



**Phi Gamma Delta 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 (17.5 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 Spring '17: 2.92 Fall '17: 2.64 (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 (0 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) (15 Points)	90% of enrolled in good standing of all members	95% retention	100% retention	95% 4-year graduation rate for members
Ritual Implementation (10 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 (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 (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 (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 (10 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) (15 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) (12.5 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 (5 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	
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: 61	

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: 52.5	

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: 87.5	

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: 246	

Phi Gamma Delta 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 Gamma Delta. 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 carried over improvements from last year in developing a more robust academic support plan than previous years, and was able to talk about its use during the presentation this year. However, the panel encourages the chapter to determine the effectiveness of these specific strategies for its members. While the plan has important components, it may not be the right strategies for this particular group of men.
- The chapter is commended for its efforts in partnering with academic departments to host academic programs this year. Utilizing its alumni network to co-sponsor Kevin Smith's presentation with the Organization & Management Studies department is a great example of the positive intellectual impact fraternities can have on campus.
- Phi Gamma Delta continued to grow its faculty advisor relationship in 2017 and has established a very good connection with Jeff Williams from Cinema & Media Studies. The committee encourages the chapter to continue finding ways to utilize Professor Williams as a resource, particularly given the chapter's academic challenges.
- Panelists are concerned about the continued volatility of the chapter's academic record, particularly this fall's 2.64 GPA.
- In response to last year's feedback, the chapter was able to articulate how they utilized other campus involvement to apply lessons learned to leadership efforts within the organization. The committee would like to see the chapter formalize its leadership development efforts and provide a stronger structure for members in this area.
- Phi Gamma Delta had a liaison with the Center for Career Development in 2017, but was unable to coordinate a program for its members this year. Additionally, only 69% of the chapter participated in career development opportunities. The committee views this as an opportunity for FIJI to positively impact its members and add value to their experience. This recommendation carries over from last year after Andrew Barclay's departure from the Career Development staff.
- In the four years of the current evaluation process, the chapter has never received more than 5 points in Chapter Officer Training. In two of the four years, it failed to receive any points in this category. As the organization looks to build sustainable structures and programs, these types of programs are a great opportunity to achieve consistency and elevate the overall operations within the Xi Chapter.
- While the committee has identified areas for the chapter to enhance its impact in Academic Achievement and Intellectual Engagement, it is worth noting that the chapter achieved a Satisfactory rating in this category for the first time in the four years of the evaluation process. This should not be overlooked as Phi Gamma Delta looks to put in place a foundation for success in the future.

Member Recruitment and Retention

- Phi Gamma Delta's performance in the Member Recruitment and Retention section is a mirror image of 2016, with the chapter earning the same point values in the same categories again in 2017.
- The chapter built on its improvements from 2016 in regards to ritual implementation, and the committee hopes that this trend in overall education and awareness of Phi Gamma Delta rituals and core values continues.
- Jack Bream's continued involvement in new member education is a positive way to both connect with alumni and ensure good practices in its pledge program. The chapter also attended both hazing-prevention speakers this past academic year after hosting a speaker on this topic in 2016. The panelists hope this message will continue to resonate with members in future years.
- The committee is extremely concerned about the academic performance of new members this fall as the group had an average GPA of 1.92 for the term. This is alarming from a standpoint of members persisting as students through graduation. The chapter has failed to have new members earn any points in this category in three out of four years. This must be a top priority for the chapter in 2018.
- The chapter has come up short on recruitment goals the past couple of years and continues to operate without submitting a recruitment plan. This seems like an important next step to improve its overall recruitment success.

Community Engagement

- Community Engagement was an area of regression for the chapter in 2017. The past two years have seen a decline in FIJI's participation and interaction with the broader campus and local community. The committee hopes the chapter will evaluate strategies for rebuilding relationships outside of the organization.
- The chapter sent out a second communication just before the end of the semester to earn full credit and a bonus for Alumni Relations. Continuing to regularly engage with alumni is an opportunity for the chapter with so many resources among its advisory team. While the chapter ultimately completed all of these expectations, with some advance planning the committee believes there is a great opportunity to develop even better connections with the broader alumni base.
- The chapter has not earned any points for community service in the four years of the evaluation process. Whether this is due to challenges with record-keeping or a lack of service, it is a recommendation from the committee that the chapter find a way to provide opportunities for its members to contribute to the local community in future years.
- The organization was not found responsible for any bias incidents in 2017, but did not participate in any social justice programs.
- FIJI hosted several philanthropic events this year, including a Silent Auction of Family Weekend with Gamma Phi Beta that has become a very positive annual event. The chapter also hosted Push for Entrepreneurship, an effort spearheaded by a new member this fall semester. There is a great opportunity to continue growing this event, particularly given the College's focus on entrepreneurial initiatives.

- The chapter saw an increase in membership involvement on campus this year, as it surpassed 85% participation.

Organizational Management

- FIJI has shown considerable improvement in the area of Organizational Management, building its success to the point of being the strongest portion of the evaluation for the chapter. This is a considerable shift from two years ago when the chapter earned only 30 points in this section.
- The impact of a stronger internal structure was clearly seen in the chapter's improvements in the area of risk management and judicial record. The chapter had no conduct incidents this year, which is a great step forward for the organization. The committee encourages the chapter to evaluate what strategies worked well this year, and hopes the new leadership will utilize those lessons in its efforts moving forward.
- There was only one life safety report this past year, which was caused by evidence of smoking in the chapter house.
- The chapter's partnership with their alumni in budget oversight has come a long way over the past couple of years. Chapter leaders talked at length in the presentation about their budget creation and tracking processes.
- There was a missed opportunity to apply for awards this past year, and the committee hopes the chapter will seek out these opportunities to share their successes with others through awards application processes.
- The development of the committee structure within Phi Gamma Delta has been a helpful tool for finding ways to involve the broader membership in the governance of the organization. The panelists are encouraged by this continued development, and hope to see continued growth in this area so that all members have an understanding of the operations of the chapter.

Overall Comments

- The chapter continues to make incremental improvements each year, which has resulted in nearly 30 additional points being earned in 2017 as compared to 2016, and 80 points higher than 2015. While the panel would like to see some more aggressive steps forward in 2018, the panelists would like to recognize that improvements can be seen from one year to the next.
- The chapter's efforts to grow its faculty advisor relationship are to be commended as an important step in creating a stronger connection to the academic mission of the College. The committee hopes that the chapter will continue to find ways to utilize Professor Williams as an academic resource in future years.
- FIJI's two academic programs that it co-sponsored with two academic departments in 2017 are a best practice for the Greek community at Gettysburg. Continuing to find ways to connect members' interests to the academic program is a great example of creating meaningful experiences through the fraternity.
- Phi Gamma Delta is urged to make academic success a top priority in 2018, both for initiated members and new members. The chapter failed to achieve a 95% graduation rate for the third consecutive year, and the committee hopes chapter members can

have internal conversations to determine strategies for improving this outcome in the future.

- Increasing the chapter's efforts in Community Engagement could have a ripple effect on recruitment efforts. Building external relationships is critical to building the brand of the organization and laying the groundwork for a values-based recruitment strategy.
- There have been very positive developments in regards to the organizational foundation of Phi Gamma Delta over the past two years. The incoming officers will be tasked with sustaining those new elements and utilizing the structure to enhance the programming to the other aspects of the evaluation process.
- The chapter's presentation team this year was the best prepared that a group has been from FIJI. In past years, either just the president would present or limited contributions would be made by other officers. This year, the entire presentation team was knowledgeable about their part of the content. This is a strength to carry forward into future years.