

DELTA UPSILON

Accreditation Report
2017-2018

Leadership & Member Development

- Delta Upsilon had a member serve on the Interfraternity Council executive board as the Vice President of Administrative Affairs for the 2017-2018 academic year.
- Delta Upsilon members are involved across campus and regularly serve in leadership positions. Involvement includes the Greek Emerging Leaders program (GEM), Gryphons, Student Senate, Orientation Leaders, and more.
- The chapter regularly has members participate in Delta Upsilon International Headquarters' programming including Delta Upsilon Emerging Leaders (DUEL), the Leadership Institute, and Regional Leadership Academy. The committee recommends that the chapter capitalize on this involvement and bring pieces back to benefit the entire chapter. For example, consider bringing on campus Strengths Finder facilitators in for all members to identify and understand their strengths as leaders.
- The chapter continued to implement the associate member education (AME) program mandated by Delta Upsilon International Headquarters. The committee commends the chapter on their ability to connect the components of the AME program to the five foundations of bLUeprint.
- Delta Upsilon engages associate members in leadership opportunities shortly after they join the organization through the Associate Member Executive Board. This gives associate members responsibility and ownership in the organization from the start. While this is good practice, the committee encourages the chapter to work to expand their definition of leadership beyond positions.
- Delta Upsilon briefly mentioned an officer transition plan in their report but did not offer much detail. The committee recommends that the chapter refine the current transition plan to ensure that it allows for the formalized transfer of knowledge between outgoing and incoming officers creating consistency year to year for sustainable growth.
- The chapter appears to define diverse membership by a wide variety of involvement across campus. The committee recommends that the chapter reflect on what it truly means to be a diverse chapter and identify ways to promote an inclusive culture.
- 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. This is a repeated recommendation from last year.

Chapter Development Question for 2018-2019:

- **How can Delta Upsilon create a formal member development plan that promotes leadership beyond positions and connects to "Building Better Men"?**

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

Organizational Operations

- The chapter continued basic loss prevention including the use of wristbands for students of legal drinking age, communication with members via GroupMe, having a bartender, and adhering to the Interfraternity Council ban on hard alcohol. Following incidents on campus last year, the chapter increased the number of sober monitors and added designated drivers. Chapter leadership has utilized Medical Amnesty more than once this year when necessary. The committee commends the chapter on their willingness to follow policy and implement risk management best practices in order to create a safer social environment.
- Delta Upsilon maintains strong communication with the chapter's alumni advisor, the Office of Fraternity and Sorority Affairs, and Delta Upsilon International Headquarters. The chapter regularly updates these stakeholders and consults them in decision making.
- The chapter did further reflection on the hazing incident in spring 2017 and assessed gaps that contributed to it. Through this assessment, the chapter found they had a lack of accountability and transparency with the membership. From there, the chapter worked to improve officer transitions, increased information sharing during election processes, increased accountability through fines, and presented organizational decisions at chapter meetings to get input from general members. The committee commends the chapter for taking the opportunity to assess and implement changes beyond formalized sanctions.
- The chapter recruited 11 new members in spring 2018, failing to meet their goal of 20 men. The committee encourages the chapter to develop an effective recruitment plan that incorporates events aimed at developing relationships with potential new members and educating them on what Delta Upsilon has to offer. The chapter should avoid extravagant recruitment events that may create a financial burden for current members and focus on events that maximize the chapter's return on investment.
- 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.
- Delta Upsilon established fines to better hold members accountable. This system is tiered to account for repeat offenders. The chapter followed through on this commitment by fining members for unexcused absences at a weekly chapter meeting. They have already seen a positive impact, resulting in the largest chapter meeting attendance this year. In order for this to be both an effective and fair process, the committee recommends the chapter explore how fines may impact members inequitably and how to navigate those circumstances.
- The chapter has a functioning standards board comprised of two elected members and appointed representatives from each member class. With the increased focus on member accountability this year, the committee encourages the chapter to utilize the standards board in determining relevant educational or restorative sanctions that complement the new fine system.
- Delta Upsilon's Vice President of Administration has worked to increase organization and transparency by uploading chapter meeting minutes online for all members to access. Additionally, this position also promotes campus and local Bethlehem events on the facility bulletin board or the chapter's Google calendar.

Chapter Development Question for 2018-2019:

- **How can the chapter develop a recruitment plan that is rooted in the four founding principles of Delta Upsilon and maximizes the chapter's return on investment?**

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

Community Service & Engagement

- Delta Upsilon held their fourth annual Huntington's Disease Charity Walk to honor the memory of an alumnus' father who passed away from the disease. Through a registration fee and collected donations, the chapter raised roughly \$300. While the committee recognizes the personal connection to this event, they are concerned that the funds raised by this event have significantly decreased over the last two years. The committee encourages the chapter to reflect upon whether or not this event is still a priority and, if so, work to make improvements to return the event to its initial success.
- Delta Upsilon members participate in a variety of philanthropic events across campus including Relay for Life, Adopt a Family, Kappa Delta's So You Think You KAn Dance, and more. The chapter also participated in Alpha Epsilon Pi's service event, Sunday Clean Up.
- The chapter continued the Philanthropy Points System. Active members are required to earn at least 15 points across the academic year in order to be considered in good standing with the chapter. Members can earn points by attending fraternity sponsored events.
- Delta Upsilon invited Officer Devery from the Lehigh University Police Department (LUPD) as a guest speaker at a chapter meeting. Officer Devery spoke to the associate and active members about school policy, Pennsylvania laws, and ways that LUPD can serve as a resource to students and organizations. Members also attended "Convos with a Cop".
- The chapter engages alumni and parents through a number of ways. This includes an annual newsletter, a parent and alumni tailgate, and the open (non-secret) member initiation. A Delta Upsilon tradition, the public initiation ceremony allows parents, friends, and alumni to be a part of this special process and is followed by a reception at the chapter facility.
- The committee commends the chapter for continued participation in the Delta Upsilon's International Headquarters' philanthropic program, Global Service Initiative (GSI). Participating members travel to Jamaica to serve the local community there. Service projects include building churches and schools and incorporates daily reflection. Through this opportunity members gained a true sense of what it means to serve community needs.
- The committee recommends that Delta Upsilon consult the Community Service Office to identify meaningful opportunities for direct service that also align with the passions and interests of chapter members. From there, the chapter can work to develop a service learning plan that focuses on intentional relationship building with the South Bethlehem community and incorporates opportunities for reflection so that members can make meaning of service experiences.
- The chapter began to demonstrate an understanding of why they participate in service. In order to deepen this understanding, the committee recommends that the chapter consider engaging in opportunities such as the Poverty Simulation, facilitated by the Community Service Office. This experience educates students on the experiences and needs of community members of a lower socio-economic status.

Chapter Development Question for 2018-2019:

- **How can Delta Upsilon 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 third out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 3.16, an increase of 0.06 from the spring 2017 semester. The 3.16 GPA placed the chapter above the All Fraternity average.
- Delta Upsilon was ranked sixth out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 3.13, a decrease of 0.03 from the fall 2017 semester. The 3.13 GPA placed the chapter above the All Fraternity average.
- Delta Upsilon's spring 2018 new member class GPA was 2.83 ranking ninth out of 14 Interfraternity Council chapters.
- Delta Upsilon had 26.5% of the chapter on the Dean's List in the fall 2017 semester and 21.8% on the Dean's List in the spring 2018 semester.
- The chapter requires a minimum 3.0 GPA for the executive board, a minimum 2.8 GPA for other officers, and a minimum 2.75 GPA for the general membership. Any members who fall below the 2.75 requirement must meet bi-weekly with the Vice President of Scholarship to develop an individualized improvement plan. Members below a 2.4 GPA are placed on academic probation and will be referred to standards board for a review of their membership status if not improved after two consecutive semesters.
- Delta Upsilon incorporates positive incentives into the scholarship plan to reward members for academic success. The chapter hosts a scholarship dinner each semester in partnership with a Panhellenic sorority. At this event, \$15 restaurant gift cards are awarded to brothers with the following: highest average GPA, most improved GPA, and most involvement in improving the chapter's academic performance overall.
- The chapter supports brothers who are struggling academically through a brotherhood mentorship program where academically successful brothers are paired with brothers who may be struggling in the same or similar course of study.
- Delta Upsilon held a resume workshop with the Center for Career and Professional Development for brothers preparing to embark on internship and job searches. The committee encourages the chapter to identify additional ways to prepare members for life after college through skill development not typically taught in the classroom.
- The chapter hosted and had members attend a Greek Allies meeting in their facility. It's the committee's understanding that most of the Delta Upsilon members who attended were associate members. It is important that the chapter explore how to further promote a culture of creative curiosity that engages all members in these important topics.
- Delta Upsilon partnered with Alpha Omega Epsilon for the fourth year in a row to host a TEDxTalk on campus. This year's title and theme was "Limitless", featuring students, professors, artists, and authors as guest speakers for the event. Speakers were determined through an application and interview process. The committee commends the chapter for consistently hosting a campus-wide event to promote intellectual development beyond the classroom.
- The chapter acknowledged that an area of improvement is to utilize more on campus resources to increase academic support within the chapter. The committee agrees and encourages the chapter to work with the Center for Academic Success to ensure the chapter is implementing best practices and connecting members to resources as necessary.

Chapter Development Question for 2018-2019:

- **How can Delta Upsilon more intentionally foster a culture of creative curiosity that engages members in intellectual development beyond the classroom?**

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

Facilities Management

- Delta Upsilon had no common damages for 2017-2018.
- Delta Upsilon managed opening and closings with no issues.
- Delta Upsilon passed life safety inspections and fire drills with zero violations
- The chapter did not successfully meet occupancy for spring semester.
- Delta Upsilon International Headquarters will be implementing a substance-free housing policy across the nation over the course of the next two years. The committee encourages the chapter to work in partnership with advisors to ensure a smooth transition.
- The chapter maintains a 24 hour quiet space in the library and parlor room to provide a study space to members without fear of interruption.
- Delta Upsilon's facility is exceptionally maintained on a regular basis and consistently has zero life safety violations or damages. The chapter does an annual spring cleaning of both their storage and library spaces. Overall, the chapter is wildly successful in fostering respect for the facility. The committee commends Delta Upsilon for this ongoing success and encourages the chapter to leverage this to help other chapters in this area.
- The chapter failed to meet occupancy for the first time this semester and is anticipating future issues due to low recruitment numbers. The committee recommends that the chapter establish live-in expectations with members moving forward while also working towards sustainable growth to return to consistent success in exceeding occupancy.
- 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. This is a repeated recommendation from last year.

Chapter Development Question for 2018-2019:

- **How can Delta Upsilon develop best practices with regards to green initiatives?**

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 2017-2018 Accreditation committee.

Delta Upsilon continued many good practices while also successfully implementing new policies and practices in order to address issues related to accountability. The committee feels that the chapter made some progress and yet is still hoping to see more from the organization. The following still holds true from last year, "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". Despite the chapter's strong connection to the purpose and values of Delta

Upsilon, the chapter is missing the extra step of communicating the “why” behind their efforts. Incorporating those pieces will help the chapter better articulate what is distinctive and unique about the Delta Upsilon experience which will also help in recruiting new members.

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

Chapter Development Questions

- How can Delta Upsilon create a formal member development plan that promotes leadership beyond positions and connects to “Building Better Men”?
- How can the chapter develop a recruitment plan that is rooted in the four founding principles of Delta Upsilon and maximizes the chapter’s return on investment?
- How can Delta Upsilon translate philanthropic and community service experiences to educate members on issues related to power and privilege?
- How can Delta Upsilon more intentionally foster a culture of creative curiosity that engages members in intellectual development beyond the classroom?
- How can Delta Upsilon develop best practices with regards to green initiatives?