



**Alpha Omicron 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)
Academic Support Plan Points: 7.5	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: 0	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: 5	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: 5	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: 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
Chapter Officer Trainings Points: 11	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: 10	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: 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
Retention of Members (throughout new member education) <i>OSAGL Provided</i> Points: 17.5	90% of enrolled in good standing of all members	95% retention	100% retention	95% 4-year graduation rate for members
Ritual Implementation Points: 15	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: 12.5	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: 10	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: 5	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: 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
Community Service Points: 10	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: 15	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: 10	1 communication to parents	Multiple communications with parents	Host educational event involving parents	N/A
Campus Engagement Points: 17.5	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: 5	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 Relation 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

Organizational Management				
Criteria	5 pts	10 pts	15 pts	Bonus Points (1-5)
Risk Management 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
Judicial Record (Organizational and Membership) Points: 15	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: 5	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: 15	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: 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
Facility Management Points: 10	No major life safety violations	No life safety violations in any personal rooms or common areas	N/A	N/A
Organizational Structure 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
Financial Management Points: 10	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	
Gettysburg Great	90-125
Above Average	65-89
Satisfactory	35-64
Underachieving	20-34
Unacceptable	0-19
Points Earned by Chapter: 33.5	

Member Recruitment and Retention	
Gettysburg Great	80-105
Above Average	55-79
Satisfactory	30-54
Underachieving	15-29
Unacceptable	0-14
Points Earned by Chapter: 82.5	

Community Engagement	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
Points Earned by Chapter: 90	

Organizational Management	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
Points Earned by Chapter: 92.5	

Overall Rating Scale	
Gettysburg Great	370-500
Above Average	260-380
Satisfactory	140-270
Underachieving	85-160
Unacceptable	0-100
Points Earned by Chapter: 298.5	

Alpha Omicron 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 Omicron Pi has a functioning academic plan within the chapter and would have received full credit for the category of Academic Support Plan had they submitted it to Academic Advising for approval in the spring. In the future the chapter should take advantage of this opportunity to find new and better ways to promote academic success within the organization.
- The panel would like to see changes made to the academic program that outlines how members are held accountable for failing to meet standards set forth in the plan and that clarifies the breakdown of study hours.
- The chapter did attend two academic events over the course of the year. As both a membership development and campus relations opportunity, the chapter should consider working with faculty to host academic events in the future.
- The panel recognizes that the chapter has been working to find a faculty advisor but has not had success to this point. The chapter should continue to look for a faculty advisor and work with the Office of Student Activities & Greek Life to identify possible candidates for the position.
- The chapter's GPA has been increasing since its colonization in the fall of 2015. The chapter should continue to focus on academics and maintain the high level of success it achieved in the fall 2016 semester.
- The chapter was able to articulate how the lessons learned by members in other leadership roles have helped to build the sorority in its early development. In the future the chapter should explore opportunities for formalized leadership development through resources such as the Garthwait Leadership Center that can help the members improve their leadership skills.
- The chapter did not engage with a Center for Career Development program as a whole and less than 50% of the chapter interacted with the Center for Career Development on an individual basis over the course of the 2016 calendar year. The chapter should find ways to encourage members to utilize the many resources, programs, and opportunities offered through that office in the future.
- The chapter attended all required retreats and officers were trained in person by headquarters staff as part of their chartering process through their Headquarters. In the future the sorority should develop a chapter specific transition model to continue to train future leaders.
- The sorority should take advantage of its connections to other chapters through Gettysburg College and Alpha Omicron Pi to learn about best practices they can implement as the organization continues to grow.

Member Recruitment and Retention

- The chapter submitted its new member education program on time and had 100% participation in the College's new member education curriculum. The panel was impressed by the chapter's new member education plan and how successful their first new member education process went. The chapter should continue to utilize this plan and headquarters resources moving forward.
- The chapter submitted its recruitment plan on time but did experience some issues over the summer that bordered on Panhellenic recruitment violations. The panel suggests that the chapter develop a training session about recruitment expectations as it relates to social media posts with new members.
- The sorority maintained 100% of its new member class. The chapter should be proud of this since it was the first new member class the organization has ever taken.
- The chapter's implementation of ritual is to be considered a best practice as it is present in many aspects of the organization's operations. The chapter should continue to embrace their ritual and continue to utilize it as this new member class is the first group of members who have not been trained in it by Headquarters.
- The chapter co-sponsored the Handling Your Health workshop with several other sororities. The chapter should continue to find ways to cosponsor with other organizations on campus in order to provide a greater amount of opportunities for its members while also creating strong community connections.
- The panel suggests that the chapter utilize bystander intervention trainings in the future to help foster a safer campus community.
- The chapter's new member GPA was .03 above the all-sophomore women's average. The chapter should be proud of this and continue to promote academic success amongst its new members and general membership alike.

Community Engagement

- The sorority has kept its 12 alumnae informed of chapter operations since they graduated in May but the panel is concerned that the organization does not have the alumnae engagement structure in place for when it has larger pool of alumnae. The panel suggests that the chapter starts to develop this structure to instill in alumnae and active members alike that involvement does not end at graduation.
- The chapter has developed a strong positive online presence. The panel recognizes that while the chapter run social media accounts are strong, the articles published about the sorority were focused on the founding of the chapter. Since this will no longer be applicable in the coming year, the panel suggests the chapter develop a plan to promote themselves through various local media outlets such as the Gettysburgian and the Gettysburg Times.
- The members of the chapter completed a significant number of community service hours over the course of the year. The policy to have members complete twice as many hours as are required through the Evaluation is considered a best practice.

- The chapter co-sponsored their first philanthropic event with Alpha Tau Omega in the spring. The chapter should continue to seek out co-sponsorship opportunities to help promote inter-Greek relations.
- The chapter should continue the practice of regularly communicating with parents of active members. To continue to enhance this relationship, the chapter should also consider ways to involve parents in educational programming.
- The chapter is highly involved across campus and appears to recruit members who are already involved. The panel was impressed with the variety of other organizations the members were involved with. The chapter should continue these practices so they can maintain a high level of connection with other student organizations.
- Having chapter members regularly involved in the CPS dialogue groups is to be considered a best practice. The chapter should work to develop a more structured way to bring topics discussed in these groups back to the organization as a whole.
- Over 60% of chapter members attended the Town Hall meeting where diversity, equity, and inclusion were discussed. In the future the chapter should find ways that it can co-sponsor smaller events on other topics of social justice. The panel recognizes that members are already involved in organizations that have social justice as a core value. The chapter should capitalize on these connections to host events that can help change campus culture.
- It is evident that the chapter values inter-Greek relations as it had high attendance at many other organization's events. Continual involvement at this level within the community should remain a priority.

Organizational Management

- The chapter submitted its social event management plan on time and saw no judicial issues throughout the year. The panel was impressed by the chapter's commitment to the organization's BYOB policy for all social events and encourages the organization to continue its work to host safe social events for its members.
- The chapter had no members involved in any major judicial incidents and had no conduct issues throughout the semester.
- The chapter submitted its insurance certificate but did not discuss any insurance reductions that could be completed. In the future, members should work with the organization's Headquarters to see if any such reduction programs exist within their organization.
- The chapter's bylaws were extensive and detailed. The panel believes that continual use of them as the foundation for the organization should be emphasized.
- The chapter only applied for one award during the entire 2016 year. The panel encourages the chapter to apply for more as their presentation showed evidence that they could potentially win more Gettysburg and Headquarters awards and increase the recognition of their good work.
- The chapter had no life safety violation in their chapter suite.
- The chapter has a strong organizational structure and their committee involvement is to be commended. The presenters were able to articulate the value that the committees provide to the organization as a whole. Continued utilization of this structure is encouraged to help keep the organization functioning at a high level and promote member buy-in.

- The chapter submitted a detailed budget and the panel found substantial evidence of the chapter regularly using it. In the future the chapter, or at least the chapter treasurer, should seek out opportunities to be formally trained in financial management so they need less time to become used to budget management.

Overall Comments

- The panel does not want the chapter to be discouraged by the low score they received in Academic Achievement and Intellectual Engagement. The chapter is still in a state of growth and the panel is confident the chapter has the capability to improve itself in this area over the next year.
- The panel encourages the chapter to continue to find ways to grow as an organization. In its first year the chapter was able to accomplish many great things. This year should be thought of as a foundation to build from and not as the height of the organization's accomplishments.
- The chapter has developed a strong structure from which it can continue to improve as an organization. The strong connection to the chapter's alumnae advisory board and headquarters to help build on its programming and operations in the future.
- The chapter's implementation of assistant positions for executive members is considered a best practice for chapters as it greatly helps spread the workload and can be a strong component of transitions in some situations.
- The chapter is about to enter its first year of consecutive executive leadership. It should utilize this time to refine its operations and develop new areas on a more long term basis.
- The chapter has incorporated ideas and practices related to diversity, equity, and inclusion into its operations. The panel encourages the chapter to continue this and to expand its programming surrounding the topic to better educate its members and the campus as a whole.
- The panel noted that the presenters were clearly very excited to be members of Alpha Omicron Pi. The chapter should work to continue this level of excitement amongst all of its members.
- The panel recognizes that the chapter operates differently than other chapters in some areas. The panel encourages the chapter to continue to embrace being different and to only adopt community norms if they create a stronger and healthier organization.