



**Phi Kappa Psi 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 (10 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 (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 (15 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 (15 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 (2.5 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 (10 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 (15 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 (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 (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) (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 (12.5 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) (10 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	
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: 57.5	

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: 77.5	

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: 85	

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: 107.5	

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: 327.5	

Phi Kappa Psi 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 Kappa Psi. 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

- The chapter submitted a full academic support plan and it was approved through Academic Advising. The chapter articulated how the plan is utilized in practice, however since Phi Psi rarely hosts social events the committee would recommend a difference incentive for members to maintain a strong GPA.
- Academic events are a missed opportunity for the chapter. There are many chances to attend academic events throughout the year. There were also several opportunities available to the chapter to earn the five points.
- Although the chapter has an administrative advisor, the committee was uncomfortable with the advisor being a recent graduate in Spring 2017. The chapter will need to find an academic advisor early in 2018.
- The chapter consistently maintains a GPA that is either at or above the all-male average on campus. Their GPA did fall a bit from spring to fall which prevented them from 15 points in this category.
- While the chapter did receive 5 points for member leadership development they were not strong in articulating themselves. Next year if they want to receive additional points they will need to increase their participation in outside organizations and leadership workshops.
- No points were awarded for career planning and networking. The chapter does not have a Center for Career Development (CCD) Liaison. They also did not host a program with CCD. This could be as simple as a resume building workshop.
- The chapter attended all Greek Leaders Retreats hosted by OSAGL. They currently use HQ resources for officer transitions and they regularly engage with other Phi Psi chapters in collaborative conversations.
 - The committee suggests that the chapter begin to utilize internal officer binders to be passed down from year to year.

Member Recruitment and Retention

- The chapter submitted their NME plan on time and had 100% participation in the core curriculum program. They also utilized an OSAGL employee to facilitate an anti-hazing presentation tailored to them as a colony. The focus of the conversation was on building positive traditions.
- Their recruitment plan was submitted prior to spring break and they were not found responsible for any recruitment violations.

- The committee would like to see that chapter continue to table during recruitment week in the fall. They are the only chapter that currently uses this strategy to engage with the greater campus community.
- The chapter retained 100% of their new members and they have a 95% 4-year graduation rate for members.
- The committee was thoroughly impressed with the chapter's commitment to ritual. Even as a colony the chapter regularly engaged with a specific set ritual given to all Phi Kappa Psi colonies. Now that they have chartered the committee looks forward to seeing how they will engage with ritual for 2018.
- Each semester the chapter participated in mandatory healthy and safety programs facilitated by their national leadership consultant. 80% of their members have no points.
- Unfortunately, their new members GPA was extremely low in the spring which disqualified them from receiving points in this category. However, they earned the highest new member GPA in the Fall which was a significant improvement.

Community Engagement

- The chapter sent out three newsletters this year to their alumni communicating member achievements, upcoming events, and progress made towards chartering. Each year the chapter hosts an event for their alumni during Reunion Weekend at Miller Hall and Weiser Hall. The chapter also hosted a Founder's Day reception at Quarry Pavilion for all their alumni. They also extended the invitation to another chapter who traveled to use Miller Hall for Initiation.
- The chapter was featured in two articles: one for winning Alpha Delta Pi Airbands (GNN) and the second for Chartering (HQ Magazine.)
- Each member completed 6 hours of service in addition to working with Forever Love Rescue in town.
- The chapter has been working hard to grow their casino night in the fall semester. Unfortunately, the chapter has not yet integrated education on the cause for which they are raising funds.
 - The committee suggests hosting CUB tables during the week and handing out educational materials and discussing the cause they are trying to support then.
- Each semester all parents received a copy of the chapter newsletter.
 - The chapter could earn additional points in the future through introducing an educational event with parents.
- The chapter reported over 90% participation in outside organizations on campus.
- The chapter classified Relay for Life as a social justice program; however, the panel did not feel it applied. Thus, the chapter did not earn any points for the category.
- The chapter attended Chi-O night live, ADPi Airbands, and Anything is Paulssible with 60% of members present.
- The chapter also co-hosted an educational event in the fall with Sigma Chi.
 - The committee had to ask the members about this event. It was confusing why they didn't bring it up during their presentation. Had the question not been asked they would not have received points.

Organizational Management

- The chapter submitted their risk management plan at the start of the semester and was able to articulate how the plan is utilized to their benefit. There are no reports of underage consumption associated with the chapter.
- There are no major conduct incidents for members or the chapter.
- The college has a copy of the chapters current insurance certificate. They have also participated in all insurance reduction sessions.
- The chapter submitted a current copy of their governing documents on time to the college and was able to talk to the committee about changes and updates that were made over the past year.
- The chapter applied for and received multiple awards through the Greek Annual Awards Banquet.
- There are no major life and safety concerns coming from the chapter or its members.
- All officer positions were filled within the first 30 days of the semester. The chapter was also able to walk the committee through it organizational structure. 60% of juniors and seniors serve on a committee.
- The chapter has an operational budget and was able to demonstrate its use to the committee.

Overall Notes

- This was a huge year of success for the chapter as demonstrated by the more than 50 point increase from last year's evaluation. The chapter's hard work was rewarded by chartering at the end of September. Nonetheless, there is still some hard work ahead of this group.
- Overall, while the chapter did well from a point achievement stance, the presentation was weak. It appeared disorganized and was difficult to follow at times. It was difficult to watch presenters stumble over their words and not clearly articulate all the great things they have accomplished over the past year. There were also some areas of clear missed opportunities where the chapter did not receive any points. While the committee understands that the focus for the chapter was on chartering, there was still plenty of time for the men to achieve some of these areas before the end of the semester.
- For next year the chapter should focus their efforts on polishing their presentation. If not for representatives from the Office of Student Activities and Greek Life, the committee would have assumed this was the chapter's first evaluation process. Additionally, planning and attending academic events and working with the Center for Career Development should be a focus for 2018. Through these small changes, the chapter could see a great increase in their 2018 evaluation scores.