DELTA UPSILON

ASSOCIATE MEMBER EDUCATION

WORKBOOK

NAME:

WELCOME

Congratulations on beginning your journey in Delta Upsilon! This is an exciting first step into an experience that will enrich your collegiate life with long lasting impact. Delta Upsilon is an organization with a long tradition rooted firmly in our Four Founding Principles of Promotion of Friendship, Development of Character, Diffusion of Liberal Culture and Advancement of Justice. Through these Principles, we remain firmly committed to serving as the premier men's development organization on a college campus.

At no time in our history have there been more opportunities and more resources available to help you as you advance through your education. We have programs, resources and hands-on experiences to connect you with the future you desire and the passions you will pursue in life. To put it simply, if you are looking for an organization that will put you in a position to succeed personally, professionally and civically in your life, then you have come to the right place.

All of this will not come without effort. To maximize your experience in Delta Upsilon, you must be willing to be an active participant in your learning. This will require you to get out of your comfort zone, connect with your fellow brothers, utilize your advisors and mentors, participate in activities, access your resources, be open to new perspectives and ideas, and be willing to ask questions.

Remember to use the people around you. One of the great things about joining Delta Upsilon is you are never alone. Your fellow brothers, alumni, volunteers and International Headquarters staff stand ready to assist you. Welcome to Delta Upsilon.

Fraternally,

Justin Kirk, *Boise State '00*
Executive Director
Delta Upsilon International Fraternity and Educational Foundation

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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."

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 should review the Honor Code and Code of Conduct.
- All active members should review the Honor Code and Code of Conduct prior to the start of Associate Member Education.

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 toward achieving 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.

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.

EDUCATIONAL SESSION OUTCOMES

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.
- Participants will prioritize academic success as a central aspect of their student and fraternity experience.

PATH TO LEADERSHIP

- 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.

EDUCATIONAL SESSION OUTCOMES

FRATERNITY OPERATIONS

- Participants will be able to identify the eight 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.
- Participants will be able to identify the Men of Merit Standards.

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.

CONTACT SHEET

PRESIDENT

Email	Phone Number

VP MEMBERSHIP EDUCATION

Email	Phone Number

ASSOCIATE MEMBER EDUCATOR

Email	Phone Number

CHAPTER ADVISOR

Email	Phone Number

ACADEMIC ADVISOR

Office Location	Phone Number
Email	Hours

FACULTY ADVISOR

Office Location	Phone Number
Email	Hours

FRATERNITY/SORORITY ADVISOR

Office Location	Phone Number
Email	Hours

NOTES

MEETING 1

INTRODUCTION TO FRATERNITY

ANNOUNCEMENTS

UPCOMING EVENTS

FOUR FOUNDING PRINCIPLES EVENTS

MY FOLLOW-UP ITEMS

"FOR MANY OF US, OUR FRATERNITY WAS ONE OF THE MOST VALUABLE PARTS OF COLLEGE LIFE. IT WAS A PLACE WHERE WE MADE SOME OF OUR FIRST AND BEST ADULT FRIENDSHIPS; WHERE WE HAD AN OPPORTUNITY TO KNOW THE WORLD AND OURSELVES A LITTLE BETTER."

- HEDLEY DONOVAN, *MINNESOTA '34*

FIND A FRIEND

Find someone in the group who shares one of the characteristics below with you. Write his name in the space provided. Then, each person should respond to the question that corresponds with that characteristic. Then, move on to find someone else. Try to find as many different matches as possible.

SAME BREAKFAST TODAY Why did you decide to attend college?	SAME FAVORITE COLOR What is your favorite hobby?
SAME SHOE SIZE How many pets have you had while growing up?	SAME MAJOR Where did you go for your last vacation or trip?
SAME FAVORITE PIZZA TOPPING What is the best place to study on campus?	SAME HEIGHT What is one thing you are looking forward to this term?
PLAYED SAME SPORT IN HIGH SCHOOL Who is your favorite superhero and why?	DRIVE THE SAME CAR If you could give a million dollars to anyone in the world, to whom would you give it and why?
READ THE SAME BOOK When did you decide to join Delta Upsilon?	VISITED THE SAME FOREIGN COUNTRY Who is the first person you met on campus?

FRATERNITY HONOR CODE

1. So long as I am associated with the Delta Upsilon Fraternity, I shall always show respect to our brotherhood and its members.
2. I shall strive to guide my actions by the Four Founding Principles of the Delta Upsilon Fraternity.
3. I shall make a special effort to treat with respect and courtesy, all members of this Fraternity, all of its guests, and all members of our campus community.
4. I shall do all in my capacity to adhere to the following charges:
   - To accept my position as an associate member with all pride, honor and gratitude.
   - To learn, study and live by the Principles of Delta Upsilon.
   - To be especially helpful and mindful of the needs of those in my associate member class and the members of the chapter.
   - To treat every visitor to the chapter house and/or any chapter event as my own personal guest.
   - To act in a mature manner, always upholding the high moral standards of Delta Upsilon.
   - To work for the chapter, devoting time and talent toward its successful operation.
   - To attend all classes and to manage my time effectively so as to meet or exceed my academic potential.
   - To uphold my financial obligations to Delta Upsilon and to our chapter.
   - To support Delta Upsilon at every opportunity.
   - To expect to receive the same courtesies and respect from all of my fellow DUs.

All this I solemnly promise upon my honor.

Signed this _____ day of _____, 20 ____ .

_____

Signature

FRATERNITY & SORORITY

YOUR COMMUNITY

Fraternity and Sorority Governing Councils and Council President

List Fraternities on Campus

List Sororities on Campus

FRATERNITY & SORORITY

Fraternity/Sorority Advisor

Name:

Office:

Phone Number:

Email Address:

Major Fraternity/Sorority Events:

Major Campus Events:

Major Delta Upsilon Events:

Chapter House Address:

CORNERSTONE STUDY GUIDE

Week 1: Parliamentary Procedure

1. How many people can have the group's attention at one time?

2. True or False. Some members have more rights then others.

3. What are the four types of motions?

4. True or False. A member who want to present a motion may stand and begin presenting his motion.

5. Does a motion need a second to be considered?

6. What are the four guidelines a presiding officer should follow when overseeing the discussion/debate of a motion?

7. What is the difference between an amendment of the first rank and an amendment of the second rank?

MEETING 2

WORKING AS A TEAM

ANNOUNCEMENTS

UPCOMING EVENTS

FOUR FOUNDING PRINCIPLES EVENTS

MY FOLLOW-UP ITEMS

"IT IS OUR DEEDS WHICH TESTIFY OUR LOYALTY TO THE IDEALS OF OUR FRATERNITY."

- *DELTA UPSILON RITUAL*

TEAM BUILDING REFLECTION

Respond to the following questions based on your experience in the activities today.

How did you help the team today?	What is one way you challenged yourself during the activities today?
What is something your associate member class needs to work on to become a more effective team?	What is something you want to contribute to your associate member class this semester? How will you hold yourself accountable to this?

CORNERSTONE STUDY GUIDE

Week 2: The History and Being a Better Man

1. What was the original name of Delta Upsilon and what did it mean?

2. When was Delta Upsilon founded and where did it happen?

3. What was established in November 1847? Why was this important?

4. What do the Seven Stars on the Coat of Arms Symbolize?

5. What happened in 1864?

6. Why do you suppose "Justice our Foundation" was chosen in favor of "Nothing Secret" for a motto?

7. Why was it significant that a new badge and motto were adopted at the 1864 convention?

8. What is the difference between being "anti-secret" vs. "non-secret"?

9. When was the first Leadership Conference?

10. What did the 1909 "Incorporation" mean for the Fraternity?

11. Describe what happened in 1956?

12. Where is IHQ located?

13. What happened in the 1970s?

14. What did the McQuaid Commission want to achieve?

15. What is the Coat of Arms and its meaning?

MEETING 3

PLACING VALUES IN FRATERNITY

ANNOUNCEMENTS

UPCOMING EVENTS

FOUR FOUNDING PRINCIPLES EVENTS

MY FOLLOW-UP ITEMS

"NEXT IN IMPORTANCE TO FREEDOM AND JUSTICE IS POPULAR EDUCATION, WITHOUT WHICH NEITHER FREEDOM NOR JUSTICE CAN BE PERMANENTLY MAINTAINED."

- JAMES A. GARFIELD, *WILLIAMS 1856*

VALUES DECISION MAKING WORKSHEET

Rate on a scale from 1-5 with 1 being "Not at All Important" and 5 being "Very Important."

	Respecting others in class
	Donating to charity
	Attending family functions
	Participating in community service projects
	Attending church services regularly
	Attending class and completing all homework assignments
	Military service
	Voting in elections
	Being honest with others
	Making other people feel good about themselves
	Understanding other cultures
	Appreciating differences in others
	Financial success
	Home ownership
	Physical fitness
	Personal reputation
	Standing up for what is right
	Becoming popular with peers
	Being happy in life
	Obeying the law
	Caring for the environment
	Respecting your parents
	Getting good grades
	Personal expression through art or music

PERSONAL VALUES RANKING

From the list below, rank your top 15 values from 1-15. Utilize your responses in the barometer activity and on the Values Decision Making Worksheet to help guide you in your rankings.

	Achievement/Performance (accomplishing goals/tasks, being successful)
	Actualization (growing toward & attaining your highest potential)
	Adventurousness (inclination to undertake new & daring enterprises)
	Balance (being able to manage all aspects of your life, not allowing one aspect of your life to dominate others)
	Caring (feeling and exhibiting concern and empathy for others)
	Commitment (actions consistent with promises, following through, not giving up)
	Contribution (making a contribution to society, feeling that your efforts serve a larger purpose)
	Creativity (being innovative and inventive, creating new things, using your imagination)
	Competitiveness (striving to do something better than someone else)
	Diversity (a point of respect in which things differ, appreciation for difference)
	Equality (the right of different groups of people to receive the same treatment)
	Family
	Friendship
	Generosity (sharing with others)
	Honesty
	Independence (working autonomously, being on your own, being free from control)
	Knowledge/Learning
	Money/Material possessions
	Patriotism (devotion to one's country)
	Power (being able to influence and control activities or others)
	Recognition (being acknowledged and rewarded for your contributions)
	Respect (both respecting others and being respected)
	Responsibility (being accountable for something)
	Sacrifice (giving up something for something [or someone] else)
	Security/Safety
	Spirituality/Religiosity/Faith
	Stability (lacking uncontrollable or unwanted fluctuations in life)
	Sustainability/Environmentalism
	Teamship (being part of a team/group, putting team/group ahead of self, creating relationships with team/group members)
	Trust (giving and deserving confidence)

GROUP VALUES RANKING

From the list below rank your top 15 values from 1-15 as a group. You should come to group consensus on your rankings. Utilize your responses in the barometer activity and on the Values Decision Making Worksheet to help guide you in your rankings.

	Achievement/Performance (accomplishing goals/tasks, being successful)
	Actualization (growing toward & attaining your highest potential)
	Adventurousness (inclination to undertake new & daring enterprises)
	Balance (being able to manage all aspects of your life, not allowing one aspect of your life to dominate others)
	Caring (feeling and exhibiting concern and empathy for others)
	Commitment (actions consistent with promises, following through, not giving up)
	Contribution (making a contribution to society, feeling that your efforts serve a larger purpose)
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	Power (being able to influence and control activities or others)
	Recognition (being acknowledged and rewarded for your contributions)
	Respect (both respecting others and being respected)
	Responsibility (being accountable for something)
	Sacrifice (giving up something for something [or someone] else)
	Security/Safety
	Spirituality/Religiosity/Faith
	Stability (lacking uncontrollable or unwanted fluctuations in life)
	Sustainability/Environmentalism
	Teamship (being part of a team/group, putting team/group ahead of self, creating relationships with team/group members)
	Trust (giving and deserving confidence)

CORNERSTONE STUDY GUIDE

Week 3: Etiquette

1. True or False. You should always introduce a junior person to a senior person.

2. True or False. You should always address someone by their first name after you meet them.

3. How do you give a good handshake?

4. When should a handshake be extended?

5. What is proper protocol for when a woman enters the room?

6. A man should always allow a woman to go first except for what two situations?

7. Using your phone when you're with others sends what kind of message?

8. If a call is disconnected, who is responsible for calling back?

9. How should a letter be addressed?

10. True or False. Thank-you notes should be sent in a timely manner.

11. What is the proper salutation and closing for a letter/email sent to a brother?

12. When is it appropriate to start eating at small and large dinner parties?

13. True or False. Utensils should be used inside out working away from the plate.

14. What is an appropriate amount to tip your waiter?

15. If you see someone intoxicated, what are ways that you can help?

16. What are the responsibilities of a best man?

MEETING 4

DELTA UPSILON HISTORY

ANNOUNCEMENTS

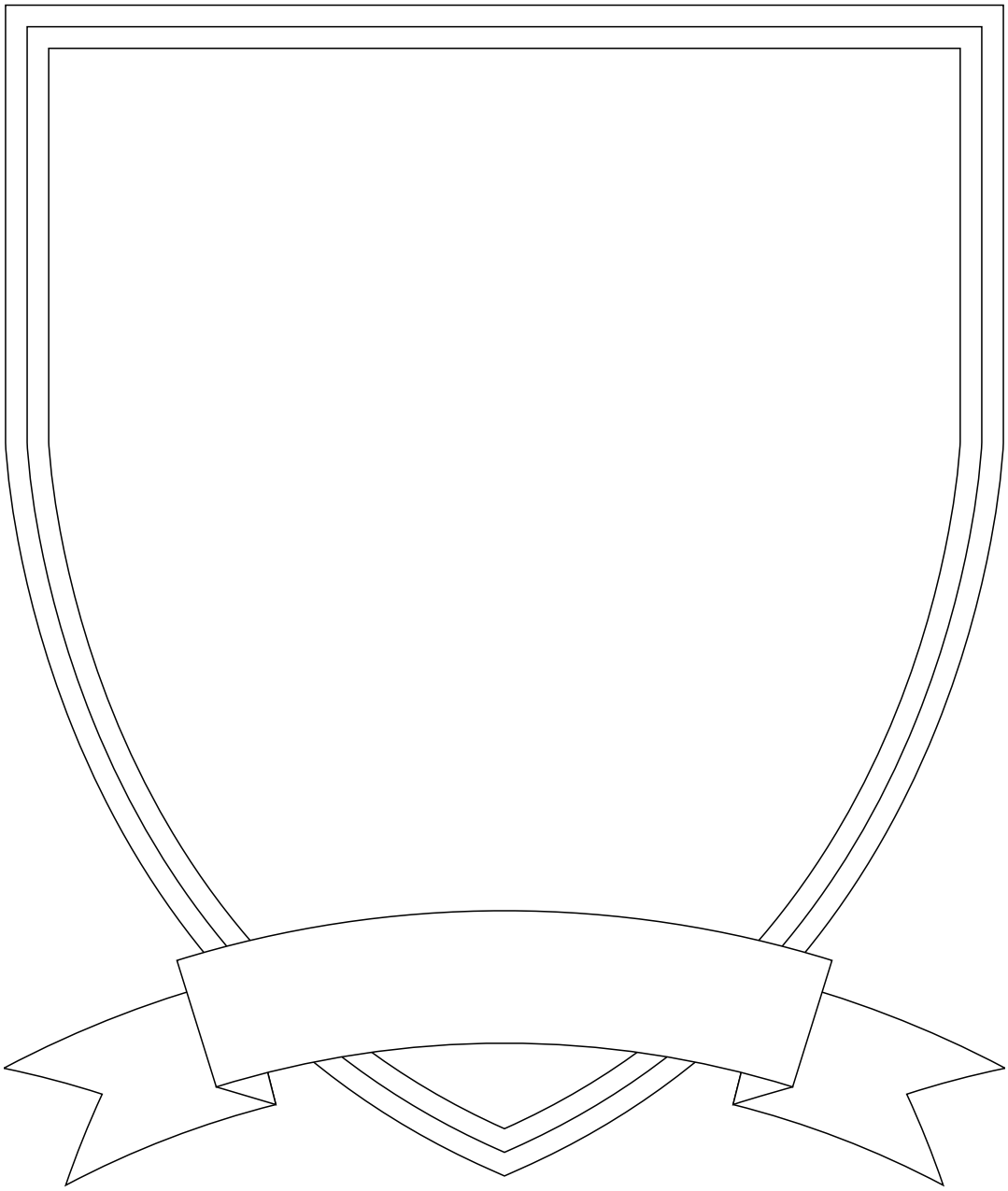
UPCOMING EVENTS

FOUR FOUNDING PRINCIPLES EVENTS

MY FOLLOW-UP ITEMS

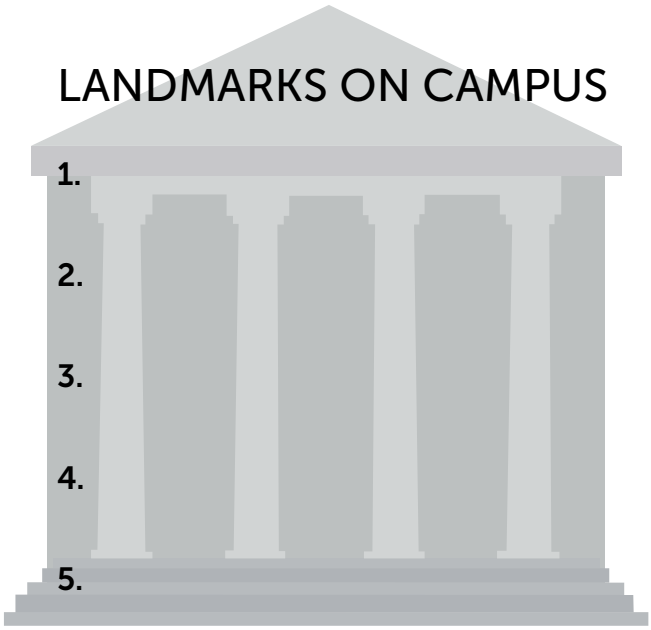
"SATISFACTION OF ONE'S CURIOSITY IS ONE OF THE GREATEST SOURCES OF HAPPINESS IN LIFE."
- LINUS C. PAULING, *OREGON STATE '22*

MY PERSONAL COAT OF ARMS



CHAPTER HISTORY

LANDMARKS ON CAMPUS



1.

2.

3.

4.

5.

When was your chapter founded?

Who founded the chapter?

Prominent alumni:

CHAPTER TIMELINE

Original chapter house or meeting place:

Significant chapter accomplishments:

CORNERSTONE STUDY GUIDE

Week 4 & 5: Loss Prevention

1. What is the Loss Prevention Policy? What does it mean? Why is it Important?

2. Define an Open Party. Why are they not safe?

3. Define tavern.

4. All recruitment activities with any chapter will be _____.

5. Hazing activities are defined as: "Any action take or situation created, _____, whether _____ Fraternity premises, to produce mental or _____ _____, _____, harassment, or _____.

6. The Fraternity will not tolerate or condone any form of _____ or sexually abusive behavior on the part of its _____, whether physical, mental or emotional.

7. Why is Fire, Health and Safety important?

8. What is the goal of the Delta Upsilon Loss Prevention Program Allocation Model?

9. Who is protected under General Liability?

10. Why is reporting essential for Loss Prevention?

11. Given that there was a fire, would the Fraternity cover your belongings? (Yes or No, and Why?)

12. All event themes should use _____ _____ and be _____.

13. Monitors have the right to _____ _____ to the event to anyone they think is already impaired by alcohol or other drugs, even if the person is on the invitation guest list.

14. What is arbitration and why is it important?

MEETING 5

ACADEMIC SUCCESS

ANNOUNCEMENTS

UPCOMING EVENTS

FOUR FOUNDING PRINCIPLES EVENTS

MY FOLLOW-UP ITEMS

"WE LEARN A LOT MORE BY LISTENING THAN WE DO BY TALKING."
- TOMMY R. FRANKS, *TEXAS '67*

ACADEMIC GOAL SETTING

OUTCOME GOAL

PROCESS GOAL

RESOURCE GUIDE

ACADEMIC ADVISING

Office Location	Phone Number
Website	Hours

STUDENT SUCCESS/TUTORING CENTER

Office Location	Phone Number
Website	Hours

HEALTH CENTER

Office Location	Phone Number
Website	Hours

COUNSELING CENTER

Office Location	Phone Number
Website	Hours

FINANCIAL AID

Office Location	Phone Number
Website	Hours

FRATERNITY/SORORITY LIFE

Office Location	Phone Number
Website	Hours

CHAPTER ADVISOR

Email	Phone Number

MEETING 6

PATH TO LEADERSHIP

ANNOUNCEMENTS

UPCOMING EVENTS

FOUR FOUNDING PRINCIPLES EVENTS

MY FOLLOW-UP ITEMS

NOTES

"WITH WILLING HANDS AND OPEN MINDS, THE FUTURE WILL BE GREATER THAN THE MOST FANTASTIC STORY YOU CAN WRITE"

- CHARLES F. KETTERING, *OHIO STATE 1904*

LEADERSHIP MYTHS AND TRUTHS QUIZ

Circle TRUE or FALSE for each of the statements below.

1. Leaders are born not made.

   TRUE FALSE

2. Leadership occurs at all levels in an organization.

   TRUE FALSE

3. You must have a formal position to be a leader.

   TRUE FALSE

4. The best way to lead differs based on the context.

   TRUE FALSE

5. You must be charismatic to be a good leader.

   TRUE FALSE

6. Leadership is teachable.

   TRUE FALSE

7. Leadership can improve over time.

   TRUE FALSE

8. There is one right way to lead.

   TRUE FALSE

9. You cannot be a leader and a manager at the same time.

   TRUE FALSE

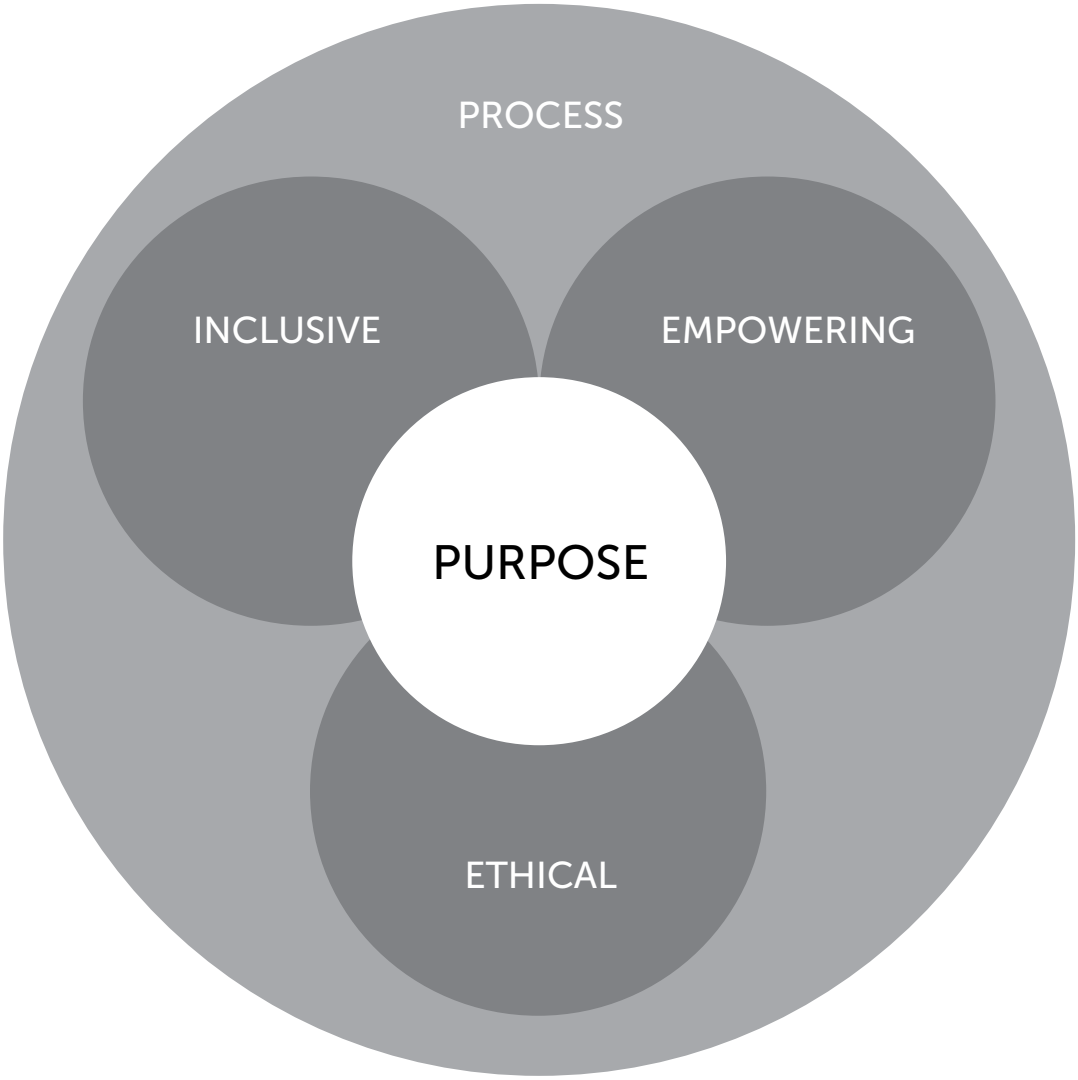
10. Only certain individuals have the ability to be leaders.

    TRUE FALSE

RELATIONAL LEADERSHIP MODEL

LEADERSHIP COMPONENT	KNOWING (Knowledge & Understanding)	BEING (attitudes)	DOING (skills)
Purposeful Having a commitment to a goal or activity. Developing a shared commitment to a common purpose and vision.	• How change occurs • Core elements of change • Role of mission and vision • Shared values • Common purpose	• Hopeful • Committed • "Can do" attitude • Likes improvement • Commitment to social responsibility	• Identifying goals • Envisioning • Meaning-making • Creative thinking • Involving others in vision-building process
Inclusive Understanding, valuing and actively engaging diversity in views, styles and aspects of individuality.	• Self and others • Citizenship • Frames and multiple realities	• Open to difference • Values equity • Web-like thinking • Believes everyone can make a difference	• Talent development • Listening skills • Building coalitions • Framing and reframing • Civil discourse
Empowering Empowerment has two dimensions: (1) a sense of self that claims ownership, claims a place in the process and expects to be involved, and (2) a set of environmental conditions that promote the full involvement of participants.	• How policies or procedures block or promote empowerment • Personal mastery • Control is not possible	• Believes everyone has something to offer • Self-esteem • Concern for others' growth • Values others' contributions • Willing to share power	• Gate-keeping skills • Sharing information • Individual and team learning • Encouraging or affirming others • Capacity building • Promoting self-leadership • Practicing renewal
Ethical Leadership is driven by values and standards. Ethical standards developed by either the individual or organization help to guide decisions and actions.	• How values develop • How systems influence justice or care • Self and other's values • Ethical decision making models	• Commitment to socially responsible behavior • Confronting behavior • Values integrity • Trustworthy • Authentic • Establishes sense of personal character • Responsible • Expects high standards • Puts benefit of others over self-gain	• Being congruent • Being trusting • Being reliable • Having courage • Using moral imagination
Process-oriented How the group goes about being a group, remaining a group, and accomplishing the group's purpose. It refers to how the group obtains new members, makes decisions, and handles tasks related to its mission and vision.	• Community • Group process • Relational aspect of leadership • Process is as important as outcome	• Values process as well as outcomes • Quality effort • Develops systems perspective	• Collaboration • Reflection • Meaning making • Challenge and civil confrontation • Learning • Giving and receiving feedback

RELATIONAL LEADERSHIP MODEL



Group Activity

1. Define the purpose of your chapter.
2. Identify methods for making your chapter inclusive. Who will be included and why will that be important?
3. How will the chapter empower those within the chapter? How about outside the chapter?
4. What will the chapter value and how will those values be taught? How will the chapter create accountability?
5. What processes will be created to help the chapter work together and function effectively?

RELATIONAL LEADERSHIP MODEL

For each component of leadership, identify one thing for knowing, being and doing that you need to work on to improve your own personal leadership in Delta Upsilon.

LEADERSHIP COMPONENT	KNOWING (Knowledge & Understanding)	BEING (attitudes)	DOING (skills)
Purposeful Having a commitment to a goal or activity. Developing a shared commitment to a common purpose and vision.			
Inclusive Understanding, valuing and actively engaging diversity in views, styles and aspects of individuality.			
Empowering Empowerment has two dimensions: (1) a sense of self that claims ownership, claims a place in the process and expects to be involved, and (2) a set of environmental conditions that promote the full involvement of participants.			
Ethical Leadership is driven by values and standards. Ethical standards developed by either the individual or organization help to guide decisions and actions.			
Process-oriented How the group goes about being a group, remaining a group, and accomplishing the group's purpose. It refers to how the group obtains new members, makes decisions handles tasks related to its mission and vision.			

LEADERSHIP AFFIRMATION

Identify one personal leadership affirmation. This is something about your personal leadership that motivates and encourages you. This should be something that reinforces your confidence as a leader.

CORNERSTONE STUDY GUIDE

Week 6 & 7: Educational Programs and Chapter Structure

1. The Assembly of Trustees represents what part of the bicameral legislature in Delta Upsilon?

2. What does the Board of Directors oversee?

3. What point-based system rewards chapter performance on operational and organizational standards, goals and objectives related to the Four Founding Principles?

4. How can changes to the DU International By-laws be made?

5. What educational programming allows you to visit the Fraternity's founding location and provide an opportunity for intensive Ritual education?

6. Who hires the Executive Director and what is his responsibility?

7. What initiative allows members to roll up their sleeves to create or rebuild areas of need?

8. GreekLifeEdu offers members training on what three topics?

9. What educational programing is used to accelerate the growth and learning of Chapter Presidents?

10. What educational program serves as the officer-training platform?

11. What is the name of the focus group of the Fraternity membership and how many members are in the group?

CORNERSTONE STUDY GUIDE

12. What is the purpose of the Delta Upsilon Educational Foundation?

13. Who serves as the CEO and COO of the chapter?

14. The Vice President of Academic Excellence is responsible for developing and implementing the chapter's _____.

15. What officer should have all the records for the chapter?

16. The Vice President of External Relations directs chapter efforts in addressing who?

17. Which executive officer collects dues and oversees the chapter budget?

18. The Vice President of Loss Prevention helps _____ and _____ risk within the chapter.

19. Who is responsible for educational programming within the chapter and assumes the presidency should anything occur?

20. Who is in charge of advancing membership in the chapter?

21. After reading the descriptions of all the officers which position(s) interests you the most and why?

MEETING 7

LOSS PREVENTION

ANNOUNCEMENTS

UPCOMING EVENTS

FOUR FOUNDING PRINCIPLES EVENTS

MY FOLLOW-UP ITEMS

"SO LONG AS THERE ARE WRONGS TO BE SET RIGHT, AND COLLEGE STUDENTS TO BE STIMULATED AND PREPARED FOR THE HIGHER AND NOBLER DUTIES OF LIFE, (DELTA UPSILON) OUGHT TO HAVE A PERMANENT AND VIGOROUS EXISTENCE."

- WILLIAM BROSS (FOUNDER), *WILLIAMS 1838*

LOSS PREVENTION CASE STUDIES

CASE STUDY #1

Your chapter has been having a very successful year. Events have been well attended, the chapter has been engaged in the community and is currently doing well in CEP. After a successful GSI fundraiser, the morale in the chapter is very high. As the end of the year is approaching, the social committee has decided to cap off the year by hosting a social event as a way to have some fun before everyone leaves for the summer. The chapter has not hosted a social event in the house since the new Executive Board has taken over. The Chapter President wants this to go smoothly and safely. The last event in the fall did not go well, and the police had to be called to clear out the event before serious problems occurred. The chapter is committed to running a smooth event this time.

As the social committee, your job is to develop a complete plan for hosting this event. Who will be invited? How will alcohol be managed? How will the event be set up in the house? Who will manage each facet of the event? Who will be notified of the event in advance? What is your plan if anything goes wrong? Map out the plan that will lead to a successful event in line with all DU and insurance guidelines and policies.

CASE STUDY #2

As the new Associate Member Education Committee, you are excited to start working with the newest men to enter Delta Upsilon this year. At the start of the semester, several older members of the chapter approach you and express concern about the lack of involvement in the chapter. They say that it has become "too easy" to join DU, and the chapter isn't having enough "fun" in their words. They want the committee to focus on ensuring the men "earn their letters" so they will respect the chapter. You are a little uncomfortable with some of their ideas, but you figure the seniors know best.

Later in the semester, you decide to go ahead and have associate members conduct interviews. After several weeks, you notice a few of the men have dropped. Then, one associate member approaches you and says he loves DU but he can't afford it anymore. He says his meal plan has been used up by several of the members forcing him to buy them food, and he can't afford to put more money on his card. He has even been skipping meals himself. He also mentions that he is really nervous about the upcoming Initiation Week. Several members have been hinting that this will be the toughest week yet and he better be ready to prove he is "DU material." One member of the Executive Board even told him he should probably start drinking more to prepare for the week of activities and late nights. The associate member says he is not the only one concerned, but he is the only one willing to speak up.

What are the issues in this case? Are any policies being violated? What are some ways to adjust the Associate Member Education Program to address the concerns outlined in this case? What could happen if no action is taken? How could these activities escalate?

LOSS PREVENTION CASE STUDIES

CASE STUDY #3

You are the newly appointed Loss Prevention Committee for the chapter. You have noticed that Loss Prevention has become somewhat of a joke recently in the chapter. Nobody expects much from this group. While there have been no incidents this year, there have been a few close calls at recent social events. Some members of the chapter have started to openly provide alcohol to guests at events, and there is little interest in discussing ways to better manage them. While nothing has happened yet, you are concerned things are only going to get worse.

What are the issues in this case? Why is this a concern? What type of educational plan can you create for the chapter? How can you get the chapter to buy into the importance of understanding Loss Prevention? Who is ultimately responsible for Loss Prevention in the chapter?

CASE STUDY #4

Chapter members have just moved into the chapter house as the fall term is about to begin. The house is looking great as summer renovations were just completed. New paint, light fixtures and smoke alarms in every room have given the house a new look. Although, it is looking a little bare as all signs, bulletin boards and posters were taken down.

Several members are frustrated because the previous occupants of their room left a lot of things behind. To deal with this, they have decided to create piles of stuff outside the room with a sign that says, "Up for grabs. Take what you want."

In addition, as a part of the move-in process, all the furniture in the living room got moved to the back of the house in front of the back door. This allowed the living room to be used to store members' belongings as they were moving into their rooms.

Finally, the Brotherhood Chair has decided to hold a room decorating contest to get people excited about their new rooms. Some brothers have really taken to this idea by decorating doors, stringing up lights and using sheets to decorate their ceiling and walls.

The House Manager has just arrived at the house, and he is beginning preparations for the annual house inspection. What Loss Prevention issues can be identified? What needs to be addressed before the inspection? Why are these important concerns?

MEETING 8

DELTA UPSILON OPERATIONS

ANNOUNCEMENTS

UPCOMING EVENTS

FOUR FOUNDING PRINCIPLES EVENTS

MY FOLLOW-UP ITEMS

"THE CIRCUMSTANCES OF FRATERNITY LIFE GAVE ME A WONDERFUL OPPORTUNITY FOR EXCHANGING AND SHARPENING VIEWPOINTS; FOR STIMULATING INTEREST AND CURIOSITY IN A VARIETY OF SUBJECTS. THESE ARE ESSENTIAL TO TRUE EDUCATION."

- LESTER B. PEARSON, *TORONTO 1919*

MEN OF MERIT CHAPTER STANDARDS

THE DELTA UPSILON CHAPTER STANDARDS PROGRAM

Since its founding in 1834, Delta Upsilon has committed to welcoming men of merit, and merit alone, into its chapters. This standard of membership is the standard by which we hold accountable both our individual members and our chapters. Delta Upsilon seeks to build better men for a global society through service, leadership development, and lifelong personal growth of our diverse membership. The Men of Merit program challenges our members and chapters to fulfill the expectations of membership by promoting friendship, developing character, diffusing liberal culture, and advancing justice on a daily basis.

Men of Merit: The Delta Upsilon Chapter Standards Program ensures chapters are meeting the expectations of membership in the Fraternity and providing a safe, educational, and productive experience for its members. The Standards identify 11 key areas essential to success for a Delta Upsilon chapter. Chapters are placed into one of three levels for each Standard based on their performance over the past year: Aspiration, Expectation and Minimum.

STANDARDS LEVEL EXPLANATIONS

ASPIRATION: Chapters reaching the Aspiration level achieve above and beyond. These are model Delta Upsilon chapters, and they are worthy of the Fraternity's highest honors.

EXPECTATION: Chapters meeting the Expectation level are fulfilling their obligations as a chapter of Delta Upsilon. This is considered a solid level of achievement and one that is attainable for all chapters.

MINIMUM: Chapters at the Minimum level are on their way to fulfilling the obligations of Delta Upsilon but have improvements to be made. Chapters at this level are placed on an Improvement Plan with additional assistance and focus from the International organization and volunteers. Chapters failing to meet the minimum levels over multiple years may be in jeopardy of reorganization or suspension.

MEN OF MERIT CHAPTER STANDARDS

ONE | CHAPTER EXCELLENCE PLAN

ASPIRATION: Chapter's CEP usage is equal to or greater than 90% of all available points.

EXPECTATION: Chapter's CEP usage is equal to or greater than 70% of all available points.

MINIMUM: Chapter's CEP usage is equal to or greater than 60% of available points

TWO | CHAPTER GPA

ASPIRATION: Chapter's GPA is the highest fraternity GPA on campus or exceeds the All-Undergraduate GPA, whichever is lower.

EXPECTATION: Chapter's GPA meets or exceeds the All-Men's or All-Fraternity GPA on campus, whichever is higher.

MINIMUM:: Chapter's GPA meets or exceeds the All-Men's or All-Fraternity GPA on campus, whichever is lower.

THREE | PROGRAM ATTENDANCE

ASPIRATION: Chapter has at least 15 members or 15% of the chapter, whichever is higher, attend Delta Upsilon Educational Programs (Leadership Institute, Presidents Academy, Regional Leadership Academy, Emerging Leaders Experience, and the Global Service Initiative) and/or educational programs in which the Delta Upsilon Educational Foundation provides scholarships (LeaderShape, UIFI, etc.), including at least eight members at the Leadership Institute. Chapter must utilize all named scholarships through the Delta Upsilon Educational Foundation, if available, in order to meet this standard level.

EXPECTATION: Chapter has at least 10 members attend Delta Upsilon Educational Programs (Leadership Institute, Presidents Academy, Regional Leadership Academy, Emerging Leaders Experience, and the Global Service Initiative) and/or educational programs in which the Delta Upsilon Educational Foundation provides scholarships (LeaderShape, UIFI, etc.), including at least four members at the Leadership Institute. Chapter must utilize all named scholarships through the Delta Upsilon Educational Foundation, if available, in order to meet this standard level.

MINIMUM: Chapter has at least 8 members attend DU educational programs (Leadership Institute, Presidents Academy, Regional Leadership Academy, Emerging Leaders Experience, and the Global Service Initiative), including at least two members at the Leadership Institute. Chapter must utilize all named scholarships through the Delta Upsilon Educational Foundation, if available, in order to meet this standard level.

MEN OF MERIT CHAPTER STANDARDS

FOUR | SERVICE

ASPIRATION: Chapter supports a local charitable partner, conducts an average of 30 hours of service per member per year, and participates in a Regional GSI Day of Service (if geographically possible).

EXPECTATION: Chapter supports a local charitable partner and conducts an average of 20 hours of service per member per year.

MINIMUM: Chapter conducts an average of 15 hours of service per member per year.

FIVE | PHILANTHROPY

ASPIRATION: Chapter raises at least $3,000 for the Global Service Initiative.

EXPECTATION: Chapter raises at least $1,000 for the Global Service Initiative.

MINIMUM: Chapter raises at least $500 for the Global Service Initiative.

SIX | MEMBERSHIP

ASPIRATION: Chapter's membership size is at least 25% above the campus fraternity average.

EXPECTATION: Chapter's membership size meets or exceeds the campus fraternity average

MINIMUM: Chapter's membership size is no more than 10% below the campus fraternity average or 35 members, whichever is higher.

SEVEN | ASSOCIATE MEMBER EDUCATION

EXPECTATION: Chapter implements the Delta Upsilon Associate Member Education program.

EIGHT | LOSS PREVENTION

ASPIRATION: Chapter has no Loss Prevention policy violations, has achieved at least 60% of available Loss Prevention credits, and has alcohol-free housing (if applicable).

EXPECTATION: Chapter has no Loss Prevention policy violations and has achieved at least 50% of available Loss Prevention credits.

MINIMUM: Chapter has no Loss Prevention policy violations and has achieved at least 40% of available Loss Prevention credits.

NINE | ADVISORY SUPPORT

ASPIRATION: Chapter has a Chapter Advisory Board with three advisors in weekly contact with the chapter and eight advisors who are in monthly communication with the chapter leadership, and a House Corporation (if applicable). Advisors participate in at least four webinars yearly.

MEN OF MERIT CHAPTER STANDARDS

EXPECTATION: Chapter has a Chapter Advisory Board with one advisor in weekly contact with the chapter and at least five advisors who are in monthly communication with the chapter leadership, and a House Corporation (if applicable). Advisors participate in at least three webinars yearly.

MINIMUM: Chapter has a Chapter Advisory Board with one advisor in weekly contact with chapter and at least three advisors who are in monthly communication with chapter leadership, and a House Corporation (if applicable). Advisors participate in at least two webinars yearly.

TEN | LEARNING ASSESSMENT

ASPIRATION: Chapter has 100% member completion of GreekLifeEdu and 100% member completion of the Delta Upsilon membership outcomes survey.

EXPECTATION: Chapter has 90% member completion of GreekLifeEdu and 90% member completion of the Delta Upsilon membership outcomes survey.

MINIMUM: Chapter has 80% member completion of GreekLifeEdu and 80% member completion of the Delta Upsilon membership outcomes survey.

Note: The member completion of GreekLifeEdu began with all associate members starting in fall 2015, with the assumption that within four years, by spring 2019, all members would have taken GreekLifeEdu as an associate member. In the 2018-2019 evaluation year "member completion" for GreekLifeEdu will mean 80% + of all chapter members; prior to then it will refer to 80%+ of that year's associate members.

ELEVEN | ACCOUNTS RECEIVABLE

ASPIRATION: Chapter has no fees past due as of Dec. 15 and May 15.

EXPECTATION: Chapter has no fees more than 30 days past due as of Dec. 15 and May 15.

MINIMUM: Chapter has no fees more than 45 days past due as of Dec. 15 and May 15 or is current on an agreed-to payment plan.

MEN OF MERIT CHAPTER STANDARDS

ASSESSMENT PROCESSES

Chapters will be assessed annually at the conclusion of each academic year based on all available data and will be notified of their status by Aug. 1. Each chapter is responsible for submitting its Associate Member Education Program verification and service hours per member with documentation and advisor verification via the Delta Upsilon website forms. All other data points are compiled by the International Headquarters.

The annual review will place chapters in one of three levels for each of the 11 Standards: Aspiration, Expectation and Minimum, with the exception of Associate Member Education which is at the Expectation level only for complete implementation of the program. Certain Standards carry a heavier weight in the evaluation process, and not achieving the Expectation level in those Standards may necessitate a meeting with the Men of Merit Committee. The Standards of CEP, GPA, Program Attendance, Membership and Accounts Receivable may warrant an automatic meeting. Additionally, chapters noted as Minimum in any combination of four or more Standards will meet with the Men of Merit Committee and may be subject to alcohol-free housing for the duration of the next academic year, as well as a chapter retreat facilitated by International Headquarters staff. Chapters at the Minimum level or below in any Standard are required to follow the noted Improvement Plan. Chapters failing to meet the Minimum levels over multiple years may be in jeopardy of reorganization or suspension.

Please note: exceptions for not meeting the Expectation level in any given Standard may be granted by the Men of Merit Committee on a case-by-case basis.

On a rotating basis, approximately every three years, each chapter will undergo a comprehensive review its chapter operations by a Men of Merit Committee, including improvement and achievement with the Chapter Standards. This review will include feedback for both the chapter and the International Headquarters on the effectiveness and impact of the Standards process. Chapters found to be consistently below the Expectation level and showing little to no improvement may be recommended to the Delta Upsilon Board of Directors to examine their ability to continue as a Delta Upsilon chapter. Chapters demonstrating outstanding achievement in the Standards process will be recognized as noted below.

IMPROVEMENT PLAN AND ASSISTANCE

If a chapter falls at the Minimum level or below for any Chapter Standard, it must begin work on the noted Improvement Plan for that area within the first 30 days of the next academic year (if applicable). It will work collaboratively with its International Headquarters staff liaison and/or Province Governor to ensure successful completion. An explanation of each Standard and Improvement Plan can be founded in the supplementary rubric.

RECOGNITION

MEN OF MERIT CHAPTER STANDARDS

All chapters meeting the Aspiration and Expectation levels of the Chapter Standards will be recognized annually at the Leadership Institute and in the fall issue of the *Quarterly*. Official letters of recognition will be shared with college and university officials. Additional awards and recognition will be conferred based upon individual Chapter Standards performance.

MEN OF MERIT COMMITTEE

The Men of Merit Committee is comprised of Delta Upsilon staff, alumni and interfraternal colleagues selected based on their expertise and knowledge of chapter operations and industry best practices. They receive formal training on the Men of Merit program and are charged with assessing chapters on both the annual and rotating timelines as described above.

NEW COLONIES

As part of the Chapter Standards program, all new Delta Upsilon colonies will be established with alcohol-free housing, if applicable. They will remain in alcohol-free housing in perpetuity.

CHAPTER EXCELLENCE PLAN CRITERIA

PRESIDENT

- ❒ The chapter has an established judicial board that follows written policies and procedures for appropriate situations.
- ❒ The chapter executive board has an executive retreat.
- ❒ The chapter has short and long-term goals established.
- ❒ The Initiation Ceremony is performed as outlined in the Delta Upsilon Ritual Book.
- ❒ The Associate Member Pinning Ceremony is performed as outlined in the Delta Upsilon Ritual Book.
- ❒ The Ritual Team properly prepares and rehearses Ritual before Initiation.
- ❒ The chapter invites parents, faculty, staff and alumni to the Initiation Ceremony by written or electronic correspondence at least two weeks prior to ceremony.
- ❒ The chapter maintains an open ceremony for the initiation of its members by having alumni, family, faculty and staff in attendance.
- ❒ The chapter has a standard meeting agenda that the president prepares each week prior to the beginning of chapter and executive board meetings.
- ❒ The chapter has updated its Constitution and By-laws in the past 18 months.
- ❒ The chapter has a written code of conduct that all members review and sign at the beginning of each academic year.
- ❒ The chapter submits its most recent year's 990 form online in order to stay current with the IRS before the government and fraternity-mandated Nov. 15 deadline.
- ❒ The chapter hosts a meeting with 75% of membership present where an overview of the Men of Merit Standards Program and an update on the chapter's progress is provided.
- ❒ Officer has key responsibilities and duties for position outlined in a written (can be electronic) document to use for officer transition.

VP ADMINISTRATION

- ❒ The chapter's Roll Book and Ritual Books are in good condition and stored in a fireproof location.
- ❒ Chapter submits chapter news to the IHQ communications team for the *Quarterly*.
- ❒ The chapter creates a master calendar, which includes all chapter events and campus cultural events, and distributes (can be electronically) to all members by the first week of classes.
- ❒ The chapter catalogs and records individual members' inclusion in structured global experiences (i.e. university, fraternity, or faith-based sponsored service trips, study abroad, etc.; does not have to be international).
- ❒ The chapter has at least 50% of its members in possession of a valid national

CHAPTER EXCELLENCE PLAN CRITERIA

passport.

- ❒ A chapter meeting is used to review parliamentary procedure and these procedures are used during chapter meetings.
- ❒ At least one chapter member is an elected or appointed officer in the congress or senate for student government (excludes IFC).
- ❒ Each member of the chapter is involved in at least one campus activity outside of the chapter.
- ❒ At least 25% of all initiated members hold elected leadership positions in other campus organizations.
- ❒ The entire membership must complete their online Member Profiles through deltau.org.
- ❒ Officer has key responsibilities and duties for position outlined in a written (can be electronic) document to use for officer transition.

VP MEMBERSHIP EDUCATION

- ❒ The chapter hosts a night for all interested members to discuss pre-selected current social or cultural topics.
- ❒ The date of initiation will be made clear at the beginning of the associate member education period.
- ❒ Associate members attend chapter meetings and the associate member class president gives a report at these chapter meetings.
- ❒ The parents of associate members are provided with an overview of the Associate Member Education Program and the expectations of membership.
- ❒ The chapter follows the IHQ Associate Member Education Program time period. This means Pinning to Initiation is no longer than eight weeks (unless specific exemptions have been provided by IHQ).
- ❒ All big brothers participate in the Big Brother Orientation session as outlined within the Associate Member Education Program. Additionally, all big brothers create a calendar for the semester based on the outline in the Big Brother Guide.
- ❒ Chapter hosts a substance free associate member retreat.
- ❒ Chapter has at least three outside facilitators conduct sessions for the Associate Member Education Program. Outside facilitators must be individuals outside the chapter such as faculty, staff, advisors, alumni or local community members.
- ❒ The Big Brother/Little Brother reveal is conducted in accordance with the guidelines within the Associate Member Education Program, DU Loss Prevention policies and all other Fraternity policies.
- ❒ The chapter hosts a brotherhood night where the chapter is educated on a culture the chapter is unfamiliar with.
- ❒ The chapter participates in a campus or community sponsored cultural event.
- ❒ The chapter hosts a workshop on proper conduct and etiquette in professional

CHAPTER EXCELLENCE PLAN CRITERIA

settings.

- ❒ The chapter has a university professional lead a discussion in their area of expertise.
- ❒ The chapter hosts an educational program with another campus organization.
- ❒ The chapter hosts a workshop/seminar on topics related to collegiate males.
- ❒ The chapter creates and has members complete a yearly needs assessment to see what types of program topics, service projects, brotherhood events, etc. they would like to see in the future.
- ❒ The chapter is involved in a women's rights issue or LGBT event (i.e. Take Back the Night or Safe Zone Training).
- ❒ The chapter has a written procedure for supporting members who show signs of drug abuse, mental health issues, financial issues, and/ or alcohol abuse with referral to campus/community resources as part of the program.
- ❒ The chapter hosts a speaker to inform the chapter about global educational opportunities available on campus or in the community (i.e. study abroad, etc.).
- ❒ The chapter hosts a cultural event that is open to the entire campus community.
- ❒ The chapter holds a substance-free retreat.
- ❒ Officer has key responsibilities and duties for position outlined in a written (can be electronic) document to use for officer transition.

VP ACADEMIC EXCELLENCE

- ❒ The chapter has a structured academic review committee that meets with all members not meeting the chapter minimum standards.
- ❒ The chapter hosts a speaker from the academic resource center or career center regarding topics such as time management, resume building and/or study skills.
- ❒ The chapter has written and implemented an internal academic mentor program.
- ❒ The chapter directs members to campus tutoring and workshops/seminars.
- ❒ The chapter has a written academic eligibility requirement for officers and voting written into the chapter's bylaws. These must be a minimum of 2.75 for officers and 2.5 for voting privileges.
- ❒ The chapter maintains a recognition program for members' scholastic achievements (scholarships, great test/paper scores, GPA improvement, etc.) throughout the year.
- ❒ The chapter hosts a speaker from the academic resource center regarding academic workshops/seminars and tutoring offerings on campus.
- ❒ Officer has key responsibilities and duties for position outlined in a written (can be electronic) document to use for officer transition.

CHAPTER EXCELLENCE PLAN CRITERIA

VP EXTERNAL RELATIONS

- ❒ The chapter submits a news update to the university newspaper on programming, philanthropies and overall chapter successes.
- ❒ The chapter publishes (paper or electronically) an alumni/parent newsletter.
- ❒ The chapter hosts an alumni speaker outside of Initiation.
- ❒ Each member participates or attends at least one philanthropy event sponsored by another Greek organization or campus group.
- ❒ The chapter hosts a philanthropy event benefiting the Global Service Initiative.
- ❒ The chapter participates in a campus or community beautification or cleanup project.
- ❒ The chapter works with the local alumni board to create an ongoing alumni recognition program.
- ❒ The chapter attends two campus athletic events wearing letters.
- ❒ The chapter plans a service event in which 75% of the membership participates and then debriefs using the IHQ provided facilitation guide.
- ❒ Each member participates in at least one service event sponsored by another Greek organization or campus group.
- ❒ The chapter sponsors a minimum of two alumni and/or parents events such as Founders Day, Initiation, Parents' Day, Homecoming, etc.
- ❒ The chapter has at least 50% of members attend one cultural event on campus or in community.
- ❒ One member from the chapter attends one of the Global Service Initiative trips.
- ❒ The chapter hosts an appreciation event to thank any faculty/administration/staff who have supported the chapter or its members.
- ❒ Officer has key responsibilities and duties for position outlined in a written (can be electronic) document to use for officer transition.

VP FINANCE

- ❒ Receipts are required for any reimbursement to members who use personal funds for chapter supplies.
- ❒ The families of all associate members and chapter members receive appropriate financial information regarding member/associate member dues, payments, initiation fees, housing fees (when applicable), and collection policies.
- ❒ A promissory note is secured from each brother who does not pay his dues on time. Past due or extended payment plans should be disclosed at each chapter meeting in the VP Finance's report.
- ❒ Two officer signatures are required on all checks written by the chapter, and no chapter credit cards are in existence (debit cards are okay).
- ❒ There is no use of chapter funds for the purchase of alcohol (i.e. slush funds, social

CHAPTER EXCELLENCE PLAN CRITERIA

funds, portions of house dues, special assessment, extra dues, separate accounts, etc).

- ❒ The chapter actively pursues all accounts receivable and total accounts receivable will not exceed 5% of the chapter's total income.
- ❒ The chapter hosts a program with an alumnus or local resource on personal budgeting.
- ❒ The chapter hosts a program relating to developing members' understanding of the larger financial issues of the world.
- ❒ VP develops a balanced budget for all expenses with 5% saved for emergency reserve, with the assistance of the Executive Board and the Alumni Treasurer.
- ❒ A source independent of Delta Upsilon conducts an annual audit or compilation report of the chapter finances (i.e. the books).
- ❒ Officer has key responsibilities and duties for position outlined in a written (can be electronic) document to use for officer transition.

VP RECRUITMENT

- ❒ The chapter has a justice event during recruitment in which potential new members are invited and do attend.
- ❒ The chapter has a service event during recruitment in which potential members are invited and do attend.
- ❒ The chapter has a cultural event during recruitment in which potential new members are invited and do attend.
- ❒ The chapter maintains an active recruitment committee with written committee goals and written individual goals.
- ❒ The chapter utilizes its social media for recruitment and updates the site(s) regularly.
- ❒ The chapter maintains an up-to-date names list throughout the entire year and asks brothers for updates frequently. Please note this is not a roster, but a recruitment tool.
- ❒ The chapter develops recruitment materials and utilizes available resources designed to educate potential members and their families about the benefits of membership in Delta Upsilon.
- ❒ The chapter hosts a recruitment event where alumni are invited and do attend.
- ❒ The chapter utilizes new members in the recruitment process.
- ❒ All formal and informal recruitment events are alcohol free.
- ❒ The chapter conducts a recruitment skill set seminar.
- ❒ The chapter is involved in freshmen orientation activities such as move-in day, activity fairs, etc.
- ❒ The chapter has a written procedure, in chapter bylaws, for the extension of membership bids.

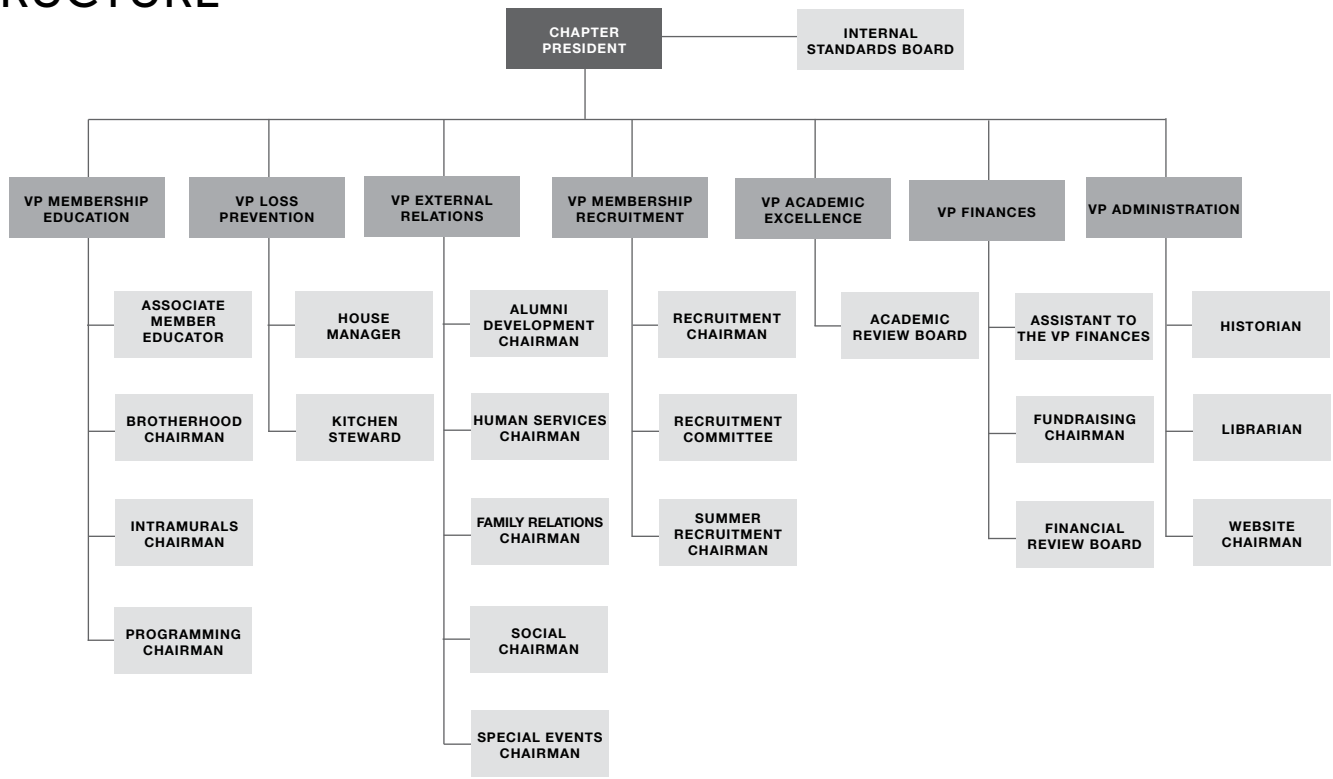
CHAPTER EXCELLENCE PLAN CRITERIA

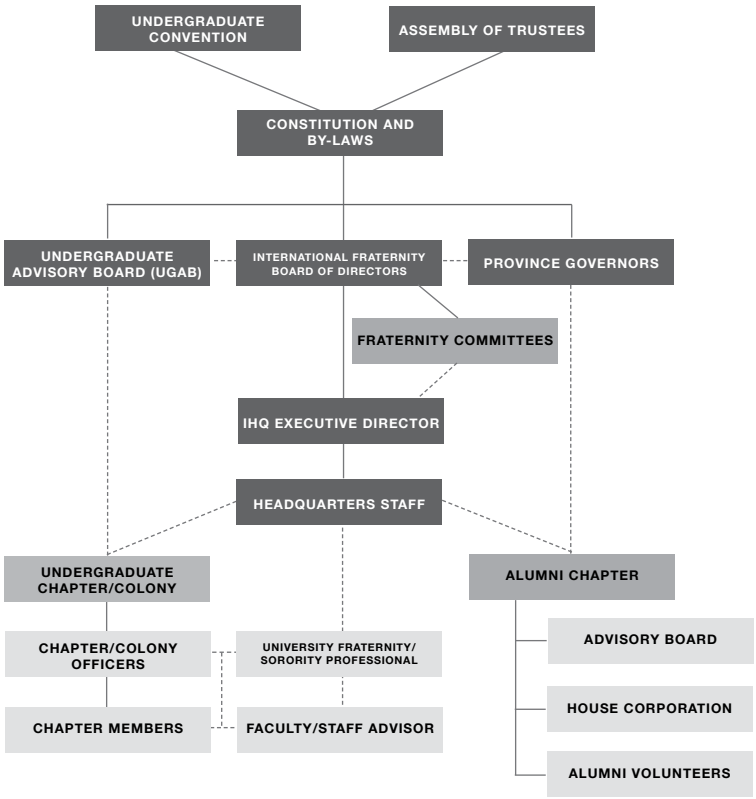
- ❒ The chapter has written eligibility standards for new members which includes diversity and nondiscrimination policies that mirror that of the Fraternity's Constitution and By-laws.
- ❒ The chapter advertises to all potential members any financial scholarships available to members or new members.
- ❒ Chapter financial information is advertised to potential new members during the recruitment process. The information should include associate member dues, initiation fees, housing fees and member dues.
- ❒ Officer has key responsibilities and duties for position outlined in a written (can be electronic) document to use for officer transition.

VP LOSS PREVENTION

- ❒ The chapter has a written procedure for event management duty and a written rotation which includes all chapter members.
- ❒ The chapter hosts a meeting in which 90% of the membership is present where Loss Prevention policies are discussed.
- ❒ The chapter and its members follow Delta Upsilon Loss Prevention policies and procedures at any event where alcohol is present.
- ❒ The chapter has a speaker talk to at least 75% of membership about sexual assault prevention
- ❒ The chapter has a speaker talk to at least 75% of the membership about hazing prevention and awareness.
- ❒ The chapter has a speaker talk to at least 75% of membership about alcohol and drug use.
- ❒ The chapter has a written crisis management procedure which is reviewed with members during a chapter meeting.
- ❒ Campus or local police/security attend one chapter meeting where 75% of the membership is present to discuss safety issues related to the campus.
- ❒ Officer has key responsibilities and duties for position outlined in a written (can be electronic) document to use for officer transition.

FRATERNITY AND CHAPTER STRUCTURE





EDUCATIONAL PROGRAMS OVERVIEW

PRESIDENTS ACADEMY

Presidents Academy accelerates the growth and learning of chapter presidents each year. Presidents from each chapter participate in an institute-style program with a curriculum that emphasizes the Mission and Principles of Delta Upsilon as a foundation for effective chapter leadership. As a team, chapter presidents are exposed to new ideas and possibilities, and are encouraged to apply what they learn to their leadership role and responsibility. They learn from each other, stretch their boundaries, discover strengths and envision a more successful version of their chapter.

REGIONAL LEADERSHIP ACADEMY

Each February, Delta Upsilon facilitates the Regional Leadership Academy (RLA) throughout the United States. RLA serves as a unique opportunity for chapter officers in a specific geographic region to attend sessions that span a wide range of topics affecting fraternity life today. It is intentionally designed as an officer training platform to provide tangible skills needed for success as defined by the Delta Upsilon Officer Core Competencies. Participants include both current and future chapter officers who engage in an interactive training and education process that helps them explore their role as a part of a highly effective leadership team for their chapter.

RECRUITMENT SYMPOSIUM

The Recruitment Symposium is a training program for chapter and colony vice presidents of membership recruitment. This multi-day training teaches the officers the necessary skills to lead the chapter in a successful values-based membership recruitment and selection.

DELTA UPSILON EMERGING LEADERS EXPERIENCE

The Delta Upsilon Emerging Leaders Experience (DUEL) is a highly interactive program that encourages newly initiated members to go deeper and broader in their definition of who they are and where they can have an impact. Participants develop a better understanding of their personal leadership by analyzing their talents through the StrengthsQuest Inventory. In addition, this experience provides an opportunity to visit Williams College and connect with the history and founding of Delta Upsilon. A visit to the Fraternity's founding location provides an opportunity for the most intensive Ritual education offered in DU educational programs. Through developing confidence in their talents and clarifying their personal values, participants take ownership for creating their ideal Delta Upsilon experience.

LEADERSHIP INSTITUTE

The Leadership Institute is DU's annual leadership conference/fraternity convention. More than 300 undergraduate students participate in defined tracks focusing on leadership development and chapter operations. During the Institute, students meet in the undergraduate convention/business meeting to discuss the matters of legislation that affect the Fraternity, and the Fraternity recognizes its top chapters and individuals in award ceremonies.

EDUCATIONAL PROGRAMS OVERVIEW

GreekLifeEdu™

This online training program educates members on the facts of alcohol abuse, hazing and sexual assault. This program helps to empower students to make informed decisions and provides simple strategies to help keep themselves and their friends safe.

BUILDING BETTER MEN RETREATS

Building Better Men retreats are intensive weekend-long retreats customized to meet the needs of a chapter. Senior fraternity staff facilitate the retreats, which focus on creating chapter buy-in to a shared plan of action.

GLOBAL SERVICE INITIATIVE OVERVIEW

The Global Service Initiative (GSI) actively supports the creation of global perspectives, promotes leadership development and generates community-based, service-learning opportunities while championing them as integral aspects of Delta Upsilon's Mission, values and Four Founding Principles. Students learn relationship skills, effective communication habits, problem-solving skills, an appreciation of human differences, cultural fluency, social and civic responsibility, and potentially develop a lifelong commitment to public service and engagement by making a difference in the lives of other people, communities and countries.

GSI offers members a unique opportunity to engage in direct service in developing nations and the United States while uniting their actions with the Principles of the Fraternity. The program is modeled after university alternative break experiences.

GSI creates a unique and powerful learning environment by integrating immersion-based experiences with focused and deliberate service and reflection activities. This experience fosters an attitude toward civic engagement, social change, and cultural/global understanding and appreciation. It allows undergraduate brothers to undergo a realistic self-appraisal where they engage in a reflective process that encourages them to examine personal attributes, such as identity, self-esteem, confidence, ethics and integrity. Additionally, GSI ignites critical and reflective thinking as a result of social engagement through complex community immersions.

By combining advocacy, reflection and meaningful conversations, the program develops students' leadership skills and encourages them to engage in social action for positive community outcomes. Several participants referenced the idea of "living in a bubble." They highlighted the fact that GSI took them out of their comfort zones and opened them up to perspectives they could not previously understand. On the final day, Phillippe Mims, *Lehigh '14*, stated, "Now I get that it is about giving everyone an equal opportunity to achieve what they want to achieve, and not everyone has the same opportunity."

The Delta Upsilon Global Service Initiative represents an exciting array of opportunities for its members. It increases the amount of regional, cultural and international exposure and learning available to students while enhancing their global perspective, and creating unique opportunities for students to conduct their own appreciative inquiry and participate in meaningful service. It allows a broad cross section of student access to learning in other areas of the country and the world. GSI gives DUs the opportunity to be ambassadors of culture, ingenuity and goodwill. Ultimately, GSI results in students actualizing their potential as highly effective leaders, responsible citizens and social innovators who improve academic, cultural and global communities.

MEETING 9

RITUAL PREPARATION

ANNOUNCEMENTS

UPCOMING EVENTS

FOUR FOUNDING PRINCIPLES EVENTS

MY FOLLOW-UP ITEMS

"WISDOM IS KNOWING WHAT TO DO NEXT, VIRTUE IS DOING IT."
- DAVID STARR JORDAN, *CORNELL 1872*

HISTORY OF THE RITUAL OF DELTA UPSILON

It has been discovered that as early as 1840, there existed a simple pledge that was recited by new members upon entering the Social Fraternity. Thus, the history of the Initiation Ritual begins. From that point in 1840, things began to evolve. The pledge was revised and finally included in the Constitution in 1848, which followed the direction of the Anti-Secret Confederation in 1847. From that point, the Initiation "ritual" consisted simply of the reading of the constitution to the new members, which is now included the pledge.

In 1858, the Fraternity's motto was officially adopted as Dikaia Upotheke or Δικαια Υποθηκη meaning Justice, Our Foundation. Until this time, the motto of the Williams Chapter, Ouden Adelon (or Nothing Secret) was used. In 1864, the name Delta Upsilon, and subsequently a newly designed badge, were officially adopted. On Oct. 15, 1864, a letter from the Washington and Jefferson Chapter to the Rutgers Chapter was sent that inquired as to the initiation practices and remarked, "that merely taking a pledge and reading the constitution seemed altogether too cold and barren." This letter and the correspondence that followed seemed to lead the 1866 Convention to establish a "Committee on Initiation." The delegates of the 1866 Convention in Rochester, New York accepted the report of the committee, which read:

"The pledge shall be administered to members-elect standing. The candidates and president shall stand in the center (directly in front of the president's desk), with the members of the chapter standing about them. The pledge having been assented to, the president shall address the newly elected members assuring them of the cordial sympathy of the society, and defining the relations in which they stand to the Fraternity. He shall then give them the hand of fellowship in the name of the entire Fraternity. After this, the other members of the chapter shall also welcome them as brothers."

The Initiation Rite of 1866 served the Fraternity for many years. In performing this Rite, the chapters were supposed to comply with this form, but were not limited to the additional nuances that they could add themselves. Thus, uniformity did not exist. In 1878, chapters began to express their opinion that the ritual be revised again. The issue was voted upon at the 1878 Convention to which the delegates decided to leave the matter "to the taste of each chapter."

This procedure stood until 1890 when again, the delegates at the Convention instructed the Executive Council to consider the improvement of the Initiation Rite. The idea was brought up often at conventions that would follow and was unsuccessfully reviewed by several different committees to the result that no significant progress was made on the improvement of the initiation rite for the next 10 years. Finally, at the 1900 Convention "a committee of five was appointed to draw up a uniform method of initiation and report at the next annual gathering." This committee apparently followed through with its work and prepared a more definitive Initiation Rite, which after some minor changes, was accepted at the 1901 Convention.

HISTORY OF THE RITUAL OF DELTA UPSILON

The new Initiation Rite underwent several modest changes for the next few years. After the chapters were able to put the new rite into practice, they saw the need for some minor adjustments. These revisions caused some varying opinions from the different chapters, and eventually led to a lack of uniformity. To combat this, the chapters used a "temporary form" of the Initiation Rite while the Executive Council worked with a committee to once again review the process. In 1910, the Council announced that a final draft of the rite was being handed over to Brother John Erskine, *Columbia 1900*, who would revise the final draft of the Ritual of Initiation. The draft was formally approved at the 1911 Convention, and in the fall of 1912, the Fraternity published the ritual.

The ritual consisted of three rites. In Rite I, the candidates took pledges of a negative character and were informed of the general nature of the vows to be taken later on.

An opportunity was also given for each man to express a willingness to continue the ceremony. While this was in progress, the rest of the chapter and visiting alumni were called to order in another room and informed of the names of the candidates. It was at this time that the opportunity to express any objection toward any candidate was offered. Rite I and II were conducted simultaneously. Rite III was then conducted toward the candidates containing the formal ceremony of reciting a pledge that closely resembled the current Oath of Initiation.

No alteration of the 1911 Ritual took place until 1921 when the use of Roll Books and having the candidates inscribe their names within them was added to the ceremony. In addition some slight wording changes were made, and structurally, Rites II and III were combined to make the ritual a ceremony of two rites. Once again, some minor changes in the language were made to the Ritual until, finally, in 1937, the Convention and Assembly adopted the Ritual of Initiation that is now in use today. The only change up to this point was the addition of an alternate text in 1973 that is recited at the beginning of Rite II by the Master and Chaplain.

In the fall of 2000, the task was undertaken to revise the Ritual to update the language within the text to include additional resources and further explanation as to the implementation of the Initiation Ritual, and to expand the book to include other ceremonies to be used by the chapters. Through this process, the addition and development of the ceremonies included therein, with the exception of the Initiation Ritual took place. The intent of the expanded book is to help raise the level of pride and awareness of the Fraternity's ritual, and to help bring a greater sense of uniformity and formality to the chapter level.

OATH OF INITIATION

I, of my own free will and accord, in the presence of God and of these witnesses, do hereby solemnly declare that the principles of this Fraternity as they have been explained to me accord entirely with my own views; and I solemnly promise that as a member of this Fraternity I will faithfully adhere to those principles endeavoring in every way to perfect myself morally, intellectually, and socially, and endeavoring also to act towards others according to that high standard of conduct required by the Fraternity.

I solemnly promise that I will be loyal to the Delta Upsilon Fraternity and to this chapter, abiding by their rules, discharging my obligations to them faithfully, and using all honorable means to promote their interests.

I solemnly promise that I will share with my brothers the duties of my chapter; that I will uphold and encourage them in all that is honorable and right; that I will ever extend to each brother the right hand of sympathy; and that at all times and in all circumstances I will endeavor to cultivate those sentiments which should ever exist between brothers.

All this I solemnly promise upon my honor, without any equivocation, mental reservation, or secret evasion of mind whatsoever.

What specific action will you take to advance the Ritual in your chapter in the upcoming year?

CORNERSTONE PROJECT

The Associate Member Cornerstone 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.

Your assignment is to construct a poster presentation that will be displayed at a reception in conjunction with initiation. The poster presentation should be on poster board or some other type of display that makes it easy for people to see. 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 poster presentation should address the following areas:

- What does Delta Upsilon mean to you?
- 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 goals. For each component, identify something for Knowing, Being and Doing. Utilize the following chart as a guide:
- After presenting your Cornerstone project, complete the reflection questions on WB page 65.

RELATIONAL LEADERSHIP MODEL

LEADERSHIP COMPONENT	KNOWING (Knowledge & Understanding)	BEING (attitudes)	DOING (skills)
Purposeful Having a commitment to a goal or activity. Developing a shared commitment to a common purpose and vision.	What is knowledge you need to gain? What do you need to learn?	What is an attitude you need to take on or a way you need to challenge yourself?	What is an action you need to take, or a skill you need to develop?
Inclusive Understanding, valuing and actively engaging diversity in views, styles and aspects of individuality.			
Empowering Empowerment has two dimensions: (1) a sense of self that claims ownership, claims a place in the process and expects to be involved, and (2) a set of environmental conditions that promote the full involvement of participants.			
Ethical Leadership is driven by values and standards. Ethical standards developed by either the individual or organization help to guide decisions and actions.			
Process-oriented How the group goes about being a group, remaining a group, and accomplishing the group's purpose. It refers to how the group obtains new members, makes decisions, and handles tasks related to its mission and vision.			

REFLECTION QUESTIONS

Complete the following reflection questions after you present your Cornerstone project.

What did I learn about myself while doing this project?	How can I utilize the feedback I received from others?
How will my college experience be impacted if I follow through on my Cornerstone project?	How will the experience of my chapter brothers be impacted if I follow through on my Cornerstone project?

MENTOR SELECTION GUIDE

As a part of the Cornerstone project, each associate member should identify a mentor to assist him as he begins working to realize his ideal experience both in college and in Delta Upsilon. Mentors are someone who can serve as a guide, educator, connector and supporter.

Utilize the following questions to assist you in identifying and selecting a mentor:

1. Will this person challenge me to raise the bar for myself?
2. Does this person have the ability to listen and a sincere desire and willingness to mentor?
3. Will this person encourage me as well as provide honest feedback?
4. Does this person have the knowledge and expertise I need?
5. Is this person a positive role model?
6. Is there a good learning fit between what I need and what this person has to share?
7. Will this person have sufficient time to mentor me?
8. Is this person accessible enough (geographically or physically) for my needs?
9. Are we compatible in temperament and personality?
10. Will I feel comfortable learning and interacting with this person?

Possible Mentors:

- Delta Upsilon alumni
- Faculty member
- University staff member
- A local business leader
- Former teacher or coach
- Church leader

A GUIDE FOR MENTORS

A copy of this handout should be provided to any mentor. This will help to explain the purpose of the relationship and the Delta Upsilon Associate Member Education Cornerstone project.

Thank you for your consideration of serving as a mentor for a member of Delta Upsilon Fraternity. As a part of DU's Associate Member Education Program, each young man joining Delta Upsilon completes a Cornerstone project at the conclusion of the eight-week program. As a part of that project, each man is asked to seek out a mentor to work with him as he continues his educational journey here at the institution. This handout will explain the purpose of the Cornerstone project and provide some coaching tips to get you started as a mentor.

The Associate Member Cornerstone project provides an opportunity to reflect back on what the student has learned to this point, while mapping out his ideal Delta Upsilon experience. The assignment is to construct a poster presentation that will be displayed at a reception in conjunction with initiation.

The instructions are as follows:

The poster presentation should be on poster board or some other type of display that makes it easy for people to see. 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 poster presentation addresses 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 goals. For each component, identify something for Knowing, Being and Doing.

MENTOR CHECKLIST

- ❒ Ask the student to identify his expectations for the role of a mentor.
- ❒ Communicate your expectations for the student.
- ❒ Identify expectations for frequency of meetings and communication.
- ❒ Set improvement/growth goals in correlation with the Cornerstone project.
- ❒ Identify additional resources for the student.
- ❒ Provide encouragement.
- ❒ Discuss what appropriate accountability looks like for the student.
- ❒ Assist the student in networking with others who may be able to assist.
- ❒ Identify an appropriate time frame for follow-up and future meetings.

Coaching Questions – These are questions to help guide the initial conversation between the student and the mentor. Use the questions as is appropriate.

- Tell me about your experience with Delta Upsilon.
- Why did you decide to join the organization?
- Why did you decide to reach out to me as a mentor?
- What have you learned about yourself through your Associate Member Program?
- What are your educational goals?
- How will you utilize what you have learned through Delta Upsilon to help you in the classroom?
- Explain your Cornerstone project to me. Why did you choose these goals?
- How will you take ownership for your ideal Delta Upsilon experience?
- What other individuals do you need to connect with to help you achieve your goals?

FOUR FOUNDING PRINCIPLES EVENTS

WHAT?

The associate member class will complete four events throughout the course of its 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 its 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 its planning efforts.

At the meeting after each event, the Vice President of Membership Education 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 his 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 that does not interfere with each member's 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.

SUGGESTED EVENTS:
FOUR FOUNDING PRINCIPLES

DEVELOPMENT OF CHARACTER

- Host a career development program with alumni or university administrators
- Sponsor a health and wellness program
- Have a show and tell – Have each member bring a personal hobby or passion to share with the group
- Hold an associate member retreat with both brotherhood and personal development and leadership activities
- Do a leadership inventory activity with a campus administrator
- Host an etiquette dinner
- Host a faculty and staff appreciation dinner or reception – Each associate member invites a faculty or staff member
- Do a "how do you want to be remembered?" activity – Each associate member writes his own eulogy.

PROMOTION OF FRIENDSHIP

- Hold a "brotherhood speed dating" activity to get to know one another
- Host a cookout with the chapter
- Hold a social event with another student organization
- Host a recruitment event
- Visit a ropes course
- Host a sports tournament with the chapter – Teams should include a mix of associate members and initiated members
- Attend a sporting event on campus as a class
- Have a candle pass
- Give out doughnuts/coffee on campus
- 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.

DIFFUSION OF LIBERAL CULTURE

- Host an event with a cultural group on campus
- Attend a speaker or a campus event about another culture
- Visit a museum and discuss
- Hold a movie night with a group discussion
- Share an artifact – Have each member investigate his personal ethnic heritage and share something that relates to his culture
- Visit a cultural center in the local community
- Attend a performing arts event as a class
- Have each member create and share an artistic project
- Host an event with an MCG and/or NPHC group

ADVANCEMENT OF JUSTICE

- Conduct a community service event
- Attend an event about social justice on campus
- Host an event with the LGBT Center, Women's Center, Multicultural Center or another office related to underrepresented populations
- Participate in a political event
- Assist with a voter registration drive
- Host a debate on a current issue
- Host a philanthropy event for the Global Service Initiative
- Participate in a campus or community service day
- Create an advocacy event to promote awareness for a topic or issue on campus
- Serve at a blood drive

GreekLifeEdu™ INSTRUCTIONS

Here is another great educational resource provided to you through your membership in Delta Upsilon.

GreekLifeEdu is a web-based educational program that uses a variety of modules to educate the participants on many facets of the fraternal experience. From hazing to sexual assault to alcohol misuse, the course topics are pertinent not only to you as a member, but also to your guests. The course uses videos and quizzes to teach about avoiding high-risk behaviors and intervening when such behaviors are witnessed.

The course includes three surveys that offer feedback regarding attitudes and behaviors. All survey responses are strictly confidential; Delta Upsilon will only receive information about our organization as a whole and will never see individual members' responses.

For you to take GreekLifeEdu, you will need a computer with Internet access and audio capabilities. Follow the instructions below.

1. Go to: www.greeklifeedu.com.
2. Under New User, enter the following Login ID: (This will be provided to you by your associate member educator)
3. Click "Submit."
4. On the registration page, create a GreekLifeEdu account using an email address and a password.
5. You may log in and out of the course at the end of each section. Section ends are marked with a "Next" button. Do not log out until you click the "Next" button or you will have to repeat the section.
6. When returning, log in as a Returning User and enter the same email address and password created when you first logged into the course.

In conjunction with the safety and educational outcome, the chapter will receive a 5 percent Loss Prevention Allocation Credit if at least 50 percent of the chapter completes the program, and a 10 percent Credit will be earned if 75 percent or more complete the program. This credit helps to offset the cost of the program which is $15 per member, and a member only needs to take the course once during his undergraduate career.

If you have any questions about GreekLifeEdu or the Fraternity's Loss Prevention Program, please contact Director of Loss Prevention Sara Jahansouz Wray at wray@deltau.org.

ASSOCIATE MEMBER RETREAT

MY BIG WINS

AN ACCOMPLISHMENT IN YOUR FAMILY/HOMELIFE	AN ACADEMIC ACCOMPLISHMENT

A CONTRIBUTION YOU HAVE MADE TO DELTA UPSILON	A CONTRIBUTION YOU HAVE MADE TO THE ASSOCIATE MEMBER CLASS

PRINCIPLES IN ACTION

Associate Member Retreat Principles in Action

Who Demonstrates These Actions

Promotion of Friendship

_____

_____

Development of Character

_____

_____

Diffusion of Liberal Culture

_____

_____

Advancement of Justice

_____

_____

NOTES

THE DEMOCRACY OF DELTA UPSILON

No Man Above His Fellow Workers
Charles Evans Hughes, *Colgate & Brown 1881*

Brother Chairman, invited guests, and fellow Delta Upsilons: I am most pleased to be in your company this evening and must admit that I am quite inspired by the enthusiasm of the occasion and am humbled that you have asked me to speak for just a few short moments.

I do not come to you tonight as Chief Justice of the Supreme Court of this great land of ours, as former U.S. Secretary of State, or as former Governor of New York, but rather as a member of Delta Upsilon Fraternity. I have no observations to make about politics or political conditions. I shall not refer to anything that may be deemed to have any political significance. I am not here to exhort you or ask you for your support, but to take you by the hand as brothers and rejoice in the common bond of Delta Upsilon.

Seated at the tables here are men with whom I passed my undergraduate days—some of them I have not seen for 25 or 30 years. If the memories of Delta Upsilon were taken out of my life, how much of the highest value would be destroyed!

Such a meeting as this would have been impossible in the days when I joined DU at Colgate. Our meetings were in an upper room, and they were hardly on this scale. We had, once in a while, those mongrel affairs called private publics to which the ladies of the neighboring seminary were invited. We lived the simple life in those days.

I think first of the democracy of every Delta Upsilon chapter I ever had anything to do with. With them it is the man that counts. The man who works his way through college is not looked down upon. The question of family or riches is never considered. There was, in the college fraternity, an idea, and an ideal, of intellectual, of scholastic development. DU has sought always to get the best men. We thought in Delta Upsilon that we were in college to do something along intellectual lines. Each man begins with his own world to conquer, and education is the measure of his conquest, but a man was expected to do something for the Fraternity in some worthy college activity.

I do not mean to imply that we did not have good times in those days. We did things we ought not to have done, and we left undone the things we ought to have done. I would give some men here tonight a good deal of money not to tell of some of the good times we had. But, overall, Delta Upsilon stamps a man, nine times out of 10, as an earnest man. That is the spirit of Delta Upsilon.

We don't want a man to go out of college believing he is more exalted than others. He must have no feelings of superiority over his fellow citizens; he must know that he is not separate from his fellow workers in the world. That is the broader fraternity; that is the basis and foundation of our society and all society.

THE DEMOCRACY OF DELTA UPSILON

If there is one thing above all others that we must guard against in our college life, it is the slightest taint of snobbishness or of anything that will interfere with democratic ideals and the fitness of the individual as a citizen when he leaves the college halls. We need today the spirit of fraternal sympathy and a disposition to recognize our duties to our fellow men. If we have that fraternal sympathy in business life, there will be little occasion for schemes of legislation that will interfere with the freedom of business.

We are not here to arrogate to ourselves any superiority. But we are proud, and we have a right to be proud of the standards of Delta Upsilon. None higher can be pointed to by any college fraternity. I have no word of disparagement for any other college fraternity, but I say that there was no higher spirit among college men than was to be found in the Delta Upsilon Fraternity. And so, I was glad when my own son became a member of Delta Upsilon.

We are governed by law, in a sense, by public opinion in a higher sense; but fortunate is the young man who either in family or college relations finds himself constrained by some worthy ideal that makes him feel he will be untrue to his former associations unless he measures up to the talents that have been given to him. So every Delta Upsilon man has received a benediction. Let nothing rob us of the spirit of fraternity; let nothing destroy the bond of Delta Upsilon.

Thank you, my dear brothers for allowing me to be with you this evening. I offer to each of you a most hearty Dikaia Upotheke. I bid you goodnight.

"Let nothing rob us of the spirit of fraternity; let nothing destroy the bond of Delta Upsilon."

-Charles Evans Hughes, Colgate & Brown 1881

ACCOUNTABILITY SCENARIOS

Where is Steve?

The semester is about halfway over, and the chapter has been enjoying some success. Recruitment has been completed, and as an Executive Board, you have started turning your attention to the next major events coming up on the calendar. The topic of Homecoming comes up and you here a question which is becoming increasingly common, "Where is Steve?" Steve is the VP of External Relations. He has not been to an Executive Board meeting in about a month, and he has only attended one chapter meeting all year. Last week one member ran into Steve on campus and started berating him for dropping the ball on Homecoming. Steve got angry and said he had everything under control. Steve's roommate said he has not been home much lately; he has been going home every weekend. Steve is a popular member of the chapter and always brings up the morale of the brotherhood when he is around.

- How should the Executive Board respond?
- Should someone approach Steve? If so, who?
- What should be done about Homecoming?
- Should Steve face any disciplinary action? What are some possible consequences of the disciplinary action?

Missing Class…Again

Part way through the semester, a group of you are leaving the chapter house to head to class. You see John sleeping on the couch. One of the guys mentions that John has not been to their history class in about a month, and he missed a test last week. John has been a great member of the associate member class. His attendance is 100%, and he is always willing to volunteer to help with anything that needs to be done. During the academic success session, you remember hearing John mention that he wasn't concerned about grades. He said school comes easy to him and he has always been able to "figure it out." Your associate member class is starting to worry about John's academics.

- What should you do about John?
- How should you approach him? Who should confront John?
- Why should the Fraternity be invested in John's academic success?

ACCOUNTABILITY SCENARIOS

- Should Joe face any disciplinary action? What are some possible consequences of the disciplinary action?

You Can't Say That

Recently, a large number of brothers were hanging out at a Greek Week event on campus. Fred, an older member of the chapter is overheard making some sexually explicit and profane remarks about a woman in a sorority. He is hanging out with several members of the associate member class and they are laughing and giving him a high five. He is talking quite loudly and can easily be heard by other members of Delta Upsilon and other students nearby. Some members of the chapter are visibly upset by his comments and walk away from Fred.

- How should the chapter respond to Fred?
- How should you approach him? Who should confront Fred?
- Should anyone follow up with the associate members who were present?
- What could happen if this behavior is not confronted?

Out of Control In the Dorms

You are a group of associate members in the chapter. You have a friend who is a Resident Advisor in one of the main freshmen residence halls on campus. He lets you know that Carl, one of your fellow associate members, has been getting into trouble recently. He has been written up several times for violations including vandalism in the bathroom, excessive noise, and verbally accosting a staff member. Carl is a well-known member of his associate member class, he is known as "Mr. Letters" because he wears DU letters almost every day, and he is well known in the Residence Hall as being involved with the Fraternity.

- How should you respond to the situation?
- How should you approach Carl? Should you involve members of the chapter?
- What issues could emerge if Carl is not confronted about his behavior?
- Should Carl case any disciplinary action? What are some possible consequences of the disciplinary action?

ACCOUNTABILITY SCENARIOS

The Blow-Up

The chapter has just experienced a contentious chapter meeting. Two members in particular had a big blow-up at the meeting. In a debate over a revision of house rules for managing the chapter house, Jose, a member of the Executive Board, and Jimmy, a senior in the chapter, started arguing. Jimmy felt that Jose wasn't respecting the traditions of the chapter house by trying to rewrite policies around chapter house duties and room selection. Jose felt that Jimmy was living in the past and not willing to listen to new ideas. After some debate back and forth, Jimmy started cursing and yelled "this is why this chapter is going to hell!" He then stormed out of the room and slammed the door. The meeting went on and the new policies passed a vote by the chapter. Upon hearing that the vote passed, Jimmy made a long post on the chapter Facebook page expressing his disappointment and reiterating the need to respect the tradition in the chapter. The Executive Board has a meeting the next day to figure out what to do.

- How should you respond to the situation?
- How should you approach Jimmy? Should you involve members of the chapter?
- How should Jose be involved in the follow up?
- What issues could emerge if Jimmy is not confronted about his behavior?
- Should Jimmy case any disciplinary action? What are some possible consequences of the disciplinary action?

VISION WORKSHEET

Think several years into the future of your chapter. Think about what this future state would look like in an ideal world.

What would this ideal chapter do? What activities, where and why?

Who would be members of this ideal chapter?

What would members gain from their experience in this chapter?

How would members interact? What would their relationships as brothers look like?

Why would you be excited to be a part of this chapter?

VISION WORKSHEET

NEEDS

INVESTMENTS

WHO TO CONTACT

Accounts Receivable	Kelsey Morrissey	morrissey@deltau.org
Address Updates, Lists, Labels	Jana Anderson	jana@deltau.org
Alumni Clubs	Michelle Marchand	marchand@deltau.org
Awards	Justin Kirk	kirk@deltau.org
Badges	Jana Anderson	jana@deltau.org
Brick Orders	Meghan Bender	bender@deltau.org
Building Better Men Retreats	Noah Borton	borton@deltau.org
Chapter Emergency/Crisis	Justin Kirk	kirk@deltau.org
Chapter Excellence Plan	Kelsey Morrissey	morrissey@deltau.org
Chapter Services	Michelle Marchand	marchand@deltau.org
Certificates	Jana Anderson	jana@deltau.org
Colonies	Michelle Marchand	marchand@deltau.org
Copyright/Trademark/Visual Identity	Ashley Martin	amartin@deltau.org
DU Archives/History/Memorabilia	Karl Grindel	grindel@deltau.org
DUEL	Noah Borton	borton@deltau.org
Delta Upsilon Educational Foundation	Stephannie Bailey	bailey@deltau.org
Delta Upsilon Quarterly	Ashley Martin	amartin@deltau.org
Donations to DUEF	Stephannie Bailey	bailey@deltau.org
Educational Programs/Materials	Noah Borton	borton@deltau.org
Expansion	Hayden Rahn	rahn@deltau.org
Global Service Initiative	Kaye Schendel	schendel@deltau.org
Housing	Justin Kirk	kirk@deltau.org
Incidents	Sara Jahansouz Wray	wray@deltau.org
Leadership Institute	Veronica Moore	moore@deltau.org
Liability Insurance Billing	Sara Jahansouz Wray	wray@deltau.org
Loss Prevention	Sara Jahansouz Wray	wray@deltau.org
Membership Records	Jana Anderson	jana@deltau.org
Men of Merit Standards	Michelle Marchand	marchand@deltau.org
Associate Member Pin	Jana Anderson	jana@deltau.org
Presidents Academy	Noah Borton	borton@deltau.org
Publications	Ashley Martin	amartin@deltau.org
Public Relations	Ashley Martin	amartin@deltau.org
Regional Leadership Academy	Veronica Moore	moore@deltau.org
Scholarships	Meghan Bender	bender@deltau.org
Taxes, Tax Forms, Form 990, Etc.	Karl Grindel	grindel@deltau.org
Volunteers	Michelle Marchand	marchand@deltau.org
Website/Social Media	Kendall Rabeneck	rabeneck@deltau.org

DELTA UPSILON LOSS PREVENTION POLICIES

DELTA UPSILON FRATERNITY is a member of the Fraternity Risk Management Trust (FRMT, Ltd.). The Loss Prevention Policy of Delta Upsilon includes the following provisions and shall apply to all chapters, colonies, and members. All activities of all Delta Upsilon chapters, colonies, and members must be in compliance with all Federal, state, and local laws at all times.

ALCOHOL AND DRUGS

1. The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises, during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the Fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.
2. No alcoholic beverages may be purchased through or with chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of, or on behalf of, the chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, i.e. kegs or cases, is prohibited.
3. OPEN PARTIES, meaning those with unrestricted access by non-members of the Fraternity, without specific invitation, where alcohol is present, are prohibited.
4. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal "drinking age").
5. The possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity is strictly prohibited.
6. No chapter may co-sponsor an event with an alcohol distributor, charitable organization or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on property of a tavern as defined above for the purposes of fundraising. A chapter may rent or use a room or area in a tavern as defined above for an event held within the provisions of this policy, including the use of a third party vendor and guest list.
7. No chapter may co-sponsor or co-finance or attend or participate in a function where alcohol is purchased by any of the host chapters, groups or organizations.
8. All recruitment or rush activities associated with any chapter will be non-alcoholic. No recruitment or rush activities associated with any chapter may be held at or in conjunction with an alcohol distributor or tavern as defined in this policy.
9. No member or pledge / associate / new member / novice, shall permit, tolerate, encourage or participate in "drinking games."
10. No alcohol shall be present at any pledge/ associate / new member / novice program, activity or ritual of the chapter. This includes, but is not limited to activities associated with "bid night,""big brother / big sister night" and initiation.

HAZING

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."

SEXUAL ABUSE AND HARASSMENT

The Fraternity will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions which are demeaning to women or men, such as verbal harassment. The Fraternity will not tolerate sexual assault in any form.

PHYSICAL ABUSE

No member shall resort to or engage in any physical acts of violence of any kind against another individual or any acts of vandalism of any kind against another person's property for any reason, except for the purpose of the defense of one's self, or one's own property and to the limited extent that the law would otherwise permit.

FIRE, HEALTH AND SAFETY

1. All chapter houses should meet all local fire and health codes and standards.
2. All chapters should have posted by common phones and in other locations, emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
3. All chapters should comply with engineering recommendations as reported by the insurance company or municipal authorities.
4. The possession and/or use of weapons of any kind within the confines and premises of the chapter house is expressly forbidden. The term "weapon" means any object, substance or chemical designed or intended to inflict a wound, cause injury or incapacitate, including but not limited to, all firearms, pellet guns, switchblades, knives and knives with blades five or more inches in length or dangerous chemicals.

EDUCATION

Each chapter shall annually instruct its undergraduate members in the Loss Prevention Policies. Additionally, all undergraduate members shall annually receive a copy of said Risk Management/ Loss Prevention Policy. A copy of said Risk Management/Loss Prevention Policy is available on the Fraternity's website.

REPORTING

Each chapter and member shall report promptly each failure to adhere to any of these policies to the Fraternity. Self-reporting of loss prevention violations and the steps taken to address the violation will be considered positive factors in the deliberations of the Fraternity when reacting to violations of these policies.

Adopted by the Board of Directors November 1990, Revised April 2003, October 2003, November 2006, December 2010, April 2014.

MEMBER ACCIDENT PROTECTION PROGRAM

WHAT IS THE MEMBER ACCIDENT PROTECTION PROGRAM?

The Member Accident Protection Program of the Fraternity is a benefit of membership. The program is intended to complement the health insurance of every undergraduate member of the Fraternity for injuries as a result of an accident. The premium for this program is paid by the Fraternity, and the program may be canceled or changed at the sole discretion of the Fraternity at anytime. The information provided is for informational purposes only and is not intended to replace the insurance contract. For specific information regarding any claim, please contact International Headquarters.

WHO IS AN INSURED PERSON UNDER THE MEMBER ACCIDENT PROGRAM?

All eligible undergraduate members, associate members\pledges of the Fraternity are insured for covered injuries which are incurred while the policy is in force and occur while:

- In good standing with the Fraternity. Membership will be verified with the Fraternity International Headquarters so be certain your membership has been reported and all pledge, initiation, undergraduate dues and risk management\ insurance fees have been paid.
- Enrolled as a student at an institution of higher learning where there is an undergraduate chapter of the Fraternity, except during appropriate holiday or summer breaks. If a covered injury occurs during a holiday or summer break, the eligible member will have had to have been an enrolled student during the prior school term and continuing at an institution of higher learning the following term.

WHAT PROTECTION IS PROVIDED?

The following limits of protection are provided:

- $100,000 Accident Medical Expense and/or Dental Accident Injury Maximum
- $5,000 Accidental Dismemberment and/or Accidental Death Benefit
- 52 Week Benefit Period
- $0 Deductible

HOW ARE BENEFITS PAID?

- The policy will pay the first $500 of covered medical expense incurred without regard to other available coverage.
- Additional benefits will be paid only when eligible medical expense is not recoverable from any other insurance policy, service contract or workers' compensation policy. This policy will reimburse deductible and co-pays of health insurance programs.

MEMBER ACCIDENT PROTECTION PROGRAM

- The medical deductible must be satisfied after payment of the first $500 of covered medical expense incurred before additional payments are paid.
- Benefits for any one accident shall not exceed, in the aggregate, the Medical Expense Maximum.
- In the absence of any other applicable coverage, this coverage is primary.

WHAT IS ACCIDENTAL DISMEMBERMENT?

When, because of a covered injuries, the insured sustains any of the following losses within 52 weeks after the date of the accident, the company will pay benefits for loss of:

- Paraplegic or greater 100%
- Two or more members 100%
- One member 50%

Member is defined as hand, foot or sight of eye. The percentage shown is applied to the Accidental Dismemberment Principal Sum. Loss means severance of the limb at or above the joint and total and irrecoverable loss of the entire sight. Loss must occur within 52 weeks after the date of the accident. Only one of the amounts (the largest applicable) will be paid for any one accident.

WHAT IS ACCIDENTAL DEATH?

The company will pay the Accidental Death Principal Sum when a covered injury results in the insured's death. Death must occur within 52 weeks of the covered accident. If Accidental Dismemberment Benefits have been paid for a loss resulting from the same accident, the Accident Death Benefit will not be payable. To receive benefits, loss must be independent of sickness and all other causes.

TO WHOM ARE CLAIMS REPORTED?

8705 Founders Road, Indianapolis, IN 46268
Phone 317-875-8900
E-Mail: ihq@deltau.org, www.deltau.org/report-an-incident

WHAT IS EXCLUDED UNDER THIS COVERAGE?

The Policy does not cover Loss nor provide benefits for:

Expenses for treatment on or to the teeth, except for treatment resulting from Injury to natural teeth; Eyeglasses, hearing aids, and examination for the prescription or fitting there of; Suicide, attempted suicide or intentionally self-inflicted Injury; Injury due to participation in a riot; Cosmetic surgery; Loss resulting from air travel, except as a farepaying passenger on a commercial airline; Injury resulting from any declared or undeclared war; Injury while in the armed forces of any country; Injury covered by any worker's compensation or occupational disease law; Treatment provided in a government hospital unless the insured is legally obligated to pay such charges; Infections except pyogenic or bacterial infections caused wholly by a covered injury; Claims occurring while parachuting or hang-gliding; Expenses covered by any other policy; Hernia in any form; Sickness or disease, in an form; Fighting (unless an innocent victim); Injuries due to intramural tackle football, hockey or rugby. All other intramural activities are covered; All intercollegiate sport participation including off season conditioning. Injuries

MEMBER ACCIDENT PROTECTION PROGRAM

resulting from the use of any narcotic unless administered on the advice of a physician. Note: The listed exclusions are for illustration and does not list all exclusionary terms of the policy.

IMPORTANT NOTES:

1. The Member Accident Protection Program is NOT a substitute for health insurance. It provides NO protection for sickness or illness. Every member of the Fraternity must be certain that they obtain health insurance coverage from their parents or other source.
2. Policy requires reporting within 180 days. A delay in reporting can cause your claim to be denied or have your benefit payments delayed.

DELTA UPSILON CLAIM AND DISPUTE RESOLUTION PLAN

1. PURPOSE

The Delta Upsilon Claim and Dispute Resolution Plan is designed to provide the efficient, speedy, fair and cost effective resolution of any disputes between the Delta Upsilon International Fraternity, the Delta Upsilon Educational Foundation and any of its members related to or arising out of the membership relationship or participation in Fraternity activities. This includes, but is not limited to, any legal disputes that any present or former Delta Upsilon Fraternity member may assert against the Fraternity; its university or college affiliated chapters; or any of the officers, directors, present and former members, pledges or associate members of the Fraternity. The intention of the Plan is to create an exclusive procedural mechanism for the resolution of disputes. It does not reduce or enlarge substantive rights available under existing law.

2. DEFINITIONS

A. "Arbitration" means any federal or state recognized arbitration procedure or any similar local group of arbitrators selected to resolve disputes under the Plan.

B. "Sponsor" means Delta Upsilon International Fraternity, Inc., Delta Upsilon Educational Foundation, Inc., and any parent, subsidiary, or affiliated organizations, as well as college, university, and affiliated chapter organizations across the United States.

C. "Act" means the Federal Arbitration Act, 9 U.S.C. § 1 et seq., as amended from time to time.

D. "Fraternity" means Delta Upsilon International Fraternity, Inc.; Delta Upsilon Educational Foundation, Inc.; all local, college, and university affiliated Delta Upsilon chapters across the United States; all Delta Upsilon chapter housing corporations and alumni associations; every student chapter of Delta Upsilon; as well as all of any of these organizations' officers, directors, members and agents.

E. "Claim" means any legal or equitable claim, demand or controversy for any injury; equitable relief; or damage arising out of any wrongdoing, statute or contract breach involving the Fraternity. This includes, but is not limited to, any allegation of negligence, intentional act, hazing, defamation, libel, slander, discrimination or any type of wrongdoing whatsoever.

F. "Dispute" means a claim, demand or controversy to which this Plan applies between the persons bound by this Plan and any person or anyone otherwise entitled to the benefits of this Plan.

G. "Member" means any initiated member, new member, pledge, associate member, new initiate, existing member, alumnus or former member of Delta Upsilon Fraternity.

H. "Plan" means this Delta Upsilon Claim and Dispute Resolution Plan, as amended from time to time.

DELTA UPSILON CLAIM AND DISPUTE RESOLUTION PLAN

3. APPLICATION AND COVERAGE

A. Until revoked by the Fraternity, this Plan applies to and binds the Fraternity and each member on or after the Effective Date of this Plan, as well as the heirs, beneficiaries, and assignees of any such person. All such persons shall be deemed parties to this Plan.

B. Except as expressly provided for, this Plan applies to any legal or equitable claim, dispute, demand, or controversy, in tort or contract, under any local, state, or federal statute, or any allegation of violation of any legal obligation or duty, between the persons bound by this Plan, or between a person bound by the Plan or any person or entity entitled to its benefits, which relates to, arises from, concerns or involves in any way any Claim or Dispute as defined herein arising out of or involving the Fraternity or any Fraternity activity.

C. This Plan does not apply to claims for workers' compensation benefits or unemployment compensation benefits.

4. RESOLUTION OF DISPUTES

All disputes not otherwise settled by the parties shall be finally and conclusively resolved under this Plan.

5. AMENDMENT

This Plan may be amended by the Fraternity at any time, but no amendment shall apply to a dispute which is the subject of a pending Arbitration at the time of any such amendment.

6. APPLICABLE LAW

A. The Federal Arbitration Act shall apply to this Plan and any proceedings under this Plan, including any actions to compel, enforce arbitration, confirm or vacate arbitration proceedings and awards, and any other action in reference to Arbitration under the Plan.

B. Other than as provided herein, the substantive legal rights, remedies, and defenses of all parties are preserved in any Arbitration, and the arbitrator shall have the authority to determine and implement the applicable law and order any and all relief, legal or equitable, including damages, which a party could obtain from a court or competent jurisdiction from which the Claim or Dispute arose.

7. EXCLUSIVE REMEDY

Proceedings under this Plan shall be the exclusive, final and binding method by which any and all disputes, claims and controversies are resolved. As such, the institution of Arbitration proceedings under this Plan shall be a condition precedent to the initiation of any legal action against the Fraternity arising out of membership or participation in the Fraternity activities by a member, and any such legal action shall be limited to those under the Act. In the event any person bound by this Plan initiates legal proceedings, such member consents to the initiation of a motion to compel Arbitration or similar filing in the state of Indiana on behalf of the Fraternity.

DELTA UPSILON CLAIM AND DISPUTE RESOLUTION PLAN

8. EFFECTIVE DATE

The Effective Date of this Plan is April 4, 2014. Amended August 1, 2014.

9. SEVERABILITY

The terms of this Plan are severable, that is, the invalidity or unenforceability of any provision shall not affect the application of any other provisions. Whenever possible, any invalid provision of the Plan will be reformed and enforced.

10. CONSENT AND ASSENT

By affiliating with Delta Upsilon Fraternity, either through pledgeship, membership, associate membership, or otherwise becoming a new member or continuing membership after the Effective Date, all persons covered by this Plan agree to and consent to be bound by both this Plan during their membership and after termination of their membership.

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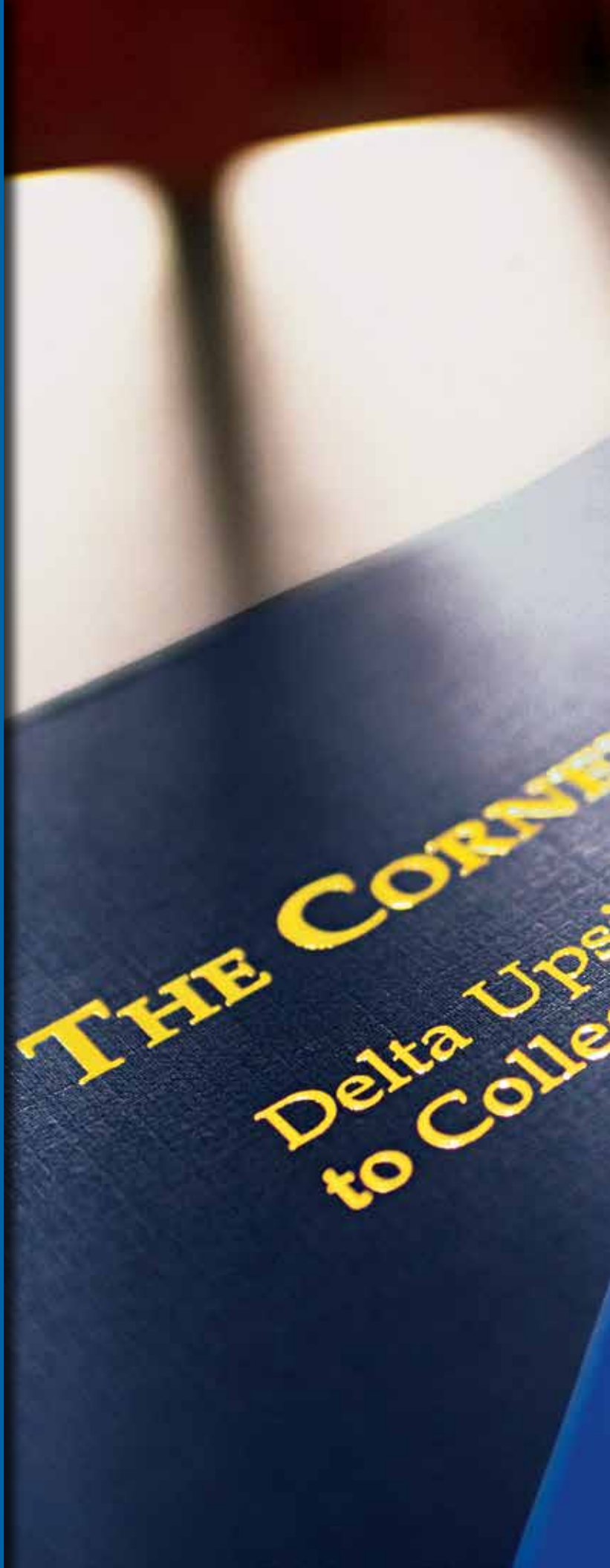
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