



Sigma Nu
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: 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 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: 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
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: 0	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: 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: 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: 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: 10	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: 2.5	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: 10	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: 7.5	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: 5	1 communication to parents	Multiple communications with parents	Host educational event involving parents	N/A
Campus Engagement 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
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: 15	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: 10	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: 0	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: 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: 30	

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: 50	

Community Engagement	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
Points Earned by Chapter: 45	

Organizational Management	
Gettysburg Great	100-135
Above Average	75-99
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
Points Earned by Chapter: 80	

Overall Rating Scale	
Gettysburg Great	370-500
Above Average	260-380
Satisfactory	140-270
Underachieving	85-160
Unacceptable	0-100
Points Earned by Chapter: 205	

Sigma Nu 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 Sigma Nu. 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 Development

- The chapter has a basic academic plan in place and provided some evidence of its utilization. The area of weakness for them is providing evidence that the plan is being implemented within the chapter fully and submitting it to Academic Advising.
- While the chapter showed evidence that they hosted two academic events this year they failed to provide any evidence that they are co-hosting events. They also have not shown any innovation in this area. This should be a focus for them moving forward.
- The chapter has an academic advisor (Dr. Powle) with whom they exchange emails with, however they do not meet with them regularly or have him attend events/meetings.
- The chapter has been working on academics as a whole and this is the first year with them working towards implementing an academic plan. They saw a small increase in GPA from spring to fall, but the progress was not enough for more points to be awarded.
- The chapter provided evidence that they are using outside leadership opportunities to enhance the chapter, however the committee had concerns about the LEAD program and if it's actually being utilized correctly. Would like to see some additional time spent in this area for next year. The recommendation is to have a specific LEAD program chair as a position within the chapter.
- Career planning was a missed opportunity for the chapter. There was no sufficient evidence provided in their area for the committee to award points.
- Chapter officer trainings was another large missed opportunity for the chapter. By not attending the officer training with OSAGL they made themselves ineligible for any points in this category.

Member Recruitment and Retention

- The chapter submitted their new member education program on time and had 100% participation in the OSAGL NME core curriculum. They did not attend a college sponsored hazing prevention program.
- By not submitting a recruitment plan the chapter made themselves ineligible for any points in this area. Recruitment continues to be an area of great struggle for the chapter. Moving forward more proactive measures should be taken.
- Although the chapter takes small new member classes in each semester they do an excellent job at retaining them through the process.
- The chapter provided evidence that they completed their initiation ritual for their new members, and discussed how they engaged in ritual throughout the year.
- 60% of the chapter attended a fire safety program in the fall semester and no one has more than 4 points. If the chapter wants to continue to see growth in this area they should host an outside facilitator to do a full green dot training and to hold members accountable for their conduct both inside and outside the chapter.

- This was an area of difficulty for the chapter. They only took new members this fall and collectively they achieved a 2.57. This is far off the mark that they should be. It is important for the chapter to continue to work closely with their new members on academics. Due to the small number of men in the class, it only takes one person to tank the GPA for the group.

Community Engagement

- Alumni relations is an area of much needed growth for the chapter. They hosted one event utilizing alumni all year. Something as simple as a semester alumni email update would help them foster better relationships in this area. Additionally, they have a beautiful house and it is a shame there was no alumni reception at either family weekend or homecoming this year.
- The chapter maintains a limited social media presence. Mostly they utilize facebook. Moving forward maybe they could find a brother who has a passion in this area so they can help them grow their social media outlets.
- The chapter submitted clear evidence that their members engage in a minimum of 6 service hours each. It should be encouraged for them to find a more regular standing service opportunity for the chapter they engage in such as volunteering at the humane society or the veteran's home.
- This is an area of growth for the chapter. While they hosted/co-hosted a philanthropy event this past year they should work to incorporate more educational pieces about the philanthropic cause they are benefitting.
- The chapter sent home letters to parents of all their new members welcoming them to the Sigma Nu family this past fall. Doing this semesterly would have made them eligible for more points.
- The chapter showed evidence that their members are engaged in other areas of campus, but has not increased that engagement above 95%. A large number of their members participate in music/theatre opportunities on campus.
- That chapter was not eligible for points in this area. Social justice and citizenship should be a focus looking forward to this year.
- The chapter attended a few dry events this year and most notably had a good number of individuals show up for greek week in the fall. They should continue to show the attendance they did this fall moving forward to next year.

Organizational Management

- The chapter submitted their social event/risk management policy on time and clearly utilized the policy. Although the chapter is smaller and does not host a large amount of events at the house, they could still make changes to their current policy to be more useful overall.
- The chapter was not eligible for any points in this area.
- The chapter fulfilled all their insurance obligations and their LC completed several educational sessions with them in the fall.
- This is a large area of concern for the committee. The chapter fully admitted to not having a working constitution or bylaws, however they submitted a copy in the previous years' evaluation. Huge missed opportunity for points.
- The chapter has made great strides in this area and has clearly increased their efforts in taking the time to submit award applications. The committee would love to see the chapter to continue to do this.

- The chapter had no major life and safety violations nor any individuals.
- The chapter has an adequate organizational structure for their size. However, as they work towards growing their numbers they will need to re-evaluate this.
- The chapter has a functioning budget and participated in the IFC financial management workshop. The area the chapter needs to focus on is holding members accountable for not fulfilling the financial obligations.

Overall Comments

In general, Sigma Nu has improved from their 2015 evaluation. With that being said there were some definite missed opportunities by the chapter that raised some concerns with the committee. The largest was the governing documents. The fact that they were not utilizing those this year and just pouring all the information into their meeting minutes is a problem, especially since the chapter submitted governing documents the previous year. Another concern is academics. The chapter should continue to work towards improving their GPA, and as of this fall they are certainly moving in the right direction. The area of focus for them will be putting in place an effective academic plan with a clear-cut way of holding members accountable.

Overall, this was a well done presentation for the chapter. Probably one of the most professional presentations OSAGL has seen from them men in years. Looking towards the 2017 year the committee encourages the chapter to focus on transiting their new leadership so they can continue to grow and be successful in the evaluation process.