



**Sigma Nu
Evaluation Report
Gettysburg College**

2017

Academic Achievement and Intellectual Engagement				
Criteria	5 pts	10 pts	15 pts	Bonus Points (1-5)
Academic Support Plan (10 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 (5 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 (0 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 (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 (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 (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) (15 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 (10 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 (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 (0 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 (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 (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 (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 (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 (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) (7.5 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 (10 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 (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	
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: 25	

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: 65	

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: 17.5	

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: 47.5	

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	155

Sigma Nu 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 Nu. 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 Development

- The chapter has a written academic support plan and it was approved within the first 30 days of the spring semester by Academic Advising. The chapter failed to demonstrate how the plan is being utilized within their membership and provide evidence of its success with members who have a GPA below a 2.5.
- The chapter did not submit any evidence that they either attended or hosted educational events this year. A significant missed opportunity for points in this area.
- Dr. Powel currently serves as the chapter's faculty advisor. Past having an advisor on paper, the chapter did not submit sufficient evidence that they engage with this individual on a regular basis.
- The chapter consistently did not meet the All-Men's Average for the term. In the spring, they earned a 2.8 compared to the all-men's average of 3.04. In the fall, they earned a 3.01 compared to the average of 3.03. However, it is positive to note the 0.21 increase between the spring and fall.
- The chapter did not provide any evidence for member leadership development and received no points for this area. This should be a focus area for the chapter next year.
- The chapter reported they do not have a member serve as a liaison for Center for Career Development (CCD). The chapter also did not host a program with the CCD in which 60% of members were present. This should be a focus area for points.
- Chapter leadership did attend all office sponsored retreats and trainings this year. They also reported using HQ resources for officer transitions.

Member Recruitment and Retention

- New member education plans were submitted on time and the office did receive confirmation that initiation took place on schedule. All new members completed college sponsored education programs with 100% completion.
- The chapter missed the opportunity twice to participate in college sponsored anti-hazing presentations. It would be encouraged that the chapter participate in these opportunities next year.
- The chapter submitted a written recruitment plan prior to spring break, did not have any recruitment violations reported, and their class size exceeded their size from previous year.
- The chapter retrained 100% of the new members throughout their education process this year.
- The chapter reported verified ritual initiation took place. They failed to articulate and provide evidence that the chapter regularly engages with their ritual. It would be advisable for the chapter to focus on their engagement with ritual in the upcoming year.

- 60% of members did attend the college sponsored event “Total Safety Move” which qualifies and a wellness, health, and safety event.
- Although the chapter received 10 points in this category, their new member GPA was still only a 2.97, which is one of the lowest in our community. Their new member GPA also dropped significantly from the previous semester. Spring 2017 their new member GPA was a 3.36

Community Engagement

- The chapter only reported communicating with Alumni through a private Facebook group but did not provide any evidence to support. Had they provided evidence for the 5 point category they would have received 10 points in this area.
- The chapter has public Facebook page, however it has not been updated since April 2017. They received no points for this area.
- The chapter received no points for community service. They provided no evidence of how they tracked service hours for men. Their VP stated that when they need to compile hours for reporting purposes that he has men text him their hours.
- The chapter co-sponsored a field day philanthropy event with Tri Sigma this fall. The chapter did not provide evidence that they are educating the community about the cause that funds raised will be donated to.
- The chapter sends communication to all parents of new members in the fall semester. They should do this semesterly so they can receive 10 points in the future.
- This was a huge missed opportunity for the chapter. They submitted no evidence that members participate in other organizations outside Sigma Nu. Developing a running excel document to track member involvement would be a good starting point for 2018.
- The chapter provided no evidence that they are engaging with social justice conversations as a group. There is an extensive amount of opportunities to attend lectures and roundtable conversations on campus. The chapter should focus on this area next year.
- They chapter did attend multiple community wide greek events. They should work on better documentation in this area. Taking photographs or sending around a sign-up sheet would be a good place to start.

Organizational Management

- They chapter provided us with a copy of their social event/crisis management plan prior to the first social event. There are concerns that when asked during their presentation if they could explain to us how they utilize that plan they seemed confused as to what the panel meant.
- The chapter had multiple judicial issues appear this year. The most notable one was the stolen charters and composites from other chapters on campus. They received no points in this category.
- They chapter has provided our office with a copy of their insurance certificate.
- The chapter submitted their governing documents to the office within the first 30 days of the start of 2017.
- The chapter did not provide any evidence that they applied for or received any greek related awards.
- The chapter had no major life and safety violations this year.
- The chapter did submit to the office a full roster of executive board positions held by current members. They did not provide sufficient evidence of how the committee structures are utilized within the chapter. I would suggest keeping minutes from committee meetings and have a documented roster of who sits on what committees within the chapter.

- They chapter submitted a copy of their 2017 budget in the dropbox.

Overall Comments

Overall, Sigma Nu has declined significantly this year compared to last year. There are so many missed opportunities for the chapter, most notably Academic Achievement and Community Engagement. The lack of points earned for these categories seek for themselves. By far the most concerning element of the chapter's evaluation process this year was their presentation, which is particularly disappointing because last year this was their largest strength. Only two individuals showed up to present, one of which was late and dressed inappropriately. There were only five slides made for an entire year's worth of work.

An area of strength for the chapter this year was member recruitment and retention. The chapter saw a good increase in the number of men they took during fall primary recruitment period and were able to retain 100% of them during the process. I would like to see the chapter to build upon this momentum and continue to excel in this area. I would like to see them at 30 members after fall primary recruitment next year.

The chapter has its work cut out for them for the 2018 year. With so many missed opportunities and receiving an overall score of underachieving the chapter will be placed of a mid-year review. The objective of this review is to get them back up to satisfactory and avoid them falling into an overall score of unacceptable. The mid-year review will require the chapter to do a small presentation to OSAGL, meet a minimum point threshold, and provide clear evidence of how they are on track to receive a score of satisfactory at the end of the year. This mid-year review will take place at the end of the spring semester.