



January 21, 2021

Pi Kappa Alpha Fraternity
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2020072001

Pi Kappa Alpha ([REDACTED], [REDACTED])

I have attached the Administrative Agreement. Please review and let me know if you have any questions. The Office of Conflict Resolution and Student Conduct and the Office of Fraternity & Sorority Life are available to assist the chapter in completing these remedies.

Thank you

Tracy Murry
Director of Conflict Resolution & Student Conduct

CC: Brent Marsh, Assistant Vice Chancellor for Student Affairs/Dean of Students
Arthur Doctor Jr, Director of Fraternity and Sorority Life
Grant Parker, Assistant Director of Fraternity and Sorority Life
Lance Horner, Chief Operating Officer - Pi Kappa Alpha Fraternity
Alan Beck, Director of Services (South) - Pi Kappa Alpha Fraternity
Steve Stewart, Chapter Advisor



On January 11, 2021, through an administrative agreement, the Gamma Iota chapter of Pi Kappa Alpha Fraternity (PIKE) accepted responsibility for violating the following University Conduct Rule(s) and Regulations(s):

Student Organizational Conduct
Hazing

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

- The chapter shall provide a report to the Office of Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct **within five days** of the date of this agreement. The report will contain a detailed list of all disciplinary actions taken against individual members based upon their involvement in these hazing incidents. If any actions are still pending, an update should be provided to both offices once the process is complete.
- A membership review shall be conducted by the Pi Kappa Alpha Headquarters Staff. The chapter should notify the Office of Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct with a list of the results of the membership review. This process shall be completed by **February 1, 2021**.
- Your organization is on restrictive social probation regarding as follows:

Spring 2021 – The chapter is not allowed to sponsor or participate in any organized social activity, party, or function.

Fall 2021 – 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 Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct.

Spring 2022 – 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 Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct.



- Three mandatory anti-hazing speakers or programs:

Spring 2021- This event will be open to the University of Mississippi Community. The proposed event must be approved by the Office of Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct by **March 1, 2021**. The approved event must occur by **May 1, 2021**. At the event, chapter advisors must be present. Each Pi Kappa Alpha active member must “sign-in” to the event. The “sign-in” sheets must be turned in to the Office of Fraternity & Sorority Life 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. The topic focus may be campus-wide event or designed specifically for Pi Kappa Alpha Fraternity. Collaboration opportunities with other organizations are allowed.

Fall 2021- 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 by the Office of Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct by **July 1, 2021**. At the event, chapter advisors must be present. Each Pi Kappa Alpha active member must “sign-in” to the event. The “sign-in” sheets must be turned into the Office of Fraternity & Sorority Life 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 2021- This event should be designed for new members and it should occur **within the week after Bid Day**. The proposed event must be approved by the Office of Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct by **June 1, 2021**. At the event, chapter advisors must be present. Each Pi Kappa Alpha new member must “sign-in” to the event. The “sign-in” sheets must be turned into the Office of Fraternity & Sorority Life 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, open to the University of Mississippi Community. This event should be held during the 2021-2022 academic year and must be approved by the Office of Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct prior to the event taking place.



- A new member education program must be submitted to the Office of Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct by **June 1, 2021** and must be approved no later than **August 1, 2021**. 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 (details for each meeting will be submitted in the aforementioned program). 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 new member 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 Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct by **June 1, 2021** and approved by **August 1, 2021**. The process will detail how the chapter will inform and educate active members and new members about 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.
- All members of the Executive Board will be required to participate in the "Disrupt the Culture" program through the William Magee Center for Wellness Education.
- Pi Kappa Alpha Fraternity Headquarters shall assist in recruiting and providing resources for additional training for the alumni advisory board to ensure proper guidance is provided to the Gamma Iota Chapter of Pi Kappa Alpha Fraternity. The membership and training of the board shall be driven by Pi Kappa Alpha Fraternity Headquarters and the University of Mississippi's Office of Fraternity & Sorority Life.
- Each active member shall review and sign an anti-hazing agreement on an annual basis. The agreement will confirm that the member is aware of the University's policies regarding hazing and the processes in place to address violations. In addition, the agreement should confirm that the student will abide by policies related to hazing and will not violate those policies. The agreements are due to the Office of Fraternity & Sorority Life and the Office of Conflict Resolution and Student Conduct **two weeks prior to recruitment, Fall 2021**.

Changes in deadlines associated with the academic and recruitment calendar will be made as necessary and communicated directly to chapter leadership and Pi Kappa Alpha Headquarter staff.

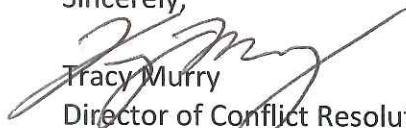


You shall be held accountable for completing all of the sanctions as described. Failure to comply with these sanctions may result in additional charges from the Office of Conflict Resolution and Student Conduct.

This agreement is based upon the understanding that the leadership of the Gamma Iota chapter of Pi Kappa Alpha Fraternity (PIKE) has been honest, transparent, and forthcoming with this investigation. In the future, if there is evidence that this understanding is not correct, the Administrative Agreement may be voided by the University and the conduct process will resume. Finally, if there is new information pertaining to this incident that comes to light during any current or future University and/or legal investigation; or, if legal charges are applied to any person or to the Gamma Iota chapter of Pi Kappa Alpha Fraternity (PIKE), the University of Mississippi or the Gamma Iota chapter of Pi Kappa Alpha Fraternity (PIKE) may void this agreement.

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

Sincerely,



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