



## **Chi Omega Evaluation Report**

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: 10	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> <b>SP'16: 3.36</b> <b>Fall'16: 3.33</b> Points: 10	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: 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
<b>Career Planning &amp; Networking</b> Points: 5	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: 17	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: 15	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: 10	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: 7.5	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: 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)
<b>Alumni Relations</b> 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
<b>Public Relations</b> 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
<b>Community Service</b> 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
<b>Philanthropy</b> Points: 12.5	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: 15	1 communication to parents	Multiple communications with parents	Host educational event involving parents	N/A
<b>Campus Engagement</b> Points: 10	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: 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
<b>Inter-Greek Relations</b> 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

<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: 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
<b>Judicial Record (Organizational and Membership)</b> 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
<b>Insurance Obligations Fulfilled</b> 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
<b>Governing Documents (Bylaws and Constitution)</b> 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
<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: 72</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: 65</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: 57.5</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: 87.5</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: 282</b>	

### Chi 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 Chi Omega. 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

- The chapter's scholarship plan is properly being implemented within the chapter and the panel was glad to see that the chapter's GPA meets or exceeds the All- Women's GPA. The panel hopes that the chapter will continue to ensure the scholarship plan is implemented so the chapter's GPA can further improve. Each semester, the chapter was within 0.02 of the All-Women's GPA, and the chapter saw a slight decrease in the Fall (3.36 to 3.33).
- The chapter has Chloe Ruff, Education, serving as their faculty advisor. The chapter has done a great job beginning to integrate Professor Ruff into their organization. As a relationship has begun to form, the chapter would do well to work with Professor Ruff to coordinate academic events to help sustain or increase their GPA.
- The panel was impressed with the involvement of the chapter in leadership positions across campus. The chapter should continue to encourage members to assume these roles.
- The chapter should strive to engage more with the Center for Career Development. Career Development is an important aspect when preparing one's self for life after college. By attending programs hosted by the Center for Career Development and utilizing Career Development individually, the chapter will better prepare their members for their steps after graduation. This year, 74% of members were reported as utilizing Career Development in an individual capacity. Through a small amount of additional engagement, the chapter can reach the 75 percentile to earn points.
- HQ transition resources were utilized by the chapter. The panel viewed Chi Omega's 3-year membership development plan as a best practice, helping sisters in each year of their college experience. As stated last year, the panel was glad that the chapter was utilizing these resources and hopes that, in the future, they will reach out to other chapters on or off campus to engage in conversation.

#### Member Recruitment and Retention

- The chapter submitted their new member education program on-time and Erin Wolfe verified that all new members were initiated. The chapter had 100% participation in core new member education, but did not attend the hazing prevention program sponsored in the Spring.
- The chapter was not found responsible for any recruitment violations in 2016. The chapter's written recruitment plan was submitted by Spring Break for the following fall. This year, the chapter struggled more than usual during the last few nights of recruitment. However, the chapter is commended for their work with the Office of Student Activities and Greek Life and their effective continuous open bidding (COB'ing) which resulted in the chapter meeting quota and total. The panel recommends the chapter take time in the Spring to consider why these challenges occurred to find new solutions or initiatives to maintain their high recruitment skills.
- The chapter had 100% retention throughout new member education.
- The chapter's advisors attended initiations, chapter, and all other ritual-based events to ensure that ritual and initiations were done correctly and on time. The New Member Educator taught weekly lessons at chapter about the ritual, and workshops were held for the entire chapter before rituals to practice and inform newly initiated sisters. The panel encourages continued

attention to the ritual and is extremely pleased that the chapter has been utilizing regular ongoing rituals and trainings.

- The chapter submitted documentation regarding Greek Life EDU and a Spring workshop on wellness and well-being in stressful times.
- An area for improvement for the chapter is member accountability. The chapter has three women with 4 or more points, the most of any organization on the campus.
- The chapter's new member GPA this Fall was exactly 0.1 below the All-Sophomore GPA and they saw a 0.12 decrease from the previous Fall. The chapter has shown their dedication to academics for their general chapter, but may benefit from looking at ways to help new members to be increasingly academic successful their first semester.

### Community Engagement

- The chapter hosted two principle alumni events throughout the year, which include a networking event in New York City, an annual Eleusinian Banquet, and a brunch during Homecoming Weekend. Alumni relations and engagement are important to a chapter's success so the panel was glad that the chapter continued to host and engage alumni throughout the year. This year, the chapter had not yet hosted their annual Chi Omega/Phi Delta Theta Networking Event. The panel hopes to see this event return.
- The chapter has a strong online presence through the use of Facebook, Tumblr, and Instagram accounts. These platforms are regularly used to highlight chapter members and to promote philanthropic efforts. The chapter was recognized by the local Make a Wish Harrisburg Branch, but did not have a second article needed to earn 10 points. For the future, the panel recommends reaching out to local publications to inform them of the great work that the chapter is doing. The chapter excels in philanthropic events and the panel believes that these events should be shared and highlighted.
- This year, the chapter listened to the panel's recommendations of last year and submitted a Google Document which displayed the service hours for each member. This allowed for greater accounting for this process.
- As mentioned earlier, the chapter excels in philanthropic events. Their main event, Chi O Night Live, drew a large audience and raised donations for the Make-A-Wish Foundation. Due to the chapter's success in fundraising for this organization, they are now considered a "wish granting" chapter, which means that they are able to use their donations to grant a particular wish for a child. Outside of Chi O Night Live, the chapter also co-sponsored three other philanthropic events during 2016. It was clear to the panel that the chapter takes great pride in the work that they are doing to raise donations for the Make-A-Wish Foundation and the panel looks forward to seeing the chapter increase their donations even more. The chapter should be extremely proud of their ability to be a wish granting chapter.
- The chapter communicated with parents multiple times throughout the year via mail, email, and online. Additionally, the chapter once again hosted a Parent's Educational Event during Parent's Weekend to educate parents on the chapter and the Make-A-Wish Foundation. This is a great event the panel hopes to see continued.
- The chapter is actively engaged on campus in a variety of different ways. As with last year, the documentation provided to the panel showed that 91-95% of the members were involved in at least one campus organization outside of the Greek community. The panel believes that the chapter can easily reach the 96-100% mark by encouraging members to engage in organizations outside of the chapter. This outside engagement gives members a way to contribute to the collegiate community and gain valuable skills and experiences that they can use in their time with the chapter.



- One area in which the chapter struggled with documentation related to Inter-Greek relations. Although the chapter spoke to events they attended and co-hosted, no attendance sheets were provided to verify 60% attendance. This is an improvement the chapter can easily make next year.

### Organizational Management

- The chapter submitted a risk management plan and has demonstrated that it is being implemented. 93% of the chapter completed their national risk management training this fall. The panel appreciated the chapter's dedication to getting more than the 85% required per Nationals.
- Once again, individual members of the organization were involved in judicial incidents. As stated previously, Chi Omega would benefit from critically looking at the ways they hold their chapter members accountable to the standards of the organization.
- This year, the chapter submitted their insurance certificate and completed all redaction education sessions.
- The chapter has continued their focus on recognition for achievement. They applied for, and received, multiple awards through Gettysburg College. Members of the chapter have also been recognized on campus through multiple awards including the Linnean Award and Sportsmanship Award, just to name a few.
- Every member of the chapter is required to be a member of a committee and demonstrated how the committees operated.
- The chapter was able to speak to example rationale for bylaw changes as well as budgetary review and voting. The President and Treasurer also completed financial training.

### Overall Comments

It was clear through the written documents and presentation that Chi Omega is excelling in many areas and is looking to improve even further. The chapter has shown great consistency between years in maintaining the areas in which they are strong. However, similarly, many of the challenges or areas for improvement were maintained as well. The panel recommends that the new officers start to resolve the few weaknesses presented in this evaluation early in the year, so that they are not overwhelmed at the end of the fall semester. By doing so, the panel is optimistic that the chapter will be able to achieve Gettysburg Great in categories in which they fell short.

The chapter did well in every category, but would benefit from focusing on community engagement in the upcoming year. This was the only area they scored satisfactory. Suggestions for ways to achieve this relate to additional individual engagement in organizations outside of Chi Omega, social justice discussions, and participation in a semester-long service project.

The panel commends the chapter for their honesty in the presentation. Although the chapter has a strong ritual program, the chapter acknowledged this as an area they can improve. The chapter would do well to address this with their visiting consultant in the Spring, participating in a workshop to determine ways to improve ritual knowledge and engagement.

The section of the presentation that impressed the panelists the most was Chi Omega's success with their philanthropic events. Not only did Chi Omega raise a large amount of donations, but they held successful events, and were genuinely excited and passionate about their efforts. The panel was impressed with Chi Omega's dedication to making Chi O Night Live inclusive to the whole campus and a positive representation of their organization. Next year, the chapter may benefit from reaching out to other organizations earlier, either for organizational or individual participation to truly make the event inclusive. In addition to Chi O Night Live, the panel was amazed at the amount of philanthropic events

that Chi Omega co-sponsored throughout the year. The panel looks forward to seeing Chi Omega succeed in their relationship with the Make-A-Wish Foundation and providing more wishes for children in the future.

Although the chapter saw challenges in the formal recruitment process, they are to be commended for their adaptation to the continuous open bidding process, a process new to them. The chapter was able to easily recruit additional members, a testament to their recruitment skills and to their positive perception on campus. This year, the chapter did not see a new member GPA increase as they had last year. The chapter should strive to continue creating an academically supportive environment, especially for their new members.

As stated last year, Chi Omega can improve drastically in a few areas, namely in the academic events, citizenship/social justice programming, and career planning. Academic events help to expand members' minds in subjects that they may not be studying at the College. The chapter should make every effort to both co-sponsor academic events throughout the year, and to attend academic events sponsored by other organizations. Members of Chi Omega are heavily involved in co-curricular activities on campus with whom the chapter could partner to sponsor these academic events. Social justice events and programs should also be explored as these conversations can help build awareness and advocacy for social justice topics. The Center for Public Service and Diversity Peer Educators are just two of the groups on campus with whom the chapter could partner.

The panel would also like to thank the chapter for the wealth of material submitted prior to the presentation. The included write up and organized presentation allowed the panel to easily understand what was achieved without the need to ask probing questions. The selection of presenters was also effective as each presenter was knowledgeable and able to articulate all aspects of their roles. The panel is excited to see how the chapter continues to grow and improve in the future.