



## Kappa Omicron Nu Policy re: Meeting Attendance

The Kappa Omicron Nu Board of Directors is fully aware that chapter advisers and officers are concerned about the level of participation of members in chapter activities. Requests for the establishment of national standards for attendance have been received. The interest in increasing the effectiveness of chapters is fully understood, but chapters need to be aware that a compulsory attendance standard is not included in the criteria for membership and therefore cannot be enforced. Kappa Omicron Nu abides by the eligibility standards of the Association of College Honor Societies. Any chapter that attempts to establish mandatory attendance standards could be vulnerable to legal action by members who feel that their membership rights have been violated. National Kappa Omicron Nu will not defend the chapter's position if such a situation arises.

Furthermore, humans are goal-striving and purpose-oriented creatures, and they will participate in organizations that meet their needs and that provide a comfortable atmosphere. Then, too, there may be extenuating circumstances that limit participation. Because motivation is an internal force that commits one to goals, the key to participation is managing the organization in such a way that members have an opportunity to meet their personal needs in a climate that is acceptable to a variety of individuals.

"Motivating a person" is a myth. The organization must manage the structure, the climate, and the activities of the organization to give members the freedom and opportunity to get involved and to anticipate meaningful outcomes that will lead to further involvement.

The following practices help build relationships and create opportunities for commitment:

- Implement a communication system that is effective in keeping members aware of chapter activities and opportunities
- Schedule a chapter event very soon after Initiation and publicize at Initiation
- Review involvement opportunities and encourage participation at Initiation
- Build relationships through ice breakers and name tags
- Appoint new initiates to committees at first meeting after Initiation
- Schedule incoming and outgoing officer planning session
- Involve members in setting chapter goals and planning for their achievement
- Offer interactive program activities
- Schedule personal success stories at each meeting (e.g., internship appointment, acceptance of a paper for publication or presentation, fellowship announcement)
- Issue personal notes of congratulations

One legitimate practice is the establishment of a chapter point system for awarding Kappa Omicron Nu medallions for participation and involvement (all members may have honor cords, but medallions may be reserved for an award program). Points could be awarded for meeting attendance, chapter leadership, committee work, participation in service projects, etc. The chapter must involve all members in developing and approving the award system.

National Kappa Omicron Nu values participation and involvement of members, but mandatory standards and controls are counterproductive and not in the best interests of the honor society.

August 28, 2009

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