

DELTA UPSILON

Accreditation Report

2016-2017

Leadership & Member Development

- Delta Upsilon's former president, Tristan Seton, received a Tradition of Excellence Award for excellence in Empowering Others at the 2017 Fraternity & Sorority Leadership Awards.
- The chapter actively participates in national and regional leadership opportunities hosted by Delta Upsilon International Fraternity such as: President's Academy, Delta Upsilon Emerging Leaders (DUEL), Regional Leadership Academy, and Leadership Institute. The committee considers this a best practice.
- Delta Upsilon implemented the finalized Associate Member Education (AME) program that was developed by Delta Upsilon International Fraternity. The committee commends the chapter on their ability to connect the components of the AME program to the five foundations of bLUeprint.
- The chapter president sat on the Interfraternity Council (IFC) Recruitment Committee that was tasked with the responsibility to evaluate the current IFC recruitment structure and propose changes towards a more values-based recruitment process.
- Delta Upsilon engages associate members in leadership opportunities as soon as they join the chapter through the Associate Member Executive Board. This quickly integrates new members into the operations of the chapter while allowing future leaders of the organization to develop leadership skills. The committee commends the chapter on these efforts and recommends expanding the role of the Associate Member Executive Board with managing a project or additional responsibilities.
- Delta Upsilon brothers are engaged in many other on-campus leadership opportunities including Greek Emerging Leaders (GEM), Gryphons, and Orientation Leaders. Brothers are also heavily involved in clubs and organizations across campus. For example, one member was the president of the IBE Council and another served as a member of Student Senate. The committee encourages the chapter to translate these leadership experiences into the growth and development of Delta Upsilon.
- The committee recommends that the chapter create an overall membership development plan beyond associate member education to be more intentional in the chapter goal to "Build Better Men" throughout the entire fraternal experience.
- The chapter has a very positional concept of leadership. The committee encourages the chapter to explore broader meanings of leadership and empower all members to put those skills into action.

Chapter Development Question for 2017-2018:

- **How can the chapter create a more formalized structure to develop members throughout the entire fraternal experience?**

In the area of **Leadership & Member Development**, the Committee rated Delta Upsilon to be an **Accredited Chapter**.

Organizational Operations

- Delta Upsilon is solely responsible for chapter finances as they do not utilize an outside financial advisor. The committee commends the chapter on their ability to autonomously manage their budget while maintaining a 100% collection rate for chapter dues. This success demonstrates a culture of fiscal responsibility within the organization.
- The chapter admitted to resting on their laurels this year. The committee recommends engaging in strategic visioning and goal setting to ensure that the chapter does not remain stagnant.
- Delta Upsilon maintains strong communication with the chapter's alumni advisor, the Office of Fraternity and Sorority Affairs, and Delta Upsilon International Fraternity. The chapter regularly updates these stakeholders and consults them in decision making.
- Delta Upsilon uses wristbands to prevent underage drinking; however, underage brothers have been cited for alcohol violations. The committee recommends evaluating the effectiveness of loss prevention strategies as the chapter implements a new risk management plan.
- The chapter worked to establish a culture of accountability, especially in the aftermath of various conduct incidents. For smaller incidents, brothers are expected to first try resolving issues one on one. If that attempt is unsuccessful or for larger issues, brothers are held accountable through the standards board process.
- The chapter utilizes Google calendar, social media, and Group Me to communicate with members and alumni. The committee encourages the chapter to explore new and unique opportunities to further streamline the organization's communication strategies.
- The committee encourages Delta Upsilon to revisit and edit the bylaws on a regular basis in order to maintain relevancy and effectiveness. This is also an opportunity to identify weak areas and eliminate vague components that impact self-governance and member accountability.
- Delta Upsilon is successful in engaging the larger membership in decision making and garnering buy-in. Chapter meetings serve as an opportunity for group discussions around decisions. The chapter shared how members' diversity of thought contributed new opinions and ideas while also making it difficult to come to consensus. Delta Upsilon leadership was able to articulate that decisions are made in the best interest of the chapter, though it may not always be the most popular choice.

Chapter Development Question for 2017-2018:

- **How can Delta Upsilon be innovative in developing best practices for organizational operations?**

In the area of **Organizational Operations**, the Committee rated Delta Upsilon to be an **Accredited Chapter**.

Community Service & Engagement

- Delta Upsilon held their third annual Huntington's Disease Charity Walk in collaboration with Alpha Gamma Delta to honor the memory of an alumnus' father who passed away from the disease. The chapter provided multiple options to donate to the cause through event registration, apparel, and a Go Fund Me page that totaled over \$700. While the committee commends the chapter for their continued commitment to this signature event, this year's event raised significantly fewer dollars. The committee encourages the chapter to reflect upon the strengths and weaknesses of this year's walk in order to improve for the future.

- The chapter participates in community service opportunities within the local Bethlehem community through tutoring and Adopt-a-Family. The committee recommends that the chapter further consider opportunities to engage in direct and local service by partnering with the Community Service Office to identify potential opportunities.
- The committee is disheartened by members' inability to reflect upon and articulate the impact they have made on communities through their service opportunities and, conversely, how these service opportunities have impacted them as individuals. The committee challenges the chapter to further understand the "why" behind service through education and sharing of experiences.
- Delta Upsilon members continue to participate regularly in Delta Upsilon International Fraternity's Global Service Initiative (GSI). Through this opportunity, two brothers traveled to Jamaica to serve the local community. The committee believes this is a significant service opportunity to enhance members' global perspective and encourages the chapter to more critically reflect on these experiences.
- Delta Upsilon successfully engages alumni through multiple avenues. Most significantly, the chapter hosts an open initiation ceremony for parents, friends, and alumni to attend, followed by a cocktail reception and dinner at the chapter facility. This event also includes time to honor distinguished alumni. Additional alumni engagement includes the Malbacher Tailgate, a bi-annual newsletter, and social media.
- Delta Upsilon was placed on Disciplinary Probation through May 15, 2018 after being found responsible for Respect for Others—hazing; Respect for Community—rules and regulations; Respect for Community—false information; Respect for Self—unauthorized consumption, distribution, or possession; and Respect for Community—Failure to Comply. Specifically, the chapter had new members take cleaning supplies to an off-campus house in order to clean following a party the night before where underage students were drinking.
- The chapter successfully articulated what was learned from conduct incidents and has been proactive in addressing sanctions. The chapter president utilized resources and consulted advisors in developing a risk management plan. The committee commends the chapter for reflecting on this experience and embracing it as an opportunity to improve.

Chapter Development Question for 2017-2018:

- **How can the chapter translate philanthropic and community service experiences to educate members on issues related to power and privilege?**

In the area of **Community Service & Engagement**, the Committee rated Delta Upsilon to be an **Accredited Chapter**.

Academic & Intellectual Advancement

- Delta Upsilon was ranked first out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 3.27746, an increase of .14746 from the spring 2016 semester. The 3.27746 GPA placed the chapter above the All Fraternity and All Greek average.
- Delta Upsilon was ranked fifth out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 3.10, a decrease of .17746 from the fall 2016 semester. The 3.10 GPA placed the chapter above the All Fraternity average.
- Delta Upsilon's fall 2016 new member class GPA was 3.025 ranking second out of 11 Interfraternity Council chapters. The new member class GPA was 2.72 for spring 2017 ranking 12th out of 17 Interfraternity Council chapters.

- Delta Upsilon had 20.3% of the chapter on the Dean's List in the fall 2016 semester and 19.7% on the Dean's List in the spring 2017 semester.
- The committee commends the chapter for being the only Interfraternity Council (IFC) chapter above the All Greek average and having the highest GPA in the IFC community for the fall 2016 semester.
- The chapter had two members participate in an ongoing Courageous Conversation experience about gender in the fraternal experience titled Frat Stars and Mean Girls. Participants engaged in a dialogue about the development and intersections of gender identity, how it is impacted by both society and fraternal organizations, and gender-based violence.
- Delta Upsilon partnered with Alpha Omega Epsilon for their third annual TEDxTalks program that features students, professors, entrepreneurs, and professionals as speakers. There were 50 applicants for this year's topic of "Ignorance is Bliss?" Following the program, attendees had the opportunity to speak with the presenters. This program is also featured on YouTube in order to continue educating others. The committee considers this a best practice.
- The chapter recognizes brothers who succeed academically. Positive incentives include restaurant gift cards to a brother from each member class each semester; a joint scholarship dinner with another organization; and awards recognizing highest GPA, most improved GPA, and most involvement in improving the academic success of brothers.
- Delta Upsilon supports members who struggle academically through a tiered level approach. If a brother falls below the required cumulative 2.75 GPA, they must meet with the Vice President of Scholarship regularly to develop an improvement plan that includes the utilization of on-campus resources. Brothers whose GPA is below a 2.4 are placed on academic probation and then paired with a mentor(s) selected specifically to assist with challenging courses. If after two semesters, brothers remain below a 2.4, they are referred to standards board to be held accountable.
- Delta Upsilon brothers actively engage in a variety of professional development experiences including TAMID, The Writing across the Curriculum (TRAC) Fellowship, and the PricewaterhouseCoopers (PwC) case study competition.
- The chapter is succeeding with regards to academics and GPA. The committee recommends that the chapter increase their intellectual development through intentionally selecting topics that address the needs of member development and issues within the fraternity and sorority community. There is also an opportunity for brothers to use experiences and involvement outside of the fraternity to educate the rest of the membership.

Chapter Development Question for 2017-2018:

- **How can Delta Upsilon create a culture of curiosity that goes beyond the classroom?**

In the area of **Academic & Intellectual Advancement**, the Committee rated Delta Upsilon to be an **Accredited Chapter**.

Facilities Management

- Delta Upsilon had no common damages for 2016-2017.
- Delta Upsilon managed openings and closings with no issues.
- Delta Upsilon passed life safety inspections and fire drills with zero violations.

- The chapter replaced the furniture in the library in order to make a more effective study space. The chapter designated the room as a 24 hour quiet space to provide brothers an area to study without fear of interruption.
- The chapter consistently exceeds occupancy with 103% and 100% in the fall 2016 and spring 2017 semesters respectively.
- Delta Upsilon's chapter facility is exceptionally maintained on a regular basis. The chapter had zero life safety violations or damages. The committee commends the chapter's work in fostering respect for the facility.
- Delta Upsilon's house manager demonstrates an understanding of expectations and standards set forth by the Office of Residential Services, including the responsibility to hold members accountable as necessary. The committee recommends that the chapter proactively develop a plan of action in order to hold brothers accountable should damages or violations occur.
- The chapter does not appear to have any sustainable, eco-friendly practices within the facility. The committee recommends that Delta Upsilon explore best practices in consultation with an Eco-Rep to identify and implement green initiatives.

Chapter Development Question for 2017-2018:

- **Where are opportunities for Delta Upsilon to integrate green initiatives into facilities operations?**

In the area of **Facilities Management**, the Committee rated Delta Upsilon to be an **Accredited with Excellence Chapter**.

Overall Rating

Overall, Delta Upsilon has been rated an Accredited chapter by the 2016-2017 Accreditation Committee.

Overall, Delta Upsilon is a well-functioning organization. For the first time in recent years, the chapter experienced obstacles due to a lack of preparation and accountability. The committee feels the chapter is currently in a holding pattern rather than moving forward. Now is an important tipping point that could quickly put the chapter in jeopardy if not addressed. The chapter must regularly challenge itself to improve and develop best practices to avoid complacency and stagnation. If Delta Upsilon becomes more intentional through self-reflection and strategic planning efforts, the committee believes the organization and its members are highly capable of once again becoming an example of excellence within the fraternity and sorority community.

The Accreditation committee assigns Delta Upsilon an overall rating of Accredited, which meets expectations set forth by Lehigh University. The chapter is fully successful in all metrics and is an active contributor to the Greek and Lehigh communities.

Chapter Development Questions

- How can the chapter create a more formalized structure to develop members throughout the entire fraternal experience?
- How can Delta Upsilon be innovative in developing best practices for organizational operations?

- How can the chapter translate philanthropic and community service experiences to educate members on issues related to power and privilege?
- How can Delta Upsilon create a culture of curiosity that goes beyond the classroom?
- Where are opportunities for Delta Upsilon to integrate green initiatives into facilities operations?

Best Practices

- The chapter actively participates in national and regional leadership opportunities hosted by Delta Upsilon International Fraternity such as: President's Academy, Delta Upsilon Emerging Leaders (DUEL), Regional Leadership Academy, and Leadership Institute. The committee considers this a best practice.
- Delta Upsilon partnered with Alpha Omega Epsilon for their third annual TEDxTalks program that features students, professors, entrepreneurs, and professionals as speakers. There were 50 applicants for this year's topic of "Ignorance is Bliss?" Following the program, attendees had the opportunity to speak with the presenters. This program is also featured on YouTube in order to continue educating others. The committee considers this a best practice.