

## Chapter Year End Report 2019-2020

### Assistant Director Feedback Report

#### Chapter:

Delta Upsilon

#### Assistant Director:

Devore McIntosh

### Chapter Response to Greek Pause

What did your chapter accomplish during the pause?

*Please list any practices and/or procedures evaluated and any additional action items your chapter accomplished during this time.*

Chapter Response:

Over the pause, we as a chapter looked internally to correct and improve virtually every aspect of our operations. Piggybacking on the relevant theme of personal accountability, we completely revamped our Standards Board into something that is much more organized, effective, and respected than our previous model. We have confidence in this system and have seen a large cutback in behavior that breaks our chapter rules now that there is a system to give them backbone. In the case when we do have to punish people, the process is focused on addressing the root of the problem rather than a band-aid fix. A template Standards letter to anyone found guilty of violating these rules is attached.

We took the opportunity of reduced chapter activity to plan for the future and put into words what goals we wanted to achieve while laying out the steps we needed to take to achieve them. For example, we simplified our House Points system to prioritize what the chapter values most, completely rewrote our NME plan into something brothers were actually excited to take part in, and established rewards systems for brothers who academically prosper. One of the things that has been most effective was creating a master calendar for all chapter events, including recruitment, philanthropy and service, NME, and academic and career development. This has allowed every brother, and notably the Executive Board, to stay organized and well-informed on chapter activities as well as making sure every event is adequately planned for. We also used this downtime to get creative with ideas for philanthropy, rush events, and brotherhood events. We are already planning the first ever Delta Upsilon Dads Golf Tournament to support our national philanthropy, Global Service Initiative, in the coming fall. Overall, we took advantage of the time we could not use for usual operations and took an introspective dive into how we sought to improve our chapter for years to come. All of

these objectives are laid out in the Post-Pause Plan Presentation attached.

In addition to looking internally, we really made an effort to connect with our national organization on a deeper level as we were restricted from anything Lehigh-related. Our IHQ took an “enhanced interest” in us due to these conditions, as expected; yet despite the initial concerns, we actually improved our relationship with them by demonstrating that we were taking the situation seriously. The two representatives who were most in contact with us were impressed and excited by our plans discussed above. We also opened ourselves up to suggestions and advice, in addition to fulfilling administrative requirements that are typically difficult to focus on, such as achieving 100% completion of GreekLifeEdu and the DU Membership Outcomes Survey. Moreover, the Executive Board spent a weekend attending DU Regional Leadership Academy in Philadelphia and furthered our rapport by having honest and productive conversations with staff members and members of other chapters. Main discussion points were best practices, objectives of the IHQ, and advice on how to best accomplish the goals we have set out for the future. Through thorough plan-making and collaboration with our IHQ, we were able to hit the ground running after the pause and are optimistic about where our chapter is headed in the future.

#### OFSA Assistant Director Feedback:

Delta Upsilon’s response to the Greek pause has shown exciting promise to the future of the chapter and sustaining a promotion of excellence. The chapter has begun the steps to create a master calendar for the academic year, this will assist in the planning of effective programs and initiatives for the year. The chapter has begun the steps to create new philanthropic efforts. The chapter will continue to promote chapter growth by attending national chapter business is crucial for proper development of the executive board as well as keeping the chapter aligned with national benchmarks.

### Chapter SWOT Analysis

In order for OFSA to have a clear understanding of the current celebrations and challenges our chapters face, 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 Assistant Directors are able to offer specific and clear feedback and action items moving into the 2020-2021 academic year.

#### Chapter Response:

##### **Strengths:**

- Large and diverse recruitment classes for two consecutive years, exceeding occupancy requirements
- Enhanced relationship with the

##### **Weaknesses:**

- Conduct issues over the past semester, and the outside misrepresentation of our values that came with that

<p>Bethlehem Boys and Girls Club</p> <ul style="list-style-type: none"> <li>- Constant engagement amongst brothers in outside organizations (i.e., Lehigh Consulting Group, Rugby, TAMID, Club Baseball, Investment Management Group)</li> <li>- Newly strengthened Standards Board, proven to operate efficiently and dissuade poor behavior</li> <li>- Master calendar system that reminds brothers of chapter events and ensures that events are properly planned for</li> </ul>	<ul style="list-style-type: none"> <li>- Decreased house GPA, leading us below the all men's and fraternity average</li> <li>- Less current community engagement with Bethlehem due to the coronavirus</li> </ul>
<p><b>Opportunities:</b></p> <ul style="list-style-type: none"> <li>- Continue engagement with the local Bethlehem community by continuing to meet with the our family from Adopt-A-Family (if possible in the near future)</li> <li>- Increase communication with alumni and our national office through newsletters, social media, and networking events</li> <li>- Further implement expectations for academic achievement and host more educational events to augment importance among brothers (i.e., another study skills workshop around finals time, rewards for those devoting more time to study in the library, etc.)</li> <li>- Plan more networking events between current brothers and alumni to advance professional development and learn more about different career paths</li> <li>- Use post-pause plan and reworked NME plan to change campus culture into something we can be proud of</li> </ul>	<p><b>Threats:</b></p> <ul style="list-style-type: none"> <li>- Older brothers adapting too slowly to amendments following the Greek Pause</li> <li>- Weakened connection amongst brothers due to quarantining over a semester</li> <li>- Potentially lessened involvement with the local community anytime in the near-future due to fears of spreading the coronavirus</li> </ul>

OFSA Assistant Director Feedback:

<p>Strengths:</p> <p><u>What is the standard used to specify a</u></p>	<p>Weaknesses:</p> <p><u>How do you refocus the brand of the</u></p>
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<p><u>"diverse" recruitment class?</u></p> <p>Also promote the chapter successes, connect with the OFSA office or Brown and White.</p>	<p><u>organization? From off-campus culture to impactful young men and leaders?</u></p> <p>Would consider establishing a mentor/study program for brothers who have under performed or searching for internships and jobs.</p>
<p>Opportunities:</p> <p>Suggest annually adopting a classroom and a family through the Community Service Office.</p> <p>Follow up on plans for implementing tangible outcomes for brothers who are acting with high merit (inside and outside the classroom).</p>	<p>Threats:</p> <p><u>Are older brothers being taken to standards when they are "adapting" slowly to new amendments following the Greek pause?</u></p> <p>Need to think about life post COVID-19 and how the chapter and the capacity of member involvement engagement across the board.</p>

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## Concluding Summary

Delta Upsilon does a great job bringing in young men and challenging them to be successful. I, however, do challenge them to take a look at some of the suggestions. The chapter has done a good job throughout the year to be a standout organization. They will need to take the necessary steps to be better and I have faith in those changes. Delta Upsilon has a long and rich history at Lehigh University. Consistency and a proper planning will bring them back to the forefront of our campus organizations and lead to impactful programming, community service, and philanthropic efforts.