

Delta Upsilon
Associate Member Education Plan
Fall 2020
81 W 8th St, Bethlehem, Pa, 18015

PURPOSE:

Delta Upsilon is committed to the purpose, mission and vision of building better men. We aim to do this through our four founding principles; the promotion of friendship, the development of character, the diffusion of liberal culture and the advancement of justice.

The purpose of the new member education plan is to instill these core principles into our new members. In addition to that central purpose, we also want to assimilate them smoothly into the Lehigh chapter of DU and help them learn what it means to be a DU member in this chapter. We want to emphasize the value of the fraternity in many facets of life, including philanthropic, professional, academic and social. Simply put, the purpose of this plan is to be their brothers and teach them what it means to be ours.

Our vision for the program is that the new members will embrace these principles and the brotherhood we wish to share with them. By the end of this process, we want our new members to feel comfortable and at home in the chapter and with any one of the DU brothers. We want them to see what this bond and the fraternal identity it comes with can mean if they embrace it.

Finally, our mission for the new member education program is the same as our national mission. We want to build them into better men. Of course, this process does not stop when they are initiated, but we need the new member education process to be a strong foundation so that, as they progress through school, the fraternity, and life, they can always lean on the core principles that they learn in this program.

RESOURCES:

President: Kenneth Warman, (908)-603-7995, kew322@lehigh.edu

New Member Educator: Ethan Glenning, (201)-788-6405, erg221@lehigh.edu

Risk Manager: Michael Jeney, (908)-625-4941, msj222@lehigh.edu

Lehigh University OFSA (hazing hotline): 1-888-NOT-HAZE

Fraternity's Alumni Advisor: Chad Paul, (610)-392-8888, CPaul@nep.benfranklin.org

Fraternity's Regional Advisor: Veronica Moore, (317)-875-8900, moore@deltatau.org

National Headquarters: 317-875-8900, ihq@deltatau.org

ASSOCIATE MEMBER EDUCATION BEGINS 8/24/2020

- Expectations
 - o Associate Members understand and relate to Delta Upsilon's Four Founding Principles (Establishment of Justice, Development of Character, Diffusion of Liberal Culture, Promotion of Friendship).

- Create clear communication among all Associate Members and brothers of Delta Upsilon to facilitate a smoother transition towards Initiation.
- Big Brother Expectations
 - Weekly meetings with brothers are encouraged.
 - Must maintain the minimum GPA of the chapter.
 - Must meet the minimum philanthropy/service hours of the chapter.
- Associate Members will be told during the first meeting that if any member witnesses or is a victim of hazing, he should contact the VP of Member Education, Ethan Glenning, by e-mail at erg221@lehigh.edu or the President, Kenneth Warman, by email at kew322@lehigh.edu. He may also contact, our alumni advisor, Chad Paul at (610)-392-8888, The Office of Fraternity and Sorority Affairs, call 1-888-NOT-HAZE, call LUPD at (610) 758-4200, or the anonymous online hazing form at <http://studentaffairs.lehigh.edu/content/report-hazing>

Educational Session Outcomes

Introduction to Fraternity

- Participants will be able to identify common characteristics between themselves and other members of the Associate Member Class.
- Participants will be able to articulate at least one reason for making the decision to join Delta Upsilon.
- Participants will be able to identify the expectations for membership in Delta Upsilon.
- Participants will be able to explain the hazing policy for Delta Upsilon.
- Participants will be able to reflect upon their experience in the Pledging Ceremony

Working as a Team

- Participants will be able to communicate with others through a problem solving process.
- Participants will be able to analyze a problem and develop and execute a solution.
- Participants will be able to develop a working relationship with others in the associate member class.
- Participants will be able to follow instructions from others in order to achieve a group goal.

Placing Values in Fraternity

- Participants will be able to identify their top personal values.

- Participants will be able to articulate influences in developing their personal values.
- Participants will be able to articulate the Four Founding Principles, Mission and foundation of Delta Upsilon.
- Participants will be able to compare and contrast their personal values with the Four Founding Principles, Mission and foundation of Delta Upsilon.

Delta Upsilon History

- Participants will be able to describe the key events in the founding and development of Delta Upsilon.
- Participants will be able to explain the significance of non-secrecy in Delta Upsilon.
- Participants will be able to describe key events in the founding and development of their local chapter.
- Participants will be able to identify and explain the official symbols of Delta Upsilon.

Academic Success

- Participants will be able to access resources for academic support at their college or university.
- Participants will articulate their personal academic goals.
- Participants will be able to create a personal study plan for the purpose of meeting stated academic goals.
- Participants will prioritize academic success as a central aspect of their student and fraternity experience.

Leadership Skills

- Participants will be able to explain a definition for leadership.
- Participants will be able to articulate five myths and truths of leadership.
- Participants will be able to explain leadership as a relational process.
- Participants will be able to identify the relationship between followership and leadership.

Loss Prevention

- Participants will be able to locate the Delta Upsilon Loss Prevention Policy and explain each section.
- Participants will be able to explain the importance of effective Loss Prevention in Delta Upsilon.
- Participants will be able to apply the Loss Prevention Policy in the planning of

events and decision-making.

- Participants will be able to access resources available through Delta Upsilon and their college or university related to health and wellness.

Fraternity Operations

- Participants will be able to identify the nine executive board positions for Delta Upsilon, identify the advisors for the chapter, and explain the leadership structure for the chapter.
- Participants will be able to identify the leadership structure in the International Fraternity, including the Undergraduate Convention, Alumni Assembly, Board of Directors, Province Governors, and headquarters staff.
- Participants will be able to explain the purpose of the Chapter Excellence Plan.
- Participants will be able to identify Delta Upsilon educational programs.

Ritual Preparation

- Participants will be able to explain the importance of the Ritual of Delta Upsilon.
- Participants will be able to explain the history of the Ritual of Delta Upsilon.
- Participants will be able to explain the concept of non-secrecy in their own terms.
- Participants will be able to explain their role in the Initiation Ceremony.

Expectations:

To ensure the chapter is creating a desired educational environment to attain all learning outcomes from the Associate Member Education Program, it is imperative that hazing has no part in the experience. Delta Upsilon is a non-hazing fraternity. All hazing activities are strictly prohibited.

Definition of Hazing per the Delta Upsilon Loss Prevention Policy

No chapter, colony, member, alumnus, or employee of the Fraternity shall conduct nor condone hazing activities. Hazing activities are defined as: “Any action taken or situation created, intentionally, whether on or off Fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the

educational institution, or applicable state/provincial law.”

If any brother is found to be hazing they will be given a minimum 1 month suspension from all brotherhood activities. They will be brought in front of our standards board to assess and investigate the severity of the offense. This suspension will be continued indefinitely until the standards board deems them a non-risk to new members and that they have been sufficiently disciplined. Delta Upsilon takes our identity of a non-hazing fraternity very seriously and has a zero-tolerance policy towards this type of behavior.

Expectations of the Associate Member Education Program

- All associate members are reported and all fees are paid within seven days of reporting.
- Program will not exceed three weeks.
- Each meeting/activity will last about 30 minutes to 1 hour.
- All associate members will be notified of the date of Initiation at the start of their Associate Member Education.
- No Alcohol will be present for any associate member activities, including Big Brother activities.
- Activities should not be planned in a way so that they interfere with an associate member's academic commitments.
- All associate members are required to review the Honor Code.
- All associate members are expected to complete GreekLifeEdu*.
- All initiated members are required to review the Honor Code prior to the start of Associate Member Education.
- **ALL EVENTS WILL ADHERE TO COVID-19 GUIDELINES AND WILL BE CONDUCTED OVER ZOOM UNLESS OTHERWISE NOTED.**

***GreekLifeEdu**

- This is an interactive online program addressing issues which affect members of fraternities and sororities and students in college.
- It is an important resource to help us better understand our social behaviors and to better understand how we can create safe environments within Delta Upsilon and within our general lives
- This was completed in the spring by all associate members

Associate Member Event Schedule

This plan was updated with regard to remote learning. We anticipated the issue of the associate members being relatively uneducated on the inner workings of the chapter and attempted to correct this problem by making new member education as educational as possible. We are trying our best to prepare them for taking leadership roles in the Spring semester. This year's Executive Board will work with them to make sure they are responsibly running the chapter.

Week 1

❖ Tuesday

- Responsibilities of Living in the Chapter House - House Manager - 7pm
 - The House Manager, JD Wood, will hold a call about the responsibilities of living in the chapter house
 - It is important that brothers treat the house with respect and keep it clean so that future members will be able to enjoy the house as we do now.
- Explanation of Finances - VP of Finances - 7:30pm
 - The VP of Finances, Brian Buzgo, will hold a call explaining what our dues go towards
 - Being in a fraternity is expensive and it is important that members know what their money goes towards
 - Delta Upsilon is the only chapter at Lehigh that does its own finances and as such the VP of Finances is a critical position and thus important that associate members recognize this

❖ Wednesday

- Registration to Vote - VP of External Relations - 4pm
 - The VP of External Relations, Ryan Heaton, will hold a Zoom call and will show the associate members how to register to vote
 - Assist every associate member in registering themselves to vote.
 - Civic Duty is important to our chapter, and we would like to instill that value in associate members.
 - Allows for more political discussion throughout the house, and the ability to act on our political beliefs as citizens of the US. This year will also be the first year that these associate members will be eligible to vote for a president.

❖ Thursday

- Chapter Educational Meeting - VP of Loss Prevention - 7pm
 - There will be a chapter wide Zoom call hosted by the VP of Loss Prevention, Michael Jeney, that will discuss drug and alcohol abuse as

- well as gender violence and prevention
- Will introduce associate members to the availability of counseling services.
- Purpose is to educate associate members and brothers in a more interactive way. This is a supplement to GreekLife.edu and Title IX and should be more beneficial to members since it will be open to questions.
- Standards Board Education - Standards Board Chief Justice - 7:30pm
 - The Standards Board Chief Justice, Luca Milletti, will educate the associate members about our standards board
 - Explain Standards Board, its purpose, the process of being brought in front of the board, and common punishments.
 - Explain who serves on the standards board (two delegates from each class) and the responsibilities of the position.
 - Ask associate members to start thinking about who they would like to nominate from their class to serve after initiation.
 - Personal accountability is something we hold to a very high regard at Delta Upsilon. Instilling this value into the associate members is of utmost importance and is vital to the success of the chapter.
- Helping a Troubled Brother - President and VP of Loss Prevention - 8pm
 - The President and VP of Loss Prevention, Kenny Warman and Michael Jeney respectively, will discuss how the chapter helps a troubled brother
 - The mental health of brothers is of the utmost importance and we must be able to recognize when one of our own is in trouble and how we can help them
 - There are many counseling services available for a multitude of different issues and also brothers should be attentive and aware of a struggling brother
- ❖ Friday
 - Big-Little Pairings - VP of Associate Member Education - 6pm
 - The VP of Associate Member Education, Ethan Glenning, will hold a Zoom call with the associate members and sophomores and will announce the pairings for Big and Little brothers.
 - This will show associate members that they are a part of a family and that big brothers will be there for not only friendship but also support.
 - The big brothers will then take their little brothers out for dinner, following proper COVID safety guidelines

Week 2

- ❖ Tuesday

- Lehigh Organization Breakdown - President - 7pm
 - The President will describe the purpose and workings of IFC and OFSA on the Lehigh campus.
 - New members will be educated on the resources these organizations offer, and will be prepared to interact with them when they are leading the fraternity in the future.
- Recruitment Strategies Workshop - VP of Recruitment - 7:30pm
 - The Head of Recruitment, Jordon Baum, will hold a call about recruitment strategies
 - Utilize strategies from Recruitment Institute.
 - Give advice on how to recruit a well rounded class to follow.
 - Associate members can share how they felt during the recruitment process and can more effectively address areas for development.
- ❖ Thursday
 - Chapter Academic Workshop - VP of Academic Success - 7pm
 - There will be a chapter wide Zoom call with a representative from the Center for Academic Success, Samuel Bupp, to give a presentation on good studying habits
 - Associate members and brothers will attend.
 - Promote better studying habits amongst the chapter in an effort to boost house GPA.
 - Serving the Community - Philanthropy Chair - 7:30pm
 - The Philanthropy Chair, Joshua Felgoise, will hold a call to explain the importance of philanthropy and its role in Greek Life
 - We can give back to the community in 2 big ways, community service and by raising funds through philanthropy events
 - Associate members need to know that this is important to our chapter and that we are not a stereotype and that we do good things

Week 3

- ❖ Tuesday
 - IHQ Crash Course - President - 7pm
 - The President and IHQ Liaison will lead a quick discussion on the purpose and workings of DU International.
 - Resources, expectations, connections, and educational programs.
 - What documentation is required from IHQ in a given year, broken down by month.
 - GSI Meeting - Alexander Torres - 7:30pm
 - There will be a Zoom call hosted by Alex Torres, a brother who attended a Global Service Initiative trip in Jamaica, that will explain

- the Global Service Initiative, Delta Upsilon's Philanthropy
 - He will share his experiences and the skills that he acquired.
 - Tell them how to sign up for GSI.
 - Will hopefully get associate members inspired to be a part of GSI and help the less fortunate through our national philanthropy.
 - Men of Merit Explanation - VP of Administration - 8pm
 - Explaining that Men of Merit is a set of criteria that IHQ uses to evaluate the performance of the fraternity over a given year.
 - Examining last year's scorecard and discussing strengths and weaknesses.
- Brainstorming strategies to help correct poor scores and maintain good scores.
- ❖ Thursday
 - Explanation of Executive Board Positions - E-Board - 7pm
 - There will be a Zoom call held between the associate members and the Executive Board
 - We will go through each position and will explain their importance as well as their responsibilities in running the chapter
 - Soon enough the associate members will be in positions of power within the chapter and it is important to educate them about what each position does
 - Changing the Narrative - President - 7:30pm
 - The President, Kenny Warman, will hold a call discussing how we can change the stereotypes surrounding Greek Life.
 - Greek Life has a very negative stereotype. The "Frat Guy" has many negative stereotypes.
 - We need to explain how we can help make positive change within the Greek community to break these negative stereotypes, which can be done through service and other positive things for the community
 - ❖ Sunday
 - Initiation - All Brothers - 12pm
 - Associate Members will publicly take the Rites of Initiation
 - All brothers are expected to be in attendance.
 - This event serves as a public, non secret celebration of the work the associate members have put into becoming brothers of Delta Upsilon.
 - A Zoom event will be held with alumni, parents of new members, and current brothers.