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Steve Amador
163 Pinefield Drive
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Pi Kappa Alpha Fraternity
17 South Avenue
Ithaca, NY 14850

Dear Steve,

On February 15, 2010 the Fraternity and Sorority Review Board convened to consider the continuation of University Recognition for Pi Kappa Alpha Fraternity. The decision to convene the Board was made in consideration of the chapter's judicial history and in light of report of a serious incident having occurred during the late night hours of January 21 and into the early morning hours of January 22, 2010 at the Pi Kappa Alpha House. The proceeding consisted of a review of the fraternity's performance over the last several years, including the recent allegations, in order to determine if the chapter has met the obligations and expectations of the University Recognition Policy.

Members of the Board in attendance were Kara Miller, Assistant Dean of Students OFSA; Allen Miller, IFC President; James Bellis, IFC VP Judicial; Dr. Tim Marchell, Director of Mental Health Initiatives; and Kent Hubbell, Dean of Students. Travis Apgar, Associate Dean of Students, served as Chairperson for the proceeding.

Pi Kappa Alpha was represented by then Chapter President, Julien Wormser; Chapter Vice President, Brian Giles; and members Daniel Lee and Josh Tauber.

Based on a thorough review of all information provided, including statements from the Pi Kappa Alpha representatives, the Review Board found the following to be true based on the preponderance of the evidence:

1. A social event took place at the Pi Kappa Alpha chapter house, located at 17 South Avenue beginning in the evening hours of January 21 and ending in the early morning hours of January 22, 2010, at which the Greek Event Management Guidelines pertaining to properly identifying attendees under 21 years of age, serving alcohol to persons under 21 years of age, designating one point for the distribution of alcohol, proper monitoring of the event, distribution of hard alcohol, were not followed.

2. Approximately 30 first-year students, under the age of 21, were invited by members of Pi Kappa Alpha to the house that evening for an unofficial Rush event. Alcohol, including liquor, beer and wine, was present in large quantities and made available to all attendees. A drinking game called "bounce" was played that seems to have been the sole purpose of consuming large quantities of wine. It became clear during interviews with attendees that a number of them felt uncomfortable because of considerable pressure to consume large quantities of alcohol that night. As a result of the drinking activities, three of the freshman students were transported to Cayuga Medical Center. Two of the three were considered in serious medical condition by the medical staff.
3. The chapter has a history of alcohol and hazing related judicial infractions over the past several years. These matters were addressed by the Greek Judicial Board and the Fraternity and Sorority Review Board. In addition to being placed on disciplinary probation, the chapter had been issued corrective-based sanctions and expectations for continued Recognition that included alcohol awareness and risk management education. These programs were conducted in a timely manner by campus resources such as Cornell University Police and staff from Gannett Health Services. Unfortunately, these experiences do not appear to have changed the existing organizational culture.

For the alleged infractions during the January event, the Board found that the chapter was in clear violation of the Recruitment Policy, New York State Law, the Greek Event Management Guidelines, the IFC Recruitment Resolution, the Cornell Anti-Hazing Policy, and the Expectations for Membership. Taking into consideration all that was reviewed, the Board views this as a serious matter that calls for clear corrective action including the development and implementation of long-term preventative measures. The Dean of Students Office-Office of Fraternity and Sorority Affairs, Pi Kappa Alpha Alumni House Corporation and other alumni representatives, and representatives of Pi Kappa Alpha International Fraternity have worked collaboratively over the last several weeks in designing a plan that allows the chapter an opportunity to reconstruct the student organization, and the alumni group that is necessary for the fraternity's long-term stability and well-being.

University recognition of the active Chapter will be withdrawn immediately, per the Cornell University Recognition Policy. The loss of University recognition will remain in effect for four years; if, on or after January 1, 2012, the organization (alumni organization, national staff, and alumni volunteers) completes all of the expectations to gain Provisional Recognition (items 4-6 below), (i) the University anticipates allowing the fraternity to begin to colonize at that time and (ii) the University anticipates Recognizing the fraternity.

The following has been agreed upon:

As conditions for future consideration for University Recognition, set out below are (i) actions that will take place immediately or as soon as practicable after the date hereof ("Immediate Actions"), (ii) actions that must occur during the period in which the Chapter is no longer recognized by Cornell University in order for the Chapter to be re-recognized ("Expectations to Gain Provisional Recognition"), and (iii) actions that must occur after the Chapter receives Provisional Recognition.

A. Immediate Actions

1. As agreed by the alumni house corporation, the house located at 17 South Avenue will remain closed as a Pi Kappa Alpha fraternity facility for the period in which the Chapter is without recognition. Alumni events, however, may continue to be held at 17 South Avenue with the approval of the Office of Fraternity and Sorority Affairs (not be unreasonably withheld) at least one month in advance of the event. In the spirit of cooperation, the University will work with the alumni in an effort to prevent damage to the facility during the remainder of the spring semester 2010. The University also will refer students (not Pi Kappa Alpha members) seeking housing to the alumni house corporation as potential boarders, so long as:
 - a. The house facility is determined to be in good condition (in accordance with the list of requirements separately agreed between the University and the alumni house corporation).
 - b. Neither the current active members nor the students who were a part of the interest group will live in the house while the Chapter is unrecognized.
2. The Chapter's charter shall be returned to the Pi Kappa Alpha International fraternity concurrently with, or as soon as practicable following, their loss of University Recognition. Neither the alumni nor the international organization will support in any way the current students in any effort to continue to operate as an organization without University Recognition. The current students' membership status should therefore be changed appropriately (i.e., inactive or alumni status).

B. Expectations for Provisional Recognition

3. National fraternity representatives and the alumni will cooperate with the University to prevent the formation of an underground chapter. Continued operation of the student members as part of the Pi Kappa Alpha fraternity will result in the full four-year loss of recognition and may result in further action by the Review Board.

4. Attachment A sets out the plan that national fraternity and alumni will follow in revitalizing alumni membership, organizing a structure of alumni support for the Chapter, and once the fraternity is granted Provisional Recognition, colonizing the Cornell University campus (the "Plan").
 - a. The alumni shall create an alumni advisory organization in accordance with the Plan.
 - b. The Plan also pertains to recruitment without alcohol or other drugs, an effective membership development program, and an alumni mentorship program for Chapter officers.
 - c. For the avoidance of doubt, the Plan has been approved by the Associate Dean of Students for Fraternity and Sorority Affairs and, other than the creation of an alumni advisory organization, sets out actions that will take place after the University grants Provisional Recognition to the Chapter, subject to such modifications as may from time to time be agreed among the University, national fraternity, and the alumni organization.
5. A live-in resident advisor/house director will be recruited, hired, trained, and in place on or prior to gaining Provisional Recognition. Among his duties will be monitoring compliance by the active members with the Plan and fraternity policies.

C. Actions to Gain Full Recognition

6. After gaining Provisional Recognition, the fraternity will comply with all University and Federal and New York State laws, and all applicable fraternity and sorority policies, including those regarding alcohol, drugs and hazing.
7. After gaining Provisional Recognition, the Plan will be implemented.
8. Consistent with the Recognition Policy, the Chapter will remain on Provisional Recognition status for a period of two calendar years. If the Chapter is found responsible for a material violation of University or fraternity and sorority community policies during this period, University recognition will be immediately revoked.
9. In order for the future Chapter to be successful, it is highly recommended that the requirements imposed by the international fraternity and the plans developed by the alumni group are completed and followed.

The loss of University Recognition is the loss of any and all privileges and benefits bestowed upon a Recognized fraternity or sorority, including but not limited those listed below.

Pi Kappa Alpha can/is no longer:

1. *Identify the chapter with Cornell and use the University's name along with identification with the sponsoring body.*
2. *Eligible for participation in the University's organization(s) related to the self-governance of the Greek system at Cornell (e.g., the Interfraternity Council).*
3. *Participate in University membership solicitation programs or separate membership solicitation program, as articulated and monitored by the self-governance organization of the Greek system within the terms of University policies (i.e., any form of recruitment activities are not permitted).*
4. *Participate in the educational, social, philanthropic/service and athletic programs and activities of the University that are provided for fraternal organizations.*
5. *Granted access to and use of University facilities for official functions as approved by the University offices under whose jurisdiction utilization of a particular University facility is regulated and controlled.*
6. *Use the University's Bursar billing function as a means to collect dues, room, board, fees, or other charges, as this is a privilege granted to recognized student organizations.*

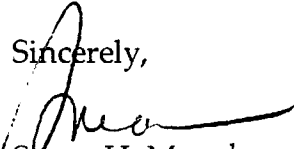
The Board believes strongly this course of action is appropriate as it grants the chapter a period of time to focus internally on the issues that led to the incident, and rebuild the alumni support structure and the governance structure that will prevent this type of activity from reoccurring. Additionally, this course of action is consistent with precedent and correctly demonstrates the community's lack of tolerance for behaviors that jeopardize the lives and well-being of members of Cornell community.

It is critical that the chapter comply with these requirements, by both the letter and spirit in which they are intended, if the chapter should desire to gain Recognition in the future.

The University supports a safe fraternity and sorority community that promotes student health and welfare. The Greek experience should enhance a student's academic experience, never detract from it, and it certainly should never cause harm to an individual's physical or mental wellness. We are confident that the fraternity's alumni will use this as an opportunity to develop a stronger, safer, healthier Fraternity. As always, if we can be of assistance in any way, please do not hesitate to call on us.

I encourage you to work with Travis Apgar to clarify expectations, or if you have any questions or concerns. You can contact him at (607) 255-2310 or tta4@cornell.edu.

Sincerely,



Susan H. Murphy
Vice President

Enclosure

cc: Charles Whitehead, Pi Kappa Alpha Alumni Advisory Board
Edward Catto, House Corporation President
International Headquarters
Justin Buck, National Executive Director
James Bellis, IFC VP Judicial
Allen Miller, IFC President

cc: w/o attachment

Kent L. Hubbell, Robert W. and Elizabeth C. Staley Dean of Students
Travis T. Apgar, Robert G. Engel Associate Dean of Students, Office of
Fraternity and Sorority Affairs