



DELTA TAU DELTA

Recruitment Practices



Delta Lambda Recruitment Practices

This document includes documentation of the recruitment practice of the Delta Lambda chapter. First, we talk about how we split our recruitment duties into teams, and score each team (1000 level). Next, we include a detailed list of recruitment events for the 2019 calendar year so far (600 level). Finally, we append a few examples of minutes for the recruitment committee meetings that happen at least every month (800 level). Our school has formal rush in the Fall and Spring, and the start and end of the rush periods are included in our list of events. Some of the dates that we hold events may seem late. The reason for this is that our school is on the quarter system, so we start and end school very late in the year compared to other schools.

Teams:

- Out chapter splits our members into recruitment teams, each with a team captain. We have a competition each term between the teams to score the most points. Points are earned by individual members performing actions that increase their teams score. Attending a recruitment event is worth five points. Cold calling or texting a PNM is also worth 5 points. Adding a new name to the names list is 10 points. Bringing a PNM to an event or taking them out is worth 15 points. If someone you bring into the recruitment system is offered a bid, you will get 25 points. Any of those members who sign will net you an additional 100 points. Team captains are responsible for tracking their teams points. We reward the highest scoring teams and members, and have our teams encourage each other to keep earning points. Attached are screenshots of all the team scores for summer 2019.

TEAM PAUL

TEAM LIAM

TEAM PARIS

TEAM RANDY

TEAM BRADEN

TEAM BEN

List of recruitment events

Event Title: Tabeling

Date: January 29th, 10am - 2pm

Location: MU Quad

Attendance: 7 members

Event Description: We hung out in the MU quad with our letters and table. As people were walking about campus, we asked for referrals from girls and asked the guys if they were unaffiliated. To get people to approach us we asked a random question and tallied answers on our white board.

Event Title: DeltBall then dinner at Beaver Hut



Date: February 1st 5:30pm - 7pm

Location: IM fields

Attendance: Majority of the chapter, plus 5 pnms

Event Description: DeltBall is a game that our chapter came up with. It is played exactly like soccer although a yoga ball is used instead of a soccer ball. After playing DeltBall for about an hour and a half, we all walked over to Beaver Hut for dinner. During dinner two bids were extended and both PNM's (Paris and Paul) signed on the spot.

Event Title: Recruitment Date



Date: February 19th, 11am

Location: Dutch Bros

Attendance: Liam Hensman, Spencer Dalton, and Chan(PNM)

Event Description: Liam and Spencer meet with Chan at dutch bros. After some small talk and getting to know each other a little more in detail, discussions about the fraternity occurred. Liam and Spencer asked Chan if he could make grades, would be willing to participate in volunteer events and if he could be financially responsible in terms of dues. Chan confirmed he could meet all the obligations and a bid was extended. He then immediately signed.

Event Title: Recruitment Date



Date: February 19th, 2pm

Location: Beaver Hut

Attendance: Liam Hensman, Spencer Dalton, and Mickey(PNM)

Event Description: Liam and Spencer meet with Mickey at Beaver Hut. After some small talk and getting to know each other a little more in detail, discussions about the fraternity occurred. Liam and Spencer asked Mickey if he could make grades, would be willing to participate in volunteer events and if he could be financially responsible in terms of dues. Mickey confirmed he could meet all the obligations and a bid was extended. He then immediately signed.

Event Title: Recruitment Tabling

Date: February 26th, 10am-2pm

Location: SEC Plaza

Attendance: Ben Wu, King-hin Chan, Mikey Fletcher, Paris Zhou, Braden Gardner

Event Description: Coffee was offered to students passing through the SEC plaza as a way to introduce students to the fraternity and earn names for the names list. A lot of students stopped by the table to engage in conversation with our members and grab a coffee. We found that having an incentive was really powerful in attracting people to our table. Although students expressed interest, no names were documented from this event.

Event Title: Recruitment Game Night

Date: February 28th, 6:30-8:30pm

Location: The Retreat

Event Description: Members and PNM's went to the clubhouse at The Retreat to play video games. Four PNM's showed up to the event. One of the PNM's, Calvin, expressed interest in the fraternity, although no bid was extended at this time. Qdoba was catered to the event, and was a success amongst our members and the PNM's we invited.

Event Title: Recruitment Tabling

Date: March 12th, 10am-2pm

Location: MU Plaza

Event Description: Classic day of Tabling. We set up in the plaza with our letters trying to promote our upcoming Casino Night. We meet a few guys who seemed interested in coming out.

Event Title: Casino Night

Date: March 14th, 5:30-7:30pm

Location: Treehouse

Attendance: 14 brothers, 4 pnms

Event Description: We set up a table for a friendly poker match and a section for guys who wanted to play xbox. Overall it was a successful event. No bids were extended although we created great connections with 2 guys. (Jack and Quenton)

Spring 2019 Rush Week Start

Event Title: Trail Blazers Game





Date: April 7th, 5pm-10pm

Location: Moda Center - Portland

Attendance: 9 members, 11 pnms

Event Description: Around 2:30 we meet up with PNMs at Johnson hall parking lot in corvallis to drive up to portland for the game. Prior to departure we extended a bid to quenton (Pnm) who signed on the spot. We then attend the game and after the Blazers victory over the nuggets we all went to dairy queen. At dairy queen we extended 5 more bids. Pranav (pnm) signed on the spot.

Event Title: Dodgeball



Date: April 8th, 6:30pm - 8pm

Location: McAlexander OSU

Attendance: All active members, 8 pnms

Event Description: We played dodgeball for a few hours. While members were out of play discussions were had a relationships were built with pnms. Following the game Nikhil (pnm) was extended a bid and he signed on the spot.

Event Title: Deltball



Date: April 9th, 6:30pm - 8pm

Location: McAlexander OSU

Attendance: All active members, 4 pnms

Event Description: A new found tradition amongst delta lambda. DeltBall is a game similar to soccer but played with a yoga ball. After a few hours of intense competition, 2 bids were extended to Max and Nam. Both signed on the spot.

Event Title: Video Game Night



Date: April 10th, 6:30pm - 8pm

Location: Live Out

Attendance: All active members, 3 pnms

Event Description: Pnms and Members arrived at our live outs house. We all enjoyed some Domino's pizza then retired to a night of friendly poker and Smash bros. We extended 3 bids. Jack (pnm) signed on the spot. The other two expressed interest but wanted to think it over.

Event Title: Invite Only BBQ



Date: April 11th, 6:30pm - 8pm

Location: The retreat

Attendance: All active members, 3 pnms

Event Description: The evening started off with burgers and good conversation. Then everyone began playing pool and arcade games in the lounge. This event lead to guy and logan signing their bids (extended the night before). One other bid was extended but never signed.

Spring 2019 Rush Week End

Event Title: Tabeling

Date: April 30th, 10am-4pm

Location: Quad

Attendance: Liam, Chan, Ben, Andrew, Randy, Tom, Paul, Paris,

Event Description: Standard Tabeling session. We got a few names for our names list although none replied when we reached out. Although during this session Reese brought his friend Brandon to meet some of the guys.

May:

Event Title: Tabeling

Date: May 8th, 10am-4pm

Location: Quad

Attendance: Reese, Paul, Ben, Andrew, Keeton, Tom, Max, Nam, Jack, Chan

Event Description: In an attempt to spike up more names we were offering a small starbucks drip coffee to anyone who provided us a name and number. We also had spike ball to pass the time and seem more approachable asking people passing by if the wanted to join. We did get a nice handful of names although most were not interested. We think this was due to the end of spring rush, and many of the guys that wanted to join a fraternity had already.

Event Title: Deltball

Date: May 8th, 7-8pm

Location: Peavy

Attendance: About 10 brothers, and 3 pnms

Event Description: We all played DeltBall for about an hour. Two of the pnms were really just interested in hanging out at the time. They didn't really show a desire to join. Although Reese's friend Brandon showed up and we discussed more about the fraternity and he seemed interested.

Event Title: Bid Delivery



Date: May 24th, 12:30pm

Location: Computer Center

Attendance: Paul, Randy, Liam, Reese, and Brandon(PNM)

Event Description: Paul, Randy, and Liam went to meet with Reese and Brandon on their lunch break. At this time we chatted about expectations with Brandon about joining. We then extended him a bid and he signed on the spot.

Event Title: Deltball

Date: June 28th, 5:30-6:30pm

Location: IM fields

We had deltbball, our first recruitment event of the summer on Friday. It didn't go well, which I attribute to a lack of PNM's knowing. However, I was more disappointed about how many of our guys showed up. Only a total of four were there. I hope we can get close to ten guys to our future events, otherwise PNM's who come will feel underwhelmed.

Deltball stats: 0 bids, 0 PNM's

Event Title: Drive in Movie Night

Date: July 7th, 7:00-11:30pm

Location: 99w Drive in Theater, Newberg

Attendance: 3 Delts, 5 PNMs.

Event Description:

Invited PNMs to the Newberg Drive in theater to watch Toy Story. Had a lot of good conversations with PNMs, and seemed to strike a lot of interest. Four bids were extended, with none signed on the spot. No food was provided.

Event Title: Timbers Game

Date: July 13th, 7:00-11:30pm

Location: Providence Park

Attendance: 3 Delts, 5 PNMs.

Event Description: We all meet up at a local cafe near the stadium then we all walked over. Great event, good conversation was had. 2 bids extend, 1 (Atom) signed on the spot.

Event Title: Recruitment Hike

Date: August 3rd, 12pm

Location: Pittock Mansion, Portland

Attendance: Paul, Max, Randy, 4 PNMs

Event Description: Went on a short hike with PNMs on this day, where we got to learn a lot about the PNMs interests and what they were looking to get out of a fraternity. Definitely a good event for getting to know PNMs, as it provided a lot of good opportunities to talk to them.

Event Title: Beach Trip

Date: August 10th, 12pm

Location: Seaside, OR

Attendance: Paul, Randy, Andrew, Micky, Ben, Josh (pnm)

Event Description: Planned to take a group of brothers/PNMs to the beach at Seaside for the afternoon. However, due to an extreme lack of interest among PNMs, we only ended up taking one PNM. Essentially, the event became a brotherhood event. Due to the logistics of such an event and the travel required, it is unlikely that we will do another event like this for recruitment.

Event Title: TopGolf 1

Date: August 24th, 5pm

Location: TopGolf Hillsboro

Attendance: Ben, Paul, Randy, Paris, 3 PNMs

Event Description: Took a group of PNMS to TopGolf for a few games. Casual event in a good space for conversations with the PNMS.

Event Title: TopGolf 2

Date: September 7th 5pm

Location: TopGolf Hillsboro

Attendance: Paul, Randy, Calvin, Nikhil, 4 PNMs

Event Description: Took a group of PNMS to TopGolf for a few games. Casual event in a good space for conversations with the PNMS. These two events were basically the same.

Event Title: Tailgate (OSU football)

Date: September 14th, 5pm

Location: Crop Science Center Parking Lot

Attendance: Ben, Randy, Paul, Spencer, Tom, Micky, Mikey, 5 PNMs

Event Description: Hosted a tailgate for an OSU football game, which was a good conversation starter with many of the PNMS. PNMs were invited to join us for the game after the tailgate had ended, however many ended up leaving.

Event Title: Bid Extension

Date: September 25th 9am

Location: Dutch Bros

Attendance: Andrew, Jax (pnm), Isaac (pnm)

Event Description: Andrew grabbed coffee with Jax and Isaac and discussed the obligations of joining. Topics such as grades, volunteering, and financial obligations were discussed. Jax and Isaac were both extended a bid and then signed on the spot.

Fall 2019 Rush Week Start

Event Title: Invite Only Paintball

Date: September 29th 12pm - 3pm

Location: PaintBall Albany

Attendance: Liam, Randy, Paul, Nikhil, Paris, Max, Brayden, Mickey, Andrew, and 10 pnms

Event Description: We all meet up at Johnson Hall parking lot at OSU. From there we all piled into our cars and drove over to PaintBall Albany. After playing for about two hours we all headed over to the local dairy queen for some food. This was a great event to start rush week. Paintball was just the right activity as it provided enough time to talk to pnms while giving us something to do making conversation easy. Also we had a great ratio of PNMs to Members. No bids extended although great connections made.

Event Title: Dodgeball

Date: September 30th 6pm - 8pm

Location: McAlexander

Attendance: Most initiated members, 4 pnms

Event Description: Standard issue dodgeball game. We played for about an hour and a half. While players were out there were great opportunities for discussions with pnms. This event did not have the turnout we were looking for. We believe this to be because other fraternities were hosting their "big events" that same time. We did not bid anyone at the event although we did set up time to grab coffee (to extend bids) with two guys the following day.

Event Title: Bid Extension

Date: October 1st 10am

Location: Dutch Bros

Attendance: Liam, Kyle (pnm)

Event Description: Liam grabbed coffee with kyle and discussed the obligations of joining. Topics such as grades, volunteering, and financial obligations were discussed. Kylie was then extended a bid, he then proceeded to take the day to think about it and signed the following day.

Event Title: Bid Extension

Date: October 1st 10am

Location: Dutch Bros

Attendance: Randy, Chandler (pnm)

Event Description: Randy grabbed coffee with Chandler and discussed the obligations of joining. Topics such as grades, volunteering, and financial obligations were discussed. Chandler was then extended a bid, he then proceeded to take a few days to think about it and signed two days later.

Event Title: Deltball

Date: October 1st 6pm - 8pm

Location: Peavy Fields

Attendance: Most of the chapter, 6 pnms

Event Description: A new found tradition amongst delta lambda. DeltBall is a game similar to soccer but played with a yoga ball. After a few hours of intense competition, two coffee dates for bid extensions were set up.

Event Title: Bid Extension

Date: October 2nd 10am

Location: West Dining Hall

Attendance: Liam, Nick (pnm)

Event Description: Liam grabbed coffee with Nick and discussed the obligations of joining. Topics such as grades, volunteering, and financial obligations were discussed. Nick was then extended a bid, he signed on the spot.

Event Title: Casino Night

Date: October 2nd 6pm - 8pm

Location: 1056 nw 25 (Live out)

Attendance: Most initiated members, and 5 pnms

Event Description: We set up our lives out with a few casino games (poker, black jack, roulette). All attendees were given a starting amount of chips, who ever had the most at the end of the night got a prize. Little caesars pizza and other snacks were provided. Coffee dates were set up with two pnms.

Event Title: Bowling

Date: October 3rd 6pm - 8pm

Location: MU Basement

Attendance: Most of the Chapter, 5 pnms

Event Description: We all meet up at the MU basement for some bowling and pool. Snacks were provided. This event lead to two coffee dates.

Event Title: Invite Only BBQ

Date: October 4th 6pm - 8pm

Location: Live out

Attendance: Most of the Chapter, 4 pnms

Event Description: The evening started off with burgers and good conversation. Then everyone began playing smash bros. Towards the end of the event one final bid was extended to a pnm (Ryan). After taking the night to think Ryan decided to rush next term.

Event Title: Bid Extension

Date: October 5th 10am

Location: Dutch Bros

Attendance: Liam, Zach (pnm)

Event Description: Liam grabbed coffee with Zach and discussed the obligations of joining. Topics such as grades, volunteering, and financial obligations were discussed. Zach was then extended a bid. After a day of thinking he decided to hold off rushing until next term.

Event Title: Bid Extension

Date: October 5th 2pm

Location: Bing Cafe

Attendance: Liam, Conner (pnm)

Event Description: Liam grabbed coffee with Connor and discussed the obligations of joining. Topics such as grades, volunteering, and financial obligations were discussed. Connor was then extended a bid. After a day of thinking he decided to hold off rushing until next term.

Fall 2019 Rush Week End

Event Title: Bid Extension

Date: October 10th 9am

Location: Dutch Bros

Attendance: Liam, Noah (pnm)

Event Description: Liam grabbed coffee with Noah and discussed the obligations of joining. Topics such as grades, volunteering, and financial obligations were discussed. Noah was then extended a bid. After a day of discussing with his parents he signed.

Event Title: Bid Extension

Date: October 25th 7pm

Location: 1057 Nw 25th (live out)

Attendance: Liam, Randy, Paul, Tucker (pnm)

Event Description: Liam, Randy, and Paul invited Tucker over for dinner. Topics such as grades, volunteering, and financial obligations were discussed. Tucker was then extended a bid. After a day of thinking he decided to sign.

Recruitment Meeting - 3/11/19

Winter Term Agenda

Current update on PNM's

- Calvin was taken out to lunch by Liam and is interested
- Pranav is going to lunch with Paris and Ben
- Zach, Eli, Reese, Jasper, Gavin(plus friend) are PNM's brought by Paris

Goals for the next week:

- Reach out to clubs and sororities
- Craft message to say to PNM's
 - Mention that we want them but not focus on if they're interested
- Liam: Reach out and get plans going on rush card printing with Paul's help

Spring Term Agenda

- Spring Rush (April 7th-12)
 - Blazer Game Sunday 4/7 @ Moda Center at 4PM (Game at 6PM)
 - \$220-food
 - \$60-gas
 - Dodgeball Monday 4/8 @ McAlexander at 6:30PM-8PM
 - \$100-food
 - \$63-rent
 - \$40-equipment (Dodgeball, table)
 - Deltball @ IM fields at 7PM
 - Game night @ Treehouse at 6PM
 - \$250-total
 - Invite only BBQ @ Chase's house at TBD
 - \$100-total
 - Jump Day @ MU Evening
 - Misc
 - \$800-Rush T-shirts
 - \$100-Rush cards
 - Total Spring Rush Budget estimate: \$1733

Spring Recruitment Marketing

House calls

- Look through list of organizations
 - Clubs, Sororities, etc

Tabling

- Free coffee (incentive)
 - Ask to post on social media about delt

Recruitment Committee Meeting April 1st, 2019 at 9pm

PNM's

- Cold call session tuesday 4/2 Treehouse @ 6pm
 - Invite PNM's to tabling
- Have PNM's invite friends for rush
- Day-to-day recruitment
 - Have five new names by Saturday 5pm

Future Recruitment events

Spring rush:

- All events are set
 - First event starting Sunday 4/7
 - Liam will figure logistics for pnms and members going

Recruitment Training

- Preceding the meeting today at chapter, the chapter went through a recruitment workshop led by Beta Tau Alum Adam Drey. We discussed how to introduce the values we hold and how to show them in conversation with PNM's. We practiced tabling strategies and how to sustain a meaningful conversation with PNM's using the five F's.

General discussion:

IFC Conference Tuesday Linc 7pm-8pm

- Paul and Liam will be attending

Recruitment Fair Wednesday MU 5pm (4:30 to set up)

- Elevator recruitment event facilitated by Center for Fraternity and Sorority Life
- Liam, Paris, and Paul will be attending

Summer Recruitment Meeting Thursday June 6th

Meeting Agenda

- Draft ATD email
- Graphic ideas
 - Handouts: Brochure
 - pics(Mikey with flag snowboarding, take photos of our own, etc.)
 - Info: similar to what was on ATD email
- Review Summer Schedule
 - 3 events/month
- First team assignment: Tasks for Summer recruitment teams to execute
 - Goals:
 - Each member bring in one new member- Done by September 25th
 - Contact High School Advisors (Ask for names and contact info of students coming to OSU)- Done by June 18th
 - Team group chat- Done by June 14th
 - Responsibilities/Expectations
 - Communicate update on:
 - Info from HS advisor
 - If there are new names to put on names list
 - If you invited people to come to an event
 - If you went on any recruitment dates
 - Focus of recruitment is on making a personal connection w/ PNM's
 - Go on recruitment dates
 - Reach out to men you know coming to OSU
 - Team Leader's Task and responsibilities/expectations
 - Send texts to the 'masses' on Chapter Builder
 - Extend Bids
 - Reference "Extending Bid Technique" under recruitment training of this meeting minutes
- Summer Recruitment Goals
 - Randy
 - finalize ATD email and verify it with the committee by June 15th
 - Make/draft brochure for a handout
 - Make an interest survey
 - Talk to team
 - Have everyone reach out to advisors
 - Everyone add 1 guy to names list per week
 - Ben
 - Talk to old H.S. counselors
 - Start a team names list
 - Have a team meeting

- Get team members living arrangement for the summer
- Paul
 - SummerSet up group chat
 - Team meeting before summer
 - Plan final recruitment meeting before summer
- Liam
 - Establish group chat
 - Have team reach out to advisors
 - Have everyone contact 1 guy a week
- Braden
 - Get five guys to come to every event
 - Get at least 2 guys to sign by Mid-summer
 - Communicate goals and tasks to team group chat by June 14th
 - Ask or update every Friday
 - Have them communicate their realistic time commitment

PNM's

John Garrison- (H) Next Semester

Riley Woodruff- (H) Next Semester

Logan Grieb- (F2) Not compatible

Charles- (C) Needs to be contacted

Conner Stoops-Smith- (C) Needs to be contacted

Micah- (C) Needs to be contacted

Zach Busalacchi- (C) Needs to be contacted

Zach Jones- (C) Needs to be contacted

Future Recruitment Events

- June Events:
 - Deltball: Saturday 29th Corvallis, Oregon (Time TBA)
- July Events:
 - Drive-in movie: Saturday 6th Newberg, OR (Time TBA)
 - Timber's Game: Saturday 13th Portland, OR (Time TBA)
 - Barbecue: Friday 26th Corvallis, OR (Time TBA)
- August Events:
 - Hike: Saturday 3rd Portland, OR (Time TBA)
 - Beach Trip: Saturday 10th Oregon Coast (location and time TBA)
 - Top Golf: Saturday 24th Hillsboro, OR
 - Rafting trip/river float: Saturday 31st Corvallis, OR (Time and river TBA)
- September Events:
 - Top Golf: Saturday 7th Hillsboro, OR (Time TBA)

- Tailgate: Saturday 14th Corvallis, OR (Time TBA)

Recruitment Training

Extending Bid Technique

1. Gage interest
 - Hey we loved having you around, how are you liking the guys?
2. Pre bid talk
 - So on a scale of 1 - 10 how likely would you be to join?
 - If below 10 then ask why, and get them to a 10
3. Obligations talk
 - Then confirm that they can hit volunteer work, finances, and gpa
4. Extend bid
 - Offer them a bid
 - Give them a dead line to sign by

General Discussion

- Summer prizes
 - End of Summer prize- Team dinner (~\$75)
 - Mid-summer prizes (Aug 1st)
 - Top Team prize- Delt Flag (~\$20)
 - MVP prize- Delt Tie (~\$20)
 - Second place individual prize- Delt Socks (~\$20)