



**Lambda Chi Alpha 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 (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 (10 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 (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 (11 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 (17.5 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 (15 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 (12.5 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 (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 (10 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 (0 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 (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) (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 (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 (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 (10 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	
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: 58.5	

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: 97.5	

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: 82.5	

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: 90	

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: 328.5	

Lambda Chi Alpha 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 Lambda Chi Alpha. 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 submitted an academic plan which was approved by academic advising within the first month.
- The chapter attended one academic event: Order of Omega's Last Lecture Series. The college offers numerous opportunities for academic events throughout the year. This is an easy area for the chapter to earn additional points next year with a little planning.
- The chapter has Jack Ryan, Vice Provost, serving as their faculty advisor. Professor Ryan is a great resource who the executive board utilized this semester. Moving forward, the panel recommends finding ways to engage Professor Ryan with the larger chapter.
- The panel would like to commend the chapter for maintaining a fairly strong gpa. The chapter exceeded the All-Men's average, but fell from last fall.
- Chapter has a high level of members in leadership roles in other organizations and was able to articulate ways in which their involvement are utilized to improve the chapter.
- The chapter engaged with the Center for Career Development and Mark Malone serves as the chapter's liaison. The panel encourages the chapter to find ways to utilize the Center for Career Development in planning programming with alumni or parents.
- The chapter attended all OSAGL and Headquarter trainings and conventions and utilized resources from headquarters for their transition workshop.
- Brad Klustner attended NGLA with the Interfraternity Council.

Member Recruitment and Retention

- The chapter submitted and had approved their new member education program by the deadline.
- The chapter submitted a written recruitment plan by Spring Break and exceeded average chapter size both semesters.
- The chapter retained 100% of their new members through the new member education process and meet the 95% 4-year graduation rate for members.
- In an improvement from last year, the chapter was able to articulate ways in which they regularly train and utilize rituals and ceremonies. Their initiation was confirmed as occurring on time.
- The panel commends the chapter for their strong focus towards wellness, health and safety programs which was a strong improvement from the previous year in which no programs occurred.
- The new member GPA was 3.18 in the spring and 3.12 in the fall. These numbers were both 0.21 and 0.27 above the unaffiliated sophomore men average, but was also over a 0.3 increase from their new member gpa last year. The chapter earned the second

highest new member gpa in the spring. This is a great improvement the panel would love to see continue.

Community Engagement

- The chapter reported stronger engagement with their alumni, due in part to their growing alumni advisory board.
- The chapter showed a greater use of their social media websites this year.
- The chapter was featured on two websites: Wounded Warrior's Project for their "Ruck March" and Theta Pi News for their 100th Anniversary Celebration.
- The chapter submitted service hours; however, hours dedicated to tabling or preparing for philanthropy events do not count as service. Thus, the chapter did not demonstrate the 3 hour minimum per person to earn points in the service hours category.
- The chapter held three great philanthropy events this year: Antica Napoli 5K in collaboration with Alpha Chi Rho and Alpha Omicron Pi, Battlefield Ruck March in collaboration with Sigma Alpha Epsilon and Alpha Delta Pi, and a Watermelon Bust. The chapter did well incorporating education of Wounded Warriors during the Ruck March and was able to raise over \$6500 for their philanthropies.
- One of the chapter's greatest strengths is their members' involvement in other organizations. This year, they did a great job documenting their members' involvement.
- The chapter continued their engagement with the Office of Multicultural Engagement through a discussion with Monique Gore, the Director of Multicultural Programming and Outreach.

Organizational Management

- As noted earlier, the panel was impressed by the chapter's strong focus on risk management this year. Their submitted crisis management plan included plans for a wide range of situations that could occur. The chapter also engaged in a number of harm reduction education sessions.
- The chapter had no major or repeating conduct incidents.
- The chapter submitted their bylaws within the first 30 days and was able to speak to how it is utilized and changes made.
- The chapter applied for President of the Year, but did not receive the award. The chapter has made major strides in the last year and are encouraged to apply for more awards through Order of Omega, their Headquarters, or other opportunities such as NGLA.
- 82% of seniors, 73% of juniors, and 88% of sophomores serve on committees. The chapter articulated ways they are increasing usage of committee structures to share the workload.
- The chapter spoke to updates to their budget and had it reviewed by one of their alumni, Zachary Bell.

Overall Comments

To say the panel was impressed with the improvements Lambda Chi Alpha has made between 2016 and 2017 is an understatement. It is clear that the men of Lambda Chi Alpha 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 main areas of improvement the panel would like to see relate to citizenship and social justice programming, as well as academic programming. All of these programs can be utilized to further develop the chapter and the members within.

The chapter has created a strong base in many of the areas and through small changes, could maximize their scores. For example, the chapter has a Center for Career Development Liaison and engaged with parents and alumni at a significantly higher level this year. Through working with the Center for Career Development to consider educational or networking opportunities with one or both of these populations, the chapter could earn additional points while ensuring intentional conversations with these stakeholders.

The panel overall was enthused with the overall drastic improvement from last year's evaluation process. However, they want to caution the chapter that, while they should be excited and proud, they must be deliberate in continuing this upward mobility, rather than returning to past trends once removed from probation (Report to Council) status from their Headquarters.