

November 4, 2020

Pi Kappa Phi Fraternity  
Sent electronically to [REDACTED]

**PERSONAL AND CONFIDENTIAL**

Dear Pi Kappa Phi,

I have received and carefully reviewed the *Code of Student Rights and Responsibilities* complaint brought forward by Dr. Katie Treadwell, Director of Student Conduct and Community Standards, and the recommendations of the hearing panel which met October 21, 2020. The purpose of the hearing was to resolve non-academic misconduct allegations. It is my understanding Pi Kappa Phi President [REDACTED] attended the hearing and was accompanied by one advisor, Pi Kappa Phi Assistant Executive Director Brooke Kingsley-Isbell.

The panel considered the potential violation of the *Code of Student Rights and Responsibilities* resulting from your behaviors toward Pi Kappa Phi new members from November 2019 through September 2020. It is my understanding Pi Kappa Phi accepted responsibility for the charges and wished to discuss appropriate sanctions during the hearing. Based on this acceptance of responsibility and a preponderance of information, the hearing panel has found the chapter in violation of the *Code of Student Rights and Responsibilities* Section VI. After reviewing all of the information in this case, I concur with the findings of the panel regarding the following provisions of the *Code of Student Rights and Responsibilities* listed below.

Section VI (Non-Academic Misconduct) of the *Code of Student Rights and Responsibilities* states:

Students and organizations are expected to conduct themselves as responsible members of the University community. Students and organizations are subject to disciplinary action for violations of laws, published policies, rules and regulations of the University and Kansas Board of Regents, and for the following rules related to the values of the University where the university has jurisdiction:

- Section VI A 4. **Behavior that violates the core value of Respect - Harm to Persons:** causing physical harm or endangering the health or safety of any person. **Responsible**
- Section VI A 9. **Behavior that violates the core value of Respect - Hazing:** engaging in hazing of another person for the purpose of initiation or admission into, affiliation with, or continuation of membership in any organization operating under the sanction of the University. Hazing includes, but is not limited to, any action, activity or situation which recklessly, negligently or intentionally endangers the mental or physical health, welfare or safety of a person, creates excessive fatigue, sleep deprivation, mental or physical discomfort, exposes a person to extreme embarrassment or ridicule, involves personal servitude, destroys or removes public or private property, or implicitly or explicitly interferes with the academic requirements or responsibilities of a student. It is presumed that hazing is a forced activity regardless of the apparent willingness of an individual to participate in the activity. Apathy or acquiescence in the presence of hazing is not neutral; both are violations of this rule. **Responsible**
- Section VI E. Registered Organization: Organizations through their officers, and/or individual members may be held responsible and sanctioned for conduct in accordance with guidelines

established for individual students. In addition, the University may impose educational measures. – **Responsible**

Members of Pi Kappa Phi, including members of the organization’s leadership, violated the *Code of Student Rights and Responsibilities* by engaging in a continuing pattern of hazing behaviors during the 2019-2020 and 2020-2021 academic years. Due to the active members participating in these hazing behaviors and the participation and knowledge of Pi Kappa Phi chapter leadership in these behaviors, the hearing panel determined, and I agree, the behaviors were pervasive within the organization and conducted with the full knowledge of the organization. During the hearing, chapter president [REDACTED] and new member educator [REDACTED] accepted responsibility on behalf of the chapter for all charges. Additionally, Mr. [REDACTED], Mr. [REDACTED] and former chapter president [REDACTED] described “traumatic” hazing they experienced as new members in the 2017-2018 and 2018-2019 academic years. The hearing panel found all three, as well as current new member [REDACTED], to be credible witnesses.

This decision was based on the following facts:

- Current Pi Kappa Phi President [REDACTED] and advisor Pi Kappa Phi Assistant Executive Director Brooke Kingsley-Isbell in representing the Pi Kappa Phi organization submitted a document titled *Theta Epsilon Chapter of Pi Kappa Phi Suggested Sanctions Endorsed by the National Fraternity*. The Hearing Board understood this to be an acceptance of responsibility on behalf of the organization for behaviors and actions by Pi Kappa Phi members who violated the *Code of Student Rights and Responsibilities*. Mr. [REDACTED] and Mr. [REDACTED] verbally confirmed this acceptance of responsibility during the hearing. Additionally, Ms. Kingsley-Isbell confirmed the chapter’s acceptance of responsibility in an email to Dr. Treadwell.
- Video evidence shows [REDACTED]
- Photos in the [REDACTED] GroupMe chat show [REDACTED]
- Another photo shows [REDACTED]
- In a post to the [REDACTED] GroupMe chat, [REDACTED]
- Multiple posts in the [REDACTED] GroupMe [REDACTED]

◦ Example #1:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

- *Example #2:*
  - [Redacted]
- *Example #3:*
  - [Redacted]
- *Example #4:*
  - [Redacted]
- *Example #5:*
  - [Redacted]
- *Other examples:*
  - [Redacted]

- Multiple posts in [Redacted] GroupMe chat indicate [Redacted]
  - [Redacted]
  - [Redacted]
  - [Redacted]
  - [Redacted]
  - [Redacted]



Epsilon chapter. Members violated the trust of KU students and the University. In doing so, members violated their responsibility as a KU student organization. I carefully considered the hearing panel's recommended sanctions, and I gave weight to the severity of the conduct toward KU students.

As a result of the foregoing, the Theta Epsilon chapter of Pi Kappa Phi is hereby sanctioned as follows:

- The organization's status as a registered organization will be terminated at the conclusion of the Fall 2020 semester (effective November 25, 2020) for a period of five years. The organization will not be recognized by the Office of Sorority and Fraternity Life and will receive no organizational services or privileges during this status termination. The earliest Pi Kappa Phi may begin to operate as a KU student organization is the Spring 2026 semester, conditioned on successful completion of a return agreement.
- Should Pi Kappa Phi wish to return to the University of Kansas following this organizational suspension, they must develop a return agreement in collaboration with the Office of Student Conduct and Community Standards, Office of Sorority and Fraternity Life, and Pi Kappa Phi international headquarters. Return agreement terms will be negotiated and approved by each of these entities. At a minimum, the return agreement will include the following provisions:
  - Verify all current membership is no longer affiliated with the University of Kansas or has completed their undergraduate coursework.
  - Notify the University no less than two semesters prior to their return (no earlier than Spring 2025 semester) they intend to return to campus. This notice may be in the form of a Formal Prospectus to Colonize submitted to the Office of Sorority and Fraternity Life by international headquarters.
  - Follow all procedures of the KU Interfraternity Council's Expansion Procedures as stated in the bylaws of the Council which may include a formal process of colonization, a council vote, and other Council governance expectations.
  - Engage in mandatory hazing prevention programs for a minimum of two years following the chapter's reopening on campus.

The chapter may appeal my decision. An appeal must be in written form addressed to the University Judicial Board, c/o Governance Offices, 33 Strong Hall, and submitted by within 30 days of receipt of this letter. Please be advised the sanctions are in effect should the chapter appeal.

Please take 5 minutes to anonymously complete a short survey which is used to assist the University in improving its conduct process to make it more educational for students. All of the answers are voluntary and anonymous. The survey can be found here:

[Redacted]

Sincerely,

[Redacted Signature]

Tammara Durham, Ed.D.  
Vice Provost for Student Affairs

CC: Jane Tuttle, Associate Vice Provost for Student Affairs  
Jennifer Wamelink, Associate Vice Provost for Student Affairs

Katie Treadwell, Director for Student Conduct and Community Standards  
Michael Leitch, Senior Associate General Counsel  
Ethan Stubbs, Director for Sorority and Fraternity Life  
Nikita Haynie, Assistant Director, Sorority and Fraternity Life  
Allison Schultz, Program Coordinator, Sorority and Fraternity Life  
[REDACTED], KU Interfraternity Council President  
Brooke Kingsley-Isbell, Pi Kappa Phi Assistant Executive Director  
Jack O'Neill, Pi Kappa Phi Theta Epsilon Chapter Advisor  
David Day, Hearing Panel Chair

Enclosed: Hearing Panel Recommendation