



**Alpha Tau Omega
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: 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: 0	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: 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
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: 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: 10	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: 15	90% of enrolled in good standing of all members	95% retention	100% retention	95% 4-year graduation rate for members
Ritual Implementation Points: 10	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: 0	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: 0	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: 5	1 communication to parents	Multiple communications with parents	Host educational event involving parents	N/A
Campus Engagement Points: 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 Relations Points: 15	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: 10	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 Fulfill 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: 10	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: 15	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: 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: 50	

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: 57.5	

Community Engagement	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
Points Earned by Chapter: 50	

Organizational Management	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
Points Earned by Chapter: 50	

Overall Rating Scale	
Gettysburg Great	370-500
Above Average	260-380
Satisfactory	140-270
Underachieving	85-160
Unacceptable	0-100
Late Submission Penalty: 20	
Points Earned by Chapter: 207.5-20 = 187.5	

Alpha Tau Omega 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 A. 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 Tau Omega showed that it had pieces of a scholarship plan in place but failed to submit it to Academic Advising for approval. In the future the chapter should take advantage of this resource to find better ways to promote academic success among its members.
- The chapter's GPA decreased by .25 between the Spring and Fall. Additionally, the chapter did not adequately describe a full implementation or enforcement of their academic plan. The chapter should reevaluate its academic plan and find ways to encourage academic success among its members.
- The chapter's financial scholarship program through its alumni board should be considered a best practice among chapters. The chapter gave out over \$10,000.00 in scholarships in 2016.
- The chapter did not attend two academic programs. Given the chapter's size and connection to faculty, the fraternity should find ways to host academic events within the fraternity house in the future.
- The chapter has a very strong connection with its faculty advisor and this relationship should be considered a best practice among chapters.
- The chapter had a strong GPA in the spring semester but it significantly decreased in the fall. This was in part due to the fact that the new member GPA dropped by over .2 as compared to the Fall of 2015. The chapter should put an emphasis on new member academic success moving forward.
- The chapter was able to articulate how its members utilized other leadership positions to improve the fraternity. These lessons came predominantly from athletics. The chapter should also utilize other leadership experiences to inform the operations of the chapter.
- As Alpha Tau Omega is known as the leadership fraternity, the chapter should develop its formalized programming surrounding leadership development for all of its members. Specifically, the chapter should take advantage of both headquarters' programs and the Garthwait Leadership Center on campus.
- The chapter utilized the Center for Career Development both as an organization and on the individual level. Given the chapter's connection with parents and alumni, the organization should utilize them to host a career development program in 2017.
- The chapter attended all required retreats and trainings.
- The chapter utilizes its alumni board as part of its transition process every spring. This should be considered a best practice among chapters.

Member Recruitment and Retention

- The chapter submitted their new member education plan and fully participated in the College's new member education core curriculum.
- As part of the chapter's new member education process, all new member are required to take the Intercultural Development Inventory. This is considered a best practice among new member education programming.
- The chapter initiated 4 men in the spring and 24 men in the fall putting them well above the average new member class size. The panel was impressed by the chapter's conscious decision in recent years to take fewer men that better exhibited the characteristics of what the fraternity is looking for in a member. In the future, the panel suggests that the chapter set firm standards for recruitment to help perpetuate this practice.
- The fraternity retained all of its new members throughout the new member education process.
- The panel was impressed by the chapter's newly re-found passion for ritual. The chapter took significant steps in the fall to bring back ceremonies and rituals that had not been done in some time at Gettysburg College. The chapter did not receive credit for the "Utilization of regular ongoing rituals and ceremonies" however this was due to the chapter not engaging in them in the spring. If the chapter continues its current practices, it will most likely receive full credit for this category in the 2017 evaluation cycle.
- The chapter held a program on sexual assault hosted by their leadership consultant in the spring. In the future the chapter should maintain better documentation of attendance and topics covered at events such as this.
- The chapter maintains the lowest percentage of members without points in the community while maintaining one of the largest fraternity memberships. This indicates that individual members of the fraternity are more likely to engage in College policy violations. In the future, the chapter should employ methods to help dissuade members from engaging in inappropriate individual conduct including altering recruitment standards, continue the work of the chapter's judicial board, and educate members about the impact of one's actions on the community.
- The chapter's new member GPA was higher than the all-sophomore men's in the spring of 2016 but fell .2 below that average in the fall. The chapter should reevaluate its new member scholarship program to better promote academics. Additionally, the chapter should review its national organization's GPA requirements to help determine if someone should receive a bid to the chapter.

Community Engagement

- The chapter discussed sending multiple communications to alumni over the course of the year but only produced proof of one. Knowing that newsletters were made a priority by the chapter's alumni board in 2015, the panel believed that the communications went out but could not give credit without a copy of the newsletters.
- The chapter's alumni board did hold a small reception at the chapter house over Homecoming. In the future the chapter should try to expand this reception to increase alumni engagement with the chapter.

- The chapter has worked to improve its online presence in the past year and is encouraged to continue to do so.
- The chapter hosts many philanthropic events on campus and the panel encourages the fraternity to work with media outlets such as the Gettysburgian or the Gettysburg Times to have articles written about the good work they are doing.
- The chapter discussed completing a significant number of service hours but did not provide sufficient enough evidence that they occurred. In the future the chapter should maintain an excel sheet with the names of its members and the events they participated in.
- The chapter hosted several philanthropic events over the course of the year. The panel was impressed with the education that the members did regarding the cause they support with their dodgeball tournament and the personal connection they have with it through an alumni.
- The chapter sent out a communication for their Family Weekend social. In the future the chapter should find additional ways to communicate with parents such as a letter to the parents of new members.
- The chapter spoke about high involvement but only provided information for members from the spring semester. In the future the chapter should submit materials for all members and for each of the semesters they are being evaluated on.
- The panel commends the chapter for being more involved in conversations around diversity, equity, and inclusion. In the future, the chapter should look to expand its intentional programming beyond the Intercultural Development Inventory and to work with other groups to foster more meaningful and impactful conversations.
- The chapter recorded high attendance at many all-Greek events indicating that they value connections with other organizations. In an attempt to foster greater connections among the fraternities, the chapter should look to co-sponsor an event with another IFC fraternity on campus.

Organizational Management

- The panel was impressed with the improvements the chapter made on organizational risk management in the past year. The chapter saw a more than 90% decrease in alcohol related conduct issues as a result of the chapter's better management of social events.
- In the future the chapter should work with the Office of Student Activities & Greek Life, the Department of Public Safety, and their alumni to host a risk management workshop with the entire chapter to better inform the members about how to properly manage a social events.
- The chapter saw a significant drop in organizational conduct issues but saw an increase in individual conduct including several major incidents. The chapter should continue to work with the Office of Student Activities & Greek Life and their alumni to educate members on the importance of individual responsibility and member to member accountability. The chapter may also wish to work with the Office of Student Rights & Responsibilities to host educational programming on the topic.
- The chapter was not able to present a certificate of insurance at the time of the presentation but has since submitted it to the College. In the future the chapter should plan to submit this certificate earlier to receive credit.

- The chapter submitted its bylaws and discussed the few changes they had made but the panel did not feel that the chapter truly follows all areas of them. In the future the chapter should look to add membership standards to its bylaws and use those as a basis for membership status.
- The chapter applied for many awards throughout the year including their organization's True Merit Award. Additionally, the chapter received the Most Improved Fraternity award in the spring. The chapter should continue to apply for awards to gain recognition on campus and within their organization on a national level.
- The chapter had several life safety violations over the course of the year. The chapter should work with its members to make sure all College residential policies are being followed and internally enforced.
- The chapter discussed that committees existed within the fraternity but could not articulate how they contribute to the fraternity's regular operations. The committee structure outlined by the chapter is a strong one, however the fraternity should focus on implementation and action by those committees in the coming year.
- The chapter's budget was submitted to the office and regular use of the budget was clearly demonstrated. The chapter had its budget reviewed by a member of their alumni board before it was approved. This is considered a best practice for financial management among chapters.

Overall Comments

- The chapter has several best practices integrated in its operations however; it still struggles in some areas of basic operation. The chapter should continue to focus on developing these fundamental aspects of the fraternity in the coming year while continuing to operate at a high level in the areas where they already excel.
- The chapter missed several opportunities to receive points due to lack of documentation. In the coming year the chapter should work with the Office of Student Activities & Greek Life to discuss proper types of documentation. Additionally, the chapter should more regularly submit documents to the Dropbox rather than submitting most of them in November.
- Alpha Tau Omega is known as the Leadership Fraternity however, the chapter did not discuss much about how the organization is helping its members develop leadership skills. In the coming year the fraternity should look back to its core values to help develop a brand around leadership training and developing strong leaders for the campus and for the greater community after graduation.
- The chapter saw significant individual member conduct, particularly in the fall semester. The chapter should redouble its efforts to hold members accountable for their actions and to proactively educate members on why they should hold themselves to a high standard of conduct.
- The chapter has a strong presence on campus through both its size and its social standing. The panel agrees with the chapter that it also could be well known for the great philanthropic work it does, if it was better publicized to the greater community. The chapter should make publicizing its good work a priority in the coming year to add to enhance its brand as a fraternity.
- The chapter saw a significant decrease in GPA in the fall causing the chapter to lose many point opportunities through the Evaluation. The chapter should work with the

Office of Student Activities & Greek Life and their faculty advisor to find better practices and programs that can enhance the academic success of its members.

- The chapter has a strong core group of alumni who are heavily involved in the chapter. The fraternity should continue to foster this relationship and work to expand the number of alumni who are engaged. The chapter's work with newsletters is a good start and can be the beginning of a more robust alumni engagement plan.
- The chapter has seen significant improvements over the course of 2016 and is to be commended for the many improvements it has made. The panel believes the similar efforts to improve could yield large gains for the fraternity in 2017.