



Delta Gamma Evaluation Report

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 SP'16: 3.37 Fall'16: 3.24 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: 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: 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.)

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: 15	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: 7.5	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) Points: 12.5	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 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)
Alumni Relations 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
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: 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
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: 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: 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: 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: 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: 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
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: 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: 34.5	

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: 67.5	

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

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

Overall Rating Scale	
Gettysburg Great	370-500
Above Average	260-380
Satisfactory	140-270
Underachieving	85-160
Unacceptable	0-100
Points Earned by Chapter: 252	

Delta Gamma 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 Delta Gamma. 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

- For the third consecutive year, the chapter received the minimum points for scholarship plan. The committee encourages the chapter to work with Academic Advising in the upcoming year to ensure the plan covers core components and provides specific tools and plans to support sisters, rather than solely discussing incentives. The chapter would also benefit from setting goals each year within their academic plan.
- The chapter attended two events, Financing Terror and a Smart Women Securities Seminar with 60% of membership present.
- The chapter acknowledged a lack of interaction with their faculty advisor, Bennett Bruce, citing a miscommunication post membership review. The panel encourages them to focus on re-engaging Mr. Bruce as he can serve as a strong resource in helping the chapter improve and maintain their GPAs.
- The chapter was able to successfully exceed the All-Women's GPA (3.37/3.34) in the Spring; however, their term GPA saw a decrease in the Fall (3.24/3.31). The chapter would benefit from critically looking at what was different between the two semesters to determine best practices for their members.

Member Recruitment and Retention

- The chapter received full points for new member education through the submission of their program, participation in new member core curriculum sessions, and attending a college-sponsored hazing prevention program. The committee commends the chapter for this success.
- The chapter was found responsible for one recruitment violation, preventing them from otherwise earning full points in the recruitment data category.
- The chapter retained 95% of its members and saw great success in their training program. All new members successfully passed their initiation exam on the first try.
- The chapter was able to articulate how they have integrated ritual and ceremonies within their organization on a regular basis.
- The chapter did well within the wellness, health, and safety category with no member with more than four points, and narrowly received the bonus points with 80.25% of members without points.

Community Engagement

- In continuation from 2015, the chapter showed dedication to strengthening alumni relations including Homecoming and Founders Day activities.

- The committee commends the chapter for their clear division between philanthropy and service and their dedication to both. In the future, the panel asks the chapter provide breakdown of hours per member to better report if required hours occur per member.
- The chapter also continued their dedication to local and national organizations including the Susquehanna Service Dogs, Service for Sight, and Survivor's Inc. both as a single chapter and through co-sponsorships with a few fraternities. The committee recommends co-sponsoring an event with a new organization, such as a non-Greek organization or a sorority.
- The panel was glad to see the chapter's parent initiatives continued this year with a Senior Event and Family Weekend event. The committee views these events as best practices for the chapter, incorporating the parents of seniors in showing appreciation for chapter members. Next year, the panel would appreciate stronger documentation of correspondence with parents and alumnae.
- A continued area for Delta Gamma to focus in 2017 is its connection with the larger campus community. Campus engagement and citizenship/social justice both were missed standards for the chapter this past year. As fraternities and sororities are called on to demonstrate their value-added to the campus, these standards are critical for showing alignment and connection to the larger campus community.
- The chapter was missing attendance documentation relating to inter-Greek events, preventing the panel from verifying 60% attendance.

Organizational Management

- In a number of categories, the chapter did a great job submitting documentation of its foundational materials, such as the budget, bylaws, and social event management plan. However, while the chapter could articulate their use of the budget, they struggled to articulate the rationale for any bylaw amendments.
- The chapter applied for, and received the Patricia Peterson Danielson Award, Sorority Woman of the Year, and Outstanding Philanthropy Events awards.
- The chapter has a strong committee, or crew, structure with high member involvement. The panel was impressed by the structure and usage of the crews and view these as a Delta Gamma best practice.

Overall Comments

The panel appreciated the chapter's upfront acknowledgement of their challenges in the Spring, their Report to Council Status, and what they've learned from the process. We are hopeful that they take the information learned and put it towards strengthening their areas of improvement. Overall, the chapter did well in preparing their presentation and submitting materials prior. However, the chapter failed to submit some documentation such as attendance sheets. The inclusion of these next year will lead to the chapter gaining a fair amount of points.

As stated in 2015, Delta Gamma continues to have a strong academic performance, but the committee believes there are some tremendous opportunities for the group to more fully commit to its intellectual and scholastic efforts. This is a group of women who has shown the ability to get good grades without much structure, but the committee believes the chapter's academic standing could be stabilized, and further enhanced with a stronger academic plan, and cultivating more intellectual efforts at a chapter level. Now that the chapter has found a faculty advisor, they need to engage Professor Bruce and utilize his knowledge and support.

The committee commends the chapter for its new members' academic performance in 2015, as well as the chapter's adherence to the new member program. The committee recommends that the chapter continue reinforcing that accountability is not just a message during the new member semester, but a continual priority for all chapter members. The panel hopes that the chapter will continue growing the use of its standards board in future semesters. While new member GPA was not far below the sophomore women average, this is an area that chapter can strengthen. The panel recommends the chapter take a critical look at ways they can better support new members so the members flourish.

There are many areas that the chapter should be proud, and is to be commended, in 2016. These include their efforts in new member education, community service, philanthropy, and alumnae relations. There is a great senior program involving their parents, and strong core organizational components. However, most people on campus are unaware of many of these efforts. The committee reiterates its challenges for Delta Gamma from 2015, for the chapter to grow its initiatives, and engage the College community in 2017. This could come in the form of attending academic events; getting involved in additional co-curricular activities; and utilizing the standards board to ensure its members are living up to its standards of social responsibility. The panel also recommends chapter leadership begin submission of materials earlier, decreasing the workload in the Fall, and helping to ensure all needed documentation is submitted. There are many things to be proud of, and the panel hopes that Delta Gamma has learned from their Report to Council Status and will continue to grow and improve.