

Membership Selection Outcomes Student Leader Learning Outcomes (SLLO) Project

This rubric is intended for groups and not on an individual person. This rubric can be a tool for advisors to identify skills sets needed by individuals of a membership selection group and utilize individual rubrics (e.g. delegation, written communication, etc.) to develop those skills sets to achieve the outcomes in the membership selection rubric.

Definition Of Membership Selection:

Membership selection is the process used to recruit potential members and orientate them to the organization. The membership selection process, as outlined by this learning outcome, includes the following: the establishment of a selection committee that understands the ideal characteristics that align with the organization's mission and values, the marketing and outreach to potential members, the screening and extension of formal membership and finally the acculturation of new members to the organization.

Outcomes:

Students will be able to:

- Describe the significance of membership growth and selection to the longevity of the organization
- Identify members to serve as selection committee
- Formulate membership selection timeline and process
- Evaluate membership criteria and create appreciable outreach material
- Set up review and screening processes
- Evaluate potential new members based upon aforementioned membership criteria
- Identify potential members to receive extension of membership and offer formal invitation to membership
- Identify those potential membership who failed to meet criteria and informing them of committee action/decision
- Introduce new membership to organization membership and customs

Other Useful Rubrics Related to This Topic:

Teams and Groups, Critical Thinking

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Rubric Components Were Adapted And/Or Taken From:

Buckingham, M. & Coffman, C. (1999). First, break all the rules: What the world's greatest managers do differently. New York, NY: Simon & Schuster.

Coffey, C. & Gendron, J. (2007). I heart sorority recruitment: The eight steps to limitless possibilities for sororities. Indianapolis, IN: Phired Up Productions LLC.

Collins, J. (2001). Good to great: Why some companies make the leap... and others don't. New York, NY: HarperCollins Publishing Inc.

Dalton, J.C. (2003). Managing human resources. In Komives, S.R., Woodlard Jr., D.B., and Associates (Eds.), Student services: A handbook for the profession. San Francisco, CA: Jossey-Bass.

Resto, C., Ybarra, I, & Sethi, R. (2007). Recruit or die: How any business can beat the big guys in the war for young talent. New York, NY: Penguin Group.

Resources:

- Online Resources
 - Membership Selection Handbook (Mortar Board National College Senior Honor Society)
<http://www.mortarboard.org/publications/MembershipSelectionHandbook.pdf>
 - Recruiting Members and Keeping Them Active
<http://www.etu.org.za/toolbox/docs/building/recruiting.html>
 - Recruiting New Members (Bacchus Network)
<http://www.bacchusgamma.org/recruiting.asp>
 - Recruiting Members (University of Connecticut)
http://www.studentactivities.uconn.edu/docs/leadership/recruiting_members.pdf
 - Recruiting Members (California State University at East Bay)
<http://wwwsa.csueastbay.edu/~slife/pamphlets/recruiting.pdf>

AggiEfolio Competencies That This Rubric Addresses:

To set up a free AggiEfolio account, please visit <https://career180.tamu.edu/portfolio/>

Cluster 1: Problem Solving and Thinking Skillfully

- Solving Problems and Decision Making
- Creative Thinking
- Reading Ability
- Observation Skills
- Analyzing Critical Data

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- Scheduling Projects

Cluster 2: Communicating Effectively

- Basic Communication Skills
- Oral Communication Skills
- Written Communication Skills
- Listening Skills
- Interpersonal Skills

Cluster 4: Working Responsibly

- Leadership Skills
- Teamwork Skills
- Work Ethic
- Supporting Diversity

Cluster 6: Managing Resources

- Managing Self
- Using Reference Materials Appropriately
- Determining Resources Needed for a Project
- Quality Assurance