



**Alpha Delta Pi Evaluation Report
Gettysburg College**

2017

Academic Achievement and Intellectual Engagement				
Criteria	5 pts	10 pts	15 pts	Bonus Points (1-5)
Academic Support Plan (17.5 Points)	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	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 (10 Points)	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 (15 Points)	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 (20 Points)	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 (10 Points)	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 (15 Points)	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 (17 Points)	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 (15 Points)	Submitting program & on-time verified initiation	100% participation in core NME curriculum	Chapter participation in College-sponsored hazing prevention program	N/A
Recruitment Data (17.5 Points)	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) (17.5 Points)	90% of enrolled in good standing of all members	95% retention	100% retention	95% 4-year graduation rate for members
Ritual Implementation (15 Points)	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 (12.5 Points)	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 (10 Points)	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 (20 Points)	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 (15 Points)	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
Community Service (15 Points)	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 (15 Points)	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 (10 Points)	1 communication to parents	Multiple communications with parents	Host educational event involving parents	N/A
Campus Engagement (15 Points)	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 (5 Points)	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 (17.5 Points)	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 (5 Points)	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) (10 Points)	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 (10 Points)	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) (17.5 Points)	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 (17.5 Points)	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 (10 Points)	No major life safety violations	No life safety violations in any personal rooms or common areas	N/A	N/A
Organizational Structure (15 Points)	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 (15 Points)	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	100.5-130
Above Average	75.5-100
Satisfactory	50.5-75
Underachieving	25.5-50
Unacceptable	0-25
Points Earned by Chapter: 104.5	

Member Recruitment and Retention	
Gettysburg Great	80.5-107.5
Above Average	60.5-80
Satisfactory	40.5-60
Underachieving	20.5-40
Unacceptable	0-20
Points Earned by Chapter: 87.5	

Community Engagement	
Gettysburg Great	108.5-135
Above Average	81.5-108
Satisfactory	54.5-81
Underachieving	27.5-54
Unacceptable	0-27
Points Earned by Chapter: 112.5	

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

Overall Rating Scale	
*Gettysburg Great	380.5-500
Above Average	270.5-380
Satisfactory	160.5-270
Underachieving	100.5-160
Unacceptable	0-100
Points Earned by Chapter: 404.5	

*Chapters that do not receive Gettysburg Great in all sections of the Evaluation are ineligible to receive Gettysburg Great as an overall rating.

Alpha Delta Pi 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 Delta Pi. 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

- Academics continue to be a strong focus of the chapter as evidenced by the intentionality of their academic success plan and the academic achievement of individual members. The chapter should continue to make this a priority in 2018.
- The chapter utilized their faculty advisor for one academic event and co-sponsored another with Phi Gamma Delta. The chapter should continue these practices and look in to ways to partner with academic departments on programs that could be impactful for the entire community.
- The chapter, specifically some of the leadership, has a strong connection with the faculty advisor. The panel wants to recognize Alpha Delta Pi for better utilizing their faculty advisor in 2017 than in years past. The sorority should continue to develop this relationship and take advantage of their advisor's strengths and areas of research.
- The panel felt that the leadership workshop held to discuss the various positions within the sorority and their work with an international volunteer to understand the workings of Alpha Delta Pi were valuable and will help the operations of the organization in the future. In 2018 the panel recommends that the chapter also look for ways to bring in external facilitators to host leadership workshops to provide opportunities to engage in more broad topics of leadership.
- In 2016 the chapter's Diamond Development Plan was used as the criteria for the 3 year membership development plan. The panel felt that in 2017 this plan did not meet the criteria. The chapter should reevaluate their plan and be intentional about the goals and outcomes they have for their class years and they programming they conduct to reach those goals.
- The organization's engagement with the Center for Career Development and the instituting of the Pie with Pis events is to be commended. The chapter should continue to maintain a high level of involvement with the CCD and focus on the career development of members.
- The panel was impressed with the group message the chapter has been utilizing to communicate with other chapters of Alpha Delta Pi. This should be considered a best practice.

Member Recruitment and Retention

- The chapter submitted its new member education plan on time and their new members completed all of the new member education requirements. The panel was impressed with the chapter's efforts to creating bonding opportunities within the class and within the overall chapter. The new member sleep over and the chapter's work to ensure it

was run in accordance with all policies and procedures was of particular interest to panelist and should be considered a best practice.

- The recruitment efforts of the chapter remained very strong in 2017 as evidenced by the chapter exceeding quota. The chapter should continue to make values based recruitment a priority for the organization.
- The chapter's retention of 100% of its new member should be commended.
- It was throughout the chapter's presentation and through the submitted materials that Alpha Delta Pi at Gettysburg not only utilizes its ritual, but that its members take the meaning of that ritual to heart and allow it to influence their lives. Their ritual program and intentional reflection on the values of the organization should be considered a best practice.
- Alpha Delta Pi's focus on mental health and the utilization of their chaplain to address mental health concerns and to reach out to sisters who may be in need of support is to be commended. In the future the chapter should connect their chaplain with the Counseling Center to better understand resources that are available.
- The new member G.P.A. for the fall was .08 above the all sophomore women's average. While this did not qualify that chapter for the points the panel did want to recognize that the chapter's new members did extraordinarily well academically ranking second with the community with a 3.38.

Community Engagement

- The chapter's efforts in recent years to increase its alumnae engagement were very evident to the panel. The chapter should continue these engagement efforts and find ways to work the Delta Rho Alumnae Association to expand on their programming.
- Individual members and the chapter itself have seen significant media coverage in 2017. The chapter should continue to develop and foster connections with media outlets in order to publicize the good works of the organization.
- The decision to split the organization's public relations position between two people with one focusing on social media appears to have led to significant gains in the chapter's social media presence.
- The partnership with the local Ronald McDonald house should be considered a best practice. This, along with other service opportunities members have engaged with, show the chapter's commitment to creating a better community around them. The panel was impressed with the number of hours completed by the members but did notice that while the members were meeting the criteria for the evaluation, not all members were meeting the chapter's minimum expectations. In the future the chapter should work on ways to inspire members to engage in this level of service.
- While Airbands is the largest philanthropic event hosted by the chapter, the panel also was impressed by the other efforts put forth by the organization to support local and national causes.
- The chapter's communication with parents, particularly the use of Big Diamond sisters to connect with the parents of new members and the Senior Spotlights to connect with parents of seniors, is to be commended. In the future the chapter should consider ways to engage parents with the chapter's programming.

- The members of Alpha Delta Pi are well represented in a diverse set of other extracurricular involvements. Incentivizing this kind of involvement should continue as it will continue to reinforce the brand of Alpha Delta Pi and provide exposure for the organization.
- With the chapter's position of influence within the Greek community and the College as a whole, the panel encourages the chapter to find new ways to engage those outside of their organization in conversations about social justice.
- The chapter received credit for their inter-Greek relations category but had some difficulty with record keeping surrounding attendance. In the future the chapter should be more diligent in tracking the attendance of members at events.

Organizational Management

- The chapter submitted their social event management plan. The chapter had two significant conduct incidents that occurred in the fall semester including members failing to engage in responsible social behavior and an unregistered formal that resulted in the over intoxication of an underage student. As such the committee has determined that the chapter did not follow its social event management plan.
- The chapter filed all appropriate insurance paperwork and did not have any insurance reduction programs they could participate in.
- The panel was impressed with the thoroughness of the organization's bylaws and their utilization of them to ensure the chapter remains high performing.
- The chapter received several awards in 2017 including the 3 Diamond Award from their international organization and Sorority Chapter of the Year from Order of Omega.
- The chapter had no life safety violations in their suite in 2017.
- The sorority has a strong committee structure and the panel is impressed with the level of engagement all members have in the organization.
- The chapter has a strong financial management system and should be commended for it.

Overall Comments

- The chapter continues to be a high functioning organization and exemplifies many of the core aspects of what it truly means to be a sorority and a values based organization.
- There were several risk management issues in 2017 that the chapter has not had in the past. In 2018 the sorority should review its practices and make alterations to continue to have a strong risk management program.
- Alpha Delta Pi has been a successful and influential sorority at Gettysburg for many years. The panel would like to see the organization leverage that success and influence to make a larger impact by working with other organizations in and out of the Greek community.
- In 2016 the panel encouraged the chapter to move away from a "check off the box" mentality. It would appear that in 2017 the chapter took this to heart as there was a refocus on providing meaningful programming for members that were tailored to their interests. The chapter should continue to use this model for program development.