



**Phi Delta Theta Evaluation Report
Gettysburg College**

2017

Academic Achievement and Intellectual Engagement				
Criteria	5 pts	10 pts	15 pts	Bonus Points (1-5)
Academic Support Plan (2.5 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 (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 (0 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 (0 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 (6 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 (2.5 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 (5 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 (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 (2.5 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 (7.5 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 (5 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 (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 (0 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 (2.5 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) (0 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 (10 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 (0 points)	No major life safety violations	No life safety violations in any personal rooms or common areas	N/A	N/A
Organizational Structure (5 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 (5 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: 28.5	

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: 45	

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: 25	

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: 37.5	

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: 136	

Phi Delta Theta 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 Phi Delta Theta. 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

- As stated in previous years, the chapter's relationship with its faculty advisor remains a best practice within the community. Having a tremendous resource on campus to provide support to chapter leadership is a great asset to the organization. Making sure that the incoming officers maintain this connection will be important in the transition process.
- Conversely to previous years, this year the chapter submitted an Academic Plan to Advising, but did not submit one for review to their Dropbox for the Evaluation Committee to review.
- The chapter's GPA's, both for Active Members and New Members, continued to fall below the All-Male comparative averages. In the Spring, the Active Member GPA was 0.05 below the All-Men's, while in the Fall, the Active Member GPA dropped to 0.36 below the All Men's Average. Academics is a significant area the panel would like to see the chapter focus on in the 2018 year.
- The chapter would have earned points for 85% of the chapter utilizing the Center for Career Development, but they did not have a Center for Career Development Liaison.

Member Recruitment and Retention

- The chapter submitted and had approved their new member education program a month after the deadline. In the future, this program must be submitted in a timely manner to allow appropriate time review by all relevant parties.
- The chapter failed to participate fully in the New Member Education process provided by the Office of Student Activities and Greek Life in the Spring, but did participate fully in the Fall.
- The chapter was not found responsible for any recruitment violations. The chapter did not recruit in the Spring. While they exceeded average class size in the Fall, they recruited less members than the previous year.
- The chapter would benefit from continuing to review accountability measures for individual members, as the chapter had both members with more than four points in the college's conduct process as well as less than 80% of members without any points.
- The chapter once again struggled with New Member GPA's in the Fall. While it was an increase of 0.01 from the previous Fall, their New Members' GPA was 0.13 below the unaffiliated Sophomore Male average. As stated in 2015 and 2016, working with Academic Advising to create a sophomore-specific academic program could be a good strategy for reducing this trend.

Community Engagement

- The chapter struggled in this section due to a lack of documentation for a number of pieces of criteria. The chapter is encouraged to upload documents throughout the year to ensure that all relevant material is submitted.
- The chapter spoke to one alumni newsletter for the year; however, the document submitted to the Dropbox included 1.5 pages of updates while the rest remained stock photographs and text. As a result of this discrepancy, the panel did not feel that it could award credit.

- The chapter would have earned points for hosting an event for Reunion Weekend, but did not earn the 5 point requirement.
- The chapter has a strong Instagram account. The chapter did not speak to if they are utilizing the Facebook page they have. The panel encourages them to continue, or begin, utilizing these resources to educate on their philanthropy events, engage with alumni, and promote the positive work the chapter is doing.
- The panel recommends following-up with the Gettysburgian before and events to promote media coverage on a local level as well as submitting news releases to the local newspaper.
- The chapter, for the second year, did not provide documentation for verification of community service hours.
- Philanthropy continues to be a strength of the chapter with their two events this year: PA Beta Wings for Matt and their Haunted Mansion. The panel's recommendation is to find ways to include education on your supported causes.

Organizational Management

- Crisis management plan was not submitted on time.
- The chapter spent the Spring Semester working on their bylaws with their Membership Manager; however, they did not submit the bylaws to their Dropbox at any time.
- Chapter applied for awards including Gettysburg Fraternity President of the Year and Outstanding Advisor, but did not receive either award.
- Chapter submitted a budget; however, it did not show use. The panel once again recommends a second page breaking down how the budget was spent, ensuring strong financial management and assisting in consistency for chapter event planning from year to year. The chapter participated in a fidelity financial management training.

Overall Comments

- The panel struggled with the chapter's evaluation. Reporting documents were not included in the Dropbox, preventing the panelists from validating percentage requirements or knowing what programming occurred. Materials submitted to the Dropbox were often in the incorrect folders, further challenging ease of review.
- During the presentation, only one chapter member was in attendance. While the presentation was strong for providing a general comparison to the previous year, it did not directly address or provide much of the additional information needed for the Evaluation process. The lack of submitted documentation was a continued challenge from the 2016 Evaluation process.
- For 2018, the panel strongly encourages the chapter to focus on academics, both for Active and New Members, as well as regular alumni engagement.
- As displayed through the presentation, the chapter has great potential to score highly on the Evaluation Process. Through planning in January, the chapter can easily earn points not earned this year, such as in electing a member to serve as the Center for Career Development Liaison. In addition, the chapter is encouraged to submit documents throughout the year, including guiding documents, community service tracking, etc. This is an area that has consistently held the chapter back from receiving points from the panel for work they may have done.