

### Academic Achievement

- Delta Upsilon was ranked seventh out of eight IFC fraternities in the Fall 2025 semester with a GPA of 3.28, a decrease of .1 from the Spring 2025 semester. The 3.28 GPA placed the chapter below the All Greek, All IFC, and All Fraternity averages.
- Delta Upsilon was ranked eighth out of eight IFC fraternities in the Spring 2026 semester with a GPA of 3.24, a decrease of .4 from the Fall 2025 semester. The 3.24 GPA placed the chapter below the All Greek, All IFC, and All Fraternity averages.
- Delta Upsilon's Spring 2026 new member class GPA was 3.08, ranking eighth out of eight chapters conducting Spring recruitment.
- Delta Upsilon had 30.9% of the chapter on the Dean's List in the Fall 2025 semester and 32.9% on the Dean's List in the Spring 2026 semester.
- The chapter developed and distributed an Academic Resource Guide for the 2025-2026 academic year that outlines all available tutoring services, academic support workshops, and chapter-level academic initiatives to help members succeed in the classroom, with the guide accessible to all members through GroupMe announcements at the start of each semester, integration into New Member Education materials and academic orientation, and availability upon request from the VP Academic Excellence at any time throughout the year.
- The chapter connects members with the Center for Academic Success, which provides free peer tutoring for most introductory courses and select upper-level classes, including one-on-one peer tutoring, small group tutoring sessions, and academic coaching covering study habits, time management, and exam preparation, with the VP Academic Excellence encouraging members to book sessions early in the semester to develop consistent study habits and avoid falling behind academically.
- The chapter introduced study hours for new members taking place in the Delta Upsilon parlor room and library on Tuesdays and Thursdays from 7:00-9:00 PM, scheduled to avoid conflicts with other New Member Education events, providing dedicated time and space for associate members to focus on coursework with support from experienced brothers who can help with challenging classes, promoting better study habits across the chapter and working to boost overall house GPA.

### Chapter Development Questions for 2026-2027:

- The VP Academic Excellence offers confidential support to members who are struggling academically. How many members have reached out for help, and what prevents members from seeking assistance before they're in academic crisis?
- The chapter's study sessions for new members are "suggested but not mandatory"—what percentage actually attend, and if attendance is low, does this indicate the sessions aren't meeting member needs?
- The chapter promotes academic achievements through newsletters and social media—how do they balance celebrating high achievers with ensuring struggling members don't feel shamed or discouraged?
- The guide mentions course recommendations and study group pairings are coordinated "as needed". Is this reactive or proactive, and which approach is more effective?

In the area of **Academic Achievement**, the committee rated Delta Upsilon to be an **Unaccredited** Chapter.

### **Campus and Community Engagement**

- Delta Upsilon members attended multiple national and regional leadership conferences including the Delta Upsilon Emerging Leaders (DUEL) Program, the Regional Leadership Institute (RLA) in Philadelphia, the Delta Upsilon Leadership Institute in Louisville, KY, and the Global Service Initiative (GSI) in Jamaica, demonstrating significant investment in developing leadership capacity across all class years.
- The chapter maintains regular engagement with alumni advisors through post-election executive board dinners following each yearly election, personalized one-on-one meetings between each new executive board member and advisors to learn position-specific responsibilities, constant communication primarily through the president but extending to other positions as needed, ensuring continuous mentorship and institutional knowledge transfer.
- The chapter's alumni advisors organize events specifically for alumni engagement, including an alumni tailgate held in September where brothers over the age of 21 were able to connect with alumni before a Lehigh football game, creating opportunities for networking, mentorship, and strengthening the bond between current undergraduates and the extensive Delta Upsilon alumni community.

### **Chapter Development Questions for 2026-2027:**

- How does the chapter celebrate and leverage members who hold leadership positions in other student organizations to enhance community engagement and chapter operations?
- How can the chapter create longstanding partnerships with other Greek and non-Greek student organizations to enhance the impact of its current service and philanthropic work?
- The chapter's collaboration with Chabad and CSO is described as "consistent"—beyond member participation, what tangible outcomes or impact have resulted from these partnerships?

In the area of **Campus and Community Engagement**, the committee rated Delta Upsilon to be an **Accredited** Chapter.

### **Chapter Growth and Sustainability**

- Delta Upsilon creates opportunities for all eligible students to access recruitment by maintaining an open, visible, and approachable presence through participation in campus-wide involvement events including the club fair, ensuring students from diverse backgrounds and interests can learn about the organization while brothers remain accessible and responsive through multiple communication channels including social media, email, and personal outreach.
- The chapter begins officer transition well before formal elections during the fall semester by holding regular informal Q&A discussions after chapter meetings where any member interested in leadership positions can ask questions, better understand role responsibilities, and begin preparing in advance, creating a pipeline of informed and prepared future leaders who understand the expectations and commitments of executive board service.
- Once officers are elected in the middle of the fall semester, newly elected officers immediately begin sitting in on executive board meetings alongside current and outgoing officers to observe decision-making processes, understand chapter operations, and learn organizational expectations,

while also meeting one-on-one multiple times with the outgoing officer in their specific position to review responsibilities, procedures, important contacts, ongoing initiatives, and lessons learned.

- Even after officers leave the executive board, they remain in regular contact with new officers to provide continued support, answer questions, and ensure smooth transitions, with the previous president continuing to attend executive board meetings to offer experience, context, and guidance when needed, creating an institutional knowledge transfer system that prevents the loss of critical organizational information.

#### **Chapter Development Questions for 2026-2027:**

- The officer transition process begins early with Q&As and shadowing—what assessment does the chapter conduct to determine if new officers actually feel prepared when they assume their roles, and what gaps exist in this process?
- The chapter claims that values-based learning continues "throughout the member experience". Beyond new member education, what specific touchpoints exist for sophomores, juniors, and seniors to continue developing their understanding of the chapter's principles?
- What evidence demonstrates that the chapter's values-based education actually influences member behavior versus members simply knowing what to say during education sessions?

In the area of **Chapter Growth and Sustainability**, the committee rated Delta Upsilon to be an Accredited **Chapter**.

#### **Service and Philanthropy**

- Delta Upsilon approaches philanthropy and service work through the lens of their four founding principles (promotion of friendship, development of character, diffusion of liberal culture, and advancement of justice), with a primary emphasis on the development of character as the guiding value for their philanthropic efforts.
- A primary objective outlined in their philanthropy plan was to increase upperclassmen involvement in philanthropic activities to ensure that community service and giving back extends beyond new member requirements and becomes a sustained practice throughout all four years of membership.
- The chapter implemented a dedicated presentation in March 2026 for new members specifically focused on teaching the value of giving back through philanthropy and community service, and demonstrating how these activities embody their four founding principles, ensuring that philanthropic values are instilled from the beginning of members' DU experience.
- Delta Upsilon's Global Service Initiative represents a multi-year, internationally-focused philanthropic commitment where brothers from DU chapters across America travel to Negril, Jamaica to construct and improve a local elementary school, creating tangible, lasting change in an international community and serving as a point of pride that motivates member participation in all philanthropic activities.

#### **Chapter Development Questions for 2026-2027:**

- With an average of 3-4 service hours per member and a total of 160-170 hours for the year, how does this compare to the chapter's goals, and what specific strategies will they implement to increase individual member participation in service activities?
- The Global Service Initiative (GSI) in Jamaica is clearly a point of pride—how is the chapter leveraging this signature program to engage members who have not yet participated, and what succession planning exists to ensure institutional knowledge about GSI is passed to future leadership?

- The chapter identified "community service hours per member" as a weakness in their SWOT analysis. What systemic barriers prevent members from participating in service, and how will their partnership with the CSO address these barriers?
- How does the chapter ensure equitable participation in service across all class years, particularly given their identified challenge with upperclassmen engagement?

In the area of **Service and Philanthropy**, the committee rated Delta Upsilon to be an **Accredited** Chapter.

### Facility Management

- The chapter utilizes a dedicated house chat as the primary communication channel where important facility-related information is distributed daily, ensuring all members are informed about house maintenance issues, cleaning schedules, facility updates, and operational matters in real-time, creating a transparent and responsive communication infrastructure for facility management.
- Building on their SMART goals, the chapter operates a rotating duty group system where specific groups of members are assigned weekly cleaning and maintenance responsibilities for common areas, with tasks changing weekly but requiring completion multiple times daily, creating shared accountability for maintaining facility standards and ensuring no individual member bears disproportionate responsibility for house upkeep.
- The Head of Standards Board and House Manager collaborate to oversee facility maintenance compliance, conducting regular inspections to ensure duty groups complete their assigned tasks, holding weekly Standards Board meetings to discuss facility conditions and address any maintenance issues, and imposing fair and consistent consequences when members fail to meet their cleaning and upkeep obligations, thereby maintaining high standards for the chapter house environment.
- Delta Upsilon actively collaborates with Lehigh University's Office of Sustainability and EcoReps program to access expertise, resources, and best practices for facility management, ensuring the chapter's sustainability initiatives align with institutional goals and benefit from professional guidance on environmental issues.

### Chapter Development Questions for 2026-2027:

- How does the chapter balance the desire for a well-maintained facility with the reality of college students living together, and what standards are actually realistic versus aspirational?
- Given that facility management is listed as a "strength" in the chapter's SWOT analysis, what best practices could they share with other chapters, and how do they maintain this strength during leadership transitions?
- The weekly house standards/duty group system assigns rotating cleaning tasks—what happens when groups consistently fail to complete tasks, and how does the chapter prevent this from creating resentment among compliant members?
- What consequences exist for members who repeatedly violate sustainability practices, and how do these align with the chapter's Standards Board policies?

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

### Health and Safety

- Delta Upsilon implemented a mandatory event management rotation where the Vice President of Loss Prevention creates a randomized list of all members at the start of each semester, ensuring

equitable distribution of safety responsibilities across the entire chapter and preventing any member from being excused from event duty except for validated reasons including family/health issues, off-campus obligations, upcoming exams, or social suspension/probation.

- The chapter has developed a five-step mental health support protocol that guides members on how to help someone struggling with mental health issues, including preparing for conversations, starting discussions with empathy, practicing active listening without judgment, encouraging professional action, and conducting regular check-ins, with direct connections to Lehigh's Counseling & Psychological Services (UCPS) at 610-758-3880 and the free Telus Health Student Support app.
- All Delta Upsilon Loss Prevention policies are taught during associate member education and reviewed by all current members during a chapter meeting at the start of each semester, ensuring continuous education about alcohol policies, hazing prevention, discrimination and harassment policies, medical good samaritan protections, firearms prohibitions, and fire safety standards.

#### **Chapter Development Questions for 2026-2027:**

- The chapter's crisis management procedures seem comprehensive on paper. How often do they practice these procedures through drills or simulations to ensure members can execute them under actual crisis conditions?
- The chapter has three sober monitors at each event. How do they ensure these brothers are actually performing their duties throughout the entire event versus just being present at the beginning?
- What assessment does the chapter conduct after events to evaluate the effectiveness of their safety measures and identify areas for improvement before the next event?

In the area of **Health and Safety**, the committee rated Delta Upsilon to be an **Accredited** Chapter

#### **Member Education and Development**

- The chapter established a comprehensive peer accountability process through a standards board composed of members from each grade level (freshman through senior), ensuring diverse representation and creating a system where members of all class years are responsible for keeping each other accountable and preventing incidents before they occur.
- The executive board works directly alongside chapter advisors to discuss and develop strategic approaches for preventing conduct incidents, which are then relayed to the general membership, demonstrating a coordinated leadership approach that leverages both student and alumni perspectives on risk management.
- The chapter has assisted members in creating comprehensive four-year academic and career plans, providing structured guidance that helps members think strategically about their entire undergraduate experience and align their fraternity involvement with their long-term educational and professional goals.
- Delta Upsilon conducted resumé building workshops for members, offering practical career preparation support that equips members with essential job search tools and professional presentation skills that will benefit them beyond their college years.

#### **Chapter Development Questions for 2026-2027:**

- The chapter's Standards Board includes members from each grade. How are these representatives selected, what training do they receive, and how does the chapter ensure consistency in accountability decisions across different cases?

- The chapter attended three educational programs (anti-hazing, perfect party, anti-semitism) hosted by other organizations. What follow-up occurred after these programs to apply learning to the chapter's practices?
- How does the executive board measure whether the strategies they discuss with advisors to prevent conduct incidents are actually being implemented by general members?

In the area of **Member Education and Development**, the committee rated Delta Upsilon to be an Accredited - Chapter.

### Member Engagement and Belonging

- All described brotherhood activities were explicitly designed and executed without alcohol, demonstrating the chapter's commitment to creating inclusive social environments where members can connect authentically and where participation is not contingent upon or centered around substance use.
- Delta Upsilon hosted video game tournaments that were open to all members of the chapter, providing an alternative engagement activity that appeals to members' diverse interests and creates opportunities for friendly competition and bonding outside of traditional social settings.
- Delta Upsilon organized multiple barbecues at upperclassmen's off-campus residences where all members were invited to enjoy dinner together and spend quality time bonding, effectively bridging the gap between on-campus and off-campus living members while fostering cross-class relationships.
- The chapter hosted a Super Bowl viewing party where they arranged all chairs and couches in stadium-style seating at the chapter house and ordered dinner for all members, creating an inclusive, alcohol-free environment that brought the entire membership together for a shared cultural experience.

### Chapter Development Questions for 2026-2027:

- How does the chapter measure whether members genuinely feel a sense of belonging versus simply attending events, and what data do they collect on member satisfaction with brotherhood programming?
- The chapter's events appear heavily focused on food and sports viewing. What other types of brotherhood activities have they considered to appeal to members with diverse interests beyond traditional "guy activities"?
- What specific strategies exist to ensure off-campus members, particularly upperclassmen, feel equally connected to the chapter compared to those living in the house?

In the area of **Member Engagement and Belonging**, the committee rated Delta Upsilon to be an Accredited - Chapter.

### Goals and Achievement Plan

- The chapter established a goal to create an anonymous feedback portal that allows members not on the executive board to contribute ideas and participate in chapter decisions, with the executive board committing to check submissions at each meeting and present member suggestions during weekly chapter meetings, thereby fostering greater democratic participation and ensuring all voices are heard regardless of leadership position.

- Delta Upsilon implemented a revised house points system led by the VP Philanthropy and House Manager that allocates significantly more house points for attendance at non-mandatory events compared to the previous minimal amounts, with the goal of increasing member enthusiasm and participation in voluntary chapter activities, particularly among upperclassmen, while maintaining rolling point tracking throughout the semester to ensure accuracy and evaluate effectiveness.
- The chapter set a strategic goal to build a stronger working relationship with Lehigh's Community Service Office (CSO) through regular check-in meetings at the beginning and end of each semester, sharing the chapter's annual philanthropy and service plan for CSO feedback, and ensuring all members participate in collaborative planning efforts to access more service opportunities, improve communication channels, and align chapter events with actual community needs.
- The executive board, particularly the President and Philanthropy Chair, committed to meeting with juniors and seniors at the beginning of each semester to solicit specific feedback about how to increase upperclassmen involvement in chapter activities, then collaboratively planning community service and philanthropy events on a joint semester calendar that addresses upperclassmen interests and schedules, with the goal of dramatically increasing service hours per member and expanding community outreach through better engagement of off-campus and upper-class members.

#### **Chapter Development Questions for 2026-2027:**

- The chapter's anonymous feedback system is intended to increase member voice. What evidence will demonstrate this system is actually being used, and how will the chapter prevent it from becoming ignored over time?
- The increased house points for non-mandatory events is designed to boost participation—what happens if this type of motivation doesn't lead to genuine engagement, and how will the chapter know if members are attending just for points versus actual interest?
- The chapter's goal to strengthen the CSO relationship involves check-ins at the beginning and end of semester. What specific, measurable outcomes will indicate this relationship has actually strengthened beyond just having meetings?

In the area of **Goals and Achievement Plan**, the committee rated Delta to be an **Accredited** Chapter.

#### **Overall Rating**

**Overall, Delta Upsilon has been rated an Accredited chapter by the 2025-2026 Accreditation committee.**

**The Accreditation committee assigns Delta Upsilon an overall rating of Accredited, chapter 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**

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