

MUHLENBERG

COLLEGE

Peyton R. Helm
PRESIDENT

July 2007

Dear Members of the Muhlenberg Community:

As many of you already know, the College and the alumni, undergraduate, and national leaders of ΦKT have, for the past two months, been dealing with a serious breach of Fraternity and College standards that has jeopardized the continued existence of ΦKT Eta Chapter at Muhlenberg. We write today to provide you with full background on this issue and its resolution.

The facts in the case are clear and beyond dispute. The recolonization agreement of 1999, under which ΦKT Eta Chapter was reestablished at Muhlenberg, clearly states that the Chapter House is to be substance free. A member of ΦKT Eta Chapter both used and sold marijuana during two years of residence in the Chapter House (fall 2005-spring 2007). This individual described himself as a heavy user (smoking 3 to 4 times per day) and further confirmed that he sold marijuana to a number of ΦKT brothers (a customer list confiscated by the Allentown Police Department and provided to the College shows separate price lists for brothers and non-brothers). As a result of this member's drug dealing, local criminals were invited into the house, committed a robbery and assault, and subsequently uttered oral threats against the Muhlenberg community.

These events put the Chapter members and the rest of the campus at risk and required the College to provide two weeks of heightened security measures focused on the Chapter House.

The Chapter's failure is particularly distressing and disappointing in light of the impressive commitment and energetic engagement of its alumni Board of Governors. Indeed, prior to this incident, many of us on campus considered ΦKT a model of the Greek system at Muhlenberg.

The principle concerns of the College and the Fraternity leadership in this matter focus on collective responsibility and the Chapter's inability to govern itself according to the standards of both the Fraternity and the College. This is hardly a case, as some have suggested, in which the group is being held accountable for the actions of an individual: it is not reasonable to conclude that such persistent, egregious, and extensive activity occurred without the knowledge and at least passive collusion of a number of Chapter members. It is unacceptable for ΦKT – or any fraternity or sorority – to function as a shield behind which inappropriate behavior is tolerated and protected in the name of brotherhood or fraternal loyalty.

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The undergraduate brothers who represented the Chapter in the judicial process acknowledged their lack of knowledge of ΦKT National Standard Board procedures and indicated that internal processes for holding brothers accountable for their behavior were certainly inadequate and perhaps even non-existent.

A Judicial Board comprised of three students, one faculty member, and one staff member recommended a sanction of indefinite suspension for the ΦKT Eta Chapter. The Dean of Students endorsed this recommendation and the Chapter appealed this decision. An Appeals Board comprised of two students, one faculty member, and one staff member recommended that this sanction be upheld and the Provost endorsed this recommendation. The Chapter then took the final step permitted by Muhlenberg's judicial process, an appeal to the President of the College. This appeal, which involved students, alumni, and ΦKT's national leadership, proposed a far-reaching set of actions and sanctions designed to address forcefully and systemically this failure of self-governance.

Because the College's administration has committed itself to the creation of a strong Greek system that lives up to its ideals and because the National and the local alumni leadership have demonstrated such an extraordinary level of engagement and commitment to this Chapter's success, the President decided to replace – conditionally and provisionally - the sentence of indefinite suspension with a set of sanctions designed to restore ΦKT Eta Chapter to a position worthy of respect and emulation on the Muhlenberg Campus. The current undergraduate brothers, the alumni Board of Governors, and the National leadership have agreed that should the Chapter fail to comply with these sanctions and meet these benchmarks within the agreed upon timeframe, then the sentence of indefinite suspension will be reinstated immediately. (Sanctions marked with an asterisk are based on those suggested by the Chapter, the alumni Board of Governors, and/or the National office.)

1. **Substantive Action to Secure a Drug-Free Chapter.** ΦKT Eta Chapter will meet one of two criteria to assure that it is drug free. EITHER (a) all brothers purchasing marijuana will identify themselves and submit to the College's judicial system; OR (b) all brothers will submit to random drug tests at an off-campus facility upon demand during the 2007-2008 and 2008-2009 academic years. The costs of these drug tests will be covered by ΦKT, and positive results for any individual will result in reinstatement of the Chapter's suspension. The undergraduate brothers should be aware that the College is in possession of a list of the student dealer's customers and may be submitting these for judicial action in any event.
2. ***Partial Reimbursement of Security Costs.** The Chapter, the Board of Governors, and ΦKT National will reimburse the College 50% of the cost of additional security provided to the House for two weeks following the discovery of the assault incident.

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3. ***Cancellation of Recruitment.** Fall 2007 recruitment and new member orientation will be cancelled. The Chapter will devote its time and energy to self-examination and active steps to satisfy the objectives outlined in the following sanctions. Approval of spring 2008 recruitment will be contingent on the Chapter's satisfactory progress toward these objectives, as determined by the College's Committee on Greek Life (CGL).
4. ***Membership Review.** The ΦKT National Office will work with the alumni Board of Governors to conduct a membership review according to procedures agreed to by Muhlenberg's Director of Greek Life. This is currently scheduled in place of the annual August retreat and will be completed no later than October 1, 2007.
5. ***Resident Consultant.** A Resident Consultant identified and compensated by ΦKT National and approved by Muhlenberg's Director of Greek Life will reside full-time in the Chapter House during the 2007-2008 academic year to provide supervision and leadership development coaching to undergraduate brothers.
6. ***Random Searches.** The Resident Consultant and/or members of the Board of Governors will conduct unannounced random searches of student rooms and public areas in the Chapter House at least twice each semester during the 2007-2008 and 2008-2009 academic years, filing a report on the results with the Director of Greek Life upon the completion of each search.
7. **Leadership Development and Officer Transition.** ΦKT National and the Board of Governors will develop and offer intensive orientation and training for new officers each year within two weeks of these officers' election. Training should equip each officer with the knowledge and expertise needed to execute his responsibilities. In addition, training should equip officers to deal with the predictable challenges of confronting and resolving peer misbehavior. A plan for this orientation should be submitted to the Director of Greek Life no later than December 31, 2007. Evidence of its completion should be submitted no later than February 1, 2008, and February 1, 2009.
8. **Development of a Functioning Standards Board** should be a particular focus of these activities. The Chapter will share minutes of the Standards Board's meetings with the Director of Greek Life at the end of each semester in the 2007-2008 and 2008-2009 academic years.
9. ***Development of a Refined Policy on Use of Controlled Substances at off-site locations of Chapter activities.** This policy will be developed by the undergraduate brothers under the guidance of ΦKT National and the alumni Board of Governors and submitted for approval to the CGL no later than December 31, 2007.

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- 10. Distribution of this letter** to ΦKT members, their parents, ΦKT alumni, and the Muhlenberg community informing them of this incident and our response.

The Chapter's appeal suggested additional sanctions that the President did not choose to impose, including social probation and mandatory substance abuse counseling for all brothers, although he has requested that the Counseling Center assist the Chapter with any substance abuse counseling that the members of ΦKT Eta Chapter feel would be useful to the rehabilitation of the Chapter. The President also left it up to Eta Chapter to negotiate with the Dean of Students any public service programs related to substance abuse prevention.

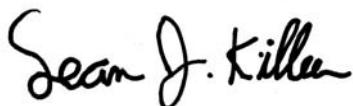
The undergraduate brothers, the alumni Board of Governors, and the leadership of ΦKT National have agreed that failure to comply with any of these conditions or their associated deadlines will result in reinstatement of the Chapter's indefinite suspension.

We realize that the success and survival of ΦKT Eta Chapter at Muhlenberg is not a foregone conclusion, and that its future largely depends on the good judgment and behavior of the undergraduate brothers. We hope that their future actions merit the degree of trust and the amount of time and energy that the alumni, the National, and the College administration have invested in this Chapter.

Cordially,



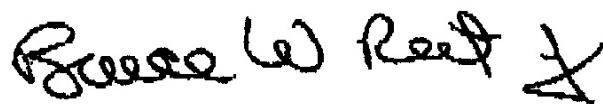
Peyton R. Helm, President



Sean Killeen, ΦKT Eta Chapter Undergraduate Representative



C. Steven Hartman, CEO of ΦKT National Fraternity and Foundation



Bruce W. Reitz, Jr. '70 ΦKT Eta Chapter Board of Governors