

The logo consists of the word "PIKE" in a white, serif, all-caps font, centered within a dark red rectangular box. This box is positioned in the top left corner of the page, overlapping a horizontal gold band that spans the entire width of the document.

PIKE

A large, faint, light gray watermark of the Pi Kappa Alpha crest is visible in the background. The crest features a shield with the Greek letters "ΠΚΑ" (Pi Kappa Alpha) on it, a sword pointing upwards, and a laurel wreath at the base. Radiating lines emanate from behind the shield, and a banner is at the bottom.

Pi Kappa Alpha

Chapter Recommitment Process:
Resetting the Baseline for
Membership & Enhancing
Expectations

Updated August 2022

Foreword

The purpose of a recommitment process is to reset the baseline regarding Pi Kappa Alpha membership. This includes a recommitment to the Pi Kappa Alpha Fraternity *Standards*, public value statements (Fraternity's Mission, Vision, and Creed), the *Constitution and Chapter Codes*, respective chapter bylaws, *Ritual* of the Fraternity, and house corporation governing documents (if applicable). Each member shall also review and reaffirm any IFC and other applicable Greek council guidelines, host institution policies, and all local, state, and federal laws by virtue of signing a *Petition to Affiliate*. Lastly, members will convey their recommitment by signing a chapter *membership contract* outlining all chapter-specific expectations

“Why would a chapter need this?” Over a period, chapters and/or individual members may stray from the expectations of membership and need to reassert a culture of accountability. Through the years, this lack of accountability becomes more and more routine, leading to chapter apathy and limited positive engagement from members. Conversely, those members that check all the boxes of being a positive and engaged member of the chapter begin to distance themselves from the organization due to its lack of accountability, the sense of chapter apathy that has set in, and the workload required of the few who do appear to care. This recommitment process provides a line of delineation between where the chapter was to where the chapter is going, thus providing an opportunity for the chapter to reshape its own narrative.

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Recommitment Preparation

1. Call an executive board meeting to ‘assess membership’ via the documents referenced herein and those identified for use by the chapter leadership.
2. Collect the following information for assessment of chapter membership (see Appendix)
 - a. Chapter membership roster that combines the university roster, internal chapter roster, and International Fraternity roster (billing *and* member). Any discrepancies among rosters should be cause for question as to why a member would be on one roster and not another.
 - i. Indicate those individuals that are chapter officers
 - b. Individual academics (current term, previous term, *and* cumulative)*
 - c. Individual finances, which should include relevant housing components (i.e., rent)
 - i. Indicate dollars outstanding, those on payment plans, those that live in the chapter facility (if applicable)
 - d. Individual chapter meeting attendance report
 - e. Individual chapter conduct records
 - f. Individual university conduct records*
 - g. Other (individual community service hours, individual philanthropy dollars raised, etc.)

*May require separate document (FERPA waiver) from the institution that each individual will need to sign.

Review the Deficiencies

Financial Deficiencies

The Fraternity *Constitution & Chapter Codes* provides the provision for the *Alternative Method for Expulsion* in the instance a member has “delinquency payment of accounts or financial obligation to a chapter of the Fraternity.” The best practice is for any member who is not current with payments in the current billing cycle and does not have a payment plan executed with the chapter treasurer to be expelled if he cannot meet the financial expectations.

Academic Deficiencies

The Fraternity *Constitution & Chapter Codes* provides the provision for the *Alternative Method for Expulsion* in the instance that a member “fall below the minimum grade point average established by his chapter’s bylaws for a period of two (2) consecutive semesters or three (3) consecutive quarters.” Unless otherwise outlined by institutional policy or a provision in the chapter’s bylaws that exceeds the minimum grade point average outlined in the *Constitution and Chapter Codes*, policies regarding academic standing shall be the following:

- a. Minimum GPA Expectation for Membership for new members is a 2.5 cumulative
- b. Minimum GPA Expectation for Chapters is a 2.7 cumulative chapter average
- c. Minimum GPA for Officers is a 2.7 cumulative

*Given that the chapter must maintain a 2.7 cumulative grade point average to remain in good standing, an individual’s continuous membership baseline of a 2.5 cumulative GPA is a good place to start for this exercise. Moving forward, every member’s semesterly/quarterly GPA will be evaluated at the end of each term to determine whether certain adjudicative measures should be taken for a semester/quarter at a time, or if definitive action needs to be taken.

Conduct Deficiencies

Chapter leadership reviews conduct records of individuals who have been found by the chapter or its judicial board to have violated Fraternity policies, chapter bylaws, institutional/IFC or various Greek council policies, and/or any state, local, and federal laws.

The above is intended to provide the chapter with general information and suggestions for improvement. It is not a directive and is not intended to direct the chapter in any manner. A chapter is not required to use or implement this information or suggestions. The decision on whether or how to use this information is solely that of the chapter.

Other Deficiencies

1. Chapter leadership reviews the chapter meeting attendance report of those members who have been absent from chapter meetings over the course of the academic year.
2. Chapter leadership reviews the minimum community service hours and philanthropy dollars raised per member and compares that to what each member turned in for community service hours and dollars raised.

Actions to Take

1. Each member should complete the *Petition to Affiliate* and execute a membership contract. Where applicable, this contract shall remain enforceable indefinitely, without expiration, until member's balance is zero and he is no longer an active chapter member via resignation, expulsion, or achievement of alumnus status – in good standing per the Fraternity's *Constitution and Chapter Codes*.
2. Set up meetings between the executive board and any individual members. It is recommended to include the chapter advisor in these meetings as well. It is further recommended these meetings last no longer than fifteen (15) minutes. A sample meeting sign-up sheet is provided in the resources section of this document.
 - a. This is not a hearing—rather, it is a meeting to discuss concerning behavior/trends of the individual.
 - b. Address the deficiencies one by one.
 - c. Allow the member to respond to each of the deficiencies
 - d. The meeting is merely an inquiry. No outcome shall be relayed to the individual in this meeting.
3. Outcomes
 - a. Given the information above, based purely on objective analysis at this point, are there decisions that need to be made (suspension or expulsion) based on this information?
 - i. Reference *Alternative Methods for Expulsion* (see *Constitution and Chapter Codes*) for those with only academic and/or financial delinquency
 - b. Considering individual conduct records, damage to chapter property, and/or other illicit or alleged behavior, should educational or punitive action be taken against the individual member(s)?
 - c. Each member with deficiencies will need to be addressed. The options could include the following:
 - i. For Academic Deficiencies Only – Expulsion per *Alternative Methods of Expulsion*
 - ii. For Financial Deficiencies Only – Expulsion per *Alternative Methods of Expulsion*
 - iii. For Conduct Deficiencies (or a combination of the above and conduct) – Expulsion via expulsion procedures
 - iv. Other Deficiencies Only – Suspension from certain chapter activity until those deficiencies have been overcome.
 - v. For Academic & Financial Deficiencies – Expulsion per *Alternative Methods of Expulsion*

Note: proper expulsion paperwork is to be remitted to the International Fraternity as outlined in the Expulsion Action document. Expulsions have the provision to be granted appeal should the individual meet the requirements to return to a member in good standing (e.g., pay off balance, meet academic minimums)

- vi. For all other variances, the chapter shall take appropriate actions as outlined in its chapter bylaws and/or provide notice to those who signed the membership contract of membership expectations henceforth.

- vii. Should a member wish to resign rather than move forward, written notice must be submitted to the chapter president via the *Membership Resignation Form*. If written notice is not submitted before passage of the budget each semester, the member is responsible for that semester's full dues amount in accordance with the chapter bylaws.
- 4. A revised roster of members returning to the chapter is to be provided to OmegaFi (via the chapter's Vault account), the institution (Fraternity & Sorority Life office), the International Fraternity (via the chapter's dashboard), and the house corporation, if applicable.

Enhanced Expectations → Moving Forward

Now that the chapter has 'reset the baseline,' it is important to set and communicate expectations to the chapter moving forward. The following are ways to achieve this:

- a. Instruct all members to express their written recommitment via a signed and affirmed membership contract.
- b. Revise the chapter bylaws to ensure they are updated with the minimum expectations for all members and consequences for failing to achieve these objectives.
- c. Communicate any observed deficiencies to the chapter and individual members as they arise rather than waiting until the end of the semester or academic year.
- d. Incorporate at minimum membership engagement tracking of academics, finances, community service hours, philanthropy dollars raised, chapter meeting attendance, and involvement in the Fraternity's comprehensive membership program, the *True PIKE Experience*.

Appendix

1. Fraternity [Standards](#)
2. Fraternity *Constitution & Chapter Codes* (accessible through [myPIKE](#))
 - a. New Member Minimum GPA | CODE III Membership, Sec.2, E.
 - b. Chapter Annual Minimum GPA | CODE V Chapter & Chapter Officers, Sec. 1., E.
 - c. Chapter Officer Minimum GPA | CODE V Chapter & Chapter Officers, Sec. 5., E.
 - d. Expulsion Proceedings | CODE III Membership, Sec 13., Expulsion Proceedings, A. & B.
3. Example [Membership Contract](#)
4. [Expulsion Action](#) form
5. [Membership Resignation Form](#)

Notes

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

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