



**Phi Gamma Delta 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: 17.5	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: 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: 3.01 (3.09 men) Fall: 2.84 (3.00 men) 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: 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: 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
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.)

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: 0	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: 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 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: 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: 10	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: 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: 10	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: 12.5	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: 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
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: 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: 5	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: 33.5	

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: 45	

Community Engagement	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
Points Earned by Chapter: 57.5	

Organizational Management	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
Points Earned by Chapter: 67.5	

Overall Rating Scale	
Gettysburg Great	370-500
Above Average	260-380
Satisfactory	140-270
Underachieving	85-160
Unacceptable	0-100
Points Earned by Chapter: 203.5	

Phi Gamma Delta 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 Gamma Delta. 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

- Devin McVeigh took ownership for the Academic Support Plan last spring, and clearly took pride in producing a document to help the chapter. The committee believes there needs to be more support within the chapter to fully utilize that document and positively impact members' academic success.
- The chapter has worked well with the Center for Career Development in utilizing a great resource of alumnus Andrew Barclay. The committee hopes to see the chapter build new relationships knowing that Andrew is no longer working for the College.
- Phi Gamma Delta has a new faculty advisor in Jeff Williams, and there appears to be a great deal of enthusiasm from both parties to build a strong relationship. Given the chapter's academic struggles over the past several years, the committee believes this a great opportunity to engage the members more fully with the academic curriculum.
- The chapter GPA showed good improvement in the spring semester, but regressed this fall.
- Chapter representatives were able to articulate that they had involvement with other areas on campus, such as tennis team captain and serving on the Student Conduct Review Board. The panelists struggled to hear how the chapter was utilizing the learning from those experiences and applying those lessons in the chapter.
- Phi Gamma Delta has a strong model of utilizing alumni expertise to host planning sessions and retreats with chapter members. The committee encourages the chapter to continue utilizing those resources in the future.
- The chapter submitted the headquarters manual for transition programs, but did not demonstrate when or how these materials were utilized to complete a transition program.
- There are several areas in which the chapter is achieving higher requirements for the evaluation, but not successfully completing the baseline criteria. These areas present great opportunities for increases in the chapter's score.
- Generally speaking, the committee encourages the chapter to fully commit to engagement with intellectual programming and coursework. Some individual members are succeeding at a high level, and there are several men connected to the Eisenhower Institute, but there does not seem to be buy-in across the organization to make this a consistent priority.

Member Recruitment and Retention

- The committee thanks the chapter for its candor as it relates to initiation ritual implementation. The chapter discussed the use of the ceremony for the first time in several years this past fall semester, and the surprising buy-in from members to participate. Incoming chapter leadership is strongly encouraged to continue making this a priority moving forward.
- A best practice for the chapter is its graduate trustee involvement in the new member education process. Jack Bream made sure to be a regular presence at new member education programming, which helped to ensure necessary educational components were being achieved.
- The chapter sponsored a hazing-prevention speaker in the spring semester that was open to the campus community. The committee appreciates the chapter's efforts to coordinate this event

and hopes they will work with other chapters to continue hosting similar educational programs in the future.

- Despite an overhaul of the new member education program this semester, the chapter's new members still struggled academically this fall. Chapter leadership is encouraged to talk with the sophomore class about how they can better support new members in future years, particularly during that first semester of membership.
- Panelists would recommend the chapter to have conversations about how their individual members' conduct reflects on the chapter as a whole, and continue finding ways to hold members accountable internally through the judicial board to hopefully promote good citizenship in the greater campus community.
- An opportunity to carry forward lessons from spring 2016 would be to utilize the Brotherhood Chair to continue finding ways to bring members together through events that do not involve alcohol.

Community Engagement

- The Xi Chapter of Phi Gamma Delta has a tremendous connection with its alumni. There is an active presence with its alumni volunteer board and regular gatherings on Homecoming, Reunion Weekend, and at the annual Pig Dinner. This continual involvement is a strength of the chapter.
- The committee recommends that the chapter create a strategy for better utilizing its online presence. Panelists noted that the FIJI local website has not been updated since 2014.
- One of the biggest limitations on the chapter's success in Community Engagement was proper documentation of chapter efforts. In the areas of Community Service, Campus Engagement, and inter-Greek Relations, there were questions among the panelists about final point determinations because of limited information in the submitted documents that did not support what was shared in the presentation.
- The committee recommends that the chapter continue to diversify its involvement on campus. Many of the current areas of involvement are organizations that primarily, or at least significantly, are comprised of other FIJI members. Finding new ways to connect with the great campus community will help to increase the pool for recruitment, and help further integrate the organization into the College and improve its perception.

Organizational Management

- The chapter's use of the judicial board and other internal accountability efforts has improved over the past year, but still remains an area for improvement moving forward.
- The chapter created a true committee system that was implemented during the spring semester. There was less discussion about how it was used in the fall semester, but the committee believes this was an important step to expand involvement for members.
- Organizational development was the primary focus coming out of last year's evaluation process, and the chapter more than doubled its score in this section in 2016.
- While the impetus for creating a stronger connection with headquarters came from conduct issues, the chapter has built relationships with its executive director, consultants, and various staff members from the international organization. Participation in fraternity conferences and trainings will enhance this connection and result in an easier implementation of fraternity values and mission on the local chapter level.
- The chapter reviewed and overhauled its foundational governing documents, which is an important step in building them into the fabric of the organization, and ensuring that there is a transparent set of processes and policies through which the fraternity will function. The panel challenges the incoming officers to review these documents and determine ways that they can truly utilize the standards put forth in those documents to hold members accountable.

Overall Comments

- Phi Gamma Delta continued to put into place a number of foundational pieces in 2016. A great deal of progress was made in the spring 2016 semester, and improvements in new member education were particularly noteworthy in the fall. The committee believes these foundational pieces can serve as a launch point for continued growth in the future.
- The chapter was tasked with a sweeping overhaul of nearly every functional area within the fraternity after last year's evaluation. The committee recognizes that the chapter had to make decisions about which areas to focus its efforts, but hopes it will strategically review its operations again this year to identify the next steps for improving the organization.
- The chapter did a much better job processing and communicating lessons learned over the past year than their predecessors.
- The panel encourages the chapter to engage the various chapter representatives in attendance at the presentation a bit more in the conversation. While the discussion felt very natural because of the informality, panelists also recommend refining the presentation in advance.
- Improved documentation throughout the year will help the chapter significantly in future evaluations. There were several occasions throughout the evaluation process this year that points were lost from lacking supporting documents to validate claims in the presentation.