

**Recruitment and Selection Guidelines**

**O∆K Purpose**

Omicron Delta Kappa (O∆K) National Policies and Procedures state the purpose of O∆K 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 pillars 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. [O∆K 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 O∆K 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 O∆K seeks to gather the most representative individuals in all pillars does not mean only a few from each pillar. O∆K seeks as many representatives from each pillar and each class (sophomore, 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 sophomores, 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% of their school or college.

**Restrictive, not Elite**

O∆K restricts undergraduate membership to sophomores, 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 Pillars. O∆K 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 Pillars together to address the campus needs of the day. Instead of serving as a small elite group of positional leaders, an O∆K circle should be an expansive organization that invites all academically qualified leaders to the table. At other than very small institutions, O∆K 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. The Society is looking for those who have experience across the BREADTH of all pillars 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 pillars, but should also seek individuals who have extensive demonstrated leadership in only one pillar.

**Non-Positional/Non-Traditional Leaders**

O∆K 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 Pillars. Circles should consider non-traditional and non-positional leaders when recruiting and selecting new members.

**Five Pillars of Campus Life**

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

All individuals considered for membership must show leadership in at least one of the five pillars of campus life. The following examples of leadership achievements and accomplishments are given for each pillar to provide assistance when determining the process for selecting members. Circles should not consider themselves limited to the examples on these lists when determining qualification for membership, as each campus offers unique opportunities for student engagement.

* Academics and Research
* Athletics
* Service to Campus and Community
* Communications
* Creative and Performing Arts

**Examples of Leadership in the Five Pillars**

1. **Academics and Research:** Academics and Research recognizes leaders who are engaged in academic organizations, conducting research, contributing to scholarly publications, teaching, or tutoring.

Other common activities include:

* Studying abroad
* Internships
* Teaching or research assistant
* Leader in an on-campus tutoring facility
* 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 or President’s Honor Roll/List
1. **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 Intercollegiate, Intramural or Club Sport
* Recognition (All American, All Conference)
* All Tournament (National, Regional, or Conference) recognition
* Varsity, Junior Varsity or Intramural Captain
1. **Service to Campus and Community:** This pillar recognizes leaders who are creating change on campus and in the community through active involvement and service. (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 or Student Leader, Open House volunteer, and Admissions Tour Guide
* Major Officer of a club or organization (Vice President, Secretary, etc.)
* Class Officer
* Community and/or social service
1. **Communications:** Participation in the school or college’s newspaper, yearbook, magazine, student journal, or radio/TV are included within this category.

Other common activities include:

* Co-Editor for school magazine, newspaper, yearbook or student journal
* School radio/TV station General Manager or on-air talent
* Section Editor or Columnist for school magazine or newspaper
* Photographer or Artist for school magazine or student journal
* Contributor to journal or school magazine
* Creating blogs or social media content to support organizations or causes
1. **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 or 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 nationwide show
* Artist for a one-person show