



# **MEN OF MERIT**

## **DELTA Upsilon**



THE CHAPTER STANDARDS PROGRAM

# MEN OF MERIT: THE MEMBER EXPERIENCE

Delta Upsilon seeks to build better men for a global society through service, leadership development, and lifelong personal growth of our diverse membership. Delta Upsilon's mission of *Building Better Men* is rooted in the Four Founding Principles of the Fraternity – the promotion of friendship, the development of character, the diffusion of liberal culture, and the advancement of justice.

Since its founding in 1834, Delta Upsilon has committed to welcoming men of merit, and merit alone, into its chapters. This is the standard of membership by which we evaluate our members and our chapters. We fulfill our purpose and realize our mission as a Fraternity through the Delta Upsilon member experience outcomes, which are defined in the four founding principles.

Through their Delta Upsilon experience, Fraternity members will attain the following outcomes:

## PROMOTION OF FRIENDSHIP

Delta Upsilon members must develop confidence in themselves while learning the skills to connect and work with others in a meaningful way.

Framing Language: The active practice and intentional development of good will toward all communities. Creating meaningful and healthy relationships. Fostering an environment which develops mutually supportive relationships. Connect with and work effectively with others. True appreciation of oneself and others.

- Engage in mature and healthy relationships with others
- Develop a health self-image and awareness of self
- Create healthy social interactions with others
- Work effectively with others in small and large group situations
- Develop effective written and verbal communication skills

## DEVELOPMENT OF CHARACTER

Delta Upsilon members must develop a framework of personal values rooted in the principles and mission of Delta Upsilon. They must be able to apply these values for success academically, personally, and professionally.

Framing Language: Intentional growth towards excellence socially, intellectually, and morally which fosters adherence to a set of personal values to guide decision making based on an understanding of what is right and wrong. A commitment to constant improvement through education and reflection. Caring and respect for others.

- Knowledge of Delta Upsilon Fraternity principles, mission, and history
- Identify personal values as a foundation for decision making and life experiences
- Engage in ethical decision making
- Relate how current knowledge connects to current and future life experiences
- Synthesize multiple forms of information and formulate plans for application

## DIFFUSION OF LIBERAL CULTURE

Delta Upsilon members must embrace lifelong learning as a means to understand, appreciate, and connect with other world cultures.

Framing Language: Expanding the mind to understand and appreciate the perspectives, traditions, norms, and cultures of others. Openly sharing one's own culture while engaging with other cultures appropriately to facilitate the free exchange of ideas as a means for sharing and bridging gaps across cultures. The pursuit of lifelong learning as a means to increase diversity and ongoing discovery.

- Articulate multiple sides of a complex issue
- Identify the nature, source, and rationale for their thoughts, opinions, and emotions
- Appreciate differences and perspectives of others and their world view
- Examine others' perspectives and identify what influenced them
- Articulate goals for current and lifelong learning

## ADVANCEMENT OF JUSTICE

Delta Upsilon members must commit to the advancement of justice through service and problem solving on a global, national, and local level.

Framing Language: The active engagement in the creation of a just world by advancing a cause one believes in. Furthermore, a commitment to create opportunity for all in a manner which is fair and just, and to confront that which is unjust. This will result in action to promote the common good within the community.

- Formulate position regarding an issue
- Engage in problem solving
- Articulate a personal definition for social justice
- Identify an issue, generate questions, and explain its significance
- Engage others through advocacy for a cause or social issue
- Value civic responsibility through the practice of engaged citizenship
- Act on a local level to address global issues

The membership outcomes of Delta Upsilon identify the growth and development that occurs as a direct result of the Fraternity experience. The outcomes are assessed on three levels:

1. Programmatic, through Delta Upsilon educational programs on a regional, national, and international scale
2. Individual, through the Delta Upsilon member experiences survey
3. Chapter, through the success and strength of individual chapter performance in the Men of Merit program

The Men of Merit standards measure the individual chapter experience, which facilitates the ideal member experience as described in the member outcomes above.

# MEN OF MERIT:

## THE CHAPTER STANDARDS PROGRAM

The Men of Merit program challenges our members and chapters to fulfill the expectations and outcomes 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 (with the exception of Associate Member Education) 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

### 1 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.

### 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:** 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. Chapters 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. Chapters 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. Chapters must utilize all named scholarships through the Delta Upsilon Educational Foundation, if available, in order to meet this Standard level.

### 4 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.



## 5 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.

## 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 implements the Delta Upsilon Associate Member Education program.

## 8 LOSS PREVENTION

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

**Expectation:** Chapter has no Loss Prevention policy violations and has achieved 50% of available Loss Prevention credits.

**Minimum:** Chapter has no Loss Prevention policy violations and has achieved 40% of available Loss Prevention credits.





## 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 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 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 webinars yearly.

## 10 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.*

## 11 ACCOUNTS RECEIVABLE

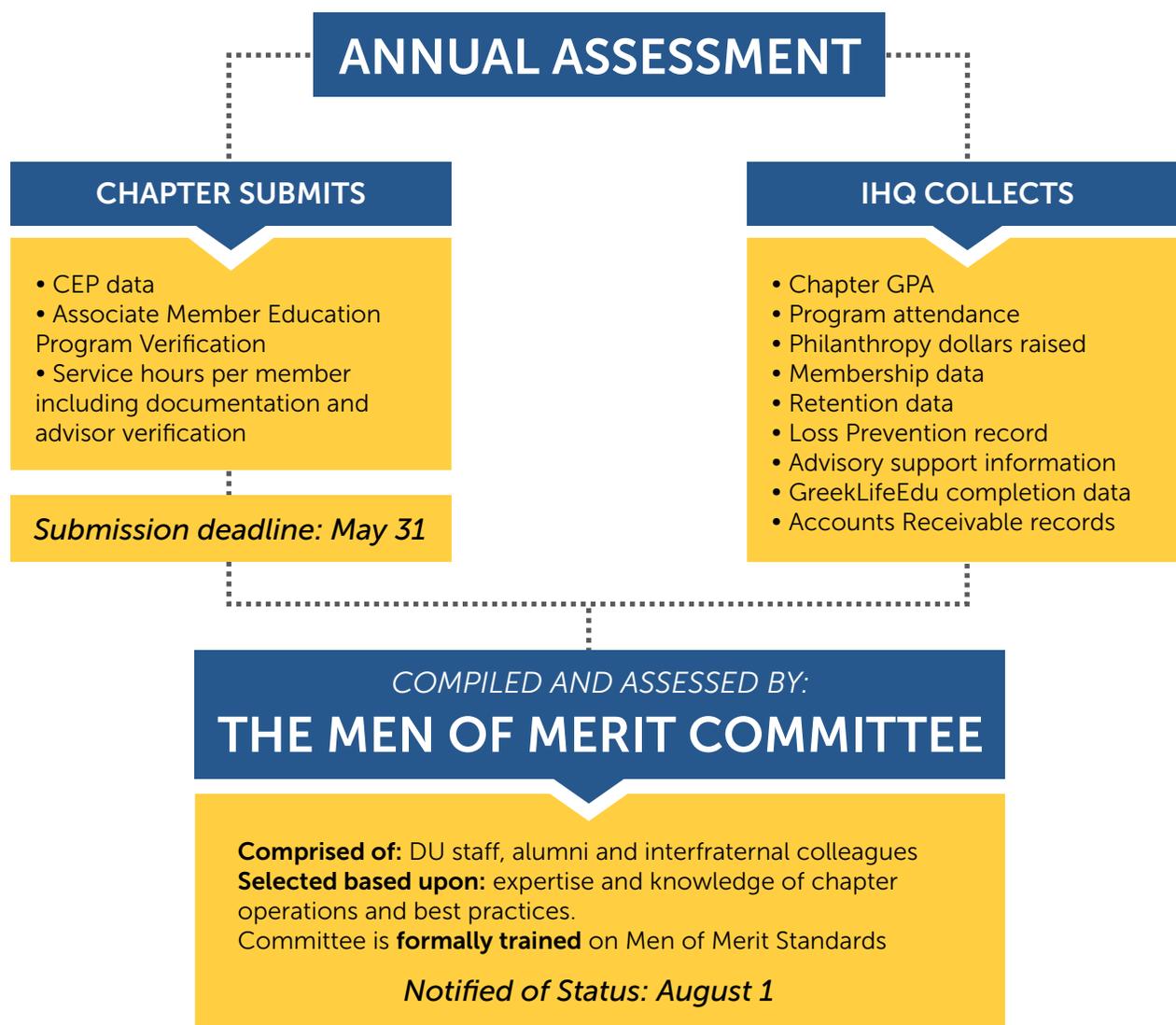
**Aspiration:** Chapter has no fees past due as of December 15 and May 15.

**Expectation:** Chapter has no fees more than 30 days past due as of December 15 and May 15.

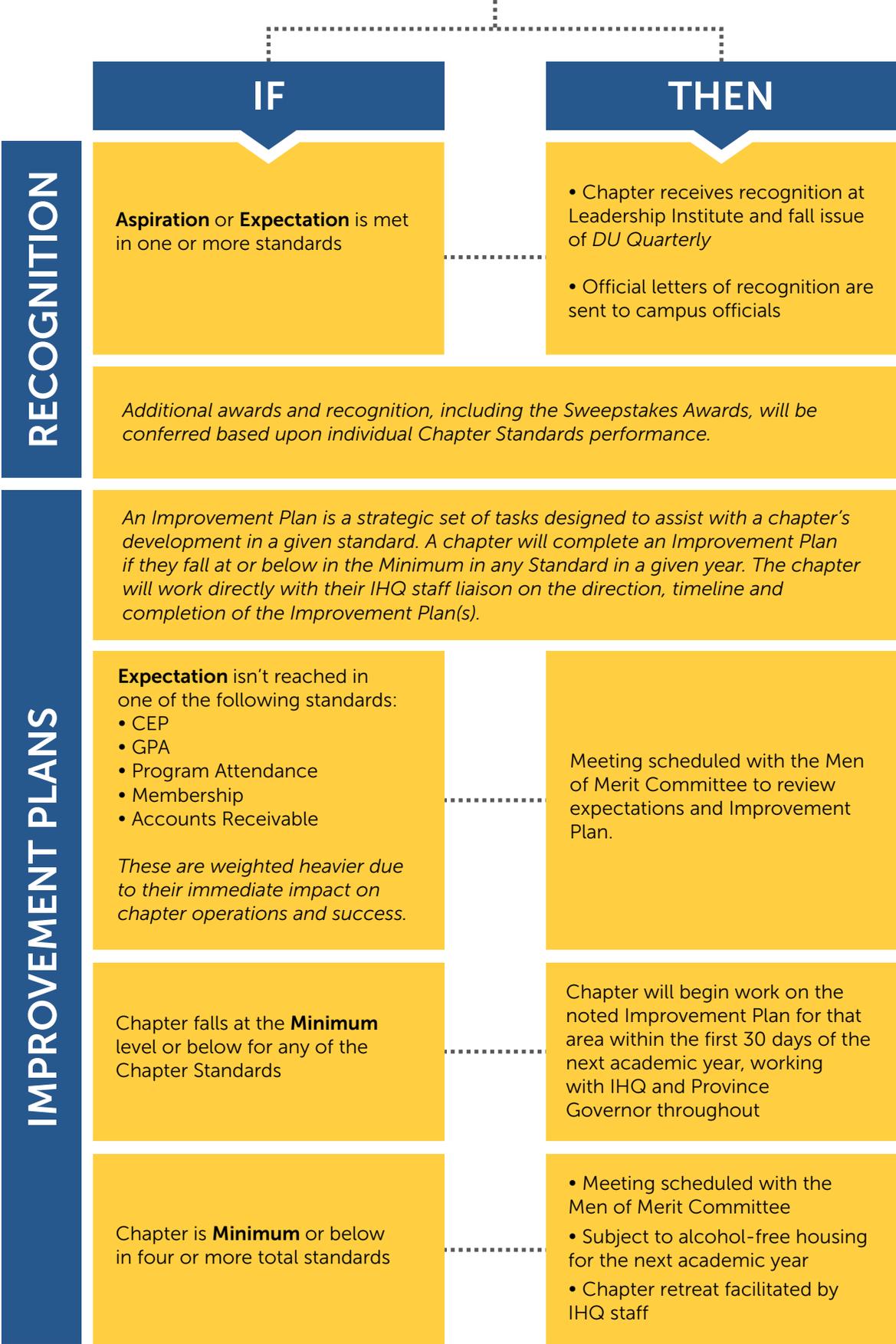
**Minimum:** Chapter has no fees more than 45 days past due as of December 15 and May 15 or is current on an agreed-to payment plan.

# MEN OF MERIT: THE ASSESSMENT PROCESS

The following infographic walks through the assessment process of the Men of Merit Chapter Standards Program. Questions about the Men of Merit program and assessment process can be directed to [menofmerit@deltatau.org](mailto:menofmerit@deltatau.org).



CHAPTER IS PLACED IN ONE OF THREE LEVELS FOR EACH STANDARD:  
**ASPIRATION, EXPECTATION OR MINIMUM**





# BUILDING BETTER MEN