STUDENT ORGANIZATION
SUCCESS FRAMEWORK

Student organizations at The Ohio State University provide opportunities for individual leadership development, organizational success and community engagement. The Success Framework helps student organizations pursue and achieve these broad outcomes.

The framework outlines three key areas for excellence: **individual**, **organizational** and **community**. Specific outcomes and related university resources are listed within each key area.

Student organizations can use this framework to self-assess their progress in these three key areas, as well as identify opportunities for continued growth and sustainability of the organization and its members. The ultimate goal of this framework is to support organizations as they work towards achieving excellence and develop a student organization community characterized by growth and sustainability.

THE OHIO STATE UNIVERSITY

OFFICE OF STUDENT LIFE
STUDENT ACTIVITIES

INDIVIDUAL SUCCESS

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Consciousness of Self The organization's ability to promote general self-awareness in leaders and members particularly the beliefs, values, attitudes and emotions that motivate one to take action	• Organization helps members articulate values, passions, skills in conversations with other organizational members • Leaders and members integrate strengths and weaknesses into their work in the organization • Leaders and members are encouraged to express emotions maturely • Organization supports members and leaders to pursue positions on and off campus that further develop both strengths and areas for growth	**Student Leadership Advocates Workshop and Retreat Network** (particularly: personality inventories, etiquette dinners, networking) **Multicultural Center Education and Training Programs** (particularly: Buck-Identity) **Student Wellness Center** (particularly: wellness coaching)

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Leadership Efficacy The organization's ability to foster members' internal belief that they will be successful when engaging in leadership	• Leaders and members articulate their leadership strengths and areas for growth • Leaders and members are encouraged to apply their strengths to leadership within the organization • Organization supports members as they pursue specific experiences to develop areas for improvement • Organization supports strengths through formal and informal recognition systems	**Student Leadership Advocates Workshop and Retreat Network** **Leadership Awards** Organization's leaders serve as role models for members

INDIVIDUAL SUCCESS - CONTINUED...

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Wellness The organization's ability to promote self-care and improve quality of life by practicing the 9 Dimensions of Wellness	• Organization builds members' and leaders' understanding of the 9 Dimensions of Wellness • Members and leaders are encouraged to act in congruence with the 9 Dimensions of Wellness • Organization connects leaders and members with campus partners who support wellness development • Members discuss wellness	**Student Wellness Center** (particularly: Wellness Ambassador programs, wellness coaching) **Recreational Sports and Intramurals** **Student Leadership Advocates Workshop and Retreat Network** (particularly: communication; stress relief)

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Social Perspective Taking The organization's culture of taking another person's point of view and/or accurately inferring the thoughts and feelings of others	• Leaders and members ask one another for their point of view • Members and leaders actively listen and ask clarifying questions • Organization promotes the mature navigation of conflict with others	**Multicultural Center Education and Training Programs** **Student Mediation Program** **Student Leadership Advocates Workshop and Retreat Network**

INDIVIDUAL SUCCESS - CONTINUED...

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Social Change Behaviors The organization's, leaders' and members' involvement in organizations or activities that address specific social issues on a local or global scale	• Organization encourages members and leaders to discover social issues about which they are passionate • Organization educates members on local and global social issues • Organization fosters involvement in organizations and agencies working towards social change • Leaders and members are encouraged to share social issues about which they are passionate with other members	**Student Life Social Change** **Buck-I-SERV Group Trips** **Civic Engagement Banquet**

ORGANIZATIONAL SUCCESS

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Purpose and Goals A strong articulation of, and commitment to, a mission that clarifies the priorities of the organization, as well as goals that identify key areas of focus for a given year	• Organization has a meaningful purpose statement that leaders and members effectively articulate • Organization sets at least two SMART goals annually and actively works towards reaching those goals • Leaders and members incorporate the purpose into recruitment and member development programming	**President Training** **Student Organizations Resources web page** (particularly: SMART Goals worksheet; sample constitution) **Student Leadership Advocates Workshop and Retreat Network** (particularly: officer transition; goal setting)

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Membership Recruitment and Retention The process of selecting and welcoming new members, as well as retaining members for organizational growth and sustainability	• Organization has a recruitment plan that includes multiple creative approaches to meeting potential members • Organization participates in student involvement fairs • Organization implements and maintains a member recognition program • Organization promotes elements of Social Wellness in organizational activities	**Autumn and Spring Involvement Fairs** **Student Organizations Resources web page** (particularly: marketing request form; Marketing section) **Leadership Awards** (particularly: individual contribution awards)

ORGANIZATIONAL SUCCESS - CONTINUED...

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Budgeting and Financial Management The organization's ability to be financially self-supporting with a well-developed budget that reflects the current and future priorities of the organization	• Leaders establish and monitor an annual budget • Organization sets short-term and long-term budget plans • Organization educates all members on issues of Financial Wellness	**Treasurer Training** **Student Organizations Resources web page** (particularly: sample budget; funding videos) **Student Wellness Center** (particularly: financial wellness workshops)

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Fundraising and Philanthropy The organization's knowledge and utilization of creative and effective fundraising skills as well as the development of skills for purposeful philanthropic work	• Organization seeks sponsorship from local businesses as needed • Organization develops a creative fundraising plan that aligns with the budget • Organization raises funds for philanthropic causes that align with the organizational mission • Organization educates members on effective fundraising techniques	**Student Organizations Resources web page** (particularly: fundraising guide) **Treasurer Training** **Student Philanthropy Council**

ORGANIZATIONAL SUCCESS - CONTINUED...

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Leadership Transitions The organization's process for a transition for leaders and members that fosters emerging leaders as well as prepares incoming leaders and the organization for long-term success	• Organization implements a structured transition period that includes reflection, shadowing, future planning, budget planning and information about key position responsibilities • Leaders keep and pass on detailed records and transition documents • Outgoing leaders update contact information in the Student Organization Management System and organization's bank account • Leaders identify emerging leaders to be developed in the upcoming year	**Student Leadership Advocates Workshop and Retreat Network** (particularly: transition) **Coca-Cola Leadership Retreat Packages** Organization's advisor(s)

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Self-Governance The organization's establishment of a leadership and membership structure that best supports its purpose and holds members accountable for future success	• Organization and leaders set clear expectations • Organization operations adapt to meet the needs of the membership • The organization sets a clear system of conduct and accountability for members • Organization regularly updates the constitution to better support self-governance • Organization regularly reaches out to available campus resources	**Student Organizations Resources web page** (particularly: sample constitution; sample budgets) **President and Treasurer Training** **Student Mediation Program**

ORGANIZATIONAL SUCCESS - CONTINUED...

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Operational Efficiency The procedures and processes for regular, efficient and effective organizational operations	• Organization has regularly scheduled general body and leadership meetings • Leaders maintain and share detailed records with members • Organization operates in compliance with university guidelines and regulations • Organization engages in strategic planning to improve operational efficiency	**Student Organizations Resources web page** (particularly: sample budgets) **Student Leadership Advocate Workshop and Retreat Network** (particularly: effective meeting practices) **Student Organization Office Hours**

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Collaboration The organization's ability to work with others effectively in a common effort as well as empower leaders, members and other organizations through trust and responsibility	• Organization hosts activities to promote collaboration within organization members • Organization seeks meaningful collaborations that combine fiscal and human resources with other organizations • Organization, members and leaders support other student organizations' programs	**OUAB Collaborative Events Application** **Student Organization Directory** (particularly: organizations with common purposes such as college-based, identity-based and residential) **Keith B. Key Center for Student Leadership and Service**

ORGANIZATIONAL SUCCESS - CONTINUED...

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Responsiveness and Innovation The organization's use of past successes and challenges to evolve and meet the changing needs of its members and the surrounding community	• Organization solicits feedback from outgoing leaders and members on their experiences • Organization reviews and updates the constitution and bylaws annually • Organization promotes a creative approach to recruitment, funding and other practices	**Leadership Awards** **Annual Registration process** (particularly: goal setting; constitution) **Student Leadership Advocates Workshop and Retreat Network** (particularly: feedback; topics specific in which the organization wants to innovate)

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Awareness of and Comfort with Difference The organization's ability to cultivate an understanding of identity and difference and how that impacts students' experiences in the organization and Ohio State community	• Leaders and members build awareness of and articulate the social identities within the organization • Leaders and members are encouraged to consider how identity impacts member relations and current events • Leaders and members actively seek out cross-cultural experiences and conversations • Organization provides opportunities for members to continue learning about different identities and experiences • Organization integrates language about difference and inclusion into organizational documents and programming	**Multicultural Center Education and Training Programs** (particularly: Buck-Identity, SafeZone, Open Doors) **Signature Events** (particularly: Taste of OSU, Heritage Festival, RUOK Day, TEDx) **Columbus Service Support Program**

ORGANIZATIONAL SUCCESS - CONTINUED...

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Advising Partnerships The collaborative process through which student organization leaders and advisor(s) are partners in meeting the purpose and goals of the organization and larger university	• Leaders meet with advisor(s) on a consistent basis • Organization establishes standards of communication with advisor(s) • Advisor(s) are present at organization meetings and programs • Organization shares successes and failures with the advisor(s) • Organization balances student autonomy with advisor involvement in decision making • Organization actively involves advisor(s) during leadership transition	**Advisor, President and Treasurer Training** **Information for Advisors web page** **Student Organizations Resources web page**

COMMUNITY SUCCESS

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Citizenship The organization's responsible connection to the community by working for positive change interdependently with others	• Organization critically examines and promotes active dialogues on political issues • Organization participates in social activism in the community • Organization seeks out and engages in interdependent community-focused programming • Organization, leaders and members critically reflect on the impact of organizational programming and operations on a local, national and global scale	**OSU Votes Workshops** **Student Life Social Change** **Columbus Service Support Program**

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Connection to the University The organization's spirit of loyalty to Ohio State and commitment to a lasting relationship between the student organization, its members and the university community	• Organization identifies key stakeholders and/or partners for its success • Organization connects operations and programs to Ohio State's mission and values • Organization develops an ongoing relationship with alumnae and maintains alumnae records • Organization has a presence at campus signature and traditional events	**Leadership Awards** **University Archives** **Signature Events** (particularly: Homecoming, Involvement Fairs, Taste of OSU)

COMMUNITY SUCCESS - CONTINUED...

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Connection to and Belonging in the Student Organization Community The organization's ability to foster members' sense of belonging and investment in their organization and the student organization community, as well as shape the student organization into a diverse and inclusive community where students can find their place	• Organization promotes awareness of the diversity of student organizations at Ohio State; • Organization connects and collaborates with other organizations for mutual growth • Organization participates in larger student organization programming and training • Organization co-sponsors, co-markets and supports other organizations' programs	**Buckeye Soup** **Autumn and Spring Involvement Fairs** **Keith B. Key Center for Student Leadership and Service**

OUTCOME AND DESCRIPTION	OUTCOME IN PRACTICE	SELECTED RESOURCES
Risk Reduction The assessment and reduction of accidental harm or loss through proactive safety measures and response plans	• Organization develops emergency action plans for events; • Organization follows risk reduction guidelines, including related to liability insurance, food safety and international travel • Organization examines member intake processes for potential hazing implications • Organization reports any hazing or other potential risk occurring in the student organization community	**Risk and Emergency Management** **Bias Assessment and Response Team (BART)** **Student Organizations Resources web page** (particularly: Risk Reduction section)

Contact Us

FOR MORE INFORMATION, VISIT:
activities.osu.edu/involvement/student_organizations/framework

EMAIL US AT: *csls@osu.edu*

> The Student Organization Success Framework is a collaborative effort of Student Activities staff and colleagues. Our work is informed by the Social Change Model of Leadership Development and the Multi-Institutional Study of Leadership.