



**Sigma Chi 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 (15 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 (12.5 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 (10 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 (10 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) (12.5 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 (0 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 (10 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 (10 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 (12.5 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 (17.5 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 (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 (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 (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) (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 (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 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: 95	

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: 70	

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: 110	

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: 115	

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: 390	

*Chapters that do not receive Gettysburg Great in all sections of the Evaluation are ineligible to receive Gettysburg Great as an overall rating.

Sigma Chi 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 Chi. 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 their academic plan and it was approved within the first 30 days of the semester. They also clearly articulated and provided evidence that the plan is fully implanted within the chapter.
- The chapter submitted evidence that they attended Dr. Bloomquist's research presentation on micro-aggressions in the spring semester. On 11/27 the chapter attended Dr. Murphy's presentation on financial management and his research findings. Both events were co-sponsored with Tri Sigma and Phi Kappa Psi with the latter being open to the campus community.
- The chapter's academic advisor is Jennifer Bloomquist. The president meets with her monthly and she attends 1 informal chapter meeting and 2 executive board meetings each semester.
- The chapter's GPA was 0.09 above the all men's average in the spring and 0.16 above in the fall semester. They earned highest GPA for the fraternities in the Spring.
- The chapter leadership articulated how they were able to use lessons learned from GRAB and serving as an athletics team captain to aid them in their leadership roles within the chapter. Their advisor Richard hosted a leadership developments workshop each semester and the chapter welcomed Andy Hughes in the spring to facilitate a workshop for the entire chapter. Moving forward the chapter should focus on a 3-year membership development plan. There was no evidence provided for this area.
- The chapter held a resume building workshop in partnership with the Center for Career Development (CCD) on November 10th with 60% of chapter membership in attendance. Andrew Fitzsimmons serves as the CCD liaison for the chapter.
- The chapter attended all office sponsored retreats and trainings and utilized their HQ resources for officer transitions. The Balfour Leadership experience did not count for 15 points since as it is not organized by the chapter.

Member Recruitment and Retention

- The chapter submitted their NME plans on time and had 100% participation in the core curriculum. The chapter attended the college sponsored anti-hazing presentation in October and actively participated.
- The chapter submitted an approved recruitment plan by spring break this year. They were not found responsible for any recruitment violations and their class size exceeded the average size on campus.
- The chapter retained just under 100% of their new members. While one was dismissed by the chapter they did have another individual drop on their own accord.
- The chapter held initiation on time and provided ample training to all members to enhance their understanding of ritual. They also provided a ritual debrief meeting for newly initiated brothers so they can fully understand what happened during the initiation ceremony.

- The chapter never followed up to confirm if they were able to coordinate a green dot training with Jennifer. Due to the confirmation not being submitted, they were unable to receive the bonus points.
- The chapter's new member GPA was 0.05 above the all men's sophomore average in the spring and 0.19 above in the fall.

Community Engagement

- The chapter sent out all meeting minutes to local alumni and communicates through their social media pages with upcoming events and chapter updates. The chapter hosted a reception for alumni during homecoming and reunion weekend. They involved alumni in their CCD workshop and made it a networking opportunity for brothers who are close to graduating and looking for jobs.
- All social media pages (Instagram and Facebook) were updated fairly regularly. This could be improved upon by the chapter leadership. The chapter was featured in an article by their national magazine and on GNN.
- Every chapter member completed a minimum of 6 service hours. Individual brothers volunteering with CPS does not qualify as a semester long service project. The service project must be coordinated by the chapter.
- The chapter did a great job at educating the community about the Huntsman Cancer Foundation. They hosted CUB tables during Derby Days and passed out information pamphlets to open each event with information about the organization. They saw great success this year and were recognized by the Huntsman Cancer Foundation as one of their top fundraisers. They are now a part of the 20K club for monies raised.
 - The chapter did not meet the threshold for 15 points in this category. After Chandler left no other Sigma Chi's served on the senior class gift committee.
- The chapter sent out 2 communications each semester to parents. One after new members are selected and the second after they are initiated. The committee did not feel as though sufficient evidence was provided for the educational beer event hosted for brothers over 21.
- The spreadsheet submitted showed nearly 100% membership participation in outside organizations on campus. The chapter is also heavily involved with CPS. They have 5 members that serve as part of the eRace dialogue group.
- The chapter was not responsible for any bias incidents last year. They co-hosted a BBQ with AOII, BSU, and LASA aimed at bridging gaps on campus between culturally based organizations and greeks. The chapter also participated in a service opportunity in NJ with a local food pantry. The entire chapter goes just before the holiday season to help prep the venue and serve food.
- The chapter attended the AOII BBQ, Anchor splash, Chi-O night live, and GPhi Moonball this semester with 60% attendance. The chapter also coordinated with Phi Psi to co-sponsor an academic event with Professor Murphy.

Organizational Management

- The chapter submitted their risk management plan on time and were able to articulate how they use the plan in practice. The chapter's Risk Manager hosted an internal training session during a chapter meeting where 60% attendance was recorded.
- There were no major repeating conduct incidents for the chapter.
- The office has a copy of the chapter's current insurance certificate and they have participated in all insurance reduction programs. Officer Pearce hosted a liability educational events on 11/8 with 60% chapter attendance.

- The chapter submitted their governing documents within the first 30 days and were able to articulate the purpose behind changes made to those documents during the year. They provided an excellent example of how the documents are utilized to benefit the chapter.
 - The review of the documents needs to take place by someone outside the organization. The Peterson Commission does not qualify as it is Sigma Chi specific.
- The chapter applied for both Gettysburg Greek Awards and Sigma Chi awards. This year they received Chapter of the Year as well as individual awards. Additionally, their member Joey Recupero received a Fulbright scholarship to teach English in Lithuania.
- There were no major life and safety reports or violations.
- All executive board positions were filled and reported to the office within the first 30 days. The chapter also has an extensive committee structure with 60% of juniors and seniors serving on a committee.
- The chapter has a budget and provided evidence of its use. The chapter co-hosted with Phi Kappa Psi and financial management education session with Dr. Murphy as the presenter.

Overall Comments

- In general, the committee was impressed with Sigma Chi's performance this past year. They recognize that the chapter excels in many areas and tries to go above and beyond whenever possible. Their performance this year was on par with their performance last year. With that being said, with the chapter not demonstrating continued growth in some categories they did not meet the threshold to receive Gettysburg Great.
- The chapter showed significant growth this year in the area of risk management. Heeding the advice from the committee last year, they were able to increase their overall point achievement and earn all the points available in that category. The chapter also saw improvements in Community Engagement this year, increasing their overall score by 10 points.
- The chapter saw a decrease in Member Recruitment and Retention. A missed opportunity for the chapter was the chapter not attending a wellness, health, and safety program. They were planning on trying to coordinate a program with Jennifer McCary at the end of the semester; however, no follow-up occurred to update the committee on if the program took place.
- The committee would like to see the chapter plan in greater advance next year. The chapter missed important points, that could have boosted them over the threshold needed for Gettysburg Great, because they failed to submit updated evidence. The process is easier and less stressful if planning and programming occurs throughout the year, rather than post-evaluation.