



March 10, 2020

Pi Kappa Alpha Fraternity
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2019140501

Pi Kappa Alpha Fraternity:

Please see the agreed upon document submitted by the Gamma Iota Chapter of Pi Kappa Alpha Fraternity and approved by the University of Mississippi's Office Conflict Resolution and Student Conduct. Please note that the Office of Fraternity and Sorority Life (FSL) has been involved in this process so that they can continue to support the chapter. The chapter has agreed to adhere to this document. Any breach or incomplete work agreed upon in the document could result in further conduct action.

Please contact Grant Parker in FSL or myself if you have any questions.

Tracy Murry
Director of Conflict Resolution & Student Conduct

CC: Brent Marsh, Assistant Vice Chancellor for Student Affairs/Dean of Students
Arthur Doctor, Director for Fraternity and Sorority Life
Grant Partker, Assistant Director for Fraternity and Sorority Life
Steve Stewart, Chapter Advisor
JC Blackmon, Director of Services - South



Pi Kappa Alpha-Gamma Iota

Ole Miss

University of Mississippi Student Conduct Review Inquiry

Tracy Murry, Director

As per our conversation of February 11, 2020 we offer the following update:

AS Amended 3.3.2020

We have been unable to complete interviews with the two parties identified in the inquiry we discussed. Although we cannot confirm or deny that the actions described took place, we are prepared to offer action plans designed to help us move forward and to avoid these types of allegations to occur in the future. These allegations do not represent who we are as an organization. We are absolutely committed to having a new member process and education program that exemplifies our national organizations expectations to recruit and initiate Scholars, Leaders, Athletes, and Gentleman. There is no doubt in my mind that the overwhelming majority of our organization supports and expects this to take place.

Additionally, the two members in question had already been identified and recommended to our judicial board for actions and issues prior to these allegations being brought to our attention.

The actions as alleged of a few do not represent the will of the many we would respectfully submit the following action plan to you for favorable consideration.

Pi Kappa Alpha: Gamma Iota

Chapter Action Plan Resulting from Recent Inquiry

February 17, 2020 Amended 3.3.2020

- Immediate expulsion of Members named in hazing allegations
 - [REDACTED] & [REDACTED] are pending expulsion at our next judicial board meeting to take place as soon as possible (end of this week) via chapter procedure
 - [REDACTED] and [REDACTED] were already in the process of being considered for expulsion, but did not return to school this year. This process has now been expedited
 - These members will also be recommended for expulsion from the National Fraternity register
- 1. Meeting for First Year Members to discuss Their recent experiences with the New Member Education Process
 - a. Allow the most recent class to discuss their experience with the new member education process
 - b. As a result of any information developed from this session, we will conduct an accelerated internal membership review of any identified potential problem members, should they exist
- 2. Re-Commitment (Internal Membership Review)
 - a. In addition to the investigation of those identified by #2, conduct chapter wide internal audit, as suggested from our discussions with our national organization (JC Blackmon) **See attached.**
 - b. Identify any previously unidentified problem members
 - c. When necessary, educate members on the risks inherent with poor decisions involving the new member education process
 - d. As a result of noncooperation or potential behavioral issues we reserve the right to recommend removal from the organization
- 3. Improved Process for Selecting New Member Educators
 - a. Absolute ban on first year members as new member trainers
 - b. Improved vetting process
 - i. 3-5 active, upperclassmen member references required
 - ii. **Vetting by Alumni Advisory Board – conduct individual interviews to make sure selections are in keeping with the Organizational Standards for New Member Education Process. Consists of at 3 Board Members**
 - c. Educational session on risks associated with new member education, how to identify them, and how to prevent the current issues from occurring again
- 4. Educational Speakers
 - a. Kim Novak of Pi Kappa Alpha International Fraternity (Scheduled ASAP) prior to New Member Next Fall
 - b. Mandatory speaker about the risks of hazing, and the strict punishments any violation of the anti-hazing policy (**Kim Novak**)
 - c. One additional speaker program about the dangers of drug and alcohol abuse (**UM Counseling Department**)
 - d. These educational sessions will be mandatory for all chapter members, regardless of year, position, etc. (**With Sign-In Sheets**)
- 5. Action Plan items 1, 2, and 3 to be completed as early as **April 15th, 2020** and no later than **April 30th, 2020**. Goal to be completed by end of Spring 2020 semester, in light of Recent Changes for Rush Start Dates.
- 6. All speaker programs are to be scheduled and completed as soon as the calendar allows.

PIKE

Pi Kappa Alpha

Chapter Recommitment Process

*Resetting the Baseline for
Membership & Enhancing
Expectations*

Updated July 2019

Foreword

The purpose of a recommitment process is to reset the baseline regarding membership of Pi Kappa Alpha. This would include a recommitment to Pi Kappa Alpha *Standards*, public value statements (Fraternity's Mission, Vision, and Creed), *Constitution and Chapter Codes*, respective chapter bylaws, Ritual of the Fraternity and where appropriate house corporation governing documents as well as any IFC and/or the various Greek council policies, university policies, and local, state, and federal laws by virtue of signing of a *Petition to Re-Affiliate*, as well as a *membership contract*.

“Why would a chapter need this?” Over a period, chapters and/or individual members may stray from the expectations of membership and chapters need to reassert a culture of accountability. Through the years, this lack of accountability becomes more and more routine and leads to chapter apathy and limited positive engagement from memberships. Conversely, those members that check all the boxes of being a positive and engaged member of the chapter distance themselves from the organization because of the lack of accountability, chapter apathy that has set in, and workload required of the few that do appear to care. This process provides a line of delineation between where the chapter was to where they chapter is going, thus providing an opportunity for the chapter to reshape its own narrative.

The above is intended to provide the chapter with general information and suggestions for improvement. It is not a directive and is not intended to direct the chapter in any manner. A chapter is not required to use or implement this information or suggestions. The decision on whether or how to use this information is solely that of the chapter.

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Recommitment Preparation

1. Call a meeting amongst executive board members to ‘assess membership’ via the documents referenced and as identified for use by the chapter leadership.
2. Aggregate the following information for assessment of the chapter membership (see Appendix)
 - a. Chapter membership roster which includes university roster, chapter roster (billing and other), and International Fraternity roster all combined. Any discrepancies amongst the rosters should be cause for question as to why a member would be on one roster and not another.
 - i. Indicate those individuals that are chapter officers
 - b. Individual academics (current term, previous term, and cumulative)*
 - c. Individual finances, which should include relevant housing components (rent)
 - i. Indicate dollars outstanding; those on payment plans; those that live-in house (if applicable)
 - d. Individual chapter meeting attendance report
 - e. Individual chapter conduct records
 - f. Individual university conduct records*
 - g. Others (individual community service hours, individual philanthropy dollars raised, etc.)

*May require separate document (FERPA waiver) from the institution that each individual will need to sign.

Review the Deficiencies

Financial Deficiencies

The Fraternity *Constitution & Chapter Codes* provides the provision for the *Alternative Method for Expulsion* in the instance a member has “delinquency payment of accounts or financial obligation to a chapter of the Fraternity.” A best practice would be for someone who is not current with payments in the current billing cycle and does not have a payment plan executed with the chapter treasurer to be expelled if he cannot meet the financial expectations.

Academic Deficiencies

The Fraternity *Constitution & Chapter Codes* provides the provision for the *Alternative Method for Expulsion* in the instance a member “fall below for a period of two (2) consecutive semesters or three (3) consecutive quarters a minimum grade point average to his chapter’s bylaws.” Unless otherwise outlined by institutional policy or chapter bylaw that exceeds the minimum grade point average as outlined in the Fraternity *Constitution and Chapter Codes* shall be the following:

- a. Minimum GPA Expectation for Membership for a new member 2.5 cumulative
- b. Minimum GPA Expectation for Chapters 2.7 cumulative chapter average
- c. Minimum GPA for Officers is a 2.7 cumulative

*Given the chapter must maintain a 2.7 cumulative grade point average to remain in good-standing, an individual’s continuous membership baseline of a 2.5 cumulative GPA would be a good baseline to start for this exercise. Moving forward, after the end of each semester/quarter each member’s semesterly/quarterly GPA will be evaluated whether certain adjudicative measure needs to be taken for a semester/quarter at a time or if definitive action needs to be taken.

Conduct Deficiencies

Chapter leadership reviews conduct records of individuals who have been found by the chapter or its judicial board to have violated Fraternity policies; chapter bylaws; institutional or IFC and/or various Greek council policies; and any state, local, and federal laws.

Other Deficiencies

1. Chapter leadership reviews the chapter meeting attendance report of those members who have been absent from chapter meetings over the course of the academic year.
2. Chapter leadership reviews the minimum community service hours and philanthropy dollars to raise per member and compare that to what each member turned in for community service hours and dollars raised.

Actions to Take

1. Each member should complete the *Petition to Reaffiliate* and execute a membership contract. Where applicable, this contract shall remain enforceable indefinitely, without expiration, until member's balance is zero and he is no longer an active chapter member via resignation, expulsion, or achievement of alumnus status – in good standing per the Fraternity's *Constitution and Chapter Codes*.
2. Set-up meetings between the individual members with deficiencies and the executive board. It is recommended to include the chapter advisor in these meetings as well. It is further recommended these meetings last no longer than fifteen (15) minutes. Example meeting sign-up sheet is provided in the resources section of this document.
 - a. This is not a hearing, merely a meeting to discuss concerning behavior/trends of the individual
 - b. Address the deficiencies one by one.
 - c. Allow the member to respond to each of the deficiencies
 - d. The meeting is merely an inquiry. No outcome shall be relayed to the individual in this meeting.
3. Outcomes
 - a. Given the information above, based purely on objective analysis at this point, are there decisions that need to be made (suspension or expulsion (removal from chapter)) based on this information?
 - i. Reference *Alternative Method for Expulsion* (see *Constitution and Chapter Codes*) for those with only academic and/or financial delinquency
 - b. Additionally, considering individual conduct records and/or damage to chapter property and other illicit or alleged behavior should educational or punitive action be taken against the individual member(s)?
 - c. Each member with deficiencies will need to be addressed. The options could include the following:
 - i. For Academic Deficiencies Only – Expulsion per *Alternative Method of Expulsion*
 - ii. For Financial Deficiencies Only – Expulsion per *Alternative Method of Expulsion*
 - iii. For Conduct Deficiencies Only or a combination of the above with conduct deficiencies – Expulsion via expulsion procedures
 - iv. Other Deficiencies Only – Suspension from certain chapter activity until those deficiencies have been overcome.
 - v. For Academic & Financial Deficiencies – Expulsion per *Alternative Method of Expulsion*

Note: proper expulsion paperwork is to be remitted to the International Fraternity as outlined in the document. Expulsions have the provision to be granted appeal should the individual meet the requirements to return to a member in good-standing (ex. pay off balance and/or meet academic minimums)

- vi. For all other variances, the chapter shall take appropriate actions to individuals as outlined in its chapter bylaws and/or provide notice to each that signed the membership contract of expectation of membership henceforth.
 - vii. Instead of moving forward, should a member wish to resign then written notice must be submitted to the chapter president via the *Membership Resignation Form*. If written notice is not submitted before passage of the budget each semester, member is responsible for that semester's full dues amount in accordance with the chapter bylaws.
4. A revised roster of members returning to the chapter is to be provided to Omega Fi (via chapter's Vault account), the institution (Fraternity & Sorority Life), the International Fraternity (via chapter's dashboard), and the house corporation where applicable.

Enhanced Expectations → Moving Forward

Now that the chapter has 'reset the baseline,' it is important to set and communicate expectations to the chapter moving forward. The following are ways to achieve this:

- a. Recommitment via a membership contract with is also echoed in the chapter bylaws.
- b. Revise the chapter bylaws to ensure they are updated with the minimums asked by members which include consequences for failing to achieve those objectives.
- c. Communicate with the chapter and individual member deficiencies as they arise rather than wait until the end of the semester and academic year.
- d. Incorporate at minimum membership engagement tracking of academics, finances, community service hours, philanthropy dollars, chapter meeting attendance or through a comprehensive membership program the *True PIKE Experience*.

Appendices

1. Fraternity [Standards](#)
2. Fraternity *Constitution & Chapter Codes* (accessible through [myPIKE](#))
 - a. New Member Minimum GPA | CODE III Membership, Sec.2, E.
 - b. Chapter Annual Minimum GPA | CODE V Chapter & Chapter Officers, Sec. 1., E.
 - c. Chapter Officer Minimum GPA | CODE V Chapter & Chapter Officers, Sec. 5., E.
 - d. Expulsion Proceedings | CODE III Membership, Sec 13., Expulsion Proceedings, A.
 - e. Expulsion Proceedings | CODE III Membership, Sec 13., Expulsion Proceedings, B.
Alternative Method
3. Example [membership contract](#)
4. [Affidavit for Expulsion](#)
5. [Membership Resignation Form](#)

