



**Phi Kappa Psi Evaluation Report  
Gettysburg College**

2015

| Academic Achievement and Intellectual Engagement     |   |  |  |  |
|--|---|--|--|--|
| Criteria   | 5 pts   | 10 pts   | 15 pts   | Bonus Points (1-5)   |
| <b>Academic Support Plan</b>                         | Pieces of the scholarship plan are submitted as part of the evaluation process  | There is a full plan in place approved during current calendar year by Academic Advising           | The chapter demonstrates that the full plan is being implemented within the chapter  | <b>Option A:</b> Plan approved within the first month of the spring semester.<br><b>Option B:</b> Members below a 2.50 GPA have a demonstrated increase in GPA |
| <b>Academic Events<br/>0 Points</b>                  | Attend 2 events per year with 60% of the members present  | Co-sponsor 2 events per year w/60% of members present  | Co-sponsor 2 events per year: 1. w/ 60% of members present<br>2. open to the campus w/ 60% members present                       | Innovation in creating the event; campus participation   |
| <b>Faculty Advisor<br/>0 Points</b>                  | Chapter has a faculty advisor   | Chapter meets with the faculty advisor at least 3 times each semester (1 full chapter, 2 officers) | The chapter and faculty advisor report regular engagement  | N/A  |
| <b>GPA</b>   | Chapter GPA is within 0.1 of the All-Men's/All-Women's GPA each semester  | Chapter GPA meets or exceeds the All-Men's/Women's GPA each semester                               | Chapter GPA is at least 0.1 above the All-Men's/Women's GPA each semester  | <b>Option A:</b> 0.1 increase in fall compared to spring<br><b>Option B:</b> highest fraternity/sorority GPA   |
| <b>Member Leadership Development</b>                 | Chapter describes how they utilized lessons from other involvement to influence chapter leadership                            | Chapter hosts 2 leadership workshops per year with 60% of members present                          | Creation of a 3-year membership development plan that is implemented   | 10% of members complete the leadership certificate program   |
| <b>Career Planning &amp; Networking<br/>0 Points</b> | Engaging with Center for Career Development 1 program per year with 60% of members present; have a student serve as a liaison | Have 75% of members utilize Career Development in an individual capacity                           | Work with alums or parents on an event for chapter with Career Development assistance or attend open networking events on campus | N/A  |
| <b>Chapter Officer Trainings<br/>0 Points</b>        | Attendance at all GL sponsored retreats & trainings & HQ convention   | Utilize HQ resources for transition workshop 1 per year  | Organize a collaborative conversation with other chapters on or off campus   | Attendance at other leadership institutes (UIFI, NGLA, etc.)   |

| <b>Member Recruitment and Retention</b>  |   |   |   |   |
|--|---|---|---|---|
| <b>Chapters found responsible for hazing by HQ or College will automatically receive an Unacceptable for this section. Chapters charged with hazing will receive no points for the New Member Education Program.</b> |   |   |   |   |
| <b>Criteria</b>  | <b>5 pts</b>  | <b>10 pts</b>   | <b>15 pts</b>   | <b>Bonus Points (1-5)</b>   |
| <b>New Member Education Program</b>  | Submitting program & on-time verified initiation                                | 100% participation in core NME curriculum                     | Chapter participation in College-sponsored hazing prevention program  | N/A   |
| <b>Recruitment Data</b>  | Submission of a written recruitment plan by Spring Break for the following fall | Not found responsible for recruitment violations              | Meet average class size/quota or meet class size from last year   | Exceeds average class size/quota or chapter is above total  |
| <b>Retention of Members (throughout new member education) 0 Points</b>   | 90% of enrolled in good standing of all members                                 | 95% retention   | 100% retention  | 95% 4-year graduation rate for members  |
| <b>Ritual Implementation</b>   | Verified inter/national ritual for initiation occurred on time                  | Ongoing trainings about ritual                                | Utilization of regular ongoing rituals and ceremonies   | N/A   |
| <b>Wellness, Health and Safety Program 0 Points</b>  | 60% of chapter members attend 1 program per year                                | No members have more than 4 points                            | Members utilize bystander intervention or training or 2nd program 100% attendance (TIPS does not count for bystander) | 80% of members have no points   |
| <b>New Member GPA</b>  | Average New Member GPA is no more than 0.1 below the All-Sophomore GPA          | Average New Member GPA meets or exceeds the All-Sophomore GPA | Average New Member GPA is at least 0.1 above the All-Sophomore GPA  | Option A: 0.1 increase from previous fall<br>Option B: highest fraternity/sorority new member GPA |

| <b>Community Engagement</b>                            |  |  |   |  |
|--|--|--|---|--|
| <b>Criteria</b>  | <b>5 pts</b>   | <b>10 pts</b>  | <b>15 pts</b>   | <b>Bonus Points (1-5)</b>  |
| <b>Alumni Relations<br/>0 Points</b>                   | Communications sent twice per year to alumni   | Hosting registered gathering for alumni on Homecoming or Reunion weekend or have 60% chapter attend an open alumni event                               | Hosting registered gathering for alumni other than Homecoming or Reunion weekend  | Option 1: Host educational/career event utilizing alumni<br>Option 2: Participate in Founders Day activities |
| <b>Public Relations</b>                                | Maintaining positive, current online presence for chapter members and organization   | 2 articles per year in more than one source  | Positive organizational featured media coverage   | N/A  |
| <b>Community Service<br/>0 Points</b>                  | 3 hours of service per year (every member)   | 6 hours of service per year (every member)   | Participating in a semester-long service program  | N/A  |
| <b>Philanthropy</b>                                    | Host or co-sponsor 1 event per year  | Host or co-sponsor an event and educate on the supported cause   | Event, education & college support and/or sr. class gift committee  | Option 1: Positive unsolicited media coverage<br>Option 2: Non-HQ or Greek Awards recognition                |
| <b>Parent Relations</b>                                | 1 communication to parents   | Multiple communications with parents   | Host educational event involving parents  | N/A  |
| <b>Campus Engagement<br/>0 Points</b>                  | Between 85%-90% of chapter membership is involved in at least 1 campus organization outside of the Greek community each semester. (IM Sports included) | Between 91%-95% of chapter membership is involved in at least 1 campus organization outside of the Greek community each semester. (IM sports excluded) | Between 96-100% of chapter membership is involved in at least 1 campus organization outside of the Greek community each semester. | Verified 3 – 5 members participate in a CPS Dialogue group or co-sponsor a dialogue with CPS                 |
| <b>Citizenship/Social Justice Program<br/>0 Points</b> | Not responsible for any bias incidents and attend 1 program per year w/60% of members present  | Co-sponsor a discussion with a social justice dialogue group or community agency with 60% of members present   | Host a service event with a social justice campus group or community agency with 60% of members present                           | N/A  |
| <b>Inter-Greek Relations</b>                           | 60% of members attend Greek community wide alcohol-free event  | Co-sponsor an alcohol free event with 60% of members attending (see clarifying notes)  | 60% of members attend or chapter sponsors 3 or more alcohol-free Greek events   | Sponsor an alcohol-free event with a same-gendered Greek organization  |

| <b>Organizational Management</b>                       |   |   |  |  |
|--|---|---|--|--|
| <b>Criteria</b>  | <b>5 pts</b>  | <b>10 pts</b>   | <b>15 pts</b>  | <b>Bonus Points (1-5)</b>  |
| <b>Risk Management</b>                                 | Social event management plan and/or Crisis Management plan submitted prior to first social event  | Utilize social event management plan and/or Crisis management plan (based on pre/post, conduct) | Host educational event(s) with 60% of members present on Risk Management (can be internal) | Have no reports of underage consumption, common source, or medical distress coming from the chapter                  |
| <b>Judicial Record (Organizational and Membership)</b> | Chapter members are not involved with any major judicial incidents  | No repeating conduct incidents for the chapter  | No conduct incidents for the chapter   | 60% of members attend a violence prevention or full Green Dot training   |
| <b>Insurance Obligations Fulfilled</b>                 | Insurance certificate on file with the College including College listed as additionally insured and waiver signed prior to first social event | All insurance reduction education sessions completed  | N/A  | Host an external speaker or community-wide educational event about liability   |
| <b>Governing Documents (Bylaws and Constitution)</b>   | Bylaws and constitution submitted annually in the spring semester   | Bylaws updated and chapter can discuss purpose behind any changes                               | Chapter has demonstrated use of their local governing documents                            | Option 1: Bylaws and constitution submitted in first 30 days. 2: review conducted by someone outside of organization |
| <b>Awards 0 Points</b>                                 | Chapter applies for 1 award through headquarters or submitted HQ recognition materials, Gettysburg College or other entity                    | Chapter applies for more than 1 award through headquarters, Gettysburg College or other entity  | Chapter applied for award and received the award   | Chapter or member wins non-Greek specific award  |
| <b>Facility Management</b>                             | No major life safety violations   | No life safety violations in any personal rooms or common areas                                 | N/A  | N/A  |
| <b>Organizational Structure</b>                        | Chapter officer positions filled and roster submitted within 30 days  | Demonstrated use of a chapter committee structure   | 60% of juniors and seniors serve on a committee  | N/A  |
| <b>Financial Management</b>                            | Create budget and submit budget and chapter fees  | Demonstrate chapter use of the budget   | Participate in financial management training   | N/A  |

| <b>Academic Achievement and Intellectual Engagement Rating</b> |              |
|--|--------------|
| Gettysburg Great   | 90-125       |
| Above Average  | 65-89        |
| Satisfactory   | 35-64        |
| <b>Underachieving</b>  | <b>20-34</b> |
| Unacceptable   | 0-19         |
| <b>Points Earned by Chapter: 25</b>                            |              |

| <b>Member Recruitment and Retention</b> |              |
|---|--------------|
| Gettysburg Great                        | 80-105       |
| Above Average                           | 55-79        |
| <b>Satisfactory</b>                     | <b>30-54</b> |
| Underachieving                          | 15-29        |
| Unacceptable                            | 0-14         |
| <b>Points Earned by Chapter: 42.5</b>   |              |

| <b>Community Engagement</b>         |              |
|-------------------------------------|--------------|
| Gettysburg Great                    | 100-135      |
| Above Average                       | 75-99        |
| <b>Satisfactory</b>                 | <b>40-74</b> |
| Underachieving                      | 25-39        |
| Unacceptable                        | 0-24         |
| <b>Points Earned by Chapter: 40</b> |              |

| <b>Organizational Management</b>      |              |
|---------------------------------------|--------------|
| Gettysburg Great                      | 100-135      |
| Above Average                         | 75-99        |
| <b>Satisfactory</b>                   | <b>40-74</b> |
| Underachieving                        | 25-39        |
| Unacceptable                          | 0-24         |
| <b>Points Earned by Chapter: 57.5</b> |              |

| <b>Overall Rating Scale</b>          |                |
|--------------------------------------|----------------|
| Gettysburg Great                     | 370-500        |
| Above Average                        | 260-380        |
| <b>Satisfactory</b>                  | <b>140-270</b> |
| Underachieving                       | 85-160         |
| Unacceptable                         | 0-100          |
| <b>Points Earned by Chapter: 165</b> |                |