



**Sigma Sigma Sigma Evaluation Report  
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: 12.5	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: 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: 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
<b>GPA</b> S: 3.33 F: 3.30 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	<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: 10	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: 12	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: 15	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: 17.5	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
<b>Retention of Members (throughout new member education)</b> Points: 10	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: 15	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

<b>Community Engagement</b>				
<b>Criteria</b>	<b>5 pts</b>	<b>10 pts</b>	<b>15 pts</b>	<b>Bonus Points (1-5)</b>
<b>Alumni Relations</b> Points: 20	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: 10	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: 5	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: 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
<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: 7.5	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: 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
<b>Inter-Greek Relations</b> Points: 15	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: 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
<b>Judicial Record (Organizational and Membership)</b> 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
<b>Insurance Obligations Fulfilled</b> 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
<b>Governing Documents (Bylaws and Constitution)</b> 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
<b>Awards</b> Points: 12.5	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
<b>Satisfactory</b>	<b>35-64</b>
Underachieving	20-34
Unacceptable	0-19
<b>Points Earned by Chapter: 59.5</b>	

<b>Member Recruitment and Retention</b>	
<b>Gettysburg Great</b>	<b>80-105</b>
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
<b>Above Average</b>	<b>75-99</b>
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
<b>Points Earned by Chapter: 77.5</b>	

<b>Organizational Management</b>	
Gettysburg Great	100-135
<b>Above Average</b>	<b>75-99</b>
Satisfactory	40-74
Underachieving	25-39
Unacceptable	0-24
<b>Points Earned by Chapter: 92.5</b>	

<b>Overall Rating Scale</b>	
Gettysburg Great	370-500
<b>Above Average</b>	<b>260-380</b>
Satisfactory	140-270
Underachieving	85-160
Unacceptable	0-100
<b>Points Earned by Chapter: 317</b>	

## **Sigma Sigma Sigma 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 Sigma Sigma. 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

- The chapter submitted their academic support plan to Academic Advising within the first month of the spring semester and it was approved.
- The chapter showed evidence in their dropbox and presentation of sisters that attended the “Year of Food” lecture and the Fidelity financial management program.
- The chapter’s faculty advisor is Dr. Ian Isherwood. He has been their advisor for quite some time, however the chapter failed to show evidence of meeting with him regularly or inviting him to attend meetings/events.
- The chapter’s GPA was within 0.1 of the All-Women’s GPA, however they just missed the mark to meet or exceed the All Women’s. Moving forward the chapter should look to adapt their scholarship plan to more appropriately address this issue.
- As in last year’s evaluation, the chapter discussed that they have a three-year membership development plan. For this evaluation cycle the chapter was able to show some evidence that they are hosting workshops with 60% chapter attendance but the panel would have liked to see more in depth information about the program. The chapter only explained it in a very basic manner. Thus, they received points for the leadership workshop, but not the three year plan.
- The chapter participated in Resumania, hosted by the Center for Career Development, and had more than 60% attendance. An improvement from last year was the chapter having members utilize career development in an individual capacity.
- The chapter attended all of the OSAGL retreats and trainings. The chapter also engages in their regional and national conferences and trainings.

### Member Recruitment and Retention

- This area was a clean sweep for the chapter. They were timely with their new member education submission, had 100% attendance with the core NME curriculum, and participated in a college sponsored hazing prevention workshop.
- The chapter excelled in recruitment this year. The chapter was not found responsible for recruitment violations and submitted their written recruitment plan by Spring Break for the following fall. They also met quota this fall marking their best recruitment to date! The committee would like to see the chapter continue to build upon this momentum.
- The chapter had 95% retention of new members, however they did lose a new member before they were formally pledged to the chapter. The panel did not count this again the chapter for this evaluation process; the chapter should work to decrease the amount of time between bid acceptance and pinning if possible.
- The chapter clearly takes ritual seriously and works to continuously educate all of their members throughout their time as collegians. The chapter’s advisors confirmed that initiation took place on time in the spring and fall.
- 60% of the chapter’s members attended Total Safety Move in the spring, no one has more than 4 points, and they also had their LC complete SAFE training with them during her fall visit.

- The chapter's new member GPA has improved since the last evaluation cycle. Their average was at least .1 above the average GPA.

### Community Engagement

- The chapter continues to show strength with their alumni relations. They are keeping up with their Alumni Contact Data Base that they started the previous year. They send out regular communications, hosted a founder's day ice cream social, and a homecoming event.
- The chapter was featured on their organization's national facebook page for their success at recruitment in the fall. Their sister Natalie Pitman was also featured on the Gettysburg College homepage for her study abroad research project.
- Every member completes a total of 5 hours of service and 5 hours of philanthropy a year. This is a decrease from last year's evaluation.
- The chapter continues to work hard at their philanthropy program "Cupcake Wars." This year they raised around \$1,300. They also co-hosted a casino night with Phi Kappa Psi this fall. The panel was impressed with the chapter's effort to grow their philanthropic endeavors. The missing piece with the educational component.
- The chapter sends regular newsletters to parents to update them on the chapter and events that are occurring. During family weekend the chapter hosted an event welcoming parents to campus, however this event was not educational in nature.
- 85-100% of the chapter's members are involved in at least one campus organization outside of the Greek community. The chapter also submitted evidence that 3-5 members participated in a CPS Dialogue group.
- The chapter was not found responsible for any bias incidents and attended a QUEER panel discussion with 60% attendance.
- The chapter continues to work hard at inter-greek relations. They attended all the large-scale events and were extremely successful at ADPi Airbands.

### Organizational Management

- The chapter submitted both a Crisis Management Plan and a Risk Reduction Plan on time to OSAGL. The chapter was able to clearly articulate the utilization of these plans to the committee. Additionally, the chapter helped several risk management workshops while their LC was on campus this fall.
- The chapter submitted their insurance certificate and it is on file with OSAGL. The chapter has completed all of the outlined insurance obligations.
- The chapter submitted all of their governing documents to OSAGL in the spring semester and clearly demonstrated their utilization.
- The chapter continues to regularly apply for awards with their HQ OSAGL. This past year the chapter applied for 3 national awards. Additionally, sister Alex Richmond received a sociology award at fall honors day this year.
- No major life and safety concerns for the chapter.

### Overall Comments

This was an extraordinary year of growth for the chapter. Specifically hitting quota for the first time at formal recruitment this fall was evidence of their hard work. While the chapter has grown by leaps and bounds in several areas the committee would like to call to attention a few areas that could use some improvement. First, academic advancement. While the chapter does have a scholarship plan in place they are still missing the mark. The committee would like to recommend that the chapter re-evaluate the plan and work to implement something a bit more effective. Secondly, membership retention. This



applies to both new members and initiated members. The committee suggested that they work with their HQ office and their LC to work on developing a stronger bond between members and increase sisterhood events.

Overall, Sigma Sigma Sigma has had an incredible year and the committee looks forward to seeing the chapter to continue to improve through this evaluation process.