



Dean of Students Office

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September 27, 2022

President [REDACTED]
Pi Kappa Phi
1449 N. Cherry
Tucson, Arizona 85719

Dear President [REDACTED]:

A Student Code of Conduct complaint was submitted to the Dean of Students Office by the University of Arizona Police Department (UAPD) on September 9, 2022. This complaint prompted University charges and an investigation by the Dean of Students Office into allegations that Pi Kappa Phi violated the Student Code of Conduct on or about September 08, 2022. During the Student Code of Conduct investigation, The Dean of Students Office had the opportunity to gather information related to the incident.

Reportedly on or about September 08, 2022, Pi Kappa Phi allegedly created an environment that was conducive to endangering university students, failing to comply, interfering with security attempting to maintain the order of the event, and the provision of hard alcohol at a registered event.

The Student Code of Conduct investigation by The University of Arizona set out to determine if Pi Kappa Phi violated the following prohibited conduct items set forth in the Student Code of Conduct:

Code of Conduct/2. Endangering / Threat / Cause Harm - Endangering, threatening, or causing physical harm to any member of the university community or to oneself, causing reasonable apprehension of such harm or engaging in conduct or communications that a reasonable person would interpret as a serious expression of intent to harm.

Code of Conduct/4. Other Published Rules - Violation of, or attempt to violate, other rules that may be adopted by Board or by the university.

Code of Conduct/7. Failure to Comply - Failure to comply with the directions of university officials or agents, including law enforcement or security officers, acting in the good faith performance of their duties. This section is not intended to prohibit the lawful assertion of an individual's fifth amendment right against self-incrimination.

Code of Conduct/11. Interference / Disruption - Interfering with or disrupting university or university-sponsored activities, including but not limited to classroom related activities, studying, teaching, research, intellectual or creative endeavor, administration, service or the provision of communication, computing, or emergency services.

Code of Conduct/15. Alcohol - Violation of Board or university rules or applicable laws governing alcohol, including consumption, distribution, unauthorized sale, or possession of alcoholic beverages.

A copy of the Student Code of Conduct and the Student Disciplinary Procedures can be found at the following:

[Student Code of Conduct](#)

[Student Disciplinary Procedures](#)

As part of the disciplinary process that accompanies a Student Code of Conduct complaint, Pi Kappa Phi was provided an opportunity to respond to the above Student Code of Conduct charges. As the president, you offered that Pi Kappa Phi has a Vice President of Risk Management who is the leader managing the events. The VP of Risk Management has been in their position since November of 2021 and attended a national training related to their role managing risk in January of 2022. Your VP of Risk Management has experience managing registered dry events of approximately 1500 guests.

This event had a guest list of 450 but it is estimated that 800 individuals were present. There were no wrist bands offered at the door to indicate registered guests in attendance and the management of the guest list was not well maintained. In past events, hired security has managed the capacity of the event along with the head organizational delegate but there were some gaps in communication with security at the September 8th event. You stated that the ratio of guest to security present was off that night. This in combination with new members and too many guests led to confusion when attempts were made by security to shut the event down. Security was issuing commands and attendees panicked and did not recognize who was in charge at that moment.

You also shared that there are five members of the organization under internal investigation due to the events of September 8th. You went on to share that some of the challenges security faced in shutting off the music as well as the alleged push of a security guard are believed to be behavior initiated by one of the members under investigation.

You acknowledged that a non-student guest was also seen fleeing with hard alcohol. You admitted there should not have been hard alcohol present at the event. You also stated that the member who was responsible for this guest is being held accountable for the behavior of their guest that night.

We also discussed expectations discussed with new members who received their bids just days before the event. You said the new members were told no hard alcohol, to make good decisions, and that all beverages at the event had to be under 15% alcohol by volume. You also stated they were told to treat those at the event with respect. I pointed out that the new members are not 21 and the expectations set forth do not address that they are not legally allowed to drink and allowing their consumption at the event is a violation of the Code of Conduct and the law.

You admitted to the organization being responsible for the behaviors described in the UAPD summary. You stated the members involved need to be held accountable, the organization needs to treat security with respect and recognize they are present to keep the event safe, and that the organization has work to do before hosting events at the house in the future.

We discussed upcoming trainings that the national organization is offering for the local chapter as well as some additional training that may benefit the chapter.

Based on the information gathered in the investigation, I find that Pi Kappa Phi violated the Student Code of Conduct prohibited item numbers 2. Endangering / Threat / Cause Harm, 4. Other Published Rules, 7. Failure to Comply, 11. Interference / Disruption, and 15. Alcohol, resulting in the following educational interventions:

OTHER - Organization

Complete by: Tuesday, January 31, 2023

Pi Kappa Phi is prohibited from hosting any events with alcohol on campus through January 31, 2023. Dry events on campus may occur only after the completion of the remaining organizational interventions outlined in this letter (except Probation).

MONETARY SANCTION - Organization

Amount: 4100.00

Complete by: Monday, October 10, 2022

All organizations found responsible for violating University policy are assessed a non-refundable monetary sanction of \$25 per member. The non-refundable monetary sanction is to be paid by check made out to the University of Arizona and hand delivered to the Dean of Students Office, Robert L. Nugent Building, Room 100.

OTHER - Organization

Complete by: Thursday, December 15, 2022

The following educational interventions provided by Pi Kappa Phi National organization must be completed prior to any on campus dry events being approved:

1. Ultimate Respect in Action
2. Ladder of Risk
3. Standards Board training
4. ASTP Alcohol Skills

OTHER - Organization

Complete by: Friday, December 16, 2022

A Risk Mitigation Plan must be provided to DOS and FSP prior to the first on campus event hosted by Pi Kappa Phi. This plan will specifically address the concerns raised by Wild West Security. The plan must detail who the sober executive members will be at the event including names and phone numbers. The capacity for the event must be clearly stated so that security can stop entry at capacity. There must be a clear security personnel to attendee ratio stated within the proposal. This information must be provided no later than 3 weeks prior to the event so that security can review and offer feedback for successful event management.

UNIVERSITY PROBATION - Organization

Complete by: Friday, May 12, 2023

The organization is being placed on probation. Probation means that any violation of the prohibited conduct items in the Student Code of Conduct, including failure to comply with these sanctions, will lead to further disciplinary action which could include loss of recognition.

It is the responsibility of Pi Kappa Phi to provide written documentation immediately upon completion of each intervention. In addition, Pi Kappa Phi must inform the Dean of Students Office a week in advance prior to their implementation of programs and/or presentations. You must notify this office of any changes in your address, phone number, or presidential status.

If these items are not completed by the affirmed deadlines, Pi Kappa Phi will be placed on activities suspension pending an official disciplinary hearing. Should further disciplinary issues arise including non-completion of the aforementioned action plan items, Pi Kappa Phi could face additional disciplinary sanctions including but not limited to loss of recognition.

The Student Disciplinary Procedures do not provide for a formal appeal of this case. If you feel, however, that you have new information or you believe that you have been treated unfairly, submit a written statement to the Dean of Students Office, within ten (10) days (October 11, 2022) of receiving this letter requesting a review of the disciplinary file.

Should you have any questions or comments about these items, please contact me at 520-621-7057.

Sincerely,

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Chrissy Lieberman
Associate Dean of Students

c: Marcos Guzman, FSP

Dane McGrath, Director of Standards and Accountability

Derek Knotek, Advisor

Jackie Stelmaszczyk, Senior Director of Standards & Accountability