

DELTA UPSILON

Accreditation Report
2018-2019

Leadership & Member Development

- Delta Upsilon participated in the Delta Upsilon Leadership Institute. Two members attended last summer. They also participated in their Regional Leadership Academy, sending the full executive board compared to only sending four members last year.
- The chapter strives to share learnings from leadership academies and conferences with the executive board and larger membership.
- The chapter is broadly involved on campus.
- The Big Brother Program provides mentorship.
- The committee shares information on new members with alumni, focusing on what new members have learned about the organization. The committee cautions the chapter to be certain that this is relayed as a positive connection between new members and alumni, and not a requirement placed on new members.
- The chapter utilizes incentives to keep seniors engaged. They try to make chapter meetings enjoyable and use competitions to engage members. They actively work against the tendency for older members to disengage from the organization.
- The committee encourages the chapter to consider developing members broadly. Participation in campus events like Greek Emerging Leaders and LeaderShape would assist in this regard. These appear to be missed opportunities.
- The committee encourages the chapter to develop a voice that includes more people. The Accreditation presentation incorporated very few members, which raises concern about leadership development across the chapter.
- The chapter did not mention ritual during the presentation. The committee finds this concerning and encourages serious contemplation on the role of ritual in the chapter. Consider the connection between ritual and service.
- The chapter did not mention officer transitions. This needs to be a thoughtful process for the chapter. Use your resources on campus and in the organization to cultivate a thoughtful officer transition process.

Chapter Development Question for 2019-2020:

- **How can Delta Upsilon bring leadership development opportunities back to the organization and build leadership across the membership?**

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

Organizational Operations

- The chapter employs risk management strategies through its loss prevention plan. They describe strategies such as communication tools, late night rides with brothers and sober monitors at events as loss prevention strategies.

- The chapter cites strong relationships with their alumni advisor, faculty advisor, OFSA staff and Delta Upsilon International Headquarters staff.
- The chapter acknowledges their disciplinary issues involving text messages in the fall semester. In response, they are working to change events and their overall recruitment plan. The chapter further reflected on learnings from a 2017 hazing incident. This prompted a focus on building transparency and improving leadership.
- The chapter's Standards Board is working to include bLUeprint in their proceedings.
- The chapter gives weekly shout outs to brothers who have excelled in some way.
- The chapter's finance system is completely autonomous. Work with finances is exceptional.
- The committee commends the chapter's open initiation and engagement of the community.
- The committee notes the chapter's relationship with a long standing advisor as a best practice.
- The chapter demonstrates positive work with operations. The use of resources and work with other chapters for a perspective is notable. The chapter uses shared technology tools to maintain communication between members.
- The committee noted a lack of discussion around officer training. This is an important area, and one you should be highlighting.
- The chapter identifies recruitment as being particularly important, given occupancy requirement concerns. The chapter mentioned and the committee emphasizes a need to focus on quality recruitment, including as many brothers as possible in the recruitment process.
- The committee recommends that the chapter acknowledge connections forged with other organizations. Transparency would be helpful to soliciting support and resources to make this a successful and sustainable process.
- The committee encourages the chapter to consider how it fosters a values based experience through its structures.

Chapter Development Question for 2019-2020:

- **How can the chapter create a sustainable model when you've experienced such rapid growth?**

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

Community Service & Engagement

- Delta Upsilon uses a technology tool to track community service and philanthropy. The use of this tool increased transparency regarding philanthropy and community service.
- Delta Upsilon ranks eighth in the country of DU chapters in philanthropy and community service hours.
- The chapter has focused on past year on improving their understanding of philanthropy and service.
- Chapter members are involved in club and varsity teams, and also support campus events.

- The chapter uses social media to remain connected with current and alumni members. The chapter also sends a semesterly alumni newsletter.
- The chapter helps to provide funds for members to travel for its Global Service Initiative.
- The chapter has increased work around co-hosting events and increasing member engagement.
- The committee encourages the chapter to think beyond partnering with the same organizations again and again.
- While the committee recognizes that the Adobe partnership is interesting, this is not genuine service work.
- The committee notes that the chapter did not follow through with connecting with the Community Service Office, as was explicitly recommended in last year's report. The committee again recommends that you strive to build a relationship with the CSO.
- The committee urges the chapter to consider how you can bring your enthusiasm for service back to this local community. Think beyond one time service events in our local community.
- The committee recommends that the chapter consider partnerships beyond Panhellenic. Consider partnerships with the Cultural Greek Council, athletic teams and other clubs and organizations.
- The committee recommends that your chapter learn to articulate the "why" behind service efforts and partnerships with campus and community organizations.

Chapter Development Question for 2019-2020:

- **What would sustainable service in the South Bethlehem community look like?**

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

Academic & Intellectual Advancement

- Delta Upsilon was ranked fourth out of 13 Interfraternity Council chapters in the fall 2018 semester with a GPA of 3.16, an increase of 0.03 from the spring 2018 semester. The 3.16 GPA placed the chapter above the All Fraternity average.
- Delta Upsilon was ranked third out of 13 Interfraternity Council chapters in the spring 2019 semester with a GPA of 3.23, an increase of 0.07 from the fall 2018 semester. The 3.23 GPA placed the chapter above the All Fraternity average.
- Delta Upsilon's fall 2018 new member class GPA was 2.69 ranking eighth out of 10 Interfraternity Council chapters. Delta Upsilon's spring 2019 new member class GPA was 3.13 ranking second out of 13 Interfraternity Council chapters.
- Delta Upsilon had 22.9% of the chapter on the Dean's List in the fall 2018 semester and 28.4% on the Dean's List in the spring 2019 semester.
- The chapter had two members make the Patriot League Football Honor Roll.
- The chapter has an academic review board, which tries to address root issues of academic concerns. The board works with members with GPAs below 2.75. The chapter has study logs in the library, reward study hours and created a dedicated study spot in the house with a printer. Three rooms in the house are 24-hour study rooms.

- The committee encourages the chapter to recognize their own limitations in terms of ability to help.
- The committee is concerned by the chapter's lack of engagement with campus resources. The committee urges the chapter to make use of the Center for Academic Success as a resource for supporting academic goals.
- The committee recommends that the chapter consider talking about professional development as part of this competency.
- The committee recommends that the chapter consider how it is stimulation intellectual development of members, beyond a sole focus on grades.

Chapter Development Question for 2019-2020:

- **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 Chapter**.

Facilities Management

- Delta Upsilon's common damages for the year were \$266.04.
- Delta Upsilon managed openings with no issues, but left multiple items in the hallway and had a covered smoke detector at winter break closing.
- Delta Upsilon received a Minor Life Safety violation (evidence of smoking cigars in the living room.)
- The chapter failed to meet the 90% occupancy standard for the fall 2018 and spring 2019 semesters at 59% and 66% respectively.
- The chapter had a successful House Manager transition from fall to spring.
- The chapter was found to be raising ducks in their guest bathroom in a baby pool. The ducks were subsequently removed.
- The chapter participated in sustainability initiatives. They conducted a waste audit for the house and participate in the Eco-Reps leadership program.
- The chapter demonstrates clear pride in the house.
- The committee commends the chapter's recycling performance.
- The committee encourages the chapter to consider how the house will be managed with 21 sophomore members. Consider how positive choices related to the facility will be influenced.

Chapter Development Question for 2019-2020:

- **You express pride in your house, so there is room for growth here. How can you elevate your performance in this category?**

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

Overall Rating

Overall, Delta Upsilon has been rated an Accredited chapter by the 2018-2019 Accreditation committee.

Delta Upsilon demonstrated sufficient performance in most areas, but there are clear needs for increased attention in each category to heighten performance and avoid negative outcomes in the year ahead. Use of university and advisory resources will be crucial to bolstering performance in the year ahead.

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 bring leadership development opportunities back to the organization and build leadership across the membership?
- How can the chapter create a sustainable model when you've experienced such rapid growth?
- What would sustainable service in the South Bethlehem community look like?
- How can Delta Upsilon more intentionally foster a culture of creative curiosity that engages members in intellectual development beyond the classroom?
- You express pride in your house, so there is room for growth here. How can you elevate your performance in this category?

Best Practices

- The committee notes the chapter's relationship with a long standing advisor as a best practice.