



Evaluating Committee (EVC) Transition Workshop

Part I: EVC Post-Recruitment Guided Reflection

Attendance: All outgoing EVC officers, advisory team chairman (ATC) and membership adviser

Timing: To be held within four weeks after the conclusion of the primary recruitment period, before slating begins or immediately following bid day for deferred recruiting chapters

Purpose: Assess and reflect on the primary recruitment period in order to provide direction and strategy for the following year

Time Allotted: 120 minutes; if your chapter had a significant Continuous Open Bidding (COB) period (with more than 10 COB new members), consider adding time to the COB section; if your chapter did not participate in COB, remove 15 minutes from the time allotted

Important Facilitator Note: If possible, the facilitator should be the membership adviser, ATC, another member of the advisory team or a Fraternity/Sorority adviser

Materials Required:

- Notetaking tools (computer or paper and pen) for each collegiate EVC member
- Access to/copies of the [Outgoing Tide Evaluation](#)

Before the Workshop You Need to:

- Review EVC goals
- Review individual goals as listed in the [Incoming Tide Evaluation](#) submitted to the chapter president during Slating, Elections and Transitions (SET)
- Review the Strategic Report found in Anchorbase under Recruitment & Panhellenic > Reports > Strategic Reports

To better understand how to read the workshop, familiarize yourself with the following notations:

X/XX	Denotes the time. The first X is the number of minutes this section takes. The second set of numbers is at the conclusion of this section, how many minutes you are into the session.
------	---

<i>Italics</i>	Marks curriculum you should tell/ask the participants.
Plain text	Indicates instructions for you as the facilitator.

25/25	<p>Getting Started</p> <p><i>Prior to this time together, we were asked to review our goals prior to recruitment as well as our statistics from our Strategic Report. Let's start by each of us sharing what our individual goals were for primary recruitment, COB (if applicable), and retention. These were written down during the Slating, Elections and Transitions (SET) process in the Incoming Tide Evaluation you turned into the chapter president.</i></p> <p>Allow each member of EVC to share their goal and encourage them to share how it was or wasn't met. Thank each participant for sharing and for their effort in striving for their goal.</p> <p><i>Our final responsibility prior to this workshop was to review the Strategic Report with our statistics and assessment results. From reviewing that report, what information were you proud to see?</i> Allow EVC members to respond.</p> <p><i>What takeaways do you have after reading the report?</i> Allow EVC members to respond. Encourage a member of EVC to take notes.</p>
30/55	<p>Recruitment Preparation</p> <p><i>Now, we are going to dive deeper into each aspect of the recruitment experience. Through reflecting on how we've done in the past, this information will help the chapter continue to improve. It's important we equip the incoming EVC with this knowledge to support our chapter's short-term and long-term growth.</i></p> <p><i>Let's start with recruitment preparation. Write out the top three priorities from recruitment preparation this past year. Take a few minutes to think back and jot them down.</i></p> <p>Give participants a few minutes to think and write them down. Once everyone looks wrapped up, continue.</p> <p><i>Now, I want you to write down the three aspects of recruitment preparation that took up the most time. These may or may not be the same three things you've listed before.</i></p> <p>Give participants a few minutes to think and write them down.</p> <p><i>Let's discuss. What are some priorities you listed? What were the topics that took up most of the preparation time?</i></p> <p>Allow members to share.</p>

	<p><i>How do these priorities and the time spent align with the preparation efforts?</i></p> <p>Allow members to answer these prompts. Follow up by asking if there any correlation between the recruitment statistics outlined in the Strategic Report and the time invested in preparation.</p> <p><i>Before we move on to the primary recruitment period, let's reflect a little deeper on the overall morale of our members. Ensuring the chapter is prepared while staying engaged and encouraged is critical. A chapter's morale is directly correlated with their recruitment performance. What are some ways we could make recruitment preparation more enjoyable and engaging for our members?</i></p> <p>Allow members to share their thoughts. Thank each of them for sharing.</p>
30/85	<p>Primary Recruitment</p> <p><i>This year, EVC worked incredibly hard to ensure that the chapter recruited PNMs who exhibited the qualities listed in Article II: friendship, social responsibility, educational and cultural interests and character. Based on the recruitment statistics and recruitment assessment results, what is your takeaway on how the chapter excels and can improve in the any of following categories:</i></p> <p>Allow members of EVC to share on any of the aspects below. Someone should take notes down to share with the incoming EVC. If your chapter has not participated in a Recruitment Strategy Call with a member of Executive Offices staff specializing in recruitment or your RCRS/CRC/NCRC, be sure to discuss each aspect in depth. As needed, direct members of EVC back to the data points in the strategic report.</p> <ul style="list-style-type: none"> • <i>Matching</i> • <i>Presentations (if applicable)</i> • <i>Conversations</i> • <i>Voting</i> • <i>Round 1</i> • <i>Round 2</i> • <i>Round 3 (if applicable)</i> • <i>Preference</i> • <i>Overall Statistical Performance</i>
15/100	<p>Continuous Open Bidding (COB)</p> <p>If your chapter did not participate in COB, you can skip this section. <i>Through COB, we were able to add more members who exhibit the values in Article II into our sisterhood. While not as structured as primary recruitment, it's important to evaluate how we grew our sisterhood through COB to see what areas of our process are strong and what areas need improvement.</i></p>

	<p><i>Do you feel like you were prepared for COB? Why or why not?</i></p> <p>Allow members to answer.</p> <p><i>How well do our members understand and contribute to COB? How could this be improved, if needed?</i></p> <p>Allow members to answer.</p> <p><i>How did our recruitment goals align with our COB efforts?</i></p> <p>Allow members to answer.</p> <p><i>Growing our sisterhood is a great responsibility. Ensuring we give attention to all the ways we recruit new members allows our sisterhood grow intentionally.</i></p>
20/120	<p>Transitioning Your EVC Role</p> <p><i>Now, it is time to pass on the wisdom and strategy you've gained to the incoming EVC. Today, we've talked through many pivotal experiences of recruitment and membership. Based on this conversation, what are your recommendations for each of the discussion areas (recruitment preparation, primary recruitment, and COB)?</i></p> <p>Allow members to share their thoughts and add their notes to their Outgoing Tide Evaluation.</p> <p><i>Thank you all for sharing. It has been such a privilege to be able to watch you collaborate as an EVC and strengthen our sisterhood as a result. You should all be proud of how hard you have worked, and I look forward to how you prepare the incoming EVC to build upon your efforts.</i></p>