



**Delta Gamma 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 (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 (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 (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 (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 (16 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 (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) (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 (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 (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 (10 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 (15 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 (15 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: 78.5	

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: 67.5	

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: 67.5	

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: 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: 323.5	

Delta Gamma 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 Delta Gamma. 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 happy to see that the chapter shared their academic plan with Academic Advising this year.
- The chapter attended two events, a Sociology department discussion and a mental health presentation with 60% of membership present.
- The panel was impressed by the chapter's commitment to their suggestion from last year regarding engaging their faculty advisor as a resource. The chapter displayed a great improvement in this area.
- The chapter had fairly strong GPA's each semester (3.29 in the spring and 3.32 in the fall), but each semester fell just shy of the All-Women's Average. This continues to be an area the panel would like to see the chapter focus. They encourage the chapter to work with Academic Advising and their faculty advisor to determine new strategies for improvement.
- Chloe Comas attended NGLA as the Vice President of Recruitment for Panhellenic.
- The chapter received points for coordinating a collaborative conversation through DG Regional Training Day. However, the chapter could have done a better job articulating their development and the ways they engaged in the Regional Training Day.

Member Recruitment and Retention

- The chapter received full points for new member education through the submission of their program, participation in new member core curriculum sessions, and attending a college-sponsored hazing prevention program. The committee commends the chapter for this success.
- The chapter was, once again, found responsible for one recruitment violation, preventing them from otherwise earning full points in the recruitment data category.
- The chapter retained 100% of its members and saw great success in their training program.
- The chapter was able to articulate how they have integrated ritual and ceremonies within their organization on a regular basis.
- The chapter did well within the wellness, health, and safety category with no member with more than four points, and narrowly received the bonus points with 80.25% of members without points.
- Like the concerns listed in the Academic Achievement section, the chapter struggled once again with academics, this time in relation to New Members. While the new member gpa increased from Fall 2016 by 0.04, it was 0.17 below the unaffiliated female sophomore average. The panel would like to see the chapter focus on this area moving forward.

Community Engagement

- The chapter has shown continual dedication to strengthening alumni relations including Homecoming and Founders Day activities.

- The panel was impressed by the chapter's new website and look forward to seeing how the chapter utilizes it as a tool.
- The committee commends the chapter for their clear division between philanthropy and service and their dedication to both. The chapter provided service hours for members, which was an improvement from last year. Unfortunately, a few members did not meet the hour requirements, so although a majority did, the chapter was unable to receive the 15 points they otherwise would have received for service.
- The chapter also continued their dedication to local and national organizations including the Susquehanna Service Dogs, Service for Sight, and the Senior Center. both as a single chapter and through co-sponsorships with a few fraternities. The committee recommends co-sponsoring an event with a new organization, such as a non-Greek organization or a sorority.
- The panel would also like to see the chapter publicize their great works in regard to philanthropy and service. The chapter did not earn full points in the Public Relations category, but the panel felt this area especially would be a great area to focus on for promotion.
- The panel was glad to see the chapter's parent initiatives continued this year with a Senior Event and Family Weekend event. The committee views these events as best practices for the chapter, incorporating the parents of seniors in showing appreciation for chapter members. Next year, the panel would appreciate stronger documentation of correspondence with parents and alumnae.
- A continued area for Delta Gamma to focus in 2017 is its connection with the larger campus community. Campus engagement and citizenship/social justice both were missed standards for the chapter this past year. As fraternities and sororities are called on to demonstrate their value-added to the campus, these standards are critical for showing alignment and connection to the larger campus community.

Organizational Management

- The chapter did a far better job in submitting documentation of their foundational materials this year, such as the budget, bylaws, and social event management plan, which led to a great increase in scoring for Organizational Management.
- The chapter applied for, and received the Outstanding Philanthropy and Outstanding Sophomore Awards at the Order of Omega Awards Ceremony.
- The chapter has a strong committee, or crew, structure with high member involvement. The panel was impressed by the structure and usage of the crews and view these as a Delta Gamma best practice.

Overall Comments

- Overall, the chapter showed great improvement this year. Once again, the chapter struggled to initially submit documentation of attendance at events or with service hours. Luckily, a number of their events occurred after the dropbox deadline, so they were able to still submit the materials; however, the panel would like to see them submit documentation regularly throughout the year.
- Although the chapter is strong overall with philanthropy and service, it is imperative they find ways to fully engage all members. If every chapter member had completed six hours, the chapter would have received fifteen points for the category.

- The chapter has shown a strong ability to maintain current initiatives. Moving forward, the panel would like to see the chapter challenge themselves with new ideas, such as partnering with new organizations or making amendments to their academic plans to further GPA growth.
- The largest area the panel would like to see the chapter focus is academics. The chapter has continued to find themselves near the All-Women's Average, but unable to maintain levels above it. On the new member side, the GPA shows a larger discrepancy, which the chapter would benefit from considering potential reasons and solutions for.
- The panel would like to commend the chapter for their strong presentation. They were incredibly impressed by the integration of a newly initiated member who could provide unique perspectives, while also learning about the evaluation process from an early stage in the organization. There was also great representation from the chapter, and all presenters were able to speak fairly well to their topical areas. The one change the panel would like to see in the presentation, is that the chapter go one category at a time. The presenters switched between the four evaluation categories consistently, which made it more challenging for the panelists to keep track of what the presenters shared.
- The panel is excited by the number of improvements made by the chapter following suggestions from the 2016 evaluation. They hope the chapter continues to move forward, as they are in great range for achieving Gettysburg Great within the next few years.