

**Expectations for Excellence  
2008**

Delta Upsilon  
December 1, 2008

## 2008 Expectations for Excellence

### Scholarship

Individuals own their education; learning is not the property or responsibility of social groups. We approach issues with an open, critical and searching mind and engage others within and outside our organization to promote learning.

We support "real learning," which reflects the shift from memorization to conceptual understanding. Real learning is reached through exploration and information gathering, reflection, discussion, evaluation, and informed decision making. Learning requires time management, engagement with campus resources, and involvement in the larger College community of scholars.

### Standard

#### 1. We demonstrate that we respect the educational goals of each individual.

*Examples: programs which address individual members' interests, monitoring and modifying fraternity/sorority time commitments which prohibit interference with academic pursuits.*

### Where did you rank yourself?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Year

During the past semester, the Scholarship chair has made strides to not only encourage individual focus and commitment to academics, but to continue to foster a greater sense of scholarship in the fraternity as a whole. One example of this includes a mentorship program where an Associate Member is paired with a Brother in a similar academic field to aide them in the studies and offer advice as their academic career progresses. There is also a new program being developed to create mandatory study hours at a reserved location outside of the fraternity house each week for Brothers who have GPAs of less than a 3.0, as well as study hours that take place in the house each week in a relaxing and quiet environment to aide in concentrating on schoolwork.

At the end of the upcoming year, the implementation of these ideas, as well as new ideas from the next Scholarship chair, will rank us as a 5.

### Did you achieve your plan?

#### How did you achieve your plan? Note any changes and reasons.

The brothers of Delta Upsilon, as always, have respected and encouraged each other in all their academic pursuits and interests. This year, our Scholarship chair, Matthew Magil, has done an excellent job at making himself visible and available to any brother who needs academic support. At each chapter meeting we hold, Matthew reminds the brothers of the services he can help them with (time management, connecting brothers with similar majors, etc.) and announces upcoming academic deadlines. Also, we as a chapter try to announce any event that is mandatory at least five days in advance so brothers can plan their schedules accordingly.

The mandatory study hours for Brothers with GPAs less than 3.0 was not implemented this past semester. After much discussion to the negatives and positives of such a program, Matthew decided that forcing a brother to study at a given time and in an environment he might not have been comfortable with was not the best means to help him academically. Instead, as stated before, Matthew offered to work personally with brothers and adapt a program that worked for them. We feel that this type of service is much more effective and brotherly. In the same light, we have eliminated the pairing of Associate Members with brothers in the same major. We made this choice because we see these types of relationships evolve naturally in our fraternity and formalizing it was unnecessary.

The scholarship chair intended to put on a resume workshop with the Career Center, but due to some conflicts on their end, it was put off until after Thanksgiving. We think this later time might create a higher turnout, because many brothers will be applying for jobs over winter break.

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We are very pleased to have several brothers who are actively involved with several undergraduate councils. One example is the Undergraduate Finance and Economics Council, in which three brothers are currently on the executive board. Their active involvement in that council benefits the fraternity, as they are constantly informing and inviting the brotherhood to their events.

While we did not meet all the goals in our plan, we had reasoning behind our decisions as to why fulfilling those goals would not benefit us. We concluded that a more natural academic environment and a personally oriented Scholarship program were the best means to helping brothers develop and accomplish their own educational goals. For this reason, we give ourselves a five.

### Where do you rank now?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Upcoming Year

As has always been done, Delta Upsilon will continue to respect the educational interests of its members and promote them in all that is good. We will continue to announce mandatory events five days in advance, announce academic deadlines and opportunities on campus in chapter, and provide our members with personalized academic services through our Scholarship chair. If our scholarship chair is unable to help that brother, he will suggest utilizing University provided services.

We will also encourage brothers to put on any programs they wish, especially ones that share their interests with the rest of the brotherhood.

### Where will you Rank?

5 – Very High     4     3 – Average     2     1 – Very Low

## Standard

### 2. We support real learning through advocacy of and sponsorship with College programs and offices.

*Examples: Writing Fellows, workshop leaders, Learning Assistance Services, the College Center for Academic Support, the Career Center, teaching assistants.*

### Where did you rank yourself?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Year

There will be discussion between the current and future Programming chairs to make sure that an effort is made to contact the university to schedule some academic programs for the upcoming semesters. Specific topics to consider on include "Opportunities for Academic Support on Campus," a return to a program on developing a resume (this was held in the past), a program on study abroad opportunities, and "How to Network with UR Alumni."

After implementing these programs and more, we will improve our rank to a 4. After developing contacts within the departments we work with, we hope to create more involved and unique programs that will later put us at a 5.

### Did you achieve your plan?

**How did you achieve your plan? Note any changes and reasons.**

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Last spring, our scholarship chair held a resume workshop with the Career Center as an event for our Associate Members. Due to its success, we decided to do the same thing this semester but open it up to the brotherhood as a whole. As stated before, it will occur sometime after Thanksgiving.

We also held a study abroad program last semester featuring three of our brothers discussing their experiences abroad. They not only spoke to the great time they had while overseas, but also the way in which students can approach applying for study abroad and how helpful the University was in facilitating the process. It was a great success.

We did not hold formal events for "Opportunities for Academic Support on Campus" or "How to Network with UR Alumni." We did however promote all brothers who were thinking about getting a job to attend the networking events held by the campus. Many brothers attended these events throughout the year, and openly discussed in chapter the importance of networking in today's competitive job market. With respect to academic support, our Scholarship chair told the brotherhood of the various academic services available to them on campus.

While two of the programs proposed were never carried out, we made sure to communicate those opportunities to our brothers. We give ourselves a 4.

### Where do you rank now?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Upcoming Year

Next year, we plan on continuing and improving upon our previous successes. Since we wish to prepare our brothers with any skills that will help them in their future, we will put on a more formal program that informs brothers of the purpose of networking and how to network effectively. This will be conducted by one of our brothers who was accepted by J.P. Morgan in the midst of our current financial crisis.

To encourage students to utilize more college programs and offices, we will invite representatives from those offices to speak during our chapter meetings. This has been successful in communicating and educating our members in the past and giving our chapter a fresh perspective as to what else goes on around campus. Speakers at our chapters include Monica Miranda Smalls and Dr. Paul Burgett.

### Where will you Rank?

5 – Very High     4     3 – Average     2     1 – Very Low

## Standard

### 3. We promote the development of educational opportunities that include the broader campus community and our members.

*Examples: discussions on academic topics of interest, workshops on applying for internships and fellowships, programs preparing for graduate and medical school.*

### Where did you rank yourself?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Year

Our plan this year includes putting together the programs with our recent alumni that we failed to get off the ground last year. Some topics include studying abroad, the KEY program, Take 5, and applying to graduate/medical/law school. As our young alumni are finishing their graduate programs, this will allow them to offer the campus community a unique insight into the educational experience that many students are hoping to have. We are also going to support the LOGOS again magazine this year.

In February, we are co-sponsoring an appearance by Bill Nye the Science Guy. We feel that his universal appeal to the students and science background will lead to high attendance at the event. With

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that success, we hope to open ourselves up to more opportunities to have a large-scale impact on the campus. At the end of the year, we will rank ourselves a 5.

### Did you achieve your plan?

#### How did you achieve your plan? Note any changes and reasons.

We truly take pride in offering students educational opportunities that they would otherwise not be able to take advantage of. It is to our understanding that much of the learning on this campus is done outside the classroom.

Continuing with our contribution last year, we were successful in supporting and providing resources to LOGOS magazine. Aside from providing monetary support for their publication, Brothers Eric Sansky, Michael Russell, and Joshua Woods contributed their own works to the magazine.

Our major program during the spring semester was Bill Nye the Science Guy's Global Warming Talk in Strong Auditorium. We conceived the idea for the event, were the largest co-sponsor, and provided fifteen brothers to work security and usher the event. The success of the event was evident through selling out Strong Auditorium and the expressed enthusiasm of everyone we talked to after the show.

In the fall, it was hard to ignore the interest on campus about the now passed presidential election. In an attempt to enhance the knowledge about the candidates and offer an atmosphere where issues could be discussed, we provided a viewing of the last Presidential debate for students in our living room. While the viewing was supposed to be followed by an open discussion led by Professor Stuart Jordan, he had to cancel due to a personal emergency, and a brother majoring in political science stepped up to moderate the discussion. This allowed the attendees to reflect on their interpretation of the debate and share their views on the pertinent issues discussed. Over forty students attended and participated in this program.

We also held a program, hosted by Professors Mark Bils and Mike Rizzo, discussing the effects of the increasing gas prices on the economy. Given the extent of our current economic crisis, the lecture naturally drifted towards other poignant problems like the current credit crisis. It was no surprise that such a topic would attract a large student turnout, and we feel it was a major success.

Unfortunately, we were not able to host any events held by alumni. We found that it is very difficult to work around their busy schedules, but would still like to keep the option open to any of our alumni. As mentioned before, we were able to complete a study abroad program done by three of our undergraduate brothers.

Seeing as we did not specifically meet our goals but offered a wide variety of quality programs to students, we rank ourselves a four.

### Where do you rank now?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Upcoming Year

We hope that it is apparent that if enough students share an interest on campus, Delta Upsilon tries to satisfy that demand by providing a relevant program. Much of our success is based on this flexibility. Using this to our advantage, our plan for next year includes providing students with a stimulating and fun environment to further explore their academic interests.

One of our biggest programs next Spring will be a three-part music program, coined the Jazz Audience Development Program. This is a replica of a program we produced in Fall '07. The event will feature the Aaron Goldberg Trio, a world renowned jazz trio. The program will consist of a master class held at the Eastman School, a pre-concert discussion on appreciating jazz, and will conclude with a live concert. This program was conceived by DU alumnus Daniel Israel, who is currently representing a Jazz

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Booking Agency based in New York City.

Next semester we would like to rank ourselves a five. This will be based on the breadth, content, and attendance of our programs.

**Where will you Rank?**

- 5 – Very High     4     3 – Average     2     1 – Very Low

**Community Building and Leadership**

We support the university understanding of community: "The University of Rochester envisions itself as a community that welcomes, encourages, and supports individuals who desire to contribute to and benefit from the institution's missions.... Members of the University's community come from different geographical areas represent differences in ethnicities, religious beliefs, values, and points of view; they may be physically different, have different intellectual interests, or have different abilities. The University not only welcomes such differences in the members of its community but, in fulfilling its own missions and in preparing the leaders of tomorrow's world who will necessarily be operating in an equally wide-ranging environment, it actively seeks to recruit and include them in all aspects of the institution's operations." (<http://www.rochester.edu/diversity/mission.html>)

We build a strong inclusive community through relationships and partnerships with diverse student groups and community organizations, both in The College and beyond campus, in an atmosphere of trust, cooperation, and respect.

**Standard**

**1. Just as we promote the values, history, achievements, efforts, and traditions of our chapter and of the larger fraternity and sorority community, we also respect the values, history, achievements, efforts, and traditions of other organizations.**

*Examples: collaboration with the College's New Member Orientation Program, participation in Meliora Weekend, collaboration and participation with other groups' activities.*

**Where did you rank yourself?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Year**

Our big event for the spring semester will be the talk by Bill Nye, which is co-sponsored with CAB and possibly another group in engineering or the sciences. While we intend to continue several co-sponsored programs that were put on in the past year, we are aiming to increase the number of co-sponsored events we hold. Because our Brothers are involved with a variety of groups, this should increase the possibilities for us. Currently, there are plans for programs with at least No Jackets Required, the Music Department, the LLE, the UR Debate Union, LOGOS, URCAC, MLCUC, and UR Security, with more programs and events to come. The programs that we did in the previous year as co-sponsorships (such as the UR vs. Cornell Debate and How New is New Wave programs) are being planned again this year. In a year, we should rank ourselves a 5.

**Did you achieve your plan?****How did you achieve your plan? Note any changes and reasons.**

We were successful in completing our plan. Our big Bill Nye event was very successful. In addition to being the second largest contributor (next to CAB), we provided fifteen brothers to work as security and ushers. We also co-sponsored the following: Art Awake, where over thirty brothers volunteered for the event, working alongside Urban Exploring, the Student Association, Class Councils, UR Concerts, CLC, and many others. Our 'History of Underground House Music' program was co-sponsored with UR Hip Hop, the 90s Rock Show with No Jackets Required, a public debate with the Debate Union that featured many political groups, and a Greek Shabbat with Chabad. We also assisted in a Sexual Assault program sponsored by UHS and Sexual Health Student Associations.

It was also our goal to find more co-sponsorship for philanthropic events as well. This fall, we co-sponsored a Bone Marrow Drive with Sigma Psi Zeta on Saturday, October 18, during Meliora Weekend. Working with the Freshmen Fellows, we held a party requesting donations for Foodlink, an upstate New York food bank; our efforts raised four large bins of food that were donated to the bank. We participated in Delta Gamma's Anchor Slam Basketball Tournament, as well as Colleges Against Cancer's Dodgeball Tournament.

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We looked into the community for causes that needed assistance, and sent more than 30 brothers to the American Cancer Society's Relay for Life on April 5. DU was one of the most successful teams this year in terms of fundraising. As we have for several years, we collaborated with the New York branch of the National Center for Missing & Exploited Children, volunteering the entire night of their annual black-tie Dinner Auction in downtown Rochester; this even raises a significant portion of the regional office's budget each year.

Finally, we looked to co-sponsor with groups with whom we have little history of collaboration: Besides from working with the Freshmen Fellows, we helped SUBS hold a Bar Party last spring, as well as co-sponsoring a Support The Troops Drive in support of the Semper Fi Fund with Kappa Delta, Theta Delta Chi, and Xerox's "Let's Say Thanks!" Campaign.

We made a very conscious effort to reach out and collaborate with a wide variety of student groups, and because of this, we rate ourselves a five.

### Where do you rank now?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Upcoming Year

While we hope to continue our vast array of co-sponsored events, we hope to reach out to other Greek groups on campus and work alongside them in our academic programming endeavors. In the Jazz Audience Development Program, we intend on holding next February with the renowned Aaron Goldberg Trio, we hope to reach out to Multi-Cultural Fraternities and Sororities. We believe this will not only strengthen our relationships with other Greek groups, but will also strengthen the Greek community at the University of Rochester as a whole. We will rank ourselves as a five upon completing this goal.

### Where will you Rank?

5 – Very High     4     3 – Average     2     1 – Very Low

## Standard

**2. We promote individuals' search for purpose and passion. We acknowledge that our members have multiple identities and interests and support and nurture these identities.**

*Examples: nurturing multiple identities such as being a resident advisor, an athlete, a workshop leader, or the provision of leadership opportunities within our organization for younger members.*

### Where did you rank yourself?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Year

Our goal for the next year is to maintain the high level of involvement in campus activities. Aside from supporting our Brothers in their ambitions and interests, by attending events held by those groups, co-sponsoring programs, or assisting Brothers in their groups interests, we will also aim to recruit individuals who are just as motivated and involved as our current brotherhood. Because we are so involved, we are given a very good opportunity to reach out to those individuals.

Without listing the groups that our Brothers are involved in (even though it is mostly the same as the list from last year, with a couple additions), we can safely say that we will continue to rank ourselves a 5 in this category.

### Did you achieve your plan?

**How did you achieve your plan? Note any changes and reasons.**

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We were successful in promoting our brothers in all of their endeavors. As in the past, our members are involved a wide variety of student groups and organizations on the campus. These include student government, intramural sports, Tau Beta Pi Engineering Fraternity, No Jackets Required, In Between the Lines Improv Troupe, OBOC, BPG, The Opposite of People, Resident Advisors, D'Lions, and the Financial Economics Council. We value diversity and its ability to bring us a greater understanding of each other's interests. This reflects our belief in one of our founding principles: the Diffusion of Liberal Culture.

Brothers have been continuing to support one another by showing up each other's events in large numbers. Our brotherly comraderie is demonstrated through this vast support of each other's personal interests and hard work. We make a conscious effort to support one another, and utilize a fraternity Google Calander to optimize communication and share details on various performances we are involved with with one another. For our continual support for our brothers, we rank ourselves a five.

### Where do you rank now?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Upcoming Year

Next year we plan on continuing supporting our brothers in every way. This especially includes making sure to communicate to our new members that we encourage them to bring their own unique talents and interests to Delta Upsilon. It is through this open, accepting environment that we are enabled to be as successful as we are.

We will continue supporting brothers by attending their events and group's programs. We also will continue to co-sponsor with groups who have the same ideals and are offering captivating programs or events

### Where will you Rank?

5 – Very High     4     3 – Average     2     1 – Very Low

### Standard

**3. We provide practice and context. We encourage our leaders to attend training and to participate in hands-on experiences through service and leadership positions in the group and in the greater student community.**

*Examples: participation in the College leadership skills training series, conference attendance, participation in major service days, promotion of individual philanthropies.*

### Where did you rank yourself?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Year

Next semester we will try to hold programs that focus more on developing leadership skills in a variety of ways. One suggestion from a member of the international fraternity is to have the current exec board meet with a member of the University Counseling Center to go over techniques for crisis management. There is also a plan for Monica Miranda-Small to come talk to the chapter as a whole about the OFSA and the greek system on campus. By attending or even hosting events that focus on diversifying the skills of our leadership and increasing awareness of the changing campus community, our current and future leaders will be more prepared to lead us.

We are always looking for more ways to contribute to the campus philanthropy efforts by

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involvement in the events held by other student groups, greek or not. We have participated in events like Anchor Splash, Alpha Traz, Relay for Life, and Mr. U of R and plan on being involved with similar events in the future. We would also like to hold another party similar to our Mardi Gras party that benefitted Hurricane Katrina victims and our Dance for Darfur party that accepted donations for the Red Cross efforts in Africa.

With this plan, we will rate ourselves a 5.

**Did you achieve your plan?**

**How did you achieve your plan? Note any changes and reasons.**

We successfully achieved our plan. In the beginning of the fall semester, our Executive Board met with Jennifer Blender, the Fraternity and Sorority Liason for the Counseling Center. During this meeting, the board was trained in recognizing depression, how to effectively approach the depressed individual, using assertive communication, preventing procrastination, and how to effectively manage time. Although the Executive members have not had to use the depression training they received, they do feel better prepared to handle the situation in the future. These skills will be passed on to the new Exec. Board during our transition meeting.

Many of our brothers participated in the same philanthropy events we always do including Anchor Splash, Relay for Life, and Mr. U of R. By the time you have read this we will have held a philanthropy party co-sponsored with The Freshman Fellows. In order to be admitted, students are encouraged to provide a canned good which will be donated to Foodlink, a redistributive group who seeks to end hunger. Because we successfully met our plan, I will rank us a five, but we recognize that there is always room for improvement in providing leadership opportunities.

**Where do you rank now?**

- 5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Upcoming Year**

Next year, we will continue to take advantage on the leadership skills training programs offered by the campus. Each year our Executive Board is replaced with new talent each possessing their own strenghts and weaknesses. Through these training sessions, our leaders are better able to recognize those strengths and weakness and build upon what they think will be valuable to them during their time serving our Fraternity.

As we have done in the past, we will encourage the younger members of our Fraternity to attend our International's Leadership Institute in the summer and the Winter Educational Conference. These events are attended each year, and are always described as being very useful and even fun. We also plan to have a wide variety of philanthropy events next year. A key objective will be to let those who participate take an active role in the coordination and execution of the event. In addition, our Vice President of Member Education has made it very clear to members that opportunities to do something on this campus or in our brotherhood are immense and limitless. Concerning the Fraternity, he has stressed that a chair or position is not needed to "step up" and do something meaningful to them. Such initiative is a great way to show your leadership abilities and to sharpen them for the future. This attitude will continue throughout the semester and hope to encourage involvement from those who feel left out from a more formal role.

If these goals are met, we will rank ourselves a five.

**Where will you Rank?**

- 5 – Very High     4     3 – Average     2     1 – Very Low

**4. As part of a larger community, we foster the ability of students to work across boundaries by promoting co-sponsorship and planning of programs with diverse groups.**

*Examples: participation/sponsorship of religious or cultural programs, participation in special cultural programs service days or "months," multicultural recruitment strategies.*

**Where did you rank yourself?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Year**

Michael Russell and our alumnus Dan Israel, the two Brothers who put together the Matt Wilson's Arts & Crafts jazz program, are putting together a proposal to make a Music for the Masses program that would be supported by the international fraternity and be held at every chapter of Delta Upsilon at the same time. Last year, our chapter was recognized for our outstanding Membership Education program (which includes our academic programs), which will hopefully be seen as clout behind the proposal when it is presented next summer and LI.

We are always open to other student groups that would like to co-sponsor events with us, but we realize that an effort must also be made on our part to reach out to those groups and offer our support. We are currently set to co-sponsor another film with MLCUC and another program about rock and roll with the Music Department, but other than that we have no solid plans yet. However, this is not the final schedule and we will rank ourselves as a four.

**Did you achieve your plan?**

**How did you achieve your plan? Note any changes and reasons.**

We greatly exceeded our expectations in academic programming and co-sponsorship this past year. Aside from further persuing the jazz program, now coined the "Jazz Audience Development Programm," DU has produced or co-sponsored cultural programs with almost every type of student group on campus.

Daniel Israel, DU alumnus and founder of the "Jazz Audience Development Program," adressed the fraternity last spring about his idea to promote jazz music to a collegiate audience across the country through Delta Upsilon at our annual Regional Leadership Seminar. Inspired by his presentation, our programming chair interned with Dan at his jazz booking agency over the summer and worked toward this goal. We intend to produce a similar event to last year's Matt Wilson's Arts & Crafts event this February with the renowned Aaron Goldberg Trio. We hope to collaborate with many student groups, including UR Concerts, CAB, ILC, No Jackets Required, the Music Department, the Jazz Studies Program at the Eastman School, and a few multi-cultural fraternities and sororities.

Most of our academic programs this past year reflected our collaborative goals. Every program DU produced sought to include other student groups, as we recognized the great importance and impact co-sponsorship had in not only fostering ties with campus groups but also in greatly increasing the overall quality and attendance.

DU collaborated with UR Hip Hop last spring in the "History of Underground House Music" program, with the Debate Union in presenting a public debate featuring many political groups on campus, with CAB and many others in bringing Bill Nye to the U of R, with No Jackets Required for the "90s Show," with Urban Exploring, the SA, several class councils, CLC, and many others for "Art Awake," and with the Department of Modern Languages and Cultures in chairing a Portuguese film for their annual Foreign Film Festival.

We rank ourselves a 5 this year, as our collaborative and cultural endeavors far surpassed last year's plan

**Where do you rank now?**

5 – Very High     4     3 – Average     2     1 – Very Low

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### Plan for Upcoming Year

Next year, we hope to continue working with a variety of student groups to produce captivating programs for the university community. We hope to maintain a close relationship with Dan Israel, as we believe the Jazz Audience Development Program has great potential and can become an annual event held by DU Rochester.

While we hope to continue our vast array of co-sponsored events, we hope to reach out to other Greek groups on campus and work alongside them in our academic programming endeavors. We believe this will not only strengthen our relationships with other Greek groups, but will also strengthen the Greek community at the University of Rochester as a whole. We hope to rank ourselves as a 5 upon completing this goal.

### Where will you Rank?

5 – Very High     4     3 – Average     2     1 – Very Low

**Programming**

Our programming supports the academic mission of the College by enhancing the sense of community within each student. Programming challenges us to develop skills and competencies and prepares us for success in the greater global society. We promote leadership, responsibility, critical thinking and social competence through conducting and evaluating programs designed to enrich the social, philanthropic, intellectual, and cultural interests of the community.

**Standard**

**1. We encourage students' enjoyment and participation in campus and community activities, and we support and revitalize traditions of The College and of the fraternity and sorority community.**

*Examples: attendance at athletic events, cultural group events, fraternity or sorority-sponsored campus events, performing groups, Fashionably Late programs.*

**Where did you rank yourself?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Year**

We hope to attend more events in larger numbers in the following year, which would most easily be accomplished by co-sponsoring these events or offering assistance to the sponsoring groups. Many Brothers have been attending Eastman concerts over the past semester, which is something we expect will continue through the coming year. The new programming chair will also be tasked with finding students groups to co-sponsor programs with. Brothers who are involved in student groups, like No Jackets Required, the Improv Troupe, and the different sports teams, will also mean attendance by Brothers at their events. In the next year, we will rank ourselves at least a 4. If we are able to produce more programs that are cultural in nature, then we will be able to rank ourselves a 5.

Due to the nature of creating these sorts of academic programs in an already busy college environment, it is difficult to coordinate far in advance with other groups to schedule events. Some programs, such as Bill Nye, are scheduled very early while others, such as the military panel, can come together within 2 weeks. The plan for the previous year had more solid dates because by the time the E4E was submitted these events had either taken place or were about to. Even if there are fewer solid dates attached to the ideas mentioned, they are still being planned.

**Did you achieve your plan?****How did you achieve your plan? Note any changes and reasons.**

We have exceeded our expectations and goals established last fall. We set out to produce and co-sponsor several culturally oriented programs for the campus community. These include Art Awake, The Life and Accomplishments of Malcolm X, the Foreign Film Festival, the History of Underground House Music, and Chabad's Greek Shabbat.

DU teamed up with Urban Exploring last spring to serve as the largest co-sponsoring group for their highly anticipated first annual Art Awake event. Art Awake was an evening of interactive art and music at Station 55, an underused location in downtown Rochester, that allowed students and community members to experience the creative side of Rochester. DU assisted in the creative process and volunteered over 30 brothers who provided a majority of the manpower.

For our Malcolm X program, we invited Postdoctoral Fellow Julia Rabig from the Center for the Study of African American Politics to share her insight on Malcom X's life, accomplishments, and influence. Her talk was preceded by a public viewing of Spike Lee's film documenting his life.

Last Spring, DU teamed up with the Department of Modern Languages and Cultures to present their annual Foreign Film Festival.

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DU has been working with Chabad Rochester this past semester towards holding a Greek Shabbat. The Jewish organization reached out to Delta Upsilon, among others in the Greek community with the idea of a Greek-themed Shabbat and we promptly showed our support. The event is intended to informally welcome Jews and non-Jews to a Shabbat dinner and service and is scheduled to take place December 12, in the heart of reading period.

We are very pleased with this past year's diverse and cultural programming and collaboration with a great array of student groups, and therefore rate ourselves a five.

### Where do you rank now?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Upcoming Year

Delta Upsilon intends to continue its work with the Foreign Film Festival and Art Awake with hopes of making those collaborations annual.

In our hopes to continue cultural academic programming, we intend to team up with both multi-cultural fraternities and sororities and other cultural groups on campus. We recognize the general lack of interaction between Delta Upsilon and many of the cultural groups on campus and hope that collaborative efforts in programming might foster positive interactions. We also realize the general disconnect between multi-cultural Greek groups and fraternities on the FPC and sororities on the Panhellenic Council, and hope these efforts will lead the way for more collaboration among all of the Greek groups at the university. We look forward to building bridges with cultural Greek groups and student association groups and hope to rate ourselves a 5 upon reaching this goal.

### Where will you Rank?

5 – Very High     4     3 – Average     2     1 – Very Low

### Standard

**2. We respect the welfare of others and actively promote safety. We encourage and create safe, comfortable, non-alcoholic events and environments for all students. When alcohol is part of an event, we focus on strategies which enhance safety and reduce harm.**

*Examples: alcohol and drug awareness, risk management, fiscal responsibility, social relationships and date rape, diversity and tolerance, hazing, community building.*

### Where did you rank yourself?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Year

This semester we plan to do a program with UR Security about the dangers of date rape drugs and similar issues that can arise in a social atmosphere and another program with MERT. Along with the semesterly risk seminars, led by the Risk Manager, Housing Manager (VP - Loss Prevention), and the President, Social Host training, and the Alcohol.edu course, we should be able to maintain our exceptional risk policy and standards. Social Host training is usually held off until the end of the spring semester so that our newest class of Associate Members will be Brothers when it takes place. We are always open to the chance to improve our risk policy and educate our Brothers in order to improve the safety of ourselves and our guests, so we will keep an eye out for these opportunities. In a year, we will rate ourselves a 5 once again.

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**Did you achieve your plan?**

**How did you achieve your plan? Note any changes and reasons.**

We successfully held a Sexual Assault Program with UHS and the Sexual Health Student Association. Unfortunately, the complementary program for alcohol awareness with MERT was never done. We never got around to organizing the event, but are still interested in pursuing it.

Most of the events we hold in a semester are alcohol-free. We do not feel like alcohol is at all necessary to attract interested students to our events, and this belief is supported by the attendance we receive. The only time we serve alcohol is during our registered parties and we have many policies to maximize safety at those events.

These include Risk Seminars which are given throughout the year by our Risk Manager and VP of Loss Prevention, taking alcohol.edu classes to understand the effects/risks of using alcohol, and completing Social Host Training. Our Risk Seminars focus on how to safely manage a party and what to do when there is a medical emergency or an alcohol related incident. After each party, we openly talk about what went well and what did not. If there were problems in how we handled a situation, we discuss what the most appropriate action should have been and how to implement that if a similar situation arises. In this way, we only better ourselves in keeping our parties safe and fun for everyone.

We feel that our risk policy is extremely effective, and by continually questioning what can be done to improve it, our risk management will only get better. We rank ourselves a five.

**Where do you rank now?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Upcoming Year**

The safety of our guests is extremely important to us. We will continue to prepare for any circumstances that may arise in our basement by educating our members about past events and what may occur in the future. During parties, we will continue to hold a chain of command so that problems may be dealt with in the most effective manner (notifying security, preventing our house from exceeding capacity, making sure outside alcohol is not brought in). Despite us missing our chance this year, we will pursue to having a program with MERT about how to recognize and respond to a person who might be suffering from alcohol intoxicification. We also feel that a program with Security informing students about what crimes happen with the highest incidence campus would be very valuable. As of now, we would focus the lecture on how the University is responding to those crimes and how students can best safeguard themselves.

Upon holding these program and implementing the strategies which reflect the high standards we set for ourselves, we will rank ourselves a five.

**Where will you Rank?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Standard**

**3. We comply with all policies and regulations of the institution and all local, state, and federal laws and ordinances.**

**Where did you rank yourself?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Year**

2008 Expectations for Excellence

The plan we have set up as an annual plan (Social Host training, Risk seminars, etc.) educates every member of the fraternity on how to act in order to follow all rules, regulations, and laws from the University, the state, and the city. We feel that this plan is extremely effective, and combined with the other plan set up for the previous standard (to promote safety for ourselves and guests) that we will be able to rank ourselves a 5 in the next year.

**Did you achieve your plan?  
How did you achieve your plan? Note any changes and reasons.**

By continuing our plan from years past, we have been successful and making sure all local, state, and federal laws have been followed. To ensure our successful compliance we regularly hold Risk Seminars, require that our members complete alcohol.edu, and attend Social Host Training. Our Risk Seminars focus on how to safely manage a party and what to do when there is a medical emergency or an alcohol related incident. After each party, we openly discuss what went well and what did not. If there were problems in how we handled a situation, we discuss what the most appropriate action should have been and how to implement that if a similar situation arises. In this way, we only better ourselves in keeping our parties safe and fun for everyone.

**Where do you rank now?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Upcoming Year**

We will continue to educate our brothers about the various regulations the University holds, in addition to local, state, and federal regulations. We also will instill in brothers that they are accountable for their own actions and those actions also have greater implications for our Fraternity. We feel that these elements are essential to knowing and complying with all regulations. We will follow our plan from previous years due to its success, and rate ourselves based on our adherence and improvement upon that plan.

**Where will you Rank?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Non-academic Student Conduct**

We believe in the communal principles of freedom, responsibility, respect, honesty, and fairness. We demonstrate this commitment through educational and systemic approaches to student conduct. We conduct ourselves in accordance with accepted standards of good citizenship, honesty, and propriety, and with high regard for the rights of others.

We are among the most visible groups on campus and realize that each individual member reflects and reflects upon the organization as a whole. Accordingly, we hold to the highest ethical standards in everything we do, and recognize that accountability is transmitted over the course of our history with The College.

**Standard**

**1. We have a list of specific conduct expectations, supplementing but not assuming The College's list.**

*Examples: chapter member agreements, honor codes/pledges, new member orientation handbooks.*

**Where did you rank yourself?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Year**

Due to the effectiveness of our previous plan, we do not feel that there needs to be any significant change to it. However, as always, we are open to the possibilities and opportunities to improve ourselves. We will rank ourselves a 5 in the next year

**Did you achieve your plan?**

**How did you achieve your plan? Note any changes and reasons.**

As mentioned in previous years, the Fraternity provides a code of conduct for each Associate Member in his New Member Education Booklet and in The Cornerstone. For the public to see, this code can be viewed at our International website (DeltaU.org).

**Where do you rank now?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Upcoming Year**

We will continue to do as we have in the past. We will remain open to any possibilities, opportunities, or suggestions for way to improve what we currently do.

**Where will you Rank?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Standard**

**2. We have several mechanisms for educating members about conduct expectations, both proactively and reactively.**

*Examples: new member orientation, general programming, a predetermined list of possible consequences for misconduct, and written material (such as a newsletter).*

**Where did you rank yourself?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Year**

Our previous plan was very comprehensive and has been developed and perfected over the course of many years. We feel that it does not need to be changed, but that it still remains important for us to not lose sight of what it means to us and how important it is. Through continuing to educate our new members in our conduct policies as well as remind Brothers of those policies, we feel that we will continue to succeed in the eyes of the University, the international fraternity, and, most importantly, ourselves. In a year, we will still rank ourselves as a 5.

**Did you achieve your plan?**

**How did you achieve your plan? Note any changes and reasons.**

We did achieve our plan. To better help you understand what our plan is, I will include what one of our previous Presidents, Steve Goff, wrote in the EE document he submitted two years ago.

In addition to receiving the UR Conduct Booklets and Reslife Area Books, we supplement our new members with The Cornerstone which is published by International and an Associate Member Manual which is published each semester by the chapter. These publications provide very clear conduct expectations including a code of conduct, honor code, mission statement, as well as views on specific policy issues such as hazing, alcohol, and sexual responsibility. We require that new members are given weekly periods of instruction, evaluations, and individual interviews which are all designed to ensure a thorough understanding of our expectations. With new implementations made by the Fraternity & Sorority system, we have also made sure our new members have attended the educational programs required by the Office of Fraternity and Sorority Affairs. Our comprehensive Associate Member process also includes a series of events and retreats all of which are designed to provide concrete examples of the workings and principles of our brotherhood. This information is available upon request to anyone, clearly illustrating that when we say as a group we are non-secret, it is not meaningless rhetoric.

Our chapter conducts and will continue to conduct a weekend long retreat each semester; this event serves partly to remind us why our organization exists and what the fraternity expects of each individual member.

We also publish and will continue to publish a newsletter (The Duck Call) and a Chapter Excellence Plan. The purpose of our Chapter Excellence Plan is to set, maintain, and improve on standards set by our International Fraternity. All members are encouraged not only to review these publications but also to participate in their production.

During the current semester we will encourage that all of our members and new members take part in the completion of our Chapter Excellence Plan. This will not only make our members more involved and aware of our expectations for conduct, but it will also allow our new members to learn about the inner workings of our organization and the consequences that will arise with misconduct.

**Where do you rank now?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Upcoming Year**

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We will continue to follow this plan next year. Our system that was described previously is very effective and we currently see no reason to change it. We will make sure that our bylaws and expectations are continually updated to stay current, and we distribute them to the brotherhood in order to prevent conflicts arising from asymmetric information.

**Where will you Rank?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Standard**

**3. We have a system of internal accountability. This supplements the College, and does not usurp jurisdiction. Both informal and formal means of conflict resolution are addressed, and care is given to ensure that such systems are fair and consistent.**

*Examples: standards board, standards officer, written standards process.*

**Where did you rank yourself?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Year**

The current Justices will be in place until the end of the spring semester. The standard that they set will be continued next fall, meaning that our Justice system will remain effective and fair. By utilizing the guides available, such as our Code of Conduct, the Cornerstone, and the University's conduct policies, the Justice system will continue to work as well as it does now.

However, because of some problems regarding meeting times that work for everyone, getting Brothers who live off campus to attend meetings, and other similar concerns, the effectiveness of the Justices can only go so far. We believe it is possible to rank ourselves a 5 if these problems are corrected, but will most likely rank ourselves as a 4. The plan to correct these problems is a more proactive approach on behalf of the entire fraternity without alienating or offending anyone, but this becomes very difficult and will be the main focus of the Justices in the next year.

**Did you achieve your plan?**

**How did you achieve your plan? Note any changes and reasons.**

Our newly elected Justices have been working on additions to the current justice code in our bylaws. The purpose of this is to make three different groupings of offenses. Level one offenses include not fulfilling the duties required of brothers by our chapter. Level two include any offenses made against another brother. Level Three offenses include those which are considered to reflect poorly on the Fraternity as a whole. The punishments increase proportionately from level one to three.

We feel that in formally categorizing and ranking punishments, our expectations of conduct and justice system both become more transparent. This makes our justice system more objective and balanced while still remaining loose enough for our justices to use their discretion in assigning punishments.

To prevent brothers from missing mandatory events, such as Confidence Votes for Associate Members and Chapter each week, our president instituted fines for missing them. Brothers must email

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our Secretary with a valid excuse prior to the meeting in order to prevent a fine. The effectiveness of this plan has yet to be determined because fines will be levied toward the end of the semester. We may also be flexible with the fines and, upon request, have brothers do projects to better our house or put on a brotherhood dinner as an acceptable punishment.

**Where do you rank now?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Upcoming Year**

We intend to finish our justice code, present it before the entire chapter, and have it pass by vote to be incorporated into our current bylaws. We recognize that this code, in addition to satisfying our current needs, also must cover any issues that may arise in the long future of DU. We therefore are giving the matter careful consideration to what should be included and the specific wording of the its contents.

We will continue utilizing the Justices for matters which require them, and settle minor problems by talking to them face-to-face. If this new code meets our expectation of both deterring the acts of injustice we are making more transparent, and by enacting fair punishments to brothers who committ offenses, we will rank ourselves a five.

**Where will you Rank?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Standard**

**4. We have an effective means of communication with the administration about conduct-related issues.**

*Examples: establishing regular meetings with various campus offices, creating key leadership positions within the organization, and the development of systems and protocols.*

**Where did you rank yourself?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Year**

We plan to develop stronger communication with our Advocate Advisor and also a Faculty Advisor. Michael Russell is currently in the process of finding a suitable Faculty Advisor for us. The Faculty Advisor would serve a similar function to the Advocate Advisor, but in a larger role. Because we are looking for someone who is an alumnus of a DU chapter, they will be able to offer us advice in regards to our interactions with the University as well as anything regarding the international fraternity.

In addition to maintaining the standard of communication between our leaders and the administration, as well as the addition of a Faculty Advisor and the increase in communication with our Advocate Advisor, we feel that we will be able to rate ourselves a 5.

**Did you achieve your plan?**

**How did you achieve your plan? Note any changes and reasons.**

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We did a poor job in acquiring a Faculty Advisor this year. The matter of choosing a likely candidate was brought up in Chapter, but we did not have many suggestions as who would be an appropriate advisor. Specific accountability to completing this was never assigned and , not surprisingly, our goals was never accomplished.

However, our communication with our Advocate Advisor, Jonathon Gasior (former Alumnus and President) has been strong. In addition, our President has maintained very strong contacts with Dean Burns and Monica through regular meetings. Furthermore, our VP of Loss Prevention has maintained a good working relationship with our Area Coordinator, Reslife, Randy Pool, and Monica.

While we have not had any major conflicts in our organization in the past year, these strong relationships would have allowed us to effectively communicate those problems to the appropriate department.

Because of our poor performance in getting a Faculty Advisor, we will rank ourselves a three.

### Where do you rank now?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Upcoming Year

To improve on our failure, we will be focusing on obtaining a Faculty Advisor and developing a relationship with him or her. If we cannot successfully formulate a relationship with a Professor of our choosing, we will utilize the OFSA to help us in our search. Futhermore, we will continue to keep great working relationships with the administration. If such incidences occur that require the administration to be notified, we will surely do so. We do not think that our justice system can or should handle all offenses. We also do not wish to lie to the administration in order to protect a brother who has done something wrong. Justice is our foundation and all brothers know that it is blind. We must accordingly do what is right.

Upon maintaining these relationships and finding a faculty advsior, we will rank ourselves a four.

### Where will you Rank?

5 – Very High     4     3 – Average     2     1 – Very Low

2008 Expectations for Excellence

**Organizational Management**

We manage our organization responsibly, acknowledging that our current decisions and actions affect the future of our organization over time. To that end, we develop systems and policies that are clear and productive. When making decisions as a group, we do so in a manner that is fair, consistent, value-oriented, and based upon available and verifiable data.

**Standard**

**1. We have a list of specific expectations pertaining to each position of authority or responsibility within our organization.**

*Examples: chapter member agreements, honor codes/pledges, new member orientation handbooks.*

**Where did you rank yourself?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Year**

We feel that our plan is strong and effective and does not require any changes. We will continue to rank ourselves a 5

**Did you achieve your plan?**

**How did you achieve your plan? Note any changes and reasons.**

We successfully adhered to our previous plan. Expectations and responsibilities within our organization are detailed in our Bylaws and our Associate Member Manuals. In addition to this, binders are held by the Executive Board and some chairs, which include the specific responsibilities and helpful tips to completing the corresponding responsibilities. These binders are passed on to new chairmen and Exec. members.

**Where do you rank now?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Upcoming Year**

We will continue to use this effective tradition to inform new members of the detailed responsibilities of each position in our Fraternity.

**Where will you Rank?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Standard**

**2. We have clear and fair guidelines for decision-making, and involve our members as much as necessary when making decisions that will have an impact upon the group as a whole.**

*Examples: rules of order for chapter meetings, election rules, or guidelines for resolving conflicts between and among members.*

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**Where did you rank yourself?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Year**

The fraternity understands the importance of having a set of rules for how to run an effective meeting. Brothers are urged to read through the bylaws to gain a better understanding of how these meetings function, which results in more effective meetings and possibly effective changes to the guidelines set for those meetings. We feel that by continuing our plan from last year, we will rank as a 5 next year.

**Did you achieve your plan?**

**How did you achieve your plan? Note any changes and reasons.**

We have continued to adhere to Robert's Rules of Order during our Chapter meetings. Robert's Rules were sent out through email to the entire brotherhood to read in preparation for our Chapters. These were followed as strictly as possible in order to run a smooth, effective meeting.

Detailed in our bylaws are all the specific rules governing elections, passing motions, voting on having events, overruling/amending a bylaw, veto powers, etc. Any vote that is not dictated by the bylaws requires a simple majority vote. Included in our bylaws is our justice system and the steps required for settling conflicts between brothers.

It should also be noted that most decisions that affect the chapter as a whole, like parties or events, are voted for as a whole in chapter. In this way, all members who wish to have their voice heard may do so.

**Where do you rank now?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Upcoming Year**

These measures and guidelines are continuing to work effectively for us. As we see it, this is a very strong aspect of our Fraternity, we wish to continue using Robert's Rules of Order and our bylaws Fraternity.

**Where will you Rank?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Standard**

**3. We ensure that all important decisions, events, administrative tasks, and transactions are handled and/or recorded in timely, accurate, and efficient ways.**

*Examples: rosters and potential new member lists filed with the Office of Fraternity and Sorority Affairs, reports from programming and philanthropic efforts, financial materials, annual reports.*

**Where did you rank yourself?**

5 – Very High     4     3 – Average     2     1 – Very Low

**Plan for Year**

## 2008 Expectations for Excellence

The main problems that we have in this area stem from individuals forgetting about dates or just being slow on getting materials in to the international fraternity or the OFSA. To correct this, we need Brothers to take these positions and focus on getting things done early in order to ensure that they are done correctly. The new exec board has shown that the skills they exhibit academically or in past positions in the fraternity will address these issues and correct them. Other than that, there's no way to really fix any issues we have. For materials due to the international fraternity, if they are late then we either get fined (if it deals with money) or the responses from them is late (if it deals with general paperwork). Usually, the important items are taken care of in a timely manner and only issues that are not time-sensitive fall by the wayside. Next year, will either rate a 4 or 5.

### Did you achieve your plan?

#### How did you achieve your plan? Note any changes and reasons.

We have been very successful in efficiently managing the way we handle decisions and delegating tasks we are given to meet our deadlines. This can be proven and backed up by the success of the programs and events we hold (even if they require last minute changes like our guest speaker cancelling a day before at our Presidential Debate), inquiring about the date we submitted our new Associate Member roster, or questioning the administration about DU's ability to meet deadlines.

It should be mentioned that there was one incident where we almost did not meet a deadline. Our Vice President of Loss Prevention, Claudio DiMarco, had to be warned by our Area Coordinator, Vicki T. Sapp, to submit a late Occupancy Verification Form. There was a misunderstanding by our VPLP and he realized that he needed to take action to keep the make up for his mistake. His response was to send a very professional e-mail to Vicki and all the administration she shared her warning with. He also submitted the document by the extended deadline she gave us. We feel that this response was exemplary of the character of Claudio and Delta Upsilon as a whole.

We have also become much more efficient in documenting our programs and events. We now keep detailed records concerning the attendance, the cost, and how the event was received. We rank ourselves a five for how we met deadlines and for dealing with a mistakes in a professional manner.

### Where do you rank now?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Upcoming Year

Our new Executive board contains three returning members (out of seven). We feel that our new leaders will be transitioned efficiently, and they will have a good understanding of what is required of them by the OFSA and the University. To this end, we will successfully meet our deadlines and rank ourselves a five.

### Where will you Rank?

5 – Very High     4     3 – Average     2     1 – Very Low

### Standard

#### 4. We provide and promote training to develop management competencies in our members.

*Examples: participation in the College's leadership development series, regular meetings with the Director of Fraternity and Sorority Affairs, various conference opportunities, attendance and participation in College management and budget training meetings, manuals or guidebooks.*

### Where did you rank yourself?

## 2008 Expectations for Excellence

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Year

In the next year, we hope to put together or attend more programs about leadership or ways to improve the leadership of the fraternity. We also plan to maintain the current level of quality in our leaders and inspire the younger members to achieve the same level or better.

One of our Brothers is putting together a manual that contains practical advise from Brothers on every position in the fraternity. The manual is not yet complete and would be constantly added to, so hopefully when that is finished it can be made available to the chapter.

We are once again hosting RLS in the spring and will be sending several Brothers to LI in the summer, including one younger Brother who will attend DUEL.

In a year, we should be able to rate ourselves as a 4. If we take advantage of opportunities to attend events geared towards our fraternity's leadership (improving leadership, improving listening skills, budget balancing, etc.) then we will rate ourselves a 5.

### Did you achieve your plan?

#### How did you achieve your plan? Note any changes and reasons.

As mentioned previously (in Community Building and Leadership part three), we completed a workshop about depression, time management, and effective communication. This program was given by Jennifer Blender from the Counseling Center in our chapter house. The workshop setting enabled our Exec. Board to focus and direct the discussion to analyzing specific experiences they have had and personally tailored ways to improve themselves. Unfortunately, we did not take advantage of any other formal leadership training this past year. However, we feel this was a good first step to using outside sources in bettering our leadership skills.

In addition to this, we continued to use our Alumni Board in helping us transition our new executive members. This has helped as a formal beginning to the our transition process.

Like we mentioned, we had younger brothers who attended both LI and DUEL. Hosting RLS also went very well and provided a great forum for us to meet and learn from other chapters.

We have still been working on our manual offering practical advise to positions. To be fair, we could have done a lot more with this, but we did not concentrate on it enough after the brother who started it graduated.

We will rank ourselves a four in this category.

### Where do you rank now?

5 – Very High     4     3 – Average     2     1 – Very Low

### Plan for Upcoming Year

We feel that our Fraternity does a great job in job providing leadership opportunities for our members. One of Delta Upsilon's goals is to build better men, and our leadership recognizes that providing members with opportunities to take responsibility is an effective means to achieve this.

In the next year, we will continue our successful transition program to prepare our new Executive Board for the challenges they are likely to face. This includes a working relationship for the first month or so with the old and newly elected members. As we have done in the past, we will continue to provide free air fare to our younger members to attend our International's Leadership Insitute and Winter Education Council.

We will also try to complete the manual that was previously mentioned. Upon completion, we will distribute it as a supplement to positions that already receive a passed down binder detailing their responsibilities.

We also plan to utilize more programs or speakers to improve our leadership skills. When these goals are completed, we will rank ourselves a five.

2008 Expectations for Excellence

**Where will you Rank?**

5 – Very High

4

3 – Average

2

1 – Very Low