

2020-2021 Year End Evaluation Feedback Report

Given the impact the COVID pandemic has had on our community and chapter operations, OFSA has elected to alter Accreditation for 2020-2021. For the 2020-2021 academic year, chapters will be assessed through a modified Year End Evaluation Report process.

Chapter:

Delta Upsilon

Assistant Director:

Devore McIntosh

Rating Scale

For the 2020-2021 academic year, chapters will not be assessed based on Accredited with Excellence, Accredited, Unaccredited or Unacceptable. Instead, each area will be assessed by a panel of students, faculty, staff and advisors. The combined average will produce a numerical average value signifying Exceptional, Above Average, and Average. This evaluation is not only based on performance, but also on effort made to prioritize these essential areas during a pandemic in lieu of more traditional fraternity and sorority efforts and operations.

Exceptional [3] - extraordinary demonstration of chapter operations and membership engagement in the area of evaluation

*remarkable commitment to chapter and community purpose, mission and values

Above Average [2] - commendable demonstration of chapter operations and membership engagement in the area of evaluation

*outstanding commitment to chapter and community purpose, mission and values

Average [1] - standard demonstration of chapter operations and membership engagement in the area of evaluation

*acceptable commitment to chapter and community purpose, mission and values

2020-2021 Year End Evaluation Report Areas

1. Prioritization of membership engagement & accountability
2. Dedication to educational initiatives & chapter priorities
3. Commitment to diversity, inclusion & equity
4. Ability to adapt and implement creative and innovative methods
5. Emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members

Chapters are encouraged to upload any supplemental materials to their Year End Evaluation Report folders. Doing so will allow the interview panel and Assistant Directors the ability to provide meaningful feedback as they prepare to interview and evaluate chapters.

Examples include, but are not limited to, marketing materials, program flyers, chapter meeting minutes, Summit of Headquarters chapter presentations, recruitment materials (videos, presentations), overview of community service hours/member, overview of philanthropy events and dollars raised and donated to charities/foundations.

List any chapter provided supplemental materials.

N/A

Demonstrated effort toward prioritization of membership engagement & accountability.

Examples could include but are not limited to

- *Hosted virtual brotherhood/sisterhood events to keep members engaged outside of chapter meetings.*
- *Evaluated and restructured our standards board to achieve better accountability in the chapter.*
- *Focused on engagement of members in all classes.*
- *Chapter responded to OFSA related emails within the required deadlines.*

Chapter's demonstrated description and justification.

Our chapter, despite the various obstacles faced in regards to COVID 19, has been operating at not only a high proficiency but one that focuses on member engagement and strong brotherhood. DU holds a virtual weekly Chapter meeting, consistently occurring on Sundays at 8 pm, to go over the week's events. This may include brothers getting people together to play video games, study sessions (where brothers can study together on zoom instead of alone in their room), or other events that stimulate engagement. One popular event has been brothers playing the iPhone game "among us" together and being able to connect in a virtual environment. Brothers create Zooms and play this online game together which is fun but also allows members to connect and maintain their strong relationships. Furthermore, our philanthropy events, while mostly geared towards community involvement, have stimulated excitement in our chapter. For example, a recent event was with the local Bethlehem hotspot El Jefe's, and a certain percentage of each person's purchase went to the charity we picked. Not only did this engage our members to be part of the community, but sparked conversation within the chapter with things like "Just got my El Jefes". Membership to Delta Upsilon doesn't end after graduation nor do we want active involvement to dwindle as brothers go into the upperclassmen years.

The Standards Board has faced a large restructuring due to an event that involved brothers where COVID 19 guidelines were broken. In order to hold more accountability in the chapter, there was a COVID contract put into effect. This contract required brothers to keep masks on, follow Lehigh's guidelines, and overall have a strong general respect for the community. It reinforces Lehigh's rules and keeps our brothers in the forefront of being respectful community members. For example, one portion reads: "All members will report any notice of a positive test from an outside testing site directly to the Health Center at Lehigh". If these are broken, harsh violations were put in place to make sure DU keeps it's good standing status but to also not be a perpetrator in this pandemic time. These violations go as follows: "Violation 1: Pause on Chapter Involvement (chapter, zoom meetings, brotherhood virtual events) for two weeks, a formal apology at Sunday Chapter, and a video call with the Standards Board". "Violation 2: A semester suspension from the Chapter and meeting with the Standards Board". And finally, the 3rd Violation results in expulsion from the Chapter. We have used Standards to enforce the COVID guidelines and created things like the COVID Contract which is updated when new guidelines are put in place.

Further than the COVID Contract, the President, Evan Mahaffey, has discussed with Nicole Belinky, the

Delta Upsilon Director of Chapter Development and Conduct, about the Standards Board and has worked with the Board to make sure the Chapter is holding brothers accountable. Instead of solely having a conversation, Delta Upsilon has implemented the Violations table in order to have more structure when deciding how to proceed with certain situations. This has allowed the chapter to operate and take care of internal brotherhood accountability issues more effectively. It's also shown that the chapter has the ability to have strong Standards instead of constantly relying on Lehigh's conduct process. Delta Upsilon's implementation of these aspects like the COVID Contract and stronger Violation templates show that the Chapter is moving towards being able to take more accountability while dealing with certain situations internally.

Communication with OFSA has been strong. The COVID Guideline meetings have been met as well as emails, deadlines, and others being completed in a timely and thorough fashion. For New Member Academy, DU achieved 100% participation which shows the Chapter's ability to operate efficiently but also garners support from all brothers when the chapter is needed to participate. This is also seen in the Anti-Hazing seminar where DU again achieved 100% participation. GreekLifeEDU was completed as well as forms for Housing, Rush, and Composites where DU was able to give all necessary information before the deadlines. There is weekly communication between the President, Evan Mahaffey, and Devore McIntosh. Here there is a zoom meeting that goes over the previous week's events or completions and talks about the future and necessary deadlines the chapter needs to meet. Evan also attends the weekly IFC Council meetings. Responding before deadlines, full member participation, and attendance for meetings all are testaments to the Chapter's ability to operate internally at a high capacity. Brothers are committed to being active members and show that through their activity in regard to Lehigh events or things like Chapter.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Delta Upsilon did not display anything profound with how they engaged their members. Delta Upsilon implemented the use of zoom and other social virtual technologies for their members to be involved. Delta Upsilon restructured the standards board to reflect the times that the chapter has found itself in given the pandemic and an essentially virtual academic year. The chapter could have spoken more about the brotherhood events that they would enact during this difficult time.

Chapter Development Questions & Rating:

Delta Upsilon did not show great range in what they did to engage their members other than the standard use of zoom. But the actual restructuring of their standards board along with communication with nationals to meet the best practices for their organization was good to see.

- What could the chapter have done to better engage its members?
- In terms of the member well-being, what could be implemented to keep up with that change

Demonstrated effort toward dedication to educational initiatives & chapter priorities

Examples could include but are not limited to

- *Hosted a virtual visit from Educational Leadership Consultant (or equivalent).*
- *Took specific steps to ensure the chapter was fiscally responsible, offering flexible opportunities for membership dues or payment plans due to financial issues or concerns related to the pandemic.*

- *Chapters should be attending all necessary National/regional/area organizational meetings as required.*

Chapter's demonstrated description and justification.

This semester, brothers had the privilege to virtually meet with Delta Upsilon Lehigh alumni Robert Ferrara to talk about personal finances and budgeting. Ferrara, a Certified Public Accountant, met with the brothers via Zoom to talk about fiscally planning for today and for the future. In the 45-minute meeting, Ferrara touched on topics such as making a budget, tracking expenses and income, and setting goals for the future. Ferrara stressed the importance of saving and investing as early as possible, by either putting your money in the bank and collecting interest or investing through alternative methods, such as stocks and bonds. The brothers were awed by Ferrara's own experiences saving and planning ahead while he was at Lehigh and how the financial decisions he made while in college affect him today. One of the biggest takeaways was that brothers should self-evaluate and differentiate needs from wants to help minimize expenses. While the chapter makes it a goal to meet with alumni every semester to share insight, Mr. Ferrara is an active alumnus who loves to come and help out brothers. Mr. Ferrara is also a great resource for members to reach out to about career advice etc., especially those in the business school and those pursuing a major in accounting.

From a fiscal standpoint, the chapter was malleable to external economic conditions. With the aid of Delta Upsilon International, the chapter received a credit that resulted in a sharp decrease of membership dues to only \$100 for the semester. The reduction in membership fees was due to the pandemic and cushioned the blow of economic hardship that brothers could have experienced. Fortunately, most brothers were able to send in membership dues on time, which were properly accounted for. Some members needed assistance or additional time to send in membership fees. For the aforementioned circumstance, brothers who could not send in membership fees right away met with the Vice President of Finances to discuss a payment plan that would ensure the dues were met within a reasonable time frame. Each payment plan differed for each circumstance, but thanks to the easy flow of communication between the Vice President of Finance and members, all dues were met accordingly. While receiving and collecting membership dues are important, it was equally as important to understand the extraneous circumstances that the pandemic has brought to the families of members.

Additionally, many costs associated with a normal semester this spring have been void. For example, the chapter did not have to account for any normal expenses living in the chapter house. Combined with reduced membership fees and donations from alumni, the chapter is in a very strong financial condition.

As a chapter, we maintain a very good relationship with our international organization. We remain in "Good Standing" with IHQ, which means that we are meeting or exceeding every requirement that is expected of us. We have had brothers attend every opportunity of virtual Leadership Programming throughout the year, including 2 brothers at DUEL (Delta Upsilon Emerging Leaders), 4 brothers at LI (Leadership Institute), and our entire executive board of 8 brothers at RLA (Regional Leadership Academy). At these programs, brothers learn both about how the international organization is run, and also how to best lead their chapters to success. Another great benefit of attending these programs is building personal relationships with the IHQ staff so that you always have someone to reach out to for help or advice. We meet regularly with our chapter liaison who is very helpful in terms of effectively communicating with the international organization. She also updates us on the long and short-term objectives of IHQ, which we share with the general members at Chapter. The chapter is looking forward to receiving an exceptional Men of Merit Scorecard over the summer, which is essentially a report on how well we are meeting the expectations of IHQ based on criteria such as philanthropy, service, chapter size, and outstanding dues payments. We have been on a steady incline for a few years now, receiving more "Aspirational" ratings and less "Needs Improvement" ratings, a trend we are working hard to maintain. Finally, one of our members serves as an Undergraduate Advisory Board representative for the Northeast Province of Delta Upsilon chapters. This brother is one of only 6 people who represent the entire undergraduate body of about 4000 DU members across the United States and Canada. Overall, we preserve a very mutually beneficial relationship with DU Internationals and look forward to continuing this trend with our new members.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Delta Upsilon did a great job at communicating with their nationals and attending the necessary regional and national meetings. The chapter's utilization of alumni support was evident in the type of programming the chapter was able to have virtually during the past academic year. Delta Upsilon's ability to lower dues to \$100 is very impressive as it allows members to remain full-fledged members and during difficult times have that support system they have come to know.

Chapter Development Questions & Rating:

Delta Upsilon has shown a great ability to stay afloat and continue to complete the necessary requirements nationally set. The organization was able to lower the price of dues to retain members.

- What actionable items have been out in place from these regional/national meetings?
- What could the organization do to bridge the Greek vs non-Greek divide?
- Outside of the program conducted by alumni members, what offices on campus could have provided some form of support to the chapter?

Demonstrated effort toward commitment to diversity, inclusion & equity

Examples could include but are not limited to

- 75%-100% completion of the EverFi Course on DEI.
- Hosted various offices on campus during chapter virtually for education on Black Lives Matter, the Election, the LGBTQ community, and supporting a diverse membership.
- Evaluated by-laws and recruitment practices for potential or unintentional bias.
- Held conversations with chapter members and/or the executive board using guiding questions from OFSA.
- Programming was conducted with at least 1-3 organizations that are non-greek affiliated or culturally based.

Chapter's demonstrated description and justification.

Our chapter has worked hard this year to make sure we are committed to diversity, inclusion, and equity, despite the struggles that Covid-19 has presented. EverFi's course on diversity, inclusion and equity gave all chapter members a great baseline of knowledge around the topic they could apply throughout the year. One highlight of that fact is that 99% of our members completed Diversity EDU training to learn about how to become a more inclusive organization.

Especially in the past year with the Covid-19 pandemic making inequities more profound, and the events surrounding George Floyd and police violence we thought it was especially important to make it a focus. Our diversity chair Max Jaenike held important conversations with the chapter during the time of the events and Black Lives Matter protests to encourage discussion and learning. These discussions started with Max presenting to the entire chapter in spring 2020 chapter meetings. They then continued over Zoom throughout the summer and were attended by many interested brothers. We thought that it was important to not only practice inclusiveness and equity in our chapter but to also be aware of national trends that may have an impact on our chapter. We have continued to follow current events in the country by continuing Max's weekly discussions as well as brothers giving presentations to the rest of the chapter. With the election last fall it

was important to talk about the events happening in our country and how they could potentially have an impact on Lehigh as a university and our brotherhood. Our membership hails from many different backgrounds all over the country so there were naturally differing opinions on plenty of these topics. Having civil and formal discussions throughout the year gave Max a platform to educate on and correct misinformation about diversity and inclusion in the country.

In addition, with these events, the country underwent a reckoning about how to become more equitable, and similarly, in the Fall the chapter executive board met to review our current policies and recruitment practices. We wanted to make sure that we weren't excluding anyone through our recruitment and that nothing we did as a chapter once members were recruited would make more diverse students uncomfortable. We also wanted to go beyond the minimum requirement of not excluding people to look for ways to actively make it easier for students that may have traditionally not joined the chapter to do so. This involved meeting with our recruitment chairs to try and remove any bias from the process. Some of our brothers from groups not traditionally represented by greek life provided valuable insights into how aspects such as race and sexuality can make potential new members feel alienated during recruitment. We pride ourselves in having a diverse chapter, reviewing these practices ahead of time before we met any new members, and started the rush process proved to be very helpful. This year more than others we feel we have found a diverse group of new members who have already gotten along very well. At the same time, we incorporated many online rush events using zoom to make sure we weren't excluding students who couldn't be on campus this semester, especially as it may be the less privileged students who weren't able to be here. Although online recruitment took a little getting used to at first, these events were fun ways for our brothers to meet with new students while not risking exposure and including students at home. As one of Delta Upsilon's four founding principles is the advancement of justice, we have worked hard to incorporate lessons on inclusion, diversity, and equity into our programming for initiation. We have also made future plans as well as strived to reduce some of the financial costs associated with chapter events and activities as we recognize that this is often a way in which some brothers are excluded.

Attending programming and events with cultural organizations is important to many of the brothers of Delta Upsilon. Brother Josh Felgoise is the president of Lehigh Chabad and encourages the entire chapter to get involved. This has gone over well with everyone and many brothers can be found attending Shabbat dinner at the Chabad house every Friday night. For Jewish members, it is a great opportunity to stay connected with their values while away from home and for others, it is a chance to learn more about Jewish culture and create a closer bond with other members of the chapter. Participating in events with cultural organizations such as Lehigh Chabad gives our brothers the chance to interact with others outside of the Greek community and further develop as men.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Delta Upsilon seems to have an understanding of the importance of DEI as they have had weekly discussions on various topics since 2020. As the candid conversations began to grow in scope the natural progression would have been to bring in some outside speakers for a new voice and one that is potentially more knowledge pertaining to the talking points of that day. The chapter had done a great job at having 99% of the chapter complete the required Diversity EDU course, and in turn, being more ready to have uneasy conversations with the chapter. The chapter has taken big strides, but they are missing a few key elements, which they still have the opportunities to fulfill moving forward.

Chapter Development Questions & Rating:

Delta Upsilon has done a good job in the area of DEI thus far but there are still few steps needed to be

taken.

- Will the Chapter implement a DEI chair?
- What outside offices and organizations can you partner with to have more courageous conversations?
- What does having a wider pool in terms of recruitment look like?

Demonstrated effort toward ability to adapt and implement creative and innovative methods

Examples could include but are not limited to

- *Hosted a virtual philanthropy event through xyz platform and raised x amount of dollars.*
- *Created new communication and incentive programs.*
- *Hosted virtual recruitment/mock recruitment events to help prepare the chapter for recruitment/intake.*

Chapter's demonstrated description and justification.

In a year of uncertainty and irregularities, now is the most important time to give back to our community. People are struggling to afford basic expenses, such as rent and electricity, but now consider the even pricier expenses. In the scenario when someone gets injured or sick, people are being left with almost nothing. COVID has left many people struggling worldwide, but as Lehigh students, we want to give back to our community, which has welcomed us with open arms.

Delta Upsilon did a stellar job hosting a very successful virtual philanthropy event. Considering the difficult circumstances due to COVID, it was of utmost importance to be creative and innovative in order to make the best fundraiser possible. We demonstrated this creativity with our successful fundraising this past fall, with our "DU Run" fundraiser, encouraging people to go outside, get exercise, and all for a good cause (Gilda's Club) In order for a fraternity fundraiser to be successful, it is important to have the involvement and enthusiastic support of every single brother. Everyone was actively engaged, posting all over social media and spreading the word to our peers. Considering the challenges that COVID created, the Delta Upsilon fraternity did an exceptional job adapting to this difficult situation.

This semester we hosted a virtual incentive fundraiser, surpassing our original goal of \$1,500 and raising an impressive \$1791.32 for both Global Service Initiative and No Kill Lehigh Valley. The Global Service Initiative (GSI) is the DU organization that provides philanthropic trips for brothers to help other areas. This is very important to the basis of DU, as the GSI builds better men. The other charity we supported is No Kill Lehigh Valley, which keeps animals out of shelters and provides veterinary support for people who cannot afford the proper treatment and care. We chose this nonprofit organization because we wanted to stay close to our Lehigh Valley roots and help struggling organizations. As referred to earlier, Bethlehem is one big community and in order to make it the best it can be, we must help organizations that's sole purpose is to help the people of Bethlehem. Animals are family to us, and being unable to afford proper treatment could be detrimental to a family. We were in contact with Diane Davidson, the head of No Kill Lehigh Valley, who is thankful and appreciative for our help. We made a difference in helping nearby families, which is the objective of our philanthropic events.

Even though this fundraiser was created for a very serious and meaningful cause, it was a lot of fun and was very engaging amongst the brothers and the Lehigh community. Every brother posted a flyer that included incentives for the total amount of money that we raised; these incentives being chosen by brothers who offered to do them. All of these were COVID-friendly, and we were able to get a lot of support from the Lehigh community. A few examples of the incentives we used were Justin Groothuis will eat 6 raw eggs at \$450, Enzo Zechiel will dye his hair blonde at \$750, and Brian Buzgo will shave his beard in the style chosen by the highest donor. The highest-priced incentive, for \$1500, is a swimsuit model calendar of the

sophomore class. As mentioned, it is important to be as creative as possible, and this was the most proficient way to gain popularity for the fundraiser. Due to this innovation, we surpassed all of these goals and are currently in the process of completing the remaining incentives.

Even in the hardest of times, giving back to the community will help make it a more sustainable place. Philanthropy is very important in life, and by practicing it with our fraternity brothers we are setting a precedent for our careers, and that we should always be mindful of the community we are living in, and help those who cannot help themselves.

Along with creative philanthropy events, another way that Delta Upsilon adapted this past year to implement creative and innovative methods was with the variety of zoom events that we held throughout the rush process, done in order to stay compliant with COVID guidelines. We first ran larger workshops where brothers met with PNMs in larger groups to determine kids that we thought would be a good match with DU. From there, we began having events where we played a variety of video games with the PNMs and got to know them more personally, as games created a more natural way of bonding and talking with them. At the end of rush when we gave out bids, we contacted all the kids before the official bid signing day and had a celebration over zoom with them to try and give them the most exciting and best possible experience while staying COVID safe.

Without planning and implementing all of these events, working with brothers beforehand to make sure everybody was on the same page rush-wise, and that we would have successful solutions to the issues posed to us by COVID, Delta Upsilon would not have been nearly as successful with our spring rush than we were.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Delta Upsilon has done a good job highlighting what they have done over the past academic year when it comes to service and philanthropy. To see the chapter, adapt more seemingly than other organizations and achieve the goals they set forth for themselves was ingenious in itself. Delta Upsilon used new methods to match up potential new members with current members to create a bond before potential new members were given the opportunity to become members of the organization. The end result of their innovative methods and ingenuity led to a new member class of 23 new members.

Chapter Development Questions & Rating:

Delta Upsilon has done a great job at being innovative and implementing new strategies to adapt to the virtual landscape. But a caveat was the lack of connection and service to Southside Bethlehem and the impact of donations.

- What impactful service-based programming can the chapter do for the 2021-2022 academic year?
- What new strategies will be implemented for next year that was used this past academic year?

Demonstrated effort toward emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members

Examples could include but are not limited to

- *Collaborated with Headquarters to initiate new members virtually.*
- *Maintained frequent contact with new members through various means such as text, GroupMe, Zoom, etc.*
- *Provided opportunities for new members to engage with active members, chapter leaders and alumni.*
- *Chapters need to adhere to the timelines and schedules given to the office as well as the names of Potential new members in a timely manner.*

Chapter's demonstrated description and justification.

For this Spring 2021 semester, the chapter demonstrated great effort to teach new member education to the new members despite dealing with the COVID-19 pandemic. We engaged with new members on a weekly basis and continuously made contact in order to learn more about each other. This consisted of communicating through Telegram and text message about scheduling meetings via zoom. We most commonly met on Sundays at 7pm through a zoom link that was sent. During these meetings, we would talk about how school is going and any initial updates that needed to be presented. Next, the new member educator would talk about the history of Delta Upsilon, how we were founded, and famous founders of our chapter. This would continue each week with more information being given about the history of our house, our founding principles, and our expectations as a non-hazing fraternity. Along with this, the new member educator would have one member from the executive board come to the meeting and speak about their role in the house. This gave valuable insight to the position and gave the new members information on whether they would eventually want to take on any of these roles. It also allowed new members to become more familiar with brothers of the house.

Along with engaging our new members through education about the chapter, our onboarding spread outside the fraternity. Apart from brotherhood events, we found ways to be social with one another. Our new members and current brothers enjoyed playing in the school's cribbage club via zoom and several other clubs. Another great part in the social organization within the chapter with our new members was a charity event that we held the first week into April. This allowed new members to participate in the event through charitable actions when our donation milestones were reached. Through integration of new members watching how this event was planned became easier for our new members to recognize how a philanthropy event is planned and executed. Next year, when our new members are looking to be a part of the exec board, hopefully they will have retained some helpful insight into how to organize charitable events supporting foundations like GSI. With the experience the new members have had spectating a Delta Upsilon event, they practiced social, organizational skills working towards a common goal. It is important that we put an emphasis on group collaboration skills that are helpful to reach a common goal because next year when our new members come on eboard we would like them to continue to onboard their new members. The four phases of onboarding include initial onboarding, initial development, ongoing development and retention and then separation. In this case, I have described phase one and initial development. Ongoing development and retention will honestly continue until next year when they are faced with the same task of informing new members of the chapter and our history as a non-hazing fraternity. They will have to collaborate together in order to organize philanthropy events and inform new members about Delta Upsilon. The last stage in onboarding is technically "separation" which is not quite applicable to our fraternity, however a more accurate description would be to "pass on." It is the most exciting time to be a sophomore involved in the new member education process and seeing our emerging leaders excited about brotherhood. This process is aimed at that so they are prepared to be leaders next year for another new class. This is something that we hoped to achieve and instill in them through like I said earlier: planning the philanthropy event with GSI. Our usual zoom call to check in on brothers was taken to another level to organize something we all wanted to make happen. Apart from reaching common goals together, we regularly find ways to have fun over zoom. With new members, we have had a fun time playing "among us" which is a "guess who" game as we try to figure out who the "impostor" in the room is. It is fun to play the game as we get to know our brothers better as when we are all called into a room in the game when something suspicious happens. Sometimes it is obvious who the "imposter" is and other times the least suspicious out of the bunch is actually the "imposter!" Our new members especially love this game, and I can say the brothers in the house do as well. Bragging

rights come with the best wins so it is especially fun to watch because the winner changes quite frequently.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Average

OFSA & panelist feedback to chapter for this evaluation area.

Delta Upsilon provided good insight into the process of what the potential new members and the current members interact with one another, however, there was not much in the way of how the spring 2020 member onboarded and due to multiple interim suspensions from the 2021 spring semester the members have been officially onboarded as of yet.

Chapter Development Questions & Rating:

Delta Upsilon lacked substance in this area other than meeting up virtually and playing games, there was no talk of programmatic functions, and with the multiple interim suspensions, the spring 2021 members have not been fully initiated.

- What lessons from the spring 2021 semester can be applied moving forward?
- What will be done to make sure potential new members follow policy?

Chapter SWOT Analysis

In order for the interview panel and OFSA to have a clear understanding of the current celebrations and challenges your chapter faces, OFSA is expecting chapters to evaluate their current state by conducting a SWOT analysis. This does not have to be lengthy, but should include a snapshot so that we are able to offer specific and clear feedback and action items moving into the 2021-2022 academic year.

This section will not directly impact the overall evaluation rating.

Chapter's provided response in text boxes below:

Strengths: <ul style="list-style-type: none">• Continual philanthropy during semester through COVID-19 restrictions• Engagement with Lehigh clubs and outside organizational groups that keeps brothers well ingrained on campus.• A full new member class that is eager to engage with the community and betterment themselves	Weaknesses: <ul style="list-style-type: none">• Conduct issues over the past semester, and the misrepresentation of our values and chapter• less engagement throughout the chapter due to COVID-19 restrictions• increase appeal to different diverse groups across campus to increase diversity.
Opportunities: <ul style="list-style-type: none">• remote mentor sessions for those struggling academically or holding study sessions• plan networking events with alumni remotely to increase opportunities and connections for members• implement academic achievements for	Threats: <ul style="list-style-type: none">• disengagement with older brothers due to Greek Pause and COVID-19 causing disunity.• less direct engagement with Bethlehem community due to COVID-19

brothers as an incentive to increase house GPA.	
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OFSA & panelist feedback to chapter for the SWOT Analysis.

There seems to be a disconnect that was not highlighted throughout the report and that was in the threats portion where there is a disengagement with older brothers. This disengagement could be seen as a lack of leadership and could be the reasoning for the issues the chapter has faced throughout the spring semester. Even examining the weaknesses, the lack of older mentorship and leadership is the caveat to the issues Delta Upsilon has had.

Concluding Summary

Overall evaluation rating. [Exceptional, Above Average, and Average]

Above Average

OFSA concluding summary.

Delta Upsilon has done a good job operating as a chapter during the academic year. They have been steady with the attending of regional and national meetings with a rate of over 96% attendance. The organization has connected with its members via zoom to establish a culture of communication virtually. The chapter was forward-thinking with creating a COVID contract with its members to understand the seriousness of the pandemic; however, the chapter had some pitfalls in the spring semester that led to the chapter being placed on interim suspension twice, which did not allow them to complete their new member education. The chapter needs to utilize office resources at Lehigh moving forward as well as a game plan for how to conduct impactful community service. But all in all, the altruistic nature of the younger members with the new members is good to have seen. Delta Upsilon should be in a good place moving forward.