

Delta Upsilon
Associate Member Education Plan
Spring 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 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 meetings with brothers are encouraged.
 - 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/service hours of the chapter.
- Suggested study hours each week (not mandatory). These study hours will take place in the Delta Upsilon parlor room and library, and will not conflict with any other events in the NME Plan:
 - Tuesday – 7pm – 9pm
 - Thursdays – 7pm – 9pm
- New members are encouraged to take Tuesdays 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 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 six 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.

***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

Four Founding Principles Weeks:

What?

The Associate Member Class will complete four weeks of events throughout the course of their Associate Member Education program. Each week will correspond with one of the Four Founding Principles: Development of Character, Promotion of Friendship, Diffusion of Liberal Culture and Advancement of Justice.

Why?

The Four Founding Principles weeks 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 weeks, associate members will begin to learn how to do this in a collaborative manner with the members of their class and the chapter.

When?

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

Where?

Events may take place in the chapter facility, on campus or in the local community. All events will be located within a reasonable distance from campus or on campus.

Associate Member Event Schedule

Week 1: Introduction

❖ Monday

- Every Monday house-wide Dinner (Steward)
 - Chapter House - 6PM
 - Every DU member (whether on or off the meal plan) is welcome and is expected to be in attendance.
 - Purpose of the event is to allow brothers and new members the chance to have conversations and get to know each other in an informal setting.
 - Eating meals together is a large part of the social aspect of being a part of Delta Upsilon.
- First Meeting (VP New Member Education)
 - Chapter House - 7PM
 - Times of this meeting and future meetings may change pending associate member and brother availability
 - Go through a basic rundown of what the next 6 weeks will look like for the associate members.
 - Let them know the specifics of events for the upcoming week.
 - Ask them to bring a computer to our next meeting so that they can all complete GreekLife Edu together.
 - Hold a weekly meeting teaching associate members about the history and traditions of Delta Upsilon.
 - Introduce New Members to our 4 founding principles and explain their importance.
- Introduce House Study Sessions Tuesday, Thursday nights (VP Scholarship)
 - Chapter House - 8PM
 - The new members will be encouraged to come to the house on Tuesdays and Thursdays from 7-9pm to study together with their class and brothers.
 - This will help ensure new members are focusing on their coursework as well as allow experienced brothers to help new members with any classes that they may be struggling with.

❖ Wednesday

- Living in the House (House Manager)
 - Chapter House - 7PM
 - Detail responsibilities of living in the house (cleanliness, kitchen maintenance).
 - Explain what is and is not allowed in rooms and in the house (housing

- policy).
 - Provide an overview of the Graduate Assistant living situation.
 - Explain house points and room selection process.
 - The purpose of this event is to let the new members know what to expect with living in the house and the importance of their house experience as they will all live in the house at some point.
 - Dues (VP Finance)
 - Chapter House - 7:30PM
 - Breakdown of what dues go towards.
 - Inform associate members of what happens when dues are not paid (interest, certain restrictions).
 - Enforce the point that all money we spend is our own and it should be treated responsibly. Alumni advisor signs off on all house checks.
 - Loss Prevention (VP Loss Prevention)
 - Chapter House - 8PM
 - Explain what actions we take as a chapter to prevent loss, especially at social events.
 - Stress that we take the safety of anyone at our events very seriously.
 - Explain what to do when faced with irresponsible environments.

❖ Thursday

- Introduce Capstone Project (Philanthropy Chair, Community Service Chair)
 - Chapter House - 7PM
 - Introduce associate members to their Capstone Project which tasks them to plan their own Philanthropy Event to help a cause that their class supports.
 - Cooperation on projects will bolster an environment of cooperation and solidarity towards a common purpose.
 - Brothers will be available to help support and guide new members.
 - Philanthropy Chair will meet with associate member executives to discuss progress on a weekly basis.
 - Event will be hosted in the final week of New Member Education.
 - Each brother will be expected to attend the event.
 - See page 16 as to what the capstone project entails
- Introduce Building Projects (Brian Buzgo, Patrick McLaughlin)
 - Chapter House - 7:30PM
 - Present the table and bench construction project.
 - Introduce a basic safety lesson on power drilling and proper building techniques for woodworking projects.
 - Encourage teamwork and planning skills by providing an example for construction. Urge delegation and individual responsibility/accountability. Brothers will assist in planning and construction.

- Purpose of this activity is for the associate members to work on something tangible to call their own in the future.

❖ Friday

- Getting to know Brothers (VP External Relations)
 - Chapter House - 7PM
 - Associate Members will be paired together and will be tasked with creating powerpoint slides introducing the other member to the chapter
 - The presentations will be at chapter on Sunday.
 - Great opportunity for every brother to be introduced to the new members as well as a good way for associate members to learn more about each other.

❖ Sunday

- Class Elections (President)
 - Chapter House - 7PM
 - Associate member positions from the previous year will meet with the new class and describe the responsibilities for each position (President, Loss Prevention Chair, Social Chair, Scribe).
 - Associate members will nominate candidates and vote.
 - These elections serve to develop leadership and organization within the chapter from the very beginning and foster a sense of responsibility and confidence for future years in the chapter.
- Weekly DU History Meeting and GreekLife Edu(VP New Member Education)
 - Chapter House - 7:30PM
 - Help guide the associate members through GreekLife Edu.
 - Teach associate members about DU's history and rituals.
 - Inform associate members of the founding principle of the upcoming week and briefly explain its importance for being a brother.
 - This will be a weekly meeting from now until the end of the New Member process involving DU history.
- Upperclassmen Interviews (VP New Member Education)
 - Chapter House - 8:30PM
 - Associate members will be tasked with interviewing all of the upperclassmen of DU.
 - This will be another good way for the associate members to meet with brothers that they do not know well and make them feel more comfortable with the older brothers.
- Associate members will text in their top 5 preferences of Big Brother. Will ask the same of the sophomores to text in their preferences of Little Brother.

Week 2: Promotion of Friendship

- ❖ Monday
 - Dinner with Devore (President)
 - Chapter House - 6PM
 - The president and associate members will eat dinner with the OFSA advisor to introduce themselves and make an in-person connection.
 - Encourages transparency and communication between everyone involved in the chapter's success.
 - Topics of conversation will be how the chapter works to make a positive impact on the Lehigh and South Bethlehem community, any updates on OFSA or IFC policies, and new opportunities to contribute to making our campus a better place.

- ❖ Wednesday
 - Video Game Tournament (VP New Member Education)
 - Chapter House - 8PM
 - Video game tournament in the parlor room.
 - Winner will be awarded a 10 dollar Wendy's gift card.
 - Encourages associate members and brothers to socialize and engage in friendly competition.
 - Event is non mandatory.

- ❖ Friday
 - Big-Little Pairings (VP New Member Education)
 - Various Locations - 6PM
 - VP NME will compile pairings for Big Brothers and Little Brothers.
 - Lineages will go out for dinner (non mandatory).
 - 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.

Week 3: Development of Character

- ❖ Monday
 - Dinner with Veronica (President)
 - Chapter House - 6PM
 - The president and associate members will eat dinner with the IHQ Regional Advisor to introduce themselves and make an in-person connection.
 - Encourages transparency and communication between everyone involved in the chapter's success.
 - Topics of conversation will be how the chapter works with nationals to

create a positive impact on a macro-scale, Men of Merit Scorecard, and leadership programming opportunities.

- CSO Representative (Philanthropy Chair, Community Service Chair)
 - Chapter House - 4:30PM
 - We will invite a CSO representative up to the house to help get the associate members acquainted with University community service opportunities and prepare their capstone project.
 - This will help guide them along with their project as well as help them find a cause that they feel passionate about.
 - Important to stress the significance of philanthropy and the impact that it has on others.

❖ Wednesday

- House-wide educational events (VP Loss Prevention)
 - Chapter House - 4:30PM
 - VP of Loss Prevention will hold an alcohol drug abuse seminar.
 - Will introduce associate members to the availability of counseling services.
 - Purpose is to educate new members and brothers in a more interactive way. This is a supplement to Alcohol.edu and should be more beneficial to members since it will be open to questions.

❖ Thursday

- Resume Building Workshop (VP External Relations)
 - Chapter House 4:30PM
 - Career Services will host an event in the house in order for our new members to gain professional skills beyond the classroom.
 - Associate members are encouraged to bring their computers to receive personalized feedback on resumes and other career related documents.

❖ Friday (Tentative Day of this week)

- Academic Workshop (VP Scholarship)
 - Chapter House - 4:30PM
 - Invite a representative from the Center for Academic Success to come up and give a presentation about the best practices for studying.
 - Associate members and brothers will attend.
 - Promote better studying habits amongst the chapter in an effort to boost house GPA.

Week 4: Diffusion of Liberal Culture

❖ Monday

- House-wide educational event (VP Loss Prevention)
 - Chapter House - 4:30PM
 - VP of Loss Prevention will hold a gender violence/sexual assault prevention seminar.
 - Purpose is to educate new members and brothers in a more interactive way. This is a supplement to Title IX and should be more beneficial to members since it will be open to questions.
- Dinner with Chad (President)
 - Chapter House - 6PM
 - The president and associate members will eat dinner with the alumni advisor to introduce themselves and make an in-person connection.
 - This encourages transparency and communication between everyone involved in the chapter's success.
 - Topics of conversation will be responsibilities of being a brother, leadership and career opportunities provided by the chapter, and a Q&A session for anything they are curious about.
- ❖ Thursday
 - Global Service Initiative (Alex Torres)
 - Chapter House - 7PM
 - A brother who went on the Global Service Initiative trip Jamaica will explain its purpose and relationship with DU.
 - 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.
- ❖ Sunday
 - Executive Board Position Explanations (Eboard Members)
 - Chapter House - 7PM
 - All of Eboard will meet with the associate members to explain what their position entails.
 - Helps associate members understand the positions of the house and their functions
 - Prepares and inspires them to run for election and serve the chapter on Eboard.

Week 5: Advancement of Justice

- ❖ Wednesday
 - Respect for Women Panel (Brian Buzgo)
 - Chapter House - 7PM
 - Title IX Speaker
 - Let the speaker give an overview on how to be a good individual and an ally for women at social events and in day to day life.

- Want to break the stereotype of a “frat” guy.
- ❖ Thursday
 - Mock Trial (Jordon Baum)
 - Chapter House - 7PM
 - New members engage in debate over controversial topics.
 - Brothers will also participate.
 - Members are given a random side to take in the debate that may or may not be of their own beliefs.
 - This exercise asks new members to step into other people's shoes and respect differing opinions.
- ❖ Sunday
 - Registering Associate Members to Vote (VP External Relations)
 - Chapter House - 7PM
 - Assist every new member in registering themselves to vote.
 - Civic Duty is important to our chapter, and we would like to instill that value in new 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.
 - Standards Education (Chief Justice)
 - Chapter House - 7:30PM
 - 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 new members is of utmost importance and is vital to the success of the chapter.

Week 6: Bring it all Together

- ❖ Monday
 - Brotherhood Dinner (VP New Member Education)
 - Chapter House - 6PM
 - Discuss with the associate members what they have learned over the last 6 weeks and how they will use the founding principles in their day to day lives.
 - Invite alumni to help bolster a sense of brotherhood and ask the alumni to talk about how being in DU has helped them outside of Lehigh.

- Ask them their opinion on what they liked and did not like as well as things that they thought worked.
 - Can help with the formation of future New Member Education Plans as well as make associate members feel accomplished as they reflect on their experiences.
- ❖ Wednesday
 - Recruitment Strategies (VP Recruitment)
 - Chapter House - 7PM
 - Utilize strategies from Recruitment Institute.
 - Give advice on how to recruit a well rounded class to follow.
 - New members can share how they felt during the recruitment process and can more effectively address areas for development.
- ❖ Thursday
 - Host Capstone Project (Philanthropy Chair)
 - Pending Time and Location
 - Associate members will host their finalized philanthropy event.
 - Post-event they will have a discussion about their thoughts on the capstone project.
 - Demonstrates the value and importance we place on philanthropy, as well as being able to donate to a cause the new members are passionate about.
 - Shows associate members what it takes to host a philanthropy event start to finish and encourages them to continue on their philanthropic journey.
- ❖ Friday
 - Present Building Projects (Brian Buzgo, Patrick McLaughlin)
 - Chapter House - 7PM
 - Have the associate members present their tables and benches that they were tasked with constructing.
 - Accentuates values of hard work, persistence, and dedication as well as emphasizing teamwork between our new and old members.
 - Associate members will feel accomplished having physical artifacts that they made that and will have helped bring them together as brothers.
- ❖ Sunday
 - Initiation (All Brothers)
 - Ben Franklin Tech - 12PM
 - Associate Members will publicly take the Rites of Initiation at Ben Franklin Technology Partners on Mountaintop Campus.
 - All brothers are expected to be in attendance.
 - Families are invited to the ceremony and a catered reception

afterwards.

- This event serves as a public, non secret celebration of the work the new members have put into becoming brothers of Delta Upsilon.

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 future 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 the planning and execution of a philanthropy event. Over the course of the associate member process they will be planning a philanthropy event with the guidance of the Philanthropy Chair, the Community Service Office and brothers who have experience in planning philanthropy events. Associate members will have the choice of donating the money they raise to whatever cause they share a passion for. This project is a win-win for the chapter, the local campus, the Bethlehem community, and the associate members themselves. They will work together in a group and cooperate to serve a just cause and improve the lives of others. The Capstone project will be a great way for the associate members to be introduced to the service aspect of Greek Life and the work we do at Delta Upsilon to make a positive impact on those around us.