violate policy, including failing to follow the Interim Suspension, is hazing.

Direct access to the financial records of the fraternity was not given to the University. Following the Informal Conference and throughout summer 2018, President [REDACTED], Assistant Director Montero-Adams, and Director of Chapter Services & Standards Brian Kochheiser collaborated so that the University could gain access to financial information, if not the direct financial records. This process was not discussed during the Informal Conference, but demonstrated that prospective new members continued to pay dues despite the new member process being dissolved. The payment process began in March following the updated Interim Suspension. Some prospective members paid the full \$800 new member dues, while others stopped paying at some point during the Spring semester. None of the prospective new members paid the \$800 in one payment; all of the prospective new members had at least two installments, if not more. The last payment for one prospective new member was in June 2018.

Given the report to University official regarding initiation, information from concerned parents, and the dues paid from March through June, it more likely than not that there was a continuation of a new member process that involved contact



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

with prospective members and that the perception of prospective new members that they would be initiated into the fraternity. The University recognizes that the process may not have been the formal new member process typically implemented. A continuation of a process is a violation of the Interim Suspension and therefore, a violation of University policy. Compelling students to violate University policy is an act of hazing.

Violation of the Student Organization Conduct Procedures

During the Informal Conference, allegations of Violation of the Student Organization Conduct Procedures were discussed, specifically, the misrepresentation of information during the investigation and failure to comply with previously assigned sanctions.

Misrepresentation of Information. During the Informal Conference, the group discussed inconsistent information about the risk management procedures and alcohol at the social event on February 18.

Failure to Comply with Previously Assigned Sanctions. During the Informal Conference, the group discussed that if a new member process continued, as reported, the fraternity, it would mean that the fraternity failed to comply with previously assigned sanctions.

Alcohol and Other Drug Violation Allegation

Lastly, during the Informal Conference the group discussed a report of alcohol being mixed with Xanax during a social event in January, which was one of the incidents that sparked the first Interim Suspension. During the investigation, there was not substantial evidence to support a finding of this alleged violation.

Decision

Based on the information gathered during the investigation, including reports, investigative interviews and discussion during the informal conference, I have found Phi Kappa Psi to be in violation of the Alcohol, Hazing and the Violation of the Student Organization Conduct Procedures policies.

b(2) Alcohol. *Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.*

b(20)-2 Hazing. *Hazing also includes any activity that compels a student to participate in any activity that is unlawful, publicly indecent or contrary to the policies and regulations of the University, or any activity that unreasonably and materially interferes with a student's academic efforts.*

b(38)-1 Violation of the Student Organization Conduct Procedures. *Falsification, distortion or misrepresentations of information related to a student organization discipline matter.*

b(38)-6 Violation of the Student Organization Conduct Procedures. *Failure to comply with the sanction(s) imposed under a student organization disciplinary proceeding.*



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

As a result of the Alcohol, Hazing, and Violation of the Student Organization Conduct Procedures policy violations, Phi Kappa Psi Fraternity is sanctioned to **Probation** through **June 2019**.

Any further violations of University policy during the term of the Probation may result in an Immediate Interim Suspension of the fraternity and could result in the removal of campus recognition. In addition to the Probation, Phi Kappa Psi must complete the following stipulations:

Chapter Education

Educational Workshops. Phi Kappa Psi is expected to host ongoing educational workshops for members of the chapter. Specifically, the following workshops are stipulated for the term of the Probation and must have 90% chapter participation:

- Prior to IFC Recruitment (Fall 2018 and Spring 2019): Hazing Education
- Fall 2018: Alcohol and Other Drugs
- Spring 2019: Post-Probation Risk Management

Fraternity & Sorority Life can advise on presenters and workshop development. The presentations will be facilitated by trained, professional staff/volunteers of the University and/or Fraternity. Active members and Executive Board members may not facilitate the trainings.

It is expected that the chapter leadership will schedule a meeting with Caryl Montero-Adams to review and advise on the workshops and identify presenters. Documentation of workshop completion must be sent to Fraternity & Sorority Life staff within 24-hours of the workshops. Documentation should be in Google Slides format and include photos, presenter information, the strengths of the workshops and the opportunities for growth. Additionally, attendance must be tracked using Presence.

Pre-Recruitment and New Member Education Meeting. The chapter must host a pre-recruitment meeting with the chapter's executive board, 90% of membership and advisor(s) prior to any recruitment activities each semester. This meeting will establish the process and expectations around recruiting new members and how new members are engaged during their first semester. Discussion on Phi Kappa Psi's six week pre-initiation policy will also be reviewed. Hazing, alcohol and other drugs must be discussed during the meeting to mitigate the risk of these behaviors. A member of the Fraternity & Sorority Life staff team must also be present. *If the meeting does not occur, Phi Kappa Psi may not participate in recruitment of new members.*

Events and Activities

Event Calendar and Proposal Meeting

The chapter executive board and any event planners (risk management chair, philanthropy chair, etc) will schedule a meeting with Caryl Montero-Adams during the first two weeks of each semester to discuss the chapter's event calendar. In this meeting, the event approval process will be discussed in detail. Additionally, risk management plans and expectations will be discussed.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Event Proposals and Risk Management Plans. During the term of the Probation, Phi Kappa Psi must submit a proposal with detailed risk management plans for all events hosted or co-hosted by the chapter to Fraternity & Sorority Life. Despite location, the events must follow the University's approval process and risk management plans must be submitted for all events. For educational workshops, community service participation, and regular meetings, the chapter must submit proposals **three weeks in advance**. For events with greater risk, such as philanthropies, recruitment events, and (dry) socials, the chapter must submit the events **eight weeks in advance**. Recruitment activities occurring in the Fall 2018 term must be submitted by Friday, August 31 to ensure review prior to the recruitment period.

Events with Alcohol. During the term of the Probation, Phi Kappa Psi may request to host one, on-campus event with alcohol that follows all University processes and procedures during the Spring 2019 term. If the chapter completes all milestones during their outlined timeline, Phi Kappa Psi may request to host one additional, on-campus event with alcohol following all University processes and procedures during the Spring 2019 term.

The purpose of hosting the structured event(s) with alcohol is to provide developmental opportunities for the chapter to intentionally plan and implement events. If the event application process is not followed or additional policies are violated, the privilege of hosting events with alcohol may be rescinded during the term of the Probation.

Outside of the outlined event(s) with alcohol, the chapter may host dry socials that follow the event approval process outlined above.

Advisor Presence. During the term of the Probation, an advisor is expected to be present during the duration of all chapter events/meetings. Advisors who plan to be present at events must participate in the Fraternity & Sorority Life Advisor Training during the Fall 2018 term.

Disclosure

Disclosure. It is expected that all members, new members and potential new members are made aware of the Probation and all stipulations. It is vital to the sustainability of the chapter that the entire membership understands the outcome of the investigation and expectations of members in this process.

To ensure that potential new members are aware of the chapter's status, it is an expectation that an announcement is made at each Phi Kappa Psi recruitment event by alumni advisor(s) during the Fall 2018 and Spring 2019 semesters. Potential new members must also sign and submit a Memorandum of Understanding regarding the fraternity's status.

Reimbursement

As all of the funds from prospective new members were collected after the Interim Suspension ceasing new member activities was issued, the dues collected must be reimbursed, in full, to every new member. Confirmation of the reimbursements must be sent to Caryl Montero-Adams by September 14, 2018.



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

Failure to complete these sanctions may result in the interim suspension of Phi Kappa Psi Fraternity.

Although not a stipulation, it is recommended that the chapter review policies for members, including how violations of standards are addressed. While a formalized process outlined by Phi Kappa Psi Fraternity likely exists nationally, it is a concern that the process is not implemented to hold members accountable as all members are responsible for behavior, both individually and collectively.

Thank you again for taking the time to meet with Caryl Montero-Adams in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Phi Kappa Psi at San Diego State University.

Respectfully,

Dr. Randy Timm
Dean of Students

cc:

Christy Samarkos, Associate Vice President for Student Affairs

Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership

Brian Kochheiser, Director of Chapter Services & Standards, Phi Kappa Psi Fraternity

Ben Sigler, Associate Director of Standards, Phi Kappa Psi Fraternity

Kyle Ryan, Alumnus Advisor, Phi Kappa Psi Fraternity

Sam Koberi, Faculty/Staff Advisor, Phi Kappa Psi Fraternity

Jacob Mahony, President, Interfraternity Council

Alexander Franks, Vice President Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

August 27, 2018

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life, on July 16, 2018. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a reported social event that occurred on February 16, 2018. The initial event led to the Interim Suspension of the chapter on April 2, 2018. In addition to discussing the initial reports during the Informal Conference, the group discussed an additional report that emerged during the course of the investigation, specifically a social event with alcohol that occurred on June 9. The reports resulted in allegations of the Alcohol, Hazing, Noise, and Failure to Comply policies.

During the conversation, President _____, Vice President _____, and Advisor Bill Marckwardt represented the fraternity. Student Life Advisor for Fraternity & Sorority Life, Matthew Garcia was present along with representatives from the Interfraternity Council including Executive Vice President Noah Siegel, and Vice President for Judicial Affairs, Alexander Franks. In addition to the reported incidents, the group discussed the status of the chapter.

Review of Chapter Status

During the Informal Conference, Caryl Montero-Adams reviewed the University status of Sigma Alpha Epsilon, which was Interim Suspension with the University.

Review of Alleged Policy Violations

During the Informal Conference, a review of the initial incident reports occurred, along with information found during the course of the investigation. The specific alleged policy violations were discussed in detail:

Alcohol & Hazing Policy Allegations

During the Informal Conference, the group reviewed an incident report from February 2018 that outlined a student who was transported from the residence halls. Reportedly, the witnesses indicated that the individual transported was "rushing SAE and Friday night was "bid night." The group processed that alcohol involved in new member events (ex. Bid Night) would constitute hazing. The group discussed that in conducting investigative meetings and conferring with the Center for Student Rights & Responsibilities, there was no additional link established between the fraternity and the transported student.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Noise & Alcohol Policy Allegation

During the course of the investigation, an incident reportedly occurred on June 9, 2018 at the chapter facility. During the Informal Conference, the group discussed a police report that detailed San Diego State University Police Department responding to another call in Greek Circle. While on the call, the police heard music and people at the Sigma Alpha Epsilon house and made contact with the fraternity. During the contact and in the Informal Conference, Vice President [redacted] stated that individuals, members and guests, who were 21+ had been drinking. The type of alcohol was unknown to Vice President [redacted] and the police. It should be noted that although contact was made, a noise complaint had not been received. Based on the information provided during the investigation, the incident is not a clear violation of the alcohol or noise policies of Student Organization Code of Conduct. **However, this letter should serve as a formal referral to the Interfraternity Council so that the IFC can address the violation of the Social Moratorium imposed by the council.**

Failure to Comply Allegation

During the Informal Conference, the group discussed that if the chapter hosted an event with alcohol during the course of the Interim Suspension, it would mean that the fraternity failed to comply with previously assigned sanctions. This prompted a dialogue around the constitution of an "event" and the types of socials fraternities hosts. It was founded that due to the reported amount of people (approximately 30), that both members and guests were present, and that alcohol was present, that the incident on June 9 constituted an event with alcohol. Therefore, the chapter violated the Failure to Comply policy of the Student Organization Code of Conduct.

Discussion

During the Informal Conference, Sigma Alpha Epsilon, the Interfraternity Council and Fraternity & Sorority Life staff engaged in dialogue around risk management and reporting responsibilities of the community. The group discussed the Fraternity & Sorority Life Reporting Protocol and outlined reasons for implementing the protocol.

Decision

Based on the information gathered during the investigation, including reports, investigative interviews and discussion during the informal conference, I have found Sigma Alpha Epsilon to be in violation of the Failure to Comply policy:

b(16) Failure to Comply. *Failure to comply with the directions of interference with any University official or any public safety officer while acting in the performance of their duties.*

As a result of the Failure to Comply policy violation, Sigma Alpha Epsilon is sanctioned to **Formal Warning**. There is no further action that must be taken at this time.

Although not a founded violation of the University's alcohol policy, it should be noted that the fraternity admitted to having alcohol at the chapter facility where members and guests were socializing during the IFC Social Moratorium. The member's actions to disregard the social moratorium is a concern for the culture of the chapter. It is recommended that the chapter review the internal accountability measures (ex. Standards/Judicial Board) and reinforce that all members are responsible for the collective.



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

Thank you again for taking the time to meet with Caryl Montero-Adams in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Sigma Alpha Epsilon at San Diego State University.

Respectfully,

Dr. Randy Timm
Dean of Students

cc:
Christy Samarkos, Associate Vice President for Student Affairs
Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership
Dick Tronecone, Sigma Alpha Epsilon Fraternity
Bill Marckwardt, Alumnus Advisor, Sigma Alpha Epsilon Fraternity
Don Harrington, Faculty/Staff Advisor, Sigma Alpha Epsilon Fraternity
Jacob Mahony, President, Interfraternity Council
Alexander Franks, Vice President Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Division of Student Affairs

Dr. Randy Timm

Assistant Vice President & Dean of Students

deanofstudents@sdsu.edu

February 8, 2019

This is a confidential document.

SIGMA NU FRATERNITY DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Director of Student Life & Leadership, on February 8, 2019 by phone. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a reported brotherhood event that occurred on Friday, October 5, 2018 where it was alleged that alcohol was consumed by candidates (new and previously involved), and that new candidates were encouraged to drink a mixture of malt and hard liquor. This incident led to the Interim Suspension of the chapter on October 11, 2018. The reports resulted in allegations of the Alcohol, Hazing or Conspiracy to Haze, and Violation of the Student Organization Conduct Procedures policies.

During the conversation, Timothy Braddick, Director of Fraternal Operations represented Sigma Nu. Student Life Advisor for Fraternity & Sorority Life, Matthew Garcia was present along with Graduate Student Affairs Assistant Vanessa Jara, Interfraternity Council President Jacob Mahony, and Interfraternity Council Vice President Judicial Affairs Alexander Franks. In addition to the reported incidents, the group discussed the status of the chapter with the Headquarters and the University.

The group discussed that visiting members of Sigma Nu fraternity (from another chapter) witnessed concerning behavior and contacted Sigma Nu headquarters to address their concerns. Specifically, candidates brought alcohol to the chapter facility in an excessive manner inconsistent with risk management policies and procedures. In addition to violations of fraternity law and University policy, the candidates poured a mixture of hard and malt liquor into a large, plastic bin. New candidates (new members) participated in drinking the mixture, and several of those who drank the mixture became sick. The fraternity did not seek assistance for members who displayed signs of over-intoxication.

The group also discussed that the general fraternity ceased the reestablishment efforts of Eta Kappa in October. As Eta Kappa was establishing at SDSU, the general fraternity took into consideration the founded policy violations from October 2017 along with the new incident. Due to the risk management concerns for the organization, specifically violations of the fraternity's alcohol policies, Eta Kappa was closed. During the Informal Conference, Timothy Braddick further clarified that Eta Kappa was closed due to alcohol violations and that the organization was not found responsible for the general fraternity's hazing policies.

The group discussed that prior to the investigation, the status of the fraternity at the University was Probation with Stipulations through October 20, 2018. In addition to concerns for the incident on October 5, 2018, Eta Kappa violated the sanctions assigned by the University.



SAN DIEGO STATE UNIVERSITY

Division of Student Affairs

Based on the preponderance of the evidence gathered during the investigation, including reports from Sigma Nu headquarters, photos, video, and the discussion during the informal conference, I have found Sigma Nu to be in violation of the Alcohol, Hazing or Conspiracy to Haze and Violations of the Student Organization Conduct Procedures policies.

b(2) Alcohol. *Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.*

b(20)-1 Hazing or Conspiracy to Haze. *Hazing is defined as any method of indoctrination, initiation or pre-initiation into a student organization, or any other organization-related activity, which, regardless of location, intent, membership status or rank of the participants, or the express or implied consent of the participants, causes, or is reasonably likely to cause, physical or mental injury, substantial mental or physical discomfort or stress, personal degradation, harassment or intimidation of or to any former, current or prospective student of any educational institution.*

b(38)-6 Violation of the Student Organization Conduct Procedures. *Failure to comply with the sanction(s) imposed under a student organization disciplinary proceeding.*

As a result of the Alcohol, Hazing or Conspiracy to Haze, and Violation of the Student Organization Conduct Procedures policy violations, the University supports Sigma Nu Fraternity's decision to cease the reestablishment of Eta Kappa and has revoked the recognition of the fraternity. Sigma Nu is sanctioned to **Suspension** and is not eligible to participate in the Interfraternity Council's expansion selection process until **January 2022**. Once eligible, Sigma Nu will be able to participate in the expansion selection process, apply and potentially interview with the Interfraternity Council. Participating in the IFC Expansion process does not guarantee if or when Sigma Nu will be selected to establish at SDSU.

During the Informal Conference, Timothy Braddick also outlined that no candidate during the reestablishment effort that took place at San Diego State University between 2016-18 will be eligible for membership in Sigma Nu. The University supports this measure.

Thank you again for taking the time to meet with Caryl Montero-Adams in the Informal Conference.

Respectfully,

Dr. Randy Tipton

Assistant Vice President and Dean of Students

cc:

Caryl Montero-Adams, Director, Student Life & Leadership

Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership

Jacob Mahony, President, Interfraternity Council

Alexander Franks, Vice President Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Division of Student Affairs

Dr. Randy Timm
Assistant Vice President & Dean of Students
deanofstudents@sdsu.edu

April 12, 2019

This is a confidential document.

KAPPA ALPHA ORDER DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Director of Student Life & Leadership, on December 11, 2018. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a reported social event that occurred on October 17-18, 2018 where it was alleged that a new member was hazed. This incident led to the Interim Suspension of the chapter on October 19, 2018. The reports resulted in allegations of the Alcohol, Hazing or Conspiracy to Haze, Noise, and Violation of the Student Organization Conduct Procedures policies.

During the conversation, President [redacted] and Advisor David Dere represented the fraternity. Student Life Advisor for Fraternity & Sorority Life, Matthew Garcia was present along with Interfraternity Council President Jacob Mahoney. In addition to the reported incidents, the group discussed the status of the chapter with the Kappa Alpha Order and the University.

The group discussed the incident report and following actions that were taken. Specifically, the initial report to Student Life & Leadership and the Office of the Vice President for Student Affairs resulted in immediate contact with chapter President [redacted] and Advisor David Dere. The report was specific to injuries that a new member had sustained, which were reported to be hazing-related. It was also discussed that the San Diego State University Police Department also made contact with the chapter.

Following the incident report, the chapter was placed on an immediate Interim Suspension during an investigation. The investigation was conducted jointly between the national office of Kappa Alpha Order and the University. The group discussed that with very few exceptions, individuals interviewed were evasive and provided false information during the course of the investigation.

The themes that could be developed during the investigation included that active and new members were participating in "social setup," which specifically included painting a fence in preparation for a social event. It was also confirmed that alcohol, specifically hard liquor, was consumed by active and new members in an active's bedroom in the chapter facility. It was also reported that there was an attempt to walk the new member home to their residence hall, but when the active member realized the state of intoxication the new member was in, they turned around so that residence hall staff could not intervene. It was reported that the new member fell down a few times on the walk home. Finally, it was reported that a few active members took shifts "watching him." It was discussed that at no point did the chapter attempt to get assistance for the new member, and in fact, one active member attempted to avoid engaging with staff who could assist.



SAN DIEGO STATE UNIVERSITY

Division of Student Affairs

In addition to the initial incident, additional incidents were discussed. The first occurred earlier in October where the SDSU Police Department made contact with the chapter after receiving a noise complaint. During this incident, the chapter expressed that the police had "no right to be there."

The group also discussed an incident that occurred on Halloween. Specifically, it was reported that a man and a woman (reportedly college-aged) trespassed in the Kappa Alpha house. The two individuals were in the bathroom and the woman expressed that she needed help. Chapter members kicked in the door and assisted the woman, escorting the man out of the house and into the back alley. Instead of calling the police, four active members and one new member were involved in a physical altercation with the man. At one point, a member picked up the man and body-slammed him on the ground, which resulted in injuries and the individual being transported by medics. During the time of this incident, the chapter's status was Interim Suspension, with stipulations that outlined the chapter could have no contact with new members. The group discussed that there was continued contact, given that a new member was involved in the incident and that he had been at the chapter facility.

During the Informal Conference, the group also discussed that during the interviews with both University and Kappa Alpha Order officials, members of Kappa Alpha were evasive and furnished false information. There were conflicting accounts by members and individuals were urged to be forthright by Kappa Alpha staff on numerous occasions. During the course of the investigation, only one member interviewed was deemed to be forthcoming, providing substantive information.

Decision

Based on the preponderance of the evidence gathered during the investigation, including reports, investigative interviews and discussion during the informal conference, I have found Kappa Alpha Order to be in violation of the Alcohol, Health and Safety, Noise, and Violation of the Student Organization Conduct Procedures policies.

b(2) Alcohol. Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.

(21) Health and Safety. Conduct that threatens or endangers the health or safety of any person within or related to the University community, including physical abuse, threats, intimidation, harassment, sexual misconduct, throwing bottles or objects that could result in personal injury, or where three or more members of a student organization engage in group violence or taunt others to engage in violence.

b(24)-2 Noise. Excessive noise which disrupts the campus or surrounding community, including but not limited to the use of amplified sound on campus.

b(38)-1 Violation of the Student Organization Conduct Procedures. Falsification, distortion or misrepresentation of information related to a student organization discipline matter.

b(38)-6 Violation of the Student Organization Conduct Procedures. Failure to comply with the sanction(s) imposed under a student organization disciplinary proceeding.



SAN DIEGO STATE UNIVERSITY

Division of Student Affairs

As a result of the Alcohol, Health and Safety, Noise, and Violations of the Student Organization Conduct Procedures policy violations, Kappa Alpha Order is sanctioned to **Suspension through October 18, 2019.**

During the term of the Suspension, Kappa Alpha may not be recognized by the University. Kappa Alpha may submit the application for University recognition beginning May 1, 2019 when the new recognition season opens but cannot be recognized until after October 18, 2019. Kappa Alpha has expressed permission to seek recognition outside of the recognition seasons for the 2019-20 academic year.

Kappa Alpha may not recruit during the Interfraternity Council's fall 2019 recruitment period as recruitment occurs during the term of the suspension. However, Kappa Alpha may recruit individuals once the chapter regains recognition. Kappa Alpha leadership must work with Fraternity & Sorority Life staff in order to extend bids to all new members and ensure they complete new member education.

Any further violations of University policy during the term of the Suspension may result in a lengthened suspension and/or a referral to a formal hearing.

It is highly encouraged that Kappa Alpha implement a membership review in order to address behavioral concerns of individual members that have impacted the collective organization. Additionally, once Kappa Alpha regains recognition, the chapter is expected to complete the following stipulations:

Chapter Education

Educational Workshops. Kappa Alpha is expected to host ongoing educational workshops for members of the chapter. Specifically, the following workshops are stipulated:

- By February 1, 2020: Successful Community Living (program by Counseling & Psychological Services)
- By February 1, 2020: Alcohol & Other Drugs

Fraternity & Sorority Life can advise on presenters and workshop development. The presentations will be facilitated by trained, professional staff/volunteers of the University and/or Fraternity, or another approved speaker. Active members and Executive Board members may not facilitate the trainings.

It is expected that the chapter leadership will schedule a meeting with Matthew Garcia to review and advise on the workshops and identify presenters. Documentation of workshop completion must be sent to Fraternity & Sorority Life staff within 24-hours of the workshops. Documentation should be in Google Slides format and include photos, presenter information, the strengths of the workshops and the opportunities for growth. Additionally, attendance must be tracked using Presence.

Kappa Alpha Order Sanctions

In addition to the sanctions and stipulations outlined above, the University is in support of sanctions assigned by Kappa Alpha Order Fraternity, including:

- Any member of the chapter who achieved below a 2.0 Fall 2018 term GPA will be removed from the chapter and



SAN DIEGO STATE UNIVERSITY

Division of Student Affairs

placed on Alumnus Not in Good Standing Status. Individuals who are removed may apply to be reinstated as an Active Member in Good Standing after achieving above a 2.7 semester GPA. Alumni not in good standing are prohibited from going to the KA house and may not attend or participate in any activity associated with KA.

- All members of Gamma Iota Chapter must sign a membership contract which details KA's membership expectations and each members' agreement to attend all educational requirements included in this letter. This process will serve as a self-directed membership review. Any member not willing to sign the membership contract will be placed on Alumnus Not in Good Standing status and will no longer be an active member of Gamma Iota Chapter.
- Gamma Iota Chapter must host five educational workshops on the following topics: academic success, social event management, peer accountability, crisis and emergency response and reporting, and bystander intervention. These educational sessions must be completed before May 9, 2019 and all members of the chapter must be present. Each educational session must be conducted by a facilitator approved by the NAO. The facilitators for the social event management and academic sessions will work with the chapter to develop a written action plans for each corresponding area of operations that must be approved by the NAO.
- Gamma Iota's Associate Director for Chapter Services will facilitate an officer retreat with all nine chapter officer before May 9, 2019. All chapter officers must attend the retreat. Each officer will be educated on their specific roles and responsibilities as well as create goals for each of their positions. Aamir will provide the NAO's expectations for the chapter moving forward.
- All nine chapter officers must attend Province Council in Tempe, Arizona on February 1-2, 2019.
- Gamma Iota Chapter must have at least four members attend the Emerging Leaders Academy in Lexington, Virginia on June 6-9, 2019.

Failure to complete these sanctions may result in the lengthened suspension of Kappa Alpha.

Thank you again for taking the time to meet with Caryl Montero-Adams in the informal conference and for meeting with Jessica Nare, Caryl, and me today. We hope that the outcome of the incidents and the imposed sanctions will contribute to the future success of Kappa Alpha at San Diego State University.

Respectfully,

Dr. Randy Timm

Assistant Vice President and Dean of Students

cc:

Caryl Montero-Adams, Director, Student Life & Leadership

Jessica Nare, Associate Chief Diversity Officer, Office of Diversity and Inclusion

Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership

Anthony Graziani, Assistant Executive Director, Chapter Services, Kappa Alpha Order

David Dere, Alumnus Advisor, Kappa Alpha Order

Asha' Jones, Faculty/Staff Advisor, Kappa Alpha Order

Jacob Mahony, President, Interfraternity Council

Alexander Franks, Vice President Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Division of Student Affairs

Dr. Randy Timm

Assistant Vice President & Dean of Students

deanofstudents@sdsu.edu

April 19, 2019

This is a confidential document.

SIGMA PHI EPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Director of Student Life & Leadership, on January 14, 2019. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a reported social event that occurred on Saturday, October 27, 2018 where it was alleged that a guest was drugged during the event. This incident led to the Interim Suspension of the chapter on October 30, 2018. The reports resulted in allegations of the Alcohol, Harassment and Abusive Behavior, Health and Safety, Illegal Drugs, and Violation of the Student Organization Conduct Procedures policies.

During the conversation, President [redacted] and Advisor Ron Smith represented the fraternity. Student Life Advisor for Fraternity & Sorority Life, Matthew Garcia was present along with staff from the Sigma Phi Epsilon's headquarters including Ben Weinberg and Erik Rosenkranz. In addition to the reported incidents, the group discussed the status of the chapter with the Headquarters and the University.

The group discussed a social event that occurred on October 27, 2018, which was identified as an exchange between Sigma Phi Epsilon fraternity and Alpha Phi sorority. The group reviewed the risk management plans for the event along with guest lists. The chapter representatives described access to alcohol within the house as limited to a room upstairs. The group also discussed the risk management procedures that reportedly were in place, including limiting alcohol to beer, wine, and wine coolers, escorting individuals with alcohol upstairs to the designated bedroom with alcohol, and wristbanding guests. The group discussed that some of the risk management measures, including the use of wristbands and the type of alcohol that was available, and how alcohol was distributed, differed from accounts that were given during the investigation. While a guest list was produced, it featured individuals who were invited to the social and did not delineate who had been present during the event.

In addition to discussing the social event, the group reviewed the reported incident, which was that a guest was drugged during the event and reported it to the chapter the next day. The group discussed the chapter's response, which was to deny that the incident could have happened at Sigma Phi Epsilon and delay reporting the incident to advisors, Sigma Phi Epsilon headquarters, and the University. The discussion included information on best practices when an individual reports that they had been drugged or experienced any other type of gender-based violence, which included listening, believing, and referring to resources.

Following the discussion of the incident and social event, the group focused on the environment that Sigma Phi Epsilon created—both during the social and after the incident was reported. While the fraternity may not have drugged the individual as a collective, the environment created by the chapter impacted the health and safety of guests.



SAN DIEGO STATE UNIVERSITY

Division of Student Affairs

Decision

Based on the preponderance of the evidence gathered during the investigation, including reports, investigative interviews and discussion during the informal conference, I have found Sigma Phi Epsilon to be in violation of the Alcohol, Health and Safety, and the Illegal Drugs policies. The scope of these violations collectively represent serious infringements of the student organization handbook as well as health and safety concerns for members of the SDSU community. Individually these violations would warrant the sanctions provided. Nonetheless, by loosely regulating the availability of alcohol, the fraternity violated Alcohol and Health and Safety policies. There is a preponderance of evidence indicating the chapter did not uphold risk management and safety guidelines. Additionally, based on the information presented during the course of the investigation it is more likely than not that a guest of the fraternity was drugged while in attendance of the social event.

b(2) Alcohol. *Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.*

(21) Health and Safety. *Conduct that threatens or endangers the health or safety of any person within or related to the University community, including physical abuse, threats, intimidation, harassment, sexual misconduct, throwing bottles or objects that could result in personal injury, or where three or more members of a student organization engage in group violence or taunt others to engage in violence.*

b(22)-1 Illegal Drugs. *Use, possession, manufacture, or distribution of (illegal drugs or drug-related paraphernalia, (except as expressly permitted by law and University regulation) or the misuse of legal pharmaceutical drugs at an organization-related event.*

As a result of the Alcohol, Health and Safety, and Illegal Drugs policy violations, Sigma Phi Epsilon Fraternity is sanctioned to **Suspension in Abeyance through December 31, 2019.**

Any further violations of University policy during the term of the sanction may result in an immediate Interim Suspension of the fraternity and could result in the removal of campus recognition. In addition to the Suspension in Abeyance, Sigma Phi Epsilon must complete the following stipulations:

Chapter Education

Educational Workshops. Sigma Phi Epsilon is expected to host ongoing educational workshops for members of the chapter. Specifically, the following workshops are stipulated for the term of the sanction and must have 80% chapter participation:

- Fall 2019: Sexual Violence Education
- Fall 2019: Alcohol and Other Drugs
- Fall 2019: Post-Sanction Risk Management

Fraternity & Sorority Life can advise on presenters and workshop development. The presentations will be facilitated by trained, professional staff/volunteers of the University and/or Fraternity, or another approved



SAN DIEGO STATE UNIVERSITY

Division of Student Affairs

speaker (ex. Lori Bednarchik, who the chapter hosted in Fall 2018). Active members and Executive Board members may not facilitate the trainings.

It is expected that the chapter leadership will schedule a meeting with Matthew Garcia to review and advise on the workshops and identify presenters. Documentation of workshop completion must be sent to Fraternity & Sorority Life staff within 24-hours of the workshops. Documentation should be in Google Slides format and include photos, presenter information, the strengths of the workshops and the opportunities for growth. Additionally, attendance must be tracked using Presence.

Events and Activities

Event Proposals and Risk Management Plans. During the term of the Suspension in Abeyance, Sigma Phi Epsilon must submit a proposal with detailed risk management plans for all events hosted or co-hosted by the chapter to Student Life & Leadership. Despite location, the events must follow the University's approval process and risk management plans must be submitted for all events. For educational workshops, community service participation, and regular meetings, the chapter must submit proposals **three weeks in advance**. For events with greater risk, such as philanthropies, recruitment events, and (dry) socials, the chapter must submit the events **eight weeks in advance**.

During the Spring 2019 term, Caryl Montero-Adams, Director of Student Life & Leadership, will review the event proposals and risk management plans. During the Fall 2019 term, this will transition to the Assistant Director of Student Life & Leadership for Fraternity & Sorority Life.

Events with Alcohol. Following October 1, 2019 and during the term of the Suspension in Abeyance, Sigma Phi Epsilon may request to host one event with alcohol under the following stipulations developed in collaboration with Sigma Phi Epsilon headquarters:

- The event must be at a third-party vendor and cannot be hosted at the chapter facility or a satellite house
- All risk management and member safety plans must be submitted to chapter advisors, their regional director, and Student Life & Leadership prior to hosting, endorsing, or participating in an event with alcohol

Advisor or third Party Security Presence. During the term of the Suspension in Abeyance, an advisor is expected to be present during the duration of all chapter events/meetings. Each risk management plan must include the name and contact information for the advisor who will be present or the name and phone number of a pre-approved third party security vendor.

Sigma Phi Epsilon Sanctions

In addition to the sanctions and stipulations outlined above, the University is in support of sanctions assigned by Sigma Phi Epsilon Fraternity, including:

- Chapter updates Sigma Challenge to include a meeting on member safety presented by a content expert



SAN DIEGO STATE UNIVERSITY

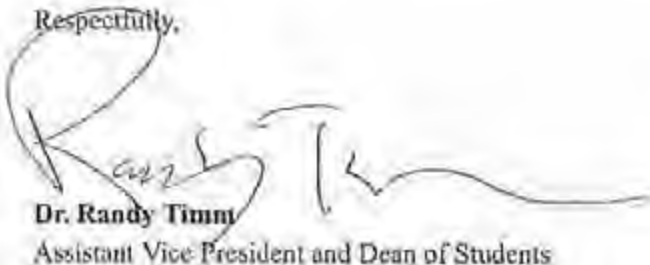
Division of Student Affairs

- Chapter achieves a 90% completion rate for the fall 2019 Brotherhood Questionnaire (delivered to chapters in mid-September)
- Chapter creates a written plan and timeline for complete substance-free facility adoption
- Chapter does not utilize the chapter facility for social events. This does not include events that are educational, developmental or service-oriented in nature.

Failure to complete these sanctions may result in the interim suspension of Sigma Phi Epsilon Fraternity.

While this investigation addressed the student organization violations, individual names may be forwarded to the Center for Student Rights and Responsibilities for further investigation. Thank you again for taking the time to meet with Caryl Montero-Adams in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Sigma Phi Epsilon at San Diego State University.

Respectfully,



Dr. Randy Timm
Assistant Vice President and Dean of Students

cc: Caryl Montero-Adams, Director, Student Life & Leadership
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership
Ben Weinberg, Chapter Services Director, Sigma Phi Epsilon Fraternity
Ron Smith, Alumnus Advisor, Sigma Phi Epsilon Fraternity
Christine Probett, Faculty/Staff Advisor, Sigma Phi Epsilon Fraternity
Jacob Mahony, President, Interfraternity Council
Alexander Franks, Vice President Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

August 2, 2019

This is a confidential document.

PHI GAMMA DELTA FRATERNITY INVESTIGATION FOLLOW UP

During the week of April 22, 2019 members of Phi Gamma Delta Fraternity met with Kevin Araujo-Lipine, Assistant Director of Student Life & Leadership for Student Organizations & Activities to discuss allegations of policy violations within Phi Gamma Delta Fraternity at San Diego State University. Reportedly, Phi Gamma Delta hosted multiple social events in a satellite house where distribution of alcoholic beverages to underage individuals occurred. The satellite house was left in an unlivable condition for the residents, as well as concern for the safety and well-being to members of the university/community and to property off campus. In addition, there is a report of underage drinking at the Phi Gamma Delta house on March 21, 2019, leading to a medical transport to the hospital.

After several investigative meetings, it was determined that the allegations of multiple social events in a satellite house appear to be the actions of individuals that are no longer active members of Phi Gamma Delta Fraternity. Additionally, there is not clear evidence that the underage drinking that resulted in a medical transport occurred as a result of alcohol consumption at the Phi Gamma Delta house on March 21, 2019. No harm to individuals or property was identified to active Phi Gamma Delta members through the investigative process.

Through the investigative process it became clear that there are current students on the Phi Gamma Delta Fraternity roster that are listed as "Graduate" status, but these students have not completed their studies. San Diego State University identifies students that were members of fraternal organizations, but are not currently active and have not graduated yet as "inactive". "Graduate" or "Alumni" status should not be used until the member has completed their academic program. Additionally, it is recommended that there are conversations with students transitioning to "inactive" status to discuss their behavior and actions, as they can be viewed as part of the fraternity. This can have potential negative impact on the image of the fraternity. It should be noted that any undergraduate member who is current with their membership dues and/or is on the active national roster is considered an active member.

Phi Gamma Delta Fraternity will need to review and update their roster using the status guidelines shared. Updated rosters should be shared with the Phi Gamma Delta National Office, San Diego State University Fraternity & Sorority Life, and uploaded to the Registered Student Organization (RSO) application system.

As the initial investigation was concluding, the Office of Student Life & Leadership received a report of lewd and obscene behavior being directed at members of the campus community who were participating in a conference at the neighboring Pride Center on April 27, 2019. Phi Gamma Delta was able to provide documentation that demonstrated the individuals who participated in lewd acts were in the process of being expelled from the fraternity. Documentation from the fraternity demonstrates that the inactive members were at the house to meet with the executive board to discuss their behavior related to the prior incident report that launched the initial investigation. Following conversations with members of the

executive board, the individuals were left briefly so that the board could discuss their membership status. When they were unattended, the individuals went on the roof and loudly made obscene noises toward the Pride Center. The membership of the individuals was terminated by the national fraternity.

Based on the information gathered during the investigation, including reports and investigative interviews, I have found that there is not enough evidence at this time to charge the fraternity with violations of the Student Organization Code of Conduct. The **interim suspension is lifted immediately**. Should additional information be presented, the allegations may be further reviewed and violations could be found.

Additionally, Phi Gamma Delta was previously sanctioned to probation through June 2019. As Phi Gamma Delta has completed the terms of the sanctions, the chapter is in good standing.

Thank you again for your cooperation with Kevin Araujo-Lipine, Dr. Robyn Adams, Matthew Garcia, and me through the investigation. We hope that the updating of your rosters and communication with inactive members, as well as implementing the risk management processes developed during the term of the probation will contribute to the success of Phi Gamma Delta at San Diego State University.

Respectfully,



Caryl Montero-Adams
Director, Student Life & Leadership
San Diego State University

cc:

Christy Samarkos, Interim Vice President for Student Affairs
Dr. Randy Timm, Assistant Vice President for Campus Life and Dean of Students, Division of Student Affairs
Robyn Adams, Associate Director, Student Life & Leadership
Kevin Araujo-Lipine, Assistant Director, Student Life & Leadership for Student Organizations & Activities
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership
Jessica Nare, Associate Chief Diversity Officer for Student Engagement, Division of Diversity and Innovation
Todd Rotgers, Director of Education, Phi Gamma Delta Fraternity
Javier Gomez, Alumni Advisor, Phi Gamma Delta Fraternity
James Ingram, Faculty/Staff Advisor, Phi Gamma Delta Fraternity
Steven Plante, President, Interfraternity Council
Lee Abed, Vice President Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

August 27, 2019

This is a confidential document.

DELTA UPSILON FRATERNITY: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol, Noise, and Healthy and Safety policy violations within Delta Upsilon Fraternity at San Diego State University.

It has been reported that Delta Upsilon has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Delta Upsilon hosted a social event on August 21, 2019 that resulted in a transport of a student following the event. Additionally, it has been reported that a satellite house of Delta Upsilon hosted small parties on August 3, 2019 and August 14, 2019 where noise complaints were called in to the San Diego Police Department. Reportedly, there was loud music and beer pong at the events on August 3 and August 14.

Given the seriousness of the matter, I am placing Delta Upsilon on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership for Fraternity & Sorority Life will make a recommendation to me regarding the continued campus recognition status for Delta Upsilon. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, September 27, 2019.

While on Interim Suspension, the chapter is expected to cease all social activities, and any other activity with alcohol. The chapter may participate in alcohol and other drug-free events that are chapter management, wellness, brotherhood, philanthropic, and leadership in nature.

During the interim suspension, all chapter-related activities must be completely **alcohol and drug free**. Any violation will result in more severe sanctions. No chapter members may host or participate in any chapter-related function where alcoholic beverages are present, regardless of location.

All members of Delta Upsilon will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or**



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

others involved in the investigation will result in judicial referral of all students involved and possible sanctions on the organization.

If you have any questions about the interim suspension, the investigation or the review process, please contact Matthew Garcia.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
John Little, Alumnus Advisor, Delta Upsilon Fraternity
Michael Rapp, Faculty/Staff Advisor, Delta Upsilon Fraternity
Steven Plante, President, Interfraternity Council
Lee Abed, Vice President Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

August 27, 2019

This is a confidential document.

SIGMA PHI EPSILON FRATERNITY: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol, Noise, Healthy and Safety, and Violation of Student Organization Conduct Procedures policy violations within Sigma Phi Epsilon Fraternity at San Diego State University.

It has been reported that Sigma Phi Epsilon has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Sigma Phi Epsilon hosted a social event on August 24, 2019 (into the morning on August 25) that resulted in a transport of a student following the event. Additionally, it has been reported the fraternity hosted two events at the chapter facility that resulted in noise complaints and contact by the San Diego State University Police Department on August 18, 2019 and August 21, 2019. Each of the events reportedly occurred when Sigma Phi Epsilon was sanctioned to Suspension in Abeyance with Stipulations, which is an alleged violation of the fraternity's sanctions.

Given the seriousness of the matter, I am placing Sigma Phi Epsilon on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership will make a recommendation to me regarding the continued campus recognition status for Sigma Phi Epsilon. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, September 27, 2019.

While on Interim Suspension, the chapter is expected to cease all activities. No chapter members may host or participate in any chapter-related function, regardless of location. The chapter may coordinate meetings, with prior permission from the Office of Student Life & Leadership, to communicate information with members. The first chapter meeting scheduled for Sunday, September 1, 2019 with Matt Dutcher, Regional Director for Sigma Phi Epsilon, is permitted. Matt Dutcher may also meet with individual chapter members and/or specific groups of members during his visit.

All members of Sigma Phi Epsilon will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate**



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

witnesses or others involved in the investigation will result in judicial referral of all students involved and possible sanctions on the organization.

If you have any questions about the interim suspension, the investigation or the review process, please contact Matthew Garcia.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Ben Weinberg, Chapter Services Director, Sigma Phi Epsilon Fraternity
Matt Dutcher, Regional Director, Sigma Phi Epsilon Fraternity
Ron Smith, Alumnus Advisor, Sigma Phi Epsilon Fraternity
Christine Probett, Faculty/Staff Advisor, Sigma Phi Epsilon Fraternity
Steven Plante, President, Interfraternity Council
Lee Abed, Vice President Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

August 29, 2019

This is a confidential document.

PHI KAPPA PSI FRATERNITY: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol and Healthy and Safety policy violations within Phi Kappa Psi Fraternity at San Diego State University.

It has been reported that Phi Kappa Psi has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Phi Kappa Psi hosted a social event on August 26, 2019 that resulted in a transport of a student following the event.

Given the seriousness of the matter, I am placing Phi Kappa Psi on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership will make a recommendation to me regarding the continued campus recognition status for Phi Kappa Psi. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, September 27, 2019.

While on Interim Suspension, the chapter is expected to cease all social activities, and any other activity with alcohol, including events between active members and alumni where alumni are consuming alcohol. The chapter may participate in alcohol and other drug-free events that are chapter management, wellness, brotherhood, philanthropic, and leadership in nature.

During the interim suspension, all chapter-related activities must be completely **alcohol and drug free**. Any violation will result in more severe sanctions. No chapter members may host or participate in any chapter-related function where alcoholic beverages are present, regardless of location.

All members of Phi Kappa Psi will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization.



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

If you have any questions about the interim suspension, the investigation or the review process, please contact Matthew Garcia, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Kevin Araujo-Lipine, Assistant Director, Student Life & Leadership for Student Organizations & Activities
Brian Kochheiser, Director of Chapter Services & Standards, Phi Kappa Psi Fraternity
Benjamin Sigler, Associate Director of Standards and Chapter Services Consultant, Phi Kappa Psi Fraternity
Kyle Ryan, Alumnus Advisor, Phi Kappa Psi Fraternity
Sam Kobari, Faculty/Staff Advisor, Phi Kappa Psi Fraternity
Steven Plante, President, Interfraternity Council
Lee Abed, Vice President Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

September 25, 2019

This is a confidential document.

NU ALPHA KAPPA FRATERNITY, INCORPORATED: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol, Hazing, and Healthy and Safety policy violations of the Student Organization Code of Conduct within Nu Alpha Kappa Fraternity, Inc. at San Diego State University.

It has been reported that Nu Alpha Kappa has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Nu Alpha Kappa hosted a new member event on September 21, 2019 where new members were expected to drink excessive amounts of alcohol, specifically hard liquor.

Given the seriousness of the matter, I am placing Nu Alpha Kappa on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership will make a recommendation to me regarding the continued campus recognition status for Nu Alpha Kappa. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, November 8, 2019.

While on Interim Suspension, the chapter is expected to cease all intake/new member activities, social activities, and any other activity with alcohol, including events between active members and alumni where alumni are consuming alcohol. The chapter may participate in alcohol and other drug-free events that are chapter management, wellness, brotherhood, philanthropic, and leadership in nature. During the term of the Interim Suspension, the chapter must cease communication with potential new members/interests.

During the interim suspension, all chapter-related activities must be completely **alcohol and drug free**. Any violation will result in more severe sanctions. No chapter members may host or participate in any chapter-related function where alcoholic beverages are present, regardless of location.

All members of Nu Alpha Kappa will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate**



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

witnesses or others involved in the investigation will result in judicial referral of all students involved and possible sanctions on the organization.

If you have any questions about the interim suspension, the investigation or the review process, please contact Matthew Garcia, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Antionette Marbray, Associate Vice President, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Danny Oliveira, Advisor, Nu Alpha Kappa Fraternity, Inc.
Alyssa Tandoe, President, United Sorority & Fraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

October 4, 2019

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol and Healthy and Safety policy violations within Sigma Alpha Epsilon Fraternity at San Diego State University.

It has been reported that Sigma Alpha Epsilon has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Sigma Alpha Epsilon hosted a social event on October 2, 2019 that resulted in a transport of a student following the event.

Given the seriousness of the matter, I am placing Sigma Alpha Epsilon on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership will make a recommendation to me regarding the continued campus recognition status for Sigma Alpha Epsilon. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, November 22, 2019.

While on Interim Suspension, the chapter is expected to cease all social activities, and any other activity with alcohol, including events between active members and alumni where alumni are consuming alcohol. The chapter may participate in alcohol and other drug-free events that are chapter management, wellness, brotherhood, philanthropic, and leadership in nature.

During the interim suspension, all chapter-related activities must be completely **alcohol and drug free**. Any violation will result in more severe sanctions. No chapter members may host or participate in any chapter-related function where alcoholic beverages are present, regardless of location.

All members of Sigma Alpha Epsilon will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization.



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

If you have any questions about the interim suspension, the investigation or the review process, please contact Matthew Garcia, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Bill Marckwardt, Alumnus Advisor, Sigma Alpha Epsilon Fraternity
Don Harrington, Faculty/Staff Advisor, Sigma Alpha Epsilon Fraternity
Steven Plante, President, Interfraternity Council
Lee Abed, Vice President Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

October 10, 2019

This is a confidential document.

KAPPA SIGMA FRATERNITY: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol and Healthy and Safety policy violations within Kappa Sigma Fraternity at San Diego State University.

It has been reported that Kappa Sigma has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Kappa Sigma hosted a social event on October 5, 2019 that resulted in a transport of a student following the event.

Given the seriousness of the matter, I am placing Kappa Sigma on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership will make a recommendation to me regarding the continued campus recognition status for Kappa Sigma. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, November 22, 2019.

While on Interim Suspension, the chapter is expected to cease all social activities, and any other activity with alcohol, including events between active members and alumni where alumni are consuming alcohol. The chapter may participate in alcohol and other drug-free events that are chapter management, wellness, brotherhood, philanthropic, and leadership in nature.

During the interim suspension, all chapter-related activities must be completely **alcohol and drug free**. Any violation will result in more severe sanctions. No chapter members may host or participate in any chapter-related function where alcoholic beverages are present, regardless of location.

All members of Kappa Sigma will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization.



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

If you have any questions about the interim suspension, the investigation or the review process, please contact Matthew Garcia, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Dr. Robyn Adams, Associate Director, Student Life & Leadership
Dr. Kevin Burns, Alumnus and Faculty/Staff Advisor, Kappa Sigma Fraternity
Steven Plante, President, Interfraternity Council
Lee Abed, Vice President Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

October 10, 2019

This is a confidential document.

THETA CHI FRATERNITY: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol, Dishonesty, Harassment and Abusive Behavior, Hazing, and Healthy and Safety policy violations within Theta Chi Fraternity at San Diego State University.

Theta Chi received a Notice of Investigation on Friday, October 4, 2019. Following the receipt of additional allegations, it has been reported that Theta Chi has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Theta Chi has participated in hazing behaviors that have jeopardized the physical safety, mental health, and dignity of new and initiated members in an ongoing capacity.

Given the seriousness of the matter, I am placing Theta Chi on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership will make a recommendation to me regarding the continued campus recognition status for Theta Chi. The Interim Suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, December 13, 2019.

While on Interim Suspension, the chapter is expected to cease all activities. No chapter members may host or participate in any chapter-related function, regardless of location. The chapter may coordinate meetings, with prior permission from the Office of Student Life & Leadership, to communicate information with members. The requests must be made two weeks in advance and have a member of the Theta Chi International Headquarters staff or Student Life & Leadership staff present for the entirety of the convening.

Given the concerns for the fraternity, Theta Chi may host **no** new member education, new member activities, or initiation events, on or off campus. During the course of the Interim Suspension, the San Diego State University chapter may have **no** communication with new members. Communication from Theta Chi may only be sent to new members by the Theta Chi International Headquarters staff. Additionally, no other student or organization, including but not limited to the Interfraternity Council and College Panhellenic Association, may communicate with new members on Theta Chi's behalf. No member of Theta Chi who serves on the Interfraternity Council executive board may act on behalf of Theta Chi or use their position to influence the investigation.



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

All members of Theta Chi will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization.

Within 48-hours of the receipt of this letter, Theta Chi must submit the following documentation to me via email:

- An overview of the new member process, beginning with recruitment through the time of initiation
- The names and roles of active members who are or were involved in the new member education process during the Fall 2018, Spring 2019, and Fall 2019 terms
- The dates, times, and locations of every meeting/event/convening, both formal and informal, with new members (Fall 2018, Spring 2019, Fall 2019) both before and after initiation
- The dates, times, and locations of installation and initiation events for the Fall 2018 and Spring 2019
- A roster with two added columns that denotes the big brother and little brother of all members
- Screenshots of all electronic communication in the form of group messages for each of the new member classes (Fall 2018, Spring 2019, and Fall 2019), including, but not limited to, emails, GroupMe messages, group texts/chats, etc.

If you have any questions about the interim suspension, the investigation or the review process, please contact Kevin Araujo-Lipine, Assistant Director of Student Life & Leadership for Student Organizations & Activities.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Kevin Araujo-Lipine, Assistant Director, Student Life & Leadership for Student Organizations & Activities
Dr. Lee Mintz, Director, Center for Student Rights & Responsibilities
Tara Dunn, Senior Director of Collegiate Services, Theta Chi International Headquarters
Michael DiPrima, Alumnus Advisor, Theta Chi Fraternity
Gene Lamke, Faculty/Staff Advisor, Theta Chi Fraternity
Steven Plante, President, Interfraternity Council
Lee Abed, Vice President Judicial Affairs, Interfraternity Council



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Caryl Montero-Adams, Director
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

October 18, 2019

This is a confidential document.

SIGMA PHI OMEGA SORORITY: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol, Dishonesty, Hazing, and Healthy and Safety policy violations of the Student Organization Code of Conduct within Sigma Phi Omega Sorority at San Diego State University.

It has been reported that Sigma Phi Omega has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Sigma Phi Omega hosted a social event with an unrecognized fraternity where a new member consumed alcohol and was later transported.

Given the seriousness of the matter, I am placing Sigma Phi Omega on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership will make a recommendation to me regarding the continued campus recognition status for Sigma Phi Omega. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, December 6, 2019.

While on Interim Suspension, the chapter is expected to cease all intake/new member activities, social activities, and any other activity with alcohol, including events between active members and alumnae where alumnae are consuming alcohol. The chapter may participate in alcohol and other drug-free events that are chapter management, wellness, sisterhood, philanthropic, and leadership in nature. During the term of the Interim Suspension, the chapter must cease communication with potential new members/interests.

During the interim suspension, all chapter-related activities must be completely **alcohol and drug free**. Any violation will result in more severe sanctions. No chapter members may host or participate in any chapter-related function where alcoholic beverages are present, regardless of location.

All members of Sigma Phi Omega will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate**



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

witnesses or others involved in the investigation will result in judicial referral of all students involved and possible sanctions on the organization.

If you have any questions about the interim suspension, the investigation or the review process, please contact Matthew Garcia, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Kristin-Alexis Fanto, Alumna Advisor, Sigma Phi Omega Sorority
Serverino Reyes, Faculty/Staff Advisor, Sigma Phi Omega Sorority
Alyssa Tandoc, President, United Sorority & Fraternity Council
Briseida Cuiriz, Judicial Director, United Sorority & Fraternity Council

Hazing Allegations

Reported Information

- Expansion & Recruitment Consultant
 - September 2016
 - Prospective member disclosed the requirement to meet at the house at 6:00am and was asked to do push-ups
- Bystander
 - Ongoing
 - I-Week: living in the house, chicken, dropped off at unknown location
 - Meal plan requirements: deprivation/use on actives
 - Compelled to drink
 - Strobe light and Nerds (candy)

Hazing Allegations

Interviews with Members

- Description of New Member Process
 - 8-week educational process designed by IHQ
 - Meetings at the house
 - "1-unit class"
 - 2 "Pledge Educators"
- Specific Questions About Reports
 - Surprised about allegations
 - Denied all allegations

Alcohol Allegations

Reported Information

- Campus Partner Report
 - Student indicated they consumed alcohol at Phi Gamma Delta (10/15)
 - Underage
 - No ID checks; No wristbands
 - Mixed drinks on table and shots
 - Yellow pill was given at party
 - Student transported upon returning to residence halls for Intoxication
 - Student indicated they consumed alcohol at Phi Gamma Delta (10/15)
 - Underage
 - Identified FIJI as a "less sketchy frat"
 - Brought her own alcohol because FIJI known for not providing a lot
 - Medical evaluation due to injury

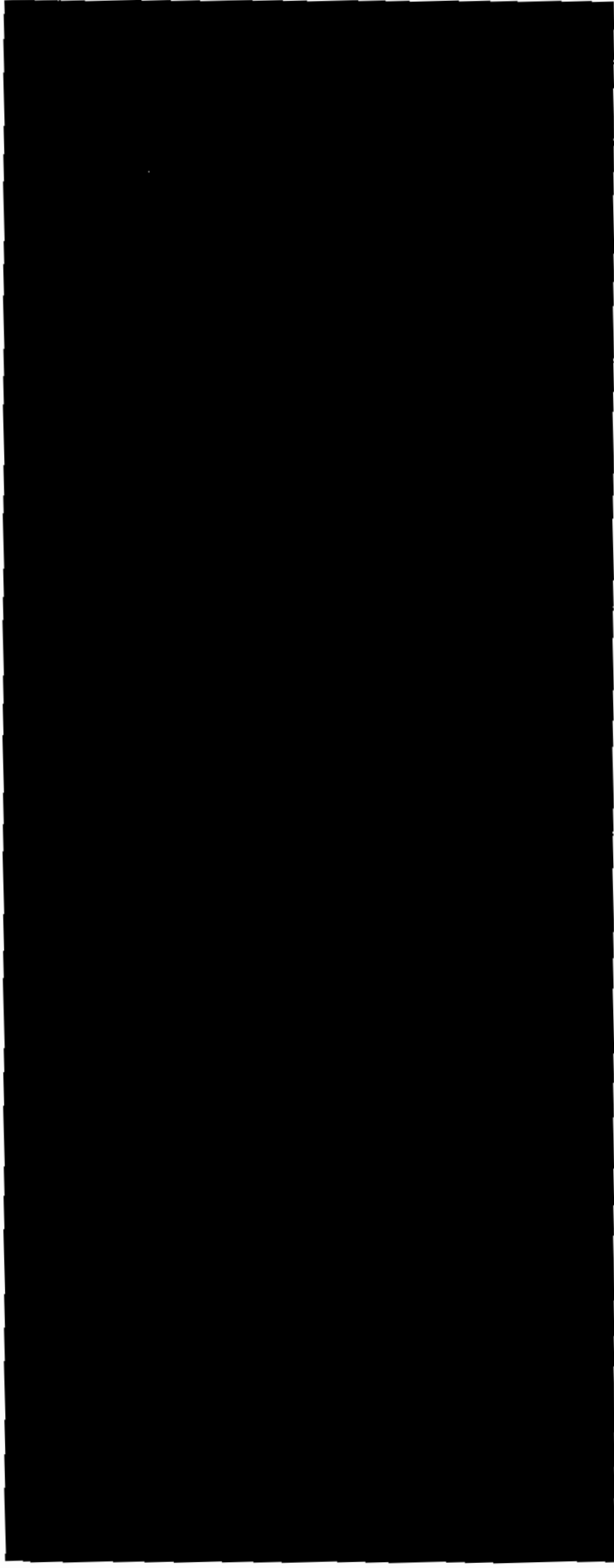
Alcohol Allegations

Reported Information

- Bystander
 - Student indicated Phi Gamma Delta hosted party
 - Saturday, March 4, 2017
 - Phi Gamma Delta chapter facility
 - Dates cuffed together
 - Designated amount of alcohol needed to be consumed before uncuffing

Please note that in addition to the alleged alcohol violations, this report also represents a violation of the interim suspension

Reported "Cuffs" Event



Alcohol/Harassment Allegations

Reported Information

- Campus Partner Report
 - Student indicated they were assaulted at a Phi Gamma Delta party
 - December 3, 2016

Interviews with Members

- Open House Policy
- Alcohol at the house
 - Know that it is prohibited
 - Depending on who was being interviewed, responses varied
 - 6-pack for 21+ reoccurring theme
- Discussed incident with survivor
 - Removed member



Caryl Montero Adams <caryl.adams@sdsu.edu>

Phi Gamma Delta Decision Letter

8 messages

Dean of Students Student Affairs <deanofstudents@mail.sdsu.edu>

Fri, Apr 14, 2017 at 8:18 PM

To:

Cc: Christy Samarkos <csamarko@mail.sdsu.edu>, Dean of Students Student Affairs <deanofstudents@mail.sdsu.edu>, Caryl Adams <caryl.adams@mail.sdsu.edu>, SDSU Greek Graduate Assistant <slgradgreek@mail.sdsu.edu>, trotgers@phigam.org, Javier Gomez [REDACTED], James Ingram <jingram@mail.sdsu.edu>, [REDACTED]

Dear [REDACTED],

Attached you will find the official Decision Letter outlining the outcome of the investigation of Phi Gamma Delta's alleged policy violations from Fall 2016-Spring 2017. The letter details the decision and any sanctions that have been imposed. Failure to complete these sanctions may result in immediate Interim Suspension.

To appeal this decision, please contact Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life (caryl.adams@mail.sdsu.edu) and Dr. Randy Timm, Dean of Students (deanofstudents@mail.sdsu.edu) within ten (10) business days. The appeal request must contain which part(s) of the decision the Phi Gamma Delta is appealing and the chapter's justification for the appeal. A meeting will then be scheduled to further discuss the incident.

Please contact me with any questions or concerns.

Respectfully,

Randy Timm, Ed.D.
Dean of Students
San Diego State University

Don't judge each day by the harvest you reap, but by the seeds you plant.
— Robert Louis Stevenson

Phi Gamma Delta Decision Letter 04142017.pdf
1712K

Todd Rotgers <trotgers@phigam.org>

Tue, Apr 18, 2017 at 8:58 AM

To: Caryl Adams <caryl.adams@mail.sdsu.edu>

Caryl,

Thank you for making sure we were copied on the outcome letter. As we discussed during our last phone call, the men informed me that you created a PowerPoint of all of the information involved in the investigation. Are you able to provide a PDF version of that PowerPoint?

Thanks!

Todd



PHI GAMMA DELTA

BUILDING COURAGEOUS LEADERS

Todd Rotgers (Minnesota 2011) | Senior Director of Undergraduate Services

1201 Red Mile RD | Lexington, KY 40504 | www.phigam.org

859.255.1848 x.156 | trotgers@phigam.org

(Quoted text hidden)

Caryl Adams <caryl.adams@mail.sdsu.edu>
To: Todd Rotgers <trotgers@phigam.org>

Fri, Apr 21, 2017 at 9:54 AM

Hi Todd,

Thank you for reaching out to me. Attached you will find the presentation that was shown at the informal conference. Please see the attached PDF. Please let me know if you have any questions or would like to discuss the information further.

Thank you again,

Caryl

(CAMEO (not hidden))

Caryl Montero-Adams

Assistant Director of Student Life & Leadership for Fraternity & Sorority Life

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92162

caryl.adams@mail.sdsu.edu

Office: 619.594.0169 | Cell: 330.715.1151



Informal Conference- Phi Gamma Delta (1).pdf

197K

Todd Rotgers <trotgers@phigam.org>
To: Caryl Adams <caryl.adams@mail.sdsu.edu>

Fri, Apr 21, 2017 at 10:47 AM

Caryl,

Thank you for providing the information. Much appreciated.

Todd



PHI GAMMA DELTA

BUILDING COURAGEOUS LEADERS

Todd Rotgers (Minnesota 2011) | Senior Director of Undergraduate Services

1201 Red Mile RD | Lexington, KY 40504 | www.phigam.org

San Diego State University Mail - 195 Gamma Delta Decima Letter

[Directly next to them]

Fri, Apr 21, 2017 at 4:26 PM

Begin forwarded message:

(Quoten sind in %)

Wed, May 24, 2017 at 8:15 AM

Todd



PHI GAMMA DELTA
BUILDING COURAGEOUS LEADERS

Todd Kotzer is Managing Director, Senior Director of Underwriting Services



**SAN DIEGO STATE
UNIVERSITY**

Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

April 12, 2017

This is a confidential document.

PHI GAMMA DELTA FRATERNITY DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life on March 6, 2017. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed initial reports of events that occurred in September, October and December of 2016, which resulted in alleged violations of the Alcohol at Off-Campus Events, Hazing and Harassment and Abusive Behavior policies. The group also discussed Hazing and Alcohol at Off-Campus Events allegations that were reported during the investigation and allegedly occurred over time and in March 2017 (respectively). The March 2017 Alcohol at Events Off-Campus policy violation would also be an allegation of the Failure to Comply policy, as the action may have been in violation of the Interim Suspension. The group also discussed an overview of the investigation, including interviews, reports and other documentation.

During the conversation, President [REDACTED], [REDACTED] and Advisor [REDACTED] represented the fraternity and President [REDACTED] and Vice President for Judicial Affairs [REDACTED] were present on behalf of JFC. Below is the account, by allegation, of the informal conference.

Hazing Allegations

The group discussed the initial hazing allegations that occurred in September 2016. It was reported that a new member, who had been a potential new member of an expanding fraternity, informed the professional staff consultant that he was required to complete exercises early in the morning at the Phi Gamma Delta chapter facility the week after bid day. This information was later reported to the University and the Phi Gamma Delta international headquarters.

The group also discussed allegations that were reported to the University during the course of the investigation. Specifically, it was reported that there is ongoing hazing within Phi Gamma Delta, including an I-Week where new members are expected to live in one room in the chapter house with a chicken, as well as meal plan requirements (deprivation, requirement to use on actives), being compelled to drink alcohol and participation in sensory stimulating activities. It was also reported that the new members were dropped off at an undisclosed location and were required to find their way back to the chapter facility, in the dark, with no cell phones.

When discussing these allegations, President [REDACTED] and [REDACTED] denied the hazing behaviors were occurring in the chapter. The group discussed the interviews conducted with members, which also denied the behaviors and described the new member process. The group then discussed an overview of the new member process, which includes an 8-week



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

educational process designed by the International Headquarters, meetings at its house, and the time commitment equivalent of a 1-unit class.

Alcohol at Events Off-Campus Allegations

The group discussed reports of an event that allegedly occurred at the chapter facility on October 15, 2016. In the reports from the Center for Student Rights & Responsibilities, two transports had allegedly occurred as a result of a social event. The group discussed the transports, one related to level of intoxication and one due to injury. Both individuals who were interviewed by the Center for Student Rights & Responsibilities named "FJI" as the organization hosting the event. One outlined that they were underage, that there were no ID checks, no wristbands, that mixed drinks were out on a table and that shots were also available. The individual also reported that they were given a yellow pill at the party. The other individual who was interviewed described FJI as a "less sketchy frat" and that they brought their own alcohol because FJI is known for not providing a lot. President [REDACTED] and [REDACTED] described that the fraternity did not host any social event that night or during that weekend.

December 3, 2016 was the reported date of the following Alcohol at Events Off Campus policy violation. During the Informal Conference and investigation, President [REDACTED] and [REDACTED] described that the incident as being a result of an informal "Open House Policy," where any member can come back to the house at any time, and that guests are permitted to come with them. During the incident on December 3, 2016, members and their dates returned from sorority formals and came over to the house. It was reported that no alcohol was present at the house.

Lastly, on March 6, 2017 it was reported that the fraternity hosted a social event on March 4, 2017. Reportedly, there was a "cuffs" event that occurred that weekend and photo documentation of [REDACTED] [REDACTED] [REDACTED] and [REDACTED] was sent to Assistant Director Montero-Adams. The photo documentation shows the members listed handcuffed to dates and alcohol in the photos and references to a "cuffs" theme in Instagram captions. When discussed during the informal conference, President [REDACTED] and [REDACTED] denied any knowledge of the event, stated that it was not hosted in the chapter house and that they had not seen the posts on social media. The group discussed that organization events are not location-bound and events can be organizationally-related and bound to policy despite location or if they are "chapter sanctioned."

During the course of the investigation and during the Informal Conference, President [REDACTED] was transparent in that he recognizes the fraternity's policy related to dry housing. However, to engage older members, the fraternity described that they allow those who are 21 years old to have one 6-pack of beer in the chapter facility. Additionally, the "Open House" policy was reiterated throughout the investigation and during the Informal Conference.

Harassment and Abusive Behavior Allegations

A sexual assault reportedly occurred during the December 3, 2016 event. During the Informal Conference, Assistant Director Montero-Adams outlined that the report was made at Fraternity & Sorority Life from a campus partner and was referred to the Deputy Title IX Coordinator. [REDACTED] described, in a meeting immediately following the incident, during



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

a later interview and at the Informal Conference, that the incident was reported to him that night, he spoke with survivor at their request the next day and the alleged member was expelled from the fraternity on December 4, 2016.

The group discussed the Greek Life Reporting Protocol, the responsibility to report incidents and how to report assaults confidentially as chapters do not have a mandatory reporting responsibility. The group also discussed the nature and differences of individual and organizational responsibility.

Decision

Based on the information gathered during the investigation, including reports, investigative interviews and discussion during the informal conference, I have found Phi Gamma Delta to be in violation of the Alcohol at Off-Campus Events and Failure to Comply policies.

(4-22) Alcohol at Off-Campus Events

- 1. Organizations are expected to be familiar with and comply with State of California laws regulating the sale and consumption of alcoholic beverages.*
- 2. Unless held at a licensed establishment with professional bartenders, hard liquor (alcoholic beverages other than beer or wine) shall not be consumed at organization events.*
- 3. Open parties, meaning those with unrestricted access by non-members without specific invitation, where alcoholic beverages are present are forbidden.*
- 4. No organization shall permit any person who is under the age of 21 or who is obviously intoxicated to consume alcoholic beverages at organization functions.*
- 16. At "BYOB" functions, individuals 21 years of age or older may bring not more than a six-pack of 12 ounce beers (two individuals arriving together may bring a twelve-pack) or a four-pack of 12 ounce wine coolers).*

(10-4) 16. Failure to Comply

Failure to comply with directions or interference with any University official or any public safety officer while acting in the performance of his/her duties.

As a result of Alcohol at Off-Campus Events and Failure to Comply policy violations, Phi Gamma Delta is sanctioned to **Probation** effective immediately and ending on **June 1, 2018**. Any further violations of University policy during the term of the Probation may result in an immediate Interim Suspension of the fraternity. In addition to Probation, Phi Gamma Delta must complete the following stipulations:

Chapter Education

Educational Workshops. Phi Gamma Delta is expected to host ongoing educational workshops for members of the chapter. Specifically, the following workshops are stipulated for the term of the Probation and must have 90% chapter participation:

- Semesterly: Alcohol and Other Drugs



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

- Fall 2017: Hazing
- Spring 2018: Post-Probation Risk Management

Fraternity & Sorority Life can advise on presenters and workshop development. It is expected that the chapter leadership will schedule a meeting with Caryl Montero-Adams to review and advise on the workshops and identify presenters. Documentation of workshop completion must be sent to Fraternity & Sorority Life staff within 24 hours of the workshops. Documentation should be in Google Slides format and include photos, presenter information, a list of participants (last name, first name, Red ID), the strengths of the workshops and the opportunities for growth.

Risk Management Plan Development Workshop. Phi Gamma Delta's executive board and at least one alumni advisor will work with Caryl Montero-Adams to facilitate a workshop that helps the executive board forecast risk in events and identifies best practices for risk management. Additionally, the board will develop a risk management plan, with the potential of being modified to meet the needs for future events. The workshop must occur during Summer 2017 or the Fall 2017 semester with at least two weeks notice and before any events are approved.

Pre-Recruitment Meeting. The chapter must host a pre-recruitment meeting with the executive board, 90% of membership and alumni advisor(s) prior to any recruitment activities each semester. This meeting will establish the process and expectations around recruiting new members and how new members are engaged during their first semester. Hazing, alcohol and other drugs must be discussed during the meeting to mitigate the risk of these behaviors. A member of the Fraternity & Sorority Life staff team must also be present.

Events and Activities

Event Proposals and Risk Management Plans. During the term of the Probation, Phi Gamma Delta must submit a proposal with detailed risk management plans for all events hosted or co-hosted by the chapter to Fraternity & Sorority Life. Despite location, the events must follow the University's three-week event approval process and risk management plans must be submitted for all events.

Advisor Presence. During the term of the Probation, an advisor is expected to be present during the duration of all chapter events/meetings.

Events with Alcohol. During the term of the Probation, Phi Gamma Delta may host up to two events with alcohol. Specifically, the chapter can host one event with alcohol per semester during the 2017-18 academic year, which must be on-campus and follow all University and fraternity policies. Outside of the events with alcohol, the chapter may host dry socials that follow the event approval process outlined above.

Disclosure

Disclosure. It is expected that all members, new members and potential new members are made aware of the Probation and all stipulations. It is vital to the sustainability of the chapter that the entire membership understands the outcome of the investigation and expectations of members in this process.



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

To ensure that potential new members are aware of the chapter's status, it is an expectation that an announcement is made at each Phi Gamma Delta recruitment event by alumni advisor(s) during the Fall 2017 and Spring 2018 semesters.

Failure to complete these sanctions may result in the interim suspension of Phi Gamma Delta Fraternity.

At this time, there is not a preponderance of the evidence to find the fraternity responsible for the Hazing policy violations. Please be advised that although the fraternity was not found responsible for the University's Hazing policy, we take reports very seriously. We advise that the fraternity assesses all recruitment, new member and initiation practices. Furthermore, if during the chapter's assessment unveils behaviors that could constitute hazing, the fraternity must alter these behaviors to align with the safety and welfare of members, University policy, fraternity policy and the law. We encourage the chapter to consult with the Phi Gamma Delta International Headquarters to support this endeavor.

Lastly, it is recognized that the timeline for the interim suspension, informal conference and decision were delayed. During the course of the interim suspension, there were two additional reports that prolonged the investigation and anticipated length for the Interim Suspension. Please be advised that this was unforeseen and that the University appreciates the Executive Board's compliance.

Thank you again for taking the time to meet with Caryl Montero-Adams in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Phi Gamma Delta at San Diego State University.

Respectfully,

Dr. Randy Timm
Dean of Students

cc:

Christy Samarkos, Associate Vice President for Student Affairs-Campus Life

Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

Matthew Garcia, Assistant Student Life Advisor, Student Life & Leadership for Fraternity & Sorority Life

Todd Rotgers, Senior Director of Undergraduate Services, Phi Gamma Delta Fraternity

Javier Gomez, Alumni Advisor, Phi Gamma Delta Fraternity

James Ingram, Faculty/Staff Advisor, Phi Gamma Delta Fraternity

[REDACTED] Outgoing President, Interfraternity Council

[REDACTED] Incoming President, Interfraternity Council

[REDACTED] Outgoing VP Judicial Affairs, Interfraternity Council

Phi Gamma Delta Decision Letter



Phi Gamma Delta
San Diego State University
5804 Montezuma Road
San Diego, CA, 92115

Dear Ms. Caryl Montero-Adams:

With the time to think about our recent sanctions with San Diego State University, the Sigma Delta chapter of Phi Gamma Delta would like to formally appeal our "Failure to Comply" violation. Specifically, we are appealing the duration of our probation sentence ending on June 1, 2018.

After our former President, [REDACTED] had the informal conference regarding the members in our chapter shown at a "Cuffs and Fists" event, we internally dealt with the aforementioned members accordingly. The Sigma Delta chapter strives to uphold FJI's traditions and values, and during our interim suspension, we stressed to all brothers to understand our need to comply with San Diego State University. Our previous and current Executive Board expressed our expectations of our fellow FJI brothers. As a chapter, we feel that the actions of a few should not reflect our entire organization. Believing so and otherwise staying in accordance with our interim suspension we feel that the length of the probation sentence is unfitting.

As the future leader of this chapter, I would like to take responsibility for the actions of my peers and have already begun to take steps towards building a stronger chapter. This chapter of Phi Gamma Delta has taken the time to create a new development plan. I can attest to the positive changes it has created in the chapter. However, when considering the length of the probation I do not see the same positive impact. I strongly believe that a probation sentence effective immediately and ending on October 15, 2017, a year from our initial allegation of "Alcohol at Off-Campus Events" would be more appropriate. This time frame is sufficient enough to implement many of the focuses within our development plan. In addition, the Chapter education stipulations will provide a solid foundation for current and new members during the amended probationary period. I am hopeful that with the new leadership and the time provided in this amended probation this chapter will not only be in strong accordance with university policy but also strive for a new level of excellence.

Thank you again for taking the time to review our appeal process. We hope that the outcome of the appeal and our proposed sanctions will aid in the success of both Phi Gamma Delta and San Diego State University.

Respectfully,

[REDACTED]
[REDACTED]



SAN DIEGO STATE
UNIVERSITY

Vice President for
Student Affairs
San Diego State University
1900 Campanile Drive
San Diego CA 92182-2136
Tel: 619 594-5211
Fax: 619 594-7000

June 20, 2017

TO: [REDACTED], Phi Gamma Delta President

FROM: Christy Samarkos
Associate Vice President for Student Affairs

RE: Phi Gamma Delta Judicial Appeal

Thank you for meeting with me on Friday, May 26, 2017 regarding the appeal of your fraternity judicial decision. I began the meeting by going over the purpose of our meeting. Specifically, I explained to you that this is an ad hoc appeal process, and that my function is to provide an objective review of the decision previously made.

My responsibility is to evaluate whether there are reasonable grounds for the decision/sanction. I can then sustain, modify in some specified way, or revoke the decision. It is *not* the function of this process to conduct a full hearing of all of the evidence.

During this meeting, you did not submit any documents.

Summary

In an oral presentation, you and your advisor, [REDACTED] summarized the rationale for the appeal.

The most pertinent points provided in your presentation were:

- I. Concerns regarding judicial meetings and decisions. Specifically:
 - a. Due process not being followed; Pictures were received the day of the informal conference regarding the "cuffs" event
 - b. There was not sufficient opportunity and therefore information was not received by the University prior to judicial decisions being made; not all parties were met with during the investigation
 - c. Events occurred at an off campus locations; not at the fraternity house
- II. The organization has engaged in and begun taking steps to better the fraternity including: increased community service hours; summer preparation; adapting new member process; having the housing corporation and alumni be more present; and the creation of a development plan. Each of these measures in turn should shorten the length of the probationary status of the organization.

As part of this process, I have also had the opportunity to review the following documents provided to me:

1. Phi Gamma Delta Fraternity Interim Suspension Notice Letter; December 5, 2016
2. Informal Conference Phi Gamma Delta Fraternity PowerPoint presentation; March 6, 2017
3. Incident Reports, including pictures, of alleged violations against the fraternity
4. Student Life & Leadership Informal Conference Notes; March 6, 2017
5. Phi Gamma Delta Fraternity Decision Letter; April 12, 2017
6. Phi Gamma Delta Appeal Letter; undated

After reviewing the collective information I conclude the following:

Due process appears to have been granted to the organization in the investigative process. The concern was that a new allegation was introduced, with short notice, prior to the informal conference. Being that collective alcohol and hazing reports were being discussed, and the new reports were in line with the purpose of the informal conference, and the organization accepted the opportunity to discuss the new report as part of the informal conference, I do not believe the fraternity's due process rights were violated.

In regards to sufficient information not being received by Student Life & Leadership staff in order to make an appropriate decision, we discussed during the appeal meeting your concerns regarding members not having the opportunity to share their side of the story however, information received, shows that students had multiple opportunities to meet with the Student Life & Leadership staff and some did not respond to the opportunities/requests.

The event that occurred at an off campus location, has numerous pictures showing Phi Gamma Delta members involved and participating in the "cuffs" event. One member was identified as an Officer of the organization, which was disputed. However, the Registered Student Organization database listed that particular individual as an Officer. During the appeal meeting, we discussed the nature of that individual's role, which was "Member Educator", and though not an official Executive Officer of the organizations, it was noted, by you, that the role was one of the most important and highest positions within the organization. You stated that this role is responsible for new member education and the person who holds the role needs to have the following qualities: strong leadership skills; solid ethics; and be a good communicator. It was noted that this individual is "not chosen lightly, they are responsible for the building of the chapter members."

Taking into account this collective information, I conclude there are reasonable grounds for the original judicial disposition and sanctions. I believe that the aforementioned information shows that organizational policies were violated and that the sanctions and stipulations in the original decision are appropriate.

I am grateful and appreciative for the self initiated steps being taken to increase member and organization accountability, build a stronger brotherhood, provide better education and training, and increase the amount of community service that each member will be participating in as a part of Phi Gamma Delta. I believe that the strength of your organizations will be realized through the ongoing and collaborative relationship between Phi Gamma Delta and the Office of Student Life & Leadership.



4 messages

Todd Rotgers - Phi Gamma Delta <trtgers@phigam.org>
Reply-To: trtgers@phigam.org
To: Caryl Montero-Adams <caryl.adams@mail.adsu.edu>

Fri, Aug 4, 2017 at 6:18 AM

Results from the Board of Conduct hearing.



PHI GAMMA DELTA
BUILDING COURAGEOUS LEADERS

Sigma Delta Sanctions from the Board of Conduct

July 10, 2017

San Diego State University

Sigma Delta of Phi Gamma Delta

Dear [REDACTED]

As a result of the hearing conducted by the Board of Conduct (BOC) on Wednesday, August 2, 2017, the Sigma Delta Chapter was found guilty of violating the Fraternity's Risk Management Policy, specifically Subsection Alcohol & Drugs – 1, 3 & 4 and the Fraternity's Bylaws, specifically Section 19.500 – Alcohol-Free Housing.

After a review of the presentation during the hearing, and all of the documentation and evidence submitted to the BOC, the BOC decided to impose the following sanctions.

1. The Chapter is assessed a **First Strike**, which includes a one-year probationary period. A subsequent violation of the Risk Management Policy or Fraternity Laws during the probationary period may result in a complaint being filed against the Chapter, leading to a hearing before the Archons with suspension of the Chapter's charter as a possible outcome. The First Strike will expire on August 3, 2018.
2. Abide by San Diego State University's sanctions.

If you have any questions, please contact Todd Rutgers, Senior Director of Undergraduate Services, at (859) 265-1848 ext. 156 or tr Rutgers@phigam.org.

Fraternally,

Matthew R. Dixon (Ohio Wesleyan 1988)
Chairman, Board of Conduct

Copy

Javier Gomez, Purple Legionnaire
Loren Page, Section Chief
Caryl Montero-Adams, Assistant Director: Student Life & Leadership, Greek Life
Daylon Weddle, Field Secretary
Eric Liad, Director of Chapter Services

Fr, Aug 4, 2017 at 7:55 AM

Please see the decision letter from Phi Gamma Delta. Please let me know if you have any questions or concerns.

Caryl

Begin forwarded message

Fri, Aug 4, 2017 at 8:24 AM

Thank you for sharing this information with me.

Caryl

Caryl Montero-Adams
Assistant Director of Student Life & Leadership for Fraternity & Sorority Life
San Diego State University
Pronouns: She | Her | Hers
5500 Campanile Drive | San Diego, CA 92182
caryl.adams@mail.sdsu.edu
Office: 619.594.0189 | Cell: 330.716.1151

Fri, Aug 4, 2017 at 8:25 AM

San Diego State University Mail - FBI House - Interrupting OTRQC Retreat at the Pride Center

SDSU Pride Center Coordinator <wpalau@sdsu.edu>

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

Co: Matthew Garcia <mhgarcia@sdsu.edu>, Anne Guanciale <aguanciale@sdsu.edu>, Robyn Adams <robyn.adams@sdsu.edu>

I hope this finds you well. Please know I truly appreciate your prompt response to the incident. I had the opportunity, after Matt's reply on Saturday, to touch basis with the student that had voiced their concerns to me and how they were affected by the situation.

As the student is a WRC staff member, I have included [REDACTED] in the conversation, as the WRC Coordinator. With the hope that if any additional support is needed, it can promptly be identified and we can move forward accordingly. Additionally, please know, I will also be out the next couple of days and want to make sure that we remain vigilant of any and all support that is needed by students who witnessed or were affected by the incident.

Best regards,

[Quoted text hidden]

Maybe if theres an open spot, but there will be workers there renovating

May 7, 2019 at 3:08 PM



to the group.

Boys, I want to let you all know from myself that this whole situation with the LGBT is from [REDACTED] and I. But in no way, shape, or form were we "masterbating at them" or anything even of the sort.

[REDACTED] and I are goons. We growl at each other, we beat our chests and act like fools. We we're getting rowdy upstairs and on the balcony, completely unaware of any LGBT event across the way.

Their complaint to the school was a total over exaggeration of the event. However, it still got brought to the school and still has created a problem for Fiji and that's why I want to apologize.





SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

August 2, 2019

This is a confidential document.

PHI GAMMA DELTA FRATERNITY INVESTIGATION FOLLOW UP

During the week of April 22, 2019 members of Phi Gamma Delta Fraternity met with Kevin Araujo-Lipine, Assistant Director of Student Life & Leadership for Student Organizations & Activities to discuss allegations of policy violations within Phi Gamma Delta Fraternity at San Diego State University. Reportedly, Phi Gamma Delta hosted multiple social events in a satellite house where distribution of alcoholic beverages to underage individuals occurred. The satellite house was left in an unlivable condition for the residents, as well as concern for the safety and well-being to members of the university community and to property off campus. In addition, there is a report of underage drinking at the Phi Gamma Delta house on March 21, 2019, leading to a medical transport to the hospital.

After several investigative meetings, it was determined that the allegations of multiple social events in a satellite house appear to be the actions of individuals that are no longer active members of Phi Gamma Delta Fraternity. Additionally, there is not clear evidence that the underage drinking that resulted in a medical transport occurred as a result of alcohol consumption at the Phi Gamma Delta house on March 21, 2019. No harm to individuals or property was identified to active Phi Gamma Delta members through the investigative process.

Through the investigative process it became clear that there are current students on the Phi Gamma Delta Fraternity roster that are listed as "Graduate" status, but these students have not completed their studies. San Diego State University identifies students that were members of fraternal organizations, but are not currently active and have not graduated yet as "inactive" "Graduate" or "Alumni" status should not be used until the member has completed their academic program. Additionally, it is recommended that there are conversations with students transitioning to "inactive" status to discuss their behavior and actions, as they can be viewed as part of the fraternity. This can have potential negative impact on the image of the fraternity. It should be noted that any undergraduate member who is current with their membership dues and/or is on the active national roster is considered an active member.

Phi Gamma Delta Fraternity will need to review and update their roster using the status guidelines shared. Updated rosters should be shared with the Phi Gamma Delta National Office, San Diego State University Fraternity & Sorority Life, and uploaded to the Registered Student Organization (RSO) application system.

As the initial investigation was concluding, the Office of Student Life & Leadership received a report of lewd and obscene behavior being directed at members of the campus community who were participating in a conference at the neighboring Pride Center on April 27, 2019. Phi Gamma Delta was able to provide documentation that demonstrated the individuals who participated in lewd acts were in the process of being expelled from the fraternity. Documentation from the fraternity demonstrates that the inactive members were at the house to meet with the executive board to discuss their behavior related to the prior incident report that launched the initial investigation. Following conversations with members of the


executive board, the individuals were left briefly so that the board could discuss their membership status. When they were unattended, the individuals went on the roof and loudly made obscene noises toward the Pride Center. The membership of the individuals was terminated by the national fraternity.

Based on the information gathered during the investigation, including reports and investigative interviews, I have found that there is not enough evidence at this time to charge the fraternity with violations of the Student Organization Code of Conduct. The **interim suspension is lifted immediately**. Should additional information be presented, the allegations may be further reviewed and violations could be found.

Additionally, Phi Gamma Delta was previously sanctioned to probation through June 2019. As Phi Gamma Delta has completed the terms of the sanctions, the chapter is in good standing.

Thank you again for your cooperation with Kevin Araujo-Lipine, Dr. Robyn Adams, Matthew Garcia, and me through the investigation. We hope that the updating of your rosters and communication with inactive members, as well as implementing the risk management processes developed during the term of the probation will contribute to the success of Phi Gamma Delta at San Diego State University.

Respectfully,



Caryl Montero-Adams
Director, Student Life & Leadership
San Diego State University

cc:

Christy Samarkos, Interim Vice President for Student Affairs
Dr. Randy Timm, Assistant Vice President for Campus Life and Dean of Students, Division of Student Affairs
Robyn Adams, Associate Director, Student Life & Leadership
Kevin Araujo-Lipine, Assistant Director, Student Life & Leadership for Student Organizations & Activities
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership
Jessica Nare, Associate Chief Diversity Officer for Student Engagement, Division of Diversity and Innovation
Todd Rutgers, Director of Education, Phi Gamma Delta Fraternity
[REDACTED], Alumni Advisor, Phi Gamma Delta Fraternity
James Ingram, Faculty Staff Advisor, Phi Gamma Delta Fraternity
[REDACTED], President, Interfraternity Council
[REDACTED], Vice President Judicial Affairs, Interfraternity Council



Incident Report: Phi Gamma Delta

Matthew Garcia <mhgarcia@sdsu.edu>

Wed, Oct 23, 2019 at 8:39 PM

To: Javier Gomez [REDACTED]

Hi all,

I just sent you both a calendar invite. I will see you both tomorrow evening.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.2750

Connect with Greek Life at SDSU!

Calendar Facebook Website

On Wed, Oct 23, 2019 at 7:29 PM Javier Gomez [REDACTED] wrote:

I meant to reply all. Thursday at 7 PM works for me.

Thank you,

JG

On Sat, Oct 19, 2019 at 4:39 PM Matthew Garcia <mhgarcia@sdsu.edu> wrote:

Hello all,

The original dates and times that I provided have past. That said, please find my availability for this upcoming week which is pretty similar to last week below:

- Tuesday, October 22nd | 3:00pm - 8:00pm
- Thursday, October 24th | 4:30pm - 8:00pm
- Friday, October 25th | 1:00pm - 4:30pm

Please let me know what works best for you both.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU
Calendar Facebook Website

On Sat, Oct 19, 2019 at 11:37 AM Javier Gomez [REDACTED] > wrote:
Yes, I am available at those times. Please let me know what works.

Thank you,

Javier Gomez

On Sat, Oct 12, 2019 at 2:54 PM Matthew Garcia <mhgarcia@sdsu.edu> wrote:
Thank you Livsey,

Javier, are you available during the times that [REDACTED] provided?

Best.

Matthew H Garcia
Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!
Calendar Facebook Website

On Sat, Oct 12, 2019 at 2:53 PM [REDACTED] wrote:

Hello Matt,

I am available after 5:15pm on Tuesday and Thursday, and before 1:00pm or after 2:00pm on Friday.

Thank you.

1. **Introduction**

On Sat, Oct 12, 2019 at 2:50 PM Matthew Garcia <mhgarcia@sdsu.edu> wrote:
Hi all,

Apologies for the challenges in setting up a meeting this past week. Can you provide me some times that your available during the time frames listed below to further discuss the report we received.

Tuesday, October 15th | 4:00pm - 8:00pm
Thursday, October 17th | 5:00pm - 8:00pm
Friday, October 18th | 10am-12pm & 1:00pm - 4:30pm

Best.

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU

[Calendar](#) [Facebook](#) [Website](#)

On Tue, Oct 8, 2019 at 7:29 PM Javier Gomez [REDACTED] wrote:
Hi Caryl,

I am pretty flexible this week. I should be able to coordinate around your schedule. Would Friday work for you?

Thank you.

JG

On Oct 7, 2019, at 12:49 PM, Caryl Montero Adams <caryl.adams@sdsu.edu> wrote:

Good afternoon [REDACTED] and Javier,

It has come to our attention that the chapter hosted a "jailbreak" themed event over the weekend. The below image was taken this morning and was reported by a staff member at the University:

I would like to schedule a meeting to discuss the incident, event, and theme as we begin a formal investigation. Please let me know your availability for this and next week.

Thank you.

Caryl

<Phi Gamma Delta Jailbreak October 2019.jpg>

22

Caryl Montero-Adams

Director, Student Life & Leadership
San Diego State University
Pronouns: She | Her | Hers
5500 Campanile Drive | San Diego, CA 92182
Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu





Caryl Montero Adams <caryl.adams@sdsu.edu>

Incident Report: Phi Gamma Delta

6 messages

Caryl Montero Adams <caryl.adams@sdsu.edu>

Mon, Oct 7, 2019 at 12:49 PM

To: [REDACTED]
Cc: Javier Gomez [REDACTED] Matthew Garcia <mhgarcia@sdsu.edu>

Good afternoon [REDACTED] and Javier,

It has come to our attention that the chapter hosted a "jailbreak" themed event over the weekend. The below image was taken this morning and was reported by a staff member at the University.

I would like to schedule a meeting to discuss the incident, event, and theme as we begin a formal investigation. Please let me know your availability for this and next week.

Thank you,

Caryl



--
Caryl Montero-Adams

Director, Student Life & Leadership

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

Office: 619.594.0169 | Cell: 330.715.1151

caryl.adams@sdsu.edu



Mon, Oct 7, 2019 at 12:49 PM

Eligible for Fidelity

To: Caryl Montero Adams <caryl.adams@sdsu.edu>

I am available Mondays Wednesday and Fridays before 1pm and after 2pm, or Tuesdays and Thursdays before 12:30pm, between 2pm and 4pm, and after 5:30pm. Please let me know what works best for you!

(Content text hidden)

Javier Gomez [REDACTED]
To: Caryl Montero Adams <caryl.adams@sdsu.edu>

cc: Matthew Garcia <mhgarcia@sdsu.edu>

I am pretty flexible this week. I should be able to coordinate around your schedule. Would Friday work for you?

JG

On Oct 7, 2019, at 12:49 PM, Caryl Montero Adams <caryl.adams@sdsu.edu> wrote:

It has come to our attention that the chapter hosted a "jailbreak" themed event over the weekend. The below image was taken this morning and was reported by a staff member at the University:

I would like to schedule a meeting to discuss the incident, event, and theme as we begin a formal investigation. Please let me know your availability for this and next week.

City:

(C) placed first (constant)

Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi Caryl,

Just following up on when we can have our meeting. We have other socials planned that are coming up and would love to go over how to make sure they are as safe and appropriate as possible!

Thank you.

10

(Quoted text hidden)

Matthew Garcia <mhgarcia@sdscu.edu>

Sat, Oct 12, 2019 at 2:49 PM

To Javier Gomez

Cc: Caryl Montero Adams <caryl.adams@sdsu.edu>

Hi all,

Apologies for the challenges in setting up a meeting this past week. Can you provide me some times that your available during the time frames listed below to further discuss the report we received.

Tuesday, October 15th | 4:00pm - 8:00pm

Thursday, October 17th | 5:00pm - 8:00pm

Friday, October 18th | 10am-12pm & 1:00pm - 4:30pm

Best

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

McGard@sdsc.edu | Office: 619.594.7068

Connect with Greek Life at SDSU

Calendar Facebook Website

(Quoted text hidden)



1 message

Thu, Nov 7, 2019 at 4:49 PM

To: caryl.adams@admu.edu

Primary recipient (awaiting your action in Maxent)

3.2.2.2. Limitations

Time of Incident

Off-Campus - Surrounding Neighborhood - Montezuma Road and Campanilla Drive

Wang et al. *Genetics*

1000

On Saturday, November 2nd at 1:51am, I received an email from

with the following message:

"Hey Matt,

I was just informed that a girl who was being walked home by one of our new members got hit by a car on Montezuma Rd. She immediately got medical attention and was taken care of on the scene, but I felt it was important information to let you know. We have gotten in contact with the executive board of her sorority to ensure her safety, and have taken no other action.

Let me know you need any additional questions or concerns."

I got in contact with [REDACTED] at 3:58pm on Saturday, Nov 2nd via a phone call to acquire more information. [REDACTED] expressed that a new member of the fraternity, [REDACTED], was walking with a female friend when she was struck by a vehicle when crossing the street at the cross section of Montezuma Road and Campanile Drive. [REDACTED] originally thought that the female struck by a vehicle was a member of Alpha Chi Omega Sorority (as detailed in his email), however, [REDACTED] expressed that it was not a member of their chapter. [REDACTED] believed it was close to the police cars in front of both of their chapter facilities (located on Montezuma Road). [REDACTED] was no able to provide the name of the female struck by the car nor was he able to share what hospital the individual went to, if any. He expressed that minor injuries were sustained.

I asked where the individuals were walking from and [REDACTED] expressed that, while the chapter did host a social event at a residence off campus, he believes that both individuals were walking from a different location prior to the incident occurring.

was not able to provide any additional information regarding the incident.

Was San Diego State University Police (or another law enforcement agency) notified and/or did they respond to the incident to your knowledge?

Unknown

If you responded "yes" to the above question and you know of a report number(s) which were generated, please include them in the space below:

Separating Documents

For added security, these links will expire in 10 days. The attachments will remain accessible when viewing the report within Maxion.

© 2001 Blackwell Science Ltd

Your full name

Matthew H. Garcia

Your position/title

Assistant Director of Fraternity & Sorority Life

Your phone number

619-594-2750

Your email address

antigarcia@sdsu.edu

(UNAUTHENTICATED)

References

Primary recipient:

Caryl Montero-Adams (Assistant Director of Student Life & Leadership for Fraternity & Sorority Life)

Copied recipients: None

Text msg recipients: None

Originating IP address: 130.191.201.201

Submitted through IR layout #5

No routing rule matched. Routed to default recipient.

Copyright © 2009 John Wiley & Sons, Ltd.

IR000005339.pdf
4K



Fraternity Sorority Life Student Life and Leadership <slfraternitysororitylife@sdsu.edu>

ACTION REQUIRED: Certificate of Liability Expiration Notice

Fraternity Sorority Life Student Life and Leadership <slfraternitysororitylife@sdsu.edu> Mon, Nov 4, 2019 at 8:34 PM
Cc: Matthew Garcia <MHGARCIA@sdsu.edu>, SDSU Greek Graduate Assistant <SLGRADGREEK@sdsu.edu>, Jessica Moore <jdmoores@sdsu.edu>
Bcc: [REDACTED]

Hello,

We are reaching out in regards to the Recognized Student Organization (RSO) Application for your organization. According to our records, the Certificate of Liability (COI) for your chapter has expired.

You must send the Fraternity & Sorority Life Advisory Team an updated COI by **Friday, November 29th** in order to retain your "Recognized" status. If we do not receive your updated COI by this date, your organization will no longer be Recognized and subsequently, receive a "Not Accredited" for the Chapter Management value of Greek Accreditation (CM-A-1).

If you have any questions or concerns, please **respond all** to this email.

Thank you,
Fraternity & Sorority Life Advisory Team

—
Fraternity & Sorority Life Advisory Team
Caryl Montero-Adams, Director, Student Life & Leadership
Matthew Garcia, Assistant Director for Fraternity & Sorority Life
619.594.5771



Caryl Montero Adams <caryl.adams@sdsu.edu>

Fwd: IFC Incident Report

1 message

Thu, Nov 21, 2019 at 4:05 PM

[REDACTED]
To: "Caryl Adams (via Google Drive)" <caryl.adams@mail.sdsu.edu>, "Caryl Adams (via Google Drive)" <caryl.adams@sdsu.edu>
Cc: Jesse Moore <jdmoores@sdsu.edu>

Hi Caryl,

Hope you are having a great week so far!

I can send this into the Student Organization Incident report form as well but I thought it may be easier to send it to you directly. There were multiple videos sent to me this past weekend regarding fraternities on suspension and have attached them below. I have listed the names and chapters that were mentioned as well.

Video 1
Kappa Sigma
[REDACTED]

Video 2 and last photo:
Pike
[REDACTED] (posted the video)

Video 3:
FLJ
[REDACTED] took and posted the snapchat video

Hope this gives you more insight to these events. Thank you and let me know if you need anything else.

Best Regards,


[REDACTED]



Screen Shot 2019-11-20 at 17.56.16.png
317K

RPRplay_Final1673967069.mp4
4844K

RPRplay_Final1573939119.mp4
2877K

 RPreplay_Final1574002871.mp4
3892K



Matthew Garcia <mhgarcia@sdsu.edu>

myFraternity | Activism | Community service | Inspiration

Matthew Garcia <mhgarcia@sdsu.edu>

Fri, Oct 4, 2019 at 10:56 AM

To [REDACTED]

If IFC does have a great story that we want to share on a national platform, MyFraternity, we can submit a press release to this so that is shared broadly within the FSL community.

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: **Andrea Benek** <andrea.benek@nicfraternity.org>

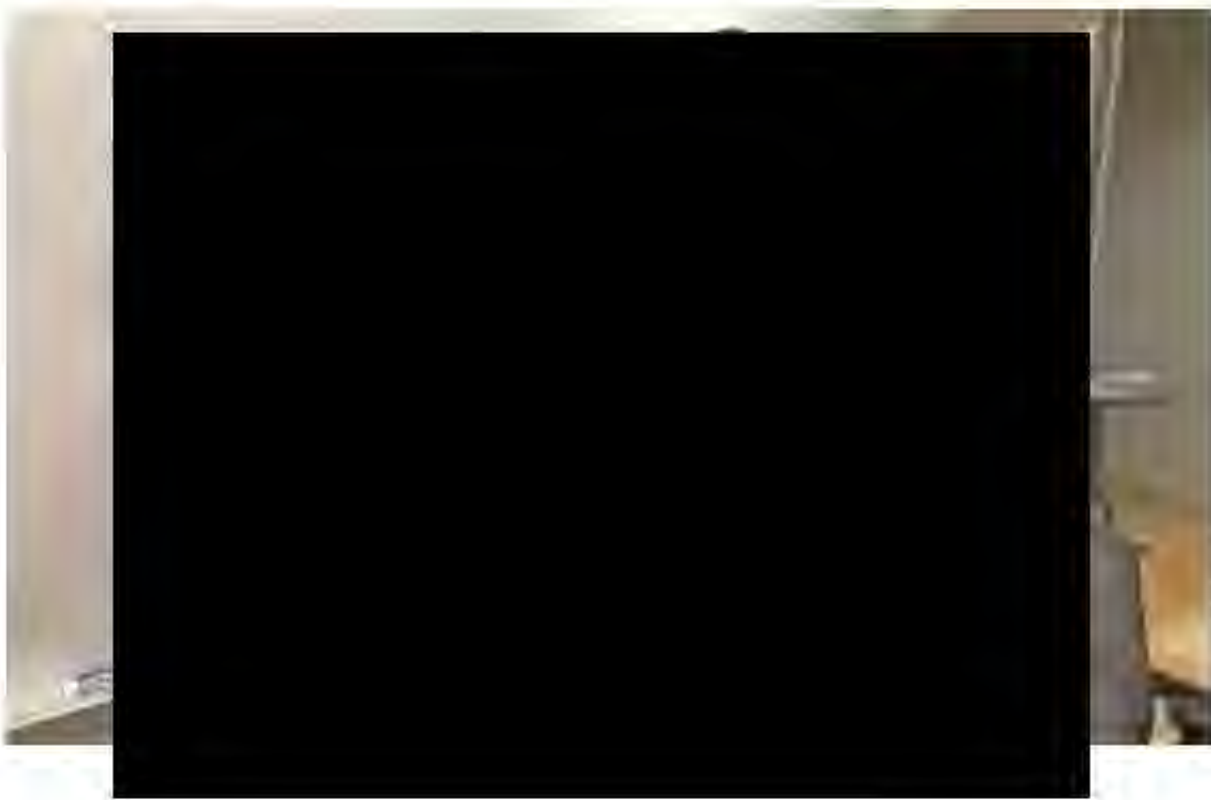
Date: Fri, Oct 4, 2019 at 5:59 AM

Subject: myFraternity | Activism | Community service | Inspiration

To: <mhgarcia@sdsu.edu>



FRIDAY, OCTOBER 4, 2019



Campus activists.

Miami University's student body president shares much with university president, including Alpha Phi Alpha brotherhood.

READ THEIR STORY

Making a difference.

- Fraternity members take a [stand against sexual assault](#) by walking the walk.
- Sigma Tau Gamma chapter volunteers to patrol dangerous area during festival, [keeping neighbors safe](#).
- Multicultural groups [bond over food](#), fraternal experience at the University of Minnesota.
- Football theme drives [philanthropy](#) at Alpha Kappa Lambda chapter.
- Community center shines after Kappa Alpha Order [chapter cleanup day](#).

MORE FRATERNITY NEWS



WATCH: *"I wanted to play football again and I was not going to take no for an answer."*

SigEp featured on ESPN College GameDay for his drive to overcome cancer and inspire his team.

SEE THE VIDEO

Full to the brim

Alumni reunite to form [luxury hat brand](#), find quick success with new venture.




Strictly For Laughs

Ready to share his motivations with his audience after a 50-year career, Kappa Alpha Psi alumnus releases [book of his cartoons](#) reliving 50-year career telling the stories that impact his world.

MORE ON ALUMNI LIFE



 [@myfraternitylife](#) [#Repost @zbtboston](#) We had another great weekend volunteering at Making Strides Against Breast Cancer. Always a good time at such a fun event put on for an incredible cause!

Education Opportunity: Hazing Prevention

Announcing the dates and location of next year's Interdisciplinary Institute for Hazing Prevention! Join the IIHP team back at the University of Texas at Dallas on July 13-15! Visit [HazingPrevention.Institute](#) for more information and

[subscribe to updates](#). [Download the flier](#).



We are looking for: Member successes | Philanthropy | Innovation | Diversity | Community service | Interfraternalism | Brotherly bonds | MORE

ADD YOUR VOICE

Copyright © 2019 myFraternity, All rights reserved.

You are receiving this email because you opted in via our website.

Our mailing address is:

myFraternity
865 W Carmel Dr
Carmel, IN 46032-5880

[Add us to your address book](#)

Was this email forward to you? You can [SUBSCRIBE](#)

Want to change how you receive these emails?

You can update your preferences or unsubscribe from this list.



City of San Diego Fire-Rescue Department
1010 Second Ave
San Diego, CA 92101
PH: 619-533-4400



[REDACTED]
[REDACTED]
San Diego, CA 92115-1314

Re:FCIP - Fire Company Inspection Program : Inspection #1 on 10/6/2017

The inspection has been completed and no Fire/Building Code violations were found. You will receive an invoice for this inspection within thirty days.

The City of San Diego Fire Department would like to thank you for making fire and life safety a priority in your place of business.

Additional Comments:

Inspector

[REDACTED]

[REDACTED]

Recipient:

[REDACTED]

[REDACTED]



Matthew Garcia <mhgarcia@sdsu.edu>

Fwd: [REDACTED]**Matthew Garcia** <mhgarcia@sdsu.edu>

Mon, Oct 7, 2019 at 9:09 PM

To: Rachel Gregg <rgregg@sdsu.edu>

Cc: [REDACTED]

Hi Rachel,

I spoke to [REDACTED] and it looks like this residence is linked to the IFC Community. [REDACTED] will address it with the chapter's leadership. I have included him on this email to provide additional clarity, if needed.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)

On Mon, Oct 7, 2019 at 9:24 AM Rachel Gregg <rgregg@sdsu.edu> wrote:

----- Forwarded message -----

Date: Sat, Oct 5, 2019 at 7:42 PM

Subject: [REDACTED]

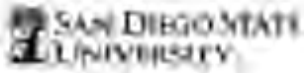
Hi Rachel,

I am one of 4 or 5 neighbors who have called the police on a large party at [REDACTED]. I have submitted the reports to the fraternity council. The police have come, and at first it seemed like the party was shut down but I can hear it going on again. The incident report is 191 00008733.

I can't see any fraternity letters. Do you happen to know which fraternity this is?

Thanks,

[Quoted text hidden]



Matthew Garcia <mhgarcia@sdsu.edu>

Fwd: Philanthropy Proposal

Matthew Garcia <mhgarcia@sdsu.edu>

Mon, Oct 7, 2019 at 10:56 AM

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: [REDACTED]
Date: Tue, Sep 24, 2019 at 7:26 PM
Subject: Fwd: Philanthropy Proposal
To: Matthew Garcia <MHGARCIA@sdsu.edu>

Here is our risk plan and event proposal. We had meetings with Dr. Robyn Adams about the event late in the spring semester. I believe [REDACTED] her details of the event.

----- Forwarded message -----

From: [REDACTED]
Date: Tue, Sep 24, 2019 at 5:54 PM
Subject: Philanthropy Proposal
To: [REDACTED]



 **WR Philanthropy.docx**
753K



Matthew Garcia <mhgarcia@sdsu.edu>

10/10/2019 Agenda - IFC Expansion Committee - Invitation to edit

1 message

To: mhgarcia@sdsu.edu

[REDACTED] has invited you to **edit** the following document:



[10/10/2019 Agenda - IFC Expansion Committee](#)

Open in Docs

[REDACTED] is outside your organization.

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.



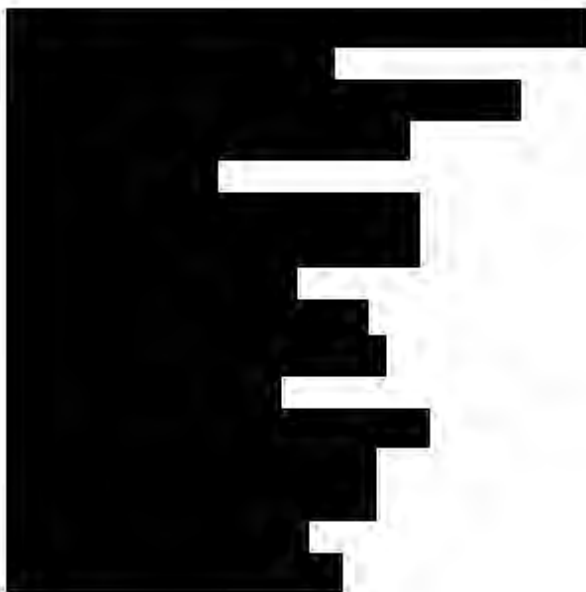


Interfraternity Council, San Diego State University
Expansion Committee - Agenda
Thursday, October 10, 2019 – 1:00 p.m.
Park Boulevard | 1st Floor | Conrad Preby's Aztec Student Union



A. CALL TO ORDER:

B. ROLL CALL:



Guests -

C. APPROVAL OF AGENDA:

- First:
- Second:

D. APPROVAL OF PREVIOUS MINUTES:

- N/A

E. REPORTS:

- A. IFC Executive Vice President - 
- Objectives of the Expansion Committee
 - Invited Organizations in order with original timeline
 - Beta Theta Pi → Fall 2020
 - Delta Chi → Fall 2021 → Spring 2020
 - Tau Kappa Epsilon → Fall 2022
 - New Proposed timeline
 - Spring 2020 → Delta Chi (and Tau Kappa Epsilon)
 - Fall 2020 → Tau Kappa Epsilon
 - Spring 2021
 - Fall 2021 → Beta Theta Pi
 - [Article XIV of the IFC Bylaws](#)



Interfraternity Council, San Diego State University
Expansion Committee - Agenda
Thursday, October 10, 2019 – 1:00 p.m.
Park Boulevard | 1st Floor | Conrad Preby's Aztec Student Union



-

B. Advisors - Matthew Garcia

C. Committee Members

D. Guests

F. **ACTION:**

G. **ANNOUNCEMENTS:**

H. **ADJOURNMENT:**

- First:

- Second:



Matthew Garcia <mhgarcia@sdsu.edu>

IFC EXEC 10.15.19 - Invitation to edit

1 message

To: mhgarcia@sdsu.edu

[REDACTED] has invited you to **edit** the following document:



[IFC EXEC 10.15.19](#)

Open in Docs

[REDACTED] is outside your organization.

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.





Matthew Garcia <mhgarcia@sdsu.edu>

IFC Delegates 10.17.19 - Invitation to edit

1 message

To: mhgarcia@sdsu.edu

Cc: [REDACTED]

[REDACTED] has invited you to **edit** the following document:



[IFC Delegates 10.17.19](#)

Open in Docs

[REDACTED] is outside your organization.

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.

Google



Interfraternity Council, San Diego State University
Expansion Committee - Agenda
Thursday, October 17, 2019 – 1:30 p.m.
Park Boulevard | 1st Floor | Conrad Preby's Aztec Student Union



A. CALL TO ORDER: October 17, 2019 at 1:37 PM

B. ROLL CALL:



C. APPROVAL OF AGENDA:

- First: Delta Sigma Phi
- Second: Phi Kappa Psi

D. APPROVAL OF PREVIOUS\ MINUTES:

- First: FIJI
- Second: Delta Sigma Phi

E. REPORTS:

A. IFC Executive Vice President - 

-Review of situation: Delta Chi is technically in line to join for Spring, but TKE is pushing really hard to come on as soon as possible

-Does it make sense to have another chapter join our campus given the current state of Greek life?

B. Advisors - Matthew Garcia

C. Committee Members

D. Guests



Interfraternity Council, San Diego State University
Expansion Committee - Agenda
Thursday, October 17, 2019 – 1:30 p.m.
Park Boulevard | 1st Floor | Conrad Preby's Aztec Student Union



F. DISCUSSION:

- A. DU - We should ensure that the chapters understand the current state of Greek Life at SDSU
- B. DSig - It is already hard enough to control the fraternities we have right now, adding more could cause issues
- C. Phi Psi - Having a nationally large chapter such as TKE could help strengthen our community
- D. Phi Delt - TKE has an active alumni association here, but given the current situation we should wait until later

G. OLD BUSINESS:

- a. **Formally invite Delta Chi to join San Diego State University Interfraternity Council for Spring 2020.**
 - For:**
 - Against:**
 - Abstaining:**
- b. **Formally invite Tau Kappa Epsilon to join San Diego State University Interfraternity Council for Spring 2020.**
 - For:**
 - Against:**
 - Abstaining:**
- c. **Push back expansion process to a later semester and do not invite either fraternity to join our community next semester.**
 - For: 11**
 - Against: 0**
 - Abstaining: 0**

H. NEW BUSINESS:

I. ANNOUNCEMENTS:

J. ADJOURNMENT: October 17, 2019 at 1:49 PM

- First: FIJI
- Second: Delta Upsilon



Matthew Garcia <mhgarcia@sdsu.edu>

Updated: Opportunity to Host a Public Forum

Matthew Garcia <mhgarcia@sdsu.edu>

Sat, Oct 19, 2019 at 6:42 PM

To: [REDACTED]

Hi Council Presidents,

Please review the content below as I will be including this in my report as something that the councils will be expected to host this semester for their respective council members.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: **Christian Onwuka** <cfac@sdsu.edu>

Date: Fri, Oct 18, 2019 at 4:28 PM

Subject: Updated: Opportunity to Host a Public Forum

To: <mhgarcia@sdsu.edu>

Good afternoon student leaders,

Thank you to those student organizations who have reached out to host an open forum. Your support is greatly appreciated.

For those of you who are still interested but have not had the opportunity to complete the request form, you still can. While the initial set of open forums are currently being promoted, we will continue to accommodate student organizations to the extent possible.

To register to host an open forum, please fill out this [form](#).

If your organization is unable to host a forum, your feedback still matters. Please encourage your members to attend one of the many scheduled forums which will be listed on the following site in the coming days. To learn more, please visit: sdsu.edu/alternativeconsult.

My previous message is posted below for reference.

Thank you,

Christian L. Onwuka

Chair of the University Campus Fee Advisory Committee

■ ■ ■

Greetings!

I'm writing you on behalf of the Campus Fee Advisory Committee (CFAC) about an important matter coming up this semester where your student organization can play a vital role to ensure your members and other students are well-informed.

CFAC will be sponsoring a series of public forums between late October and early November for currently enrolled SDSU students at the San Diego campus, regarding proposed increases to the Student Health and Wellness Fee and the Instructionally Related Activity Fee at SDSU. The purpose of these public forums is to give students an objective opportunity to learn more about the proposed fee increases, what they would provide and most importantly, whether or not students are supportive of the increases. To learn more about the proposal and the process, go to: sdsu.edu/alternativeconsult.

We are offering student organizations the opportunity to host one of the public forums at a date and time convenient for your members, along with other SDSU students invited to attend. Your organization's hosting of a forum does not in any way suggest support or opposition to the proposed fees, but rather your active interest in supporting students to become informed and express their opinions on the topic.

Other than encouraging your members to attend, there is no requirement for hosting a forum only that the promotion of the forum dates and times will include a mention of your organization's serving as a host for the forum date and time you select. CFAC will coordinate a location with you, and provide presenters to explain the fee proposals, answer questions from the audience and provide forms for student feedback.

We hope to count on your organization to host one of the forums. If you are interested, we must receive your response no later than Wed., Oct 9, so that we can include your organization's name in the upcoming public forum notices. To register to host an open forum, please fill out this [form](#). You can choose a date and time most convenient for your members. To learn more, please visit: sdsu.edu/alternativeconsult.

Thank you,

Christian L. Onwuka

Chair of the University Campus Fee Advisory Committee

Campus Fee Advisory Committee | 5500 Campanile Drive, San Diego, CA 92182

[Unsubscribe mhgarcia@sdsu.edu](#)

[Update Profile](#) | [About Constant Contact](#)

Sent by cfac@sdsu.edu in collaboration with



Try email marketing for free today!



Student Life & Leadership
Division of Student Affairs

Kevin Araujo-Lipine, Assistant Director
Student Life & Leadership
Phone 619-594-5221
karaujolipine@sdsu.edu

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182-7440

Monday, October 21, 2019

This is a confidential document.
INFORMAL CONFERENCE NOTICE

Organization: **Phi Kappa Psi**

Meeting Date & Time: **Thursday, October, 24, 2019 at 3:00pm**

Location: **Seminar Room, Student Life & Leadership
Conrad Prebys Aztec Student Union**

Charges: **Reportedly on August 26, 2019 and September 18, 2019, Phi Kappa Psi violated the following policies from the SDSU Student Organization Handbook:**

SPECIFIC POLICY

1. (2) *Alcohol. Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.*
2. (21) *Health and Safety. Conduct that threatens or endangers the health or safety of any person within or related to the University community*
3. (38) *Violation of the Student Organization Conduct Procedures. Retaliation of any participant in a student organization disciplinary matter.*

CC:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Caryl Montero-Adams, Director, Student Life & Leadership
Kevin Araujo-Lipine, Assistant Director, Student Life & Leadership for Student Organizations & Activities
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life



SAN DIEGO STATE
UNIVERSITY

[REDACTED]

Kyle Ryan, Alumnus Advisor, Phi Kappa Psi Fraternity

Sam Kobari, Faculty/Staff Advisor, Phi Kappa Psi Fraternity

[REDACTED]



Matthew Garcia <mhgarcia@sdsu.edu>

Informal Conference Scheduling: Phi Kappa Psi Fraternity

Sam Kobari <skobari@sdsu.edu>

Tue, Oct 22, 2019 at 9:56 AM

To: Kevin Araujo-Lipine <karaujolipine@sdsu.edu>

Cc:

<caryl.adams@sdsu.edu>, Dean of Students Student Affairs <deanofstudents@sdsu.edu>, [REDACTED]

<mhgarcia@sdsu.edu>, [REDACTED] Matthew Garcia

Hi Kevin-

Thank you for offering to meet up. I would definitely like to discuss this further with you. Do you have any time after 12:00 this coming Monday?

-Sam

On Mon, Oct 21, 2019 at 3:00 PM Kevin Araujo-Lipine <karaujolipine@sdsu.edu> wrote:

Hi [REDACTED],

Sorry to hear you are unable to attend. I think it would be great to connect with [REDACTED] and the leadership after the meeting. I'd be happy to make myself available as well to review what was discussed if you would be interested. Just let me know and we can set something up.

Best,
Kevin

Kevin Araujo-Lipine*Assistant Director, Student Life & Leadership for Student Organizations & Activities*

San Diego State University

Office Phone: 619-594-5221

Pronouns: He/Him/His

Indigenous Residence: Kumeyaay

On Mon, Oct 21, 2019 at 10:12 AM Sam Kobari <skobari@sdsu.edu> wrote:

I teach at that time and will not be able to attend. Will there be notes from the meeting? Also, please let me know if there is anything I can do to assist with this process.

Thanks

-Sam Kobari

Faculty Advisor

On Fri, Oct 18, 2019 at 3:41 PM [REDACTED] > wrote:

That time works for me as well.

On Fri, Oct 18, 2019 at 10:02 [REDACTED] wrote:

Thursday Oct 24 3:00-4:30 works best for me, otherwise I will have to make arrangements with work for other days and times.



On Fri, Oct 18, 2019, 9:49 AM Kevin Araujo-Lipine <karaujolipine@sdsu.edu> wrote:
Hello

Thank you for your participation in the investigation of alleged policy violations of the Student Organization Code of Conduct. As the investigation nears conclusion, we would like to move forward with scheduling the Informal Conference to review the allegations and themes found throughout the course of the investigation.

The Phi Kappa Psi President, Rush/Recruitment Chair, Alumnus advisor, and faculty/staff advisor are invited to attend the meeting. The Interfraternity Council President and VP for Judicial Affairs are also invited to attend.

I am reaching out to you to ensure that the meeting is scheduled for a time when you are available. Would you be available to meet during any of the dates and times listed below? I estimate that the conversation will be approximately one hour in length.

Tuesday, October 22, 2019
11:00am-12:00pm
2:00pm-3:00pm

Thursday, October 24, 2019
10:00am-11:00am
3:00pm-4:30pm

Friday, October 25, 2019
8:30am-10:00am
11:00am-12:00pm
2:00pm-4:30pm

Please be aware that the interim suspension will continue until the completion of this process. Please let me know if you have any questions or concerns. I look forward to connecting with you soon.

Respectfully,

Kevin Araujo-Lipine

Kevin Araujo-Lipine

Assistant Director, Student Life & Leadership for Student Organizations & Activities

San Diego State University

Office Phone: 619-594-5221

Pronouns: He/Him/His

Indigenous Residence: Kumeyaay

--



Matthew Garcia <mhgarcia@sdsu.edu>

IFC Exec 10.22.19 - Invitation to edit

1 message

To: mhgarcia@sdsu.edu

[REDACTED] has invited you to **edit** the following document:



IFC Exec 10.22.19

Open in Docs

[REDACTED] is outside your organization.

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.





Matthew Garcia <mhgarcia@sdsu.edu>

Re: Meeting Request - IFC Executive Board Informational Meetings

Thu, Oct 17, 2019 at 4:32 PM

[REDACTED]
To: Jessi Moore <jdmoore@sdsu.edu>
Cc: Matthew Garcia <mhgarcia@sdsu.edu>

Sounds good.

[REDACTED]

On Thu, Oct 17, 2019 at 4:30 PM Jessi Moore <jdmoore@sdsu.edu> wrote:

Hi [REDACTED]

Thanks for sending your availability. Matt and I both can meet at 1PM next Wednesday. I will send a calendar invite to confirm.

Best wishes,
Jessi

On Thu, Oct 17, 2019 at 2:12 PM [REDACTED] wrote:

Also my personal email is [REDACTED]. Just wanted to give that to you as well. I know Matt has it already.

[REDACTED]

On Thu, Oct 17, 2019 at 2:09 PM [REDACTED] wrote:

What day works best for you guys. For me, Tuesday 2:45-3:45, Wednesday between 1 pm-3pm, Thursday 10-11:45 would work best for me. Let me know what works best for you both.

[REDACTED]

On Tue, Oct 8, 2019 at 1:11 PM Jessi Moore <jdmoore@sdsu.edu> wrote:

Hi [REDACTED]

I hope you are having a good day. I am reaching out to setup a one-on-one meeting to learn about your role on the IFC Executive Board and get to know you better in order to support your goals.

Please select a one hour meeting time that works best for you based on my availability found at this [link](#). I am looking to meet with you within the next four weeks. If these times do not work for you or if you need an adjustment, please let me know.

I look forward to meeting soon!

Best wishes,
Jessi

--

Jessi Moore, M.A.

Pronouns: She|Her|Hers

Student Life Advisor | Fraternity & Sorority Life

Student Life & Leadership | sll.sdsu.edu | (619) 594-5221

Drop-in Office Hours: Monday and Friday 1-2:30 PM in Student Life & Leadership

Schedule a Meeting: [Calendly](#)

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

San Diego State University resides on the traditional lands of the Kumeyaay nations

--

Jessi Moore, M.A.

Pronouns: She|Her|Hers

Student Life Advisor | Fraternity & Sorority Life

Student Life & Leadership | sll.sdsu.edu | (619) 594-5221

Drop-in Office Hours: Monday and Friday 1-2:30 PM in Student Life & Leadership

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

San Diego State University resides on the traditional lands of the Kumeyaay nations



Matthew Garcia <mhgarcia@sdsu.edu>

IFC Chapter President Contact Info

1 message

Matthew Garcia <mhgarcia@sdsu.edu>

To [REDACTED]

Wed, Oct 23, 2019 at 8:47 PM

| | | | |
|-----|------------------------|------------|----------|
| IFC | Council | [REDACTED] | Academic |
| | Alpha Epsilon Pi | | Calendar |
| | Delta Sigma Phi | | Calendar |
| | Delta Upsilon | | Academic |
| | Kappa Alpha Order | | Calendar |
| | Kappa Sigma | | Academic |
| | Phi Delta Theta | | Academic |
| | Phi Gamma Delta (FIJI) | | Calendar |
| | Phi Kappa Psi | | Academic |
| | Pi Kappa Alpha | | Calendar |
| | Sigma Alpha Epsilon | | Calendar |
| | Sigma Chi | | Calendar |
| | Sigma Phi Epsilon | | Calendar |
| | Theta Chi | | Calendar |
| | Zeta Beta Tau | | Academic |

Best,

Matthew H Garcia
Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.2750

Connect with Greek Life at SDSU!
[Calendar](#) [Facebook](#) [Website](#)



InterFraternity Council
"Leadership. Community."
IFC Agenda
October 31st, 2019

CALL TO ORDER:

ROLL CALL: AEΠ, ΔΣΦ, ΔΥ, ΚΣ, ΦΔΘ, FIJI, ΦΚΨ, PIKE, ΣΑΕ, ΣΧ, ΣΦΕ, ΘΧ, ZBT

Approval of this week's agenda:

Motion: aepi | Seconded: fiji

Approval of last week's agenda:

Motion: aepi | Seconded: du

Guest(s): none

Icebreaker: If your fraternity was able to have a Halloween party/ if your fraternity is having a Halloween party, what would your costume be?

OFFICER REPORTS:

Executive Vice President: [REDACTED]

- Rep coming from delta chi coming on some random day, they are gonna talk about the process and stuff
- Also Matt and I are meeting with someone about something

Secretary: [REDACTED]

- Polos were supposed to be here today but it turns out they won't be here until Tuesday now :(
- Happy Halloween
- Be safe tonight

VP of Recruitment: [REDACTED]

- I have reached out to your current Rush Chairs about the upcoming spring rush dates.
 - Tabeing: Jan 28-30th
 - Banquet: Feb 1st Montezuma 11-2
 - Rush: 2nd-8th

- Bid Day: February 11th 10-2 (Dry period to be over)
- Please tell your chapter president and chapter exec:
 - January 2nd: Flyers, Rush Video, and Rush Shirts are all due to

VP of Finance:

- Head tax checks

VP of Judicial Affairs:

- Walkaround with Cpl. Peterson went really well
 - <https://www.sandiego.gov>
 - Get it done app if street lights are out/not working for notifying the city
- Submitting bylaws into NIC soon
- Following up with [REDACTED] in regards to Narcan availability
- Keep trying to spread the active bystander submission form
- [Active Bystander Submission Form](#)

VP of Scholarship & Accreditation Director:

- ASC Class locked in for November 20th @ 7pm
 - Waiting on Jessi to get back to me for the classroom reservation
- Helping chairs use presence for accred.
- Having presidents do grade checks on their new members and report back to me next week

VP of Risk Management:

- Please be conscious and aware of costume choices tonight
 - If you have to question if it's appropriate, it's probably not
- IFC x CPA risk meeting for November will be next week. Date TBD.
- QOTW: "I find that the harder I work, the more luck I seem to have" -Thomas Jefferson

VP of Programming:

- Dates are set for Season of Giving Dec 2-Dec 7
- All money raised will go to Making Strides Against Cancer

VP Health & Wellness:

- Get your flu shots so you don't get sick
- Health tip: Tonight is only night you should take candy from strangers, Happy Halloween
- Working on guidelines for health and wellness chair in fraternities
- Working on developing diversity and inclusion exec/ chair on IFC

VP of Public Relations:

- Working on collecting fliers from A.S. to promote Aztec Rock Hunger
- Text me photos from your philanthropies

VP of Leadership Development:

- First meeting today for LIT program, 2:45
 - It's going to be quick so please stay for it

President:

- Happy Halloween!
- ARH support
- Halloween safety reminder
- Presidents meeting went well
- Task force meeting after Halloween
- Follow up interview with daily Aztec went well

ADVISORY TEAM REPORT:**Fraternity & Sorority Life Advisory Team**

Matthew H Garcia | mhgarcia@sdsu.edu | 805-264-1424

Jessi Moore | jdmooore@sdsu.edu | 619-594-7068

Michelle Halverson | SLLGradGreek@sdsu.edu

Fraternity & Sorority Life Advisory Team | SLLFraternitySororityLife@sdsu.edu

- Officially recognized as the youngest advisor in history of SDSU
- Grab a 2018-2019 IFC Composite for your chapter
- Plenty of time still to gain Accreditation points
 - If you have questions or concerns about this, let our team know



-
- New Member Education Symposium
 - LAST Fall one THIS Sunday!! All chapter presidents received a list of which new members have attended so far. Anyone who is not highlighted is expected to attend THIS Sunday!
 - AEPi = 14/20 (70%)
 - DSig = 9/34 (27%)
 - DU = 2/26 (.07%)
 - KapSig = 42/43 (97%)
 - PhiDelt = 4/32 (13%)
 - FIJI = 14/35 (40%)
 - PhiPsi = 25/34 (74%)
 - Pike = 36/43(84%)
 - SAE = 24/31(77%)
 - SigChi = 20/20 (100%)
 - ZBT = 2/11 (18%)
- Halloween costumes - Discuss with your chapters now what are **not** appropriate costumes for anyone to wear, such as traditional cultural attire or costumes making fun of groups of people. This will help avoid potential issues that will impact the greater community.
 - Peer Resources:
 - Native American Student Alliance - @sdsunasa

- Women's Outreach Association - @woa_sdsu
- Homecoming Week is NEXT WEEK!
 - GLAB + ARH event on Tuesday, Nov 5th -- 10am to 2pm | Courtyard
 - NPHC Yard Show on Friday, Nov 8th -- 6pm | Starbucks Steps
 - Game
 - GLAB's "Punt, Pass, Kick"
 - Homecoming Court
 - Shout out to [REDACTED] & [REDACTED] (both AGDs) for representing FSL on the court!
- Reiteration of the importance of the Emergency Reporting Protocol
 - Any exchange with emergency personnel = call to Caryl **(330) 715-1151**

Old BUSINESS:

- GLAB's Greek Mixer funding (Nov 12th | Courtyard | 6pm) -- \$400 | Motion Passed
- NPHC's Thanksgiving Dinner (Nov 19th | Templo Mayor | 6pm) -- \$500 | Motion Passed
- IFC donation to top fundraising chapter funding for ARH -- \$250 | Motion Passed

New BUSINESS:

●

CHAPTER REPORTS/COMMENTS:

ΑΕΠ- Greek life Shabbat tomorrow, Hillel is giving out 250 dollars to the chapter with the most people present, and this money will go towards your chapter's philanthropy.

ΔΣΦ- Next weekend we're having our chartering ceremony and hosting our first parents weekend to celebrate

ΔΥ- Happy Halloween, have fun, stay safe.

ΚΣ- Help the homeless food drive containers are around campus, so try to get food donations in, or reach out. Most chapters need service hours, so this is a great opportunity to get some done, and help the homeless.

ΦΔΘ- Excited for Phi Delt Taco tonight we're expecting a solid turnout so hopefully we can raise more money for ALS than we did last year.

ΦΙΙ- We have an upcoming community service event where we will be making pens for veterans.

ΦΚΨ- Pitched PR idea [REDACTED] for IFC Week Of Thanks. Dropped off the money we raised towards the Keep A Breast Foundation this past week. Working with walk on water for community service

ΠΚΑ- We had over 50 guys make it out to Spike Balls Not Drinks which was great, they all learned some great info and we even had two new members win the competition. Also very excited for our brotherhood retreat out in the desert this weekend.

ΣΑΕ- Excited for home build in 2 weeks

ΣΦΕ- Have fun this Halloween, I remember when we used to have a Halloween.

ΣΧ- Had a great brotherhood die tournament last Saturday. Philo for the SD humane society Nov 20th.

Have a meeting with Housing corp planned in the coming week to discuss plans for our Chapter house.

Our HQ gave us a date for Chartering, March 14th. Excited for the future.

ΘΧ: No report.

ZBT- Had our brotherhood events olympic games last Sunday. Hope everyone has a safe and fun Halloween.

COUNCIL REPORTS:

College Panhellenic Association:

- We had an awesome Panhellenic wide philanthropy last week partnered with Circle of Sisterhood and we raised a little over \$1700!
- Pi Phi's Phinest is Sunday Nov 3 at 7pm in Montezuma Hall!
- Plug just from me: One of the campus clean-ups is this Sunday at 10am if any of you need community service hours I'll be there

National Pan-Hellenic Council:

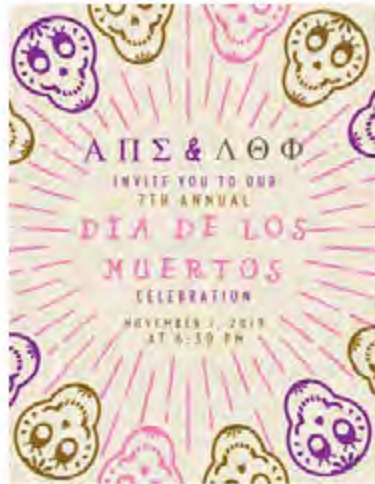
- Thanks to everyone who came out to Spooky BE OWT today at 12pm at the Flagpole.
- Come out to the NPHC Yard Show next Friday! Be early for a good seat!



-
- NPHC Thanksgiving Dinner on Nov 19th in Templo Mayor at 6pm
 - Please complete [RSVP](#) to ensure that we know how many people to expect!
 - Flyer to come

United Sorority & Fraternity Council:

- Tons of Chapter events



Greek Life Activities Board:

- Thank you for the donation
- Get Glab Delegates for your chapters
- Answer the Glab email for chapter walkarounds



ADJOURNMENT: 2:28

First: aepe | Second: pike



Matthew Garcia <mhgarcia@sdsu.edu>

Fall 2019 NMES Audit -- Alpha Epsilon Pi

1 message

Matthew Garcia <mhgarcia@sdsu.edu>

Thu, Oct 24, 2019 at 2:06 PM

To:

[REDACTED]
[REDACTED] Fraternity Sorority Life Student Life and
Leadership <slfraternitysororitylife@sdsu.edu>

Hello,

I hope this email finds you well. I am reaching out to provide you an update on your Fall 2019 new members and their attendance at the New Member Education Symposiums held this semester. Please find the list of all new members we have on record for your chapter below.

| Chapter | | Date NMES Completed |
|------------------|------------|---------------------|
| Alpha Epsilon Pi | [REDACTED] | |
| Alpha Epsilon Pi | | |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | |
| Alpha Epsilon Pi | | |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |
| Alpha Epsilon Pi | | 10/20/19 |

Individuals who are highlighted above completed NMES this semester. If any individuals above are no longer new members of the chapter, please respond with their names as soon as possible. Otherwise,

your chapter will be evaluated with the individual(s) included in the 75% Attendance Expectation as outlined in the Greek Accreditation Packet.

All other individuals are expected to attend the New Member Education Symposium on Sunday, November 3rd in the Aztec Student Union from 11:00am to 3:15pm. No registration is required. Check-in will take place in the North Entry Courtyard of the Aztec Student Union (by Aztec Lanes) and will start at 11:00am.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.2750

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)



Matthew Garcia <mhgarcia@sdsu.edu>

Fall 2019 NMES Audit -- FIJI

1 message

Matthew Garcia <mhgarcia@sdsu.edu>

Thu, Oct 24, 2019 at 2:10 PM

To:

[REDACTED] Fraternity Sorority Life Student Life and Leadership <slfraternitysororitylife@sdsu.edu>

Hello,

I hope this email finds you well. I am reaching out to provide you an update on your Fall 2019 new members and their attendance at the New Member Education Symposiums held this semester. Please find the list of all new members we have on record for your chapter below.

| Chapter | | Date NMES Completed |
|-----------------|------------|---------------------|
| Phi Gamma Delta | [REDACTED] | |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | 9/29/19 |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | 9/29/19 |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | 10/20/19 |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | 9/29/19 |
| Phi Gamma Delta | | 9/29/19 |
| Phi Gamma Delta | | 10/20/19 |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | 9/29/19 |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | 9/29/19 |
| Phi Gamma Delta | | 10/20/19 |

| | | |
|-----------------|--|----------|
| Phi Gamma Delta | | 9/29/19 |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | 9/29/19 |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | 9/29/19 |
| Phi Gamma Delta | | 9/29/19 |
| Phi Gamma Delta | | 10/20/19 |
| Phi Gamma Delta | | |
| Phi Gamma Delta | | |

Individuals who are highlighted and have a date by their name have attended NMES this semester. If any individuals above are no longer new members of the chapter, please respond with their names as soon as possible. Otherwise, your chapter will be evaluated with the individual(s) included in the 75% Attendance Expectation as outlined in the Greek Accreditation Packet.

All other individuals are expected to attend the New Member Education Symposium on Sunday, November 3rd in the Aztec Student Union from 11:00am to 3:15pm. No registration is required. Check-in will take place in the North Entry Courtyard of the Aztec Student Union (by Aztec Lanes) and will start at 11:00am.

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.2750

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)



Matthew Garcia <mhgarcia@sdsu.edu>

Fall 2019 NMES Audit -- Phi Delta Theta

1 message

Matthew Garcia <mhgarcia@sdsu.edu>

Thu, Oct 24, 2019 at 2:10 PM

To:

[REDACTED]

[REDACTED] Fraternity Sorority Life Student Life and Leadership <slfraternitysororitylife@sdsu.edu>

Hello,

I hope this email finds you well. I am reaching out to provide you an update on your Fall 2019 new members and their attendance at the New Member Education Symposiums held this semester. Please find the list of all new members we have on record for your chapter below.

| Chapter | | Date NMES Completed |
|-----------------|--|---------------------|
| Phi Delta Theta | | |
| Phi Delta Theta | | |
| Phi Delta Theta | | |
| Phi Delta Theta | | 10/20/19 |
| Phi Delta Theta | | |
| Phi Delta Theta | | |
| Phi Delta Theta | | |
| Phi Delta Theta | | |
| Phi Delta Theta | | |
| Phi Delta Theta | | |
| Phi Delta Theta | | |
| Phi Delta Theta | | |
| Phi Delta Theta | | |
| Phi Delta Theta | | |
| Phi Delta Theta | | 10/20/19 |
| Phi Delta Theta | | |
| Phi Delta Theta | | 10/20/19 |
| Phi Delta Theta | | |
| Phi Delta Theta | | |
| Phi Delta Theta | | |

Phi Delta Theta
Phi Delta Theta
Phi Delta Theta
Phi Delta Theta
Phi Delta Theta
Phi Delta Theta
Phi Delta Theta
Phi Delta Theta
Phi Delta Theta
Phi Delta Theta



| |
|----------|
| 10/20/19 |
| |
| |
| |
| |
| |
| |
| |
| |
| |

Individuals who are highlighted and have a date by their name have attended NMES this semester. If any individuals above are no longer new members of the chapter, please respond with their names as soon as possible. Otherwise, your chapter will be evaluated with the individual(s) included in the 75% Attendance Expectation as outlined in the Greek Accreditation Packet.

All other individuals are expected to attend the New Member Education Symposium on Sunday, November 3rd in the Aztec Student Union from 11:00am to 3:15pm. No registration is required. Check-in will take place in the North Entry Courtyard of the Aztec Student Union (by Aztec Lanes) and will start at 11:00am.

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.2750

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)



Matthew Garcia <mhgarcia@sdsu.edu>

Fall 2019 NMES Audit -- Zeta Beta Tau

1 message

Matthew Garcia <mhgarcia@sdsu.edu>

Thu, Oct 24, 2019 at 2:17 PM

To [REDACTED] Jonathan Padron
<JPADRON@sdsu.edu>Cc [REDACTED] Fraternity Sorority Life Student Life and
Leadership <slfraternitiesororitylife@sdsu.edu>

Hello,

I hope this email finds you well. I am reaching out to provide you an update on your Fall 2019 new members and their attendance at the New Member Education Symposiums held this semester. Please find the list of all new members we have on record for your chapter below.

| Chapter | | Date NMES Completed |
|---------------|------------|---------------------|
| Zeta Beta Tau | [REDACTED] | 9/29/19 |
| Zeta Beta Tau | | |
| Zeta Beta Tau | | |
| Zeta Beta Tau | | |
| Zeta Beta Tau | | |
| Zeta Beta Tau | | |
| Zeta Beta Tau | | |
| Zeta Beta Tau | | |
| Zeta Beta Tau | | 9/29/19 |
| Zeta Beta Tau | | |
| Zeta Beta Tau | | |
| Zeta Beta Tau | | |

Individuals who are highlighted and have a date by their name have attended NMES this semester. If any individuals above are no longer new members of the chapter, please respond with their names as soon as possible. Otherwise, your chapter will be evaluated with the individual(s) included in the 75% Attendance Expectation as outlined in the Greek Accreditation Packet.

All other individuals are expected to attend the New Member Education Symposium on Sunday, November 3rd in the Aztec Student Union from 11:00am to 3:15pm. No registration is required. Check-in will take place in the North Entry Courtyard of the Aztec Student Union (by Aztec Lanes) and will start at 11:00am.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.2750

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)



Matthew Garcia <mhgarcia@sdsu.edu>

Fall 2019 NMES Audit -- Kappa Sigma

Matthew Garcia <mhgarcia@sdsu.edu>

Thu, Oct 24, 2019 at 2:08 PM

To:

[REDACTED] Fraternity Sorority Life Student Life and Leadership <slfraternitysororitylife@sdsu.edu>

Hello,

I hope this email finds you well. I am reaching out to provide you an update on your Fall 2019 new members and their attendance at the New Member Education Symposiums held this semester. Please find the list of all new members we have on record for your chapter below.

| Chapter | Date NMES Completed |
|-------------|---------------------|
| Kappa Sigma | |
| Kappa Sigma | 10/20/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 10/20/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/19/29 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 10/20/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 10/20/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |

| | |
|-------------|----------|
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 10/20/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 10/20/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |
| Kappa Sigma | 9/29/19 |

Individuals who are highlighted and have a date by their name have attended NMES this semester. If any individuals above are no longer new members of the chapter, please respond with their names as soon as possible. Otherwise, your chapter will be evaluated with the individual(s) included in the 75% Attendance Expectation as outlined in the Greek Accreditation Packet.

All other individuals are expected to attend the New Member Education Symposium on Sunday, November 3rd in the Aztec Student Union from 11:00am to 3:15pm. No registration is required. Check-in will take place in the North Entry Courtyard of the Aztec Student Union (by Aztec Lanes) and will start at 11:00am.

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.2750

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)



Matthew Garcia <mhgarcia@sdsu.edu>

Attendance at Accreditation Events: Delta Sigma Phi

Matthew Garcia <mhgarcia@sdsu.edu>

Fri, Oct 25, 2019 at 12:47 PM

To [REDACTED]
[REDACTED] Edward Blum <Eblum@sdsu.edu>

Cc [REDACTED] Jessica Moore <jdmoore@sdsu.edu>

Hello [REDACTED]

I hope this email finds you well. I am reaching out to remind your members to check if an on-campus event requires registration prior to attending the event. I received a concern that many members of the chapter showed up to a workshop held in our office on Wednesday without registering prior to the event. While the facilitator was able to accommodate the members as attendees, the entire presentation was delayed due to signing all of them in which negatively impacted the experience for all other workshop attendees.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.2750**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)



Matthew Garcia <mhgarcia@sdsu.edu>

Conditional Recognition: Phi Delta Theta Fraternity

Matthew Garcia <mhgarcia@sdsu.edu>

Mon, Oct 7, 2019 at 12:05 PM

To: [REDACTED] Vanessa Jara <slgradgreek@sdsu.edu>, Fraternity Sorority Life Student Life and Leadership <slfraternitysororitylife@sdsu.edu>

Hi all,

I hope this email finds you well. I am reaching out again in efforts of receiving an update about the items listed in the previous email, specifically the bylaws and the Certificate of Liability which is now expired.

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

On Mon, Sep 16, 2019 at 11:21 AM Vanessa Jara <slgradgreek@sdsu.edu> wrote:

Hello,

I hope this email finds you well. Thank you for submitting your RSO Application for review. After reviewing your chapter's application, I have identified the following components that need to be addressed in order for the chapter to acquire "Conditional Recognition":

- **Chapter Bylaws (attached) (all items in Red need to be stated verbatim in order to be approved)**

- Revision of review/approval date:

- "These bylaws were reviewed and approved for the 2019-2020 Academic Year"

Once the items above have been completed, the chapter will acquire "Conditional Recognition" status on the condition that the chapter acquires full "Recognized" by addressing all of the following incomplete components listed below:

- **Chapter Fire Marshal Inspection Report (FMIR)**

- The chapter's current FMIR expires on 10/4/19. That said, please send the most recent fire marshal inspection report to me once it is received so that I can attach it to the chapter's RSO Application.

- **Chapter Certificate of Liability (COL)**

- The chapter's FMIR expires on 10/1/19. As soon as your chapter acquires its new COL, please send it to me so that I can attach it to your RSO Application.

The chapter will need to email me the updated bylaws so that we can start the review process again. Please let

me know if you have any questions or concerns.

Best,

Michelle Halverson

Fraternity & Sorority Life Student Affairs Assistant

Student Life & Leadership Office | San Diego State University

5500 Campanile Drive | San Diego, CA 92182

SLLGradGreek@sdsu.edu | Cell: 916-367-3754

Pronouns: She/Her/Hers



Matthew Garcia <mhgarcia@sdsu.edu>

Conditional Recognition: Zeta Beta Tau Fraternity

Matthew Garcia <mhgarcia@sdsu.edu>

Tue, Sep 24, 2019 at 7:44 PM

To

[REDACTED] Michelle Halverson <SLLGRADGREEK@sdsu.edu>, Fraternity
Sorority Life Student Life and Leadership <slfraternitysororitylife@sdsu.edu>

Hello,

I hope this email finds you well. After review of your chapter's RSO Application, I have deemed your chapter eligible for Conditional Recognition. With this status, your chapter is able to submit EAS applications to host on-campus events.

Please address the following components in order to be fully recognized:

- **Dual Read of the Chapter's Bylaws**

- Your organization's bylaws will need to go through a dual-read process from staff in our office. That said, if there are any components that need to be edited, you will be contacted by an individual in our office.

Please let me know if you have any questions or concerns.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)



Matthew Garcia <mhgarcia@sdsu.edu>

Fwd: [SDSU IFC] Contact - new submission

1 message

Mon, Oct 28, 2019 at 5:57 PM

To: Matthew Garcia <mhgarcia@sdsu.edu>, [REDACTED]

----- Forwarded message -----

From: [REDACTED]
Date: Mon, Oct 28, 2019 at 2:47 PM
Subject: [SDSU IFC] Contact - new submission
To: [REDACTED]

Ascend BYWRX

[REDACTED] just submitted your form: Contact
on [SDSU IFC](#)

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Subject: Appointment Meeting w/ IFC

Message: We would like to schedule a meeting with the council in regards to the decision to postpone expansions.

Respond Now

Never miss a lead. Download the Wix Mobile App.
To edit your email settings, go to your Inbox on desktop.





InterFraternity Executive Board
"Leadership. Community."
Closed Door Meeting
SLL
October 29nd, 2019

DISCUSSION:

-

OFFICER REPORTS:

Executive Vice President:

- [REDACTED] wants to meet with us in regards to decision to postpone expansion
- Scheduling a week for Delta Chi to come to campus to meet with us

Secretary:

- Got invoice paid for the polos- thanks to [REDACTED]
- Expecting them to come in on Thursday, but we will see
- If any of you need help with anything let me know

VP of Recruitment:

- I have finalized the rush dates. I just need to fill out the EAS forms for the reservation
 - Tabeing: Jan 28-30th
 - Banquet: Feb 1st Montezuma 11-2
 - Bid Day: February 11th 10-2 (Dry period to be over on 2/12)
 - Rush: 2nd-8th
 - January 2nd everything is due (Flyers, shirts, video)
- [REDACTED] Class Schedule for Spring 2020

○

VP of Finance:

- Kappa Alpha Order → Extended deadline
- Theta Chi → Extended deadline
- Zeta Beta Tau → Haven't responded

VP of Judicial Affairs:

- Walkaround with Cpl. Peterson tonight regarding lighting off campus
- Keep informing people about the active bystander submission form
- Tryna figure out how to submit bylaws to NIC

VP of Scholarship/ Accreditation Director:

- ASC Class locked in for November 20th @ 7pm
 - Waiting on school to get back to me for the classroom reservation
- Helping chairs use presence for accred.
- Having presidents do grade checks on their new members and report back to me next week

VP of Risk Management:

- Helping chapter's ensure Halloween themes are appropriate
- Will be having my November IFC x CPA risk meeting on Sunday or Monday

VP of Programming:

- Seasons of Giving events

VP Health & Wellness:

- Meeting with Melanie from FratMANers
 - Specifically sexual assault, gender inclusion, LGBTQIA+ community, etc.
 - Not trying to rush, want to do it right

VP of Public Relations:

- Our IFC website renewed on its own and it charged Du \$280 so Charley if we could reimburse him that'd be great
- [REDACTED] one of the delegates pitched an idea where we bring pizza or donuts to campus police to thank them for all the escorts and keeping campus safe.
- Business cards?
- ABC 10 news hit me up asking to interview to seek more info on the suspensions
- Working on collecting fliers from Dustin to promote Aztec Rock Hunger

VP of Leadership Development:

- First Meeting Thursday, I'm fired up
- Community dinner Tuesday next week?

- Good President's meeting- went really well
 - ZBT elected new president
- Big focus on ARH
 - Will be a good look given position we are in
 - Be respectful during walk arounds
- Kappa Alpha RSO??

FSL Advisory Team: Jessi (jdmoore@sdsu.edu) & Matt

- **Updates**
 - 3 Informal Conferences this last week → next steps
 - Expansion Committee
 - Delta Chi
 - Desire to set up visit = 18th to 20th
 - Tau Kappa Epsilon
 - HQ informed me of Interest group on campus
 - Will need to provide invitations in writing to all 3 organizations regarding year to establish
 - NMES Audit
 - Emails have been sent to all chapter presidents
 - AEPi = 14/20 (70%)
 - DSig = 9/34 (27%)
 - DU = 2/26 (.07%)
 - **KapSig = 42/43 (97%)**
 - PhiDelt = 4/32 (13%)
 - FIJI = 14/35 (40%)
 - PhiPsi = 25/34 (74%)
 - **Pike = 36/43(84%)**
 - **SAE = 24/31(77%)**
 - **SigChi = 20/20**
 - ZBT = 2/11 (18%)

- Making Strides Against Breast Cancer
 - Recognition to [REDACTED]
 - Feedback?
 - What went well?
 - Challenges?
 - Regular event for IFC?
- NMES
 - Recognition to Max
 - Shifts for Nov 3rd
- FS Central Access → Lee
- Diversity & Inclusion Chair - advisory team working with [REDACTED] and [REDACTED] to add
- Accreditation and Sophomore Success for chapters on elevated status
 - Lloyd collaborate with FSL Advisory Team for questions and concerns
 - More follow up to come with chapters on Cease and Desist
- Recognition - [REDACTED] for Academic Success Workshop EAS
- Recognition - [REDACTED] Halloween discussions
- **Concerns**
 - Sigma Alpha Epsilon → Brush in backyard | Matt will contact chapter leadership
 - Brush is technically within property line
 - Pi Beta Phi + Presbyterian Church have removed theirs already
 - Upcoming Halloween events → appropriate themes and costumes
 - Need to be proactive with educating chapters
 - Possible solution: Shared message with CPA;
- **Things to Consider/Review**
 - IFC Task Force Representatives
 - [REDACTED]
- **Action Items**
 - EOP Student Panel to visiting middle school (Wed, Nov 6th | 11-11:45am)
 - Need 1 representative of IFC present
 - [REDACTED]
 - Host Open Forum -- Student Health & Wellness Fee + Student Success Fee
 - [REDACTED]
 - IFC Task Force Meeting Identification
 - Recommend two weeks out
 - Seasons of Giving Events → EAS Application Submission
 - Need to get forms in ASAP (event tier model)
 - [REDACTED] meeting with Jessi to coordinate logistics
 - IFC Canopies - check out process and loans
 - Night Market would like to use two canopies on November 15th - Approved
 - One-on-One Meetings with Jessi (Need to scheduled)
 - [REDACTED]
 - Composite Scheduling - Charlie
- **Requests from Council for FSL Advisory Team?**
 - Request for [REDACTED] Information → [REDACTED] | Strat Comm collaboration -



Matthew Garcia <mhgarcia@sdsu.edu>

Conditional Recognition: Phi Kappa Psi Fraternity

Matthew Garcia <mhgarcia@sdsu.edu>

Thu, Sep 12, 2019 at 5:37 PM

To:

[REDACTED] Fraternity Sorority Life Student Life and Leadership
<slfraternitysororitylife@sdsu.edu>, Michelle Halverson <SLLGRADGREEK@sdsu.edu>

Hello,

I hope this email finds you well. I have provided your chapter with "Conditional Recognition" on the condition that your chapter completes the following:

- **Dual Read of the Chapter's Bylaws**
 - Your organization's bylaws will need to go through a dual-read process from staff in our office. That said, if there are any components that need to be edited, you will be contacted by an individual in our office.
- **Faculty/Staff Advisor Training**
 - The chapter's Faculty/Staff Advisor will need to complete the [Online Advisor Orientation](#) again this year to be eligible to serve in the FSA capacity.
- **Verify that membership roster Accuracy**
 - All individuals listed should have the correct membership status for this upcoming academic year need to be identified accordingly.
 - Once the roster is approved, please send me a verification via email.
- **Chapter Fire Marshal Inspection Report (FMIR)**
 - The chapter's current FMIR expired on 9/7/19. That said, please send the most recent fire marshal inspection report to me once it is received so that I can attach it to the chapter's RSO Application.

If you have any questions or concerns, please feel free to reach out to us.

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU![Calendar](#) [Facebook](#) [Website](#)

FIRE.20180912..pdf
102K

City of San Diego Fire-Rescue Department

**1010 Second Ave
San Diego, CA 92101
619-533-4400**



September 7, 2018

Attn: [REDACTED]
PHI KAPPA PSI FRATERNITY
5525 Aztec Walk
San Diego, CA 92182-0001

Property Address:
PHI KAPPA PSI FRATERNITY
5525 Aztec Walk
San Diego, CA 92182-0001

Re: Initial - Fire Company Inspection Program on September 07 2018

The inspection has been completed and no Fire/Building Code violations were found. You will receive an invoice for this inspection within thirty days.

The City of San Diego Fire Department would like to thank you for making fire and life safety a priority in your place of business.

Inspector:



Thomas MORGAN

Property Representative:



[REDACTED]



Matthew Garcia <mhgarcia@sdsu.edu>

Fall 2019 NMES Audit -- Phi Kappa Psi

Matthew Garcia <mhgarcia@sdsu.edu>

Thu, Oct 24, 2019 at 2:12 PM

To:

[REDACTED] Fraternity Sorority Life Student Life and
Leadership <slfraternitysororitylife@sdsu.edu>

Hello,

I hope this email finds you well. I am reaching out to provide you an update on your Fall 2019 new members and their attendance at the New Member Education Symposiums held this semester. Please find the list of all new members we have on record for your chapter below.

| Chapter | | Date NMES Completed |
|---------------|--|---------------------|
| Phi Kappa Psi | | |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | 10/20/19 |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | 10/20/19 |
| Phi Kappa Psi | | 10/20/19 |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | |
| Phi Kappa Psi | | |
| Phi Kappa Psi | | 9/29/19 |

| | | |
|---------------|--|----------|
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | 10/20/19 |
| Phi Kappa Psi | | 10/20/19 |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | 9/29/19 |
| Phi Kappa Psi | | |

Individuals who are highlighted and have a date by their name have attended NMES this semester. If any individuals above are no longer new members of the chapter, please respond with their names as soon as possible. Otherwise, your chapter will be evaluated with the individual(s) included in the 75% Attendance Expectation as outlined in the Greek Accreditation Packet.

All other individuals are expected to attend the New Member Education Symposium on Sunday, November 3rd in the Aztec Student Union from 11:00am to 3:15pm. No registration is required. Check-in will take place in the North Entry Courtyard of the Aztec Student Union (by Aztec Lanes) and will start at 11:00am.

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.2750

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)



Matthew Garcia <mhgarcia@sdsu.edu>

IFC Delegates 10.24.19 - Invitation to edit

Thu, Oct 31, 2019 at 1:38 PM

Reply-To: [REDACTED]
To: mhgarcia@sdsu.edu
Cc: [REDACTED] jdmoore@sdsu.edu

[REDACTED] has invited you to **edit** the following document:

 [IFC Delegates 10.24.19](#)

[Open in Docs](#)

[REDACTED] is outside your organization.

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.

Google



InterFraternity Council
"Leadership. Community."
IFC Agenda
October 31st, 2019

CALL TO ORDER:

ROLL CALL: AEΠ, ΔΣΦ, ΔΥ, ΚΣ, ΦΔΘ, FIJI, ΦΚΨ, PIKE, ΣΑΕ, ΣΧ, ΣΦΕ, ΘΧ, ZBT

Approval of this week's agenda:

Motion: aepi | Seconded: fiji

Approval of last week's agenda:

Motion: aepi | Seconded: du

Guest(s): none

Icebreaker: If your fraternity was able to have a Halloween party/ if your fraternity is having a Halloween party, what would your costume be?

OFFICER REPORTS:

Executive Vice President: [REDACTED]

- Rep coming from delta chi coming on some random day, they are gonna talk about the process and stuff
- Also Matt and I are meeting with someone about something

Secretary: [REDACTED]

- Polos were supposed to be here today but it turns out they won't be here until Tuesday now :(
- Happy Halloween
- Be safe tonight

VP of Recruitment: [REDACTED]

- I have reached out to your current Rush Chairs about the upcoming spring rush dates.
 - Tabeing: Jan 28-30th
 - Banquet: Feb 1st Montezuma 11-2
 - Rush: 2nd-8th

- Bid Day: February 11th 10-2 (Dry period to be over)
- Please tell your chapter president and chapter exec:
 - January 2nd: Flyers, Rush Video, and Rush Shirts are all due to

- Head tax checks

VP of Judicial Affairs:

- Walkaround with Cpl. Peterson went really well
 - <https://www.sandiego.gov>
 - Get it done app if street lights are out/not working for notifying the city
- Submitting bylaws into NIC soon
- Following up with Melanie in regards to Narcan availability
- Keep trying to spread the active bystander submission form
- [Active Bystander Submission Form](#)

VP of Scholarship & Accreditation Director:

- ASC Class locked in for November 20th @ 7pm
 - Waiting on Jessi to get back to me for the classroom reservation
- Helping chairs use presence for accred.
- Having presidents do grade checks on their new members and report back to me next week

VP of Risk Management:

- Please be conscious and aware of costume choices tonight
 - If you have to question if it's appropriate, it's probably not
- IFC x CPA risk meeting for November will be next week. Date TBD.
- QOTW: "I find that the harder I work, the more luck I seem to have" -Thomas Jefferson

VP of Programming:

- Dates are set for Season of Giving Dec 2-Dec 7
- All money raised will go to Making Strides Against Cancer

VP Health & Wellness:

- Get your flu shots so you don't get sick
- Health tip: Tonight is only night you should take candy from strangers, Happy Halloween
- Working on guidelines for health and wellness chair in fraternities
- Working on developing diversity and inclusion exec/ chair on IFC

VP of Public Relations:

- Working on collecting fliers from A.S. to promote Aztec Rock Hunger
- Text me photos from your philanthropies

VP of Leadership Development:

- First meeting today for LIT program, 2:45
 - It's going to be quick so please stay for it

President:

- Happy Halloween!
- ARH support
- Halloween safety reminder
- Presidents meeting went well
- Task force meeting after Halloween
- Follow up interview with daily Aztec went well

ADVISORY TEAM REPORT:**Fraternity & Sorority Life Advisory Team**

Matthew H Garcia | mhgarcia@sdsu.edu | 805-264-1424

Jessi Moore | jdmoore@sdsu.edu | 619-594-7068

Michelle Halverson | SLLGradGreek@sdsu.edu

Fraternity & Sorority Life Advisory Team | SLLFraternitySororityLife@sdsu.edu

- Officially recognized as the youngest advisor in history of SDSU
- Grab a 2018-2019 IFC Composite for your chapter
- Plenty of time still to gain Accreditation points
 - If you have questions or concerns about this, let our team know



-
- New Member Education Symposium
 - LAST Fall one THIS Sunday!! All chapter presidents received a list of which new members have attended so far. Anyone who is not highlighted is expected to attend THIS Sunday!
 - AEPi = 14/20 (70%)
 - DSig = 9/34 (27%)
 - DU = 2/26 (.07%)
 - KapSig = 42/43 (97%)
 - PhiDelt = 4/32 (13%)
 - FIJI = 14/35 (40%)
 - PhiPsi = 25/34 (74%)
 - Pike = 36/43(84%)
 - SAE = 24/31(77%)
 - SigChi = 20/20 (100%)
 - ZBT = 2/11 (18%)
- Halloween costumes - Discuss with your chapters now what are **not** appropriate costumes for anyone to wear, such as traditional cultural attire or costumes making fun of groups of people. This will help avoid potential issues that will impact the greater community.
 - Peer Resources:
 - Native American Student Alliance - @sdsunasa

- Women's Outreach Association - @woa_sdsu
- Homecoming Week is NEXT WEEK!
 - GLAB + ARH event on Tuesday, Nov 5th -- 10am to 2pm | Courtyard
 - NPHC Yard Show on Friday, Nov 8th -- 6pm | Starbucks Steps
 - Game
 - GLAB's "Punt, Pass, Kick"
 - Homecoming Court
 - Shout out to [REDACTED] (both AGDs) for representing FSL on the court!
- Reiteration of the importance of the Emergency Reporting Protocol
 - Any exchange with emergency personnel = call to Caryl **(330) 715-1151**

Old BUSINESS:

- GLAB's Greek Mixer funding (Nov 12th | Courtyard | 6pm) -- \$400 | Motion Passed
- NPHC's Thanksgiving Dinner (Nov 19th | Templo Mayor | 6pm) -- \$500 | Motion Passed
- IFC donation to top fundraising chapter funding for ARH -- \$250 | Motion Passed

New BUSINESS:

●

CHAPTER REPORTS/COMMENTS:

ΑΕΠ- Greek life Shabbat tomorrow, Hillel is giving out 250 dollars to the chapter with the most people present, and this money will go towards your chapter's philanthropy.

ΔΣΦ- Next weekend we're having our chartering ceremony and hosting our first parents weekend to celebrate

ΔΥ- Happy Halloween, have fun, stay safe.

ΚΣ- Help the homeless food drive containers are around campus, so try to get food donations in, or reach out. Most chapters need service hours, so this is a great opportunity to get some done, and help the homeless.

ΦΔΘ- Excited for Phi Delt Taco tonight we're expecting a solid turnout so hopefully we can raise more money for ALS than we did last year.

ΦΙΙ- We have an upcoming community service event where we will be making pens for veterans.

ΦΚΨ- Pitched PR idea to [REDACTED] for IFC Week Of Thanks. Dropped off the money we raised towards the Keep A Breast Foundation this past week. Working with walk on water for community service

ΠΚΑ- We had over 50 guys make it out to Spike Balls Not Drinks which was great, they all learned some great info and we even had two new members win the competition. Also very excited for our brotherhood retreat out in the desert this weekend.

ΣΑΕ- Excited for home build in 2 weeks

ΣΦΕ- Have fun this Halloween, I remember when we used to have a Halloween.

ΣΧ- Had a great brotherhood die tournament last Saturday. Philo for the SD humane society Nov 20th.

Have a meeting with Housing corp planned in the coming week to discuss plans for our Chapter house.

Our HQ gave us a date for Chartering, March 14th. Excited for the future.

ΘΧ: No report.

ZBT- Had our brotherhood events olympic games last Sunday. Hope everyone has a safe and fun Halloween.

COUNCIL REPORTS:

College Panhellenic Association:

- We had an awesome Panhellenic wide philanthropy last week partnered with Circle of Sisterhood and we raised a little over \$1700!
- Pi Phi's Phinest is Sunday Nov 3 at 7pm in Montezuma Hall!
- Plug just from me: One of the campus clean-ups is this Sunday at 10am if any of you need community service hours I'll be there

National Pan-Hellenic Council:

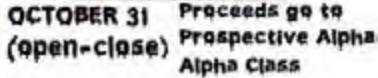
- Thanks to everyone who came out to Spooky BE OWT today at 12pm at the Flagpole.
- Come out to the NPHC Yard Show next Friday! Be early for a good seat!



-
- NPHC Thanksgiving Dinner on Nov 19th in Templo Mayor at 6pm
 - Please complete [RSVP](#) to ensure that we know how many people to expect!
 - Flyer to come

United Sorority & Fraternity Council:

- Tons of Chapter events



- Answer the Glab email for chapter walkarounds



ADJOURNMENT: 2:28

First: aepe | Second: pike





Matthew Garcia <mhgarcia@sdsu.edu>

Registration is now open!

To: Matthew Garcia <mhgarcia@sdsu.edu>

Thu, Oct 31, 2019 at 4:13 PM

Unfortunately, I cannot.

On Oct 31, 2019, at 3:48 PM, Matthew Garcia <mhgarcia@sdsu.edu> wrote:

Is this something that you can attend?

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.2750

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: **Jackie Hackett, NIC** <jackie.hackett@nicfraternity.org>

Date: Thu, Oct 31, 2019 at 10:30 AM

Subject: Registration is now open!

To: <mhgarcia@sdsu.edu>

The Summit of IFC Presidents



Jan. 10-12, 2020 Cincinnati, Ohio

This concentrated two-and-a-half day program focuses IFC presidents on their role as community and campus leaders. Through high-level skill building around elements of leadership, as well as dedicated time learning from experts in the industry. IFC Presidents also get an opportunity to share their own best practices and IFC experiences with their peers and build relationships for support throughout the year.

FULL DETAILS



IFC Presidents have an enormous job. They are asked to lead their council effectively, establish relationships across campus, create a shared vision and guide their community toward positive change. These are no small tasks. We'd bargain the IFC President's job is one of the most complex student leadership roles on campus. And these leaders need greater support. That's why we developed PRIME: The Summit of IFC Presidents.

Attendees learn:



**how to articulate
the role IFC
Presidents play in
interfraternal
issues**



**the weight of
responsibility
embedded in the
leadership
position**



**to recognize the
need and
importance of
showing up in
difficult moments**

Check out our FAQ, program highlights and hear from past attendees at our website, nicfraternity.org/PRIME. For questions, contact [Jackie Hackett](#).

LEARN MORE AND REGISTER

North American Interfraternity Conference (NIC) | [865 W Carmel Drive, Suite 116, Carmel, IN 46032](#)

[Unsubscribe mhgarcia@sdsu.edu](#)

[Update Profile](#) | [About Constant Contact](#)

Sent by jackie.hackett@nicfraternity.org in collaboration with



Try email marketing for free today!



Matthew Garcia <mhgarcia@sdsu.edu>

Fall 2019 NMES Audit -- Sigma Alpha Epsilon

Matthew Garcia <mhgarcia@sdsu.edu>

Thu, Oct 24, 2019 at 2:14 PM

To:

[REDACTED]

[REDACTED] Fraternity Sorority Life Student Life and Leadership <slfraternitysororitylife@sdsu.edu>

Hello,

I hope this email finds you well. I am reaching out to provide you an update on your Fall 2019 new members and their attendance at the New Member Education Symposiums held this semester. Please find the list of all new members we have on record for your chapter below.

| Chapter | | Date NMES Completed |
|---------------------|------------|---------------------|
| Sigma Alpha Epsilon | [REDACTED] | |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | |
| Sigma Alpha Epsilon | | |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | |

| | | |
|---------------------|--|---------|
| Sigma Alpha Epsilon | | |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | |
| Sigma Alpha Epsilon | | 9/29/19 |
| Sigma Alpha Epsilon | | |
| Sigma Alpha Epsilon | | 9/29/19 |

Individuals who are highlighted and have a date by their name have attended NMES this semester. If any individuals above are no longer new members of the chapter, please respond with their names as soon as possible. Otherwise, your chapter will be evaluated with the individual(s) included in the 75% Attendance Expectation as outlined in the Greek Accreditation Packet.

All other individuals are expected to attend the New Member Education Symposium on Sunday, November 3rd in the Aztec Student Union from 11:00am to 3:15pm. No registration is required. Check-in will take place in the North Entry Courtyard of the Aztec Student Union (by Aztec Lanes) and will start at 11:00am.

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.2750

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)



Matthew Garcia <mhgarcia@sdsu.edu>

Fall 2019 NMES Audit -- Delta Upsilon

2 messages

Matthew Garcia <mhgarcia@sdsu.edu>

Thu, Oct 24, 2019 at 2:07 PM

To:


 Fraternity Sorority Life Student Life and Leadership <slfraternitysororitylife@sdsu.edu>

Hello,

I hope this email finds you well. I am reaching out to provide you an update on your Fall 2019 new members and their attendance at the New Member Education Symposiums held this semester. Please find the list of all new members we have on record for your chapter below.

| Chapter | | Date NMES Completed |
|---------------|--|---------------------|
| Delta Upsilon |  | |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | 10/20/19 |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | 10/20/19 |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | |
| Delta Upsilon | | |

Delta Upsilon

Delta Upsilon

Delta Upsilon

Delta Upsilon

Individuals who are highlighted and have a date by their name have attended NMES this semester. If any individuals above are no longer new members of the chapter, please respond with their names as soon as possible. Otherwise, your chapter will be evaluated with the individual(s) included in the 75% Attendance Expectation as outlined in the Greek Accreditation Packet.

All other individuals are expected to attend the New Member Education Symposium on Sunday, November 3rd in the Aztec Student Union from 11:00am to 3:15pm. No registration is required. Check-in will take place in the North Entry Courtyard of the Aztec Student Union (by Aztec Lanes) and will start at 11:00am.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.2750

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

To: Matthew Garcia <mhgarcia@sdsu.edu>

All the names above have dropped for personal or family reasons.

_____ is an active member. I believe there was an issue with his online bid.

The rest of the members will attend the new member symposium on Sunday.

Thank you,

[Quoted text hidden]



Matthew Garcia <mhgarcia@sdsu.edu>

President Payment Memo - Invitation to edit

1 message

Reply-To: [REDACTED]
To: mhgarcia@sdsu.edu

Tue, Nov 5, 2019 at 12:53 PM

[REDACTED] has invited you to **edit** the following document:



President Payment Memo

Open in Docs

[REDACTED] is outside your organization.

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.

Google



To: Associated Students
From: [REDACTED]
Date: 11/05/19
Re: Payment to IFC President

Dear Associated Students,

Per Article IX: Dues, Assessments, and Fines, Section 3: Presidential Stipend Assessment of the Interfraternity Council bylaws, the President of the Interfraternity Council (IFC) is entitled to receive a payment of \$50.00 per chapter for fulfilling his respective duties on campus. There are 14 recognized social fraternities at San Diego State University, which amounts to a total payment of \$700.00. This amount is to be provided to Steven Plante and has been approved by the IFC executive board.

Please contact me with any questions or concerns.

Respectfully,

[REDACTED]

Matthew H Garcia
Assistant Director
Fraternity & Sorority Life



Matthew Garcia <mhgarcia@sdsu.edu>

Untitled document - Invitation to edit

1 message

Reply-To: [REDACTED]
To: mhgarcia@sdsu.edu

Tue, Nov 5, 2019 at 12:59 PM

[REDACTED] has invited you to **edit** the following document:



Untitled document

Open in Docs

[REDACTED] is outside your organization.

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.

Google



To: Associated Students

From: [REDACTED]

Date: 11/05/19

Re: IFC Account Balance Transfer to CalCoast

Dear Associated Students,

The Interfraternity Council (IFC) has been approved by Associated Students to receive a California Coast debit card for our organization's general use. This memo is to affirm the transfer of IFC funds from its AS account balance to the new California Coast account balance that has been made available to us. The transfer will include all outstanding funds from the AS account balance, and the new debit card will be provided to the Treasurer, Charley LaRagione.

Please contact me with any questions or concerns.

Respectfully,

[REDACTED]

Matthew Garcia
Student Life Advisor
Fraternity & Sorority Life



Matthew Garcia <mhgarcia@sdsu.edu>

IFC EXEC 11.4.19 - Invitation to edit

2 messages

Tue, Nov 5, 2019 at 2:07 PM

Reply-To: [REDACTED]
To: mhgarcia@sdsu.edu
Cc: jdmoore@sdsu.edu

[REDACTED] has invited you to **edit** the following document:

 [IFC EXEC 11.4.19](#)

Open in Docs

[REDACTED] is outside your organization.

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.

**Jessi Moore** <jdmoore@sdsu.edu>

Tue, Nov 5, 2019 at 2:15 PM

To: [REDACTED]
Cc: Matthew Garcia <mhgarcia@sdsu.edu>

Thank you!

[Quoted text hidden]

Jessi Moore, M.A.

Pronouns: She|Her|Hers

Student Life Advisor | Fraternity & Sorority Life

Student Life & Leadership | [sl.sdsu.edu](#) | (619) 594-5221

Drop-in Office Hours: Monday and Friday 1-2:30 PM in Student Life & Leadership

San Diego State University resides on the traditional lands of the Kumeyaay nations



InterFraternity Executive Board
"Leadership. Community."
Closed Door Meeting
November 4th, 2019

DISCUSSION:

-

OFFICER REPORTS:

Executive Vice President: [REDACTED]

- Met with interest group from TKE
 - They are going to push their nationals to come back Fall 2020
- Delta Chi rep coming November 18-20
 - Will meet with Exec and Expansion Committee and others
 - *"Below is a breakdown of potential meetings/ideas for what the visit could look like. I will have open availability each day during the visit."*
 - *Councils/student leader meetings would be great to get some face time, explain our process and get student perspectives.*
 - *Key stakeholders that you feel would like to meet with us, etc.*
 - *Campus marketing/publications so we can get a jump start on our materials*
 - *Room reservations (if we can do this awesome but sometimes Universities have different processes)*
 - *If there are any advisor board meetings- that would be great to spend some time with them*
 - *Student activities committee*
 - *Campus tour*
 - *Time with you to discuss expansion"*

Secretary: [REDACTED]

- Polos are here

VP of Recruitment: [REDACTED]

- Fill out EAS forms for IFC Recruitment
 - Need to order pizza (Round Table Pizza)

VP of Finance: [REDACTED]

- In the process of applying for Cal Coast Card
- Presidential Stipend is being processed

VP of Judicial Affairs: [REDACTED]

- Trying to spread get it done app
- Media Strategy
- <https://thedailyaztec.com/96661/news/phi-kappa-psi-fundraiser-breaks-sdsu-greek-life-record/>
- ARH support (pizza at meeting/pushing for woodstocks)
- Meeting with Max about VP Diversity and Inclusion
- Uploaded bylaws to NIC

VP of Scholarship/ Accreditation Director: [REDACTED]

- Finding room for Academic Success Class for new members

VP of Risk Management: [REDACTED]

- IFC x CPA risk meeting got pushed back to next week, but am looking to do it Monday night next week since a lot of CPA chapters are finishing up elections and we can get the new girls started

VP of Programming: [REDACTED]

- Season of giving prep. Things are in motion, finalizing with breast cancer foundation

VP Health & Wellness: [REDACTED]

- Will be reaching out to Augie from CIR to talk about VP of Diversity & Inclusion
-

VP of Public Relations: [REDACTED]

- Posting fliers for ARH this week
- Work on flier to promote Lloyd's position
- **Make IFC recruitment flyer with Jagger**

VP of Leadership Development: [REDACTED]

- Mentorship dinner tonight
- littles

President: [REDACTED]

- Early registration for IFC
- Koala

- ARH... Theta Chi/ Sig Ep?... Really low numbers from community
- Media inquiries (training for presidents)
- Presidents meeting next monday (dinner?)
- Transition roles within your chapter exec elections
- My head hurts :(

FSL Advisory Team: Jessi & Matt

- **Updates**
 -
- **Concerns**
 - Possible satellite house → 5531 Mary Lane Drive | “Sigma” affiliated?
- **Things to Consider/Review**
 - TEAM Retreat → Jan 8-10 in Julian, CA
 - Please alert all chapter presidents to NOT change their officers in their RSO application
 - This will auto-suspend their RSO application and ruin their eligibility for CM-A-1.
 - Election process for [REDACTED] position
 - Timeline
 - Open application this Thursday, November 7th
 - Applications due Thursday, November 14th
 - Interviews Monday, November 18th and Tuesday, November 19th
 - Slating meeting Tuesday, November 19th
 - Slate presented on Thursday, November 21st
 - [REDACTED] wants to come to a meeting to facilitate a FratMANNERS survey (30 minutes)
 - 15 minutes only - this week
 - NewsCenter Article request - Seasons of Giving
 - AFLV Subscriber

Council Subscriptions

Council subscriptions are open to any fraternity/sorority governing council from any campus and include 5 individual log-ins for the AFLV Online Community, per council. Dues rates are based on the number of chapters that make up each individual in the council (see below).

- A College/University with 3 councils that subscribe is eligible for a volume discount of \$75.
Discount Code: 3Council-Discount20
- A College/University with 4 or more councils that subscribe is eligible for a volume discount of \$150.
Discount Code: 4Council-Discount20
- A College/University with 5 or more chapters that subscribe is eligible for a volume discount of \$75.
Discount Code: 5+Chapters-Discount20

Chapter Subscriptions

Intended for individual chapters from any campus. Subscriptions are provided at a flat rate regardless of chapter size and include 5 individual log-ins for the AFLV Online Community, per chapter.

AFLV Early Access

AFLV Early Access allows for any campus who paid their dues before Sept. 13, 2019, to gain early access to conference registration as well as hotel reservations. You will receive the conference registration and hotel reservation link a week before the general public receives it.

AFLV is always exploring new benefits for subscribers. Send your ideas to AFLV Assistant Executive Director, audrey.gallagher@aphis.org.

2020 Membership Rates

| Council | Early Access ends Sept. 13, 2019 | Early Bird ends Nov. 13, 2019 | Standard Rate after Nov. 13, 2019 |
|---------------------------------|-------------------------------------|----------------------------------|--------------------------------------|
| Chapter | \$65 | \$65 | \$130 |
| All-Greek Council | \$165 | \$165 | \$275 |
| Culturally based council | \$150 | \$150 | \$250 |
| College Panhellenics | | | |
| 2-4 chapters | \$195 | \$195 | \$305 |
| 5-7 chapters | \$220 | \$220 | \$330 |
| 8-12 chapters | \$250 | \$250 | \$360 |
| 13+ chapters | \$275 | \$275 | \$385 |
| Interfraternity Councils | | | |
| 2-6 chapters | \$195 | \$195 | \$305 |
| 7-12 chapters | \$220 | \$220 | \$330 |
| 13-20 chapters | \$250 | \$250 | \$360 |
| 21+ chapters | \$275 | \$275 | \$385 |

- Action Items
 - Share this with your chapters and delegates!!



-
- Requests from Council for FSL Advisory Team?
-



Matthew Garcia <mhgarcia@sdsu.edu>

Meeting about Diversity and Inclusion and LGBTQTIA+

2 messages

Tue, Nov 5, 2019 at 2:43 PM

To: Matthew Garcia <mhgarcia@sdsu.edu>, jdmooresdsu@gmail.com

Hey Matt and Jessi,

Would love to try and meet with you both this week. Wednesdays and Fridays are the time when I am most available. Any time between 12:00-3:30pm or after 5pm on Wednesday would be best. On Friday I am open all day. If we wanted to meet Thursday it would have to be before 9:30pm or after 5:00pm.

Please let me know what time would work best for you all, hope to hear from you soon.

Thank you,

Jessi Moore <jdmooresdsu@gmail.com>

Tue, Nov 5, 2019 at 3:10 PM

To: Matthew Garcia <mhgarcia@sdsu.edu>
Cc: Matthew Garcia <mhgarcia@sdsu.edu>

Hi,

Thanks for the email to coordinate a meeting. Matt and I are both available at 1PM Friday, would that work for you?

Thank you,
Jessi

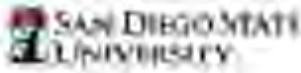
[Quoted text hidden]

Jessi Moore, M.A.

Pronouns: She|Her|Hers

Student Life Advisor | Fraternity & Sorority Life

Student Life & Leadership | sll.sdsu.edu | (619) 594-5221**Drop-in Office Hours:** Monday and Friday 1-2:30 PM in Student Life & Leadership***San Diego State University resides on the traditional lands of the Kumeyaay nations***



Matthew Garcia <mhgarcia@sdsu.edu>

Become an AFLV Subscriber Today

Matthew Garcia <mhgarcia@sdsu.edu>

Tue, Nov 5, 2019 at 2:29 PM

To: [REDACTED]

Cc: Jessica Moore <jdmoore@sdsu.edu>, Michelle Halverson <SLLGRADGREEK@sdsu.edu>, Fraternity Sorority Life Student Life and Leadership <slfraternitysororitylife@sdsu.edu>

Hi All,

Please review the AFLV Subscriber opportunity below. I believe that this will set each council up for success. This includes discounted access to AFLV West (Conference that takes place in San Diego in Spring semester), allows you all the opportunity to apply for awards (last time we won an award was 2013).

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.2750**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: **Mark Jasper Gehrke** <gehrke@aflv.org>

Date: Tue, Nov 5, 2019 at 1:55 PM

Subject: Become an AFLV Subscriber Today

To: mhgarcia@sdsu.edu <mhgarcia@sdsu.edu>

Good afternoon Matthew,

We are one week away from our AFLV Subscribers early bird deadline. Becoming an AFLV Subscriber unlocks discounted conference rates, access to our Council Compass program, member deals with AFLV partners, and resources for your campus community. You can learn more about becoming an AFLV Subscriber [here](#). If you have any other questions or want to talk about how AFLV can be involved with your campus community, don't hesitate to reply so we can connect.

Best regards,

Mark

Mark Jasper Gehrke

Assistant Executive Director

Association of Fraternal Leadership & Values (AFLV)

p. 970-372-1174 ext. 604

gehrke@aflv.org

Accelerating Progress. Enabling Change.

[Website](#) | [Facebook](#) | [Twitter](#) | [Instagram](#)



Matthew Garcia <mhgarcia@sdsu.edu>

GLAB Donation Memo - Invitation to edit

1 message

Thu, Nov 7, 2019 at 10:02 AM

Reply-To: [REDACTED]
To: mhgarcia@sdsu.edu
Cc: [REDACTED]

[REDACTED] has invited you to **edit** the following document:

 [GLAB Donation Memo](#)

[Open in Docs](#)

[REDACTED] is outside your organization.

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.





To: Associated Students

From: [REDACTED]

Date: 11/07/19

Re: GLAB Donation

Dear Associated Students,

The Interfraternity Council (IFC) passed a motion to donate \$400.00 to the Greek Life Activities Board (GLAB) at its delegates meeting on October 31, 2019. The funding is to be provided in order to support GLAB's Greek Mixer taking place on November 12, 2019. The IFC executive board, along with its fraternity delegates, agreed that this was a beneficial contribution to the Greek community.

Please contact me with any questions or concerns.

Respectfully,

[REDACTED]

Matthew Garcia
Student Life Advisor
Fraternity & Sorority Life



Matthew Garcia <mhgarcia@sdsu.edu>

NPHC Donation Memo - Invitation to edit

1 message

To: mhgarcia@sdsu.edu

Cc: [REDACTED]

[REDACTED] has invited you to **edit** the following document:



[NPHC Donation Memo](#)

[Open in Docs](#)

[REDACTED] is outside your organization.

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.





To: Associated Students

From: [REDACTED]

Date: 11/07/19

Re: NPHC Donation

Dear Associated Students,

The Interfraternity Council (IFC) passed a motion to donate \$500.00 to the National Pan-Hellenic Council (NPHC) at its delegates meeting on October 31, 2019. The funding is to be provided in order to support NPHC's Thanksgiving Dinner event happening on November 19, 2019 at Templo Mayor. The IFC executive board, along with its fraternity delegates, agreed that this was a beneficial contribution due to NPHC's lack of funding from its internal operations.

Please contact me with any questions or concerns.

Respectfully,

[REDACTED]

Matthew Garcia
Student Life Advisor
Fraternity & Sorority Life



Matthew Garcia <mhgarcia@sdsu.edu>

Untitled document - Invitation to edit

1 message

Thu, Nov 7, 2019 at 1:35 PM

Reply-To: [REDACTED]
To: mhgarcia@sdsu.edu
Cc: jdmoore@sdsu.edu [REDACTED]

[REDACTED] com has invited you to **edit** the following document:



Untitled document

Open in Docs

[REDACTED] is outside your organization.

Google Docs: Create and edit documents online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a document with you from Google Docs.





InterFraternity Council
"Leadership. Community."
IFC Agenda
November 7th, 2019

CALL TO ORDER:

ROLL CALL: AEΠ, ΔΣΦ, ΔΥ, ΚΑ, ΚΣ, ΦΔΘ, ΦΚΨ, PIKE, ΣΑΕ, ΣΧ, ZBT

Approval of this week's agenda:

Motion: | Seconded:

Approval of last week's agenda:

Motion: | Seconded:

Guest(s): [REDACTED]

Icebreaker: if you could have any animal as a pet, what would it be and why?

OFFICER REPORTS:

Executive Vice President: [REDACTED]

- IFC application open for VP of Scholarship & Accreditation until next Thursday, November 14th at 11:59 PM
 - Bye [REDACTED]
- Here is the link for the application:
https://docs.google.com/forms/d/e/1FAIpQLSfhhb9Dv-yeL0OH1RtJu2vfK-qI-psmPgCebwHMa_dcrp8kGfA/viewform?usp=sf_link
 - SEND THE LINK TO YOUR GROUPMES RIGHT NOW
 - Timeline: application closes Nov 14th, interviews 18th & 19th, slating meeting (with potential challenges) on Nov 21st during delegates meeting
- Met with interest group from TKE
 - They are going to push their nationals to come back Fall 2020
- Delta Chi rep coming November 18-20
 - Will meet with Exec and Expansion Committee and others

Secretary:

- Forgot to get polos, but they're here

VP of Recruitment:

- Rush flyers, shirts, and video is due January 2nd.

VP of Finance:

- Transfer AS account to CaliforniaCoast Credit Union
- Finish collecting up head taxes
- Complete our donation check requests for GLAB and NPHC

VP of Judicial Affairs:

- I'm a sick little boy
- And im stinky

VP of Scholarship & Accreditation Director:

- Going abroad next semester
 - HMU to talk about what I do / for help on application/interview process
 - Applications to take my spot come out today
- Classroom for ASC class is in Peterson Gym 153
 - ASC 8pm next Wednesday
 - ***75% of New Member Class is Mandatory*** - Will be taking attendance
- Have presidents email be your chapters new member grade reports
 - Include: Name, classes being taken, and percent grade in each class

VP of Risk Management:

- IFC x CPA risk meeting got pushed back until next week. Date TBD.
- Be safe this weekend for homecoming
- QOTW: "Winners use words that say 'must' and 'will'" - Jordan Belfort

VP of Programming:

- Season of giving details to come
- Support ARH

VP Health & Wellness:

- Guidelines for Health and Wellness Chair will be sent to chapters next Tuesday
- Meeting with Jessi and Matt about diversity and inclusion chair this week
- Meeting with Lee this week to analyze bylaws
- Mental health fact of the week
 - Five Warning signs of Mental Health Risk
<https://www.psychologytoday.com/us/blog/cutting-edge-leadership/201505/5-warning-signs-mental-health-risk>

- 1. Change in personality
- 2. Uncharacteristic anxiety, anger, or moodiness
- 3. Social withdraw and isolation
- 4. Lack of self care or increased risky behaviors
- 5. Sense of hopelessness or feeling overwhelmed

VP of Public Relations: [REDACTED]

- Tell your chapters to keep on promoting the ARH fliers on stories
- Keep sending me worthy philanthropy pics. [REDACTED]

VP of Leadership Development: [REDACTED]

- Mentorship Dinner has been moved to Tuesday 11/12 Location TBD
- I met some middle schoolers and told them about state

President: [REDACTED]

- Koala
- Media inquiries (daily aztec)
- ARH support
- Homecoming tailgate reminders
- Homecoming yard show---show out!
- Shoutout [REDACTED]

ADVISORY TEAM REPORT:

Fraternity & Sorority Life Advisory Team

Matthew H Garcia | mhgarcia@sdsu.edu | 805-264-1424

Jessi Moore | jdmoore@sdsu.edu | 619-594-7068

Michelle Halverson | SLLGradGreek@sdsu.edu

Fraternity & Sorority Life Advisory Team | SLLFraternitySororityLife@sdsu.edu

- Homecoming Week
 - NPHC Yard Show on Friday, Nov 8th -- 6pm | Starbucks Steps
 - Football Game
 - Homecoming Court
 - Shout out to [REDACTED] for representing CPA on the court!



- New Member Education Symposiums
 - A final audit will go out soon!
- Reiteration of the importance of the Emergency Reporting Protocol
 - Any exchange with emergency personnel = call to Caryl (330) 715-1151



Old BUSINESS:

-

New BUSINESS:

-

CHAPTER REPORTS/COMMENTS:

ΑΕΠ- We sponsored a Greek Life Shabbat at Hillel. Thanks to everyone who came to support it. We had our chapter's first semi-formal.

ΔΣΦ- not here

ΔΥ- Encouraged the chapter to donate for ARH.

ΚΑ- Happy to be back, looking forward to the year ahead.

ΚΣ- Kappa Dance crew

ΦΔΘ- Phi Delt Taco went well and we're looking forward to the upcoming philanthropies and supporting Aztecs Rock Hunger.

ΦΙΙ- Our pen event "Turn for Troops" is this Saturday and Sunday where we are crafting pens for veterans.

ΦΚΨ- Good luck to anyone who still has midterms and have a fun and safe homecoming

ΠΚΑ- Alumni tailgate this weekend, hoping to meet a lot of the older guys and hear some cool stories.

ΣΑΕ- Stay safe during homecoming weekend, we are glad our chapter has been doing well with school this semester. Really miss social events

ΣΦΕ- I hope you guys are having great chapter meetings because we haven't had one in a year.

ΣΧ- Had a good meeting with the housing core and looking forward to having a CH in the fall.

Philanthropy event coming up on November 20th.

ΘΧ: Had a great time supporting Tommy at Pi Phi's Phinest.

ZBT- We selected our new exec board last Sunday.

COUNCIL REPORTS:

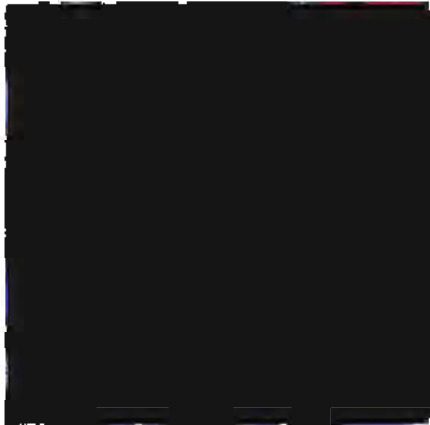
College Panhellenic Association:

[REDACTED]

National Pan-Hellenic Council:

- Homecoming Yard Show @ 6:00 pm

-



United Sorority & Fraternity Council:



-

Greek Life Activities Board:



- Post this flyer on insta



ADJOURNMENT: 2:28

First: sae | Second: sae



Matthew Garcia <mhgarcia@sdsu.edu>

Reported Concern: Brush + potential fire hazard

Matthew Garcia <mhgarcia@sdsu.edu>

Tue, Oct 29, 2019 at 9:06 PM

To: [REDACTED]

Hi [REDACTED],

I hope this email finds you well. I am reaching out because our office received a concern from a community member regarding the brush/grass that is located behind your chapter facility. It appears that the Presbyterian Church and Pi Beta Phi have worked together to clear out the grass in their areas but there is concern that the brush located behind your chapter facility (but what is believed to still be within your property line) is present. The brush/grass is highly flammable and invasive so that is why the efforts are being made to remove them from the canyon. I cc'ed Bortnick on this email as I originally alerted him first at our IFC exec meeting but realized that I never sent you correspondence directly.

Best,

Matthew H Garcia

Assistant Director
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.2750

Connect with Greek Life at SDSU![Calendar](#) [Facebook](#) [Website](#)

2 attachments

Pic 1.jpg
6041K



Pic 2.jpg
6579K





Matthew Garcia <mhgarcia@sdsu.edu>

Alpha Sigma Phi and SDSU partnership

Tabatha Sarco <tsarco@alphasigmaphi.org>

Thu, Nov 7, 2019 at 2:06 PM

To: Matthew Garcia <mhgarcia@sdsu.edu>

Cc: [REDACTED]

Thanks, Matthew! I appreciate all the information and context.

[REDACTED] nice to meet you! Happy to jump on a call and learn more about the community and tell you about Alpha Sigma Phi. We absolutely want to respect the other organizations joining the community, so maybe we can discuss 2023-2024.

Thanks! Have a great afternoon!

Thanks,

Tabatha

**TABATHA SARCO**SENIOR DIRECTOR OF UNDERGRADUATE ENGAGEMENT
ALPHA SIGMA PHI FRATERNITY

O: 317.843.1811 Ext. 241 C: 731.394.0760



tsarco@alphasigmaphi.org



710 Adams St, Carmel, IN 46032



alphasigmaphi.org

From: Matthew Garcia <mhgarcia@sdsu.edu>**Sent:** Saturday, October 19, 2019 9:05 PM**To:** Tabatha Sarco <tsarco@alphasigmaphi.org>**Subject:** Re: Alpha Sigma Phi and SDSU partnership

Hello Tabatha,

Thank you for your email. In order to ensure a healthy growth plan for our Interfraternity Council and our overall SDSU Fraternity &

Sorority Life community, the IFC has created an expansion committee that manages an application process for any interested organizations that would like to establish on campus, specifically with the Interfraternity Council. We opened up the expansion process about a year ago and are currently navigating creating a timeline for Delta Chi, Tau Kappa Epsilon, and Beta Theta Pi to join our campus within the next 2-3 years. That said, the IFC Expansion Application Process, while not currently open this academic year, will open again in a future academic year for any interested organizations who wish to establish at San Diego State University in the IFC community. I have included Jon Soden, the IFC Executive Vice President and IFC Expansion Committee Chair, on this email so that he is aware of your interest and can stay connected with your organization once the application is open again. If you have any questions, please feel free to reach out to me as well.

Best,

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

On Fri, Oct 11, 2019 at 10:00 AM Tabatha Sarco <tsarco@alphasigmaphi.org> wrote:

Dear Matthew and [REDACTED]

Good afternoon! My name is Tabatha Sarco and I am the Senior Director of Undergraduate Engagement for Alpha Sigma Phi Fraternity. Prior to this role, I received my Master's Degree in College Student Personnel from Bowling Green State University and later went on to oversee fraternity/sorority life at the University of Lynchburg in Virginia, where I proudly advised the IFC and helped that community through their expansion process. I am writing to you to let you know that Alpha Sigma Phi intends to establish a chapter at San Diego State during the 2023-2024 academic year.

Alpha Sigma Phi is flexible with our timeline and are very open to hearing from you as to what academic term would make sense, or if there is a better academic year because of other slated fraternity expansions. Also, if you have any campus readiness assessment for me, I would welcome the opportunity to review that assessment. For your convenience, I have attached a packet of information about Alpha Sigma Phi, including our expansion process. If you would like additional information, please let me know. In addition, I am more than willing, and would welcome the opportunity, to have a phone conversation with the two of you, and any members of the IFC Executive Board interested in participating, so that you can learn more about Alpha Sigma Phi and get any questions answered. If the entire IFC would like me to video-conference into a meeting, I would be happy to do that as well. I've also copied Layton Piver, our Director of Expansion, on this email as he would

also be more than willing to assist in having a call or video conference.

If you could please let me know by November 11th if the proposed academic year will not work, and what would be a better academic year, or if you have a preferred academic term within the 2023-2024 academic year for our expansion.

I am looking forward to working with you on ensuring that Alpha Sigma Phi is a value-add to the Fraternity and greater campus community in the coming years. If you have any questions, please do not hesitate to contact me via email, my cell phone at 731-394-6765 or my office phone at 317-843-1911.

Thanks,

Tabatha



TABATHA SARCO

SENIOR DIRECTOR OF UNDERGRADUATE ENGAGEMENT
ALPHA SIGMA PHI FRATERNITY

☎ D: 317.843.1911 Ext. 241 C: 731.394.6765

✉ tsarco@alphasigmaphi.org

📍 710 Adams St, Carmel, IN 46032

🌐 alphasigmaphi.org



Matthew Garcia <mhgarcia@sdsu.edu>

Following up from AFLV West

Matthew Garcia <mhgarcia@sdsu.edu>

Tue, Sep 3, 2019 at 2:24 PM

To: [REDACTED]

Matthew H Garcia

Assistant Director

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068**Connect with Greek Life at SDSU!**[Calendar](#) [Facebook](#) [Website](#)

----- Forwarded message -----

From: [REDACTED] >

Date: Thu, Aug 22, 2019 at 4:24 PM

Subject: Re: Following up from AFLV West

To: Matthew Garcia <mhgarcia@sdsu.edu>

No worries Matthew! I know that the start of school is always a hectic time for professionals on campus. I will follow up with you again in late September once you've had a chance to consult with the two councils this endeavor pertains to.

As always, thank you for your partnership and best of luck with the start of the school year.

Thank you,

[REDACTED]

On Wed, Aug 21, 2019 at 3:15 PM Matthew Garcia <mhgarcia@sdsu.edu> wrote:

Hi [REDACTED]

I still have not been able to meet with my council execs as school starts next week. Additionally, the two councils I specifically want to meet with for this (that would have the money to fund this endeavor) are not meeting before the semester starts. That said, I will have to get back to you in late September.

Best,

Matthew H Garcia

Student Life Advisor

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!
[Calendar](#) [Facebook](#) [Website](#)

On Wed, Aug 21, 2019 at 10:56 AM [REDACTED] > wrote:
Hi Matthew,

I hope all is well on your end! I wanted to follow up from our previous email correspondence and see if you had any insight into the councils plans for mental health education this year?

I would also be open to speaking to another member of your team if you believe that someone else is planning on taking point for this initiative.

Thank you,

- [REDACTED]

On Thu, Jun 27, 2019 at 1:21 PM Matthew Garcia <mhgarcia@sdsu.edu> wrote:
Hi [REDACTED],

Yes, that would be amazing!

Best,

Matthew H Garcia
Student Life Advisor
Fraternity & Sorority Life
Student Life & Leadership Office
San Diego State University
5500 Campanile Drive | San Diego, CA 92182
Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!
[Calendar](#) [Facebook](#) [Website](#)

On Thu, Jun 27, 2019 at 10:40 AM [REDACTED] > wrote:
That sounds great! Good luck with the current planning.

Would it be best if I follow up in mid-July?

Thank you,

- [REDACTED]

On Thu, Jun 27, 2019 at 10:37 AM Matthew Garcia <mhgarcia@sdsu.edu> wrote:
Hi [REDACTED],

Thank you for your follow up! At this time, we are focused on finalizing details for recruitment for all councils. I don't anticipate that the councils will have much planned for the upcoming semester until mid to

late July. That said, I'll contact you with any updates that I receive.

Best,

Matthew H Garcia

Student Life Advisor

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

On Thu, Jun 27, 2019 at 9:52 AM [REDACTED] > wrote:

Hi Matthew,

I hope you're having a great summer and giving yourself plenty of time to enjoy yourself! I wanted to follow up from our conversation back in May and see if you had any feedback regarding updates from [REDACTED]

Thank you,

[REDACTED]

On Wed, May 22, 2019 at 11:44 AM [REDACTED] wrote:

Hi Matthew,

It was an absolute pleasure getting to speak with you yesterday. I really appreciated your insight about the culture and vision for the students at SDSU. You are clearly committed to them, which shows through your work ethic. With that being said, I wanted to send over some core notes from the meeting and attach my one-pager breaking down my program:

- Panhellenic would be driving this initiative (their leadership runs through the calendar year)
- Incident report form that each chapter fills out indicated 24 chapters reporting mental health issues with one or more of the members
- We would be working with [REDACTED] on this initiative
- CAPS is understaffed (Is there anything we can do to impact this and fix this issue?)
- Main focus from your perspective is: teaching the students how to talk to someone who's dealing with brain health challenges
- You'd be interested in getting students certified in my program so they can facilitate
- Two hour program would be the most effective for larger student body (could do smaller breakout sessions with leadership earlier in the day)

Main hesitations:

- Space: where would it be held?

- Budget: Do students want to carve out budget?
- Availability: Can't do September or October (When is next best time?)

Please let me know if there is anything that I missed! I look forward to hearing back from you soon.

Thank you,

[REDACTED]

On Tue, May 21, 2019 at 8:17 AM Matthew Garcia <mhgarcia@sdsu.edu> wrote:

Hi [REDACTED]

Not a problem at all! I am already in the Starbucks which is pretty empty (at least when compared to the school year). I am wearing red SDSU polo. Please take your time and get here safely. My next meeting isn't until 1pm today so there is no rush.

Best,

Matthew H Garcia

Student Life Advisor

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

[5500 Campanile Drive | San Diego, CA 92182](#)

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

On Tue, May 21, 2019 at 8:14 AM [REDACTED] wrote:

Hi Matthew,

I've hit crazy traffic. My gps has gone from 8:15 to 8:45am. Looking like I'll be a few minutes late and wanted to give you a heads up.

Thank you,

[REDACTED]

On Mon, May 20, 2019 at 9:44 PM [REDACTED] wrote:

Hi Matthew,

Looking forward to seeing you tomorrow at 8:30am at Starbucks.

Thank you,

[REDACTED]

On Fri, May 10, 2019 at 3:16 PM [REDACTED] > wrote:

That's perfect Matthew!

I'll see you at that Starbucks on May 21st.

Thank you,

- [REDACTED]

On Thu, May 9, 2019 at 7:37 PM Matthew Garcia <mhgarcia@sdsu.edu> wrote:

Hi [REDACTED]

We can go to one of the 3 Starbucks on campus. There is one in the Aztec Student Union which is right below my office if that works. I have attached our SLL Visitor Guide for further clarification.

Best,

Matthew H Garcia

Student Life Advisor

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

[5500 Campanile Drive | San Diego, CA 92182](#)

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

On Thu, May 9, 2019 at 9:37 AM [REDACTED] <[REDACTED].com> wrote:

Absolutely! What's the name of the spot you like to go to? I'll just plan on meeting you there.

On Wed, May 8, 2019 at 6:26 PM Matthew Garcia <mhgarcia@sdsu.edu> wrote:

Hi [REDACTED]

That date and times work for me. Are you able to get coffee on SDSU campus?

Best,

Matthew H Garcia

Student Life Advisor

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

[5500 Campanile Drive | San Diego, CA 92182](#)

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

On Tue, May 7, 2019 at 3:56 PM [REDACTED]

Sounds good Matthew!

Let's do Tuesday, May 21st. I was thinking coffee at 8:30am sounds good. Does that work for you?

Thank you,

[REDACTED]

On Tue, May 7, 2019 at 3:47 PM Matthew Garcia <mhgarcia@sdsu.edu> wrote:

Hi [REDACTED]

Either week works for me. I am just not available on Friday, May 24th.

Best,

Matthew H Garcia

Student Life Advisor

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His

MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!

[Calendar](#) [Facebook](#) [Website](#)

On Fri, May 3, 2019 at 8:43 AM [REDACTED]

Hi Matthew,

That sounds great! Let's plan on something in person. Which week works better for you, the week of May 20th or May 27th? Once we have a week, we can pick a date and time.

Thank you and good luck with managing final exams week.

[REDACTED]

On Thu, May 2, 2019 at 7:49 PM Matthew Garcia <mhgarcia@sdsu.edu> wrote:

Hi [REDACTED]

If you are interested, I am open to meeting in late May, if you'd like. We can also set up a phone call in two weeks (I have to get through final exams week) to further discuss.

Best,

Matthew H Garcia

Student Life Advisor

Fraternity & Sorority Life

Student Life & Leadership Office

San Diego State University

5500 Campanile Drive | San Diego, CA 92182

Pronouns: He | Him | His
MHGarcia@sdsu.edu | Office: 619.594.7068

Connect with Greek Life at SDSU!
[Calendar](#) [Facebook](#) [Website](#)

On Thu, May 2, 2019 at 12:57 PM [REDACTED]

Hi Matthew,

Happy Thursday! I wanted to follow up from AFLV West to see if you had time to talk about SDSU's mental health education strategy? I have received a lot of good feedback from my session at AFLVW from the students and I'm speaking at UCSD at the end of May. I would love the opportunity to understand if there is anything I can do to add value to your students.

Looking forward to hearing from you!

Thank you,

[REDACTED]

--
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

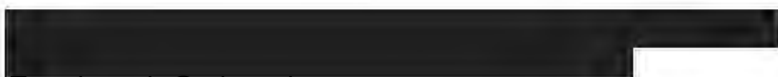




Matthew Garcia <mhgarcia@sdsu.edu>

Active Bystander Submissions 11/8-11/23 - Invitation to edit

1 message



Sat, Nov 23, 2019 at 11:30 AM

To: mhgarcia@sdsu.edu

[Redacted] has invited you to **edit** the following spreadsheet:



[Active Bystander Submissions 11/8-11/23](#)



I got two more submissions one last night one today

[Open in Sheets](#)

[Redacted] is outside your organization.

Google Sheets: Create and edit spreadsheets online.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because someone shared a spreadsheet with you from Google Sheets.





Caryl Montero Adams <caryl.adams@sdsu.edu>

Update on info regarding FIJI

1 message

Savannah McCully <smccully@mail.sdsu.edu>
To: Caryl Adams <caryl.adams@mail.sdsu.edu>
Cc: Lee Mintz <lmintz@mail.sdsu.edu>

Wed, Nov 2, 2016 at 2:33 PM

Hi Caryl,

I wanted to provide you with a summary of a meeting I had today with a student transported after attending a party at the FLH house on October 15th, 2016.

The student is [REDACTED]. She was the student whose roommates in Tacuba called the RAAs because they were concerned, and the roommates told paramedics she took a yellow pill at KUJ.

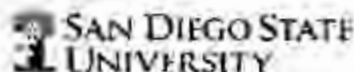
Basically, [REDACTED] went to the party and mixed drinks that were fruity were available on a table. She cannot remember if the table was inside or outside, but does remember that people were inside and outside, and inside was dark with tons of neon strobe lights. She is 19 years old, but nobody from the fraternity checked IDs at any point, there were no wristbands issued, and she does not remember there being anyone stationed at the table with the drinks. She willingly had a few of the mixed drinks, and later she believes she may have taken shots (the police and REO IR included that her friend said she had 4-5 shots) but does not specifically remember taking shots. She also remembers that a female gave her a pill, and she told the nurses at Alvarado that she was given a pill and they did a drug test but did not find anything. She does remember that at some point in the evening a male student, who she believed to be part of FIJI, was holding a trashcan in front of her to throw up in. She also stated that several males at the house wanted her to stay at their place overnight, but [REDACTED] wanted to go back to her residence hall because she did not feel well.

██████████ also shared with me that later in the week she overheard a girl in one of her classes, she is unsure of the name, talking about how she was transported that same evening after being at FIJI, and that classmate said that when she was being transported she was freaking out and trying to fight the paramedics. I am currently trying to do some follow-up to determine who that student is and who is meeting with her. However, while trying to track that student down, I did read the IR for a different student ██████████, who did not show up for her meeting with me that was scheduled for Monday 10/31. The REO IR states that ██████████ had been drinking at FIJI on October 15th, but what is really interesting about ██████████ is that the IR reports that while ██████████ was walking home to University Towers, she was attacked by a homeless man (this is what the RAs who responded stated). ██████████ had blood on her and a fractured rib cage that she had previously fractured. The report said she was walking from Tenocha to UT, but at some point had been at FIJI drinking. So I am going to send an email to ██████████ because I am worried her NTA was sent to Spain, but I really need to meet with her, particularly to check in on her.

So at this point, I am wondering if there were three separate transports related to drinking at FJI [REDACTED] for sure, the student that [REDACTED] mentioned, and possibly [REDACTED] who was transported more for her injury than intoxication, but still mentioned FJI. I will update you as I learn more about the situation.

Is there anything that I can specifically ask to provide you with more information?

Savannah McCully
University Judicial Officer
Center for Student Rights and Responsibilities
San Diego State University
619-594-3069
smccully@mail.sdsu.edu





Caryl Montero Adams <caryl.adams@sdsu.edu>

Fiji

2 messages

Andre Frater <afater@mail.sdsu.edu>

To: Caryl Adams <caryl.adams@mail.sdsu.edu>

Fri, Nov 18, 2016 at 2:42 PM

Hello Caryl,

I met with [REDACTED] on November 9, 2016, in regards to her policy violation that occurred on October 16, 2016.

[REDACTED] stated that she went to a frat party at the Fiji house and while she was there she consumed mixed vodka drinks and six mixed shots as well with vodka. She stated that she was going to pledge and decided to drop due to this incident.

[REDACTED] was found intoxicated in the bathroom in her residence hall, due to her level of intoxication she was transported to Alvarado Hospital.

~
Andre Frater M.A.
University Judicial Officer
Center for Student Rights & Responsibilities
San Diego State University
5500 Campanile Drive
San Diego, CA 92182-7443
Tel: 619.594.3089
Fax: 619.594.3081

Caryl Adams <caryl.adams@mail.sdsu.edu>

To: Andre Frater <afater@mail.sdsu.edu>

Mon, Nov 21, 2016 at 8:48 AM

Hi Andre,

Thank you for the information. I greatly appreciate the update.

Have a good day,


Caryl

(Closed last hidden)

~
Caryl Montero-Adams
Assistant Director of Student Life & Leadership for Fraternity & Sorority Life
San Diego State University
Pronouns: She | Her | Hers
5500 Campanile Drive | San Diego, CA 92182
caryl.adams@mail.sdsu.edu
Office: 619.584.0169 | Cell: 330.716.1151

619.594.0236
jhazelton@sdsu.edu

Jenna Hazelton, M.Ed.
Associate Director
San Diego State University
Residential Education Office
619.594.2717 (office)
jhazelton@mail.sdsu.edu

 IR.docx
14K

Caryl Adams <caryl.adams@mail.sdsu.edu>
To: Jenna Hazelton <jhazelton@mail.sdsu.edu>
Cc: Kara Bauer <kbauer@mail.sdsu.edu>, Randall Timm <rtimm@mail.sdsu.edu>

Mon, Dec 5, 2010 at 9:15 AM

Hi Jenna,

Thank you for informing me of the incident involving FIJI and [REDACTED]. The report was very informative—it is also helpful to know that [REDACTED] met with the FIJI president.

Thank you again.

Caryl
[Quoted text hidden]

Caryl Montero-Adams
Assistant Director of Student Life & Leadership for Fraternity & Sorority Life
San Diego State University
Pronouns: She | Her | Hers
5500 Campanile Drive | San Diego, CA 92182
caryl.adams@mail.sdsu.edu
Office: 619.594.0189 | Cell: 330.716.1151



**SAN DIEGO STATE
UNIVERSITY**
Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221

Conrad Prehys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

December 5, 2016

This is a confidential document.

PHI GAMMA DELTA FRATERNITY INTERIM SUSPENSION NOTICE LETTER

The University is investigating recent reports of:

Allegations of Alcohol, Illegal Drugs, Harassment and Abusive Behavior and Hazing policy violations within Phi Gamma Delta Fraternity at San Diego State University.

It has been reported that Phi Gamma Delta has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Phi Gamma Delta hosted a social event on October 15/16, 2016 in the chapter facility where mixed drinks with hard liquor were served. Additionally, three students who were transported to the hospital due to their level of intoxication identified that they had consumed alcohol (and one, other drugs) at Phi Gamma Delta's chapter facility that evening. It was also reported the Phi Gamma Delta hosted a social event on December 3/4, 2016, which was the location of a reported sexual assault.

In addition to the open social events occurring on October 15/16, 2016 and December 3/4, 2016 an allegation of hazing behavior was made to Student Life & Leadership at SDSU and discussed with Phi Gamma Delta headquarters.

Given the seriousness of the matter, I am placing Phi Gamma Delta on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership for Fraternity & Sorority Life will make a recommendation to me regarding the continued campus recognition status for Phi Gamma Delta. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, January 20, 2017.

While on interim suspension, all University and Interfraternity Council privileges are suspended, and the chapter is expected to cease all activities, including chapter meetings. All University, IFC or Phi Gamma Delta activities, meetings and events that members would like to host or attend as a fraternity must have an advisor present and be approved 48-hours in advance by Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life. These activities include but are not limited to educational, service and social endeavors. The proposal for the activities must be submitted no later than one week prior to the date. For fraternity-planned events, the proposal should include an Event Approval System application submitted at least three weeks in advance per University policy.



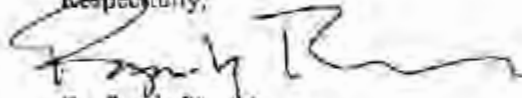
**SAN DIEGO STATE
UNIVERSITY**
Student Life & Leadership
Division of Student Affairs

During the interim suspension, all approved, chapter-related activities must be completely **alcohol and drug free**. Any violation will result in **more severe sanctions**. No chapter members may host or participate in any chapter-related function where alcoholic beverages are present, regardless of location.

All members of Phi Gamma Delta will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization.

If you have any questions about the interim suspension, the investigation or the review process, please contact Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life.

Respectfully,



Dr. Randy Timm
Dean of Students

cc:

Christy Samakos, Associate Vice President for Student Affairs

Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

Todd Rogers, Director of Education, Phi Gamma Delta Fraternity

Javier Gomez, Alumni Advisor, Phi Gamma Delta Fraternity

James Ingram, Faculty/Staff Advisor, Phi Gamma Delta Fraternity

2/7/2021

San Diego State University Mail • Naming Reports

Thank you for emailing us regarding an allegation of hazing. I would greatly appreciate the opportunity to meet with you. What is your availability for today and the remainder of the week?

Thank you,

Caryl

[Quoted from Accident]

Caryl Montero-Adams

Assistant Director of Student Life & Leadership for Fraternity & Sorority Life
San Diego State University

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

caryl.adams@mail.sdsu.edu

Office: 619.594.0169 | Cell: 330.715.1151

To: Garyl Adams scaryl.adams@mail.sdsu.edu

Cc: Dean of Students Student Affairs <deanofstudents@mail.sdsu.edu>

I am happy with a phone call or coming in to meet with either of you.
I can phone with you this week or next.

I can phone with you this week or I can meet next week, either works for me.

Thank you

[Comment left hidden]

Tue, Feb 14 2017 at 9:50 AM

Dean of Students Student Affairs <deanofstudents@mail.sdsu.edu>

Cc: Caryl Adams <caryl.adams@mail.sdsu.edu>

Caryl, Please arrange a meeting with [REDACTED] this week if possible

-RT

Randy Timm, Ed.D

Dean of Students

San Diego State University

(Quoted text hidden)

Tue, Feb 14, 2017 at 9:51 AM

Caryl Adams <caryl.adams@mail.sdsu.edu>

To: Dean of Students Student Affairs <deanofstudents@mail.sdsu.edu>

55

Thank you again for emailing. I would appreciate the opportunity to meet (in person) with you. What is your availability this week?

Thank you.

Сагул

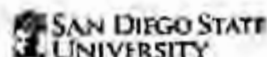
(Quoting text / adding?)

To: Caryl Adams <caryl.adams@mail.sdsu.edu>

Tue, Feb 14, 2017 at 10:20 AM

Earliest I could do would be 3-3:30 on Wednesday (I have class at 4), or I can do early Friday 8/6 30-9 am (I have work at 9:30).

Let me know which works and I will put it in my schedule.



Caryl Montero Adams <caryl.adams@sdsu.edu>

Reports

4 messages

Mon, Mar 6, 2017 at 8:55 AM

[REDACTED]
To: Caryl Adams <caryl.adams@mail.sdsu.edu>

Hi Caryl,

I spoke with you a couple weeks ago about some hazing incidents with FIJI. Something just recently occurred over the weekend called "Cuffs and Fifts" and although I don't know if it is considered hazing I wanted to bring it to your attention because it was Snapchatted numerous times and put Instagram. Cuffs and Fifts is when the FIJI brother is cuffed to their date and must try and finish an entire fifth of alcohol before they can un-cuff. As you can imagine this can get really dangerous and I wanted to bring it to someones attention. If you need more detail I can give you which names FIJI brothers names that were specifically Snapchatting this and putting it on Instagram.

Below are some of the Instagrams that were posted this weekend.

Thanks

[REDACTED]

2/3/2021

AT&T

6:23 AM

100%

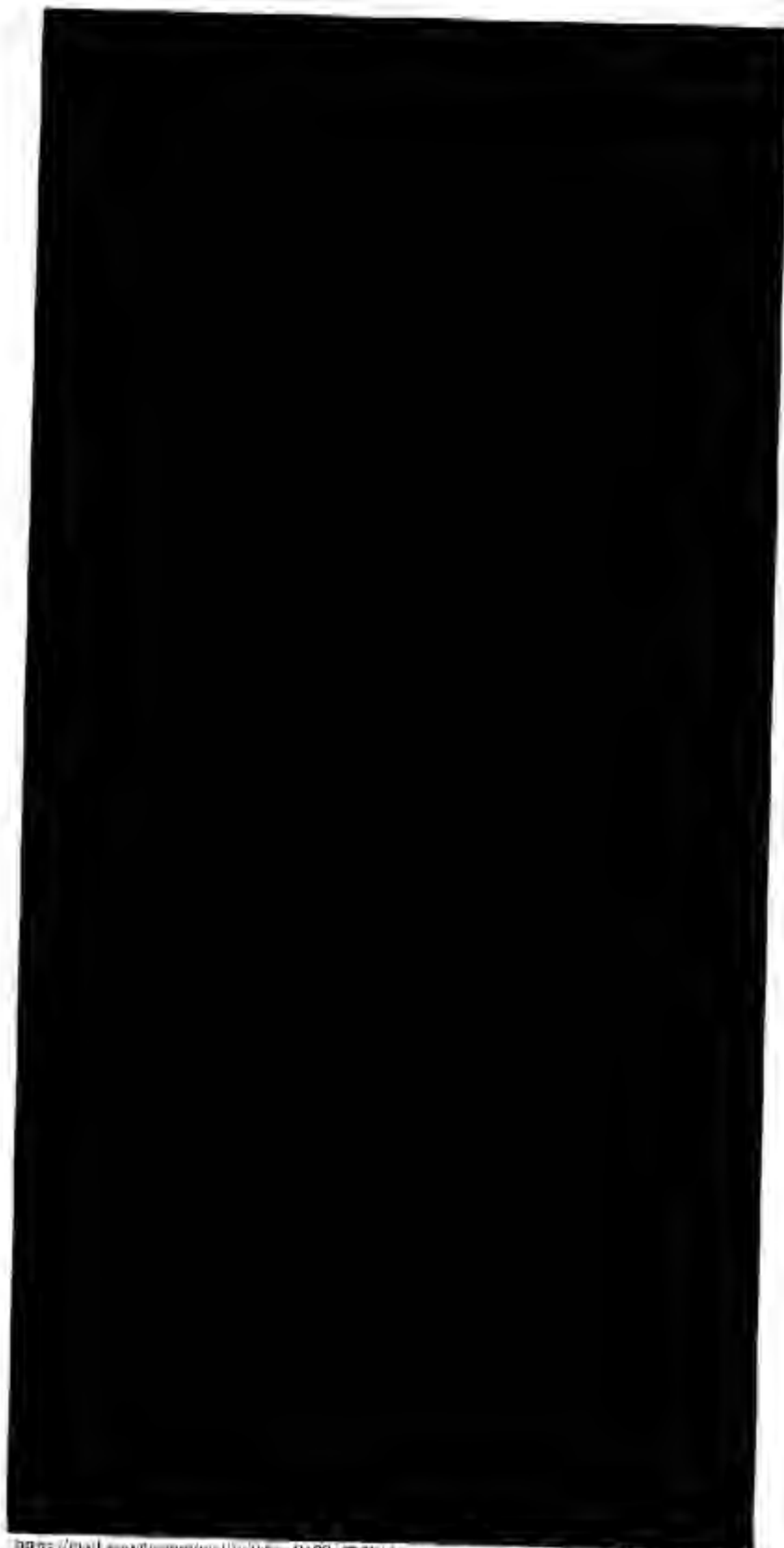
San Diego State University Mail - Reports



Instagram



San Diego State University Mail - Reports



2/1/2021

San Diego State University Mail - Reconnect



3/3/2021

474 卷

11:22 AM

San Diego State University Mail - Rm 66111

0 8 705 111



3

2

2

2

5

To: Caryl Monfero-Adams <caryl.adams@mail.sdsu.edu>

To: _____

1

Office: 619.594.0169 | Cell: 330.715.1151

Informal Conference Phi Gamma Delta Fraternity

Monday, March 6, 2017 | 6:30pm
Glazer Center for Leadership & Service

Overview

Hazing Allegations

Expansion & Recruitment Consultant | September (October 2016)
Bystander | Ongoing (February 2017)

Alcohol Allegations

Campus Partner Report | October 15 (November 2016)
Campus Partner Report | December 3 (December 2016)
Bystander | March 4 (March 2017)

Harassment & Abusive Behavior Allegations

Campus Partner Report | December 3 (December 2016)

Overview

Interviews

- 7 members

- 3 reporting parties/witnesses

Campus Partner Discussions

- Residential Education Office

- Center for Student Rights & Responsibilities



RPreplay_Final1574002871.mp4
3892K

3892K



Caryl Montero Adams <caryl.adams@sdsu.edu>

Update on info regarding FIJI

1 message

Savannah McCully <smccully@mail.sdsu.edu>
To: Caryi Adams <caryi.adams@mail.sdsu.edu>
Cc: Lee Mintz <lmintz@mail.sdsu.edu>

Wed, Nov 2, 2016 at 2:33 PM

Hi Cheryl,

I wanted to provide you with a summary of a meeting I had today with a student transported after attending a party at the FJJF house on October 15th, 2016.

The student is [REDACTED]. She was the student whose roommates in Tacuba called the RA's because they were concerned, and the roommates told paramedics she took a yellow pill in FLJL.

Basically [REDACTED] went to the party and mixed drinks that were fruity were available on a table. She cannot remember if the table was inside or outside, but does remember that people were inside and outside, and inside was dark with tons of neon strobe lights. She is 19 years old, but nobody from the fraternity checked IDs at any point, there were no wristbands issued, and she does not remember there being anyone stationed at the table with the drinks. She willingly had a few of the mixed drinks, and later she believes she may have taken shots (the police and RKO IR included that her friend said she had 4-5 shots) but does not specifically remember taking shots. She also remembers that a female gave her a pill, and she told the nurses at Alvarado that she was given a pill and they did a drug test but did not find anything. She does remember that at some point in the evening a male student, who she believed to be part of FIJI, was holding a trashcan in front of her to throw up in. She also stated that several males at the house wanted her to stay at their place overnight, but [REDACTED] wanted to go back to her residence hall because she did not feel well.

█████ also shared with me that later in the week she overheard a girl in one of her classes, she is unsure of the name, talking about how she was transported that same evening after being at FIJI, and that classmate said that when she was being transported she was freaking out and trying to fight the paramedics. I am currently trying to do some follow-up to determine who that student is and who is meeting with her. However, while trying to track that student down, I did read the IR for a different student, █████, who did not show up for her meeting with me that was scheduled for Monday 10/31. The EEO IR states that █████ had been drinking at FIJI on October 15th, but what is really interesting about █████ is that the IR reports that while █████ was walking home to University Towers, she was attacked by a homeless man (this is what the RAs who responded stated). █████ had blood on her and a fractured rib cage that she had previously fractured. The report said she was walking from Tenochca to UT, but at some point had been at FIJI drinking. So I am going to send an email to █████ because I am worried her NTA was sent to spam, but I really need to meet with her, particularly to check in on her.

So at this point, I am wondering if there were three separate transports related to drinking at Fall [redacted] for sure, the student that [redacted] mentioned, and possibly [redacted] who was transported more for her injury than intoxication, but still mentioned F.I.U. I will update you as I learn more about the situation.

Is there anything that I can specifically ask to provide you with more information?

Savannah McCully
University Judicial Officer
Center for Student Rights and Responsibilities
San Diego State University
619-594-3064
smccully@mail.sdsu.edu





Caryl Montero Adams <caryl.adams@su.se>

FBI

2 messages

Andre Frater <afater@ingli.sdsu.edu>

To: Caryl Adams <caryl.adams@mail.sdsu.edu>

Fr, Nov 18, 2016 at 2:42 PM

Hello Cary!

I met with [REDACTED] on November 9, 2016, in regards to her policy violation that occurred on October 16, 2016.

█████ stated that she went to a frat party at the Fiji house and while she was there she consumed mixed vodka drinks and six mixed shots as well with vodka. She stated that she was going to pledge and decided to drop due to this incident.

██████████ was found intoxicated in the bathroom in her residence hall, due to her level of intoxication she was transported to Alvarado Hospital.

Andre Frater M.A.
University Judicial Officer
Center for Student Rights & Responsibilities
San Diego State University
5500 Campanile Drive
San Diego, CA 92182-7443
Tel: 619.594.3089
Fax: 619.594.3081

Caryl Adams <caryl.adams@mail.sdsu.edu>

To: Andre Frazer <afrazer@mail.sdsu.edu>

Mon, Nov 21 2016 at 8:48 AM

Hi Andre,

Thank you for the information. I greatly appreciate the update.

Have a good day.

Caryl

(Clicked last hidden)

Caryl Montero-Adams

Assistant Director of Student Life & Leadership for Fraternity & Sorority Life
San Diego State University

San Diego State University

Pronouns: She | Her | Hers


5500 Campanile Drive | San Diego, CA 92182

caryl.adams@mail.sdsu.edu

Office: 019.584.0169 | Cell: 330.715.1151

619.594.0236
jhazelton@sdsu.edu

Jenna Hazelton, M.Ed.
Associate Director
San Diego State University
Residential Education Office
619.594.2717 (office)
jhazelton@mail.sdsu.edu

 IR.docx
14K

Caryl Adams <caryl.adams@mail.sdsu.edu>
To: Jenna Hazelton <jhazelton@mail.sdsu.edu>
Cc: Kara Bauer <kbauer@mail.sdsu.edu>, Randall Timm <rtimm@mail.sdsu.edu>

Mon, Dec 5, 2010 at 9:15 AM

Hi Jenna,

Thank you for informing me of the incident involving FIJI and [REDACTED]. The report was very informative—it is also helpful to know that [REDACTED] met with the FIJI president.

Thank you again.

Caryl
[Quoted text hidden]

Caryl Montero-Adams
Assistant Director of Student Life & Leadership for Fraternity & Sorority Life
San Diego State University
Pronouns: She | Her | Hers
5500 Campanile Drive | San Diego, CA 92182
caryl.adams@mail.sdsu.edu
Office: 619.594.0189 | Cell: 330.716.1151



**SAN DIEGO STATE
UNIVERSITY**
Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
Student Life & Leadership
Phone 619-594-5221

Conrad Prebys Aztec Student Union
5500 Campanile Drive, MC 7440
San Diego, CA 92182

December 5, 2016

This is a confidential document.

PHI GAMMA DELTA FRATERNITY INTERIM SUSPENSION NOTICE LETTER

The University is investigating recent reports of:

Allegations of Alcohol, Illegal Drugs, Harassment and Abusive Behavior and Hazing policy violations within Phi Gamma Delta Fraternity at San Diego State University.

It has been reported that Phi Gamma Delta has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Phi Gamma Delta hosted a social event on October 15/16, 2016 in the chapter facility where mixed drinks with hard liquor were served. Additionally, three students who were transported to the hospital due to their level of intoxication identified that they had consumed alcohol (and one, other drugs) at Phi Gamma Delta's chapter facility that evening. It was also reported the Phi Gamma Delta hosted a social event on December 3/4, 2016, which was the location of a reported sexual assault.

In addition to the open social events occurring on October 15/16, 2016 and December 3/4, 2016 an allegation of hazing behavior was made to Student Life & Leadership at SDSU and discussed with Phi Gamma Delta headquarters.

Given the seriousness of the matter, I am placing Phi Gamma Delta on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership for Fraternity & Sorority Life will make a recommendation to me regarding the continued campus recognition status for Phi Gamma Delta. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, January 20, 2017.

While on interim suspension, all University and Interfraternity Council privileges are suspended, and the chapter is expected to cease all activities, including chapter meetings. All University, IFC or Phi Gamma Delta activities, meetings and events that members would like to host or attend as a fraternity must have an advisor present and be approved 48-hours in advance by Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life. These activities include but are not limited to educational, service and social endeavors. The proposal for the activities must be submitted no later than one week prior to the date. For fraternity-planned events, the proposal should include an Event Approval System application submitted at least three weeks in advance per University policy.



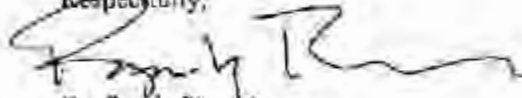
**SAN DIEGO STATE
UNIVERSITY**
Student Life & Leadership
Division of Student Affairs

During the interim suspension, all approved, chapter-related activities must be completely **alcohol and drug free**. Any violation will result in **more severe sanctions**. No chapter members may host or participate in any chapter-related function where alcoholic beverages are present, regardless of location.

All members of Phi Gamma Delta will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization.

If you have any questions about the interim suspension, the investigation or the review process, please contact Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life.

Respectfully,



Dr. Randy Timm
Dean of Students

cc:

Christy Samakos, Associate Vice President for Student Affairs

Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

Todd Rogers, Director of Education, Phi Gamma Delta Fraternity

Javier Gomez, Alumni Advisor, Phi Gamma Delta Fraternity

James Ingram, Faculty/Staff Advisor, Phi Gamma Delta Fraternity



Caryl Montero Adams <caryl.adams@sdsu.edu>

Hazing Reports

9 messages

Fri, Feb 10, 2017 at 4:28 PM

To: caryl.adams@mail.sdsu.edu

Good afternoon,

I am a second year sophomore and involved in Greek life here on campus. I wanted to inform you of some incidents of hazing that has been brought to my attention in one of the fraternity houses and was unsure who to talk to about it. I wanted IFC to be aware of what was going on and to try and bring a stop to it before it affects more Potential New Members.

If you would like to know more about this I would be glad to share this information so that this does not continue to happen within this house.

Please ensure my identity remains confidential.

Thank you,

Dean of Students Student Affairs <deanofstudents@mail.sdsu.edu>

Tue, Feb 14, 2017 at 8:53 AM

To: [REDACTED]
Cc: Caryl Adams <caryl.adams@mail.sdsu.edu>

Thank you for your email. I am copying Caryl Adams with this email. Caryl is responsible for the Fraternity and Sorority activities in Student Life. Either Caryl and/or I would appreciate the opportunity to discuss the details of the hazing you've witnessed. There are many ways that you can report this. You can chose to send it via email, make a phone call to Caryl or me, or come meet with us. Please let us know how you would like to proceed.

We appreciate your willingness to come forward...

-RT

Dr. Randy Timm
Dean of Students
San Diego State University

On Mon, Feb 13, 2017 at 7:15 PM, [REDACTED] > wrote:

Good evening,

I am a second year sophomore and involved in Greek life here on campus. I wanted to inform you of some incidents of hazing that has been brought to my attention in one of the fraternity houses. I wanted IFC to be aware of what was going on and to try and bring a stop to it before it affects more Potential New Members.

If you would like to know more about this I would be glad to share this information so that this does not continue to happen within this house.

Thank you.

Caryl Adams <caryl.adams@mail.sdsu.edu>

Tue, Feb 14, 2017 at 8:56 AM

To: [REDACTED]
Cc: Dean of Students Student Affairs <deanofstudents@mail.sdsu.edu>

Hi [REDACTED]

2/7/2021

San Diego State University Mail • Naming Reports

Thank you for emailing us regarding an allegation of hazing. I would greatly appreciate the opportunity to meet with you. What is your availability for today and the remainder of the week?

Thank you,

Caryl

(Quoted with permission)

Caryl Montero-Adams

Assistant Director of Student Life & Leadership for Fraternity & Sorority Life
San Diego State University

San Diego State University

Pronouns: She | Her | Hers

5500 Campanile Drive | San Diego, CA 92182

caryl.adams@mail.sdsu.edu

Office: 619.594.0169 | Cell: 330.715.1151

to: Gary Adams scaryl.adams@mail.sdsu.edu

Cc: Dean of Students Student Affairs <deanofstudents@mail.sdsu.edu>

I am happy with a phone call or coming in to meet with either of you.
I can phone with you this week or next.

I can phone with you this week or I can meet next week, either works for me.

Thank you

(Insert text here)

Tue, Feb 14 2017 at 9:50 AM

Dean of Students Student Affairs <deanofstudents@mail.sdsu.edu>

Cc: Caryl Adams <caryl.adams@mail.sdsu.edu>

Caryl, Please arrange a meeting with [REDACTED] this week if possible

-RT

Randy Timm, Ed.D

Dean of Students

San Diego State University

(Quoted text hidden)

Tue, Feb 14, 2017 at 9:51 AM

Caryl Adams <caryl.adams@mail.sdsu.edu>

To: Dean of Students Student Affairs <deanofstudents@mail.sdsu.edu>

52

Thank you again for emailing. I would appreciate the opportunity to meet (in person) with you. What is your availability this week?

Thank you.

Сагул

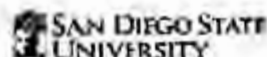
(Quoting text / adding?)

To: Caryl Adams <caryl.adams@mail.sdsu.edu>

Tue, Feb 14, 2017 at 10:20 AM

Earliest I could do would be 3-3:30 on Wednesday (I have class at 4), or I can do early Friday 8/6 30-9 am (I have work at 9:30).

Let me know which works and I will put it in my schedule.



Caryl Montero Adams <caryl.adams@sdsu.edu>

Reports

4 messages

Mon, Mar 6, 2017 at 8:55 AM

[REDACTED]
To: Caryl Adams <caryl.adams@mail.sdsu.edu>

Hi Caryl,

I spoke with you a couple weeks ago about some hazing incidents with FIJI. Something just recently occurred over the weekend called "Cuffs and Fifts" and although I don't know if it is considered hazing I wanted to bring it to your attention because it was Snapchatted numerous times and put Instagram. Cuffs and Fifts is when the FIJI brother is cuffed to their date and must try and finish an entire fifth of alcohol before they can un-cuff. As you can imagine this can get really dangerous and I wanted to bring it to someones attention. If you need more detail I can give you which names FIJI brothers names that were specifically Snapchatting this and putting it on Instagram.

Below are some of the Instagrams that were posted this weekend.

Thanks

[REDACTED]

2018/12

ATAT 5

6:23 AM

● 100%

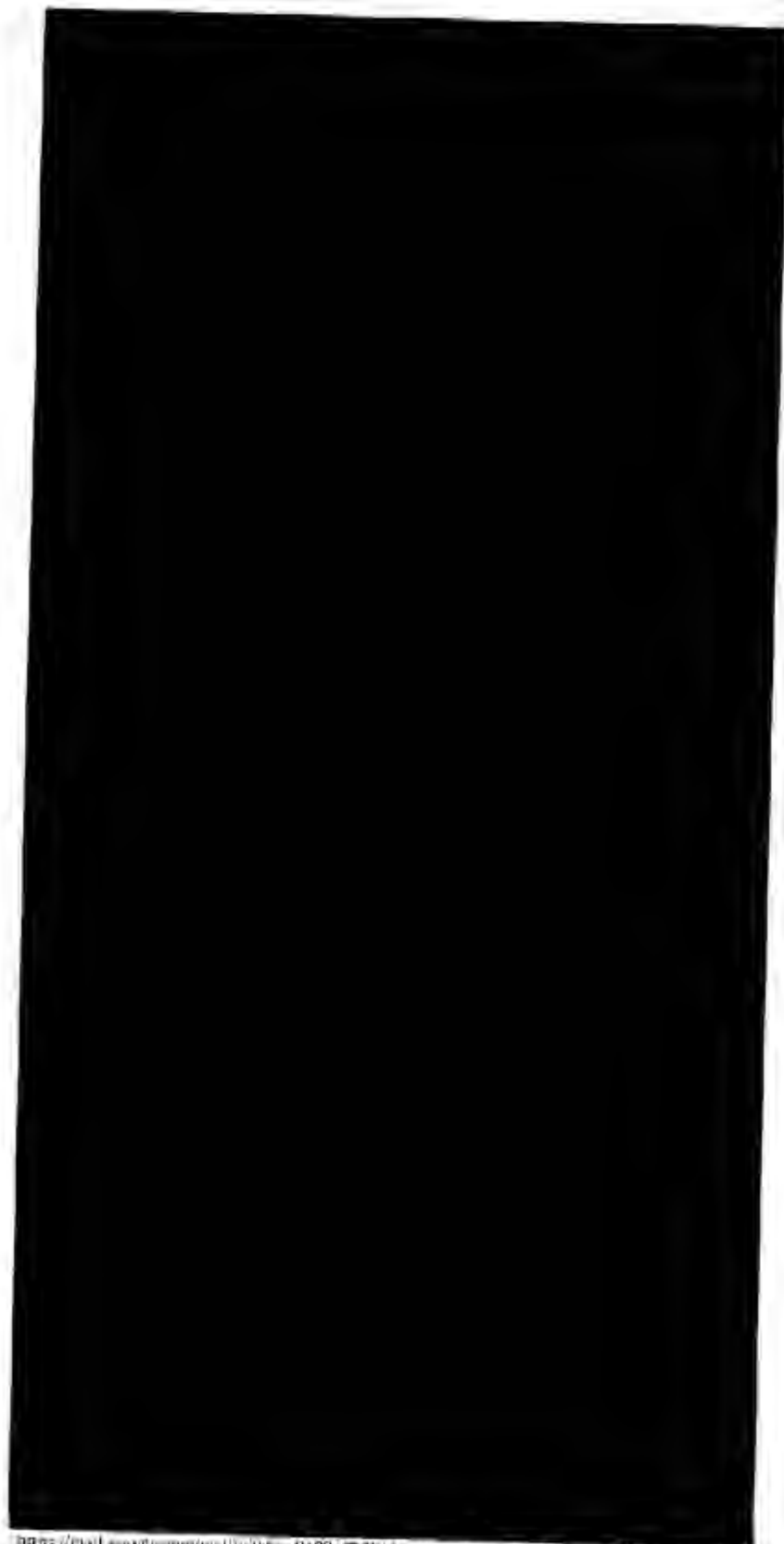
San Diego State University Mail - Reports



Instagram



RECEIVED: 1997-01-14



2/1/2021

San Diego State University Mail - Rejected



3/3/2021

● 点検表

11:22 AM

San Diego State University Mail - Request

● ● 70% ● ●



3

2

2

2

5

To: Caryl Monfero-Adams <caryl.adams@mail.sdsu.edu>

Let me know if I can help with anything else or if you have any questions I can help with.

To: _____

(Quoted leg hidden)

1

1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 2680, 26

Informal Conference Phi Gamma Delta Fraternity

Monday, March 6, 2017 | 6:30pm
Glazer Center for Leadership & Service

Overview

Hazing Allegations

Expansion & Recruitment Consultant | September (October 2016)
Bystander | Ongoing (February 2017)

Alcohol Allegations

Campus Partner Report | October 15 (November 2016)
Campus Partner Report | December 3 (December 2016)
Bystander | March 4 (March 2017)

Harassment & Abusive Behavior Allegations

Campus Partner Report | December 3 (December 2016)

Overview

Interviews

- 7 members

- 3 reporting parties/witnesses

Campus Partner Discussions

- Residential Education Office

- Center for Student Rights & Responsibilities