The Membership Rubric

**Why it’s important:** This recruitment rubric is an example of standards for deciding if a potential new member is qualified to receive a bid. It allows you to move away from a qualitative system of evaluating whether or not a potential new members is a “good guy,” and develop a reliable, values-based scale for new members.

**What it looks like:** The descriptions can and should be edited to better relate to each college campus and chapter culture. It should also be noted that Phi Mu Delta chapters and colonies should aim to recruit men of a higher caliber than the average man on that campus. The rubric is not an end all-be all tool for active members but instead a way to frame a smarter conversation when evaluating potential new members.

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| --- | --- | --- | --- | --- | --- |
|  | **Service** | **GPA** | **Leadership** | **Passion** | **Professionalism** |
| No Bid | 0-10 hours  or 1 event | 2.5-2.75 | Not involved in a student organization | No passion when talking or no hobbies | Cancels more than one meeting, was late, under-dressed, or spends time during meetings on phone. |
| Gets Bid | 2 Events or 11-25 hours or is member of a service initiative | 2.76-2.99 (or All-Men’s Average whichever is higher). | Involved in a student organization. | Can articulate his hobby/passion. Makes you interested | Shows up to all meetings, is dressed appropriately and responds timely to all communications. |
| Strong Bid | Multiple service events or started own service initiative. | 3.0-4.0 | Job, leadership position in a student organization, or ROTC. | Speaks about their hobby/ passion with vigor and enthusiasm. Gets you interested and you begin to share the interest. | Referred membership by a professor, member, or alumni. Meets other professional expectations |

**OR**

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| --- | --- | --- | --- | --- |
| **Name** | **Service-Oriented** | **Score** | **Leader** | **Score (0-3)** |
| Joe Smith | Eagle Scout but no current service activity | 2 | Captain of HS baseball team | 3 |
| Greg Johnson | No service experience | 0 | Was part of the National Honors Society in HS | 1 |
| Joey James | Involved in Habitat for Humanity on campus | 3 | Involved in Student Senate | 3 |