



# DELTA UPSILON

INTERNATIONAL FRATERNITY

## MEN OF MERIT 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 10 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 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.

## 2023-2024 MEN OF MERIT STANDARDS

### MEN OF MERIT CHAPTER STANDARDS

#### 1. CHAPTER EXCELLENCE PLAN

Aspiration: At least 90% of Required criteria and at least 60% of Optional criteria.

Expectation: At least 80% of Required criteria and at least 45% of Optional criteria.

Minimum: At least 70% of Required criteria and at least 30% 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 35% of Optional criteria, the chapter will be marked as Minimum overall).*

*The submission deadline for fall CEP criteria is **Dec. 30 at 11:59 p.m. Pacific**. Spring submissions are due **June 1 at 11:59 p.m. Pacific**. However, submissions should be uploaded throughout the year as criteria are completed to save your chapter time at the end of the year.*

**CEP submissions should be uploaded at <https://www.deltatau.org/chapter-excellence-plan>.**

## 2. CHAPTER GPA

Aspiration: Chapter's GPA is the highest fraternity GPA on campus or exceeds the All-Undergraduate GPA.

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.

**Chapters must send fall and spring (or quarterly) grade reports to Director of Chapter Development CJ Gibson at [gibson@deltatau.org](mailto:gibson@deltatau.org) as soon as these reports are obtained by the chapter.**

*\*If your university has not sent you your chapter's grade report by **June 1**, please let CJ know and submit the report as soon as you receive it.*

## 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. The chapter must have held a Building Better Men Retreat in the last 3 years.
- *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. The chapter must have held a Building Better Men Retreat in the last 3 years.

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. The chapter must have held a Building Better Men Retreat in the last 4 years.
- **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. The chapter must have held a Building Better Men Retreat in the last 4 years.

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. The chapter must have held a Building Better Men Retreat in the last 4 years.
- 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. The chapter must have held a Building Better Men Retreat in the last 4 years.

**Chapter representatives must register for and attend each program (in full) to receive credit for attendance. IHQ takes attendance at educational programs and automatically records this for chapters for Men of Merit tracking.**

#### 4. SERVICE

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

Expectation: Chapter supports a local charitable partner and conducts an average of **10 hours** of service per member per year.

Minimum: Chapter conducts an average of **5 hours** of service per member per year.

*\*The deadline for this submission is **June 1**.*

**Service hours must be tracked by each chapter and uploaded at <https://www.deltatau.org/men-of-merit-service-hour-verification-form> with the supporting documents.**

#### 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.

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

Minimum: Chapter raises at least \$500 for a charity of their choice.

*\*Chapters should email proof, in the form of an acknowledgement email or letter from the charity, of funds donated to a nonprofit other than the Global Service Initiative to the Fraternity to satisfy this standard before **June 1** deadline.*

**Letters must be emailed to Director of Chapter Development CJ Gibson at [gibson@deltatau.org](mailto:gibson@deltatau.org). Submit GSI fundraising dollars online via the [GSI Fundraising Form](#) or by sending a check to International Headquarters.**

#### 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.

**This information is gathered from rosters on file with IHQ and University grade reports. Chapters must keep their rosters up to date with IHQ at all times and send fall and spring (or quarterly) grade reports to Director of Chapter Development CJ Gibson at [gibson@deltatau.org](mailto:gibson@deltatau.org) as soon as these reports are obtained by the chapter.**

7. 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.

**This information is tracked by IHQ based on conduct incidents adjudicated by the Fraternity and/or university.**

8. 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 housing board (if a property is operated). Advisors participate in at least three 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 housing board (if a property is operated). Advisors participate in at least two 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 housing board (if a property is operated). Advisors participate in at least one Fraternity-led Advisor Webinars yearly.

*\*An advisor will complete this form for the Advisory Support Standard of the Men of Merit Chapter Standards Program for the chapter/associate chapter they advise. Questions regarding Men of Merit can be directed to Director of Chapter Development, CJ Gibson, at [gibson@deltatau.org](mailto:gibson@deltatau.org). The deadline for this submission is **June 1**.*

**IHQ emails the Advisor Verification Form to advisors at the end of the academic year. The form is due June 1.**

9. LEARNING ASSESSMENT

Aspiration: Chapter has **95%** member completion of Tightrope by Plaid. Chapter has **95%** member completion of the Delta Upsilon Membership Outcomes Assessment.

Expectation: Chapter has **85%** member completion of Tightrope by Plaid. Chapter has **85%** member completion of the Delta Upsilon Membership Outcomes Assessment.

Minimum: Chapter has **60%** member completion of Tightrope by Plaid. Chapter has **60%** member completion of the Delta Upsilon Membership Outcomes Assessment.

**Member completion of Plaid and the Membership Outcomes Assessment is tracked by IHQ.**

10. 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.

**Chapters must have a zero balance with IHQ (all bills paid) by June 30 to meet this requirement. This is tracked by IHQ.**

## **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 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 10 Standards: Aspiration, Expectation, and Minimum, except for Loss Prevention which is at the Expectation level only for complete implementation of the Substance-Free Housing program (if applicable) and no Loss Prevention policy violations during the academic year. 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 found 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.