

ALPHA PHI ALPHA FRATERNITY, INC. ®

Herman "Skip" Mason, Jr.
General President



William D. Lyle
Executive Director

MEMORANDUM

TO: Members of Alpha Phi Alpha Fraternity, Inc.
FROM: Bro. Herman "Skip" Mason, Jr. General President
DATE: Thursday, Feb. 11, 2010
COPY: Board of Directors
SUBJECT: Targeted National Membership Intake, Spring 2010

"Goodwill is the monarch of this house."

Brothers, I hope you are well and that 2010 has so far been a good year for each of you.

I know that there has been much discourse on whether or not there will be intake this spring. As promised I am providing you with an update on the status on the national moratorium on membership intake and the actions the fraternity is taking to protect the brand and image of our organization as well as future aspirants who desire to become a member.

Since imposing the moratorium last fall, we have reviewed several draft proposals to modify our process as well as taking another look at the Standing Orders, Code of Conduct, Review of Disciplinary Actions and Chapter Assessment and Accountability. While we have made some good progress, it appears we still have more work to do to achieve a strong, risk-free process. However, I am certain we will get there.

After much deliberation, the Board authorized the regional vice presidents to approve membership intake on a case-by-case basis under the guidelines of a **"targeted"** national intake program. For brothers and chapters, the "targeted" intake process will entail strict adherence to a set of conditions and/or guidelines before membership intake will be approved. The fraternity is reminding all chapters and brothers that we have a zero tolerance policy on hazing. Those conditions/guidelines will include but not be limited to a greater level of chapter and brother accountability, assessment, and mandatory training and education for all brothers.

The specifics of these conditions/guidelines are also attached in an addendum to this communication. At a **minimum**, however, the following conditions must be met:

1. Chapter must have been in good standing with the organization as of December 31, 2009. A list of eligible chapters, by region, will be posted on the fraternity's website. Chapters not appearing on the approved list need not submit a request for intake approval.
2. Any chapter with disciplinary violations within the past three (3) years will NOT be allowed to participate in membership intake.
3. All chapter officers must be in good standing and Risk-Management certified.
4. All chapters, those **approved** and **those that wish to participate in future intake processes** must register their required delegate strength for their upcoming regional and national conventions. Proof of registration must be provided prior to final approval for intake is granted. (AlphaNet confirmation of the registration will suffice). The deadline for registration is March 15, 2010.

5. An updated Spring 2010 intake calendar (see addendum) for aspiring members is posted at the fraternity's website; www.apa1906.net. All dates will be **strictly** followed.
6. Chapters must request and receive written consent from the regional vice president to conduct an Alpha Awareness seminar. **No awareness seminar is to be conducted without prior authorization.**
7. All staff officers, including district directors, area directors, and advisors will be **required** to undergo re-training of their respective positions as a condition to remain in those positions. Specific information will be communicated to each member who is currently serving in these positions.

In addition, chapter officers and all members wishing to participate in the membership-intake process must undergo retraining and be recertified in updated Alpha Phi Alpha Risk Management policies. Additional information will also be forthcoming.

8. Each respective regional convention will allow time on its schedule to provide members with an opportunity to discuss strategies to address membership intake and membership behavior. **CHAPTERS and DISTRICT ORGANIZATIONS** should forward their ideas via e-mail to mip@apa1906.net.
9. At the onset of the intake process, and at the beginning of any final series-of-days of the intake program) each aspirant must meet with the properly designated Region and District officers to complete an anti-hazing certificate—meaning, the aspirant shall execute the anti-hazing certificate no less than twice during the entire process. Failure to complete the form at the designated time will result in the immediate suspension from the intake process. Moreover, any newly-initiated member found participating in any form of hazing shall be summarily disciplined up to and including expulsion. Violators will also be reported to college and university officials and to law enforcement if applicable. The aspirant also must submit **(1) one letter of recommendation** from any active fraternity member. (For purposes of this “targeted” national membership-intake process, this requirement shall be considered the “current” rule within the Standing Orders regarding letters of recommendation and superceding any previous rule.)
10. There shall be no “coming out” or “neophyte” shows associated with this targeted Spring Intake process. For purposes of announcing the new members of the fraternity, the chapter should make public the names of the new members via their chapter website and forward the names to the General Office for further publication.
11. All non-active, non-risk-management-certified brothers are to have no fraternity-related interaction with aspirants in any fraternity-related atmosphere, or appearance as a member of Alpha Phi Alpha Fraternity, whatsoever, during this membership-intake period. This applies to all college brothers, former college-chapter brothers, and alumni members. Any brother found in violation—or a chapter that facilitates, tolerates, or is aware of the violation and fails to report it—will face disciplinary actions and the chapter's membership-intake program will be suspended immediately.
12. The General Organization shall ensure the distribution of these special guidelines to each college and university student-affairs office to make certain school officials are fully aware of the fraternity's plan to regulate membership-intake-related activities and eliminate

potential acts of hazing. When and where requested, more detailed information will be provided to school officials by the fraternity.

13. All non-active members are directed to become active, and risk-management certified or **stay away** from newly-initiated members and aspirants who are actively participating in the membership-intake process, in any fraternity-related atmosphere, or in any appearance as a member of Alpha Phi Alpha Fraternity or face appropriated sanctions.

Chapters that do not meet these minimum compliance standards will **NOT** be allowed to participate in the process and more importantly, will not be allowed to act as a functioning unit of the organization. Names of members who are currently expelled or suspended, or under other fraternity sanction, will now be posted at the fraternity's website with a link to each regional website. This list will also include anyone who has denounced his membership and those who are on probation. It will also include **chapters** who are on probation, suspension, or dechartered as a functioning unit of the organization. The fraternity's website will also include a new section that provides the names of newly-initiated members **immediately after the notice of initiation is received**, and this information will also be provided to each chapter.

As we continue in this heightened period of stringent oversight and proactive measures, leaders at every level and every member will be held accountable for maintaining their understanding and compliance with fraternal rules and regulations. The regional vice presidents have also pledged to use the authority given to them by the Standing Orders to overturn any actions by brothers and/or chapters that create a source of control or abuse of aspirants. I have also directed the general counsel, Brother Keith Bishop, to work with the vice presidents to ensure that legal recourse is taken against those who participate in unlawful acts. Violations against the fraternity's rules and any criminal laws, without question, result in suspension, expulsion, and if prosecution.

Going forward, the membership intake task force will continue to provide guidance. There will be an opportunity to deliberate at the regional conventions on what our overall and long-term admission process is going to be and how we will continue to handle violators. By doing this we will be ahead of the game, when we arrive at the national convention in Phoenix, in July, and the delegates will be able to act swiftly on this issue. I am convinced that we will come back with measures that protect our aspirants, members and the good name of this fraternity.

With the exception of the approved **"targeted"** intake programs, the national moratorium on membership intake will remain in effect until further notice. We expect the full corporation of every chapter and member. Please do not let a few destroy what we have worked so hard to establish for more than a century. We must continue to focus on developing leaders, promoting brotherhood and academic excellence, and providing service and advocacy for our communities. I look forward to seeing you at your regional convention, where we will continue the dialogue on possible strategies to address this issue.