



DIVISION OF STUDENT AFFAIRS

March 8, 2024

Dear Interfraternity Council (IFC) and Panhellenic Association (PHA) members including new spring 2024 members:

We recognize that this has been a difficult time for many of you as we paused some fraternity and sorority events. We have prioritized communications with you and you can find all of the updated information on [the DFSL website](#). We have also met with Chapter and Council presidents. We have communicated with national organizational leadership, families, Chapter Advisors, the House Corporations, and alumni. We are deeply invested in doing all we can to keep you informed, while doing our due diligence to start the next phase of this process, which is upon us and the reason for this letter.

As part of our commitment to establishing a safe and respectful environment for all students, the University of Maryland continues the next phase of its investigation into the recent allegations concerning harmful activities within IFC and PHA organizations.

From the beginning, our priority has been the health and well-being of every member of our community, and our collective goal is to prevent a serious incident from occurring. As a reminder, our decision to pause new member education, initiation, and alcohol-related activities was made after careful consideration of reports, observations and data-driven analysis of behaviors that we felt posed a threat to the safety and well-being of some members of our community. No single or specific incident led to this decision. Our decision was made in an effort to help *prevent* a significant incident, and to give the University an opportunity to investigate these matters.

To conduct a thorough and impartial investigation, we've interviewed and hired a consulting firm to support this process. **The interviews are scheduled to take place from Monday, March 11 through Friday, March 15. During this period, a number of current and new members from each IFC and PHA chapter will be invited to interview to facilitate a comprehensive understanding of the allegations.** Beyond these individuals, we encourage anyone else who would like to participate to do so. We share your desire for a careful and efficient process, and completing this review by the end of next week relies on your cooperation.

If you are selected for an interview, you will receive a direct email tomorrow, Saturday, March 9, with detailed instructions on how to schedule your interview, the location, and what to expect during the process. It is only through your cooperation and candid participation that we can work toward reinstating the positive and healthy activities that are central to fraternity and sorority life on our campus.

Additionally, we recognize that some of you may have information relevant to the investigation, but may wish to share it anonymously. To facilitate this, we have set up a confidential reporting mechanism. If you have any information that could assist in the investigation, please do not hesitate to submit it [here](#), with the option of doing so anonymously. Your input is invaluable, and we are committed to ensuring that all voices are heard.

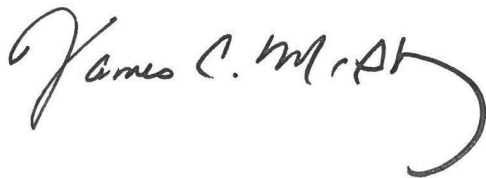
We understand that this may be a stressful time for many, and we want to assure you that these steps are being taken with the utmost care and respect for all involved. The [University Counseling Center](#) is prepared to offer confidential mental health services to any student in need. Additionally, the [Dean of Students Office](#) can provide immediate assistance and connect you with other specialized support services.

Please keep an eye on your email and be prepared to respond promptly if you are contacted to participate. If you have any questions regarding the investigation process, please write to us at vpsa@umd.edu. We are here to assist you.


We encourage you to continue to access the [DFSL website](#) for updated information regarding communications. The University of Maryland is dedicated to maintaining the integrity and values of our community. We appreciate your cooperation and commitment to helping us foster a more safe and inclusive campus.

We will offer an update on this process at the end of next week. Thank you for your attention and support.

Sincerely,

A handwritten signature in black ink that reads "James C. McShay". The signature is fluid and cursive, with a large, sweeping flourish at the end.

James McShay, Ph.D.
Assistant Vice President
Interim Director of Fraternity and Sorority Life

A handwritten signature in black ink that reads "James Bond". The signature is fluid and cursive, with a large, sweeping flourish at the end.

James Bond, J.D.
Director of Student Conduct