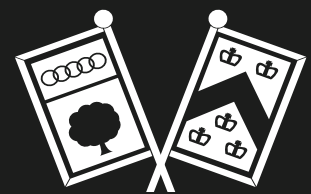


2022 DELTA UPSILON

# LEADERSHIP INSTITUTE



**LEADERSHIP  
INSTITUTE**  
DELTA UPSILON

# WELCOME TO THE LEADERSHIP INSTITUTE!



Welcome to Orlando and the 2022 Leadership Institute! Get ready for a weekend of brotherhood, networking, learning, recognition and fun!

In this program book, you will find important information about the LI schedule, program offerings and more. Use it as your guide for the weekend. Should you have any questions, visit the Leadership Institute registration desk or find a member of the International Headquarters staff.

Thank you for joining us and have a great weekend! Dikaia Upotheke.

**USE #DULI2022** WHEN POSTING ON SOCIAL MEDIA AT LEADERSHIP INSTITUTE



## FACEBOOK

Like our page and get updates from the Fraternity by visiting [facebook.com/deltaupsilon](https://facebook.com/deltaupsilon).



## TWITTER

Follow [@deltaupsilon](https://twitter.com/deltaupsilon) and include #DULI2022 when you tweet during Leadership Institute.



## INSTAGRAM

Make sure to follow [@deltaupsilon](https://www.instagram.com/deltaupsilon) on Instagram and use #DULI2022 when you share photos from LI.



## FLICKR

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



## YOUTUBE

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

# SCHEDULE AT A GLANCE

## THURSDAY, AUG. 4

1:00 p.m. - 4:00 p.m.	Recruitment Skills Training Session	Camellia
1:00 p.m. - 5:00 p.m.	Regional GSI Service Event	Narcissus
4:00 p.m. - 6:00 p.m.	Committee Meetings	Various Locations
5:30 p.m. - 6:15 p.m.	Province Meetings (Provinces 1, 2 and 3)	Various Locations
6:30 p.m. - 7:15 p.m.	Province Meetings (Provinces 4, 5 and 6)	Various Locations
7:30 p.m. - 9:30 p.m.	Welcome Dinner	Palm Ballroom 1-2
Immediately following dinner	Undergraduate Advisory Board Meeting	Jasmine

## FRIDAY, AUG. 5

9:00 a.m. - 11:00 a.m.	Undergraduate Convention	Palm Ballroom 3-4
9:00 a.m. - 10:15 a.m.	Delta Upsilon Inspire Talks	Palm Ballroom 1-2
10:30 a.m. - 11:30 a.m.	Educational Breakout Sessions	Various Locations
10:30 a.m. - 11:30 a.m.	Alumni and Volunteer Conference	Narcissus
11:45 a.m. - 1:30 p.m.	Awards Luncheon	Palm Ballroom 1-2
2:00 p.m. - 3:15 p.m.	Educational Breakout Sessions	Various Locations
2:00 p.m. - 3:15 p.m.	Assembly of Trustees	Palm Ballroom 3-4
3:30 p.m. - 5:00 p.m.	Loss Prevention Breakout Sessions	Various Locations
3:30 p.m. - 4:30 p.m.	Alumni and Volunteer Conference	Narcissus
5:00 p.m.	Free Night in Orlando	

## SATURDAY, AUG. 6

9:00 a.m. - 10:15 a.m.	General Session - Building Our Brotherhood	Palm Ballroom 1-2
10:30 a.m. - 11:30 a.m.	Educational Breakout Sessions	Various Locations
10:30 a.m. - 11:30 a.m.	Alumni and Volunteer Conference	Narcissus
11:45 a.m. - 1:30 p.m.	Recognition Luncheon	Palm Ballroom 1-2
1:45 p.m. - 5:00 p.m.	Deep Dive Educational Breakout Sessions	Various Locations
1:45 p.m. - 2:45 p.m.	Alumni and Volunteer Conference	Narcissus
5:30 p.m. - 6:45 p.m.	DU Educational Foundation Donor Reception	Palm Ballroom 5
6:45 p.m.	Group Photo	TBD
7:30 p.m. - 9:30 p.m.	Grand Banquet	Palm Ballroom 1-2
15 minutes following Grand Banquet	DU Trivia Night & T-shirt Auction	Palm Ballroom 3-4

# GENERAL INFORMATION

## CONFERENCE CONDUCT

The 2022 Leadership Institute will provide you with new insights and a variety of experiences that will enhance your chapter or associate chapter. Please ensure that you fully understand the code of conduct and attendance policy for the 2022 Leadership Institute.

## DU CODE OF CONDUCT

I understand and will adhere to the following policies throughout the duration of the 2022 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.

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 Hilton 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 (worn Thursday, Friday and Saturday during the day): khaki pants or slacks, button-up or golf shirt, dress shoes

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

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: Welcome Dinner, Awards Luncheon, Recognition Luncheon and Grand Banquet. Requests for special meals (food allergies/vegetarian, etc.) 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, as well as nearby. The Disney Springs area can be accessed via skybridge from the hotel. There are four main areas of Disney Springs (Marketplace, Town Center, The Landing and West Side) with the Marketplace area located closest to our hotel.

### Covington Mill \$

Breakfast buffet  
Located inside the hotel

### Mainstreet Market \$

Grab & Go breakfast, lunch, dinner and snacks  
Located inside the hotel

### Benihana Steakhouse and Sushi \$\$\$

Japanese Steakhouse and Sushi  
Located inside the hotel

### Earl of Sandwich \$

Sandwiches, pizza breads, soup, salads  
Disney Springs (Marketplace area)

### Rainforest Café \$\$

American cuisine  
Disney Springs (Marketplace area)

### Planet Hollywood \$\$

American cuisine and live entertainment  
Disney Springs (Town Center area)

### Wolfgang Puck Bar & Grill \$\$

California cuisine  
Disney Springs (Town Center area)

### The Boathouse \$\$

American, seafood, steakhouse  
Disney Springs (The Landing area)

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

\$	under \$25
\$\$	under \$45
\$\$\$	\$50+

## LI 2022 VENDORS

Delta Upsilon is excited to welcome our vendor partners to the Leadership Institute!

Make sure to visit with our friends at **OmegaFi** to learn more about how they can help you manage chapter finances.

The DU Store brought to you by **Campus Ink** is your go-to spot for DU merchandise and to learn how they can help you with custom merchandise design needs for your chapter.

The DU Educational Foundation will be available to answer questions and accept donations.



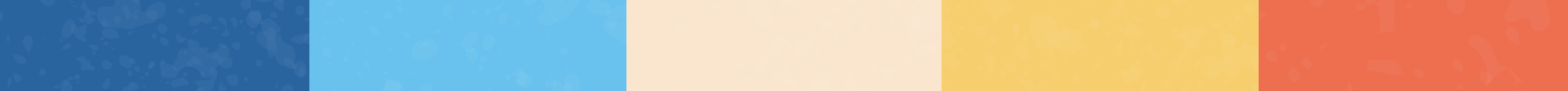
**DELTA UPSILON**  
EDUCATIONAL FOUNDATION

## 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, reached certain donor levels, etc.

Your nametag will admit you to all programs and meals. Please wear your nametag at all times during the Institute. Lost nametags may be replaced at the LI staff office.

A.S.C.	Those attendees who have attended seven or more Leadership Institutes
Campaign Volunteer	Volunteers with a campaign for the DU Educational Foundation
Chapter Advisor	Volunteers currently serving as a Chapter Advisor
Chapter President	Brothers currently serving as Chapter President
Consecutive Donor	Those who have given to the DU Educational Foundation for consecutive years
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	Brothers who have received the Distinguished Undergraduate Award, the Fraternity's highest award for an undergraduate member
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
Facilitator	Those who are serving as facilitators or presenters at the Leadership Institute
Founders Medal	Alumni brothers who have received the Founders Medal, which recognizes alumni and volunteers for their support
Global Service	Brothers who have attended a Global Service Initiative 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 Chairman	Brothers who have served as Chairman of the International Fraternity Board of Directors in the past
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
Recurring Donor	Those who have set up recurring gifts to the DU Educational Foundation
UGAB	Those undergraduates currently elected to the Undergraduate Advisory Board
Williams Society	Those who have visited the DU founding site at Williams College



## SCHEDULE KEY

Get the most out of your Leadership Institute experience by utilizing the following key when viewing the LI schedule. Colors correspond with programming designed for various audiences. Alumni may elect to attend breakout sessions intended for undergraduates.

 **EVENTS FOR ALL ATTENDEES**

 **EVENTS FOR UNDERGRADUATES**

 **EVENTS FOR ALUMNI**

 **BOARD OF DIRECTORS, FOUNDATION TRUSTEES, OR COMMITTEE MEETINGS**

# THURSDAY SCHEDULE

## FRATERNITY BOARD OF DIRECTORS MEETING

8:00 a.m. - 3:30 p.m. | Poinsettia/Quince

## VENDORS

11:00 a.m. - 7:30 p.m. | Palm Foyer

Visit with our Leadership Institute vendors, OmegaFi and Campus Ink.

## REGISTRATION

11:00 a.m. - 10:00 p.m. | Palm Foyer

Pick up your nametag and other LI materials before you head to your first session. Sign your name in the LI roll book.

## RECRUITMENT SKILLS TRAINING

1:00 p.m. - 4:00 p.m. | Camellia

Effective recruitment can be challenging for anyone. However, the task becomes much more approachable when you have a toolkit to guide you through any recruitment scenario. 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.

## THURSDAY SCHEDULE (CONTINUED)

### REGIONAL GSI EVENT

1:00 p.m. - 5:00 p.m. | Narcissus

The Global Service Initiative is about supporting the creation of global perspectives, promoting leadership development and generating community-based service-learning opportunities. At this Regional GSI event, we will have the opportunity to give our time and talent to serve others and reflect upon the experience.

### JUDICIAL COMMITTEE MEETING

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

### MEN OF MERIT COMMITTEE MEETING

4:00 p.m. - 6:00 p.m. | Jasmine

### PROVINCE MEETINGS

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

**Province 1 (Northeast)** - Camellia

**Province 2 (Midwest)** - Dogwood

**Province 3 (South)** - Narcissus

### PROVINCE MEETINGS

6:30 p.m. - 7:15 p.m.

**Province 4 (Great Plains)** - Camellia

**Province 5 (West)** - Dogwood

**Province 6 (Canada)** - Narcissus

### WELCOME DINNER

7:30 p.m. - 9:30 p.m. | Palm Ballroom 1-2

Join Delta Upsilon leadership as we welcome you to the 2022 Leadership Institute, recap the Fraternity's success from the past year, and present our first awards of the weekend.

### UNDERGRADUATE ADVISORY BOARD MEETING

Immediately Following | Jasmine

Welcome Dinner

*Note: This meeting is only for those who were elected as UGAB representatives during Province Meetings.*





# FRIDAY SCHEDULE

## ASSOCIATE CHAPTER MEETINGS

7:30 a.m. - 8:30 a.m. | Sabal

Associate chapter representatives received a note with their registration materials regarding their meeting time. Please double check your note so you know when to arrive.

## REGISTRATION & VENDORS

8:00 a.m. - 5:00 p.m. | Palm Foyer

## EDUCATIONAL FOUNDATION TRUSTEES MEETING

9:00 a.m. - 11:00 a.m. | Poinsettia/Quince

## UNDERGRADUATE CONVENTION

9:00 a.m. - 11:00 a.m. | Palm Ballroom 3-4

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 the Delta Upsilon Inspire Talks.

## DELTA UPSILON INSPIRE TALKS

9:00 a.m. - 10:15 a.m. | Palm Ballroom 1-2

Similar to TED Talks, the DU Inspire Talks are 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 talk on the LI main stage.

## EDUCATIONAL BREAKOUT SESSIONS

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

### A Conversation with Scott Bayman | Camellia

Throughout his life, Scott Bayman, *Florida '68*, has been the type of leader in business and the community who makes Delta Upsilon proud. 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 Bayman is on page 15.

### Running Effective Meetings | Kahili/Lily

Could this meeting have been an email? Is the meeting dragging on while people stare at the clock? Have we been talking around in circles with the same points getting repeated? Nobody likes a meeting that is pointless or drags on longer than it should. This session will provide a guide for running an efficient meeting. This will apply to chapter, Executive Board and committee meetings.

### Utilizing the Men of Merit Standards and CEP in Your Chapter | Dogwood

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 several topics, including tools to utilize when working with the following:

- Men of Merit Standards and how they affect your chapter
- How to complete CEP in a simple and manageable way
- Updates on how Men of Merit and CEP impact changes in the Substance-free Housing Policy

### The Leadership Challenge | Hibiscus/Iris

The Leadership Challenge provides a framework for understanding your personal leadership. It was developed by James Kouzes and Barry Posner with the intention that leadership is a skill that can be learned. Participants will take the Leadership Practices Inventory to learn how they can apply their personal leadership style in their work with others. This session is open to anyone, but it is directed toward emerging leaders in the Fraternity.





## Kick Off Your Career: An Alumni Perspective | Orange Blossom

Your Delta Upsilon experience can be a key factor in securing a future job or internship. In this session, DU alumni will share best practices for selling your DU membership to prospective employers and lessons learned from their careers that will set you up for a successful launch into your future career. You will learn from practical examples of how to be a leader in the workplace.

## ALUMNI & VOLUNTEER CONFERENCE

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

### Trends in Fraternity/Sorority & Higher Education

Join Ryan O'Rourke from the Association of Fraternal Leadership & Values (AFLV) for a conversation surrounding how the shifting dynamics of higher education have experienced a rapid acceleration of change due to the COVID-19 pandemic and its aftermath. As the higher education environment evolves, so does the world of fraternities and sororities. This session will discuss current trends in higher education such as the great resignation, the coming enrollment cliff, and the rebound from COVID-19. We will discuss how these dynamics are impacting fraternities and sororities and where there will be opportunities to respond in a successful way.

## AWARDS LUNCHEON

11:45 a.m. - 1:30 p.m. | Palm Ballroom 1-2

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.

## EDUCATIONAL BREAKOUT SESSIONS

2:00 p.m. - 3:15 p.m.

### A Conversation with Tom Lee | Narcissus

Throughout his life, Thomas Lee, *Pennsylvania '91*, has been the type of leader in business and the community who makes Delta Upsilon proud. 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 Lee is on page 15.

### Judicial Board Training | Camellia

A strong brotherhood requires a commitment to accountability among one another. One important tool in fostering a culture of accountability within a chapter is a well-functioning judicial board. This session will review best practices for implementing a judicial board. Participants will review practical scenarios to learn how to improve their judicial board operations.

## FRIDAY SCHEDULE (CONTINUED)

### Creating an Inclusive Chapter | Orange Blossom

We all want our chapters to create a safe, healthy and welcoming environment. Doing so requires that our members, potential members and guests feel included, supported and seen. In this session, we will dive into the work we must do to create an inclusive environment and to confront the barriers to inclusion in our chapters.

### Sexual Assault Prevention | Dogwood

Delta Upsilon is able to have a significant impact in addressing sexual assault on our college campuses. This is an important issue that continues to impact our members, friends, guests and fellow students. As leaders on campus, it is incumbent upon our members to foster an environment where personal violence is not tolerated. This session will help members understand the impact of the sexual assault problem on campus while providing participants with tangible skills for empowering our members to create a safer environment within the chapter and around campus.

### VP Finance 101: Tips, Tricks and Tech for Success | Kahili/Lily

Are you an accounting major ready to become the chapter VP Finance? Or a political science major who has never balanced a check book? This is the session for you! We will cover all the tips and tricks of budgeting, invoicing brothers, collecting from brothers, banking practices, tax filing, and all other finance do's and don'ts. We will end the session by looking at technology that can help you do your VP Finance job better.

## ASSEMBLY OF TRUSTEES

2:00 p.m. - 3:15 p.m. | Palm Ballroom 3-4

The Assembly of Trustees is Delta Upsilon's alumni voting body. All alumni chapters whose undergraduate chapters are in good standing with the Fraternity are afforded a voting delegate. All alumni are welcome to attend this meeting.

## LOSS PREVENTION BREAKOUT SESSIONS

3:30 p.m. - 5:00 p.m.

### Making Loss Prevention Work for You

Alberta - Illinois | Camellia

Iowa - Pennsylvania State | Dogwood

Purdue - Wisconsin | Kahili/Lily

This session will review policies and procedures for Loss Prevention compliance for the International Fraternity. We will explore examples of current chapter engagement and provide best practices for keeping members and guests safe.

*Note: This session is required for all members from each chapter in attendance at LI in order to receive Loss Prevention credit for educational program attendance for chapter billing purposes.*

## ALUMNI & VOLUNTEER CONFERENCE

3:30 p.m. - 4:30 p.m. | Narcissus

### Fraternity Update

This session will provide an update from organizational leadership on how Delta Upsilon is responding to the current fraternal and higher education environments. They will review trends on campus and share opportunities for DU to exert leadership among the fraternity and sorority community. There will also be time for questions.

## EDUCATIONAL FOUNDATION THANK-YOU WRITING SESSION

5:00 p.m. - 6:00 p.m. | Camellia

Brothers who have received scholarships to LI have been asked to help write thank-you notes to donors. Those who should attend this session received a note with their LI registration materials upon arriving.

## FREE EVENING

5 p.m.

Tonight is your opportunity to explore! If you purchased tickets to a Walt Disney World Theme Park, the hotel offers a free shuttle service. At the Disney Springs entertainment area, you can find a host of dining and entertainment options.



# SATURDAY SCHEDULE



## FOUNDERS FITNESS RUN

6:30 a.m. - 7:30 a.m. | Depart from main lobby

Start your day with some fresh air and exercise! All fitness levels are welcome to join us for a run or walk.

## ASSOCIATE CHAPTER MEETINGS

7:30 a.m. - 8:30 a.m. | Sabal

Associate chapter representatives received a note with their registration materials regarding their meeting time. Please double check your note so you know when to arrive.

## REGISTRATION & VENDORS

8:00 a.m. - 5:00 p.m. | Palm Foyer

## FRATERNITY AND FOUNDATION JOINT MEETING

9:00 a.m. - 10:00 a.m. | Poinsettia/Quince

## GENERAL SESSION: BUILDING OUR BROTHERHOOD

9:00 a.m. - 10:15 a.m. | Palm Ballroom 1-2  
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 DU members to better understand their chapter's brotherhood and how to strengthen it.

## DUEF CABINET MEETING

10:15 a.m. - 11:30 a.m. | Poinsettia/Quince

## SATURDAY SCHEDULE (CONTINUED)

### EDUCATIONAL BREAKOUT SESSIONS

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

#### Impacting the Brotherhood in Your Chapter | Camellia

This session will dive deeper into the topic of brotherhood in your chapter. During the general session this 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 to better utilize the Delta Upsilon Membership Outcomes Assessment data to better understand their chapters and to implement new ideas for improvement.

#### Performing the Delta Upsilon Ritual | Dogwood

The Ritual of Delta Upsilon is the glue that binds our international brotherhood together. A well performed Ritual also creates a special and memorable experience for our newest members as we welcome them into Delta Upsilon. This session will teach you the history of our Ritual and provide a how-to guide for making the Ritual an impactful experience in your chapter.

#### Associate Chapter Roundtable Discussion | Kahili/Lily

This is a session for all associate chapter members in attendance at LI. Participants will learn important updates regarding the DU chartering process. They will also have an opportunity to connect with and learn from other associate chapter members.

*Note: This session is mandatory for all members of associate chapters at LI.*

#### Advancing Justice in Your Chapter | Orange Blossom

Justice, Our Foundation is the motto that helps define our fraternity experience in Delta Upsilon. This serves as a call to action that is as relevant now as it has ever been. However, many chapter members may struggle to identify pragmatic steps they can take to address social issues and areas of injustice in their communities. This session will provide practical ideas and tasks on the chapter and individual level that will allow you to start taking action now!

#### Brotherhood Programs That Work | Hibiscus/Iris

Brotherhood is the cornerstone of every successful chapter. However, a strong brotherhood does not just happen. As we look to the upcoming academic year, it will be important to implement a brotherhood program with fun, creative and meaningful experiences. This session will give you the tools to help your members connect and bond.





## SATURDAY SCHEDULE (CONTINUED)

### ALUMNI & VOLUNTEER CONFERENCE

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

#### Corporate Health: How Healthy is Your Undergraduate Chapter, House Corporation or Alumni Chapter?

Is your undergraduate chapter, house corporation or alumni chapter filing its annual 990 report with the IRS? Has one of these entities had its nonprofit status revoked? Is Venmo being used to collect dues or pay rent? Delta Upsilon's nonprofit tax status can be at risk if chapters and house corporations are not in compliance. Join JB Goll from our partners at OmegaFi to discuss best practices in accounting for chapters and house corporations, tax filing obligations, collecting old debt, and risky peer-to-peer payments. We will look at technology that can help advisors in these areas.

### RECOGNITION LUNCHEON

11:45 a.m. - 1:30 p.m. | Palm Ballroom 1-2

During the Recognition Luncheon, the DU Educational Foundation will offer highlights from the past year. We will also celebrate several chapters and individuals for their outstanding efforts on campus, in the community, in their careers and within Delta Upsilon.

### DEEP DIVE EDUCATIONAL BREAKOUT SESSIONS

1:45 p.m. - 5:00 p.m.

These sessions will provide an opportunity to dig deeper into an important topic related to chapter operations. Participants should plan to attend one topic and participate in the entire session.

#### Associate Member Education | Dogwood

An effective Associate Member Education Program establishes the foundation for a positive and developmental DU membership experience. Participants will leave this session with a plan for implementing the DU Associate Member Education Program in their chapters. This session will also discuss updates to the program for the upcoming year and tactics for confronting inappropriate behaviors in Associate Member Education.



#### Health and Wellness | Camellia

It is important for Delta Upsilon chapters to create an environment that fosters safety and well-being for both members and guests. This includes mental, physical and emotional well-being. In this session, participants will have the opportunity to explore a wide array of topics related to creating a healthy environment within their chapters. Topics to be explored will include mental wellness, healthy social environments and effective interventions. Participants will use case studies about real world scenarios to develop plans for tangible action items to implement in their chapters.

#### Ignite DU | Kahili/Lily

Successful recruitment takes a lot of work, but it does not have to feel like work! Creating a fun and energetic environment in your chapter's recruitment efforts will make it a better experience for both members and potential members. This session will help you learn how to inject some enthusiasm and excitement into your next recruitment. This will provide participants with a plan for managing the recruitment process in their chapter and tools for developing recruitment skills for their members.

#### Civic Engagement | Orange Blossom

The motto of Delta Upsilon—Justice, Our Foundation—calls upon the members of the Fraternity to make a positive impact in their communities. This session will focus on providing members with tools to make members of their chapters active citizens engaged in positive change. The session will also provide updates on the Global Service Initiative, and members will learn how they can get involved in GSI on an international, national, regional and local level.

## SATURDAY SCHEDULE (CONTINUED)



### ALUMNI & VOLUNTEER CONFERENCE

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

#### The Next Delta Upsilon Strategic Plan

The Delta Upsilon Board of Directors is in the process of creating the next strategic plan for the Fraternity. This will establish the priorities and direction that will shape the next chapter of this storied organization. This session will provide an update on the strategic planning process, and it will give alumni members an opportunity to provide feedback and input that can be used to inform the plan.

### CENTRAL FLORIDA RECEPTION

4:30 p.m. - 5:30 p.m. | TBD

By invitation only, the Central Florida Chapter Alumni Board is hosting a special meet up for the Central Florida Chapter. Brothers will have a chance to connect with fellow alumni and hear a presentation from the undergraduate chapter.

### DELTA UPSILON EDUCATIONAL FOUNDATION DONOR RECEPTION

5:30 p.m. - 6:45 p.m. | Palm Ballroom 5

The DU Educational Foundation will host a cocktail reception for all DU alumni and any Foundation donor, which will highlight exciting plans underway for the future of Delta Upsilon.

### GROUP PHOTO

6:45 p.m. | TBD

### GRAND BANQUET

7:30 p.m. - 9:30 p.m. | Palm Ballroom 1-2

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 of Delta Upsilon. We will present the Fraternity's biggest awards including our Sweepstakes Trophy!

### TRIVIA TOURNAMENT & T-SHIRT AUCTION

15 minutes following | Palm Ballroom 3-4  
the Grand Banquet

All undergraduates are invited to join us for a Delta Upsilon trivia tournament and our T-shirt auction where you can bid on shirts from other chapters.

# AWARD OF MERIT

Delta Upsilon's Awards of Merit are presented to those who have exhibited a devotion to DU, as well as excellence or notoriety within their profession. Congratulations to this year's recipients.



## **SCOTT BAYMAN, FLORIDA '68**

### **SLOAN-KETTERING AWARD OF MERIT IN BUSINESS**

Scott Bayman was President and Chief Executive Officer of GE India from 1993 to 2007. During his 14 years in India, he led GE to a position as one of the leading multinational companies in the country with sales of \$3 billion. He joined GE in 1987 as Manager of Business Development for GE Appliances in Louisville. The following year, he became Product General Manager for range products, and in 1991, was elected a GE Vice President responsible for Appliances Consumer Service. He was appointed Vice President, Worldwide Marketing and Product Management for GE Appliances in 1992, before assuming the position of President and CEO GE India.

Brother Bayman is Chairman Emeritus and Senior Advisor to the board of Lumis Partners. He has served on the international advisory boards of the Indian School of Business and the University of Pennsylvania's Center for the Advanced Study of India. He is a past member of The University of Florida Warrington School of Business Administration Business Advisory Council.

**Brother Bayman will speak at Thursday's Welcome Dinner and at his own breakout session Friday morning.**



## **TOM LEE, PENNSYLVANIA '91**

### **SLOAN-KETTERING AWARD OF MERIT IN BUSINESS**

Tom Lee is one of the most widely recognized and followed macro strategists on Wall Street. He is best known for his evidence-based work on equity markets and fast growing technologies, including digital assets and wireless technologies. Brother Lee has nearly 30 years of experience in macro markets and equity research.

Thomas co-founded Fundstrat in 2014, a research advisory firm, which has now grown to over 28 full-time employees and serves hedge funds, mutual funds and family offices in over 26 countries. Prior to this, Thomas served as Chief Equity Strategist of J.P. Morgan Chase & Co. and had been at JPMorgan from 1999-2014. He has also spent time at firms Kidder, Peabody and Salomon Smith Barney. Brother Lee is a full-time contributor to CNBC and has been ranked consistently by Institutional Investors and held the #1, #2 and #3 position for 15 consecutive years (1998-2013). He is also considered one of the most trusted and well-known authorities in digital assets by Cindicator and top 100 key names by Cryptoinfluencer.

**Brother Lee will speak at Friday's Awards Luncheon and at his own breakout session following lunch.**



## **DAVID LAWRENCE, FLORIDA '63**

### **STEPHEN CRANE AWARD OF MERIT IN LITERATURE**

David Lawrence Jr. retired in 1999 as publisher of The Miami Herald to work in the area of early childhood development and readiness. Before coming to Miami in 1989, he was publisher and executive editor of the Detroit Free Press. Previously he was editor of The Charlotte Observer, and earlier in reporting and editing positions at four newspapers. During his tenure as Miami Herald publisher, the paper won five Pulitzer Prizes.

Today, Brother Lawrence chairs The Children's Movement of Florida, aimed at making children the state's top priority for investment and decision-making. He has led successful campaigns for The Children's Trust, chaired the Governor's Blue Ribbon Panel on Child Protection, and was a key figure in passing a statewide constitutional amendment to provide pre-K for all 4-year-olds. An endowed chair in early childhood studies is established in his name at the University of Florida College of Education. His memoir, "A Dedicated Life: Journalism, Justice and a Chance for Every Child," was published in 2018.

**Brother Lawrence will speak at Saturday's Recognition Luncheon.**





**DELTA UPSILON**  
EDUCATIONAL FOUNDATION



**BUILDING BETTER MEN**  
for a global society



# PROVINCES AND LEADERSHIP

## PROVINCE 1 NORTHEAST

### Province Governor:

Derek Dunham, *North Dakota* '89

### UGAB Representative:

Nathan Graham, *James Madison* '22

Christopher Newport Chapter  
Clarkson Chapter  
Colgate Chapter  
Cornell Chapter  
Delaware Associate 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 Associate Chapter  
Syracuse Chapter  
Tufts Associate Chapter  
Vermont Chapter  
Virginia Chapter

## PROVINCE 2 MIDWEST

### Province Governor:

Kevin Friis, *Western Reserve* '09

### UGAB Representative:

Logan Caudill, *Bradley* '24

Bradley Chapter  
Carthage Chapter  
Chicago Chapter  
DePauw Chapter  
Illinois Chapter  
Indiana Chapter  
Kent State Chapter  
Miami Chapter  
Michigan Chapter  
Michigan Tech Chapter  
Purdue Associate Chapter  
Western Illinois Chapter  
Western Reserve Chapter  
Wisconsin Chapter

## PROVINCE 3 SOUTH

### Province Governor:

Walter Oliff, *Central Florida* '17

### UGAB Representative:

Samuel Ewing, *Florida* '22

Central Florida Chapter  
Elon Chapter  
Embry-Riddle Chapter  
Florida Chapter  
Georgia Tech Chapter  
Louisville Chapter  
North Carolina Chapter  
North Florida Chapter  
South Carolina Chapter  
Tennessee Associate Chapter

## PROVINCE 4 GREAT PLAINS

### Province Governor:

Kevin Guinan, *Iowa State* '15

### UGAB Representative:

Nick Lee, *Iowa State* '23

Arlington Chapter  
Culver-Stockton Chapter  
Houston Chapter  
Iowa Chapter  
Iowa State Chapter  
Kansas State Chapter  
Missouri Chapter  
Nebraska Chapter  
North Dakota Chapter  
Oklahoma Chapter  
Texas Chapter  
Wichita Chapter

## PROVINCE 5 WEST

### Province Governor:

Jason Clark, *Washington State* '01

### UGAB Representative:

Cameron Kincaid, *San Jose* '22

Boise State Chapter  
Cal Poly Chapter  
California Chapter  
Colorado Associate Chapter  
Loyola Marymount Associate Chapter  
Oregon Chapter  
San Diego State Chapter  
San Jose Chapter  
Washington State Associate Chapter

## PROVINCE 6 CANADA

### Province Governor:

Alex Mulligan, *Toronto* '18

### UGAB Representative:

Aaryan Morria, *Western Ontario* '23

Alberta Chapter  
Guelph Chapter  
Toronto Chapter  
Western Ontario Chapter

# FRATERNITY & FOUNDATION LEADERSHIP

## FRATERNITY BOARD OF DIRECTORS



**THOMAS DUREIN**  
*Oregon State '92*  
President



**ROBERT LANNIN**  
*Nebraska '81*  
Chairman



**JAMES BELL**  
*Calgary '94*  
Vice-Chairman



**DAVID WHITMAN**  
*Indiana '75*  
Treasurer



**AARON CLEVINGER, Ed.D.**  
*Central Florida '97*  
Secretary



**DERRICK COLLINS**  
*Carthage '05*  
Alumni Director



**TIMOTHY DOWD**  
*Oklahoma '75*  
Alumni Director



**DREW DUNHAM, Ph.D.**  
*San Jose '86*  
Alumni Director



**BRAD JOHN**  
*Iowa '96*  
Alumni Director



**ANDREW MARTIN**  
*Washington State '05*  
Alumni Director



**DUSTIN ROBERTS**  
*Bradley '03*  
Alumni Director



**JORDAN MCGINTY**  
*Louisville '22*  
Undergraduate Director



**PARKER VULGAMORE**  
*Kansas State '23*  
Undergraduate Director

## FOUNDATION BOARD OF TRUSTEES



**LEWIS GREGORY**  
*Kansas '75*  
Chairman



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



**WARREN NESBITT**  
*Wisconsin '76*  
Secretary



**DAVID FRANZETTA**  
*Michigan State '70*  
Treasurer



**RALPH CASTNER**  
*Nebraska '85*  
VP - Investments



**ROY ALLAN**  
*Lehigh '68*  
Trustee



**BRUCE BAILEY**  
*Denison '58*  
Trustee



**WILLIAM BITTNER**  
*Bradley '74*  
Trustee



**JOHN DELANEY**  
*Florida '77*  
Trustee



**WILLIAM RAPPOLT**  
*Lafayette '67*  
Trustee



**JOSEPH RAUDABAUGH**  
*North Carolina State '78*  
Trustee



**DARYL REISFELD**  
*Rochester '03*  
Trustee



**JOHN WEISEL, M.D.**  
*Oregon '48*  
Trustee



**NICKOLAS WELTON**  
*Lehigh '10*  
Trustee

## FRATERNITY & FOUNDATION STAFF



**JUSTIN KIRK**  
*Boise State '00*  
Executive Director  
Fraternity and  
Foundation



**JANA ANDERSON**  
Executive Assistant



**KENNY BENJAMIN**  
*Iowa State '21*  
Coordinator of  
Expansion



**CHUCK BLAKE**  
*Elon '22*  
Leadership Consultant



**NOAH BORTON**  
Senior Director of  
Educational Programs



**BLAKE COAN**  
*Bradley '20*  
Coordinator of Chapter  
Development



**GREGORY FABIANO**  
*Florida '15*  
Director of  
Advancement



**MATTHEW FERGUSON**  
*Nebraska '20*  
Coordinator of  
Recruitment and Growth



**SEAN FITZGERALD**  
*Michigan '12*  
Director of  
Advancement



**DOMINIC GREENE**  
*Oregon '99*  
Senior Director of  
Chapter Development



**KARL GRINDEL**  
Associate Executive  
Director, Fraternity



**RYAN KING**  
Associate Executive  
Director, Foundation



**VERONICA H. MOORE**  
Director of Educational  
Programs



**KATHERINE PEZZELLA**  
Director of Chapter  
Development



**JOHN RAMEY**  
*Wichita '22*  
Leadership Consultant



**KODY ROTHER**  
*North Dakota '09*  
Director of Educational  
Programs



**ASHLEY MARTIN  
SCHOWENGERDT**  
Director of  
Communications



**NATALIE TATE**  
Creative Specialist



**MARY ELLEN WATTS**  
Senior Staff Accountant

## DELTA UPSILON FRATERNITY INTERNATIONAL HEADQUARTERS

8705 Founders Road  
Indianapolis, Indiana 46268  
Phone: 317.875.8900  
[www.deltatau.org](http://www.deltatau.org)

# DU EDUCATIONAL PROGRAMS

## PRESIDENTS ACADEMY



Presidents Academy accelerates the growth and learning of DU's Chapter Presidents each year. Presidents from each chapter/associate chapter participate in an

institute-style program with a curriculum that emphasizes the mission and Principles of Delta Upsilon as a foundation for effective chapter leadership. As a team, Chapter Presidents are exposed to new ideas and possibilities, discover their strengths, and are encouraged to apply what they learn to their leadership role and responsibility.

**Jan. 5-8, 2023 - Camp Tecumseh, Brookston, IN**

## REGIONAL LEADERSHIP ACADEMY



Each February, Delta Upsilon facilitates the Regional Leadership Academy (RLA) throughout the U.S. RLA serves as an opportunity for chapter officers in a

specific geographic region to attend sessions spanning 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 that helps them explore their role as a part of a highly effective leadership team.

**Feb. 3-5, 2023 - RLA West, Portland, OR**

**Feb. 3-5, 2023 - RLA South, Atlanta, GA**

**Feb. 10-12, 2023 - RLA Northeast, Philadelphia, PA**

**Feb. 10-12, 2023 - RLA Great Plains, Kansas City, MO**

**Feb. 17-19, 2023 - RLA Midwest, Chicago, IL**

## RECRUITMENT SYMPOSIUM



Recruitment Symposium is a training program for chapter and associate chapter Vice

Presidents of 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 chapter advisors, providing education on advising,

facilitation techniques and strategies for working effectively with students. The academy is held in conjunction with the Regional Leadership Academy, allowing advisors to join chapter officers in certain areas of programming.

**Spring 2023 - Date and location TBD**

## 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**

## 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.

**Dates TBD**

## 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.

**Summer 2023 - Date and location TBD**

## 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 10-14, 2023 - UMass Amherst & Williams College**

## AMPLIFY DU: RECRUITMENT TRAINING PROGRAM

Delta Upsilon's newest program is geared toward chapter Vice Presidents of Recruitment and other recruitment



volunteers. Amplify DU consists of three recruitment webinars, as well as two small-group coaching meetings, and at least one one-on-one session. There also an in-person session for those attending the Leadership Institute. Alumni Recruitment Coaches and DU staff will facilitate webinars and small-group

discussion to provide focused recruitment coaching.

**Summer 2023 Virtual Program**



# DU LOSS PREVENTION POLICY

*\*The policies listed in this program book are from the 2021-2022 academic year and are subject to change following this week's Board of Directors meeting.*

## ALCOHOL AND DRUGS

In any activity or event sponsored or endorsed by the chapter/organization, including those that occur on or off organizational/chapter premises:

1. The chapter/organization, members and guests must comply with all federal, state, provincial and local laws. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages.
2. The chapter/organization, members and guests must follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell and/or manufacture illegal drugs or other controlled substances while on chapter/organizational premises or at any activity or event sponsored or endorsed by the chapter/organization.
3. Alcoholic beverages must either be:
  - Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or
  - Brought by individual members and guests through a bring your own beverage ("BYOB") system. The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any chapter/organization premises or at any event, except when served by a licensed and insured third-party vendor.
4. Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event).
5. Alcoholic beverages must not be purchased with chapter/organizational funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
6. A chapter/organization must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.
7. A chapter/organization must not co-host or co-sponsor an event with a bar, event promoter or alcohol distributor; however, a chapter/organization may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter/organization event.
8. Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter/organization must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio and must not exceed local fire or building code capacity of the chapter/organizational premises or host venue.
9. Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to "bid night," "big/little" events or activities, "family" events or activities and any ritual or ceremony.
10. The chapter/organization, members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

## HAZING

The chapter/organization, and members must comply with all federal, state, provincial, and local laws regarding hazing.

The term "hazing" means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against any individual or group of individuals, regardless of affiliation, whether or not committed on chapter/organizational property, for the purpose of recruiting, joining, pledging, initiating, admitting, affiliating, or for the purpose of retaining membership in an organization that causes an individual or group of individuals to do any of the following, regardless of a person's willingness to participate:

- a. Be coerced to violate federal, state, provincial, local law, or chapter/organizational policy.
- b. Be coerced to consume any food, liquid, alcoholic liquid, drug, or other substance in any non-customary manner which subjects the individual or group of individuals to a substantial risk of emotional or physical harm which includes but not limited to sickness, vomiting, intoxication, or unconsciousness.
- c. Endure brutality of a physical nature, including but not limited to whipping, beating, paddling, branding, dangerous physical activity, or exposure to elements or endure threats of such conduct that results in mental or physical harm.
- d. Endure brutality of a mental nature, including but not limited to activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment or endure threats of such conduct that results in mental or physical harm.
- e. Endure any other activity which adversely affects the health and safety of an individual, including but not limited to the disruption of academic performance or class attendance, required designated driving programs, line ups, calisthenics, or personal, physical, or financial servitude.

## DISCRIMINATION, HARASSMENT AND SEXUAL MISCONDUCT

The chapter/organization and its members must comply with all federal, state, provincial, and local laws related to sexual misconduct. This is including, but not limited to, definitions around consent, sexual violence, sexual harassment, domestic violence, dating violence, stalking, and sexual exploitation.

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.

## ASSAULT & BATTERY

In any activity or event sponsored or endorsed by the chapter/organization, including those that occur on or off organizational/chapter premises, no chapter, member or guest shall engage in assault and battery, as defined in the state statutes in which the activity or event occurs.

## RETALIATION

The chapter/organization prohibits retaliation against any individual – members and non-members – for reporting, inquiring, or cooperating with a report around a violation of the Loss Prevention Policy.

Retaliation is any action, statement, or behavior that is designed to punish an individual for filing a compliance report, cooperating with a compliance investigation, seeking guidance regarding a compliance concern, or to deter one from taking such action.

## MEDICAL GOOD SAMARITAN

### INDIVIDUAL

If a member assists another person in obtaining immediate and appropriate medical care related to the use or consumption of alcohol, drugs, or to another medical emergency, then that member, as well as those who are assisted, will not be subject to individual disciplinary action with respect to the incident. This is the case even if the member who is assisting was a contributing factor to that emergency. An individual may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.

### CHAPTER

A chapter that seeks immediate and appropriate medical assistance for a person in need related to the use or consumption of alcohol, drugs, or to another medical emergency, may be eligible for mitigation of charges related to violations of organizational policies. To be eligible for this potential mitigation, the chapter will be required to meet in person or by phone with a national staff member or an alumni volunteer designated by the fraternity. A chapter may benefit from this policy more than once, though repeated use of the policy may receive stricter scrutiny.

## FIREARMS, EXPLOSIVES OR INCENDIARY DEVICES

The chapter/organization and its members must comply with all federal, state, provincial, local laws and campus policy as it relates to firearms or explosive or incendiary devices.

Firearms or explosive or incendiary devices are prohibited from the chapter facility and at all Fraternity activities or events.

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

## 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. To report an injury or violation, please utilize one (or more) of the options below:

- In case of an emergency, call 911.
- Contact local Chapter President to report.
- Contact Chapter Advisor to report.
- Delta Upsilon has a hazing hotline specifically to report hazing: 1-888-NOT-HAZE.

- Call the International Headquarters at 317-875-8900
- Report an incident online at <https://www.deltatau.org/report-an-incident>.

## 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.

## SUBSTANCE-FREE HOUSING

### EFFECTIVE AUG. 1, 2018

- All chapters shall eliminate the presence, consumption and use of hard alcohol within chapter housing at all times.
- The presence, consumption and use of beer and wine shall be limited to the private bedrooms of members who are of the legal drinking age. No alcohol will be allowed in common spaces of a chapter facility.
- During a social event, alcohol possession and distribution must be restricted to common spaces of a chapter facility for the duration of the event. There will be no consumption of alcohol in private living quarters during social events.
- Hard alcohol can only be provided and served by a licensed, third-party vendor at an off-site location. This means not at the chapter house or any chapter-related facility (e.g., annex).

### EFFECTIVE AUG. 1, 2020

- All chapters will have completed the transition to substance-free housing, including the removal of all alcohol and substances from private bedrooms unless they qualify for a substance-free waiver.
- Chapters that meet the Men of Merit "Expectation" level in the areas of Chapter Excellence Plan, Program Attendance, Associate Member Education, Loss Prevention and Learning Assessment will be eligible for a waiver from the Substance-free Housing Policy. Chapters with a waiver will follow these guidelines:
- The presence, consumption and use of beer and wine shall be limited to the private bedrooms of members who are of the legal drinking age. No alcohol will be allowed in common spaces of a chapter facility.
- Chapters will have the opportunity to host up to six social events with beer and wine per year (between July 1-June 30) in common areas of the chapter facility. No more than four social events can be held in the same 6-month period (July 1-Dec. 31 and Jan. 1-June 30.), and all social events must follow university and Fraternity Loss Prevention guidelines.
- Hard alcohol can only be provided and served by a licensed, third-party vendor at an off-site location. This means not at the chapter house or any chapter-related facility (e.g., annex).
- All chapters will pay an additional Loss Prevention Fee of \$100 per member per year.
- Alumni will have the opportunity to host up to six pre-approved events in common areas of the chapter facility per year with licensed third-party alcohol vendors or following the Fraternity's BYOB guidelines. All events must be in compliance with the university and Fraternity's Loss Prevention policies.

### EFFECTIVE AUG. 1, 2022

- All chapters will have completed the transition to substance-free housing, including the removal of all alcohol and substances from private bedrooms. There will no longer be a waiver system for the implementation of the Substance-free Housing Policy.
- Alumni will have the opportunity to host up to six pre-approved events in common areas of the chapter facility per year with licensed third-party alcohol vendors or BYOB. All events must be in compliance with the university and Fraternity's Loss Prevention policies.

# HOTEL MAP

The Hilton Orlando Lake Buena Vista is our host for the Leadership Institute. The hotel is large, and LI events will take place in two different buildings. Familiarize yourself with the property and make plans to arrive at sessions on time.

- In the main part of the hotel, you will find the hotel front desk, convenience store and restaurants.
- On the second floor, you will find the Mezzanine, which will hold our educational breakout sessions.
- The Palm Ballroom, which will hold our meals, general sessions, Undergraduate Convention and Assembly of Trustees, is in a separate building a short walk from the pool.







**DELTA UPSILON**

