



**Alpha Delta Pi  
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)
<b>Academic Support Plan</b> Points: 20	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. <b>Option B:</b> Members below a 2.50 GPA have a demonstrated increase in GPA
<b>Academic Events</b> 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
<b>Faculty Advisor</b> Points: 15	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> Points: 20	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 <b>Option B:</b> highest fraternity/sorority GPA
<b>Member Leadership Development</b> Points: 15	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</b> Points: 0	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</b> Points: 18	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> Points: 10	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> Points: 17.5	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)</b> Points: 17.5	90% of enrolled in good standing of all members	95% retention	100% retention	95% 4-year graduation rate for members
<b>Ritual Implementation</b> Points: 15	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</b> Points: 17.5	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
<b>New Member GPA</b> Points: 20	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)
<b>Alumni Relations</b> Points: 20	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
<b>Public Relations</b> Points: 10	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</b> Points: 15	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> 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
<b>Parent Relations</b> Points: 10	1 communication to parents	Multiple communications with parents	Host educational event involving parents	N/A
<b>Campus Engagement</b> Points: 15	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</b> Points: 15	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> Points: 17.5	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> Points: 17.5	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
<b>Judicial Record (Organizational and Membership)</b> Points: 17.5	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> Points: 10	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> Points: 17.5	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</b> Points: 17.5	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> Points: 10	No major life safety violations	No life safety violations in any personal rooms or common areas	N/A	N/A
<b>Organizational Structure</b> Points: 15	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> Points: 15	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
Underachieving	20-34
Unacceptable	0-19
<b>Points Earned by Chapter: 93</b>	

<b>Member Recruitment and Retention</b>	
Gettysburg Great	80-105
Above Average	55-79
Satisfactory	30-54
Underachieving	15-29
Unacceptable	0-14
<b>Points Earned by Chapter: 97.5</b>	

<b>Community Engagement</b>	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
<b>Points Earned by Chapter: 120</b>	

<b>Organizational Management</b>	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
<b>Points Earned by Chapter: 120</b>	

<b>Overall Rating Scale</b>	
Gettysburg Great	370-500
Above Average	260-380
Satisfactory	140-270
Underachieving	85-160
Unacceptable	0-100
<b>Points Earned by Chapter: 430.5</b>	

### Alpha Delta Pi 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

- Alpha Delta Pi has a fully implemented academic plan within the organization however, the plan is only a part of what makes the chapter strong academically. The chapter's general attitude towards academic success among all of its members is to be commended.
- The chapter attended two academic events in 2016. To enhance this effort in the future, the panel encourages the organization to utilize their faculty advisor to develop new opportunities to cosponsor events with academic departments.
- The chapter has a good connection with its faculty advisor and the panel encourages Alpha Delta Pi to continue to grow that relationship. The panel would like to see more regular interaction between her and the chapter both on the executive board level and with general members.
- The panel encourages the chapter to utilize their faculty advisor and other resources on campus to help navigate the results of the Campus Climate Survey in order to find ways the chapter can be a part of positive changes on campus.
- Alpha Delta Pi received the highest GPA in the community for both the spring and fall semesters. This only reinforces the chapter's commitment to academic success among its members.
- The chapter's Diamond Development Plan is a strong foundation for member development. The panel encourages the chapter to think about specific outcomes they hope to achieve through the Diamond Development Plan based on class year to continue to provide distinctive and impactful programming for its members.
- The connection the chapter has built with the Ronald McDonald House and the utilization of their facility for their sisterhood retreat is to be considered a best practice. It is evident that the sorority holds their philanthropic cause in high regard and infuses it into many aspects of the chapter's operations.
- Members, and the organization as a whole, did not engage with the Center for Career Development on the level expected of fraternities and sororities through the Evaluation. In the future the sorority should make developing a relationship with that office a priority. The chapter should utilize them to enhance the programs already in place such as Pie with Pis.
- The sorority's new program Pie with Pis is considered a best practice in both alumnae engagement and network development programming.

- The chapter had representatives at all of the required trainings and retreats offered by Gettysburg College and their international headquarters. The chapter not only attended these events, but was intentional about implementing lessons learned from them in to their chapter.

#### Member Recruitment and Retention

- The chapter submitted their new member program on time and had 100% participation in the College's core curriculum. Within the new member plan the panel recognized both the signing of a standards code and the Alpha Sleep Over as a best practice for new member education. The chapter should continue to focus on their already strong new member process.
- In the future, the panel encourages the chapter to attend any college-sponsored hazing prevention programs in order to educate its members on the importance of continuing to facilitate a hazing free program.
- The chapter submitted a recruitment plan and exceeded quota in the fall for formal recruitment.
- The chapter retained 100% of its new members. The panel recognizes that this is in no small part due to the level at which the chapter operates and engages with its new members.
- The chapter showed substantial evidence that they engage with their ritual on regular basis. The panel was particularly impressed by the chapter's initiative in bringing in a national speaker from their headquarters to discuss ritual and believes this to be a best practice among chapters.
- The chapter spearheaded and cosponsored the Handling Your Health program with several other sororities in the community. The chapter should continue to find ways to cosponsor events with campus partners in order to maintain a high level of community engagement.
- The national organization's emphasis on sexual assault prevention and the program that was hosted on campus by their headquarters staff is to be commended. The panel encourages the chapter to continue to educate its members on the topic while also finding innovative ways to educate the community as a whole.
- The chapter's emphasis on academic success is not only among the active members, as evidenced by the sorority's new members receiving the highest GPA in both the spring and fall of 2016.

#### Community Engagement

- The chapter's efforts to increase alumnae engagement in 2016 is to be commended. The panel recognizes that the development of a chapter alumnae association to work separately from the chapter's alumnae advisory board as a best practice among chapters.
- The panel recognizes the chapter's work to engage alumnae through both traditional and new and innovative events and encourages them to continue to expand the number of engaged alumnae.
- The chapter maintains a positive image through their own online presence and through articles connected to its members. The panel encourages the sorority to find new ways to promote themselves through various outlets. The chapter showed evidence of having a very positive impact on its members and the community and the panel believes it should take intentional steps to help publicize this fact.



- Members of the chapter completed a significant number of community service hours in 2016. While many of these were through the Ronald McDonald House, the chapter is to be commended for its members being involved in many different causes.
- The chapter's connection to the Ronald McDonald House and the integration of their philanthropic cause into recruitment is considered a best practice among chapters.
- The chapter held several philanthropic events in 2016 including Tug-of-Roar and the chapter's signature event, Airbands. The panel recognizes the effort the chapter has made to expand involvement in these events beyond just fraternities and sororities and encourages the continuation of this practice.
- The panel was impressed with the high level of communication the chapter has with parents, particularly with new member parents. In the future, the chapter should look to find ways to engage parents in the chapter's educational programming to create an even higher level of buy-in and to expand the active member's professional and personal networks.
- It is evident that the members of Alpha Delta Pi are not only heavily involved in other areas of campus, but that they represent a significant number of leaders within those other areas. The chapter's high level of involvement and its members' active seeking of leadership roles are to be commended.
- The chapter has engaged with in conversations about social justice surrounding topics related to the Ronald McDonald House, namely socio-economic issues and access to health care. The chapter should look to enhance this by incorporating it in to the education done during their philanthropic events about RMH.
- It is evident that the chapter has a strong commitment to inter-Greek relations based on their attendance at other organizations' events and the number of times they have worked to cosponsor events with other chapters. The panel encourages the chapter to continue to engage with other chapters to enhance programming for the community and the College as a whole.

#### Organizational Management

- Based on the chapter's completion of all non-bonus point criteria in this category, it is evident that the sorority is highly functioning in the area of organizational management. The panel encourages the chapter to find ways to share best practices with other organizations to help them modify their policies and procedures to rise to a similar level.
- The chapter submitted its social event management plan to the Office of Student Activities & Greek Life and had no conduct issues in 2016. The chapter also hosts regular trainings on the social event management policy within the chapter which is considered a best practice among fraternities and sororities.
- The chapter had not members involved in any major judicial incidents and had not conduct issues as an organization.
- The chapter utilized their national headquarters program on sexual assault prevent as a violence prevention training. In the future, the chapter should seek out other opportunities to train members in other forms of violence prevention if this program is not offered on an annual basis.
- The chapter has its insurance certificate on file and has no insurance reduction program through their headquarters.

- The chapter's bylaws and standing rules are both strong and the presenters showed substantial evidence that they are core to the operation of the sorority. The panel recognizes that these documents are regularly reviewed and updated internally but would also encourage the chapter to reach out to an external constituent for review to solicit new ideas for other best practices.
- The chapter applied for many awards and was recognized both at the local and international organizational level for their accomplishments. Additionally, the chapter should be proud of having another Linnaean Award recipient this year.
- The chapter had no life safety violations in their suite.
- The chapter has a strong internal officer and committee structure. It is evident that the committees not only keep members involved in decision making processes, but they also significantly contribute to the operations of the sorority.
- The chapter has meticulous financial records and is highly attentive to any and all financial transactions. The organization should be commended for its financial operations and ability to budget money so items such as suite renovations can become a reality as they did this past year.

#### Overall Comments

- Alpha Delta Pi has received the rank of Gettysburg Great for the second year in a row which is to be commended.
- The chapter is a highly function sorority and is leading the community in many aspects of the above four categories. The panel encourages the membership to continue to operate at this high of a level.
- The panel encourages the chapters to continue to operate at such a high level with a sustained understanding of why they should do so. The chapter showed evidence of having passion for everything that they do, but the panel would like to caution the sorority to not just do things to simply "check off the box". Always remembering why doing what they do is beneficial to the members, the organization, and the Gettysburg College community will help keep all members motivated to excel.
- The panel encourages the chapter to find new and innovative ways to help other chapters meet their potential. The cosponsorship opportunities the chapter engaged in this past year is a strong indicator that the chapter wants to elevate the community and the panel believes it could be just the start to helping other chapter meet their potential.