



OMICRON DELTA KAPPA

The National Leadership Honor Society

Recruitment and Selection Guidelines

OΔK Purpose

Omicron Delta Kappa (OΔK) National Policies and Procedures state the purpose of OΔK as:

- Recognize individuals who have attained a high standard of leadership in collegiate and/or community activities and to encourage them to aspire to higher achievements.
- Gather the most representative individuals in all phases of collegiate life and, thus, to create an organization which will help to mold the sentiment of the institution on questions of local and intercollegiate interest.
- Bring together members of the faculty and student body of the institution, as well as other Society members, on a basis of mutual interest, understanding, and helpfulness. [OΔK Policies & Procedures, Section 120]

The selection of members is delegated to each circle. The recruitment and selection process of each circle should reflect the purposes of the Society. Membership is defined in the OΔK Policies & Procedures, Section 200. While circles may choose to be somewhat more restrictive than the national policies state, those restrictions should not hinder the overall purpose of the Society by extreme limitations on membership. The fact that OΔK seeks to gather the most representative individuals in all phases does not mean only a few from each phase. OΔK seeks many representatives from each phase and each class (junior, senior, graduate, faculty/staff, alumni) as a circle can identify within the restrictions of total allowed membership.

Omicron Delta Kappa recognizes the achievement in leadership of undergraduate juniors and seniors, graduate students, members of faculty and administration, alumni, and honorary members of a school or college. Prospective undergraduate student members must rank in the upper 35 percent of their school or college.

Restrictive not Elite

OΔK restricts undergraduate membership to juniors and seniors who have proven themselves academically (top 35%). The only other restriction is that a candidate for membership must be a leader in one of the Five Phases. OΔK was not meant to be an exclusive and elite group of individuals. It was conceived as a means to bring ALL individuals who lead in any of the Five Phases together to address the campus needs of the day. Instead of serving as a small elite group of positional leaders, an OΔK circle should be an expansive organization that invites all academically qualified leaders to the table. At other other than very small institutions, OΔK circles should be large, vibrant, and filled with many leaders who seek collaboration and change on the campus.

Breadth or Depth of Leadership Experience

OΔK seeks individuals from a variety of backgrounds. We are looking for those who have experience across the BREADTH of all areas OR those who have DEPTH in one or two fields. They are not mutually exclusive. Circles should not seek only those who have been leaders in many phases but should also seek individuals who have extensive demonstrated leadership in only one phase.

Non-Positional/Non-Traditional Leaders

OΔK also acknowledges that positional leadership is not the only leadership on a campus. Individuals who do not have formal leadership positions may certainly be leaders in one of the Five Phases. Circles should ensure that consideration of non-traditional and non-positional leaders when recruiting and selecting new members.

Five Phases of Campus Life

Members should be drawn widely from the campus in the areas we define as the Five Phases of Campus Life.

All individuals considered for membership must show leadership in at least one of the five phases of campus life. The following examples of leadership achievements and accomplishments are given for each phase to provide assistance when determining the process for selecting members.

- Scholarship
- Athletics
- Campus/ Community Service, Social/Religious Activities, and Campus Government
- Journalism, Speech and the Mass Media
- Creative and Performing Arts

Examples of Leadership in the Five Phases

1. **Scholarship:** Scholarship does not just include being a recipient of a college or national scholarship or financial aid for education, but what leadership positions, memberships, or personal achievements an individual has completed that is exemplary at the school or college.

Other common activities include:

- Studying abroad
- Internships
- Teacher's assistant
- Member of an academic honor society
- Authoring a piece of work which is published in a national professional journal/magazine or delivered to a state, regional, or national professional organization in the student's major
- Dean's List

2. **Athletics:** Leaders are not only in the school, but are also on the field.

Other common activities include:

- Student Athletic Trainer
- Club Sport Officer
- Participant in an Intramural or Club Sport
- Recognition (All American, All Conference)
- All Tournament (National, Regional, or Conference) recognition
- Varsity, Junior Varsity or Intramural Captain

3. **Campus/ Community Service, Social/Religious Activities, and Campus Government:** This category highlights the active involvement in the community or on campus.

(Example: President of an organization or club or leader of a community service project)

Other common activities include:

- Resident Assistant and/or Resident Advisor
- President, Vice President, or member of the Executive Board of Student Government
- Orientation Assistant, Open House

volunteer, and Admissions Tour Guide

- Major Officer of a club or organization (Vice President, Secretary, etc.)
- Orientation Student Leader
- Class Officer
- Community and/or social service

4. **Journalism, Speech and the Mass Media :**

Participation in the school or college's magazine, student journal, or radio are included within this category.

Other common activities include:

- Co-Editor for school magazine or student journal
- School radio station General Manager or DJ
- Section editor or Columnist for school magazine
- Photographer or Artist for school magazine or student journal
- Contributor to journal or school magazine

5. **Creative and Performing Arts:** Displaying outstanding leadership in theatre, art, music and creative and performing arts are included within this category.

Other common activities include:

- Write or arrange original composition or piece which is published and/or performed publicly
- Chorale section leader
- Campus band section leader
- Author of a play published or performed publicly
- Leader in a theater organization
- Scenic, lighting or costume design for major production
- Graphic design or advertising
- Directing a minor and/or major exhibit
- Prize winner or participant in a state, regional, and/or national-wide show
- Artist for a one-person show