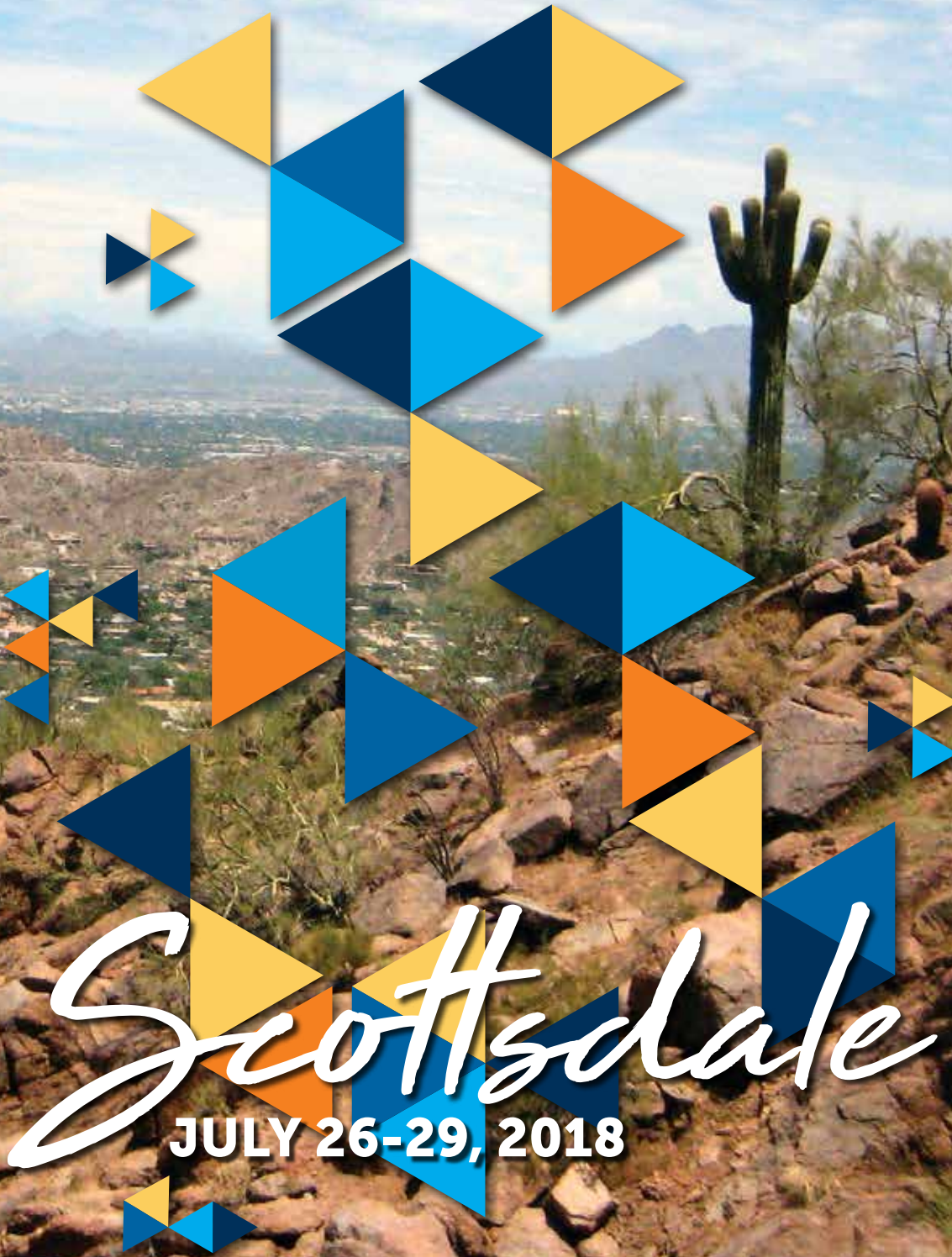


LEADERSHIP
INSTITUTE
DELTA UPSILON



Scottsdale
JULY 26-29, 2018

SCHEDULE AT A GLANCE

THURSDAY, JULY 26

| | | |
|-------------------------|--|-------------------|
| 8:00 a.m. – 3:30 p.m. | Fraternity Board of Directors Meeting | Salon A |
| 12:00 p.m. – 4:00 p.m. | Pre-Con I: Recruitment Skills Training | Salon B |
| 12:00 p.m. – 4:00 p.m. | Pre-Con II: GSI Regional Community Service Event | Salon C |
| 2:00 p.m. – 7:00 p.m. | Orientation Sessions (every 30 minutes) | Salon 1 |
| 4:00 p.m. – 5:00 p.m. | Committee Meetings: Legislative, Credentials and Resolutions | Various Locations |
| 4:00 p.m. – 7:00 p.m. | Committee Meetings: Judicial, Standards/Men of Merit | Boardroom |
| 5:30 p.m. – 6:15 p.m. | Provinces 2 (Midwest), 4 (Great Plains), 5 (West) Meetings | Various Locations |
| 6:30 p.m. – 7:00 p.m. | Initiation (Rite I) | Salons D, E |
| 7:00 p.m. – 7:30 p.m. | Opening Reception | Salons F, H, M, N |
| 7:30 p.m. – 9:30 p.m. | Leadership Institute Opening and Initiation (Rite II) | Arizona Ballroom |
| 9:45 p.m. – 10:15 p.m. | Orientation Session | Salon 1 |
| 9:45 p.m. – 10:15 p.m. | Provinces 1 (Northeast), 3 (South), 6 (Canada) Meetings | Various Locations |
| 10:30 p.m. – 11:30 p.m. | UGAB Meeting | Boardroom |

FRIDAY, JULY 27

| | | |
|-------------------------|---|-------------------|
| 9:00 a.m. – 10:15 a.m. | Panel Discussion: State of Fraternities | Arizona Ballroom |
| 10:30 a.m. – 11:30 a.m. | Educational Breakout Sessions | Various Locations |
| 10:30 a.m. – 11:30 a.m. | Alumni & Volunteer Conference | Salon 1 |
| 11:45 a.m. – 1:15 p.m. | Awards Luncheon | Arizona Ballroom |
| 1:30 p.m. – 2:30 p.m. | Educational Breakout Sessions | Various Locations |
| 1:30 p.m. – 2:30 p.m. | Alumni & Volunteer Conference | Salon 1 |
| 2:45 p.m. – 5:30 p.m. | Undergraduate Convention | Salons H, M, N |
| 2:45 p.m. – 3:45 p.m. | Educational Breakout Sessions | Various Locations |
| 2:45 p.m. – 3:45 p.m. | Alumni & Volunteer Conference | Salon 1 |
| 4:00 p.m. – 5:30 p.m. | IGNITE Series | Arizona Ballroom |
| 5:30 p.m. – 7:00 p.m. | VIP Wine Reception | |
| 6:00 p.m. – 10:00 p.m. | Exploring Old Town Scottsdale | Off-site |

SATURDAY, JULY 28

| | | |
|-------------------------|--|-------------------|
| 6:30 a.m. – 7:30 a.m. | Founders Fitness Run | Meet in Lobby |
| 7:15 a.m. – 8:45 a.m. | Board of Directors and Board of Trustees Joint Meeting | Salons A, B |
| 9:00 a.m. – 10:15 a.m. | General Session: Membership Outcomes Assessment | Arizona Ballroom |
| 10:30 a.m. – 11:30 a.m. | Educational Breakout Sessions | Various Locations |
| 10:30 a.m. – 11:30 a.m. | Alumni & Volunteer Conference | Salon 1 |
| 11:45 a.m. – 1:30 p.m. | Philanthropy Luncheon | Arizona Ballroom |
| 1:45 p.m. – 2:45 p.m. | Educational Breakout Sessions | Various Locations |
| 2:00 p.m. – 3:00 p.m. | Assembly of Trustees | Salons H, M, N |
| 3:00 p.m. – 4:30 p.m. | Closing Breakout Sessions | Salons A, B, C |
| 6:00 p.m. – 6:15 p.m. | Group Photo | Meet in Lobby |
| 6:15 p.m. – 7:15 p.m. | Closing Reception | Ballroom Foyer |
| 6:15 p.m. – 7:15 p.m. | Donor Reception (Invite Only) | Salons M, N |
| 7:30 p.m. – 9:30 p.m. | Grand Banquet | Arizona Ballroom |
| 10:00 p.m. – 12:00 a.m. | DU Trivia Night & T-shirt Auction | Salons H, M, N |

USE #DULI18 WHEN POSTING ON SOCIAL MEDIA AT LEADERSHIP INSTITUTE



FACEBOOK

Like our page and get updates from the Fraternity by visiting facebook.com/deltaupsilon.



INSTAGRAM

Make sure to follow [@deltaupsilon](https://www.instagram.com/deltaupsilon) on Instagram and use #DULI18 when you share photos from Indianapolis.



YOUTUBE

Watch DU videos from Leadership Institute and more on our YouTube channel, [DeltaUpsilonMedia](https://www.youtube.com/DeltaUpsilonMedia).



TWITTER

Follow [@deltaupsilon](https://twitter.com/deltaupsilon) and include #DULI18 when you tweet during Leadership Institute.



SNAPCHAT

See recent event photos/videos from LI by following [@deltaupsilon](https://www.snapchat.com/add/deltaupsilon).



FLICKR

View all of the event photos from LI after the weekend by visiting [flickr.com/deltaupsilon](https://www.flickr.com/photos/deltaupsilon/).

GENERAL INFORMATION

CONFERENCE CONDUCT

The 2018 Leadership Institute will provide you with new insights and a variety of experiences that will enhance your chapter or colony. Please ensure that you fully understand the code of conduct and attendance policy for the 2018 Leadership Institute.

DU CODE OF CONDUCT

I understand and will adhere to the following policies throughout the duration of the 2018 Leadership Institute:

As a Delta Upsilon brother, I will know and understand our Founding Principles—Friendship, Character, Culture and Justice—and will strive to incorporate them into my daily life.

As a Delta Upsilon brother, I will respect the dignity of all persons; therefore I will not physically, mentally, psychologically or sexually abuse or haze any human being.

As a Delta Upsilon brother, I will protect the health and safety of all human beings.

As a Delta Upsilon brother, I will respect my property and the property of others; therefore, I will neither abuse nor tolerate abuse of property.

As a Delta Upsilon brother, I will neither use nor support the use of illegal drugs; I will neither misuse nor support the misuse of alcohol.

As a Delta Upsilon brother, I will challenge all my Fraternity brothers to abide by these fraternal expectations and will confront those who violate them.

ATTENDANCE POLICY

Educational programs, meetings and banquets are mandatory for all undergraduates in attendance. Failure to attend an event or program may result in your dismissal from the conference and hotel, as well as forfeiture of any registration fee or scholarships.

ATTENDANCE AGREEMENT

I pledge that any time an educational session, training or keynote address is offered, I will participate.

I understand that failure to attend all programs may result in dismissal from the conference and my chapter being responsible for the cost of my registration.

ALCOHOLIC BEVERAGES

State laws concerning the consumption of alcoholic beverages are strictly enforced. Alcoholic beverages may not be carried in hallways or elevators. Be prepared to show valid proof of age. Outside beverages are not permitted in the hotel.

CHECK-OUT TIME

Check-out from the JW Marriott is required by 11 a.m. on the day of your departure. If you need extra time, please make your own arrangements with the hotel front desk.

CELL PHONES

Please be respectful. Keep cell phones silent and refrain from using them during educational programs, meetings and meals unless accessing social media sites for DU purposes.

CONFERENCE OFFICE

Please feel free to stop by the LI registration desk if you have needs or questions during the Leadership Institute.

DRESS CODE

Business Casual (to be worn at and all sessions): khaki pants or slacks, button-up or golf shirt, dress shoes

Professional Attire (worn at Initiation and Grand Banquet): dress shirt, coat, tie, dress slacks, dress shoes, socks and badge

Casual Attire (worn at the social gathering): T-shirt, shorts, athletic shoes

Make sure to wear your favorite blue and gold tie for the Grand Banquet on Saturday night.

EMERGENCIES

Call 911. Report injury or illness to the hotel operator and then report the situation to the DU Leadership Institute Office.

HOTEL CHARGES

All delegates and attendees are responsible for their own incidental charges at the hotel.

LOST AND FOUND

First check with hotel security and then check with the Leadership Institute Office.

MEALS

Your registration fee covers the following events that include food and beverage: Opening Reception, Philanthropy Luncheon, Awards Luncheon and Grand Banquet. Requests for special meals (food allergies/vegetarian) should have been noted on the registration form. Please visit the LI registration desk if you have any special needs that you did not note.

RESPECT

Please respect other hotel guests by not creating excessive noise at any time. Violations will be reported and you may be asked to leave the Leadership Institute and the hotel.

TIPPING

No tipping is necessary for the meals included in your Leadership Institute registration fee. At other times, tipping is at your discretion, although 17 percent is recommended. For bell service, please tip one dollar per bag.

DINING OPTIONS

There are a number of dining options on the hotel property. There are also a few nearby off-property options.

See price rating system key below:

Starbucks \$

Coffee

Hotel Lobby

Lincoln - A JW Steakhouse \$\$\$

Upscale/Steakhouse

On hotel property

Rita's Kitchen \$\$

American

On hotel property

Hoppin' Jacks \$\$

Burgers/Pizza/Sandwiches

At the Jackrabbit Pool

Sumo Maya \$\$

Mexican/Asian fusion

6560 N. Scottsdale Road

Blanco Tacos + Tequila \$\$

Mexican

6166 N. Scottsdale Road #601

Houston's \$\$

American

6113 N. Scottsdale Road

Price rating system is based on an appetizer, entree and drink.

| | |
|--------|------------|
| \$ | under \$25 |
| \$\$ | under \$45 |
| \$\$\$ | \$50+ |

NAMETAGS

Whether it's helping advisors find other volunteers or making it easier to recognize Fraternity and Foundation leaders, attendees can use ribbons to identify others who have attended specific programs, served in certain capacities, attended multiple LIs, reached certain donor levels, etc.

Your nametag will admit you to all programs and meal functions. Please wear your nametag at all times during the Institute. Lost nametags may be replaced at the Leadership Institute Office.

| | |
|-------------------------|--|
| A.S.C. | Those attendees who have attended seven or more Leadership Institutes |
| Chapter Advisor | Volunteers currently serving as a Chapter Advisor |
| Chapter President | Brothers currently serving as Chapter President |
| Delegate | Brothers serving as their chapter's delegate at Convention |
| Distinguished DU | Alumni brothers who have received the DU Distinguished Alumni Award, the Fraternity's highest honor for service to Delta Upsilon |
| Distinguished Undergrad | Finalists for the annual Distinguished Undergraduate Award (LI) |
| DUEF Trustee | Current members of the Foundation's Board of Trustees |
| DUEL | All graduates of the Delta Upsilon Emerging Leaders (DUEL) Experience |
| DUIF Director | Current members of the Fraternity's Board of Directors |
| Executive Director | The Executive Director of the Fraternity and Foundation. |
| Facilitator | Those who are serving as facilitators or presenters at the Leadership Institute |
| Founders Medal | Alumni brothers who have received the Founders Medal, the Fraternity's highest honor for service to the Fraternity |
| Global Service | Brothers who have attended a GSI trip |
| Guest | Our guests at LI |
| Justice League | Volunteers, friends and the extended members of the DU family |
| "Donor Level" | Foundation ribbon for donors (Oak Circle, President's Club, Founders Club) |
| Past President | Brothers who have served as International President of the Fraternity in the past |
| Past Staff | Brothers who have served on the IHQ staff in the past |
| Province Governor | Those alumni currently serving as a Province Governor |
| UGAB | Those undergraduates currently elected to the Undergraduate Advisory Board |
| Williams Society | Those who have visited the DU founding site at Williams College |

LI 2018 SPONSORS

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PROVINCES AND LEADERSHIP

PROVINCE 1

NORTHEAST

Province Governor:

Gregory Fabiano, Florida '15

UGAB Representative:

Aaron Smith, Rochester '19

Christopher Newport Chapter

Clarkson Chapter

Colgate Chapter

Cornell Chapter

Hamilton Chapter

Iona Chapter

James Madison Chapter

Lafayette Chapter

Lehigh Chapter

Maryland Chapter

Pennsylvania State Chapter

Quinnipiac Chapter

Rochester Chapter

Rutgers Chapter

Seton Hall Colony

Swarthmore Chapter

Syracuse Chapter

Tufts Chapter

Vermont Chapter

Virginia Chapter

PROVINCE 2

MIDWEST

Province Governor:

Kevin Friis, Western Reserve '08

UGAB Representative:

Alex Erbs, Bradley '18

Bradley Chapter

Carthage Chapter

Chicago Chapter

DePauw Chapter

Illinois Chapter

Illinois State Colony

Indiana Chapter

Kent State Chapter

Miami Chapter

Michigan Chapter

Michigan Tech Chapter

Northern Illinois Chapter

Northwestern Chapter

Ohio Chapter

Ohio State Chapter

Purdue Chapter

St. Norbert Chapter

Western Illinois Chapter

Western Reserve Chapter

Wisconsin Chapter

PROVINCE 3

SOUTH

Province Governor:

Julian Hernandez, Florida '15

UGAB Representative:

Dylan Kaplan, Central Florida '20

Central Florida Chapter

Elon Chapter

Embry-Riddle Chapter

Florida Chapter

Florida International Colony

Georgia Tech Chapter

Louisville Chapter

North Carolina Chapter

North Carolina State Chapter

North Florida Chapter

South Carolina Chapter

PROVINCE 4

GREAT PLAINS

Province Governor:

Kevin Guinan, Iowa State '14

UGAB Representative:

Brooks (William) Crawford, Kansas State '19

Arlington Chapter

Culver-Stockton Chapter

Houston Chapter

Iowa Chapter

Iowa State Chapter

Kansas Chapter

Kansas State Chapter

Minnesota Chapter

Nebraska Chapter

North Dakota Chapter

North Dakota State Chapter

Oklahoma Chapter

Texas Chapter

Wichita Chapter

PROVINCE 5

WEST

Province Governor:

Jason Clark, Washington State '01

UGAB Representative:

Vacant

Boise State Chapter

Cal Poly Chapter

California Chapter

Oregon Chapter

Oregon State Chapter

San Diego State Chapter

San Jose Chapter

PROVINCE 6

CANADA

Province Governor:

Ryan Dickie, Western Ontario '13

UGAB Representative:

Alex Mulligan, Toronto '18

Alberta Chapter

Guelph Chapter

Toronto Chapter

Western Ontario Chapter



THURSDAY AGENDA

REGISTRATION

8:00 a.m. - 10:00 p.m. | Arizona Reg. Desk North

DUIF BOARD OF DIRECTORS MEETING

8:00 a.m. - 3:30 p.m. | Salon A

PRE-CON I: RECRUITMENT SKILLS TRAINING

12:00 p.m. - 4:00 p.m. | Salon B

Dominic Greene, Oregon '99

Participants will walk away from this session with a personal cheat sheet to guide their next recruitment conversation. This session will focus on the skills necessary to be successful through an individualized recruitment strategy tailored to meet the needs of your chapter. Through highly interactive scenarios, participants will be able to put their new skills into practice before taking them back home to benefit their entire chapter.

PRE-CON II: GSI REGIONAL COMMUNITY SERVICE EVENT

12:00 p.m. - 4:00 p.m. | Salon C

Kaye Schendel

The Four Founding Principles will be in action! Members of Delta Upsilon will bring the Global Service Initiative to our host city with an afternoon of service, discussion and brotherhood. In addition, participants will experience what service programs can look like in their chapters back home. This year, we are partnering with St. Mary's Food Bank Alliance.

ORIENTATION SESSIONS

(EVERY 30 MINUTES)

2:00 p.m. - 7:00 p.m. | Salon 1

9:45 p.m. - 10:15 p.m. | Salon 1

Learn all that Leadership Institute has to offer, including educational programming, award ceremonies and our legislative process.

Undergraduates must attend one session.

COMMITTEE MEETINGS

4:00 p.m. - 5:00 p.m.

Credentials - Salon N

Legislative - Salon M

Resolutions - Salon 7

COMMITTEE MEETINGS

4:00 p.m. - 7:00 p.m.

Judicial - Boardroom

Standards/Men of Merit - Salon B

PROVINCE MEETINGS

5:30 p.m. - 6:15 p.m.

Province 2 (Midwest) - Salons M, N

Province 4 (Great Plains) - Salon C

Province 5 (West) - Salons D, E

INITIATION (RITE I)

6:30 p.m. - 7:00 p.m. | Salons D, E

OPENING RECEPTION

7:00 p.m. - 7:30 p.m. | Salons F, H, M, N

LEADERSHIP INSTITUTE OPENING AND INITIATION (RITE II)

7:30 p.m. - 9:30 p.m. | Arizona Ballroom

Join International Fraternity President Bruce McKinney, *Missouri '74*, and Chairman Robert Lannin, *Nebraska '81*, as they recap the Fraternity's success from the past year. Experiencing the DU Ritual together during Rite II of Initiation will also set you up for a Leadership Institute rooted in DU's mission and Principles.

PROVINCE MEETINGS

9:45 p.m. - 10:15 p.m.

Province 1 (Northeast) - Salon C

Province 3 (South) - Salons D, E

Province 6 (Canada) - Salons M, N

UNDERGRADUATE ADVISORY BOARD MEETING

10:30 p.m. - 11:30 p.m. | Boardroom



FRIDAY AGENDA

COLONY MEETINGS

7:30 a.m. - 8:30 a.m. | Salon A

REGISTRATION

8:00 a.m. - 5:00 p.m. | Arizona Reg. Desk North

VENDORS

8:00 a.m. - 5:00 p.m. | Arizona Ballroom Foyer

PANEL DISCUSSION: STATE OF FRATERNITIES

9:00 a.m. - 10:15 a.m. | Arizona Ballroom

Major incidents are putting pressure on fraternities to change. In response, sizable shifts have been happening in the higher education and interfraternal communities. Now is the time for Delta Upsilon to lead and ensure the long-term viability of fraternities. Our panelists will discuss Delta Upsilon's role in shaping the future of fraternities, as well as the impact and purpose of our newest endeavors.

ALUMNI & VOLUNTEER CONFERENCE

10:30 a.m. - 11:30 a.m. | Salon 1

Promoting Mental Health in Chapters
Sara Jahansouz Wray, Ed.D.

A number of issues we experience with member behavior within chapters have some connection to mental health. This session will help volunteers better understand issues related to student mental health, as well as identify resources and support available through Delta Upsilon and colleges and universities.



EDUCATIONAL BREAKOUT SESSIONS

10:30 a.m. - 11:30 a.m.

History of Delta Upsilon - Salon A

Craig Sowell, Houston '92

Delta Upsilon has a rich and storied past. We will take this opportunity to look back to Williams College in 1834. As we walk through the story of Delta Upsilon over the ensuing 183 years, we will have the opportunity to reflect on where we have been as a means for understanding why this great Fraternity means so much to us today.

Executive Leadership - Salon B

Ron Peyton, Indiana '69

Throughout his life, Ron Peyton has been a leader in DU, business and in the community. This session will provide an opportunity to hear some of the lessons learned along the way by our Sloan-Kettering Award of Merit in Business recipient. A full bio for Brother Peyton is on page 15.

Investing in Your Future - Salon C

David Diesslin, Indiana '70

David Diesslin has spent his career helping others invest to succeed later. He will provide some insights to help you understand what you can be doing now to invest in your success and the success of those around you. He is a 2018 recipient of DU's Sloan-Kettering Award of Merit in Business. A full bio for Brother Diesslin is on page 14.

Tracking Your Service Hours with Helper Helper - Salon D

Krista Clement

Helper Helper is an app and web portal that makes it simple to track and coordinate community service. Each chapter and all Delta Upsilon members will have access to Helper Helper via their phone and/or computer. Through Helper Helper, students can coordinate events and report their service hours. These reports are great for applying for post graduate scholarships, internships and building out a comprehensive resumé prior to graduation.

Implementing Substance-Free Housing - Salon E

This session will provide additional information and details regarding the Fraternity's Substance-Free Housing Policy. Participants will have an opportunity to ask questions and process through challenges they anticipate in their campus environment. Best practices and resources for implementation will be provided to aid chapters in developing plans to transition into this policy. *This session will be repeated in the Friday 1:30 p.m. session block.*

AWARDS LUNCHEON

11:45 a.m. - 1:15 p.m. | Arizona Ballroom

During the awards luncheon, we will celebrate numerous chapters and individuals for their outstanding efforts on campus, in the community, in their careers and within Delta Upsilon.

ALUMNI & VOLUNTEER CONFERENCE

1:30 p.m. - 2:30 p.m. | Salon 1

Fraternity Update

Justin Kirk, Boise State '00

Bruce McKinney, Missouri '74

Robert Lannin, Nebraska '81

Major incidents are putting pressure on fraternities to change. In response, sizable shifts have been happening in the higher education and interfraternal communities. Now is the time for Delta Upsilon to lead and ensure the long-term viability of fraternities.

EDUCATIONAL BREAKOUT SESSIONS

1:30 p.m. - 2:30 p.m.

Moral and Ethical Decision-Making for College-Aged Men - Salon A

Sara Jahansouz Wray Ed.D.

This session will explore a current case study regarding fraternity practices in the areas of health and wellness, loss prevention strategies and general decision-making. Participants will explore King and Kitchener's Reflective Judgment Model (1994) to best understand ways in which decisions are made by members as they progress throughout their college experience. The model is an exceptional tool for training and development throughout one's membership experience.

The Five Great Hazing Myths - Salon B

Gentry McCreary, Ph.D.

Hazing persists in fraternities because our members think that it benefits the organization. But does it? This session will explore the roots of hazing and debunk five of the most common myths that contribute to the prevalence of hazing on college campuses. Using a variety of empirical data and research, this session will give participants a better understanding of the problems with hazing, will challenge participants' perceptions about the benefits of hazing, and will give students strategies to address the hazing culture in their chapters.



When: The Scientific Secrets of Perfect Timing - Salon D

Rick Holland, Syracuse '83

We constantly ask ourselves how to do something. But how often do we ask when? Everyone knows that timing is everything, but we don't know much about timing itself. Our lives are a never-ending stream of "when" decisions: when to take a class, start a job, hold a meeting, start a relationship. All sorts of decisions we make about timing are not artful or "lucky," but driven by data and science. Join this session to learn how to improve everything from your GPA to your energy level during workouts, simply by making small changes to your daily schedule.

Implementing Substance-Free Housing - Salon E

This session will provide additional information and details regarding the Fraternity's Substance-Free Housing Policy. Participants will have an opportunity to ask questions and process through challenges they anticipate in their campus environment. Best practices and resources for implementation will be provided to aid chapters in developing plans to transition into this policy. *This session is a repeat of the Friday 10:30 a.m. session block.*

UNDERGRADUATE CONVENTION

2:45 p.m. - 5:30 p.m. | Salons H, M, N

The Undergraduate Convention is Delta Upsilon's undergraduate voting body. All chapters must select one member to serve as its delegate for the Convention. To report this delegate, visit the LI registration desk at some point prior to this session. Other undergraduate LI attendees should attend one of the breakout sessions and the IGNITE series.

FRIDAY (CONTINUED)

ALUMNI & VOLUNTEER CONFERENCE

2:45 p.m. - 3:45 p.m. | Salon 1

Assessing the Membership Experience

Gentry McCreary, Ph.D.

What do you gain from your membership in Delta Upsilon? We can all offer personal anecdotes and individual stories to answer that question with passion. However, when pushed on the positive value of DU membership, we are hard pressed to really prove it. The Delta Upsilon Membership Outcomes Assessment is an innovative endeavor that seeks to use validated research methods to develop a comprehensive understanding of the membership experience. This session will present results from Year Three of the assessment.

EDUCATIONAL BREAKOUT SESSIONS

2:45 p.m. - 3:45 p.m.

Do You Have What It Takes?

Recruitment Skills - Salon A

Josh Katz, Central Florida '97

Recruiting the right way takes skill and practice. This session will teach you the skills to approach potential members, develop rapport and promote the Fraternity. Get ready to practice the techniques that will build your chapter.

Performing the Delta Upsilon Ritual - Salon B

Craig Sowell, Houston '92

Are you looking for a way to enhance your chapter's performance of the Initiation Ritual? This session will dig deep into the historical meaning and nuances of the Initiation Ritual, as well as provide you organizational tips on how to perform the Ritual with impact and make it the meaningful ceremony it was intended to be.

Sexual Assault Prevention - Salon C

Sara Jahansouz Wray, Ed.D.

Delta Upsilon is in a position to have a significant impact in addressing sexual assault on our college campuses. This is an important issue that can impact our members, friends, guests and fellow students. As leaders on campus, it is incumbent upon our members to create a safer environment for all students. This session will help members understand the nature of the sexual assault problem on campus while providing them with tangible steps for creating a safer environment within the chapter and around campus.

Fierce Conversations: Managing Conflict in Your Chapter - Salon D

Drew Dunham, San Jose '86

Most people struggle when it comes to managing conflict, particularly when it's among chapter brothers and friends. To be a good leader, however, you have to know how to diffuse difficult situations and manage confrontation effectively. This session will provide you with the skills necessary to handle challenging situations in your chapter.

The Helping Hand: Confronting Alcohol and Drug Problems - Salon E

Kaye Schendel

As a brother it is important to reach out and help a fellow brother when he has a problem. When those problems involve drugs and alcohol, sometimes, we may know there is a problem but feel helpless to intervene. This session will provide an understanding of signs that someone has a problem and specific steps to intervene and provide help.

IGNITE SERIES

4:00 p.m. - 5:30 p.m. | Arizona Ballroom

Similar to TED Talks, the IGNITE Speaker Series is designed to put members and friends of DU on stage to share their ideas, stories or messages with participants in 10 minutes or less. Delta Upsilon alumni, undergraduate members and friends applied and were selected to present their IGNITE on the LI main stage.

VIP WINE RECEPTION

5:30 p.m. - 7:00 p.m.

Guests are invited to join us for a special tasting of wines from wineries owned or managed by DU brothers. Stop by the Delta Upsilon Educational Foundation table to learn more. Must be 21 or over to attend.

EXPLORING OLD TOWN SCOTTSDALE

6:00 p.m. - 10:00 p.m. | Off-site

Buses will depart from the hotel lobby starting at 6 p.m. The final bus will return from Old Town at 10 p.m.

SATURDAY AGENDA

FOUNDERS FITNESS RUN

6:30 a.m. - 7:30 a.m. | Departs from Lobby

BOARD OF DIRECTORS AND BOARD OF TRUSTEES JOINT MEETING

7:15 a.m. - 8:45 a.m. | Salons A, B

REGISTRATION

8:00 a.m. - 5:00 p.m. | Arizona Reg. Desk North

VENDORS

8:00 a.m. - 5:00 p.m. | Arizona Ballroom Foyer

GENERAL SESSION: MEMBERSHIP OUTCOMES ASSESSMENT

9:00 a.m. - 10:15 a.m. | Arizona Ballroom
Gentry McCreary, Ph.D.

Why did you join Delta Upsilon? Perhaps for the social experience, sense of solidarity and belonging, or maybe even to find a group of friends to challenge each other and hold each other accountable? These are all aspects of brotherhood that the fraternity experience offers. This session explores these concepts in depth, exploring the four dimensions of brotherhood and why they matter. Based on data collected in the DU Membership Outcomes Assessment, this session will allow you to better understand your chapter's brotherhood and how to strengthen it.

DUEF BOARD OF TRUSTEES MEETING

9:00 a.m. - 11:00 a.m. | Salon 7

ALUMNI & VOLUNTEER CONFERENCE

10:30 a.m. - 11:30 a.m. | Salon 1

Utilizing Your Membership Outcomes Assessment Report

Noah Borton

This session will focus less on the "big picture" of the Membership Outcomes Assessment and more on the "how to." We will review how to utilize your chapter reports and discuss tactics for applying the data in chapter planning and operations. We will provide specific recommendations for chapter improvement along with activities for talking to the undergraduates about their data.

EDUCATIONAL BREAKOUT SESSIONS

10:30 a.m. - 11:30 a.m.

Masks of Masculinity - Salon A

Hayden Rahn, Oregon '16

We will explore the nine masks of masculinity outlined by author Lewis Howes in his book, "The Mask of Masculinity," and understand how each relates to fraternity men. Through conversations and case studies, you will be able to better identify, address and strip away the different types of masks men are prone to wear.

Managing an Effective Social Event - Salon B

Karl Grindel

We have read the Loss Prevention Policy, but what does that actually look like? This session will demonstrate a mock social event as it should occur in a chapter house. Participants will be able to observe and practice each part of a successful social event.

Note: All chapters must send a representative to this session to receive their Loss Prevention Insurance Credit.

Impacting the Brotherhood in Your Chapter - Salon C **Gentry McCreary, Ph.D.**

This session will dive deeper into the topic of brotherhood in your chapter. During the General Session Saturday morning, we discussed how the four measures of brotherhood can impact a chapter. Now, we will have an opportunity to look more specifically at the brotherhood in your chapter. Dr. McCreary will help participants better utilize the Delta Upsilon Membership Outcomes Assessment data to better understand their chapters and implement new ideas for improvement.

Launching Your Career - Salon D

Michelle Marchand

Your Delta Upsilon experience can be a key factor in securing a future job or internship, but how are you phrasing your fraternity involvement on your resumé and showcasing your transferable skills during an interview? This session will provide best practices for selling your DU membership to prospective employers and setting you up for a successful launch into your future career.

Modeling the Skills Today That You Will Need Tomorrow - Salon E

James Bell, Calgary '94

Alcohol can be part of many different work-related events once you graduate and start your career. Unfortunately, not everyone is prepared to make good decisions in these environments and can negatively impact their career. College provides an opportunity to practice and model skills regarding alcohol, communication and social media that will set you up for success.

SATURDAY (CONTINUED)

PHILANTHROPY LUNCHEON

11:45 a.m. - 1:30 p.m. | Arizona Ballroom

During the Philanthropy Luncheon, we will recognize our members' philanthropic efforts. The DU Educational Foundation will celebrate the donors who help us in *Building Better Men*, and the Fraternity will highlight our efforts with the Global Service Initiative.

EDUCATIONAL BREAKOUT SESSIONS

1:45 p.m. - 2:45 p.m.

Supporting the Global Service Initiative - Salon A Kaye Schendel

If you are excited about GSI but don't know where to start, this is the session for you. This session will help participants learn how to get their brothers to understand and engage with GSI. It will also provide tips and ideas to support your GSI fundraising efforts.

Leadership Lessons from the Business World - Salon B Tom Darcy, *San Diego State '72*

In his extensive career, Tom Darcy has exerted leadership in many areas of the private and public sector. Don't miss this opportunity to learn how he found a way to excel and what you can do to apply those lessons within Delta Upsilon. A recipient of the Sloan-Kettering Award of Merit in Business, Brother Darcy's complete bio is on page 14.

Leadership and Innovation - Salon C Joseph Raudabaugh, *North Carolina State '78*

This session provides an opportunity to learn some of the key lessons from Joseph Raudabaugh's extensive career in leadership and consulting. He has worked to develop innovative practices in a global environment, and now you can learn how to apply those same practices to find success in your future. Be sure to bring questions for our Sloan-Kettering Award of Merit in Business honoree. His complete bio is on page 16.



Men of Merit, CEP, Reporting and Finances - Salon D Kelsey Morrissey

We know that every year your chapter strives to operate at its best. Delta Upsilon has set up a variety of different programs and processes to assist your chapter in operating successfully. This session will cover a variety of topics including tools to utilize when working with the following topics:

- Men of Merit Standards and how they affect your chapter
- How to complete CEP in a simple and manageable way
- A review of the timeline for reporting members, associate members and officers
- How to collect dues and manage a large budget

Associate Member Education - Salon E Noah Borton

Effectively introducing new associate members into a chapter is critical for organizational success. This session will map it all out for you. Participants will leave with a plan and resources in hand to ensure they are able to lead an effective educational experience for their newest men. This session will cover the what, the why and the how for the Delta Upsilon Associate Member Education Program.

ASSEMBLY OF TRUSTEES

2:00 p.m. - 3:00 p.m. | Salons H, M, N

MAKING AN IMPACT ON YOUR CHAPTER

3:00 p.m. - 4:30 p.m.

Salon A - Kelsey Morrissey and Wes Arnold, *Elon* '18

Salon B - Nicole Belinsky and Sam Schmelzer, *DePauw* '18

Salon C - Hayden Rahn, *Oregon* '16; Max Parent, *James Madison* '19; and Aaron Emalfarb, *Maryland* '20

You came, you saw...what do you do next? The most critical part of any Leadership Institute is what you do when you get home. This session will help you process through what you have learned in your time at LI and how you can apply that in your chapter. You will review key practices for initiating positive change within your chapter, and you will leave with a plan to make an impact on your brothers.

GROUP PHOTO

6:00 p.m. - 6:15 p.m. | Meet in Lobby

CLOSING RECEPTION

6:15 p.m. - 7:15 p.m. | Ballroom Foyer

DONOR RECEPTION (INVITE ONLY)

6:15 p.m. - 7:15 p.m. | Salons M, N

GRAND BANQUET

7:30 p.m. - 9:30 p.m. | Arizona Ballroom

The highlight event of the Leadership Institute, the Grand Banquet is the Fraternity's opportunity to recognize members and chapters for their work to further the Four Founding Principles for Delta Upsilon.

TRIVIA TOURNAMENT & T-SHIRT AUCTION

10:00 p.m. - 12:00 a.m. | Salons H, M, N



AWARD OF MERIT RECIPIENTS

TOM DARCY, *San Diego State '72*

Sloan-Kettering Award of Merit in Business



Tom Darcy has more than 45 years of experience in finance and accounting. He is a director, co-founder and retired Executive Vice President and Chief Financial Officer of Tocagen Inc., a biopharmaceutical company pursuing the discovery, development and commercialization of novel products for the treatment of cancer. Tom also serves as a Director and Chairman of the audit committee of Lytx, Inc, a private technology company that is the global leader in video telematics and safety services for the commercial and public transportation sectors.

Prior to co-founding Tocagen, Brother Darcy served as Executive Vice President and Chief Financial Officer of Science Applications International Corporation (SAIC), and is a former Director of McAfee, Inc. Prior to that, Tom had a 27-year career with the accounting firm of PricewaterhouseCoopers LLP, where he served as the Managing Partner of both the West and Southwest Region Audit and Business Advisory Service Technology practices, as well as the Managing Partner of the San Diego office. Tom developed PWC's first professional education course on initial public offerings and co-authored the firm's companion handbook, "Taking Your Company Public."

Tom graduated from San Diego State University with a degree in accounting and has completed the UCLA Anderson Graduate School Advanced Executive Program "Competing in a Global Environment."

Brother Darcy's community activities include serving on the SDSU College of Business Advisory Board. He has also served on the boards for the San Diego County YMCA, the Economic Development Corporation of San Diego, BIOCOM San Diego, the San Diego Space and Science Foundation, and more. Tom is a past officer for both the Delta Upsilon San Diego State Chapter Alumni Association and the Del Mar Little League.

DAVID DIESSLIN, *Indiana '70*

Sloan-Kettering Award of Merit in Business



David Diesslin founded Diesslin & Associates, Inc. in 1980 to provide fee-only financial planning and wealth management services to individuals, corporations, closely held businesses, foundations and nonprofit organizations. He currently serves as Board Chairman of Diesslin Group, Inc.

Brother Diesslin has worked diligently to promote and advance the financial planning profession both nationally and internationally. He has been honored as one of the Best Financial Advisors in Worth Magazine, Medical Economics, Money Magazine and "D" Magazine. He is endorsed by the Consumers' Research Council of America as one of America's Top Financial Planners. He has also been featured/quoted in major news publications, including The Wall Street Journal, New York Times and the Dallas Morning News.

David graduated from Indiana University, received his M.B.A. degree from the University of Dallas, and earned his Certified Financial Planner (CFP) designation from the College for Financial Planning.

An active member of numerous on corporate boards and philanthropic organizations, David a former Board Chairman for the CFP Board of Standards. He is also a founding member, and Past Chairman and President, of the National Association of Personal Financial Advisors (NAPFA). In addition to this service, David serves as Chairman of The Deena Jo Heide-Diesslin Foundation, a private charitable organization named in memory of his late wife, and is very involved in the foundation's work.

STEPHEN HENNING, *Nebraska '85*

Charles Evans Hughes Award of Merit in Justice



Stephen Henning is a co-founder of Wood, Smith, Henning & Berman LLP, an AmLaw 200 law firm with 22 offices throughout the United States. Steve is a skilled litigator, nationally recognized for results in complex construction, real estate, business and toxic tort litigation. He regularly represents Fortune 500 companies and preeminent members of the business community, including some of the nation's largest residential and commercial public and private owners, homebuilders, developers, investors, contractors and lenders. Additionally, Steve has a thriving practice focused on public entities, handling all facets of litigation and risk management pertaining to construction and toxic tort issues. Steve received his undergraduate and law degrees from the University of Nebraska.

In addition to his extensive legal practice, Brother Henning gives back to the community by taking on leadership positions in several national and local charities. Steve currently serves as Chairman of the Board of Directors for the March of Dimes, and he is a founding Board member and past President of the Construction Defect Community Charitable Foundation. Steve is also on the Board of Directors for both the Alzheimer's Association and Levitt & Quinn, a public aid law firm providing legal services to people in need. Steve is proud to be the first defense lawyer awarded the Jerold S. Oliver Award for contribution to the construction-defect community. An AV-rated lawyer by Martindale-Hubbell, for the past 10 years he has been selected for inclusion as either a "Rising Star" or "Super Lawyer."

RON PEYTON, *Indiana '69*

Sloan-Kettering Award of Merit in Business



Ron Peyton is Executive Chairman of Callan, one of the largest independently-owned investment consulting firms, as well as chairman of the Callan Board of Directors. Ron provides firm-wide oversight by conferring with associates and clients to improve communications, process and service quality. He regularly meets with clients and senior industry professionals and engages in industry and community events through speaking and service opportunities.

Outside of Callan, Ron serves on the board of the United Way Bay Area and was President of Filoli, a National Historic Trust Property. He also served on the CFA Institute's Performance Presentation Standards Implementation Committee (now known as the Global Investment Performance Standards, or GIPS) and was Chairman of the Asset Manager Code of Conduct Advisory Committee. Ron has also worked with Marathon Oil Company's pension investments and served as an officer in the U.S. Army Reserve.

Ron earned an M.B.A. in finance and a B.S. in accounting at Indiana University, where he was president of the Indiana DU chapter his junior and senior year.

AWARD OF MERIT RECIPIENTS (CONTINUED)

JOSEPH RAUDABAUGH, *North Carolina State '78*

Sloan-Kettering Award of Merit in Business



Joseph Raudabaugh enjoyed a 34-year career of consulting and leadership experiences with A.T. Kearney. Throughout his career, he has led various service practices and geographic units, including serving as the managing director of the firm's Japan unit and founder and president of A.T. Kearney's Procurement and Analytic Solutions business. He has served more than 100 clients with an emphasis on strategic, operations and supply management issues. Brother Raudabaugh also founded and developed the A.T. Kearney Student Lab Program, which, along with more than 250 client organizations, has brought experiential learning to more than 3,000 students across most of the top 15 global business schools. In 2013, he began leading the Innovative A.T. Kearney initiative to inspire and nurture enhanced innovation across the firm.

Joe is the author of numerous articles and is a co-author of "The Purchasing Chessboard" (Springer, 2008). In 2012, he was named to Consulting Magazine's Top 25 Consultants list. Joe also serves on the board of the Glacier National Park Conservancy.

Prior to joining A.T. Kearney, Joe spent five years in the chemical industry with Air Products & Chemicals in product management, business development, and corporate planning roles.

Brother Raudabaugh earned his B.S. degree in economics at North Carolina State University and received an M.B.A. in marketing and finance from the University of Chicago Booth School of Business. He lives in Lake Forest, Illinois and Whitefish, Montana with his wife Beverly (*Virginia '78, ΑΔΠ*). They have two grown children Joe (*Carnegie Mellon '11, ΠΚΑ*) and Rebecca (*Colgate '13, ΔΔΔ*)

DU EDUCATIONAL PROGRAMS

PRESIDENTS ACADEMY

Presidents Academy accelerates the growth and learning of DU's Chapter Presidents each year. Presidents from each chapter/colony 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.

Jan. 3-6, 2019 - Camp Tecumseh, Brookston, IN

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. 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.

Feb. 8-10, 2019 - RLA West, Portland, OR
Feb. 8-10, 2019 - RLA South, Atlanta, GA
Feb. 15-17, 2019 - RLA Northeast, Philadelphia, PA
Feb. 15-17, 2019 - RLA Great Plains, Kansas City, MO
Feb. 22-24, 2019 - RLA Midwest, Chicago, IL

RECRUITMENT SYMPOSIUM

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.

Held in conjunction with RLA

ADVISORS ACADEMY

Advisors Academy is a training program for primary chapter advisors, providing education on advising, facilitation techniques and strategies for working effectively with university students. The academy is held in conjunction with the Regional Leadership Academy, which offers the advisors the chance to join new chapter officers in certain areas of programming and build relationships.

Held in conjunction with RLA

GLOBAL SERVICE INITIATIVE

The Delta Upsilon Global Service Initiative offers members a unique opportunity to work with global and local communities, while uniting Delta Upsilon competencies and Principles with substantive volunteer service. Students travel to, study in and work with communities where social and economic conditions are substandard. During the global experience, students engage in service-learning to make a meaningful impact in our global society to address the issues plaguing urban societies; these members will roll up their sleeves to create or rebuild areas of need.

Jan. 5-12, 2019 - GSI #1
May 11-18, 2019 - GSI #2
June 15-22, 2019 - GSI #3

LEADERSHIP INSTITUTE

Leadership Institute is DU's annual leadership conference/ Fraternity convention. More than 300 members 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. The Fraternity recognizes its top chapters and individuals in award ceremonies.

July 25-28, 2019 - Location TBA

DU EMERGING LEADERS EXPERIENCE

The Delta Upsilon Emerging Leaders Experience (DUEL) is an interactive program that encourages newly initiated members to go deeper and broader in defining their identity and their impact. Participants develop an understanding of their leadership by analyzing their strengths through the StrengthsQuest Inventory. In addition, students visit Williams College to connect with the history and founding of Delta Upsilon. This visit facilitates the most intensive Ritual education offered in DU educational programs. Through developing their strengths and clarifying personal values, participants take ownership for creating their ideal Delta Upsilon experience.

June 19-23, 2019 - UMass Amherst & Williams College

BUILDING BETTER MEN RETREATS

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

Held upon request

FRATERNITY AND FOUNDATION LEADERSHIP

FRATERNITY BOARD OF DIRECTORS



BRUCE MCKINNEY
Missouri '74
President



ROBERT LANNIN
Nebraska '81
Chairman



JAMES BELL
Calgary '94
Secretary



DAVID WHITMAN
Indiana '75
Treasurer



AARON CLEVINGER, Ed.D.
Central Florida '97
Alumni Director



TIMOTHY DOWD
Oklahoma '75
Alumni Director



THOMAS DUREIN
Oregon State '92
Alumni Director



BRUCE HOWARD
San Diego State '70
Alumni Director



LYNN LUCKOW
North Dakota '71
Alumni Director



DUSTIN ROBERTS
Bradley '03
Alumni Director



JOSHUA CHASE
Wichita '18
Undergraduate Director



WALTER OLIFF
Central Florida '17
Undergraduate Director

FOUNDATION BOARD OF TRUSTEES



STEPHEN ROWLEY
Ohio '65
Chairman



CRAIG FRANZ, FSC, Ph.D.
Bucknell '75
Vice-Chairman



LEWIS GREGORY
Kansas '75
Secretary



DAVID FRANZETTA
Michigan State '70
Treasurer



WILLIAM RAPPOLT
Lafayette '67
VP - Investments



ROY ALLAN
Lehigh '68
Trustee



BRUCE BAILEY
Denison '58
Trustee



WILLIAM BITTNER
Bradley '74
Trustee



RICHARD CAMPBELL
Nebraska '68
Trustee



DAVID COLE
Wilmington '72
Trustee



ROBERT DAHLSGAARD
Bradley '63
Trustee



JOHN DELANEY
Florida '77
Trustee



CHARLES DOWNTON III
North Carolina '66
Trustee



JOHN EPLEE, M.D.
Kansas State '75
Trustee



DAVID MEYERS
Wisconsin '77
Trustee



WARREN NESBITT
Wisconsin '76
Trustee



COADY PRUETT
Cal Poly '02
Trustee



RICHARD THOMPSON
Michigan State '67
Trustee



JOHN WEISEL, M.D.
Oregon '48
Trustee



NICKOLAS WELTON
Lehigh '10
Trustee

FRATERNITY AND FOUNDATION STAFF



JUSTIN KIRK
Boise State '00
Executive Director
Fraternity and Foundation



JANA ANDERSON
Executive Assistant



WESLEY ARNOLD
Elon '18
Leadership Consultant



NICOLE BELINSKY
Chapter Development
Director



MEGHAN BENDER
Development Director



NOAH BORTON
Senior Director of
Educational Programs



AARON EMALFARB
Maryland '20
Summer Intern



COLIN FINN
Iowa State '05
Director of Advancement



KARL GRINDEL
Associate Executive
Director, Fraternity



ERIK KOWOLS
Carthage '16
Graphic Designer



MICHELLE MARCHAND
Senior Director of Chapter
Development



ASHLEY MARTIN
Director of
Communications



VERONICA H. MOORE
Director of Educational
Programs



KELSEY MORRISSEY
Chapter Development
Director



MAX PARENT
James Madison '19
Summer Intern



KENDALL RABENECK
Louisville '16
Digital Media Coordinator



HAYDEN RAHN
Oregon '16
Expansion and
Development Coordinator



KAYE SCHENDEL
Director of Global
Initiatives



SAMUEL SCHMELZER
DePauw '18
Leadership Consultant



MARY ELLEN WATTS
Senior Staff Accountant



SARA JAHANSOUZ WRAY
Director of Loss Prevention

DELTA UPSILON FRATERNITY INTERNATIONAL HEADQUARTERS

8705 Founders Road
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www.deltatau.org

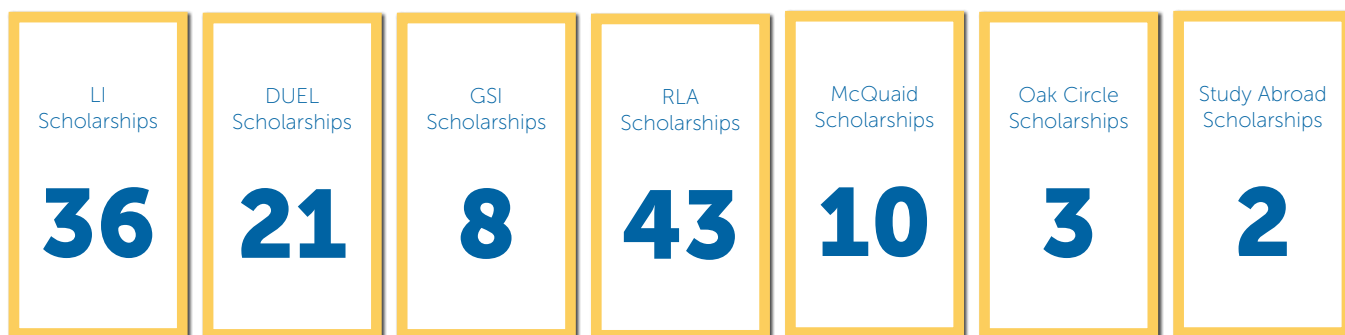
DU EDUCATIONAL FOUNDATION AND OAK CIRCLE

ABOUT THE DUEF

The Delta Upsilon Educational Foundation's mission is to support the International Fraternity and its members in their efforts of *Building Better Men*. As a separate 501(c)3 organization, the DUEF is able to accept tax-deductible gifts that are used to fund the programs, scholarships and initiatives that create strong, lifelong leaders and global citizens.

IN 2017-2018 THE DUEF PROVIDED:

TOTAL GRANT TO THE FRATERNITY: \$194k



OAK CIRCLE

As a member, you don't have to be an alumnus to donate to the Foundation. In 2001, the DUEF started a giving program specifically for undergraduates. It's called the Oak Circle.

Oak Circle funds are by undergraduates for undergraduates. This money is used to fund scholarships for DU brothers to attend the North-American Interfraternity Conference's Undergraduate Interfraternity Institute. UIFI brings together undergraduate members of fraternal organizations (fraternities, sororities, multi-cultural fraternal groups, local groups) to explore and elevate their leadership in their chapters and communities. Oak Circle Scholarship applications open in January and are due March 1.

Gifts of any size are important to the success of the Oak Circle. Here are just a few reasons why you should give.

- Impact the lives of your DU brothers
- Start a habit of giving
- Help your chapter earn special recognition through collective giving
- Earn a special recognition gift
- Be recognized in the *DU Quarterly*

Make your impact! Stop by the DUEF's giving table.

With each gift of \$25 to the Oak Circle, you will be entered into a drawing for a DU bags set! The winner will be drawn at the Grand Banquet and will have the bags set shipped to them. Must be present to win. Give your Oak Circle gift today!



"While attending the Undergraduate Interfraternity Institute, I was challenged to discover ways to improve my campus' Greek community and image through discussions and group activities with members from other organizations. As a member of Delta Upsilon, I am always striving to become a better man, and through experiences such as this, I learned so much about what it means to be a fraternity man and a leader in my Greek community."



Trevor Smith
Michigan Tech '20



LOSS PREVENTION POLICY & BINDING ARBITRATION

Delta Upsilon Fraternity is a member of FRMT, Ltd., a reinsurance company owned by several men's inter/national fraternities. 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, provincial and local laws at all times.

ALCOHOL AND DRUGS

1. 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.
2. 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. BYOB is defined as one (1) six-pack of 12-ounce beers or one (1) four pack of wine coolers brought by a member or guest who is legally able to consume an alcoholic beverage.
3. 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.
4. **OPEN PARTIES**, meaning those with unrestricted access by non-members of the Fraternity, without specific invitation, where alcohol is present, are prohibited. Any event with alcohol present that can or will be associated with an entity of the Fraternity should require a guest list prepared 24 hours in advance of the event. It is recommended that a list of those who attend be maintained for several years.
5. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal "drinking age").
6. No chapter may co-sponsor an event with an alcohol distributor 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 a closed event held within the provisions of this policy, including the use of a third-party vendor and guest list. An event at which alcohol is present could be conducted or co-sponsored with a charitable organization if the event is held within the provisions of the Fraternity and college or university policy.
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 associate member, shall permit, tolerate, encourage or participate in "drinking games." Examples of "drinking games" includes but is not limited to the rapid consumption of alcohol, liquor or alcoholic beverages, including shots; the practice of consuming shots equating to one's age, "beer pong," "century club," "dares," or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.
10. No alcohol shall be present at any associate member program, activity or ritual of the chapter. This includes, but is not limited to activities associated with "bid night," "big brother night" and initiation.
11. The possession, use or consumption of alcohol products above 15% ABV in any chapter facility is prohibited. Alcohol products above 15% ABV can only be provided and served by a licensed, third-party vendor at an off-site location.

HAZING

No chapter, colony, member, alumnus, or employee of the Fraternity shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. 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."

LOSS PREVENTION POLICY (CONTINUED)

DISCRIMINATION, HARASSMENT AND SEXUAL MISCONDUCT

The Fraternity will not tolerate or condone any form of culturally insensitive activity including but not limited to costumes, party themes, clothing or derogatory comments towards or about another culture, ethnicity or race.

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, activities or events, whether on chapter premises or an off-site location which are demeaning to women or men, including but not limited to verbal harassment, sexual assault by individuals or members acting together.

The employment or use of strippers, exotic dancers or similar, whether professional or amateur, at a fraternity event as defined in this policy is not allowed.

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.
5. Candles should not be used in chapter houses or individual rooms except under controlled circumstances such as formal ceremonies.

EDUCATION

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

REPORTING

Each chapter and member shall report promptly any bodily injury to a member or any injury sustained during a chapter event or at the chapter house, any incident that might result in a claim, and any violation 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, October 2017, May 2018)

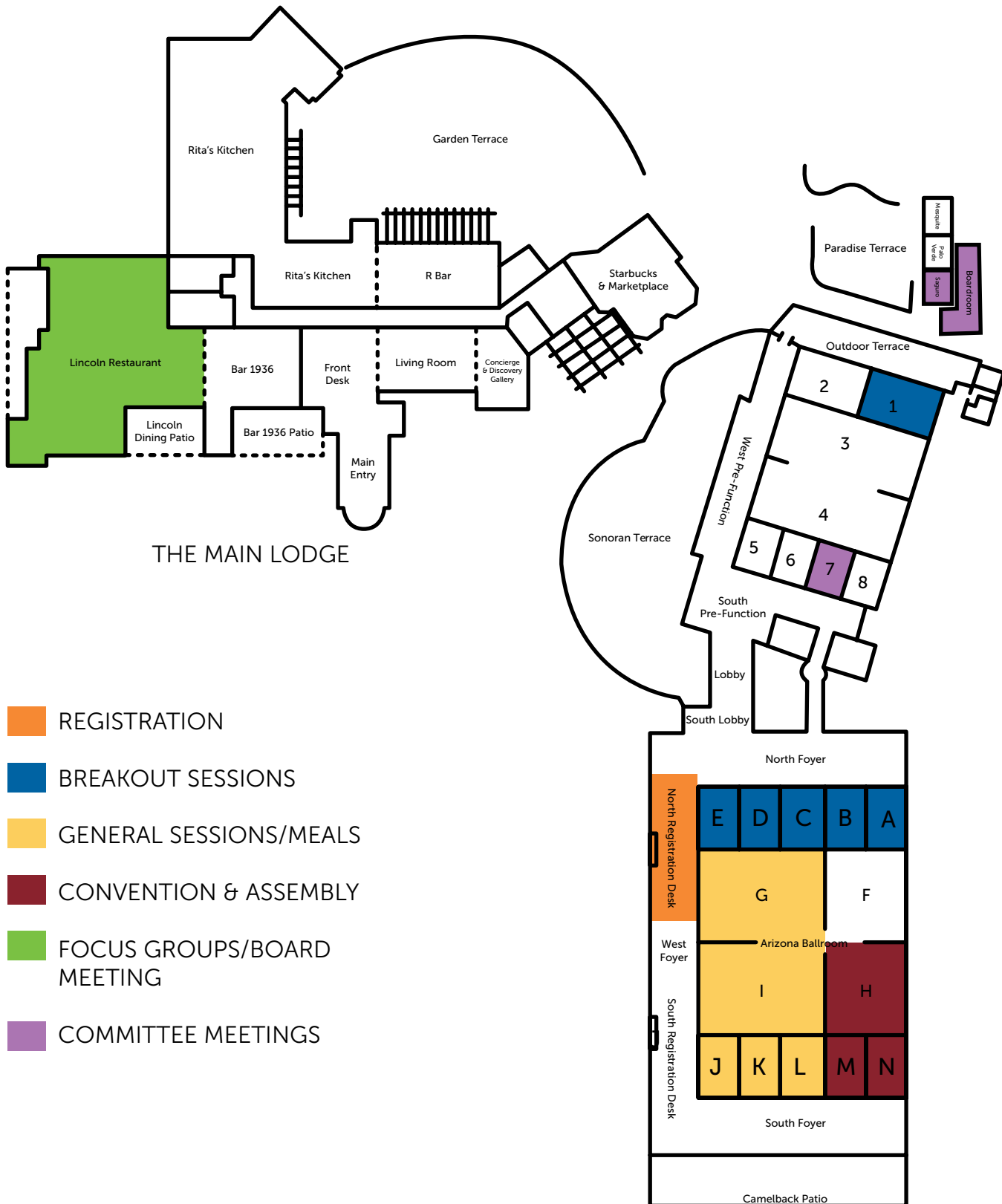
BINDING ARBITRATION

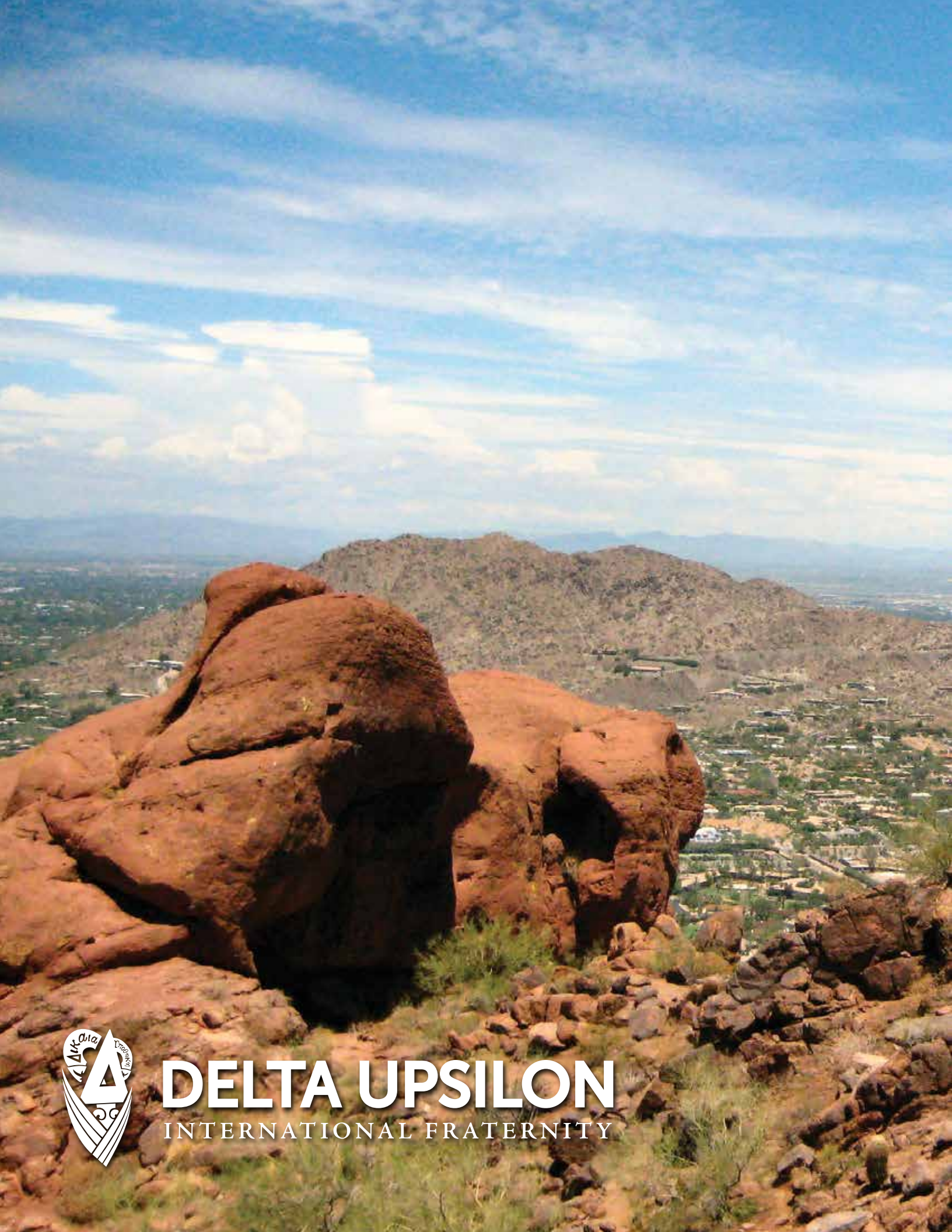
In April 2014, the Delta Upsilon International Fraternity Board of Directors adopted an arbitration plan. This plan governs all disputes between the Fraternity and its members. All disputes shall be resolved by binding arbitration and no substantive legal rights of any member or the Fraternity are impacted. Thus, any member with a claim or dispute with the Fraternity has all of his substantive legal rights preserved.

The dispute will simply be resolved by arbitration, not in court. This should provide a simple, efficient and speedy resolution of disputes, as opposed to protracted litigation through the court system. Over time, it will hopefully result in a reduction of insurance premiums. The plan covers all members, including undergraduate, alumni and associate members. It also binds the International Fraternity, and all undergraduate and alumni chapters.

The Claim and Dispute Resolution Plan can be found on the website under Chapters/Loss Prevention. If there are any questions, please contact Justin Kirk, Executive Director, at kirk@deltatau.org.

HOTEL MAP





DELTA UPSILON
INTERNATIONAL FRATERNITY