



Fraternity/Sorority Annual Evaluation Process Gettysburg College

Updated 2016

Academic Achievement and Intellectual Engagement				
Criteria	5 pts	10 pts	15 pts	Bonus Points (1-5)
Academic Support Plan Points: 17.5	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	Option A: Plan approved within the first month of the spring semester. Option B: Members below a 2.50 GPA have a demonstrated increase in GPA
Academic Events Points: 5	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 2. open to the campus w/ 60% members present	Innovation in creating the event; campus participation
Faculty Advisor Points: 5	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
GPA <i>OSAGL Provided</i> Points: 0	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	Option A: 0.1 increase in fall compared to spring Option B: highest fraternity/sorority GPA
Member Leadership Development Points: 10	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
Career Planning & Networking Points: 10	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
Chapter Officer Trainings Points: 15	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.)

Member Recruitment and Retention				
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.				
Criteria	5 pts	10 pts	15 pts	Bonus Points (1-5)
New Member Education Program Points: 0	Submitting program & on-time verified initiation	100% participation in core NME curriculum	Chapter participation in College-sponsored hazing prevention program	N/A
Recruitment Data Points: 0	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
Retention of Members (throughout new member education) <i>OSAGL Provided</i> Points: 15	90% of enrolled in good standing of all members	95% retention	100% retention	95% 4-year graduation rate for members
Ritual Implementation Points: 0	Verified inter/national ritual for initiation occurred on time	Ongoing trainings about ritual	Utilization of regular ongoing rituals and ceremonies	N/A
Wellness, Health and Safety Program Points: 5	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
New Member GPA <i>OSAGL Provided</i> Points: 2.5	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 Option B: highest fraternity/sorority new member GPA

Community Engagement				
Criteria	5 pts	10 pts	15 pts	Bonus Points (1-5)
Alumni Relations Points: 0	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 Option 2: Participate in Founders Day activities
Public Relations Points: 5	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
Community Service Points: 5	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
Philanthropy Points: 17.5	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 Option 2: Non-HQ or Greek Awards recognition
Parent Relations Points: 5	1 communication to parents	Multiple communications with parents	Host educational event involving parents	N/A
Campus Engagement Points: 0	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
Citizenship/Social Justice Program Points: 0	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
Inter-Greek Relations Points: 0	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

Organizational Management				
Criteria	5 pts	10 pts	15 pts	Bonus Points (1-5)
Risk Management Points: 5	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
Judicial Record (Organizational and Membership) Points: 0	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
Insurance Obligations Fulfilled Points: 0	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
Governing Documents (Bylaws and Constitution) Points: 0	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
Awards Points: 0	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
Facility Management Points: 0	No major life safety violations	No life safety violations in any personal rooms or common areas	N/A	N/A
Organizational Structure Points: 5	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
Financial Management Points: 5	Create budget and submit budget and chapter fees	Demonstrate chapter use of the budget	Participate in financial management training	N/A

Academic Achievement and Intellectual Engagement Rating 62.5	
Gettysburg Great	90-125
Above Average	65-89
Satisfactory	35-64
Underachieving	20-34
Unacceptable	0-19

Member Recruitment and Retention 22.5	
Gettysburg Great	80-105
Above Average	55-79
Satisfactory	30-54
Underachieving	15-29
Unacceptable	0-14

Community Engagement 42.5	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24

Organizational Management 15	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24

Overall Rating Scale 142.5	
Gettysburg Great	370-500
Above Average	260-380
Satisfactory	140-270
Underachieving	85-160
Unacceptable	0-100

Alpha Chi Rho Evaluation Summary

The remainder of the evaluation report is feedback from the evaluation committee based on both the written materials and oral presentation for the 2016 calendar year. This year marked the third full year of the evaluation process. The notes included in the remainder of this report contain direct feedback from the 8 panelists serving on the committee for the organization. These notes include best practices, identify areas for growth, and should be utilized by the incoming executive board as they develop their strategic plan for 2017.

Academic Achievement and Intellectual Engagement

- While the chapter received full credit for their academic plan, the fraternity should continue to focus on its academic endeavors as it received the lowest GPA of the community in both the spring and fall of 2016.
- The chapter attended two academic events in the latter half of the fall semester. In the future the chapter should look to attend these events earlier to avoid last minute planning. The chapter should also utilize their faculty advisor to find co-sponsorship opportunities for future academic events.
- The chapter has a highly engaged faculty advisor however, the fraternity's practice of not allowing him to come to chapter meetings because of ritual should be amended to receive full credit in the future. The chapter should delay ritual for a meeting, hold an informal meeting, or find another opportunity outside of a chapter meeting to have the faculty advisor engage with all members at least once a semester.
- The chapter received the lowest GPA in the community for both semesters of 2016. The chapter needs to make academics a focus within the chapter and during recruitment.
- The chapter engaged in leadership development programming however, the panel encourages Alpha Chi Rho to build a stronger connection with the Garthwait Leadership Center and engage in their programming as the center has the namesake of a prominent chapter alumnus.
- The chapter was one of the few organizations that brought in a Center for Career Development staff member to present on career planning. This is to be considered a best practice.
- The chapter had a significant amount of officer training through their headquarters this year. In the coming year, the chapter should develop a localized transition plan utilizing headquarters resources but not relying solely on headquarters staff to facilitate it.

Member Recruitment and Retention

- The chapter failed to have an alumnus verify that their initiation took place. Gettysburg College expects alumni to be present at initiation rituals to ensure they are done correctly and in accordance with Gettysburg College and headquarters policy. It is imperative that the chapter have an alumnus present at such events. If the chapter needs help identifying an alumnus that can be present they should work with their alumni board and the Office of Student Activities & Greek Life to find a person to fill the role.
- The chapter failed to submit a recruitment plan in 2016. Due to the discrepancy between the chapter's current size and target size, the fraternity should develop a plan that outlines a timeline for recruitment as well as concrete traits that the fraternity is looking for in a new

member. The fraternity should also identify students and student populations that they wish to engage with as part of the recruitment process.

- The fraternity has historically has consistently recruited men who did not persist to graduation at Gettysburg College. The fraternity should both emphasize the importance and impact staying in college can have on its members and reevaluate its recruitment process in order to attract academically strong individuals in order to create a more stable membership base.
- The chapter failed to have an alumnus verify their initiation but discussed the implementation of ritual during meetings and through ceremonies. The chapter should continue to embrace its ritual and practice it on a regular basis.
- The chapter has historically recruited men with higher point totals in the College's judicial system. The chapter should reevaluate its recruitment processes to attract men who do not engage in activities that violate campus policy. The chapter should further more look in to programming surrounding citizenship and the importance of adhering to community expectations.
- The fraternity's new member GPA was among the bottom two GPAs in both the fall and spring semesters. The chapter should reevaluate the effectiveness of its academic plan and find ways to incentivize new member performance.

Community Engagement

- The chapter has historically struggled with alumni engagement. The fraternity should work with its alumni board and the Department of Alumni and Parent Relations to develop a regular engagement plan in the coming year. This plan should include timelines for newsletters to be sent out, events that will be held involving alumni, and how social media can be utilized for more regular connection.
- The organization should utilize its connections within the College's media groups to better promote the good works of the chapter.
- The fraternity discussed community service that it was involved with but lacked documentation to prove more than three hours had been completed by each member. In the future the chapter should keep a more accurate record of which members are engaging in service events.
- The chapter's strong connection with the LK5K has been a cornerstone of philanthropy for the fraternity in recent years. Since the Lk5K will not be co-sponsored by Alpha Chi Rho moving forward, the panel urges the chapter to find a new philanthropic cause that is equally meaningful to the membership.
- The chapter previously only communicated with parents in times of need or urgency. The chapter should develop a communication plan to inform parents of the positive aspects of the fraternity.
- The chapter discussed involvement in a wide variety of clubs, organizations, and sports teams but lacked the documentation to prove it. In the future the chapter should maintain better records of what members are involved with not only for the Evaluation but to also aid in identifying recruitment opportunities.

- The chapter failed to engage in a citizenship or social justice program in 2016. Based on the organization's 4th Landmark, the panel encourages the chapter to create a higher level of exposure for the chapter in topics regarding social justice.
- The chapter discussed being in attendance at other Greek organization events but failed to provide proof of a third event they went to.

Organizational Management

- The chapter submitted a social event and crisis management plan but failed to utilize it in the spring semester as evidenced by being found responsible for three violations of the social event policy in the span of five weeks. Since the chapter currently does not have a facility, the panel encourages the members to continue to utilize risk management policies but does not foresee risk management issues in the near future. This was reinforced by the chapter not being charged for any violations in the fall.
- The chapter failed to produce an insurance certificate at the time of the Evaluation but did submit one prior to the end of the fall semester.
- The chapter discussed its lack of governing documents in the Evaluation. The fraternity should work to develop these documents in the spring semester to provide consistent structure and direction to the organization. This should be a priority of the incoming executive board.
- The chapter did not apply for any awards through the College or their headquarters. In the future, the chapter should look to apply for at least two awards through the College's Order of Omega awards program.
- The chapter received one major life safety violation in the spring. Since the chapter does not currently occupy a facility this should not be an issue facing the chapter in 2017.
- The chapter lacks a committee structure to involve members in the organization's decision making process. While the chapter is small, implementing a committee structure should be a priority and should be written in to the organization's governing documents in order to ensure engagement once the fraternity has regrown in size.
- The chapter submitted an initial budget but failed to keep accurate records of the actual expenses incurred by the fraternity over the year. As a small organization, financial management is imperative in order to make sure the chapter is remaining fiscally responsible.

Overall Comments

- The chapter struggled in many aspects of its operations over the course of 2017. Over 55 of the 142.5 points that were earned by the chapter through the Evaluation were earned in the final three weeks of the fall semester. Due to the chapter earning a rating of Underachieving in 2015 and then falling in the overlap range between Underachieving and Satisfactory the chapter has been put on Administrative Probation through the spring semester. As part of the probation, the chapter must produce a plan outlining what the organization will do in order to receive points on the Evaluation and submit it to the Office of Student Activities & Greek Life by February 15th. The chapter must also earn a minimum of 90 points on the Evaluation by May 5th to show significant change and progress has been made in the chapter's operations.

- The chapter lost the ability to use its facility in the spring of 2016 because it could not fill the beds in the house. While reclaiming the house has been a priority of the organization, it should first work to fix problems within the chapter to prevent a similar situation from happening if it is able to gain residential status in the future.
- The chapter must focus on academic achievement, recruitment, and fundamental organization management in 2017. The panel recognizes that the current members did not receive appropriate information or education from past leadership so it implores that the fraternity utilize the Office of Student Activities & Greek Life and their headquarters to help rethink or rebuild different aspects of their organization.
- The chapter has a host of recognizable and influential alumni that are not utilized by or engaged in the fraternity. In the coming year the chapter should redouble its communication efforts, starting with alumni, but also reaching out to other constituents such as parents.
- The chapter should work to build a stronger connection with the Garthwait Leadership Center as it is named after an alumnus of the organization. This relationship can help direct the organization, build its brand, and improve recruitment.