

Bowie State University Findings “Question and Answers”

Q1. What did the band members do?

A. Some band members have engaged in acts that violate the University’s Student Code of Conduct and the University’ Policy on Hazing.

Q2. How many band members are in the Symphony of Soul band?

A. In total, 88 students participate in the University Band. This includes 56 musicians, 17 dancers and 15 color guard members.

Q3. How were these complaints received and who were those complaints forwarded to?

A. The University received complaints from students and those complaints were forwarded to Anne Valentine-Wilson, Coordinator of Student Conduct, for initial action.

Q4. How is hazing defined in the University’s Student Code of Conduct?

A. The BSU Student Code of Conduct defines “Hazing” as “any activity or action which subtly, flagrantly or deliberately demeans, embarrasses, threatens, invites ridicule or draws inappropriate or negative attention to a member, and/or an attitude which implies one member is superior to another or that initiation must be earned through personal services or meaningless activities for initiated members ...”

Q5. What specific violations or alleged hazing was investigated?

A. Allegations included incidents involving paddling, which are still under investigation; intentional physical discomfort; punishment for certain conduct; harassment and ridicule, among other allegations.

Q6. What are the consequences for the band, band leadership and individual band members that were investigated?

A. The band will be placed on a one-year probation, during which limitations will be placed on their activities and performances. Changes in band leadership are underway. Individual band members will be held accountable pursuant to the Student Code of Conduct.

Q7. What are the parameters of the Band’s probation?

A. We are putting in place a comprehensive plan for revitalizing the band program during the one-year probationary period to set new standards and ensure the safety and academic success of our students.

Q8. Do actions uncovered in the report amount to assault? How does the university define assault?

A. Assault includes verbal or written acts which place a person in personal fear or which have the effect of harassing or intimidating a person. Battery includes unauthorized touching of another person.

Q9. Where is the band leader Dr. Adolph Wright? Is he still employed by the university?

A. Dr. Wright has voluntarily resigned. Assistant Band Director Billy Bennett is the Symphony of Soul band's Acting Band Director.

Q10. How was the investigation conducted?

A. The investigators were assigned to collect and review evidence and provide findings in three different categories:

- Hazing as Misconduct of Registered Student Groups
- Student Conduct violations (hazing and non-hazing assault and battery)
- Personnel Infractions (evidence of administrator knowledge of ongoing activity)

Q11. How were interviews for the investigation conducted?

A. Preliminary interviews were conducted with 22 students and Dr. Adolph E. Wright, Director of University Bands, between November 2 and November 6, 2018. Those interviews utilized a single investigator model.

Upon establishment of the credibility of the underlying claim, interviews conducted between November 7, 2018 and November 27, 2018, utilized the dual investigator model in which two individuals sat in to take notes of each individual interviewed.

Q12. Who were the investigators?

A.

- Dr. Artie Travis, Vice President for Student Affairs
- Dr. Shirelle Briscoe, Assistant Vice President for Academic Affairs
- Anne Valentine-Wilson, Coordinator of Student Conduct
- Steve B. Stephens, Coordinator of Greek Life
- Thomasina Boardley, Coordinator of Student Life
- Robert Enderle, Esq., Labor and Employment Relations Manager
- Adonna Bannister Green, Esq., MBA, Director of Equity Compliance