



**Sigma Chi**  
**Fraternity/Sorority Annual Evaluation Process**  
**Gettysburg College**

Updated 2016

Academic Achievement and Intellectual Engagement				
Criteria	5 pts	10 pts	15 pts	Bonus Points (1-5)
<b>Academic Support Plan</b> 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	<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: 17.5	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: 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
<b>GPA</b> S: 3.15 F: 3.12 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: 10	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: 15	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: 20	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: 15	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: 15	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: 10	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: 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
<b>Public Relations</b> 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
<b>Community Service</b> 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
<b>Philanthropy</b> 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
<b>Parent Relations</b> Points: 10	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: 15	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: 17.5	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

<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: 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
<b>Judicial Record (Organizational and Membership)</b> Points: 12.5	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: 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
<b>Governing Documents (Bylaws and Constitution)</b> Points: 20	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: 102</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: 87.5</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: 100</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: 107.5</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: 397</b>	

## 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. The notes included in the remainder of this report contain direct feedback from the 8 panelists serving on the committee for Sigma Chi. 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

- The scholarship plan was submitted to OSAGL and academic affairs. It was clear to the committee that the chapter had fully implemented the plan and was following through with all provisions as they were outlined.
- The chapter attended multiple events as well as collaborated with several professors on campus this past year. The chapter attended Professor Cisney's event in the spring based on the film *Fight Club*, and Professor Bloomquist event in the fall where they also invited parents. At the end of the semester, the chapter co-sponsored an event with Professor Hakeem Williams the night of their evaluation presentation on Intersectionality and its impact in North America.
- The chapter regularly meets with their faculty advisor Jennifer Bloomsquist and invites her to attend a variety of events. She was most recently a judge for the chapters chili cook-off.
- The chapter continues to hold themselves to a high standard of academic achievement. They continue to meet or exceed the all-male GPA on campus and for those members who fall below the chapter accepted threshold there is a clear-cut plan to get them back on track.
- The chapter clearly showed evidence that they provided leadership opportunities and development for their members. They failed to provide evidence of a three-year member plan and how that has been implemented with the chapter. They began scrapping the surface with the Preparation for Brotherhood new member program, but it just missed the mark for points. This should be an area of focus for the chapter looking forward to next year.
- This was a clean sweep for the chapter. They clearly recognized Career Planning as an area of development for them from last year. They have a student liaison and 60% of the members attended a program this year. They also had 75% of their members utilize the center in an individual capacity and they worked with alumni and parents to host a networking event in NYC.
- It was obvious to the committee that the chapter places a large amount of importance on transitions. It is essential that the chapter continues to do this as they are rapidly growing, specifically this fall when they doubled in size. The committee would also recommend that they continue to work with Andy Hughes in the GLC to have strategic planning workshops and to follow through on actions items outlined.

### Member Recruitment and Retention

- The chapter embraced their HQ's new member education program without missing a beat, however they failed to submit evidence that they participated in a college sponsored hazing prevention program.
- The chapter continues to show extraordinary strength in this area as evidence by continuing to grow and exceed the previous year's numbers. This fall semester they have taken one of their

largest new member class', which effectively doubled their membership size making them the largest male chapter on campus.

- The chapter continues to show 100% retention of their new members through their educational process.
- The chapter continues to show excellence in their ritual practices. They have regular discussions and workshops focused on ritual development. They also hold a specific ritual debriefing of ritual for their new members to help dissect and interpret the initiation ceremony. The committee was impressed by the chapter scoring 100% on the Peterson Award at an international level for Sigma Chi.
- The chapter clearly took the advice from the committee last year as they hosted a chapter specific Green Dot training this fall where 100% of the chapter participated. They also attended Total Safety Move in the spring and did fire safety training with Fire Life Safety team in the fall.
- The chapter continues to recruit high academic achieving new members who meet or exceed the all sophomore GPA on campus. They just miss the mark for exceeding the GPA by at least .1 or higher.

### **Community Engagement**

- The chapter continues to excel in alumni relations, however failed to show evidence to get bonus points for participation in founder's day activities. This should be an easy fix for the chapter looking towards this upcoming year.
- The chapter maintains a positive online presence with general social media outlets. They have also had media coverage with PBS this past year.
- Community service was a huge missed opportunity for the chapter. They submitted a form outlining service hours; it only showed evidence for 47 members. The committee never received an updated spreadsheet.
- The chapter has done well with its philanthropy projects this year. If they put more emphasis on pre-planning it would greatly ease the burden on the chapter with regards to execution.
- They have been relatively consistent with parent relations since last year. In order to see more points in this area they should focus on hosting an education event involving parents, not just inviting them to attend.
- Sigma Chi continues to recruit many student leaders from across campus to join their organization. With such a large chapter size they are just missing the mark to have about 95% participation in outside organizations.
- The chapter is truly blazing a path to follow with regards to Social Justice Programming. They have members that sit on the Social Justice Committee within the community and co-hosted an education event with Professor Hakeen Williams on intersectionality in North America.
- Inter-greek relations continues to be an area of strength for the chapter. They regularly show support for other organizations' programming as well as co-sponsors events frequently.

### **Organizational Management**

- This was an area of difficulty for the chapter this year. Unfortunately, due to a poorly handled situation in the spring the chapter was not eligible for many points here. The chapter should focus its efforts on utilizing the professionals on campus and not trying to handle situations internally when they have reached a critical level. With that being said, since the incident in the spring the chapter has made great strides in this area.
- The chapter showed great strength in this area, but again due a few events this year were not eligible for full points.
- Continues to fulfill all insurance obligations and hosted an external speaker to come to the chapter and discuss liability.



- This continues to be a large area of strength for the chapter. They have extremely comprehensive governing documents and utilize them to their advantage/success as an organization.
- They are an extremely decorated chapter both locally and (inter)nationally. They regularly apply for awards and receive them.
- There were no major life safety violations for the chapter or individuals.
- The chapter has a great organization structure as it stands, however with their rapid growth this is an area that should be re-evaluated at the beginning of the spring to ensure continued success.
- The chapter shows excellent financial management and utilizes a yearly budget.

**Overall Comments:**

Overall, the committee was impressed with Sigma Chi and recognizes that they excel in many areas as a fraternity. The chapter continues to build upon each year and improves throughout this process. They are the first male organization on our campus to receive Gettysburg Great as an evaluation outcome. It was clear to the committee that Sigma Chi offers a truly positive life changing fraternal experience to its members. This is more than evidence by the passion and professionalism shown at their presentation.

In 2017 the committee would like to see the chapter focus on its risk management plan and procedures and utilizing their professional resources on campus when necessary. Additionally, the committee would like to see the chapter Pay attention to the small details. While they chapter is doing some extraordinary things there were a few missed points opportunities due to document typos or not re-submitting updated evidence.

Looking forward to next year's presentation, the committee would recommend less presenters. While it was wonderful to see a variety of men involved in the presentation aspect, there were times that the committee members had questions that didn't get answered because individuals were talking over one another and time ran out.