

## **Membership Selection Outcomes Student Leader Learning Outcomes (SLLO) Project**

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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:

- Establishment of a selection committee that understands the ideal characteristics that align with the organization's mission and values
- Marketing and outreach to potential members
- 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
- Train members of the selection committee
- Formulate membership selection timeline, process, questions, & rubric
- 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 formal invitation to membership role
- Identify applicants who failed to meet criteria and informing them of committee action/decision
- Introduce new members to organization & onboard them effectively

### **Other Useful Rubrics Related to This Topic:**

Teams and Groups, Critical Thinking

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### **Rubric Components Were Adapted And/Or Taken From:**

Gallup Press. (2016). *First, break all the rules: What the world's greatest managers do differently*. Gallup Press.

Coffey, C. & Gendron, J. (2010). *I heart sorority recruitment: The eight steps to limitless possibilities for sororities*. Morrisville, NC; Lulu Press.

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

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)  
<https://mortarboard.org/wp-content/uploads/2021/06/MembershipSelectionHandbook2018.pdf>
  - Recruiting Members and Keeping Them Active  
<http://www.etu.org.za/toolbox/docs/building/recruiting.html>
  - Recruiting Members (California State University at East Bay)  
<https://www.csueastbay.edu/clubsandorgs/files/docs/club-and-org-tips/recruiting.pdf>