



**Chi Omega 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 (5 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 (5 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 (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 (15 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 (10 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 (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 (0 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 (10 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 (5 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 (0 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 (17.5 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 (5 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 (12.5 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) (20 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 Minutes)	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: 72.5	

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: 60	

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: 70	

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: 110	

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: 312.5	

Chi Omega 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 Chi Omega. 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 chapter's scholarship plan is properly being implemented within the chapter and the panel was glad to see that the chapter's GPA exceeded the All-Women's Average in the Spring. However, in the Fall, the chapter fell below the All-Women's Average. The panel encourages the chapter to continue utilizing their scholarship plan, and to consider challenges that cause lower GPA's in the Fall and solutions to these challenges.
- The chapter engaged in great programs with the Women's Center this year, utilizing a sister's involvement, but can continue to improve on engagement with academic events.
- The chapter has Chloe Ruff, Education, serving as their faculty advisor. As Professor Ruff was on sabbatical in the Spring, the chapter struggled to utilize her expertise and failed to reintegrate her into the chapter in the Fall. The chapter would benefit from intentional engagement with Professor Ruff moving forward.
- The panel was impressed with the involvement of the chapter in leadership positions across campus. The chapter should continue to encourage members to assume these roles.
- The panel was happy to see that the chapter utilized their recommendations from 2016 and better engaged with the Center for Career Development. The chapter saw a dramatic increase in usage of the Center for Career Development as they went from 74% individual usage to 92%.
- HQ transition resources were utilized by the chapter. The panel viewed Chi Omega's 3-year membership development plan as a best practice, helping sisters in each year of their college experience. As stated last year, the panel was glad that the chapter was utilizing these resources and hopes that, in the future, they will reach out to other chapters on or off campus to engage in conversation.

Member Recruitment and Retention

- The chapter submitted their new member education program on-time and verification of initiation occurred. The chapter had 100% participation in core new member education, but did not attend the hazing prevention programs offered in either the Spring or Fall.
- The chapter accepted responsibility for a social media recruitment violation over the summer of 2016. The chapter's written recruitment plan was submitted by Spring Break for the following fall. For the second year, the chapter struggled more than usual during the last few nights of recruitment. However, the chapter is commended for their effective use of snap bids which resulted in the chapter meeting quota and total. The panel recommends the chapter take time in the Spring to consider why these challenges occurred to find new solutions or initiatives to maintain their high recruitment skills.
- The chapter had 100% retention throughout new member education.
- The chapter's advisors attended initiations, chapter, and all other ritual-based events to ensure that ritual and initiations were done correctly and on time. In the past, the chapter spoke in greater detail (without giving away private information) about strategies for ritual training and workshops which the panel would like to see return. The panel encourages continued attention to the ritual and is extremely pleased that the chapter has been utilizing regular ongoing rituals and trainings.

- The chapter submitted documentation regarding Greek Life EDU and a Spring workshop on wellness and well-being in stressful times.
- Once again, the panel commends the chapter for making improvements in areas recommended in 2016. Unlike in 2016 where the chapter had the largest number of women with over four points, this year, they had none. The panel encourages the chapter to continue in this vein.
- The chapter's new member GPA was 0.14 below the unaffiliated sophomore women gpa; however, it was a 0.09 increase from Fall 2016, so the chapter is showing progress. The chapter has shown their dedication to academics for their general chapter, but may benefit from looking at ways to help new members to be increasingly academic successful their first semester.

Community Engagement

- The chapter hosted their annual Eleusinian Banquet this year for Founders Day. Alumni relations and engagement are important to a chapter's success so the panel was glad that the chapter continued to host and engage alumni, but would like to see evidence of more regular engagement. The panel was also excited with the efforts of the chapter to engage alumna President Riggs, and encourage them to continue this effort.
- The chapter has a strong online presence through the use of Tumblr and Instagram accounts. These platforms are regularly used to highlight chapter members and to promote philanthropic efforts. However, the chapter also has a Facebook account that has not been used since 2016. The chapter may benefit from either utilizing the page or removing it. For the second year, the panel recommends reaching out to local publications to inform them of the great work that the chapter is doing. The chapter excels in philanthropic events and the panel believes that these events should be shared and highlighted.
- This year, the chapter listened to the panel's recommendations of last year and submitted a Google Document which displayed the service hours for each member. This allowed for greater accounting for this process. However, not all members completed three hours. The panel would also like to remind the chapter that coordinating their philanthropy events do not qualify as community service.
- As mentioned earlier, the chapter excels in philanthropic events. Their main event, Chi O Night Live, drew a large audience and raised donations for the Make-A-Wish Foundation. The chapter failed to articulate, or provide documentation for, the other programs they attended and sponsored throughout the year. One recommendation the panel has is to find ways to educate on their philanthropy during the promotion and tabling period, as well as potentially including facts or statistics about Make a Wish during the "Shout Out" portion of Chi O Night Live.
- The chapter communicated with parents multiple times throughout the year via mail, email, and online. In the past, the chapter spoke to hosting an educational event for parents regarding Make a Wish, which was not spoken to during the evaluation presentation or included in their dropbox.
- This year, there was a slight decrease in number of women involved in a campus organization outside of Greek Life. The panel believes that the chapter can easily reach the 96-100% mark by encouraging members to engage in organizations outside of the chapter. This outside engagement gives members a way to contribute to the collegiate community and gain valuable skills and experiences that they can use in their time with the chapter.
- Once again, one area in which the chapter struggled with documentation related to Inter-Greek relations. Although the chapter spoke to events they attended and co-hosted, no attendance sheets were provided to verify 60% attendance. This is an improvement the chapter can easily make next year.

Organizational Management

- The chapter submitted a risk management plan prior to their first social event.
- This year, the chapter improved on individual judicial incidents, which was a challenge the chapter had previously.
- This year, the chapter submitted their insurance certificate and completed all redaction education sessions.
- The chapter has continued their focus on recognition for achievement. They applied for, and received, multiple awards through Gettysburg College. Members of the chapter have also been recognized on campus through multiple awards including the Linnean Award and Sportsmanship Award, just to name a few.
- Every member of the chapter is required to be a member of a committee and demonstrated how the committees operated. In the future, the panel asks that the chapter provide attendance sheets or minutes to show that 100% of the chapter is truly engaged in the committees.
- The chapter acknowledged the budget to be a weak spot. They are encouraged to utilize their advisors to create and utilize a strong budget moving forward.

Overall Comments

- It was clear through the written documents and presentation that Chi Omega is excelling in many areas and is looking to improve even further. The chapter has shown great consistency between years in maintaining the areas in which they are strong. The panel commends the chapter for the improvements they made from the 2016 evaluation process.
- The chapter was on the cusp of Above Average in three of the categories. In some cases, the chapter could have easily moved into the higher category through additional documentation. This was the only area they scored satisfactory. Suggestions for ways to achieve this relate to additional individual engagement in organizations outside of Chi Omega, social justice discussions, and participation in a semester-long service project.
- The panel commends the chapter for their ability to re-interpret the sanctions given by Chi Omega Headquarters and Gettysburg College. Rather than viewing it as a negative and staying stagnant, the chapter was able to articulate the sanctions and resources provided as a positive opportunity for growth. The chapter is also commended for their efforts to continually improve morale and support one another.
- Although the chapter saw challenges in the formal recruitment process, they are to be commended for their adaptation to the continuous open bidding process, a process new to them. The chapter was able to easily recruit additional members, a testament to their recruitment skills and to their positive perception on campus. This year, the chapter did not see a new member GPA increase. The chapter should strive to continue creating an academically supportive environment, especially for their new members.
- As stated last year, Chi Omega can improve drastically in a few areas, namely in the academic events, citizenship/social justice programming, and tracking their attendance and participation in programming. Academic events help to expand members' minds in subjects that they may not be studying at the College. The chapter should make every effort to both co-sponsor academic events throughout the year, and to attend academic events sponsored by other organizations. Members of Chi Omega are heavily involved in co-curricular activities on campus with whom the chapter could partner to sponsor these academic events. Social justice events and programs should also be explored as these conversations can help build awareness and advocacy for social justice topics. The Center for Public Service and Diversity Peer Educators are just two of the groups on campus with whom the chapter could partner.

- The panel would also like to thank the chapter for the wealth of material submitted prior to the presentation. The included write up and organized presentation allowed the panel to easily understand what was achieved without the need to ask probing questions. The selection of presenters was also effective as each presenter was knowledgeable and able to articulate all aspects of their roles. The panel is excited to see how the chapter continues to grow and improve in the future.