

December 6, 2018

Beta Theta Pi Fraternity
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2018068301

Beta Theta Pi Fraternity ([REDACTED]):

Enclosed is the Administrative Agreement upon which we have agreed. please contact me if you have any questions.

Sincerely,

Tracy Murry
Director of Conflict Resolution & Student Conduct

CC: Brandi Hephner LaBanc, Vice Chancellor for Student Affairs
Melinda Sutton, Assistant Vice Chancellor for Student Affairs and Dean of Students
Arthur Doctor, Director of Fraternal Leadership and Learning
Alexis Arndt, Interim Director of Leadership and Advocacy
Jeff Rundle, Executive Director - Beta Theta Pi Fraternity
Wylie Richards, Advisor
Jack Jajewski, Director of Chapter Operations - Beta Theta Pi Fraternity



On December 6, 2018, through an administrative agreement, Beta Theta Pi took responsibility for violating the following University Conduct Rule(s) and Regulations(s):

Student Organizational Conduct
Hazing
Distribution of Alcohol
Possession of Alcohol

As a result, the following sanctions have been agreed upon:

- Your organization is on restrictive social probation regarding the following:

Spring 2019 – The chapter is not allowed to sponsor or participating in any organized social activity, party, or function.

Fall 2019 – Pending no violations of this agreement, the chapter may host or participate in up to two registered social activities, parties, or functions upon the approval of the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct.

Spring 2020 – Pending no violations of this agreement, the chapter may host or participate in up to three registered social activities, parties, or functions upon the approval of the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct.

- **Beginning in spring 2020**, the chapter may host up to three social activities, parties or functions. All of which must be in accordance with the NIC mandate as it pertains to substance-free facilities and third party vendors.

- Three mandatory anti-hazing speakers or programs:

Spring 2019- This event will be open to the University of Mississippi Community. The proposed event must be approved the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct by **February 1, 2019**. The approved event must occur by **May 1, 2019**. At the event, chapter advisors must be present. Each Beta Theta Pi active member must “sign-in” to the event. The “sign-in” sheets must be turned into the Office of Fraternal Leadership and Learning and Office of Conflict Resolution and Student Conduct within 24 hours of the event. The sheets must demonstrate that 90% or more of



the chapter attended the event. This may be a campus-wide event or designed specifically for Beta Theta Pi. Collaboration opportunities with other organizations are allowed.

Fall 2019- This event should be designed for active members. The speaker or program must occur at least **two weeks prior to recruitment**. The proposed event must be approved the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct by **June 1, 2019**. At the event, chapter advisors must be present. Each Beta Theta Pi active member must “sign-in” to the event. The “sign-in” sheets must be turned into the Office of Fraternal Leadership and Learning and Office of Conflict Resolution and Student Conduct within **24 hours** of the event. The sheets must demonstrate that 90% or more of active members attended the event.

Fall 2019- This event should be designed for new members and it should occur **within the week after Bid Day**. The proposed event must be approved the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct by **June 1, 2019**. At the event, chapter advisors must be present. Each Beta Theta Pi new member must “sign-in” to the event. The “sign-in” sheets must be turned into the Office of Fraternal Leadership and Learning and Office of Conflict Resolution and Student Conduct within **24 hours** of the event. The sheets must demonstrate that all new members attended the event.

- The chapter agrees to host an anti-hazing speaker or program annually, open to the University of Mississippi Community.
- Two mandatory alcohol and risk management speakers or programs: one in the **Spring 2019** and one in the **Fall of 2019**. At least one of these programs must be open to the University of Mississippi Community. The program must be approved by the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct. Beta Theta Pi must have 90% attendance for both programs. Collaboration opportunities with other organizations are allowed.
- The chapter agrees to host an alcohol and/or risk management speaker or program annually, open to the University of Mississippi Community.
- A new member education program must be submitted to the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct by **June 1, 2019** and must be approved no later than **August 1, 2019**. The new membership program is not to exceed four weeks. The chapter is limited to two meetings per week. These activities must occur between the times of 5:00pm and 10:00pm. Advisors must be present at all new membership meetings and activities.



The program must include dates, times, location, and any attending advisors for each meeting and activity. During the approved meetings and activities, University Staff may attend to make observations to ensure a safe environment. A trained advisor must attend and observe all pledgship meetings and activities. In addition, no explicit or implicit expectation for new members to be at the house for anything other than these approved activities is allowed.

- A new accountability process must be submitted to the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct by **June 1, 2019** and approved by **August 1, 2019**. The process will detail how the chapter will inform and educate active members and new members as the definitions of hazing and the chapter's response to allegations and evidence of hazing within the chapter, including internal processes and its relationship with University's processes. The process should include information on how this accountability process, once approved, will be shared with active members, new members, and other invested parties.
- Each active member will review and sign an anti-hazing agreement and an anti-substance abuse agreement on an annual basis. The agreement will confirm that the member is aware of the University's policies regarding hazing, alcohol/other drugs policies, and the processes in place to address violations. In addition, the agreement should confirm that the student will abide by policies related to hazing, alcohol/other drugs, and will not violate those policies. The agreements are due to the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct **two weeks prior to recruitment, Fall 2019**
- The chapter will provide a report to the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct **within five days** of the date of this agreement. The report will contain a detail list of all disciplinary actions taken against individual members based upon their involvement in these hazing and substance abuse incidents. If any actions are still pending, an update should be provided to both offices once the process is complete.
- The University of Mississippi has been notified by Beta Theta Pi that the Beta Beta Chapter has been placed on "Probation" and that a "set of directives" has been delivered to the chapter. While Beta Theta Pi and the University of Mississippi judicial processes remain independent, our goal is to be supportive of one another. In that spirit, the University of Mississippi acknowledges and endorses the directives outlined in the letter from Beta Theta Pi, dated November 30, 2018. One of the items included in these directives is a membership review. The chapter should notify the Office of Fraternal Leadership and Learning and the Office of Conflict Resolution and Student Conduct with a list of the results of the membership review. Once the directives are complete, the Chapter should produce a report to the Office of Fraternal Leadership and



Learning and the Office of Conflict Resolution and Student Conduct that includes the accomplished directives and the resulting status of the Chapter with the national organization.

- A fine in the amount of \$20 per member (active membership based upon the October 19, 2018 roster submitted to the Office of Fraternal Leadership and Learning) is to be delivered by **December 15, 2018** to the Office of Fraternal Leadership and Learning to support future risk-management initiatives by the University of Mississippi.

You will be held accountable for completing all of the sanctions as described. Failure to comply with sanctions may result in additional charges from the Office of Conflict Resolution and Student Conduct.

If you have questions concerning the agreement, sanctions, or judicial process, please feel free to contact me at temurry@olemiss.edu

Sincerely,

Tracy Murry
Director of Conflict Resolution and Student Conduct
University of Mississippi