July 07, 2016

Dear Mr. Pappas:

In the spring of 2015, Theta Chi was found responsible for violations of the Student Code of Conduct items 2/Threatening/ Endangering and 19/Hazing. Based on the information gathered in the investigation and the serious and dangerous nature of the allegations, Theta Chi was sanctioned with Loss of Recognition from The University of Arizona effective immediately through fall 2019. Loss of Recognition means the withdrawal of the fraternity as a recognized student organization at the University of Arizona. An unrecognized student organization cannot participate in any University sponsored event and loses the use of University facilities and resources.

During collaborative dialogue regarding the appeal of the Loss of Recognition sanction, Dean Kendal Washington White and representatives from Theta Chi’s National office came to an agreement on an amended Loss of Recognition. The terms of the agreement dated August 31, 2015 are as follow:

The Beta Iota Chapter (hereinafter "the Chapter") of Theta Chi Fraternity is sanctioned with Loss of Recognition and suspension from the University of Arizona through May 31, 2016. As a condition of reinstatement, representatives of the Chapter will be required to meet with the Dean of Students to review their plan to recolonize the Chapter, to understand the positive traditions upon which the Chapter will build its membership, any disciplinary concerns that may have arisen during the year of suspension, and to establish conditions for the period of probation (see footnote 1). Upon reinstatement, the Chapter will be subject to the following conditions:

• All current active members of the Chapter will be removed from active membership of the Chapter (see footnote 2) with the exception of the Fall 2014 and Spring 2015 new member. These (remaining) new members may remain active Chapter members under the condition that the Dean of Students Office and Fraternity and Sorority Programs (FSP) staff, in conjunction with the national office of Theta Chi, establish criteria to evaluate whether these new members should retain membership in the Chapter (i.e., conduct interviews to determine if the men are committed to the new Theta Chi, refresh new member education, meet minimum academic standards). The Theta Chi National office will make the final determination regarding which new members may continue based upon these mutually established requirements;
• For a one year period following reinstatement, which will terminate at the end of the Spring 2017 semester, the Chapter will be on probation with the University of Arizona and comply with any conditions of probation imposed by the Dean of Students. As a condition of release from its probationary status, representatives of the Chapter will be required to meet with the Dean of Students to review the Chapters’ compliance with the conditions of probation and any disciplinary concerns that may have arisen during the year of probation;
• For a one year period following reinstatement, through the end of the Spring 2017 semester, the Chapter will host no social events;
• For a two year period following reinstatement, through the end of the Spring 2018 semester, the Chapter will be on Probation with the national organization of Theta Chi Fraternity;
• In addition to any conditions of probation imposed by the University, the National Fraternity will appoint an Alumni Probation Committee consisting of non-University of Arizona Theta Chi Alumni at least five-years graduated or removed from college to guide the Chapter through the two year probationary The Alumni Probation
Committee will be granted the authority to suspend members of the Chapter, remove and appoint officers, and issue any directives to the Chapter as appropriate to ensure the Chapter successfully complete its probationary period with both the University and the national organization;

• Upon reinstatement, officers of the Chapter shall be elected or selected in consultation with the Alumni Probation Committee appointed by the national organization;

• A member of the Alumni Probation Committee or an individual appointed thereby shall be present for all new member/initiation-related activities and shall attend all membership meetings of the Chapter during the terms of the University and National probation;

• The possession of paddles by members of the Chapter, including decorative/commemorative paddles, shall be permanently prohibited. The Chapter will not have a ceremonial "paddle exchange"

• The Alumni Probation Committee, in collaboration with Fraternity and Sorority Programs, will sponsor, develop and facilitate an annual education program with a focus on hazing prevention, bystander intervention, and risk management that may be utilized by the executive leaders of the Inter-fraternity Council (IFC).

On April 28, 2016, the Dean of Students Office, Fraternity and Sorority Programs staff and representatives from Theta Chi’s National office met to review progress over the past year; discuss the conditions of return outlined by Dean Washington White; and discuss the detailed conditions of probation set forth by the UA which are as follows:

• All Theta Chi new member events must be held on campus
• All members are to go through new member education
• The chapter cannot host social events until Fall 2017
• A complete roster including chapter officers must be submitted to FSP by May 15, 2016.
• Chapter must submit all materials for IFC recruitment, including plans that do not include using the former Theta Chi facility by August 1, 2016
• Required 100% completion by any member active or new during the 2016-2017 academic year in the following:
  ◦ Participation in the Turn Down for What safe party culture workshop in cooperation with FSP and WRC
  ◦ Participation in the conversation about masculinity workshop in cooperation with FSP and WRC/Campus Health
  ◦ Each member must complete 28 hours of community service each semester. Hours in excess of 20 may count toward the Standards of Excellence
• The chapter must start participating in the Standards of Excellence, July 1, 2016
• The chapter must maintain a 90% or higher on the Standards of Excellence until May 15, 2017
• Chapter leadership must meet with the Assistant Dean and Director of Fraternity & Sorority Programs every other week beginning August 1, 2016 until May 15, 2017
• The chapter must participate in hazing education through Fraternity & Sorority Programs
• The organization must send 5 members to UIFI, Leadership or another FSP approved leadership opportunity in the summer of 2017
• The chapter must complete their “educational menu” each semester in cooperation with FSP.
• The chapter is not allowed to coordinate an external philanthropy in 2016-2017
• The chapter must have bi-weekly brotherhood events, and at least monthly have a brotherhood event that focuses on the values of the organization. Event activities must be approved by the FSP staff
• The chapter calendar must be submitted in full by August 1, 2016 for the Fall 2016 semester and December 1, 2016 for the Spring 2017 semester
• Each member must participate in the Personal Responsibility Workshop through the Dean of Students Office within the 2016-2017 year
• New or active member with below a 2.75 must participate in Greek Academy
• The advisory team for the organization must participate in a training prior to the Fall 2016 semester. The training should include understanding and following risk management policies.
• Chapter members will complete Safe Zone Training
• The chapter members will complete the online Title IX training and GreekLifeEDU
• Any members of Theta Chi who do not complete: Safe Zone, TDFW, Title IX, GreekLifeEDU, Service Hours, Personal Responsibility, and the masculinity workshop will be put through the Student Code of Conduct Process
As outlined in the August 31, 2015 letter from Dean Washington White and mentioned above:

For a one year period following reinstatement, which will terminate at the end of the Spring 2017 semester, the Chapter will be on probation with the University of Arizona and comply with any conditions of probation imposed by the Dean of Students Office. As a condition of release from its probationary status, representatives of the Chapter will be required to meet with the Dean of Students to review the Chapters' compliance with the conditions of probation and any disciplinary concerns that may have arisen during the year of probation;

This letter serves as official notification of the conditions of Theta Chi's probation. It is expected that the Chapter leadership or the National office will hold a meeting with the entire chapter (100% attendance) to review the terms of probation in order to move forward with reinstatement.

I look forward to your thoughtful and intentional return to the UA campus. I am confident that with focused attention to risk mitigation, hazing education, and overall chapter excellence, Theta Chi will have strong and sustainable presence at the UA for generations to come.

Please let me know if you have any questions or concerns.

Sincerely,

[Signature]

Chrissy Lieberman
Associate Dean of Students

cc: Trace Camacho, Assistant Dean of Students, FSP
Ray Vanlanot, Theta Chi Fraternity International Headquarters

Footnotes:
1Probation means that any violation of the prohibited conduct items in the Code of Conduct, including failure to comply with these sanctions, will lead to further disciplinary action against the Chapter or its individual student members. Further action may include suspension or expulsion from the University or loss of recognition.

2 The Dean of Students takes no position regarding any determination by the Theta Chi national organization to revoke membership or grant alumni status to individual students