



**Alpha Chi Rho Evaluation Report  
Gettysburg College**

2017

Academic Achievement and Intellectual Engagement				
Criteria	5 pts	10 pts	15 pts	Bonus Points (1-5)
<b>Academic Support Plan (17.5 Points)</b>	Pieces of the academic support 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 (5 Points)</b>	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 (15 Points)</b>	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 (12.5 Points)</b>	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 (12.5 Points)</b>	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 (10 Points)</b>	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 (1 Point)</b>	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 (0 Points)</b>	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 (15 Points)</b>	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) (15 Points)</b>	90% of enrolled in good standing of all members	95% retention	100% retention	95% 4-year graduation rate for members
<b>Ritual Implementation (0 Points)</b>	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 (12.5 Points)</b>	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 (17.5 Points)</b>	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 (5 Points)</b>	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 (15 Points)</b>	Maintaining positive, current online presence for chapter members and organization	2 unique and reputable articles per year in more than one source	Positive organizational featured media coverage	N/A
<b>Community Service (10 Points)</b>	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 (15 Points)</b>	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 (10 Points)</b>	1 communication to parents	Multiple communications with parents	Host educational event involving parents	N/A
<b>Campus Engagement (15 Points)</b>	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 (5 Points)</b>	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 (17.5 Points)</b>	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 (17.5 Points)</b>	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) (15 Points)</b>	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 (10 Points)</b>	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) (20 Points)</b>	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 (15 Points)</b>	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 (10 Points)</b>	No major life safety violations	No life safety violations in any personal rooms or common areas	N/A	N/A
<b>Organizational Structure (15 Points)</b>	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 (15 Points)</b>	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	100.5-130
Above Average	75.5-100
<b>Satisfactory</b>	<b>50.5-75</b>
Underachieving	25.5-50
Unacceptable	0-25
<b>Points Earned by Chapter: 73.5</b>	

<b>Member Recruitment and Retention</b>	
Gettysburg Great	80.5-107.5
Above Average	60.5-80
<b>Satisfactory</b>	<b>40.5-60</b>
Underachieving	20.5-40
Unacceptable	0-20
<b>Points Earned by Chapter: 60</b>	

<b>Community Engagement</b>	
Gettysburg Great	108.5-135
<b>Above Average</b>	<b>81.5-108</b>
Satisfactory	54.5-81
Underachieving	27.5-54
Unacceptable	0-27
<b>Points Earned by Chapter: 92.5</b>	

<b>Organizational Management</b>	
<b>Gettysburg Great</b>	<b>100.5-125</b>
Above Average	75.5-100
Satisfactory	50.5-75
Underachieving	25.5-50
Unacceptable	0-25
<b>Points Earned by Chapter: 117.5</b>	

<b>Overall Rating Scale 343.5</b>	
Gettysburg Great	380.5-500
<b>Above Average</b>	<b>270.5-380</b>
Satisfactory	160.5-270
Underachieving	100.5-160
Unacceptable	0-100
<b>Points Earned by Chapter: 343.5</b>	

### Alpha Chi Rho 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 2017 calendar year. This year marked the fourth 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 Alpha Chi Rho. 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 2018.

#### Academic Achievement and Intellectual Engagement

- The panel was impressed with the chapter's refocus on academics in 2017. The plan put forth by the chapter was well thought out and appeared to have a significant impact on the members of the organization. The panel was particularly impressed with the in-depth follow-up the chapter had with students who had mid-semester deficiency reports.
- The utilization of the three tiers is a good accountability system for an academic success plan and should be considered a best practice.
- The chapter attended the Smoke Lecture and Lincoln Lyceum in 2017 and the panel was impressed with what the chapter took away from each event. In the future, the chapter should consider working with academic departments to host events open to the community.
- Formalized interactions with the chapter's faculty advisor increased significantly in 2017. In previous years, there had been significant communication between the advisor and the leadership, but the chapter's recent efforts to connect all members with the faculty advisor is to be commended.
- For the first time in over ten years, Alpha Chi Rho earned an average GPA over a 3.00, marking a significant change in the chapter's academic performance. The chapter not only had above a 3.00 in both the spring and fall, they had the highest GPA of any fraternity with a 3.21 in the fall semester. The panel was even more impressed with this since the chapter had the lowest GPA of all fraternities from the spring of 2015 to the fall of 2016. The chapter should continue this emphasis on academic success in 2018.
- The chapter's work to integrate service and leadership development through the National Park's Battlefield Service Learning Program as a co-sponsored program should be considered a best practice in leadership programming.
- The chapter should continue to utilize leadership development opportunities sponsored or co-sponsored by the Garthwait Leadership Center to not only develop members, but also to take advantage of a program that is the namesake of one of their alumni.
- The chapter discussed a newly implemented member evaluation program as a 3-year development plan. While the panel recognized the importance of this evaluation, they also felt that this plan was based on expectations rather than developmental goals the chapter has for its members. In the future, the chapter should work with their headquarters and OSAGL liaison to further develop the evaluation to include expectations and metrics connected to the values and priorities of the organization.
- The chapter has been very diligent in providing career development opportunities for its member by utilizing the Center for Career Development. The fraternity should continue to foster this relationship to provide impactful programming for years to come.
- The chapter was unable to send representatives to its national convention this past summer. In the future, the chapter should work with their headquarters to plan their logistics for such programs more in advance.

### Member Recruitment and Retention

- The chapter failed to have their initiation in the spring verified by an alumnus that was present so they did not receive credit. In the future, the chapter should try to utilize its new alumni board to make sure an alumnus is present at initiation and other rituals.
- In 2017, the chapter saw a dramatic shift in the way it recruited new members. Their emphasis on continuous recruitment and bidding as well as an intentional effort to recruit international students lead to positive results as compared to previous years. The chapter should continue to employ these recruitment methods while also finding new and innovative ways to recruit from even more areas of campus.
- The chapter should be commended for their 100% retention rate of new members in 2017.
- The chapter failed to have their spring initiation verified. However, the panel did see evidence that the chapter has reintroduced ritual into their operations. In the future, the chapter should hold regular trainings and reviews of ritual as well as times for members to reflect on the way the organization has impacted their lives.
- The utilization of the chapter's DPS liaison to host a safety workshop should be considered a best practice for fostering that relationship.
- The organization's new member GPA from both the spring and fall greatly exceeded their comparison groups. The chapter should continue to have a focus on academic success as part of the selection process and as an aspect of new member education.

### Community Engagement

- The chapter's commitment to stronger communication with its alumni should be commended. In the future the chapter should leverage the communication network they have set up to host alumni events to create a stronger Eta Phi network.
- The chapter saw a significant amount of positive media coverage in 2017 and should continue to develop and maintain relationships with various media outlets in order to promote the good works of the organization.
- As with many aspects of the chapter, there was an increased effort around service to the community in the chapter in 2017. In the future the chapter should work with local and/or national social service agencies to find service opportunities members can regularly engage in.
- The panel was impressed with the chapter's increased philanthropic efforts in 2017. Specifically the chapter's involvement in Marcus Josey event is to be commended as it helped to benefit a current Gettysburg College student.
- The chapter has worked to increase its communications with parents in 2017. These efforts should continue in 2018 with an emphasis on finding ways to involve parents in chapter programming.
- The rapid expansion of member involvement in other areas of campus should be commended. This involvement has helped the chapter expand its reach and influence as well as allowed members to engage in other activities that can allow them to grow as a student.
- In the spring semester the chapter participated in a Social Justice Institute program that allowed them to examine their operations as an organization and how they could be more inclusive as an organization. In 2018 the panel recommends that the chapter work to expand its efforts and not only look internally, but develop opportunities for other to engage in conversations around social justice and equality.
- The chapter hosted and participated in many inter-Greek events over the course of 2017.



### Organizational Management

- The chapter submitted their event management plan on time and utilized it several different times over the course of the year. Since the chapter does not currently reside in a facility the panel was impressed with the chapter's articulation about how such a plan was used in other instances.
- The chapter had no conduct incidents in 2017.
- The chapter submitted all of the appropriate insurance paperwork to the college and had no insurance reduction programs they could participate in.
- The chapter's work to reinvent their governing documents in 2017 should be commended and the development and implementation of the membership evaluation should be considered a best practice.
- The panel was impressed with the work the chapter has done to solidify member expectations in their governing documents and is happy to see that internal accountability is a priority for the organization.
- The chapter received several awards in 2017 from both the College and their headquarters.
- The chapter had no life safety violations in 2017.
- The panel was impressed with the committee structure the chapter put in place in 2017, and believes it will continue to yield great results for the organization in the future.
- The chapter's responsiveness to their bank audit in the spring semester and the subsequent work to better their financial management should be commended.

### Overall Comments

- To say the panel was impressed with the improvements Alpha Chi Rho has made between 2016 and 2017 is an understatement. It is clear that the men of Alpha Chi Rho are truly passionate about their organization and want to see it thrive for many years to come. The men should take pride in the work they have done and the foundation they have laid for their organization to build from in years to come.
- The chapter saw a significant amount of growth both in membership and operations in 2017. In 2018 the chapter should continue this trend while also being careful to make sure the fundamentals of the organization that were built up in 2017 are maintained.
- Utilizing the momentum of success the chapter currently has, the organization should work to mend broken or damaged relationships the chapter has with any alumni, departments, faculty, or staff.
- The chapter must institute a strong transitions program so the good works of the current undergraduate members is the expectations members have for one another in the years to come.
- The work the chapter has done to maintain a strong level of brotherhood amongst its members without a residential facility should be commended. Specifically, the panel was happy to see the chapter has implemented the brotherhood dinners as a form of regular bonding.
- The panel is very happy to see the Alpha Chi Rho has come back from a very difficult past few years. They are also excited to see the many great works of the chapter in 2018.