

NEW FIVE STAR EVALUATION PROCESS OVERVIEW

This process is modeled after the evaluation system in place at Gettysburg College, another school in the Centennial Conference. We are impressed by their comprehensive and efficient evaluation system, and give credit to their Office of Student Activities & Greek Life and their Dean of Students for the design of this program. Thank you!

Timeframe

The Five Star Evaluation process will take place in accordance with the academic year. Evaluations will be conducted in the Spring semester, and the process will begin again in August with the new Executive Board of the organization.

Full Report

All Greek organizations are expected to submit a full, online report to their Dropbox no less one week in advance of their presentation to the Five Star Committee. This report should address all of the various components of the evaluation process with references to all data, forms and information that must also be present in the Dropbox. These reports are then shared with the panelists who are evaluating the chapter, as well as all of the relevant data. A standardized structure with folders for each section of the evaluation has been created to assist the chapter in reporting all of the information.

Evaluation Committee

The committee reviewing the written components of the evaluation consists of 5 individuals. These representatives include the President of Sororities, President of Fraternities, two members (one of which may be Greek) of the newly elected UCSG Executive Board, and a faculty of staff member who is not a Greek organization advisor and whom is selected by the Director of Student Activities and approved by the Inter Greek Council. The Director of Student Activities shall serve as a non-voting chair of the committee whose role is to facilitate the process and ensure anonymity of the organizations. Any Greek member serving on the committee may not vote on their own organization. Organizations may contest the student representatives on the committee if they believe that they are unable to be unbiased.

Rating Structure

There are four rating levels in the new evaluation process. Three of the levels (Ursinus Ultimate, Above Average, Satisfactory) meet the College's standards, while one of the rating levels (Underachieving) does not. Chapters are rated in each of the four sections of the evaluation and also receive an overall rating. In order to be an Ursinus Ultimate chapter, they must also receive the top rating in each specific section, regardless of overall point total.

Sanctions for Chapters Not Meeting Standards

Chapters rated as Underachieving overall will be placed on a one-year probationary status where they will receive additional support in an effort to meet standards in the following

year. If they receive a second consecutive Underachieving rating, the chapter will be suspended.

Incentives for High-Achieving Chapters

Chapters rated as Ursinus Ultimate, which must include an Ursinus Ultimate rating in each category and overall, will receive a \$500 cash reward that can be utilized for travel to conferences, leadership programming, educational programming or facility upgrades on college-owned property.

Evaluation Rating Report

Over the summer break, the Five Star Committee compiles reports for each chapter based on their ratings in each category. These reports include the point values, ratings and descriptions of activities for each section of the Evaluation. Included in these reports are a series of recommendations for how to improve the chapter during the following year. These reports are posted to the Ursinus College Greek Life website and are made available for public viewing. Notification of the report postings will be sent to organization leadership. Potential new members will be encouraged to review these reports as a way of learning more about the chapters' activities and as a way to see how the organizations' rate relative to campus standards. The initial written reports submitted to the Evaluation Committee by the chapters

will not be made public.

Consideration for Small Chapter Sizes

The Director of Student Activities will meet with chapters whose membership numbers are less than 10 to discuss whether a modified version of the evaluation process is appropriate. This factor will be taken into account at the time of the annual review so as not to penalize chapters who cannot meet certain standards because of their membership numbers. Criteria for these chapters will be determined on a case by case basis based on membership size.

Point Levels

Each piece of criteria has different point thresholds on which it is rated. The point values are 5, 10, and 15 points. Not every category has the full 15 points available. In order for chapters to increase their point value in a particular category, they must first achieve the preceding point value. For example, if a chapter meets the 15 point category, but fails to meet the 5 or 10 point value criteria, they will not receive any points.

Bonus Points

The bonus points available in each category are recognition of positive efforts from a chapter and are not connected to a requirement that the chapter achieve the 15 point rating in order to be eligible to receive bonus points.

★Scholarship Development (Academic & Intellectual Engagement)

	5 points	10 points	15 points	Bonus Points
Academic Support Plan	Pieces of the academic support plan are submitted as part of the evaluation process	There is a full plan in place approved by Director of Student Activities during current academic year	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
Individual Academics	Chapter has a scholarship officer and that officer has written academic goals for the organization	At least 10% of chapter members are involved in academic groups like fellowships, honor societies, and/or academic help rooms	25% or more of members are involved in academic groups like fellowships, honor societies, and/or academic help rooms	None
Academic Events	Attend 2 IGC-sponsored events per year (1 per semester) with 60% of the members present	Sponsor (or co-sponsor) an academic event with 60% of members (+ adviser) present	Sponsor (or co-sponsor) a second academic event with 60% of members present that is open to all of campus	Innovation in event sponsorship
Faculty Adviser	Chapter has a faculty adviser & has met as a group at least once; Adviser and executive board has met at least 2 times	Adviser holds 2 social gatherings per year with at least 60% attendance; adviser and executive board	The chapter and faculty adviser report regular engagement	Faculty adviser regularly attends meetings/lunches with other Greek advisers

		have met at least 4 times		
GPA	Chapter GPA is within 0.3 of the All School GPA each semester	Chapter GPA meets or exceeds the All School GPA each semester	Chapter GPA is at least 0.1 above the All School GPA each semester	Option A: 0.1 increase in spring compared to fall Option B: highest fraternity/sorority GPA
Career & Professional Development	Attending the Career & Professional Development training with 60% of members present	Have 75% of members utilize Career & Professional Development in an individual capacity	Work with alumni on hosting a chapter event for networking & professional development	None
Officer & Membership Leadership Trainings	Presidents' Council & IGC representatives attend all training sessions (sending a proxy only in emergency situations)	60% of all members attend the monthly training sessions	Chapter hosts its own team-building, leadership training session	None

★Service to the Campus (Community Involvement)

	5 points	10 points	15 points	Bonus points
Alumni Relations	Communications sent twice per year to alumni	Hosting registered gathering for alumni on Homecoming or Alumni weekend OR have 60% of chapter attend an open alumni event	Hosting registered gathering for alumni other than Homecoming or Alumni weekend	Hosting an educational/career event utilizing alumni
Public Relations	Maintaining positive, current online presence for chapter members and organization (social media)	Use of interactive social media for a campus event (e.g., encouraging others to use a hashtag, etc.)	Positive media coverage for your organization in The Grizzly, not published by a member of your organization	Member of your chapter featured positively in The Grizzly, not published by a member of your organization
Community Service	At least 60% of members attend 2 community service events per year	At least 60% of members attend 3 community service events per year	At least 60% of members attend 4 or more community service events per year	The chapter completes a semester-long service program, with at least 60% of members participating
Reflection/Training	Attend the pre-service training session held by UCARE with 60% of members present	Facilitated half-hour reflection discussion with faculty adviser following service	Submit a written reflection about your chapter's service involvement	None
Philanthropy	Chapter hosts or co-sponsors a unique philanthropic	Chapter extends education on their selected	Chapter demonstrates regular involvement	Chapter receives unsolicited positive media

	event on campus (open to all)	cause beyond the designated date of their event	with their philanthropy throughout the year beyond the larger event	coverage for this event OR chapter receives award/recognition for their service
Family Relations	1 documented, positive, mass communication with parents	Multiple documented, positive, mass communications with parents	Hosting an event involving parents	None
Campus Engagement	Over 85% of chapter membership is involved in at least one non-Greek organization on campus	Over 10% of chapter membership serves on the executive board of another campus organization	There are Greek unity pictures documenting involvement in other activities	100% of chapter membership is involved in at least one non-Greek organization on campus
Citizenship/Social Justice Program	Not responsible for any bias incidents and attends Sexual Misconduct Training 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	None
Inter-Greek Relations	Chapter hosts 2 registered social events with 2 different Greek organizations	Chapter hosts an alcohol-free event with another Greek organization	Chapter co-sponsors a service OR academic event with another Greek organization	Chapter co-sponsors a campus-wide, alcohol-free event with another Greek organization

★Organization Development

	5 points	10 points	15 points	Bonus points
Governing Documents	Bylaws and constitution submitted annually in the Fall semester; SAO has documentation of recent copy	Bylaws updated and chapter can discuss purpose behind any changes	Chapter has demonstrated use of their local governing documents	Bylaws and constitution submitted in first 30 days.
Organizational Structure	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 or as an officer	None
Financial Management	Create budget and submit budget and chapter fees	Demonstrate chapter use of the budget	Members participate in a financial management event on campus	None
IGC	Organization's IGC representatives attend all meetings and trainings	Chapter has at least one member serving on the IGC executive board	None	None
President's Council	Chapter president meets with Director of Student Activities monthly & submits report	Chapter president demonstrates active change and growth as a result of these meetings (i.e., the report numbers change from month to month)	Chapter president has documented interaction with other presidents pertaining to improving Greek unity, etc.	None

★Risk Management

	5 points	10 points	15 points	Bonus points
Risk Policy	Organization has a risk management chair and a comprehensive risk policy on file submitted to the SAO	Organization demonstrates attempts to act on risk policy and reduce risks at their events	Organization changes the risk policy within the academic year and justifies those changes	None
Judicial Record	Chapter members are not involved with any major judicial incidents	No repeating conduct incidents for the chapter	No conduct incidents for the chapter	None
Risk Management Events	Organization attends all IGC training on risk management (including hazing) with at least 60% of members present	The chapter (60%) attends external educational programs that promote a healthy lifestyle, with proof of attendance	The chapter sponsors an internal event on risk management and/or healthy living with 60% of members present	The chapter completes a social media campaign to educate about healthy living and risk management
Safety	No major life safety violations	None	None	None

★New Member Development

Chapters found responsible for hazing by the College will automatically receive an 0 points for this section. Chapters charged with hazing will receive no points for the New Member Education Program.

	5 points	10 points	15 points	Bonus points
Retention from members not new members	80% retention from bid acceptance to initiation	90% retention from bid acceptance to initiation	100% retention from bid acceptance to initiation	None
New Member GPA	The new member class semester grade point average meets or exceeds the new member class' previous semester grade point average	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	Highest fraternity/sorority new member GPA
Recruitment Data	Submission of a written recruitment plan by due date for the Fall	Not found responsible for recruitment violations	The organization distributed at least 5 bids	None
New Member Education	Submitting program & on-time verified initiation; Hazing compliance forms (with all signatures) are submitted to the SAO	100% participation in core NME curriculum	Chapter participation in College-sponsored hazing prevention program	Chapter sponsors its own unique idea to educate campus about hazing prevention

Overall Rating Scale

Ursinus Ultimate	405-500
Above Average	275-400
Satisfactory	145-270
Underachieving	0-140