



**Phi Delta Theta Evaluation Report
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: 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 SP'16: 3.02 Fall'16: 2.75 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: 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: 5	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: 10	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: 0	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: 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: 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: 17.5	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: 15	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: 0	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: 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: 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 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: 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: 5	No major life safety violations	No life safety violations in any personal rooms or common areas	N/A	N/A
Organizational Structure Points: 10	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: 15	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: 38.5	

Member Recruitment and Retention	
Gettysburg Great	80-105
Above Average	55-79
Satisfactory	30-54
Underachieving	15-29
Unacceptable	0-14
Chapter earned 25 Points, but lost points for hazing	
Points Earned by Chapter: 14	

Community Engagement	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
Points Earned by Chapter: 52.5	

Organizational Management	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
Points Earned by Chapter: 65	

Overall Rating Scale	
Gettysburg Great	370-500
Above Average	260-380
Satisfactory	140-270
Underachieving	85-160
Unacceptable	0-100
Points Earned by Chapter: 170	

Phi Delta Theta 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 Phi Delta Theta. 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

- As stated in previous years, the chapter's relationship with its faculty advisor, and new brother, remains a best practice within the community. Having a tremendous resource on campus to provide support to chapter leadership is a great asset to the organization. Making sure that the incoming officers maintain this connection will be important in the transition process.
- For the third year in a row, the chapter has presented pieces of a scholarship plan, but has not submitted it for feedback and approval to Academic Advising. In the future, the panel would like to see more pieces of the scholarship plan.
- The Fall semester saw a decrease in GPA's, both within active members and new member averages. While recognizing the challenges of the investigation at the end of the Fall semester, this is an area the chapter would benefit from focusing on in the upcoming year.
- For the second year in a row, the chapter missed an opportunity in Career development, the alumni event with Chi Omega. The group spoke to plans to host the program over Winter Break, potentially with a change in location.
- The chapter displayed a strong officer training program, focused on setting achievable goals and then reviewing progress throughout the semester.

Member Recruitment and Retention

- The chapter submitted and had approved their new member education program by the deadline, but failed to have full participation in the core new member curriculum during the fall semester. The core curriculum participation is an expectation that could negatively impact the chapter's ability to receive their full request for new member education in future years.
- The chapter was not found responsible for any recruitment violations. While the chapter exceeded quota in the Fall, they struggled to recruit in the Spring.
- The chapter participated in a fire extinguisher training which qualified as a wellness, health, and safety program. This was an improvement from 2015.
- In the Spring, the chapter's new member had a GPA above the All-Sophomore GPA; however, the chapter struggled in the Fall and saw a dramatic decline. As stated in 2015, working with Academic Advising to create a sophomore-specific academic program could be a good strategy for reducing this trend.
- As the chapter was charged and found responsible for hazing, the chapter is only able to receive a max of 14 points for the section. As the points earned would have totaled 25, they were awarded the max amount.

Community Engagement

- The chapter reported a multitude of examples of strong engagement with the Chapter Advisory Board; however, reported weaker engagement with other alumni.
- Engagement with alumni occurred primarily through a Facebook page which the chapter has since reported closed. The panel recommends finding additional forms of communication such as email, letters, etc.
- The chapter was successful in their public relations this year with an article in the Scroll and on coed.com. However, the chapter could increase their success through engagement in media sources not directly associated with the fraternity or articles written by Gettysburg College graduates. The panel recommends following-up with the Gettysburgian before and events to promote media coverage on a local level as well as submitting news releases to the local newspaper.
- The chapter estimated 6-8 hours of community service a member each semester, but did not provide documentation for verification. Event information was provided for work with the Adams County Youth Services.
- Philanthropy continues to be a strength of the chapter with their three events this year: ALS Basketball Tournament, Haunted Mansion, and Women's Fashion Event. The panel's recommendation is to find ways to include education on your supported causes.

Organizational Management

- Crisis management plan was submitted on time.
- Chapter submitted bylaws, but was not able to speak to any updates.
- Chapter applied for awards including Gettysburg Fraternity President of the Year, Sophomore and Senior Man of the Year, and Mussleman Scholarships. Pat Belding was awarded the President of the Year Award. The panel hopes the chapter will continue to apply for awards as a motivation and recognition tool for its members.
- Chapter submitted a budget which they were able to speak to. The panel recommends a second page breaking down how the budget was spent, ensuring strong financial management and assisting in consistency for chapter event planning from year to year. The chapter participated in a fidelity financial management training.

Overall Comments

The panel would like to commend the chapter on their large participation in the presentation. The chapter spoke to a great wealth of initiatives and organization within the chapter. However, the chapter struggled in submitting documentation of attendance or the documents discussed in the presentation. Through the submission of these documents next year, the chapter should see a great increase in their overall scoring.

The panel recognizes the Fall semester was unusual due to the hazing investigation occurring. However, the overall scoring for the 2016 evaluation process saw a dramatic decrease from the 2015 process. In 2015, the chapter was encouraged for the leadership team's outstanding job in setting goals and holding members accountable, a task that did not appear as effective this year. It is recognized that the chapter was limited in their ability to earn points in the Member Recruitment and Retention category, but the declines were present in each category.

The chapter has showcased their ability to have strong organizational management, such as through their goal setting, and the strong support of the Chapter Advisory Board as well as their faculty advisor. The panel encourages the chapter to utilize these resources to continue motivating members and holding them accountable. The committee would like to commend the chapter for the wealth of information provided in advance of the presentation.