



Dear Brother and fellow Chi Zeta Alum,

The serious drug infractions addressed in our earlier correspondence were the subject of a hearing by the University of Illinois Board of Fraternity Affairs (BFA) held on September 24, 2014. We are relieved to now inform you that the BFA discipline does not include revocation of the Chapter's charter. Instead, our Chapter may remain active on campus under a sanction titled "Revocation Held in Abeyance," which will continue until October 2, 2016. However, any further violations of University policy, including failure to complete the directives or fully comply with the sanctions listed below, could result in a referral back to the hearing body which could then consider further sanctions including revocation of our Chapter's registered organization status.

The remedial directives and sanctions include:

- Chapter officers will meet monthly with the Assistant Dean of Students for Fraternity & Sorority Affairs through May, 2015 to discuss all areas of Chapter operations, organizational goals, and progress on all sanctions.
- There may be no sponsored events with alcohol (including events at third party vendors) from now until February 10, 2015. There may be no sponsored events with alcohol at the Chapter house from now until May 15, 2015.
- The Chapter will hire a live-in House Director, and this individual must be in place by the beginning of the Fall 2015 semester. Structural improvements will be made to the present Addition to create a suitable living suite for the new House Director.
- The Chapter will also be held accountable to the self-sanctions outlined in our presentation to the BFA. These include drug education programs, safety inspections, Illinois Leadership Center program participation, values-based recruitment, leadership and membership retreats, and a confidential hotline actives can use. Leadership mentoring will be done by alumni volunteers, in addition to the important new Menke Mentoring program for the full undergraduate membership.

The charges of drug sales and use within the Fraternity reviewed by the BFA were very serious, and similar charges against other fraternities have generally resulted in a five to seven year revocation of an organization's registration. The decision by the BFA not to simply impose the most serious potential sanction in our case results directly from the intense work and personal commitments of your representatives on our alumni Board. They aggressively addressed the challenges presented, as did the leadership and members of the new undergraduate Chapter whose unqualified embrace of the high ideals of Lambda Chi Alpha, and commitment to learn from past failures and build the strongest membership in our Chapter's history, made a big impact. We also worked closely with the Lambda Chi Alpha International team and a member of executive staff presented at the hearing in support of the Chapter.

At the hearing our group presented the results of their efforts since the original incident last fall.

- There were immediate expulsions within the chapter and other discipline by the Chapter officers, both last fall and this summer, based on the information they had at the time.
- Over the summer the Alumni Association first conducted a scope review to gauge the size of the problem and to identify potential root causes. An alumni member with relevant experience e initially interviewed approximately twenty percent of the active Chapter over the telephone, and followed up



- with additional calls to members to clarify facts as necessary. Members were encouraged to respond anonymously to an email account established to confidentially gather additional information.
- The Alumni Association conducted a full membership review at the beginning of the fall semester. The process was designed and conducted in a manner consistent with the protocols of ΛΧΑ International for such reviews. An intense weekend of personal interviews with all Chapter members by alumni focus teams resulted in additional findings that were consistent with the dean's office independent investigation and report regarding who was involved in drug use at the house.
- Those individuals involved in this misconduct as disclosed by the investigations, or who declined to participate candidly in the process, were disciplined and are no longer members of the fraternity. The new Chapter of remaining students are 100% committed to a drug-free house. The BFA was very impressed with how thorough this process was – and that it was done by our alumni volunteers.

At the hearing our active Chapter officers accepted responsibility for resolving the drug problems on behalf of the Chapter and presented a plan -- and the earnest will -- to prevent such activities in its membership hereafter with the assistance the alumni and ΛΧΑ International resources. This will require consistent self-discipline on the part of the active Chapter, and our support. The BFA was impressed by the best-practices, proactive actions and process used in resolving the situation, and embraced an offer conceived by our Chapter President to make presentations to other Greek organizations on campus about our experience and responses, including the drug intervention techniques employed. Obviously this is a compliment, but it will require hard work and preparation to meet the requests of the coming years.

So now our work begins anew:

The Chapter will continue to recruit, but under the restrictions noted. Chapter activity will be held under a microscope with regards to any misbehavior, and the undergraduate members understand this.

We alumni must solidify the mentoring of Chapter officers in addition to the original plan of career mentoring of our active members, led by Mentoring Committee leaders Paul Naour and Seth Ellis. This will be a long term activity by alumni to inform and be informed about the active membership.

We must properly maintain the current Chapter house for an additional year, as the timeline for fundraising and detailed planning for our new home was affected by the recent priorities (groundbreaking is now planned for May 2016). However, providing a new, more supportive and competitive home for Chi Zeta is a critical component in our plans for continued strength at Illinois, and we will be excited to reinvigorate those activities in the coming weeks.

Everyone can follow the activities of the Chapter and your alumni Board, including our developing plans for the house project, at <http://illinilambdachi.com/alumni/chi-zeta>. Please submit your news and other information as well so we can share it with your many Brothers of Chi Zeta. Importantly, please visit the website to sign up as part of the Menke Mentoring program now – we need everyone's support for this critical part of our plans to assure our strong future at Illinois.

Yours in ZAX,

The Board of Alumni Association Chi Zeta Lambda Chi Alpha