

# Live-In Adviser Grant Program

## Phi Delt 2020 Initiative

**3.4.8** - Work to ensure that at least 40% of chapter facilities have a live-in presence: AEVP, DHI- By 7.1.20

## Origin of the Grant Program

This Grant Program was provided by the General Council to bridge the gap of the current level of live-in advisers (LIA) and the above stated goal. The General Council sees the value in employing an LIA and encourages all House Corporations to cultivate a permanent LIA position within the local organization.

## Why Are Live-In Advisers Important?

The “House-Mother” was commonly found at chapter dinners and someone the brothers could turn to in times of need. The Housemother population has been dwindling and a more sophisticated, more involved role has emerged, known as a live-in adviser. These advisers represent a variety, but the bottom line is that this adviser is a mature presence in the house who maintains order and assists the chapter in striving for greatness.

## What are the benefits of a Live-In Adviser?

A Live-In Adviser will:

- Assist in recruitment tactics – seen as a value-add to parents
- Perform duties stipulated by the House Corporation
- Be that “Ear to the Ground” for Alumni Advisers
- Increase the probability of becoming an award winning chapter
  - Over 50% of the Silver Star Winners employ an LIA

## Typical Compensation for an LIA

The compensation package will vary from campus to campus. The most common benefit is a separate living area within the facility-- including a bedroom, living area, and a bathroom-- separated from the undergraduates. This would be provided at no charge to the LIA (a most beneficial aspect of the position if located in a high rent environment). In addition, the LIA would receive a meal plan at no cost.

In addition to the room and board component, additional monetary compensations may be provided based on the LIA environment. These financial benefits can be found in the form or stipends and salaries.\*\*

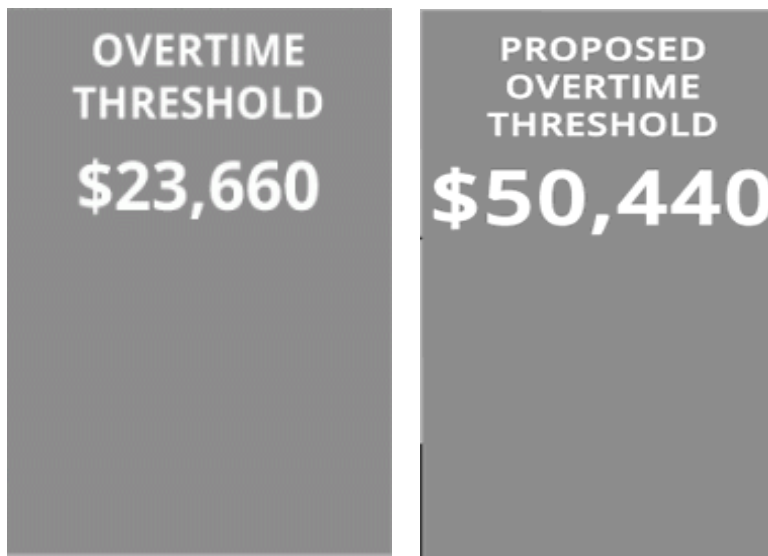


## Department of Labor – Overtime Qualification

The graphics to the right show salary thresholds for those employees who are paid via a set salary. Currently, any time over 40 hours would not result in additional pay if their salary is over \$23,660.

The **proposed** change raises that threshold to \$50,440, meaning that any employee with a salary under \$50,440 and works over 40 hours will be entitled to overtime pay (1.5 x regular rate of pay).

You may wonder if because the LIA lives at the house, “is the LIA always is “on-duty?” To navigate this proposed change, follow these guidelines:



- Very specific job description and required duties
  - A stated hour-per-week expectation, for example, “20 work hours/week is expected”
- Because this calculated on a weekly basis, hours under 40 can not be carried over to the next week
- Leave an adequate buffer under 40 hours for unexpected duties and emergencies

*\*\*Compliance with the overtime regulations is required to receive any grant\*\**

## Time Article – “3 Ways to Fix Fraternities”

In March 2015 there was a whirlwind of negative press revolving around Fraternities. In an article published by *Time* reveals three concepts to fit the modern day Fraternity. The first is to remove the alcohol, which Phi Delta Theta has successfully accomplished. The second was to employ a Live-In Adviser. To read the whole article click [here](#).

## The Value of a Live-in Adviser – By Chris Johnston '83 - CAB Chair Indiana Zeta (DePauw)

I firmly believe that ‘frats’ are dying – but ‘fraternities’ have a great future.

As an active, experienced Greek life volunteer, I am often engaged in the question of what makes one group a ‘frat’ and others ‘fraternities’ – that is – how do some men’s Greek chapters thrive while others find themselves in eternal probation damnation.

To me, the one constant in chapter health (especially when a house is involved) is adult supervision.

Engaged House Corporation Trustees and boots-on-the-ground Advisers make up the biggest part of that. If your chapter's volunteers can't be there at least a few times per week to get 'real' glimpse of how young men live, you can quickly lose touch.

But because of time and proximity, many of these adult volunteers have a difficult time being on campus and in the houses. In my day (the best phrase to watch eyes glaze over) my chapter had a traditional housemother model. She had a suite and managed meal planning for our kitchen staff and worked with vendors.

We lost that more than a decade ago but have since dealt her responsibilities out among staff, vendors and alumni. As one of those front line volunteers, I wanted relief from some of my frustrating house-centric duties to spend more precious time on advising and long term planning. I'm also well aware that the undergraduates are now younger than my own children – so perhaps my millennial communication skills had limits.



DePauw's Phi Delta Theta Chapter House

That's where the live-in adviser comes in. For 5 years, Indiana Zeta at DePauw (1868) has employed a 'house dad'. In each of those years, we've used an assistant coach (basketball). Our current 'dad,' Marcus, is a 6' 7" unpaid graduate assistant in our DIII program. Indiana Zeta membership (106 men) is comprised of more than 50% varsity athletes among 7 sports, so having a 'coach' in our midst is quite natural.

Marcus is not Greek, and our last 'dad' wasn't either. In our first year, we were fortunate enough to have a Phi from another chapter; in fact, a DePauw Phi graduate student is doing the same in another chapter on another campus today. We've found affiliation makes little difference.

Our live-in adviser has some formal job duties – and some informal ones. Formally, he does daily inspections of the entire house looking for 'hot spots' like leaky faucets, unacceptable trash piles, malfunctioning fire exit or other lights. Informally he is around as a sounding board counselor for the men. Your job description would likely be tailored to your house, campus and staff equation.

From his perspective, he is provided room and board (we serve three meals per day) and a small stipend. In addition, he is encouraged to practice 'coach-speak' on our officers and members. As I have developed good relationships with most of our varsity head coaches and Athletic Director, they too encourage him to take advantage of these opportunities. In fact, this 'grad assistant coach' model is specifically used in their recruiting process as NCAA limits on paid staff necessitates such a financial arrangement.

I'd encourage all House Corporations to seek out ADs, coaches, Deans and even some university related employers to find live-in adviser candidates. Continued success and please feel free to contact me for further discussions or information.



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*Chris "CJ" Johnston is a 1983 Indiana Zeta (DePauw) alumnus. IN Z is a Gold Star and GHQ Trophy chapter and is DePauw's only Chapter of Excellence. Chapter grades are above the all-university, all-men's and all fraternity average. The local House Corporation has invested over \$1.3 million dollars into the facility and has plans for an additional \$600,000 in improvements and scholarships leading up to their sesquicentennial in 2018. His chapter house was named "Facility of the Year" in 2015 by Phi Delta Theta. He may be reached at [CL.JOHNSTON@yahoo.com](mailto:CL.JOHNSTON@yahoo.com)*

## Testimonials



“Two years ago our House Corporation made the LIA job a paid position, and the results have been dramatic. Instead of holding an outside job to generate income, the monthly stipend allows the LIA to spend far more time focusing on the chapter house. Move in and move out periods are much more organized, rental agreements are signed on schedule, and the House Corporation hears about maintenance needs and compliance efforts in a very timely manner. The value received from a more focused LIA makes it an easy call to continue the stipends.”

*Bruce Buetell – House Corporation President - CA Delta (USC)*



“The live-in adviser has had a profound impact on Texas Delta. In the three years the program has been implemented we have seen recruitment numbers rise by more than 25% each year, the average chapter GPA increase by .4, the chapter has applied and won awards from GHQ, and the amount of damages to the house have decreased significantly. By employing a live-in adviser, the CAB has the peace-of-mind knowing that the Undergraduates have the resources available to them 24 hours a day, and the we as chapter advisers have ‘Boots on the Ground’ liaison whom assists with the general mentoring of the undergraduates. It has been a win-win for both the chapter and CAB.”

*Brandon Clark – CAB Member – TX Delta (SMU)*

## **Grant Opportunities**

### **Option A – Continued Support**

Option A is a demonstration of appreciation from General Headquarters to House Corporations that already employ a LIA. You have reaped the benefits of this position and we commend you on the foresight of continuing the critical element of fraternity housing.

Financial Grant Offering: Up to \$500 to underwrite your currently filled LIA position

Requirements:

- Grant Application
- Proof of current live-in adviser

### **Option B – Newly Created**

Option B is available for those organizations that have the space to accommodate an LIA but might not have dollars allocated for the position. This grant is to be used to restore the presence of an LIA within your facility.

Financial Grant Offering: Up to \$2,500 to underwrite your new LIA position

Requirements:

- Grant Application
- Proof of new employment

### **Option C – Construction**

Option C is available to those facilities that do not have suitable physical accommodations to employ an LIA. This grant can be utilized to underwrite construction costs of a remodel and/or renovation so that the facility has a designated LIA s. All submissions are reviewed and evaluated.

*NOTE: The organization may also apply for option B to employ an LIA for this newly created space.*

Financial Grant Offering: These grants are capped at \$4,000 but all amount requests are considered.

Requirements:

- Grant Application
- Contractor's Scope of Work and Proposal
- Before and After Pictures

**Live-In Adviser Grant Application**

Chapter \_\_\_\_\_

House Corporation Legal Name \_\_\_\_\_

Designated Point Person for Grant Communication \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

**Grant Selection**

- Option A – Continued Support (\$500 Max)
- Option B – Newly Created (\$2,500 Max)
- Option C – Construction (\$4,500 Max)

Amount Requested \_\_\_\_\_

**Explanation for Grant Application**

A brief explanation of how the LIA will be implemented.

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Construction Plan (If option C is selected)

A brief explanation of the construction plans for the LIA suite

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Stipulations and Agreements

LIA DOL Compliance – To be able to qualify for these grants, proof of Department of Labor compliance must be provided. This proof can be in the form of an agreement of man-hours per week and a list of assigned duties.

Agree to comply with the Department of Labor Overtime Laws?

Yes

All grant recipients agree to send their live-in adviser to the LIA Training in Oxford, OH – July 5-8

Yes

Agree to utilize a Live-In Adviser Contract?

Yes

All grants are first come, first serve and will be disturbed based on the order of receipt and approval. This is a two-year program. The second allocation of funds will be available in 2017.

The above is accurate to the best of my knowledge and agree to the above terms:

Signature:

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Printed Name:

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