



**Sigma Sigma Sigma
Evaluation Report
Gettysburg College**

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 (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 (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 (16 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) (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 (17.5 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 (7.5 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 (20 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 (17.5 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 (15 Points)	1 communication to parents	Multiple communications with parents	Host educational event involving parents	N/A
Campus Engagement (12.5 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 (10 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 (15 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) (17.5 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) (20 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 (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: 103.5	

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: 82.5	

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: 112.5	

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: 110	

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: 408.5	

Sigma Sigma Sigma 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 Sigma Sigma. 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 their academic support plan to Academic Advising within the first month of the spring semester and it was approved. They also clearly articulated how they utilize the plan within the chapter to help sisters improve their academic standing. Additionally, even though they had already meet their required point threshold in this category the sent a group of women to attend the first of the Last Lecture Series hosted by Order of Omega.
- The chapter provided a list with attendance for multiple academic events event attended this year by sisters, two of which they co-sponsored.
- Dr. Ian Isherwood serves as the chapter's faculty advisor. Their president has bi-weekly one on one's with Dr. Isherwood and he attends many chapter events. Dr. Isherwood also hosts open offices hours specific for Tri Sigma members.
- The chapter exceeded the all women's GPA both semesters .
- The chapter hosted CPS and the GLC for leadership development workshops this year. The chapter also clearly articulated their 3 year member development plan. One thing they could work on for next year is articulating how they prepare seniors for alumnae status within the organization and how they engage with them post-graduation.
- The chapter co-hosted an event with ADPi in the spring with CCD focused on college professionalism and how is connects with social media use and successful job searching. They also worked with CCD to connect with alumni and host a career panel on November 12th.
- The chapter attended all GL retreats and trainings and HQ sponsored leadership/transition workshops. Additionally, they chapter partnered with the Drexel chapter of Tri Sigma to enhance their understanding of ritual.

Member Recruitment and Retention

- The chapter fully participated in the college's new member education program and attended an anti-hazing presentation.
- The chapter submitted a comprehensive recruitment plan by spring break and met quota for the second year in a row.
- The chapter retained 95% of their new members and have a four-year graduation rate for members.
- The chapter regularly engaged with ritual and we received confirmation from alumni that initiation took place on time.
- 60% of the chapter's members attended Total Safety Move in the spring, no one has more than 4 points, and they also hosted Jennifer McCary in the spring to do a in depth conversation and training on sexual assault prevention with a focus on supporting sisters.
- Their new member GPA fell just below the unaffiliated sophomore women gpa (0.03 in the spring, 0.04 in the fall). If the chapter can find strategies to boost their new member gpa just slightly in the future, they can get above the unaffiliated sophomore women average.
- The chapter had the highest sorority new member gpa in the spring semester.

Community Engagement

- The chapter sends out semesterly newsletters and hosts both a founder's day and homecoming celebration. The chapter also hosted an alumni career panel and mix and mingle event on November 12th.
- The chapter actively maintains a facebook page, instagram account, and website. They also had multiple sisters featured on college's website highlighting their experience in Tri Sigma and current projects they were engaged with. The chapter was also featured in a CNN Bulletin article for winning Chi-O night live.
- The chapter submitted evidence that all members complete a minimum of 6 service hours.
- The chapter hosted three philanthropy events this year, two of which were co-sponsored: cupcake wars, casino night (phi psi), and field day (sigma nu). The chapter also received an award at the Women of Distinction banquet.
- The chapter sent out two newsletters to parents this year. The chapter also hosted a parent skype in session on December 6th. The parent discussed her career in public relations and how the chapter could improve their media presence.
- The chapter reported and submitted evidence that 91% of members are involved in outside organizations. The chapter has 3 members that participate in CPS dialogue groups on campus.
- The chapter was not found responsible for any bias incidence and hosted the DPE's in the spring semester to do a focus conversation and workshop called "Cross the Line." More than 60% of chapter members were present.
- The chapter attended all major greek events hosted by the office and other organizations on campus. They co-sponsored a Field Day event with Sigma Nu in November. The chapter also co-sponsored a CCD event with ADPi in the spring.

Organizational Management

- The chapter submitted their risk management plan prior to the first social event and clearly articulated how they utilize the plan within the chapter. The chapter consultant presented several risk management workshops with 60% recorded attendance.
- The chapter wasn't involved in any conduct incidents. Jennifer McCary facilitated a training with the chapter in the spring around violence preventions with special focus on supporting survivors within the chapter.
- The office has a copy of their current insurance certificate.
- Constitution and bylaws were submitted to OSAGL within the first 30 days of the spring semester and their Liaison did a review session with the chapter president to identify keys areas for revisions.
- The chapter applied for and received two awards through the Annual Greek Awards process hosted by Order of Omega. They also received an award at the Women of Distinction Banquet.
- There were no major life and safety reports this year.
- All officer positions where filled within the first 30 days of the semester with a roster submitted to confirm. Evidence of an extensive and active committee structure was provided as well.
- Chapter has a budget and clearly articulated how the chapter appropriately utilizes it.

Overall Comments

The chapter truly excelled this year, which is reflective of them earning the point value of Gettysburg Great. Clearly building upon the momentum that was gained the previous year. Member Recruitment

and Retention was an area of great success for the chapter. The chapter worked exceptionally hard to hit quota for the second year in a row and continued to improve upon their retention rate. However, their most notable area of success was Community Engagement. They improved by more than 30 points in this area from last year.

With the chapter receiving the title of Gettysburg Great it's a bit difficult to identify where their exact areas of improvement are because the points truly speak for themselves. The panel would suggest that they continue to improve and strengthen their Academic Achievement. An excellent goal would be for them to get at least .1 above the all women's average next year. Additionally, the chapter took advantage of being able to submit evidence for events/opportunities that took place up until the last day of classes which was wonderful to see. However, to avoid stress during the end of the semester the panel would recommend trying to schedule a majority of the criteria areas to be met prior to the third week in November.

Overall, Tri Sigma has had a phenomenal year of growth and has truly excelled as a chapter. The panel looks forward to seeing all that they can build upon and achieve in the upcoming academic year.