



DELTA UPSILON

INTERNATIONAL FRATERNITY

MEN OF MERT

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 daily.

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. For Associate Member Education and Loss Prevention, all chapters should meet the Expectation level.

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 failing to meet the minimum levels over multiple years may be in jeopardy of reorganization or suspension.

2022-2023 MEN OF MERIT STANDARDS

MEN OF MERIT CHAPTER STANDARDS

1. CHAPTER EXCELLENCE PLAN

Aspiration: 100% of Required criteria and at least 70% of Optional criteria.

Expectation: At least 90% of Required criteria and at least 50% of Optional criteria.

Minimum: At least 80% of Required criteria and at least 40% of Optional criteria.

** If a chapter reaches one level in Required and a different level in Optional, their overall Men of Merit performance in the CEP standard will be based on the lower of the two (for example – if a chapter completes 95% of Required criteria but only 45% of Optional criteria, the chapter will be marked as Minimum overall).*

2. 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.

3. PROGRAM ATTENDANCE

Aspiration:

- *For United States Chapters:* Chapter has **at least 12 members** attend various Delta Upsilon educational programs (Leadership Institute, Presidents Academy, Regional Leadership Academy, Emerging Leaders Experience, and the Global Service Initiative), including at least **one** registered delegate at Leadership Institute and **one** member at Presidents Academy.
- *For Canadian Chapters:* Chapter has **at least 8 members** attend various Delta Upsilon educational programs (Leadership Institute, Presidents Academy, Regional Leadership Academy, Emerging Leaders Experience, and the Global Service Initiative), including at least **one** registered delegate at Leadership Institute and **one** member at Presidents Academy.

Expectation:

- *For United States Chapters:* Chapter has **at least 10 members** attend various Delta Upsilon educational programs (Leadership Institute, Presidents Academy, Regional Leadership Academy, Emerging Leaders Experience, and the Global Service Initiative), including at least **one** registered delegate at Leadership Institute and **one** member at Presidents Academy.
- **For Canadian Chapters:** Chapter has **at least 6 members** attend various Delta Upsilon educational programs (Leadership Institute, Presidents Academy, Regional Leadership Academy, Emerging Leaders Experience, and the Global Service Initiative), including at least **one** registered delegate at Leadership Institute and **one** member at Presidents Academy.

Minimum:

- For United States Chapters: Chapter has **at least 6 members** attend various Delta Upsilon educational programs (Leadership Institute, Presidents Academy, Regional Leadership Academy, Emerging Leaders Experience, and the Global Service Initiative), including at least **one** registered delegate at Leadership Institute and **one** member at Presidents Academy.
- For Canadian Chapters: Chapter has **at least 4 members** attend various Delta Upsilon educational programs (Leadership Institute, Presidents Academy, Regional Leadership Academy, Emerging Leaders Experience, and the Global Service Initiative), including at least **one** registered delegate at Leadership Institute and **one** member at Presidents Academy.

4. SERVICE

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

Expectation: Chapter supports a local charitable partner and conducts an average of **15 hours** of service per member per year.

Minimum: Chapter conducts an average of **10 hours** of service per member per year.

5. PHILANTHROPY

Aspiration: Chapter raises a total of at least \$3,000 for philanthropic endeavors, including at least \$2,500 for the Global Service Initiative. Proof, in the form of an acknowledgement email or letter from the charity, of funds donated to a non-profit other than the Global Service Initiative must be submitted to the Fraternity to satisfy this standard.

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

Minimum: Chapter raises at least \$500 for a charity of their choice. Proof, in the form of an acknowledgement email or letter from the charity, of funds donated to a non-profit other than the Global Service Initiative must be submitted to the Fraternity to satisfy this standard.

6. 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.

7. ASSOCIATE MEMBER EDUCATION

Expectation: Chapter demonstrates implementation of the Delta Upsilon Associate Member Education Program by including at least 75% of the program's learning outcomes in the chapter's program. (Note: Modifications can be made if facilitating a virtual experience or when adjusting the length due to University requirements, but all educational content must remain.)

8. LOSS PREVENTION

Expectation: Chapter has no Loss Prevention Policy violations and has implemented Substance-free Housing (if applicable) or has been granted the Substance-free Housing Waiver.

9. ADVISORY SUPPORT

Aspiration: Chapter has a Chapter Advisory Board with a total of eight members, including three who are in weekly contact with chapter leadership, and a separate House Corporation (if applicable). Advisors participate in at least four Fraternity-led Advisor Webinars yearly.

Expectation: Chapter has a Chapter Advisory Board with a total of five members, including one who is in weekly contact with chapter leadership, and a separate House Corporation (if applicable). Advisors participate in at least three Fraternity-led Advisor Webinars yearly.

Minimum: Chapter has a Chapter Advisory Board with a total of three members, including one who is in weekly contact with chapter leadership and a separate House Corporation (if applicable). Advisors participate in at least two Fraternity-led Advisor Webinars yearly.

10. LEARNING ASSESSMENT

Aspiration: Chapter has **95%** member completion of CommunityEdu and **95%** member completion of the Delta Upsilon Membership Outcomes Assessment.

Expectation: Chapter has **85%** member completion of CommunityEdu and **85%** member completion of the Delta Upsilon Membership Outcomes Assessment.

Minimum: Chapter has **60%** member completion of CommunityEdu and **60%** member completion of the Delta Upsilon Membership Outcomes Assessment.

11. ACCOUNTS RECEIVABLE

Aspiration: Chapter has no fees past due as of June 30.

Expectation: Chapter has no fees more than 30 days past due as of June 30.

Minimum: Chapter has no fees more than 60 days past due as of June 30 or is current on an agreed-to payment plan.

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 August 1. Each chapter's advisory board is responsible for submitting their Associate Member Education program verification 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, except for 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 below minimum in any combination of six or more Standards may be assigned a member of the Men of Merit Committee. Chapters at the below minimum level in any standard are required to follow the noted Improvement Plan. Chapters failing to meet the minimum levels over multiple years may be asked to participate in a show-cause hearing with members of the Board of Directors.

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.

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, they must begin work on the noted Improvement Plan for that area within the first 30 days of the next academic year (if applicable). They will work collaboratively with their 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

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 as a "Men of Merit Chapter". 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.

ASSOCIATE CHAPTERS

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