



**Alpha Omicron 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 (0 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 (10 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 (12.5 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 (17.5 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 (10 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 (10 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 (7.5 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) (12.5 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 (7.5 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 (20 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 (17.5 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 (10 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 (0 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 (10 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 (7.5 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 (17.5 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) (2.5 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 (5 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: 84.5	

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: 72.5	

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: 85	

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: 342	

Alpha Omicron 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 Omicron 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

- Alpha Omicron Pi made significant strides in their academic support plan in 2017. The panel commends the chapter for its work and utilizing Academic Advising to help build up their program and for their incentive driven approach to encouraging academic success.
- The chapter failed to attend two academic events over the course of the year. The panel encourages the chapter to utilize their new faculty advisor host events or to the chapter find events that members are interested in attending.
- The panel recognizes that the chapter had difficulty finding a faculty advisor and recruited their first one in the fall of 2017. The chapter should build this relationship and be sure to have consistent contact with the faculty advisor about the operations of the chapter.
- The chapter has seen significant gains in academic performance in 2017 as compared to 2016. The chapter should continue to make academic success a focus of its members in the 2018 calendar year.
- Membership development, especially in the area of leadership development, was a major focus of the chapter in 2017. The panel was particularly impressed with the chapter's involvement in the Battlefield Service Learning Project, and believes it should be considered a best practice for its dual purpose of leadership development and service to the community.
- The panel was impressed with the learning goals set for individual classes. These goals should continue to guide the chapter's programming and regularly revisited to make sure they are meeting the needs of the chapter membership.
- The chapter has been regularly involved with the Center for Career Development both on an organizational and individual level. To continue to promote career development and networking within the organization the chapter should consider hosting an educational event involving parents, the recent alumnae of the chapter, and/or alumnae from other chapter of Alpha Omicron Pi.
- The panel is interested to see the impact of officer transitions using an international headquarters representative. The chapter should make sure to use this experience to develop their own transition program that can be used for years to come.

Member Recruitment and Retention

- The chapter submitted their new member education plan on time and all of their new members participated in the College's core curriculum. In the future the chapter should consider attending or hosting open programs about hazing prevention for the community. As a newer organization that is starting to develop local traditions it is important to continuously educate members about what hazing is and how to prevent it.
- The chapter was found responsible for a recruitment violation in the fall of 2017. The chapter should continue to educate its members about the policies and procedures related to Panhellenic formal recruitment and the policies of the College related to activities where potential new member are present.
- The chapter did see a reduction in new member retention in 2017 but the panel does not believe the chapter should be discouraged by this but should continue to build upon their program.
- The commitment the organization has to its ritual and the intentionality around reflecting on the ritual as an organization should be considered a best practice.
- The chapter's participation and co-sponsorship of the SAFE self-defense program as a safety program is to be commended. The panel felt that this was not only an innovative way of approaching this criteria but an excellent way of promoting cross-organization connections.
- The chapter should be commended for having the highest new member GPA in the fraternity and sorority community in the fall of 2017. The chapter should continue to have a focus on the academic success of its new members throughout the new member process.

Community Engagement

- The chapter's work to build an alumnae network this early on was not only recognized by the panel as a smart decision but one that will pay dividends to the chapter for years to come. With the influx of alumnae that the chapter will have after the spring of 2018, the chapter should continue to maintain their communications efforts and enhance their current alumnae networking opportunities.
- The chapter had a lot of positive internal and external coverage in 2017. The chapter should continue to cultivate relationships with the media outlets that featured them and develop a public relations plan on how to communicate information to them about past and upcoming events.
- Chapter members on average logged significantly more service hours than were required through the evaluation process leading the panel to believe that Alpha Omicron Pi has a true passion for service. The chapter should continue to cultivate this passion in its future members. The panel suggests that to help facilitate this, the chapter work with local community organizations to find a regularly occurring opportunity that members can become involved with.
- The panel was impressed with the chapter's philanthropic efforts and their efforts to involve groups and individuals outside of the fraternity and sorority community. In the future the chapter should continue to co-sponsor events with Greek and non-Greek organizations.

- The use of a parent Facebook page to regularly communicate with undergraduate member parents should be considered a best practice. The chapter should continue to strengthen its parent network and find ways to involve parents in chapter programming.
- The chapter failed to submit documentation about individual member involvement on campus. The panel felt that the members were highly involved but without evidence could not award the points. In the future the chapter should record this information and submit it for the evaluation.
- The panel felt that social justice was a focus area of the chapter in 2017. The sorority should continue to make discussions about equity and inclusion a priority and find new ways to involve more members of the Greek community in those conversations.
- Though the panel felt that the chapter had attended multiple inter-Greek events, they were unable to award points for two events due to lack of documentation. In the future the chapter should take attendance at these events and submit it for the evaluation process.

Organizational Management

- The chapter submitted its social event management plan on time and reviews it regularly with the chapter.
- The chapter submitted their insurance information to the College on time. In the future the chapter should consult with their international headquarters to determine if there are any insurance reduction programs that can be used to reduce their insurance premiums.
- The governing documents of the chapter are well thought out and appear to have provided a good foundation for the organization. The regular review the chapter has of the documents should be considered a best practice.
- The mock trial held by the chapter to explain the judicial processes of the organization should be consider a best practice and should be held regularly within the organization.
- The chapter applied for and received several wards from Order of Omega and their international headquarters. The chapter should continue to apply for these awards to highlight the works of the organization.
- The committee structure of the chapter is well thought out and appears to provide many members with the opportunity to contribute to the success of the organization. The chapter should continue to promote such high involvement within the organization.
- The financial management of the chapter seems sound and the efforts to educate all members on financial responsibility to should be commended.

Overall Comments

- Alpha Omicron Pi sought out innovative ways to operate and program as an organization in 2017. The chapter should continue to foster this sense of innovative thinking in order to keep developing both members and sorority as a whole. The panel believed that the family tree tracking was unique idea and it should continue to be built over time. Eventually this project could be used as an excellent tool for networking and membership development.

- The chapter's intentional discussions about their strengths and the "growing pains" of being a new chapter should continue in to 2018 and beyond. Even though the chapter will not always be new, regular reflection on the operations of the organization will only serve to improve it over time.
- With a large reduction in size immanent at the end of the spring of 2018 with the last founding class graduating, the chapter should make arrangements early in the spring semester to preserve as much organizational memory as possible as well as prepare for what adjustments might need to be made in the fall with a smaller organization.
- The panel was greatly impressed by the work the chapter has done since chartering in the spring of 2016. The dedication and enthusiasm of members to be AOII's is highly evident and the chapter should do all that it can to preserve that mentality among its members.