



**Lambda Chi Alpha
Fraternity/Sorority Annual Evaluation Process
Gettysburg College**

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: 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: 5	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: 3.05 Fall'16: 3.22 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: 0	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: 6	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.) (1 Point)

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: 2.5	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: 15	90% of enrolled in good standing of all members	95% retention	100% retention	95% 4-year graduation rate for members
Ritual Implementation Points: 5	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: 2.5	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: 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: 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
Parent Relations Points: 10	1 communication to parents	Multiple communications with parents	Host educational event involving parents	N/A
Campus Engagement 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
Citizenship/Social Justice Program 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
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: 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 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: 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
Awards Points: 2.5	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: 0	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: 23.5	

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: 40	

Community Engagement	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
Points Earned by Chapter: 35	

Organizational Management	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
Points Earned by Chapter: 55	

Overall Rating Scale	
Gettysburg Great	370-500
Above Average	260-380
Satisfactory	140-270
Underachieving	85-160
Unacceptable	0-100
Points Earned by Chapter: 153.5	

Lambda Chi Alpha 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 Lambda Chi Alpha. 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

- Pieces of the scholarship plan were submitted, but it was not approved by Academic Advising. These are points the chapter can easily earn next year.
- The chapter described attending a Ron Paul academic event as well as an Eisenhower Institute panel; however, no documentation was provided to show 60% attendance.
- The chapter has Tim Good, Physics, serving as their faculty advisor. Similar to previous years the chapter has a great opportunity for a strong relationship with their advisor which is currently not being utilized.
- The panel would like to commend the chapter for incredible improvement this semester in the chapter GPA. The past semester was poor which led to the lack of points awarded. However, this semester, the chapter surpassed all comparison groups (all-men, Greek, student, and fraternity averages).
- Chapter has a high level of members in leadership roles in other organizations, but was unable to articulate how their involvement influences their leadership style within Lambda Chi Alpha.
- Unlike the previous year, this year, the chapter did not report regular engagement with the Center for Career Development.
- The chapter received points for attendance at all required officer trainings; however, they did not complete the rest of the category, points received last year.

Member Recruitment and Retention

- **As the chapter was unable to recruit in the Fall, all of these statements are based on the Spring semester.**
- The chapter submitted and had approved their new member education program by the deadline. In improvement from last year, they also had full participation in the core new member curriculum.
- The chapter did not submit a written recruitment plan by Spring Break. Recognizing this is something the chapter is currently working on, the panel is confident in their ability to earn these points next year.
- The chapter retained 100% of their new members through the new member education process.
- While the chapter's initiation occurred on time, they were unable to articulate any ongoing trainings regarding ritual or the utilization of ritual on an ongoing basis.
- Although a Fire Safety event was scheduled, it did not occur.
- The new member GPA for the Spring was a 2.87, compared to the all sophomore men average of 2.92.

Community Engagement

- Although the chapter noted strong engagement with their High Pi, Bryant Papas, and Fran Cannon, they detailed little example of engagement with other alumni. When asked specifically about newsletters or emails to alumni, which a panelist receives, they stated they did not do any on a regular basis.

- The chapter had a strong event over Homecoming Weekend to celebrate their 100th year, with over 100 alumni in attendance. However, as the chapter did not demonstrate communications were sent out twice a year, they were unable to receive points for this accomplishment.
- Instagram showcased a positive, online presence. However, this site appears to have the potential for greater usage. The panel did not mention a Twitter page which the panel found to be updated on an occasional basis. The panel also recommends the chapter review their Facebook page which has not been utilized since 2015 to determine if the page is best kept active.
- As stated in the Academic Achievement section, the chapter failed to provide documentation of their work such as in regards to community service hours.
- The chapter was unable to host Jake's Sake, their traditional philanthropy event, but instead held a watermelon bust. In the future, they noted that they plan to host a pasta drive and a toy drive. The panel recommends that the chapter look at philanthropic events in which an educational component can be easily added, such as adding a speaker to talk about the cause.
- The chapter is able to provide verbal examples of types of notifications sent to parents; however, the panel asks to see copies of some emails that are sent out in the future.
- One of the chapter's greatest strengths is their members' involvement in other organizations. Their presence in these other groups provides a great opportunity to recruit.
- Darrien Davenport, Executive Director of the Office of Multicultural Engagement, hosted a session on recruiting individuals from diverse backgrounds; however, once again, documentation of attendance was not provided.

Organizational Management

- This area was the chapter's strongest, with documents submitted, helping the panelists to easily recognize the chapter's accomplishments.
- The chapter submitted a crisis management plan, but were not able to articulate how it is utilized.
- The chapter is working on improving their usage of their bylaws such as through having every executive board member read and understand their governing documents.
- Individual members received awards, but the chapter did not speak to any organizational awards for which they applied.
- The chapter explained how they are increasing usage of committee structures to share the workload.
- The panel commends the chapter for their honesty in recognizing previous challenges regarding the transparency of their budget, as well as the intentionality of improving tracking of expenses.

Overall Comments

The committee recognized the unique position of the chapter especially post-membership review. However, while recognizing the challenge, panelists felt the chapter utilized the membership review as an excuse rather than looking to what was accomplished in the Spring or as a motivation tool to improve in the Fall. This, coupled with the lack of documentation, and the limited information presented to the panel, led to the overall classification of underachieving.

The academic successes of the chapter this semester and the strong documents submitted in the organizational management category show the great potential for the organization. For next year, the panel recommends the use of a visual presentation to help guide the chapter in sharing pertinent information. They also suggest the use and early submission of documentation, such as attendance

sheets from events. The chapter's extensive involvement in outside organizations serves as a strong tool which can be further utilized, such as through integrating learned skills to better the chapter or for use in the recruitment of new members.

The committee would like to commend the chapter for the information provided and the strong organizational management basis the chapter is working on. Utilizing this information, the officers should be able to build on this year's success to further enhance the overall success of the chapter.