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

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

ASSOCIATE MEMBER EDUCATION BEGINS 2/2/2020
- 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 meeting with their brother. Week 1 How’s life at Lehigh, Week 2 Academics, Week 3 Expectations for DU, Week 4 Personal connections (Networking), Week 5 Life in the house, Week 6 Responsibilities (evolving).
  - The little brothers select big brothers at the end of week 2.
  - Must maintain the minimum GPA of the chapter
  - Must meet the minimum philanthropy points of the chapter

- Suggested study hours each week (not mandatory) These study hours will take place in the Delta Upsilon parlor room and library:
  - Tuesday – 6pm – 8pm
  - Thursdays – 7pm – 9pm

- New members are encouraged to take Mondays and Saturdays to focus on themselves through reconnecting with friends in their residence hall, other fraternities, classes...etc, attending a Lehigh speaker, or going to the gym. All brothers understand that supplying alcohol and/or pressuring the new members to consume alcohol is strictly forbidden. In addition, all brothers realize that it is important to foster an environment where new members do not feel it is necessary to drink. All brothers also understand the dangers and consequences associated with hazing and our chapter, Lehigh, or our International Headquarters will not tolerate it. This notion will be supported and enforced by all of our brothers.

- 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 e-mail 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

- This year, we will continue to utilize the Lehigh bLUprint program in order to improve our new member education program. We will have Delta Upsilon brother Ethan Glenning, Cole Doherty and Bobby Wirth speak to our associate members about the bLUeprint program and how it will benefit them during the process.

- We have an on-going project that we call “DU Yearbook.” It is a tradition we started some time ago, and hope to continue successfully. Associate members will work with brothers to help create a document about graduating seniors. This document will include facts about these graduating seniors such as their majors, school activities, and interests. We believe that this project encompasses several bLUeprint characteristics, particularly collaborative connections and professional growth and success. The project will cover collaborative connections because it gives associate members an activity where they learn about working together with each other and with brothers to create a product that will benefit future generations. It will develop professional growth and success because it will begin to create strong alumni connections for potential
professional connections. In addition, by learning from the paths of these seniors, these associate members will receive advice on how they may want to improve their Lehigh and fraternity experiences.

**Calendar**

<table>
<thead>
<tr>
<th>Week</th>
<th>Meeting Agenda</th>
<th>Educational Content</th>
<th>Suggested Activity/event</th>
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<tbody>
<tr>
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<tr>
<td><strong>Week 1</strong></td>
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<tr>
<td>2/2/20</td>
<td>- Introductions</td>
<td>Introduction to Fraternity</td>
<td>Brotherhood event</td>
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<td></td>
<td>- Program expectations</td>
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<td>- Finances/dues</td>
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<td></td>
<td>- How to run a meeting</td>
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<td>- Complete GreekLife</td>
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<td>Edu Part 1</td>
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<td><strong>Week 2</strong></td>
<td></td>
<td>Working as a team</td>
<td>Four Founding Principles Event</td>
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<tr>
<td>2/9/20</td>
<td>- Four founding principles</td>
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<td></td>
<td>- Introduce GSI</td>
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<td></td>
<td>- Know brothers’ full name, city and major</td>
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<td>- Event planning time</td>
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<td>- Post-event reflection</td>
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<td>- Officer Introduction</td>
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<td><strong>Week 3</strong></td>
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<td>Place Values in Fraternity Loss Prevention Policy</td>
<td>Big Brother training Four Founding Principles Event</td>
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<tr>
<td>2/16/20</td>
<td>- Professional Attire</td>
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<td></td>
<td>- Review loss prevention policy</td>
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<td>- Event planning time</td>
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<td>- Post-event reflection</td>
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<td><strong>Week 4</strong></td>
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<td>Delta Upsilon Chapter History</td>
<td>Big Brother Pairing</td>
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<td>2/23/20</td>
<td>- Event Planning Guidelines</td>
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<td>- Post event reflection</td>
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<tr>
<td><strong>Week 5</strong></td>
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<td>Academic Success</td>
<td>Four Founding Principles Event</td>
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<tr>
<td>3/1/20</td>
<td>- Chapter calendar/major events</td>
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<td>- Post event reflection</td>
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<td>- Event planning time</td>
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All meetings will take place on Sunday following our chapter meeting. Chapter meetings will begin promptly at 8pm in the chapter room.

### 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 instruction 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
Expectations of the Associate Member Education Program

- All associate members are reported and all fees are paid within seven days of reporting.
- Programs will not exceed eight weeks.
- 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 initiated members are required to review the Honor Code prior to the start of Associate Member Education.

Meeting 1 Agenda: (2/2)

Expected time frame: 2.5 hours
I. Welcome and Introductions
II. Educational Session
   a. Refer to the Introduction to Fraternity Facilitation Guide
III. How to run a meeting
   a. Explain the process for running a chapter meeting
      i. Each Associate Member Education session should be divided into a business meeting section and an educational session section.
   b. Explain how the room will be set up, and where people should sit.
   c. Refer to The Cornerstone for an explanation of Parliamentary Procedure.
IV. Calendar Review
   a. Review upcoming events and meetings.
   b. Ensure all associate members have upcoming events and meetings identified in their personal calendars.
V. Review Local Sorority and Fraternity Community
VI. Old Business
   a. Each meeting should allow time for addressing any tabled or pending matters. As this is the first meeting, there should not be any old business to address.
VII. New Business
   a. Each meeting should allow time for the introduction of new proposals or motions.
VIII. Announcements
   a. Ensure all associate members have completed their bio card through deltau.org.
   b. Ensure all associate members have paid their Associate Member Fee.
IX. GreekLifeEdu
   a. Point out the instructions for GreekLifeEdu.
      i. This is an interactive online program addressing issues which affect members of fraternities and sororities and students in college.
      ii. 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.
   b. Ensure all associate members complete the first part of GreekLifeEdu
Meeting 2 Agenda (2/9)

Expected time frame: 2 hours

II. Welcome and Introductions

III. Educational Session
   a. Refer to the Working As a Team Facilitation Guide.
   b. Introduce GSI

IV. Post Event Reflection

V. Explain Four Principles Events
   a. Refer associate members to their workbooks to review the purpose of Four Founding Principles Events.
   b. The Associate Member Class must plan and execute an event or participate in a program which represents each of the Four Founding Principles of Delta Upsilon.

VI. Each associate member should know their brothers’ full name, city, major, and some other interest they have

VII. Event Planning Time
   a. Allow 10 minutes for initial discussion and brainstorming around ideas for Four Founding Principles Events.

VIII. GreekLifeEdu
   a. Ask everyone to share one thing they have learned from GreekLifeEdu.
   b. Ask everyone to share one thing they have done differently since completing GreekLifeEdu.

IX. Calendar Review
   a. Review upcoming events and meetings.
   b. Ensure all associate members have upcoming events and meetings identified in their personal calendars.

X. Old Business
   a. Each meeting should allow time for addressing any tabled or pending matters.

XI. New Business
   a. Each meeting should allow time for the introduction of new proposals

XII. Cornerstone Assignments
   a. Ask associate members to read pgs. 24-46, and pgs. 104-115 in The Cornerstone.

XIII. Announcements
   a. Ensure all associate members have completed their bio card through deltau.org.
   b. Ensure all associate members have paid their Associate Member Fee.
Meeting 3 Agenda (2/16)

Expected time frame: 2 hours

I. Welcome and Introductions

II. Educational Session
   a. Refer to the Placing Values in Fraternity Facilitation Guide.

III. Post Event Reflection
   a. Use the Four Founding Principles Event Reflection Guide to process any activities from the previous week.

IV. Professional Attire
   a. Review professional attire for chapter meetings and formal events.
   b. Appropriate attire includes an ironed dress shirt, tie, ironed slacks (preferably khaki) and a jacket/sport coat (preferably navy) along with dress socks and dress shoes.
      i. An active member of the chapter should demonstrate appropriate attire.
      ii. Cost effective options for purchasing dress clothes in the local community should be shared.
      iii. Those associate members with a need for financial assistance in acquiring these clothes should contact Chad Paul, alumni advisor, at (610)-392-8888.
   c. Refer to pgs. 114-115 in The Cornerstone.
   d. Associate members should review pgs. 104-115 in The Cornerstone on their own.

V. Event Planning Time
   a. Allow 10 minutes for initial discussion and brainstorming around ideas for Four Founding Principles Events.

VI. Officer Introductions
   a. Allow each officer two minutes to introduce himself and respond to the following questions:
      b. Why did they want to take on a leadership role in the chapter?
      c. What is something they did to help prepare themselves for this role?
      d. What is one thing they have accomplished in this role of which they are proud?

VII. Calendar Review
   a. Review upcoming events and meetings.
   a. Ensure all associate members have upcoming events and meetings identified in their personal calendars.

VIII. Old Business
   a. Each meeting should allow time for addressing any tabled or pending matters.

IX. New Business
   a. Each meeting should allow time for the introduction of new proposals or motions.

X. Cornerstone Assignments
   a. Ask associate members to catch up on any readings in The Cornerstone

XI. Announcements
Meeting 4 Agenda (2/23)

Expected time frame: 2 hours

I. Welcome and Introductions

II. Educational Session
   a. Refer to the Delta Upsilon History Facilitation Guide.

III. Post Event Reflection
   a. Use the Four Founding Principles Event Reflection Guide to process any activities from the previous week.

IV. Event Planning Guidelines
   a. Review tips for event planning.
   b. Provide information for reservations on campus.
   c. Reference the Delta Upsilon Loss Prevention Policy as a resource for event planning.
   d. Discuss any campus or community guidelines for student organization events on campus.

V. Event Planning Time
   a. Allow 10 minutes for initial discussion and brainstorming around ideas for Four Founding Principles Events.

VI. Calendar Review
   a. Review upcoming events and meetings.
   b. Ensure all associate members have upcoming events and meetings identified in their personal calendars.

VII. Old Business
   a. Each meeting should allow time for addressing any tabled or pending matters.

VIII. New Business
   a. Each meeting should allow time for the introduction of new proposals or motions.

IX. Cornerstone Assignments
   a. Ask associate members to read pgs. 87-95 in The Cornerstone.

X. Announcements
Meeting 5 Agenda (3/1)

Expected time frame: 2 hours

I. Welcome and Introductions
II. Educational Session
   a. Refer to the Academic Success Facilitation Guide.
III. Post Event Reflection
   a. Use the Four Founding Principles Event Reflection Guide to process any activities from the previous week.
IV. Chapter Calendar/Major Events
   a. Provide associate members with a calendar of events for the chapter.
   b. Discuss the purpose of major annual events.
   c. Talk about the importance of participation in chapter events.
V. Event Planning Time
   a. Allow 10 minutes for planning for Four Founding Principles Events.
VI. Calendar Review
   a. Review upcoming events and meetings.
   b. Ensure all associate members have upcoming events and meetings identified in their personal calendars.
VII. Old Business
   a. Each meeting should allow time for addressing any tabled or pending matters.
VIII. New Business
   a. Each meeting should allow time for the introduction of new proposals or motions.
IX. Cornerstone Assignments
   a. Ask associate members to read pgs 87-95 in The Cornerstone.
X. Announcements
Meeting 6 Agenda (3/15)

Expected time frame: 2 hours

I. Welcome and Introductions

II. Educational Session
   a. Refer to the Path to Leadership Facilitation Guide.

III. Post Event Reflection
   a. Use the Four Founding Principles Event Reflection Guide to process any activities from the previous week.

IV. Campus Involvement
   a. Discuss the importance of campus involvement.
   b. Tell associate members how to access the student activities or campus involvement office.
   c. Provide publications or online resources for involvement opportunities on campus.
   d. Share some examples of other activities that initiated members are involved in around campus.

V. Capstone Project
   a. Introduce the Capstone Project.
   b. Explain how the poster presentations will be displayed.
   c. Identify work time during the week for everyone to come together and work on their presentations.

VI. Event Planning Time
   a. Allow 10 minutes for planning for Four Founding Principles Events.

VII. Calendar Review
   a. Review upcoming events and meetings.
   b. Ensure all associate members have upcoming events and meetings identified in their personal calendars.

VIII. Old Business
   a. Each meeting should allow time for addressing any tabled or pending matters.

IX. New Business
   a. Each meeting should allow time for the introduction of new proposals or motions.

X. Cornerstone Assignments
   a. Ask associate members to read pgs. 46-55, 70-76 in The Cornerstone.

XI. Announcements
**Four Founding Principles Event:**

**What?**
The Associate Member Class will complete four events throughout the course of their Associate Member Education program. Each event should correspond with one of the Four Founding Principles: Development of Character, Promotion of Friendship, Diffusion of Liberal Culture and Advancement of Justice. The class should plan one of these events for each Principle. This guide includes suggested events for each Principle.

**Why?**
The Four Founding Principles events provide associate members an opportunity to bring the Principles of Delta Upsilon to life in a relevant way. It is important for all members of the Fraternity to define and apply each of the Principles continuously throughout their fraternal experience. Through these events, associate members will begin to learn how to do this in a collaborative manner with the members of their class and the chapter.

**How?**
The Associate Member Class should utilize time in their meetings to collectively plan events. Groups should be created to be responsible for each event and specific tasks should be delegated. Each member of the class should have a role in the planning and execution of the events. A budget for each event should be identified in advance and agreed upon by a vote of the class. The chapter should assist and support the Associate Member Class in their planning efforts. At the next meeting after each event the Associate Member Educator should lead the Associate Member Class in a discussion utilizing the reflection handout that is included in this packet. Each member should spend some time considering their role in the event, what went well and what can be learned and applied to future event planning.

**When?**
Events should take place prior to the conclusion of the Associate Member Education program. Events should be scheduled in a manner which does not interfere with each members, academic responsibilities, and they should not place undue time expectations on any member.

**Where?**
Events may take place in the chapter facility, on campus or in the local community. All events should be located within a reasonable distance from campus or on campus.
### Possible Four Founding Principle Activities:

<table>
<thead>
<tr>
<th>Development of Character</th>
<th>Promotion of Friendship</th>
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<tbody>
<tr>
<td>• Career Development Program with Alumni or University Administrators</td>
<td>• Brotherhood Speed Dating</td>
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<td>• Health and Wellness Program</td>
<td>• Cookout with the chapter</td>
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<td>• Show and Tell – Have each member bring a personal hobby or passion to share with the group</td>
<td>• Social with another student organization</td>
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<td>• Hold an Associate Member Retreat with both brotherhood and personal development and leadership activities</td>
<td>• Host a recruitment event</td>
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<td>• Do a Leadership Inventory Activity with a Campus Administrator</td>
<td>• Visit a ropes course</td>
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<td>• Etiquette dinner</td>
<td>• Host a sports tournament with the chapter – Teams should include a mix of associate members and initiated members</td>
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<td>• Host a Faculty and Staff Appreciation Dinner or Reception – Each Associate Member invites a faculty or staff member</td>
<td>• Attend a sporting event on campus as a class</td>
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<td>• How do you want to be remembered? – Write their own eulogies</td>
<td>• Candle Pass</td>
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<td>• Pass out doughnuts/coffee on campus</td>
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<td>• Learn about the history of DU by visiting the college or university archives and looking through their files on Delta Upsilon and Fraternity/Sorority Life. Develop a presentation for the chapter on something noteworthy that you learn.</td>
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<tr>
<th>Diffusion of Liberal Culture</th>
<th>Advancement of Justice</th>
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<tbody>
<tr>
<td>• Host an event with a cultural group on campus</td>
<td>Conduct a community service event</td>
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<tr>
<td>• Attend a speaker or a campus event about another culture</td>
<td>• Attend an event about social justice on campus</td>
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<td>• Visit a museum and discuss</td>
<td>• Host an event with the LGBT Center, Women’s Center, Multicultural Center or another office related to underrepresented populations</td>
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<td>• Movie night with a group discussion</td>
<td>• Participate in a political event</td>
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<td>• Share an artifact- Have each member investigate their personal ethnic heritage and share something that relates to their culture</td>
<td>• Assist with a Voter Registration Drive</td>
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<td>• Visit a Cultural Center in the local community</td>
<td>• Host a debate on a current issue</td>
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<td>• Attend a performing arts event as a class</td>
<td>• Host a philanthropy event for the Global Service Initiative</td>
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<td>• Have each member create and share an artistic project</td>
<td>• Participate in a campus or community service day</td>
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<td>• Get blood tested to learn heritage</td>
<td>• Create an advocacy event to promote awareness for a topic or issue on campus</td>
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<tr>
<td>• Host an event with an MCG and/or NPHC group</td>
<td>• Serve at a blood drive</td>
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Capstone Project:
The Associate Member Capstone Project provides an opportunity to reflect back on what you have learned to this point, while mapping out your ideal Delta Upsilon experience. You must act with intention to realize your personal, academic and professional goals in the future, and Delta Upsilon can be a vehicle to help you get there. The assignment will be a new member newsletter to be sent to alumni of Delta Upsilon. The newsletter should be a paragraph or two from all the new members briefly discussing the prompts listed below, as well as a well-designed cover page with a new member class photo. You can represent your ideas in any way that makes sense to you, feel free to get creative in expressing yourself. Remember, this is all about you and your ideas. The newsletter should address the following four areas:

- What have you learned up to this point in your Delta Upsilon journey, and how have you changed?
- What are your primary academic and career goals? What do you want to achieve as a result of your college experience?
- How will you utilize Delta Upsilon to help you achieve these goals?
- Who will you need to become as a leader to make this experience a reality?

Utilize the Relational Leadership Model from our session on leadership development as a framework. Identify something you will need to learn, develop or do for each component to become the leader you need to be to accomplish your goal.