



**Sigma Alpha Epsilon Evaluation Report
Gettysburg College**

Academic Achievement and Intellectual Engagement				
Criteria	5 pts	10 pts	15 pts	Bonus Points (1-5)
Academic Support Plan (20 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 Spring '17: 3.00 Fall '17: 3.03 (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 (15 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 (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 (10 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 (7.5 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 (17.5 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 (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 (5 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 (15 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 (0 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 (15 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 (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) (0 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) (15 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 (0 Points)	No major life safety violations	No life safety violations in any personal rooms or common areas	N/A	N/A
Organizational Structure (10 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 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: 76.5	

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: 85	

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: 67.5	

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: 314	

Sigma Alpha Epsilon 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 Sigma Alpha Epsilon. 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 a very well-developed academic support plan, and demonstrated a very detailed process for holding members accountable for their academic performance. The committee was very impressed by how much development the chapter showed in this area.
- 93% of members below a 2.50 GPA showed a significant improvement the following semester.
- The chapter continues to struggle with attending and co-sponsoring academic events, as they have missed this standard three consecutive years. The fall is challenging with so many members participating in sports, so it will require some advance planning to coordinate events that work for the group. The committee recommends that this be an area of emphasis in 2018.
- After considerable effort over the past year, the chapter was able to secure a faculty advisor in Linus Nyiwul. The chapter seems very excited about this new connection, and the committee encourages the chapter to build on their initial meetings from the beginning of the spring semester.
- The True Gentleman program helps to keep chapter members engaged in developmental education throughout their time as undergraduate members. The presentation team was also able to articulate how chapter members use the lessons they learn in other areas of involvement on campus to enhance the organization.
- Sigma Alpha Epsilon continues to sponsor a model career development program for its members. This continues to be a best practice among Greek organizations.
- Chapter representatives attended HQ and College-sponsored trainings and worked to create a stronger transition program and plan for its leadership.
- Sigma Alpha Epsilon had a 3.00 spring term GPA and a 3.03 fall term GPA, which marked only the 2nd and 3rd times that the chapter had a GPA at 3.00 or above in the past 10 years. It was also the only year that the chapter maintained a 3.00 for consecutive semesters.
- The organization continues to show improvements each year in its academic success and intellectual engagement. The committee hopes this trend will continue in the coming years.

Member Recruitment and Retention

- The chapter has continued to focus on its recruitment efforts to increase the diversity of its new member classes, specifically looking to find new members involved in a variety of activities on campus.
- Panelists view the three-year education model as a strong asset for the organization, and hope that chapter members continue to emphasize this as an opportunity for its members rather than a detriment.
- The chapter has a very strong retention rate both in the new member process and graduation rate for its members. Continued emphasis on member academic success will help to maintain these high standards.
- Sigma Alpha Epsilon participated in wellness programming, but had several members accrue conduct points during the year.

- The chapter had a very strong year with the recruitment and retention of members, but had short-comings in some of the programmatic aspects.
- The new members attained a very strong GPA during the fall semester that helped support the overall increase of the chapter's academic success.
- Sigma Alpha Epsilon significantly improved its score in this area of the evaluation as compared to past years.

Community Engagement

- The chapter continued to be a top-performer in the area of alumni relations. Their connection to alumni in advising capacities, alumni programming, and career development programs are strengths of the organization.
- While Sigma Alpha Epsilon maintains an online presence, the committee believes there is a missed opportunity to tell a very positive story if the chapter develops a more robust public relations plan in future years.
- It is unclear to the committee whether the number of service hours reported is truly under six per member, or if there is an issue with tracking these hours. There are some outstanding service partnerships such as the work being done at the Latta Farm, to support neighbors, and other efforts to engage in true service to the community.
- The committee was very impressed by both the variety of philanthropic events and the impact made by each of these initiatives. With efforts ranging from the Big Brothers Big Sisters Bowl for Kid's Sake to Walk A Mile in Her Shoes to hosting a silent auction on Family Weekend, there a number of outstanding examples of positive philanthropic contributions being made by SAE to partner with organizations on fundraising initiatives.
- The organization connects with parents at several points throughout the year to build relationships with members' families. The committee would like to see the chapter reengage parents in career and educational programming in future years. This was a strength that the chapter achieved two years ago, but has fallen off since then.
- Campus engagement is a missed opportunity for Sigma Alpha Epsilon in that many members are involved in numerous ways, but a segment of the chapter is either not reporting their involvement or could be held accountable to that expectation with earlier tracking of this information. This is an area that the chapter has received points in the past that should not require much effort to achieve in future years.
- Sigma Alpha Epsilon partnered with Survivors, Inc. and Green Dot on their sponsorship of Walk A Mile in Her Shoes this year. This is a best practice for working with a local agency to host a service program. There is an opportunity for members to participate in Green Dot training and expand that connection with Survivors throughout the year that the committee recommends exploring in future years.
- The chapter participated in a number of inter-Greek events this year, including co-sponsoring a new philanthropic event in the Ruck March with Lambda Chi Alpha.

Organizational Management

- The chapter lost points in risk management for violations that occurred this past year connected to its social events. The committee recommends revisiting expectations with chapter members for sober monitors.

- The chapter did not receive any points for judicial record as at least one member was involved in a major judicial incident. It is important that chapter leadership continue reinforcing to members that individual behavior has an impact on the organization as a whole, and that they will be held accountable both internally and externally when issues arise.
- The chapter fulfilled all expectations relating to insurance from both Gettysburg College and the international headquarters.
- The organization successfully applied for and was selected as a winner for awards through Order of Omega and Sigma Alpha Epsilon headquarters. Chapter members were also recognized for their individual successes in athletics and on campus.
- A smoke machine violation resulted in the chapter losing the points for major life safety violations. Overall, the chapter has a very strong facility maintenance program. This is an area that the chapter can easily make corrections for future years.
- The structure of the chapter's governance has improved over the years, and the presentation team articulated well how it operates. Continuing to find ways to get the broader membership involved in its governance structure is an ongoing opportunity to strengthen the organization.
- The chapter has worked with its alumni to create a budget over the past couple of years, and this year did a nice job of demonstrating how that budget was utilized.

Overall Comments

- The chapter improved its overall score by 35 points from last year, and has seen an increase of nearly 120 points in the four years of the evaluation process.
- While the presentation went over the time limit, it was fluid and planned speaking. The committee noted that there was clearly effort put forth in coordinating the talking points. Panelists also appreciated the number of presenters and the knowledge they brought.
- Panelists shared that there were a few challenges with documents appearing in folders different from the criteria that was being addressed.
- The chapter has continued to grow both its academic success and intellectual engagement over the past few years. The committee hopes that the new relationship with the faculty advisor will serve as a gateway to enhanced participation in educational programming on the chapter level.
- In the area of Community Engagement, the committee would like to recognize that there are a number of very positive programs and efforts coming from the chapter, and that there are some easy opportunities to enhance its overall rating such as more consistent tracking of member involvement on campus. There is also an opportunity to tell a very positive story with some additional efforts in Public Relations.
- The organization lost points in a few categories for actions of individual members that negatively impacted the chapter as a whole. This is a similar note from last year's evaluation report, and remains a recommendation from the committee for the chapter to engage members in meaningful conversation at the beginning of the semester to discuss expectations and the impact of these behaviors on the overall organization.
- The panelists would like to note that in addition to the strong preparation by the presentation team, it was clear how much those individuals enjoy the experiences they have with the fraternity. The genuine way in which they interacted with one another and discussed what they have gained from this involvement was clearly very positive.